

Women's Peace and Humanitarian Fund (WPHF)

Annual Project narrative progress report - Jordan

Reporting period: 1 January – 31 December 2017

<p>Project Title: ME function of the Global Acceleration Instrument on Women, Peace, Security and Humanitarian Action in Jordan</p>	<p>PUNO(s) UN Women as the Management Entity for civil society organizations</p>
<p>Reporting Period: 1 June 2017 – 31 December 2017</p> <p>Report submitted by: UN Women Jordan Country Office</p>	<p>Implementing Partner(s):</p> <ul style="list-style-type: none"> - Arab Renaissance for Democracy and Development (ARDD) - Arab Women Organization (AWO) - Association of Family and Childhood Protection Society of Irbid (FCPS) - Jordan Forum for Business and Professional Women (JFBPW) - Jordan National Forum for Women (JNFW) <p>Project Location: Jordan</p>
<p>Project Description:</p> <p>UN Women is the Management Entity for CSOs selected by the Steering Committee in Jordan, responding to WPHF Outcomes 3 and 6. As per the Jordan country allocation proposal, the impact of the investment will be “generating increased knowledge and evidence on the impact of the current situation in Jordan on women, to inform effective advocacy, planning and programming” and “promoting women’s access to decent livelihoods”.</p>	<p>Total Approved budget: 999,789 USD</p> <p>Project Start Date: 1 June 2017</p> <p>Project End Date: 30 November 2018</p> <p>Total duration (in months): 17 months</p>
<p>WPHF’s Outcome the Project is contributing to : Outcomes 3 and 6</p>	

WPHF's indicator the Project is reporting on:

Percentage of funding allocated to gender responsive actions (Outcome 3)

Percentage of women benefiting from the humanitarian response (Outcome 3)

Labour force participation rate for persons aged 15 and above, to be segregated by sex (Outcome 6)

EXECUTIVE SUMMARY

I. Purpose and new developments

Main objectives and expected outcomes of the programme in relation to the WPHF's results framework.

In response to the WPHF Outcome 3: to ensure that humanitarian/crisis response planning, frameworks and programming are gender inclusive and responsive, the following interventions are taking place in Jordan:

FCPSI, CRHR, Try Center, IFH and Mayadin are jointly implementing a project called, "Addressing early marriage: Responding to a national epidemic through education and girls' empowerment" which aims to increase the capacities of women's grassroots organizations and clinics to provide services to girls who married under the age of 18. Responding to the fact that financial burden has been cited as common reason for families to marry off their young daughters, the project, among other interventions, seeks to connect families with women's grassroots organizations that offer economic and employment support services. The project partners are also working with clinics operating in areas with a high prevalence of early marriage and/or large Syrian refugee populations to improve services, including reproductive health services for adolescent girls.

AWO, ANHRE, and ACTED are implementing a project titled, "Increase the engagement of Jordanian grassroots CBOs in the humanitarian response to the Syrian Crises through effective gender-based planning and programming." The interventions aim to increase awareness and understanding of local CBOs in the governorates of Zarqa, Irbid, East of Amman, Mafraq and Tafila of the Syria Crises, as well as to increase these CBOs' capacities to involve women and youth in their planning and activities, and to increase their ability to collect evidence-based, gender-sensitive data and information to better inform decision makers.

ARDD has signed an agreement and finalised a workplan to implement a project in Mafraq and Irbid governorates that aims to empower Syrian refugee and Jordanian host community women to engage in humanitarian and conflict management processes, with a focus on female heads of households. The project will strengthen social and legal protection mechanisms, develop skills and capacities of Jordanian and Syrian women in conflict management to promote community level social cohesion, and build both informal and formal Syrian networks and community centres to ensure they have the capacity to broaden their impact in humanitarian responses that target their communities.

In response to the WPHF Outcome 6: to ensure that the socio-economic recovery of women is promoted in post-conflict situations, the following partners and proposed activities have been endorsed by the national steering committee in Jordan:

JNFW has signed a project agreement and finalised a workplan for proposed interventions to support marginalized and vulnerable refugee and Jordanian women by enhancing their employability and skills, and linking them to potential employment opportunities. The project targets to build women's vocational and employment skills while ensuring the needs of the current labour market and creating linkages with potential private sector employers. JNFW will also create a support network of selected female beneficiaries and target enhancing public and private sector awareness of the specific needs of vulnerable refugee and Jordanian women.

National Steering Committee has endorsed a project "rehabilitation and socio-economic inclusion of women refugees in Jordan" by JFBPW. It aims to contribute to overall peace and humanitarian relief efforts in the project's selected locations, through enhancement of social cohesion and income generation opportunities for both refugee and Jordanian, with a focus on Jordan's priority economic sectors as outlined by the Jordan's National Export Strategy, while also taking into consideration the economic sectors allowed for Syrians. The project seeks to enhance the psychosocial wellbeing of Syrian refugee women, support social cohesion with their host communities, and empower them through the provision of vocational and business start-up trainings that will teach income-generating skills. By end of 2017, project was in the final stages of governmental approval required for the interventions to start. A final endorsement is expected sometime in the first quarter of 2018.

Changes in the peace/security/humanitarian context experienced by the country

The Jordanian government's initial response to the Syria crisis was primarily humanitarian, with a focus on providing lifesaving emergency assistance and responding to urgent needs. However, as the context has evolved and the conflict become more protracted, the government has gradually shifted toward implementation of a longer-term partnership approach, which has been outlined in the Jordan Compact. It has been imperative for the UN and other development partners to revise their strategic and policy approaches in response to the Government of Jordan's Vision 2025 document and the operational intent outlined in its Executive Development Programme; Jordan's Response Plan to the Syria Crises 2018-2022¹; as well as the Jordan National Action Plan on Implementation of UN Security Council resolution 1325². The UN and other development partners have sought to reinforce national capacities of government and civil society, and to engage in projects that complement and align with the country's development agenda. The WPHF national Steering Committee has highlighted for the WPHF the need to ensure that allocations and implementation is fully in line with these national priorities. This requires the projects to be responsive to the

¹ Launched on 18th January 2018

² Adopted on 3rd December 2017 and launched on 21st March 2018

resilience needs of Jordan, while not precluding proposals which respond to the challenges and opportunities presented by the ongoing humanitarian situation.

In this context, the projects endorsed for WPHF funding by the national steering committee have undergone separate approval process under the Jordan Response Platform to the Syria Crisis (JORISS), resulting in delays in initiating implementation. However, this approach is resulting in stronger national ownership, while also ensuring that WPHF-funded interventions form part of a larger response approach, which in the Jordanian context is a pre-requisite to ensuring that the program is well placed to deliver its objectives in contributing to peace and security, humanitarian, and development efforts.

II. Results

i) **Narrative reporting on results:**

In 2017, CRHC, TRY Center, Mayadin and Family and Childhood Protection of Irbid, conducted a rigorous needs assessment to identify available services for girls who marry under the age of 18. Try Center and Mayadin conducted a needs assessment with NGOs working with the beneficiaries considered as child brides, and CRHC conducted a needs assessment with the Institute of Family Health (IFH) who are the leading health care providers for SRH issues in Jordan. The activities and practices of two IFH clinics were observed and recorded through rigorous desk review and participant observation exercises. These included patient and health care provider interactions, observations of facility dynamics and overarching workflow, and identification of existing policies and procedures set in place in the clinics, and enabled the implementing partners to build a rapport with management staff and the health care providers working at each facility. In addition, interviews were conducted in both the trauma and medical departments of IFH clinical sites, per the recommendation of IFH. Through these interviews, the implementing partners learned about existing policies and procedures for both patients seeking care for SGBV and health care providers who suspect that a patient is a survivor/victim of SGBV. In-depth informant interviews took place with key stakeholders, including clinic directors and management staff of two IFH clinics, lawyers, case managers and psychologists. This helped identify knowledge gaps among the stakeholders, and provided critical information regarding the practices and priorities of the IFH clinics, as well as stakeholders' knowledge of prevalent attitudes towards emergency contraception, which has repeatedly been identified as a priority sexual and reproductive health issue associated with under-age pregnancy of child brides.

CRCH conducted trainings for the staff of one of their partners, Try Center, with an objective of building their capacities in qualitative research methods. After the capacity building exercise, TRY Center and CRHC held six focus groups discussions with women and girls who married under the age of 18. The purpose of the FGDs was to explore the participants' experiences relating to sexual and reproductive health services and SGBV, as well as their knowledge of and attitudes toward emergency contraception.

Information on early marriage, its consequences and ways to mitigate its negative impacts was delivered through targeted campaigns during the 16 Days of Activism Against Gender-Based Violence project, which reached 8 schools and 8 NGOs in Irbid and Mafraq.

Finally, a cohort of girls who had been married underage was identified as beneficiaries of the project, as well as tangible gaps in service delivery for early marriage girls. A report was drafted and distributed among stakeholders to address these gaps. In addition, relationships were established with associations in Irbid, Mafraq, Marka, and Qwesmeh that work with girls who married early, and four women's grassroots organizations were identified as project partners.

A memorandum of understanding was signed by AWO, ANHRE and ACTED to establish formal procedures for the project's joint implementation with some key partners representing various community based organizations, which provide visibility and initial networking opportunities to the project's beneficiaries. A questionnaire and criteria were developed and agreed upon to guide the selection of the beneficiary CBOs for the project, and implemented in the targeted governorates. The project partners then formed a committee to assess the candidate CBOs according to the set criteria, and selected 15 CBOs as beneficiaries of the project.

Challenges, lessons learned & best practices:

Among the key challenges faced by the WPHF in Jordan have been the limited pool of quality project proposals submitted for the national steering committee's review (necessitating the re-advertisement of the call for proposals), constraints relating to lack of registration status under the Ministry of Social Development among some potential partners (resulting in ineligible proposals and requests for further revisions of promising proposals), and the evolving humanitarian context and transition to a resilience approach by the Government of Jordan (resulting in a stronger emphasis on nationally owned processes, and MOPIC approval requirements for all humanitarian assistance entering the country). To minimize these challenges, UN Women and the WPHF secretariat have been working closely with the implementing partners to procure all required administrative documentation for MOPIC approval, while simultaneously guiding the partners in the development of their workplans to ensure smooth and quick proceedings once the projects are formally approved by MOPIC.

In addition, the National Steering Committee convened in August 2017 to specifically discuss strategies to mitigate and prevent the challenges encountered previously, and ensured that the call for proposals during the second round will be strengthened through clear communication of the application requirements and criteria, which include the following:

- a. Organizations registered as not-for-profit companies will be eligible for funding only when partnering with an NGO that has been registered under the Ministry of Social Development. The registered NGO will be indicated as the lead implementing agency.
- b. The applying entities will need to clearly articulate how their project contributes to the national priorities outlined in the Vision 2025 and National Response documents.

The following strategies will also be conducted to ensure that information about the opportunity to apply for funding via WPHF reaches those civil society organizations who might not normally have access to these types of opportunities or the in-house capacity to develop proposals that meet the expected quality standards:



A United Nations & Civil Society Partnership

- a. The call for proposals shall be made both in Arabic and English, and submissions in either language will be accepted.
- b. The Jordanian National Commission for Women, Ministry of Social Development, Jordan Women's Union and UN Women will conduct joint outreach activities across the different governorates to build the technical capacities of CBOs and other grassroots organizations to submit applications that meet the required standards.

ii) Indicator-Based Performance Assessment:

	<u>Achieved</u> Indicator Targets	Reasons for Variance with Planned Target (if any)	Source of Verification
Outcome 3³: Women and girls affected by crises lead, participate in and benefit from relief and response efforts Indicator: Percentage of women benefitting from the humanitarian response			SRP reports, country reporting, reporting on WHS individual commitments and annual Secretary General's Reports on Strengthening the Coordination of Humanitarian Emergency Assistance of the United Nations.
Output 1.1 Number of Women grass-roots and non-governmental organizations in selected regions increase awareness on gender equality Indicator 1.1.1 A combination of five women-cantered grass-roots organizations and/or NGOs increase early marriage awareness in their campaigns Baseline: 0 Planned Target: 5	Four women-centred grass roots organization were selected in 2017, with following geographical distribution: 2 in Mafrqa, 1 in Amman, 1 in Irbid	The number of the women grass-roots organizations was narrowed from five to four. Most of the women's grassroots organizations that the partners contacted as part of their mapping exercise did not consider underage marriage a problem. After careful analysis, only four organizations passed the screening process, with recognition that organizations that do not view child marriage as being associated with negative health and educational outcomes would have likely been ineffective implementers of the initiative.	Stakeholder analysis Need assessment tools

³ Note: Outcomes, outputs, indicators and targets should be **as outlined in the Project Document** so that you report on your **actual achievements against planned targets**.

<p>Indicator 1.1.2</p> <p>A minimum of two activities in each organization focusing on early marriage awareness and economic empowerment for participating girls and women</p> <p>Baseline: 0</p> <p>Planned Target: 2</p>	<p>Initial steps taken:</p> <p>Implementing partners are in the process of preparing the manual to guide the training of women-centred grassroots organizations.</p> <p>As part of the “16 Days of Action against Gender-based Violence” Effort, the project partners in Irbid conducted campaigns to identify girls who were married before the age of 18, subsequently dropped out of school, and are interested in continuing their education.</p>	<p>No variance</p>	<p>Draft of the training content</p>
<p>Output 1.2 Number of classes and activities for girls who married under the age of 18</p> <p>Indicator 1.2.1 Two informal classes that will be taught weekly in Irbid by a selected teacher for girls who married under the age of 18 to prepare for the national final exams</p> <p>Baseline: 0</p> <p>Planned Target: 2</p>	<p>Ten women/girls in Irbid were identified who are currently 25 or younger, were married early, and want to continue their education.</p>	<p>The target was revised to be 10 girls /women instead of two classes.</p> <p>The project implementing partners agreed that the number of girls/women who will be able to continue their education is a more specific measurement of success than the number of classes held.</p>	<p>Profiles created for each girl/woman</p> <p>Monitoring visits</p>

<p>Output 1.3 Number of schools that increased their advocacy for girls who are at heightened risk of early marriage</p> <p>Indicator 1.3.1 Six schools (public, UNRWA) attended</p> <p>Baseline: 0</p> <p>Planned Target: 6</p> <p>Indicator 1.3.2 Three awareness campaigns on the risks of early marriage</p> <p>Baseline: 0</p> <p>Planned Target: 3</p>	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>The target number of schools was decreased to four.</p> <p>A high percentage of the schools refused to support advocacy activities in the schools premises.</p> <p>The partners are studying a substitute plan that would make the women's grassroots organizations the advocacy space (however, some of these organizations raise the same objections so it is important to find the right partners and to strongly support them).</p>	<p>List of schools created</p> <p>Focus group discussions with teachers and school boards</p>
	<p>In the "16 Days of Action against Gender-based Violence" Project in 2017, the project partners conducted one campaign.</p> <p>Further campaigns are planned to take place in 2018</p>	<p>One campaign took place in 2017 and two will take place in 2018.</p>	<p>Focus group discussions with teachers and school boards</p>

<p>Output 1.4 Number of IFH clinic staff who increased their knowledge and improved behaviours toward girls who are married under the age of 18, specifically concerning sexual and gender-based violence (SGBV)</p> <p>Indicator 1.4.1 Fifteen staff members in three IFH clinics (45 staff total) increase their awareness of SGBV among child brides</p> <p>Baseline: 0</p> <p>Planned Target: 15</p>	<p>Two IFH clinics were selected in 2017.</p> <p>15 health care staff members have tangible improved their behaviours attitudes toward girls who have married under the age of 18.</p>	<p>No variances.</p>	<p>Focus groups discussions with health care staff (nurses, doctors)</p> <p>Key Informant interviews with clinic directors and management staff</p> <p>Participatory observation</p> <p>Reviews of clinics' policies and procedures regarding SGBV screening, response and referral</p>
<p>Output 1.5 Quality of services targeting girls who were married under the age of 18 be improved</p> <p>Indicator 1.5.1 Health care providers engage in services focusing on quality of care for girls who got married under the age of 18</p> <p>Baseline: TBC</p> <p>Planned Target: TBC</p> <p>Indicator 1.5.2 Physicians/nurses improve contraceptive counselling techniques</p> <p>Baseline: TBC</p> <p>Planned Target: TBC</p>	<p>A review of the current IFH services took place.</p> <p>Interviews were conducted with 14 key stakeholders, including IFH managers, health care providers, lawyers, case managers, and psychologists. Through these interviews the implementing partners learned about practices and priorities in 15 IFH clinics.</p> <p>FCPS, Try Center, and CRHC collaborated to write a Code of Ethics. The purpose of the document is to establish procedures for work with local communities and child brides.</p> <p>Further progress towards this output and respective indicator is programmed</p>	<p>No variances.</p>	<p>Review of referral system</p> <p>Review of clinics' policies and procedures regarding service provision for child brides screening, response and referral</p> <p>Monitor visits</p>

<p>Indicator 1.5.3 Contraceptive efficacy communicated to partners</p> <p>Baseline: TBC</p> <p>Planned Target: TBC</p>	<p>to take place in 2018.</p>		
<p>Output 1.6 Misconceptions about contraception among married girls under the age of 18, their husbands and his family are addressed</p> <p>Indicator 1.6.1 Reduce women's misconceptions and fears about different family planning methods (specifically addressing the misconception that contraceptives lead to infertility</p> <p>Baseline: TBC</p> <p>Planned Target: TBC</p> <p>Indicator 1.6.2 Address barriers for women accessing different contraceptive methods</p> <p>Baseline: TBC</p> <p>Planned Target: TBC</p> <p>Indicator 1.6.3 Increase girls/women's knowledge of emergency contraception (Yuzpe method, post-coital IUD insertion)</p>	<p>CRHC's research team conducted a one-day, qualitative methods training for members of TRY Center. They then used the FGD guides to conduct 6 focus group discussions with women and girls who married under the age of 18. During the FGDs, we explored women and girls' experiences with sexual and reproductive health services and SGBV as well as their knowledge of and attitudes toward emergency contraception.</p> <p>Further progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Patient profiles review</p> <p>Three Focus groups discussions with eight girls under the age of 18 who are married</p> <p>Three Focus group discussions with eight girls who married under the age of 18 but who are now 18+</p> <p>Participatory observation</p>

<p>Baseline: TBC</p> <p>Planned Target: TBC</p>			
<p>Output 2.1 15 Grassroots organizations from 5 governorates have increased capacities to understand and respond to gender specific needs and expectations of women and youth in Jordan in the context of the Syria Crisis</p> <p>Indicator 2.1.1 Number of CBOs with capacities increased by 70%</p> <p>Baseline: 0</p> <p>Planned Target: 10</p>	<p>15 CBOs were selected from the AWO, ANHRE and ACTED networks, with track record and the potential to respond to the needs of women and youth, and to collect evidence-based and gender sensitive data and information. 3 were selected in Irbid, 4 in Mafraq, 4 in Zarqa, 1 in East Amman and 3 in Tafilah.</p> <p>Further progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Validated results of GOGA assessment scored against SMART indicators</p> <p>Programming, monitoring and evaluation reports from ANHRE and ACTED</p> <p>Other external reports and assessment quoting the project activities by AWO, ANHRE and ACTED</p>
<p>Output 2.2 At least 15 community-based initiatives are launched by CBOs to improve the involvement of women and youth in the response to the crises either as practitioners or beneficiaries, and to increase gender-sensitive data collection and analysis in key sectors of intervention</p>	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Validated results of GOGA assessment scored against SMART indicators</p> <p>Programming, monitoring and evaluation report from AWO, ANHRE and ACTED</p> <p>Other external reports and assessments quoting the project</p>

<p>Indicator 2.2.1 Number of relevant actions fostering the involvement of women as practitioners or beneficiaries</p> <p>Baseline: 0</p> <p>Planned Target: 7</p>			<p>activities by AWO, ANHRE and ACTED</p> <p>Results of satisfaction survey and feedback mechanisms</p>
<p>Indicator 2.2.1 Number of relevant actions fostering gender-sensitive data collection & information</p> <p>Baseline: 0</p> <p>Planned Target: 8</p>	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Validated results of GOGA assessment scored against SMART indicators</p> <p>Programming, monitoring and evaluation report from AWO, ANHRE and ACTED</p> <p>Other external reports and assessments quoting the project activities by AWO, ANHRE and ACTED</p> <p>Results of satisfaction survey and feedback mechanisms</p>
<p>Output 3.1 An increased number of women in Mafraq and Irbid are aware of their rights and have the confidence to navigate and utilize the Jordanian justice system</p> <p>Indicator 3.1.1 Number of women who attend the legal empowerment sessions</p> <p>Baseline: 0</p>	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Attendance sheets</p> <p>Baseline / End-line survey</p> <p>Project staff observations</p>

<p>Planned Target: 240</p> <p>Indicator 3.1.2 Number of women who report an increase in knowledge about their rights in Jordan</p> <p>Indicator 3.1.2 Number of women who report an increase in confidence to utilize the Jordanian justice system</p>	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Attendance sheets Baseline / End-line survey Project staff observations</p>
	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Attendance sheets Baseline / End-line survey Project staff observations</p>
<p>Output 3.2 An increased number of women in Mafrag and Irbid are able to play an active and meaningful role in conflict management within their communities, and to promote solidarity and social cohesion between refugee and host community members</p> <p>Indicator 3.2.1 Number of women who attend the conflict management sessions</p> <p>Baseline: 0</p> <p>Planned Target: 110</p> <p>Indicator 3.2.2 Number of women who report to have enhanced their conflict management skills</p> <p>Indicator 3.2.3 Number of community dialogues successfully implemented by the selected women</p>	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Attendance sheets Baseline / End-line survey Project staff observations</p>
	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Attendance sheets Baseline / End-line survey Project staff observations</p>
	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Attendance sheets Baseline / End-line survey Project staff observations</p>

<p>Baseline: 0</p> <p>Planned Target: 2</p>			
<p>Output 3.3 Women-led Syrian CBOs / Networks (formal and informal) in Irbid and Mafrq have increased their capacity and confidence to broaden their reach with community members and meaningfully participate in the humanitarian response on behalf of Syrian women</p> <p>Indicator 3.3.1 Number of training modules produced by ARDD that target Syrian women led CBOs/networks (formal and informal)</p> <p>Baseline: 0</p> <p>Planned Target: 1</p> <p>Indicator 3.3.2 Number of women who attend the capacity building workshops</p> <p>Baseline: 0</p> <p>Planned Target: 20</p> <p>Indicator 3.3.3 Number of initiatives implemented by the participating women</p> <p>Baseline: 0</p>	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Training module available to share at the end of project Attendance sheets Baseline / end-line survey Project staff observations</p>
	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Training module available to share at the end of project Attendance sheets Baseline / end-line survey Project staff observations</p>
	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Training module available to share at the end of project Attendance sheets Baseline / end-line survey Project staff observations</p>
	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Training module available to share at the end of project Attendance sheets Baseline / end-line survey Project staff observations</p>

<p>Planned Target: 8</p> <p>Indicator 3.3.4 Number of women who report an increase of knowledge on the selected capacity building topics</p>			
<p>Outcome 6⁴: The socio-economic recovery of women is promoted in post-conflict situations</p> <p>Indicator: Labour force participation rate for persons aged 15+, by sex</p>			ILO
<p>Output 1.1 Market research analysing private sector skills requirements in Amman and Irbid, and a list of prospective employees</p> <p>Indicator 1.1.1 Number of jobs identified</p> <p>Baseline: 0</p> <p>Planned Target: 350</p>	Progress towards this output and its respective indicators is programmed to take place in 2018.	No variances.	JNFW's market research report
<p>Output 1.2 Outreach and vulnerability assessment to identify and screen training beneficiaries</p> <p>Indicator 1.2.1 Number of marginalized women selected for training</p>	Progress towards this output and its respective indicators is programmed to take place in 2018.	No variances.	JNFW's database for the project

⁴ Note: Outcomes, outputs, indicators and targets should be **as outlined in the Project Document** so that you report on your **actual achievements against planned targets**.

<p>Baseline: 0</p> <p>Planned Target: 350</p>			
<p>Output 1.3 Employability and soft skills training for vulnerable and marginalized women</p> <p>Indicator 1.3.1 Number of marginalized women trained and certified</p> <p>Baseline: 0</p> <p>Planned Target: 350</p>	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Training attendance sheet</p>
<p>Output 1.4 Puppet shows and interactive theatre performances for vulnerable and marginalized women</p> <p>Indicator 1.4.1 Number of performances conducted</p> <p>Baseline: 0</p> <p>Planned Target: 14</p>	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Signed contracts JNFW's database for the project</p>
<p>Output 1.5 A peer support network for women</p> <p>Indicator 1.5.1 Number of sessions</p> <p>Baseline: 0</p>	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Meeting attendance sheet</p>

<p>Planned Target: 14</p> <p>Indicator 1.5.2 Number of individuals per session</p> <p>Baseline: 0</p> <p>Planned Target: 25</p>			
<p>Output 1.6 Employment linkages for training beneficiaries</p> <p>Indicator 1.5.1 Number of marginalized men and women who are linked with employment opportunities</p> <p>Baseline: 0</p> <p>Planned Target: 200</p>	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>JNFW's database for the project</p>
<p>Output 1.7 Round-table discussion gathering stakeholders of women's / refugee initiatives, to create awareness of needs and discuss potential policies to improve livelihood opportunities</p> <p>Indicator 1.7.1 Number of recommendations agreed to and an established process for advancing these recommendations.</p>	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>JNFW's database for the project</p>

<p>The type and number of recommendations, as well as their advancement procedures will be determined during the roundtables.</p>			
<p>Outcome 6⁵: The socio-economic recovery of women is promoted in post-conflict situations</p> <p>Indicator: Proportion of informal employment in non-agricultural work, by sex</p>			ILO
<p>Output 1.1 Studies of women refugees' knowledge and skills baselines and community basic service/products provision are conducted</p> <p>Indicator 1.1.1 Number of study reports. 1st study identifies existing income generating skill-sets of women refugees covering 100 households in Zarqa and 100 households in East Amman areas. 2nd study identifies services / goods needed by host community with significant numbers of refugees</p> <p>Sample size of 200 households, 100 households in Zarqa and 100 in East Amman</p>	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Study reports</p>

⁵ Note: Outcomes, outputs, indicators and targets should be **as outlined in the Project Document** so that you report on your **actual achievements against planned targets**.

<p>Baseline: 0</p> <p>Planned Target: 2</p>			
<p>Output 1.2 Psychosocial counselling and mentoring sessions conducted</p> <p>Indicator 1.5.1 Number of women that attended one to one counselling sessions and/or received mentoring</p> <p>Baseline: 0</p> <p>Planned Target: 40 (20 / governorate)</p>	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Session attendance sheets</p>
<p>Output 1.3 Psychosocial support group sessions are held</p> <p>Indicator 1.5.1 Number of women who benefit from the psychosocial support group communications sessions</p> <p>Baseline: 0</p> <p>Planned Target: 120</p>	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Session attendance sheets</p>
<p>Output 1.4 Refugee women leading households are trained on selected basic vocational skills</p>	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Training Certificates</p>

<p>Indicator 1.4.1 Number refugee women trained</p> <p>Baseline: 0</p> <p>Planned Target: 48 (24 / governorate)</p>			
<p>Output 1.5 Trained refugees run their own businesses using their new skills</p> <p>Indicator 1.5.1 Number of project ideas supported financially with seed money</p> <p>Baseline: 0</p> <p>Planned Target: 12</p>	<p>Progress towards this output and its respective indicators is programmed to take place in 2018.</p>	<p>No variances.</p>	<p>Grants receipts</p>

iii) A Specific Story

Problem / Challenge faced: Describe the specific problem or challenge faced by the subject of your story (this could be a problem experienced by an individual, community or government).

The subject surrounding early marriage is inherently difficult and a complicated phenomenon in Jordan. Combatting the practice requires a multi-sectoral effort targeting root causes as well as the laws, policies, systems, and values that influence marriage. But in the absence of this kind of universal commitment it is important to address the needs of child brides, including their pregnancy prevention needs. When Cambridge Reproductive Health Consultants (CRHC) asked the girls and women of an urban Syrian refugee community in Irbid about what they knew about contraception and family planning prior to their marriage, a silence would fill the room. The majority of the participants stated that they were given no information about sex or family planning prior to their wedding night. They also mentioned that family planning was typically first discussed with them during their prenatal appointments with physicians. These women and girls expressed a feeling of extreme pressure to demonstrate their fertility soon after their wedding night, and said that because of the culturally ingrained stigma against sexual activity associated with marriage, once pregnant the girls could no longer continue receiving an education and were forced to drop out of school.

Programme Interventions: How was the problem or challenge addressed through the Programme interventions?

Family and Childhood Protection of Irbid identified a cohort of girls who married underage, had dropped out of school, but wished to continue their education. In partnership with CRHC, they have designed intervention strategies for use in 2018 that will provide the girls with individualized and group support, with the goal of supporting the girls to re-enroll in schools in September 2018. This effort is effectively a small cohort study, and the partners plan to support each girl individually, to ensure that their interventions and resources match the different gaps and challenges faced by the girls. They will also conduct a qualitative study with this cohort, consisting of initial interviews with the girls, followed by final interviews in the fall once the school year has started. In addition, the interventions are planned to include also health sessions with the girls over the summer – including at least one session on contraception and family planning.

Result (if applicable): Describe the observable *change* that occurred so far as a result of the Programme interventions. For example, how did community lives change or how was the government better able to deal with the initial problem?

It is still early in the project implementation, but good results are expected as the 10 girls within the cohort who have been selected might be able to re-enroll in schools, if supported through strong advocacy and awareness raising efforts in their communities. They will also receive sexual and reproductive health services that will facilitate future family planning.

Lessons Learned: What did you (and/or other partners) learn from this situation that has helped inform and/or improve Programme (or other) interventions?

For a more sustained and comprehensive change to occur at the community level, further interventions will be needed to address the attitudes and prejudices of educational service providers regarding early marriage and pregnancy.

Shereen Al Qasim is the Administrative assistant for CSO, Family and Childhood Protection Society, Irbid. A mother of five children from a small village, conquered her fear of a full-time job by going into the humanitarian sector in which she was passionate to embark on.

“I have faced the usual stereotypes in this field of work; that I am a woman, I **shouldn't** be doing this, but I do it because I am a woman and I am just as capable. Through my journey into the humanitarian sector, I can see how much I have achieved, helped people and want to inspire other women that they can do the same.

I used to be worried about having a job that I must be committed to; I believed that I would want to stay home to take care of my husband and children. I never saw myself as a working mother because I always thought that I **wouldn't** be able to balance between both my work and my family.

When my youngest was 18 months old, I felt that I should do something outside my home for a change and I came across an article on the newspaper offering a free one week workshop on child labour, and I felt intrigued to attend. I explained to my husband how much it would mean to me and he was my number one supporter. I went to the workshop and learned more about the Family and Childhood Protection Society and their work, and I just wanted to be involved in any way. After attending several sessions I was offered a job, and I **didn't** think twice about accepting the offer. I had few challenges, like for instance learning how to use the computer but I self-thought myself, I was persistent and **didn't** allow those obstacles to hinder me or limit my motivation.

I have been working for the Family and Childhood Protection Society since 2007, working on multi-faceted cases including; child labour, youth training and rehabilitation, women empowerment, child-parent visit arrangement for the noncustodial parent, child social support and worked with Syrian and Iraqi refugees.

During my time working for my CSO, I have come to experience a multitude of cases that have impacted women and children, and I vividly remember some instances in which I have helped women during difficult times. One case included a pregnant young girl filing for a divorce after two weeks of being married to an older man due to family pressure. We supported her throughout the stressful time; providing her with the chance to attend several English, computer classes, and we also referred her to several awareness sessions focusing on the social cohesion of beneficiaries. Further to that, we discussed the negative consequences of a second marriage to her father, and this allowed the young girl to finish her high school and university education in special education and go on to living independently.

I believe that my work is important because it changed me inside and out, I am more independent, fierce and open to any new experiences. My role in my family life became more significant, through my work I had learnt how to analyse and prioritise my **family's** need. My children are actively involved in many of the **CSO's** programme; my daughter has attended many of the youth activities. She became very close to one of the Syrian girls who is almost her age, and they are now life-long friends. I can see how my work impacted my **children's** behaviour in accepting everyone without pre-judging them or having a stereotypical impression about **anyone.**"

Shereen Al Qasim, 43, is an Administrative Assistant for Family and Childhood Protection Society in Irbid, Jordan.

III. Assessments, Evaluations and Knowledge

- FCPS, Try Center and CRHC jointly developed a Code of Ethics for the project, "Addressing early marriage: Responding to a national epidemic through education and girls' empowerment." This document outlines the values underpinning the project and provides guidance on the expected behaviour of all project implementers working with the target communities.
- FCPS, and CRHC developed interview manuals, in order to (1) guide focus groups discussions with women and girls who were married under the age of 18, and (2) guide in-depth interviews with the healthcare and management staff of the Institute of Family Health.
- Interviews were conducted with women grassroots organizations working on early marriage.
- Desk reviews were conducted to study existing interventions that address early marriage, in order to identify existing gaps in service delivery.
- A first draft of the stakeholder report was produced, and outlines the results of focus group discussions and interviews with healthcare staff and women/girls who married under age of 18, in order to guide future programming and interventions addressing early marriage.
- AWO, in partnership with ANHRE and ACTED, developed selection criteria and analysed CBOs working in East Amman, Zarqa, Irbid, Mafraq, and Tafila.

IV. Programmatic Revisions



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- No programmatic revisions were required in 2017.