

Honorable President and Vice Presidents of the Kurdistan Region,
Honorable Prime Minister and Deputy Prime Minister of the Kurdistan Region

Today the teachers' and employees' strike enter its Fourteenth day. Their demands are summarized in four points attached to our memorandum, which are the basic and legal rights that have been taken away from the people of Kurdistan by the authorities, and they are demanding their restoration. Their demands have been expressed civilly, and in this pursuit, their health condition has deteriorated and is reaching the point of near death. Regrettably, you leaders and officials, who are the cause of these miseries, didn't listen to them and resorted to insults and name-calling.

We, Civil Society Organizations, while considering their demands legitimate and supporting them from the first moment, have always tried to be a bridge between strikers and the authorities to achieve better understanding and prevent tension and unrest. For this purpose, we submitted memorandums and made requests and appeals, but unfortunately, as always, you took no steps and didn't listen. Now, if after Fourteenth days, you remain indifferent to the death of your own citizens and don't consider yourselves responsible for them! However, we, Civil Society Organizations, are not like you – we consider ourselves as the rightful owners of this Kurdistan's land, soil, and stones, and these heroic strikers, who are the living conscience of the Kurdish People, are our brothers, sisters, sons, and daughters. We cannot abandon them and let go because of your indifference. You are indifferent to their death, just as you were indifferent to citizens' death and starvation in the past. We will protect our heroes, these living hearts of Kurdistan's people, and won't allow them to lose their lives before our eyes. We will protect them and prepare ourselves for the next stage of our civil struggle.

The brave strikers have managed to revive the spirit of civil struggle, resurrect the spirit of resistance in hearts of deprived citizens, and better prepare them for the next stage. They have managed, at the expense of their health and burden on their families and relatives' lives, to prove to everyone that this authority does not listen to any civil demands and only cares about plunder and self-imposition. These heroic strikers, by approaching death, have proved the shame of this authority to everyone.

In this regard, we request our heroic striking brothers and sisters, if the authority doesn't respond as soon as possible, to end the strike at the request of us organizations and hundreds of writers and, intellectuals, public figures and thousands of concerned and loyal citizens, and prepare ourselves for the next stage. We also assure the authority that in case of any undesirable consequences, they bear the responsibility.

Glory to the heroic strikers. Respectfully,

February 10, 2025

A copy to:

- United Nations Special Representative in Iraq
- United States Congress
- European Parliament
- Iraqi Council of Representatives
- Federal Council of Ministers of Iraq
- All country consulates in the region
- Independent General Board of Human Rights in Kurdistan
- High Commission for Human Rights in Iraq

The name list of the Organizations:

- 1) PAY Foundation for Education and Development.
- 2) Halwest Organization.
- 3) Women Legal Assistance Organization (WOLA).
- 4) Azadbun Organization.
- 5) Capital of Peace Organization.
- 6) Kurdistan Nature Organization.

- 7) Chawy Zanko Organization (CZO).
- 8) Baranan Organization for Humanitarian Aid.
- 9) Institute for Legal Development (ILDK).
- 10) Strategic Planning Institute for Diplomatic Issues.
- 11) Middle East Institute for Strategic Studies.
- 12) Research and Development Organization.
- 13) Scala Organization for Social Issues.
- 14) Kurdistan for All Organization.
- 15) Justice Generation Organization for Human Rights.
- 16) Noor Organization for Democracy and Human Rights Development.
- 17) Kurdistan Platform for National Issues.
- 18) Dabin Organization for Democracy and Human Rights Development.
- 19) Youth Development Center.
- 20) Halabja Organizations Network.
- 21) Idea Organization for Democracy and Social Awareness
- 22) People's Development Organization PDO.
- 23) Coalition 188 – Sulaimani.
- 24) 8 March Network.
- 25) Kurdish English Academy for Education and Training.
- 26) Scholar Organization for Education.
- 27) Kurdistan Economic Development Organization.
- 28) Transparency and Accountability Coalition.
- 29) NGO Coordination Network.
- 30) AMAZHA Organization for Human Development.
- 31) Women's Media and Intellectual Organization.
- 32) Youth Awareness Organization.
- 33) Shler Organization for Environmental Tourism Development.
- 34) Ronya Organization for Health Awareness.
- 35) NGO Coalition Network.
- 36) Independent Women's Organization.
- 37) Shana Plus Organization for Health Care.
- 38) Dream House Organization.
- 39) Media Organization.
- 40) Concept Organization for Reform and Construction.
- 41) People's Wind Organization.
- 42) Avezan Organization for Training and Social Awareness.
- 43) White Flag Organization for Peaceful Coexistence.
- 44) Shine Organization for Science and Higher Education Development.
- 45) Kico Organization.
- 46) Students' House Organization.
- 47) Federation of Civil Society Organizations.
- 48) Shari Organization.
- 49) Sinai Organization.
- 50) Zhiway Organization.
- 51) Youth Development Center.
- 52) Zhiyar for Education and Human Development.
- 53) Aran Organization for Civic Culture Development.
- 54) Green Kurdistan Association.
- 55) Shenroi Kakai Organization.
- 56) Pomegranate Organization.
- 57) Twanest Organization.
- 58) Fire Awareness Organization.
- 59) Ronak Jaff Organization for Development.

- 60) Westga News.
- 61) Everest Organization.
- 62) Kurdistan Kidney Protection Organization.
- 63) DIdar Organization.
- 64) Halabja Branch of Leading Teachers Council
- 65) Kurdistan Medical Science Organization for the Development of Medical Science
- 66) Kurdistan Islamic Union Sisters Organization
- 67) Kurdistan Students Development Organization
- 68) Kurdistan Students Organization
- 69) Islamic Sisters Organization
- 70) Cultural Culture Organization
- 71) Institute of International Law
- 72) Green Kurdistan Association / Erbil Center
- 73) Zhiwar Organization for Awareness and Culture Development
- 74) National Center for Human Rights
- 75) Himay Cultural Organization
- 76) Standard Research and Development Agency
- 77) Kurdistan Children's Nursery Organization
- 78) Sisters of the Islamic Relations Movement
- 79) Diyari Organization for Education and Culture.
- 80) Chapk Organization for Human Development
- 81) Success House Organization for Skills Development
- 82) Youth and Students Development Organization
- 83) Kurdish Institute for Elections
- 84) Kurdish Media Monitoring Organization (CMK)
- 85) The New Organization
- 86) Public Service Organization for Humanitarian Aid and Development.
- 87) Women's Media and Intellectual Organization
- 88) Kurdistan Women's Union.
- 89) Democracy and Human Rights Development Center –DHRD
- 90) Sardam Education Organization
- 91) General Assembly of Needy Teachers and Employees
- 92) Marov Center.
- 93) Friends of Gaziza Theater Troupe.
- 94) Qareman Sheikh Bzeni Organization for Cancer Patients.
- 95) Domestic Political Prisoners Association
- 96) City Organization for Human Development
- 97) Jaf Organization for Education and Human Development
- 98) Zar Organization for the Defense of Freedoms
- 99) Leylan Foundation for Democracy
- 100) Khanzad Cultural and Social Organization
- 101) Kurdistan Trusteeship Council
- 102) Ghaba Organization for Environmental Protection
- 103) Tawana Bakhshi Organization
- 104) Kurdistan Bar Association - Sulaimani Branch
- 105) U.S. Global Human Rights Organization – Kurdistan Branch
- 106) Qaradag Organization for Development
- 107) Peace Sun Organization
- 108) Kurdistan Parliamentarians Union / Sulaimani Branch
- 109) Sulaimani Organizations Network
- 110) Liana Organization
- 111) Partnership Network of Organizations
- 112) ASK Organization

- 113) Kurdistan Women's Association
- 114) Kurdistan Teachers Professional Organization
- 115) Nishan Organization for Individual Consciousness
- 116) Kurdistan Youth Union
- 117) Kurdistan General Students Union
- 118) Wali Diwana Enlightenment Organization
- 119) Kurdistan Toilers Teachers Organization

To: United Nations Office in Sulaymaniyah
Subject: Statement from Striking Employees

We, as representatives of various segments of society in general and employees and teachers in particular, have been on a food strike in front of your esteemed office for three days.

We hope that our demands will be conveyed to the relevant authorities:

1. Respecting the dignity of individuals in Kurdistan and ensuring that the law applies to everyone equally.
2. Nationalizing (formalizing) our salaries through federal banks.
3. Providing a decent standard of living for employees by ensuring the payment of monthly salaries and establishing an appropriate mechanism for the retrieval of withheld salaries.
4. Resuming the promotion process for civil servants, as this is a matter of justice and a crucial issue in salary distribution.

With respect,

The Striking Employees
January 30, 2025

List of Striking Employees:

1. Zana Sheikh Mohammed – Employee at the Ministry of Electricity.
2. Shna Ali Aziz – Teacher.
3. Dilshad Mahmood Tawfiq (Mirani) – Teacher.
4. Hadi Hama Rashid – Teacher.
5. Pakiza Hama Amin Hama Murad – Employee.
6. Sanger Mahdi Ali – Teacher.
7. Srusht Sirwan Ali – Teacher.
8. Ata Ahmed Rashid – Teacher.
9. Mohammed Rasul Mohammed – Employee at the University.
10. Saman Mohammed – Employee at the Ministry of Agriculture.
11. Fazil Qadir Hama Raouf – Teacher.
12. Dilshad Baban – Teacher.
13. Awat Azad- Teacher.