



Kayfi Maghdid Qadr
Rojhalat Quarter, H#207,
Erbil, KRI,IRAQ

Mobile: +964 750 461 8260

Mobile : +964 0782 480 5252

Mobile: +964 0772 233 64 74

Email: Kqader@oxfam.org.uk

:Kayfi.lawyer@gmail.com

EDUCATION 2017 to PHD student
date

College of Law and
international relations
Department of Law
University of Soran, Erbil-
Soran, KRG, Iraq

Main modules will
include;
The civil rights of
employees in the oil and
gas sector in KRI and Iraq
especially the rights of
exact payment which
fixed in the employment
contract , right to not
working more than 8
hours , to be protected ,
healthy and safe during
the work time.....etc.

2009-2011 MSC. in civil Law
(Attachment: 1)

College of Law and
Political Science
Department of Law
University of Salahaddin,
Erbil, KRG, Iraq

Main modules include;
Civil law, Labor law,
international law related
to the subject and civil
procedures law.

2002-2006 BA in Law

College of Law and
Political Science
Department of Law
University of Salahaddin,
Erbil, KRG, Iraq

Main modules include
Trade Law, Civil Law,
Criminal Law, Politics,
International Law,
Finance, History of Law,

🚩 General Description:

Legal consultant /"Peace and freedom organization (PFO)"

<http://www.pfo-ku.org/index.php/arabic>

(especially in the subjects: employee's rights and Syndicate freedom). During that period of time I was:

- Responsible for all Iraq in all legal domains of consultation, advocacy and legal defense.
- Advocating and fighting to secure employee's rights, especially the minority employees, IDPs and Refuges I am a liberal person with highest standards dedicated to the concept: democracy, freedom and equality between the Genders.
- Advocate of a liberal secular constitution for Iraq and for Kurdistan. In 03/2016 I have participated in a very important assessment on the rights of employee's all over Iraq and KRG, I did share with

distribution of 1000 Quaternary forms and do collected information about 43 interviews which have been done with responsible person.

inside or outside of government and, I do participated in **6** focus groups which had been done with a number of employees , employers, governmental delegates, parliament members and academics.

the project has been funded by Norwegian People's Aid (NPA) and the project stile continuing till 2020.

now! I'm involved in drafting a new legislation on 'right of freedom to establish and join labor unions'.

✚ 10/2015 – 03/2016

" project coordinator / vulnerable women and girls among the IDPs from SGBV and Trafficking " **Al-Masalla organization / Erbil – Iraq**

<https://www.almesalla.net/Default.aspx?!=2>

During that period of time, As the position holder

- I was responsible for the overall management of **Al-Masala**, the project was funded by UNDP through which I have helped hundreds of IDPs and Refugees "women, girls and elders" by providing legal information, consultation and representation
- As well as, I facilitated in providing hundreds of food, non-food and hygienic materials to IDPs and Refugees in Kurdistan.
- I also Provided training course to a group of officers in the "DEVAW" on 'How the government should help IDPs and Refugees especially when their women and girls has a JBV cases."

Main duties:

- Managing the office of **Al-Masala** in Erbil- Baharca IDP camp.
- Coordinating within **Al-Masala** sections and between **Al-Masala** -UNDP and other humanitarian organization.
- Plan and arrange coordination meetings within offices in KRG, especially the offices in DEVAW which where the governmental partner of the project, and preparing meeting agenda and writing meeting report.
- Representing **Al-masala** in UN/Government/NGO coordination meetings.
- Reviewing **Al-masala** /Erbil monthly report.
- Writing and initiating project proposal in regards with refugees and displaced people.
- Corresponds through emails and official letters with UN/KRG and other related stakeholders.
- Preparing and following project work plan for **Al-masala - UNDP** project
- Receiving people of concern cases and writing detailed reports about their problems and recommending suitable solution for the problems.
- Attending the cooperation meetings which where been done every single month inside the Baharca Camp between all the local and international organization, especially those who were working on the IDPs and Refugees cases.

✚ 10/2013- 06/2015

Project Coordinator / PAO/Harland Alliance/UNICEF project under the title: "Strengthening Protection and Justice for Syrian and Iraqi Juveniles"

Public Aid Organization (PAO) / Erbil – Iraq

<http://www.pao-iraq.org/ar/>

Main duties:

- Managing all activities of the project team
- Receiving all the calls form the benefiteres which were a majority of them from IDPS and Refugees
- Establishing and monitoring monthly advocacy/networking plan.
- Submission of monthly work plan of the legal team.
- Ensuring all deadlines of the legal team activities.
- Coordination with all stakeholders (Local authority, reformatories, Refugee committee, NGO, etc...).

✚ 06/2010 – 12/2011

Project Coordinator / PAO/UPP/ UNDP project under the title: "Legal Defense center"

Public Aid Organization (PAO) / Erbil – Iraq

<http://www.pao-iraq.org/ar/>

Main duties:

- Managing all activities of the project team
- Receiving all the calls form the benefiteres which were a majority of them from IDPS and Refugees

- Establish and monitor monthly advocacy/networking plan with coordination of the program manager.
- Submission of monthly work plan of the field legal team.
- Ensuring all deadlines of the legal team activities.
- Coordination with all stakeholders (Local authority, Refugee committee, NGO, etc...) in coordination of the program manager.
- Work as part of the legal team and follow up all cases that toke by PAO advocators and those have been referred to as from other Local NGOs.

✚ **10/2014- present**

**Establishing a legal local NGO /Legal Advice Organization (LAO)
Registered by Kurdistan directory of NGOs number: (289-K)on 10/4/2013**

<https://www.facebook.com/RkkhrawyawzhkaryYasay>

- I established a local NGO under the title" **Legal advice organization**" (LAO). since 2014, I became a head of it, which is non- governmental organization established in KRI .
- during 2014-2015 I managed two legal programs which had been funded by KRI Directorate of NGOs.
- First project was about providing legal support for those graduated in law colleges, by transferring all the necessary experience which related with the work of advocators
- The second project was about providing all the necessary legal services for the local and IDPs employees especially those who works inside the KRG governorates as private employee , the legal services were about : giving legal information to employee, providing legal advice and legal defense for those who do not have enough ability to take such services.

✚ **08/2006 - to 2012**

Advocator /Kurdistan Advocate Syndicate/ KRG/Iraq

I Am Active Member in Kurdistan advocate Syndicate since 8th August 2006 till 2012, during this time I continually provided legal consultation, advise, legal information and representation to hundreds of people, companies and local and international NGOs.

Main duties:

- ✚ Assisting clients in legal transactions and bringing their cases in front of the KRI courts
- ✚ Providing legal consultation, information and representation for the clients.
- ✚ Registering local and international NGOs, finalizing their Taxation files
- ✚ Providing legal advice and consultation on all legal issues presented to me, related to matters both within the KRG and Federal Iraq.
- ✚ Consisting the NGOs policy with all the existing laws and legislations in KRI and Iraq
- ✚ Defending the rights and the legitimate interests of the local and international NGOs which harried me as their legal consultant.

In addition to above I had responsibilities, I have been involved in drafting and reviewing agreements, producing technically accurate quality standard work, drafting technically correct opinions and reviewing the reports.

✚ TEMPORARY VOLUNTARY WORK	AND 2015- 2016	Support Kurdistan constitution Commission	As a member of the voluntary group, provided consultation to the Kurdistan constitution Commission to enable the Commission to overcome the challenges facing in the process of drafting all the legal aspects of the KRG constitution , the final legal advices were been provided to the commission.
✚ 2014 to date		Shabaka Nebelung for Human Rights	This network is one of the activist humanitarian networks which is consists of a high number of activist local and territorial NGOs in more than 10 countries: Iraq, Germany, yeoman...etc. The main goals of the network were to maintain human rights for prisons and protecting them from any kind of discriminations.

✚ 2007-2012	Support Network for Prisoners, Erbil - Iraq	Voluntary work: Trained many prison staff and I have been strongly advocating for the rights of prisoners and abolishing the death penalty in Iraq and Kurdistan.
✚ December 2018 till May 2019	Full time / Legal Adviser Oxfam EFSVL & Cash Iraq Crisis Response and Resilience Program Livelihoods Interventions- Job Placement Funded by UNDP	<p>The main objective of the legal adviser in that program was to play a great role is to give aid in all the legal matters and advise in legal documentation, negotiations, contracts, etc. As legal Adviser I was working in different areas and the duties of this professional was changing accordingly and as per the needs of the program</p> <p>My Key Responsibilities and Accountabilities was to</p> <ol style="list-style-type: none"> 1. Providing legal advice and consultation on all legal issues presented to him, related to matters both within the KRG and Federal Iraq. 2. I was Responsible for defending the rights and the legitimate interests of the project team and all of our Beneficiaries . 3. I was Responsible for drafting and designing All legal Documents regulating the relation between Oxfam GB and the Private sectors , training centers , and designing all the Job contacts for regulating the relation between the project Beneficiaries and the private sectors as well 4. responsible for signing on all letter of agreements between Oxfam GB and Private sectors as well, beside signing as witness on the Job contracts as well. 5. I was responsible for making continue follow up for all the placed beneficiaries in the Private sectors and to keep their legal rights and let them continue their work for a long time 6. Representing the program team and Oxfam GB in front the court, in case we have a legal issue with the private sector or the beneficiaries 6. I was liable to interpret for the project team and to give the theoretical legal knowledge for the staff whenever it was necessary 7. The legal adviser, in addition to the above was responsibilities, is involved in drafting and reviewing agreements, producing technically accurate quality standard work, drafting technically correct opinions and reviewing the IP reports as well .

PROFESSIONAL AND PERSONAL DEVELOPMENT

I have participated in so many legal actions, workshops and conferences, meetings below I can mention some of **them:-**

NAME, PLACE AND COUNTRY	TYPE	ATTEND FROM/TO	CERTIFICATES OBTAINED
PAO – Erbil	Using Negotiations and Mediation skills for solving Legal cases	Nov 2010	Training Certificate
Unicef – Sulaimaniya	Legal Defence According to USA System	October 2013	Training Certificate
Bellevue Hotel, Jordan/Amman	Legal Defence Canter in Erbil, Implementing Steps	24th to 28th Ap 2011	Training Certificate
Erbil international Hotel	The draft of " General prosecutor"	10 th to 13 th Oct 2010	Organizing Certificate
Kat center, Iraq/Erbil	Books Friends Project	4th to 6th Nov 2013	Organizing Certificate
Chuarchra Hotel- Erbil	The implementation of Iraqi Penalty law	15 th October 2010	Training Certificate
Chuarchra Hotel- Erbil	The Juveniles rights	25 th June 2011	Training Certificate
Dedeman Hotel. the training has been done by N.R.C	The refuges rights	24-27 Au 2017	Training Certificate
FHI 360, Ankawa – Erbil	Effective Witten communication	27-28 September 2017	Training certificate
IOM and OXFAM	Fraud: Awareness and prevention	22-23 April 2018	Training certificate
Oxfam GB Office	Safeguarding Awareness Resource	17 january 2019	Traning certificate
Ankawa Royal Hotel	Leading a Graduation ceremony for 80 young trainee in the job placement project / livelihood deoportment /Oxfam GB		

PUBLICATIONS

- The Legal liability arising from using juveniles as employees" Analytical- Comparative study. Master thesis submitted to the University of Salahadden/College of Law, as fulfilment of master study-2011.
- The condition of workers' rights and freedom of labours union in Iraq and Kurdistan region. This one was a study which had been written by me and two of my friends in 2016, the study was a part of one of the Peace and Freedom organization projects which had been funded by Norwegian People's Aid (NPA).
- "The contract of storage of the human stem cells" comparative- analytical study, the study had been published on the Qalaa Journal in Lebanese French University on 15/3/2017.: **ISSN 2518-6566 (Online) - ISSN 2518-6558 (Print).**

- The legal regulation for the labour contract under Experience (Analytic- Comparative study), the study had been published on the Qalaa Journal in Lebanese French University on 15/6/2017. **ISSN 2518-6566 (Online) - ISSN 2518-6558 (Print)**
- The role of compliable Oath in the civil proof "comparative study". The study had been published on the Qalaa Journal in Lebanese French University in 18/8/2017. **ISSN 2518-6566 (Online) - ISSN 2518-6558 (Print)**

COMPETENCIES AND SKILLS

Language Skills	Excellent verbal and written skills in English, Arabic and Kurdish
IT Skills	Confident user of all Office applications, Email and Internet
Additional	Driver's License with no endorsement held since 2003

REFERENCES

Letters of recommendations and certificates are available upon request


1. Aman Ali
Project Coordinator
Erbil, Iraq
Oxfam / EFSVL & Cash Programming
+ 964 7736942822 | Skype: amanaliasad

2. Mahdi Mahdi Qadr
Deputy Country director
Erbil, Iraq
Norwegian People's Aid
Mobile: 096407504777566
Email: mahdipac@gmail.com

3.Hogr Chato Shexa
Head Public Aid NGO
Erbil, Iraq
Mobile: 00964 750 4544703
Email: hogr_pao@yahoo.com
hogr.pao@gmail.com

4.Ibrahim Ismail
Head of Almesalla
Erbil,Iraq
Mobile: 964 0750 4536934
Email: director@almesalla.net

I CONFIRM THAT ALL INFORMATION STATED ABOVE IS CORRECT AND COMPLETE TO THE BEST OF MY KNOWLEDGE.

A handwritten signature in black ink, appearing to read "Kier", is written over a light gray rectangular background.

Signature: