

Annual Project narrative progress report 2018 – Jordan

<p>Project Title: ME function of the Women's Peace and Humanitarian Fund</p> <p>Project Number: 105992</p>	<p>PUNO(s) UN Women as the Management Entity for civil society organizations</p>
<p>Reporting Period:</p> <p>1 January 2018 – 31 December 2018</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 in “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: tbd</p> <p>Total duration (in months):</p>
<p>WPHF's Outcome the Project is contributing to:</p> <p>Outcomes 3 & 6</p>	
<p>WPHF's indicator the Project is reporting on:</p> <p>Percentage of funding allocated to gender responsive actions (Outcome 3)</p> <p>Percentage of women benefiting from the humanitarian response (Outcome 3)</p> <p>Labour force participation rate for persons aged 15 and above, to be segregated by sex (Outcome 6)</p>	

EXECUTIVE SUMMARY

The five implementing partners met almost all targets in 2018, collectively reaching more than **6,162** women and 1,583 women as indirect beneficiaries.

FCPS and partners built the capacity of the Institute for Family Health (IFH) clinics and of project partners; conducted case studies in schools in Mafraq and Al-Hashmi; developed awareness campaigns in Mafraq, Irbid and Al-Hashmi; and developed emergency contraception awareness materials for use in IFH clinics (including a monitoring tool to enable physicians and nurses at IFH clinics to increase the provision of emergency contraception and referrals to trauma and women's health centres). The project has directly reached approximately **720** women through clinics (an average of 2-3/day); **500** local community members in Amman, Mafraq and Irbid; as well as **107** staff members in Amman, Mafraq and Irbid. CRHC also conducted two family planning sessions with **11** child brides, after which four of the girls asked to bring their mother-in-laws to the next session, to enhance their ability to request family planning methods. This resulted in four of the participants receiving the implant and IUDs.

During **AWO** and partners' data collection phase, more than **818** Syrian women from refugee communities were targeted and involved in focus groups and individual interviews in five targeted governorates. Two training-of-trainers were organized in Amman, 10 local trainings were held in all five governorates, reaching a total of **248** participants, and three mobilization events were held in Amman, which engaged at least **300** women and civil society organizations. Moreover, 15 CBOs were identified among AWO, ANHRE and ACTED networks, with track records and the potential to respond to the needs of youth and women.

During 2018, **ARDD** planned, developed and implemented the activities as proposed in the project, serving a total of **1,850** beneficiaries. Of these, 567 were host community and 1,283 were Syrian refugees, 1,842 were women and 8 were men. During this period, the team was able to: complete the psychosocial support and legal empowerment sessions in Mafraq and Irbid; conduct **1,252** one-on-one legal consultations; complete conflict management training sessions in Irbid; and conduct a woman-led community dialogue in Irbid.

The **JNFW** project reached **363** women through capacity-building, with a package of training on financial literacy and gender equality, with 259 of the women attending an additional two-day session on employability skills and life-skills trainings. Some 293 women joined job fairs and an employability-matching event to learn more about job opportunities in the market. An additional 12 vocational trainings were also organized in Amman and Irbid, with **400** women assisting. A total of 12 peer support network sessions were held (7 in Amman & 5 in Irbid) with 15-25 participants per session for a total of **206** participants – with **12** women also sharing their success stories as role models. More than **400** marginalized women and their families attended puppet shows and interactive theatre performances to raise awareness of gender-based violence and the importance of women's empowerment. The number of women benefiting from available job opportunities were only **75**, because although more than 300 jobs were matched and offered, many women did not accept them in the end, for different reasons. Four roundtable discussions were conducted with the participation of many different stakeholders.

During 2018, which constituted the first phase of the **JFPBW** project, running from Oct.–Dec. 2018, the supply-demand phase was completed, producing two qualitative studies in target communities in two governorates: Zarqa (covering seven local communities) and Amman (covering east Amman). The studies identify key potential income-generating areas that women on the “supply side” could provide if their skills were enhanced, as well as the need and capacity of community markets “demand” to absorb these identified income-generating projects/initiatives. Four main vocations in high demand in the local communities were identified for women's participation, namely: 1) Homemade meals for specific dietary requirements (i.e. regular, vegetarian, vegan, allergic, gluten-free, etc.); 2) Solar energy systems (retail, setup, maintenance); 3) Elderly care services; 4) Affordable and trustworthy transportation services for school students. In addition, **130** women attended psychosocial support group sessions.

I. Purpose and new developments

In response to WPHF Outcome 3: to ensure that humanitarian/crisis response planning, frameworks and programming are gender-inclusive and responsive, and that women lead and benefit from relief and response efforts, the following interventions took place in Jordan:

Led by FCPS, six NGOs (CRHC, Try Center, IFH, Sanabel Alkher, Sama Al-Badia and FCPS) are jointly implementing a project that aims to increase the capacities of women's grass-roots organizations and clinics to provide services to girls who married under the age of 18 in Mafraq, Amman and Irbid. Responding to the fact that financial burden has been cited as a common reason for families to marry-off their young daughters, the project, among other interventions, seeks to connect families with women's grass-roots 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. This two-year project aims to design intervention programmes for the prevention of early marriage, targeting schools, community decision-makers, civil society organizations and parents. In cases where early marriage has already taken place, and in situations where girls are pregnant or already have children, the programme targets clinics, reproductive healthcare-providers and their immediate families.

AWO, ANHRE and ACTED are implementing a project titled, "Increase the engagement of Jordanian grass-roots 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. Through this initiative, AWO and ANHRE expect to build a dynamic and interactive network of local actors that are better involved in the humanitarian response to the Syrian crisis, and aware of generally approved standards and norms, tools, resources and expertise used in the response to the crisis in Jordan. This project is implemented in 5 governorates: Zarqa, Irbid, East of Amman, Mafraq and Tafila.

The ARDD project focuses on capacity-building for Syrian and host community women in Irbid and Mafraq to enhance their protection and actively participate in humanitarian action in their communities. With a particular focus on female head of households, it seeks to constructively engage them in humanitarian and conflict-management processes in their communities. 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 WPHF Outcome 6: to ensure that the socioeconomic recovery of women is promoted in post-conflict situations, the following partners and activities were endorsed by the National Steering Committee in Jordan:

JNFW undertook interventions to support marginalized and vulnerable refugees and Jordanian women in host communities by enhancing their employability and skills and linking them to potential employment opportunities, as well as reducing exposure to negative coping mechanisms. The project targeted women's vocational and employment skills while ensuring the needs of the current labour market and creating linkages with potential private sector employers. JNFW also led puppetry and theatre sessions and created a support network of selected female beneficiaries and raised public and private sector awareness of the specific needs of vulnerable refugee and Jordanian women.

The JFPBW project focused on rehabilitation and socioeconomic inclusion of women refugees in Jordan, seeking to enhance social cohesion and income-generation opportunities for refugee women as well as women from host communities, with a focus on Jordan's priority economic sectors¹ as well as allowable economic sectors for Syrians. Divided into three phases: 1) supply-demand (wherein studies in two governorates will identify four main vocations in high demand in the local communities were identified in which women can participate, if they receive vocational training); 2) vocational training and coaching (where the identified four vocational skill sets are provided in collaboration with training centres), and 3) support for graduated trainees (through the provision of supplies, equipment, etc. to start small businesses using the training received).

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

The year 2018 was marked by political unrest, the deepening refugee crisis and continued threats of violent extremism. After widespread protests following proposed income tax law amendment, the King asked for the Government's resignation and appointed former Education Minister Omar Razzaz as the new Prime Minister (PM) with a new Cabinet that included seven women—a historical high of more than 25 per cent. With the escalation of the conflict in southern Syria during the summer period, Jordan's newly appointed Prime Minister announced that Jordan's borders would be closed to further refugees but remain open for the provision of humanitarian assistance. The UN stepped in to provide aid and the PM announced a national campaign to provide assistance to Syrian refugees inside their country through the Jordan Hashemite Charity Fund.

The evolving refugee situation has impacted both the international community's ongoing and planned political and financial support, with a greater emphasis on basic needs provision in humanitarian assistance. However, a longer-term development-focused approach is needed. Linked to the transition and in response to the evolving regional context, the UN has been repositioning itself in Jordan, focusing on national ownership, capacities and systems, and the UN Sustainable Development Framework as a guiding document.

Jordan's internal planning documents were also reviewed in 2018, such as the Jordan Response Plan (JRP) and Executive Development Plan (EDP), with increasing debate among the Government and the international community over how these two main national planning processes can be adapted to bring together humanitarian and resilience needs with sustainable development needs into one holistic overall national planning process. Evaluations of past humanitarian and resilience responses in Jordan have identified progress, but one persistent gap remains improvement in indicators of gender equality and women's empowerment. UN Women and UN partners have been advocating for the new National Strategy on Women, and other planning documents, to be cross-sectoral, vulnerability-based, embedded in holistic national planning, with full government ownership and demonstrated institutional capacity.

The Government is preparing for a critical transition in 2019 to a new national planning process that seeks to integrate resilience efforts with long-term development priorities. The development of the new National Strategy on Women and the implementation of the Jordanian National Action Plan on UNSCR 1325 falls at this critical juncture, which is conducive to the Jordan Country Office (JCO) being able to achieve results. UN Women is supporting national gender equality mechanisms (such as the IMC, JNCW and others) to fill their expected technical role in cross-sectoral national planning in order to ensure that gender equality and women's empowerment (GEWE) considerations are captured at the design stage of national plans.

Another key development in the humanitarian context during the reporting period was the validation of Jordan's National Action Plan (JONAP) on Security Council resolution 1325, which includes four strategic priorities, namely:

¹ Jordan National Export Strategy NES, link <file:///C:/Users/Rana/Downloads/JordanNESbrochure-fin.pdf>

- (1) Achieve gender-responsiveness and meaningful participation of women in the security sector and in peace operations;
- (2) Achieve the meaningful participation of women in preventing radicalization and violent extremism, as well as in national and regional peacebuilding;
- (3) Ensure the availability of gender-sensitive humanitarian services that are safely accessible by Jordanians and refugees, in full alignment with the Jordan Response Plan for the Syria Crisis; and
- (4) Foster a culture that recognizes the gender needs, the importance of gender equality and the role of women (including young women) in peace and security.

How the programme was able to break silos

The programme's implementation coincided with the launch of the JONAP, which not only includes among its third strategic priority a goal that is perfectly aligned with Outcomes 1 & 3 and several of their indicators, but some of the programme's implementing partners have also been directly involved as stakeholders in the process of developing and now implementing the JONAP, such as ARDD. During 2018, ARDD launched the Jordan National Forum (JoNaF), which stands at the forefront of humanitarian response and development efforts in Jordan. JoNaF is a coalition of different national, non-governmental, civil society and community-based organizations working in tandem with national and local governmental actors and decision-makers, including the Ministry of Interior and the Ministry of Planning, Senate and Municipalities. Importantly, JoNaF aims to change the ways in which humanitarian organizations operate. The group identifies areas of concern, advocates for common positions between the member civil society organizations, and coordinates between these groups and external stakeholders, breaking down the silos between the various groups involved in humanitarian response. JoNaF's efforts are divided under six working groups: Advocacy Working Group; Government Liaison Working Group; Human Resource Working Group; Livelihood and Protection Working Group; Social Cohesion Efforts Working Group; and the UNSCR 1325 Implementation Working Group. The Forum offers a diverse set of programmes serving the needs of both vulnerable refugee and host communities that are impacted by conflict.

More generally, there has been a trend towards a significant number of civil society organizations in Jordan, including some of the CBOs the project's targeted, to becoming service-providers towards Syrian or Jordanian beneficiaries in the framework of the Syrian crisis, on behalf of donors or international organizations, which themselves determined the needs per sector and methodologies to address these needs. The programme is seeking not only to improve their service-delivery, but to increase their meaningful participation in the design of services and response, and that of the women they serve.

The Jordanian Government's initial response to the Syria crisis was primarily humanitarian, with a focus on providing life-saving 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 Crisis 2019; as well as the Jordan National Action Plan on Implementation of UN Security Council resolution 1325 (launched in March 2018). 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 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 a

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 programme is well placed to deliver its objectives in contributing to peace and security, humanitarian and development efforts.

II. Results

i) Narrative reporting on results:

Under Outcome 3 (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), three implementing partners (FCPS, AWO and ARDD) led interventions, meeting targets and reporting good results:

During this reporting period, **FCPS and partners** directly reached approximately 720 vulnerable women through clinics (an average of 2-3/day); 500 local community members in Amman, Mafraq and Irbid; 107 staff members in Amman, Mafraq and Irbid; and 11 girls in Irbid. Results include: a monitoring tool to enable physicians and nurses at IFH clinics increase the provision of emergency contraception; improved capacity of the Family Health clinics; improved capacity of the project partners; case studies in schools in Mafraq and Al-Hashmi; awareness campaigns in Mafraq, Irbid and Al-Hashmi; and emergency contraception awareness materials developed for use in IFH clinics. Project Training manuals and information campaigns with a specific emphasis on early marriage, sexual and reproductive health services have been developed and implemented.

The livelihoods of a cohort of 10 girls married under the age of 18 was improved through their enrolment in the FCPS project's informal education model, including vocational training sessions, reproductive health and family planning workshops, and logistical support. Staff members from FCPS helped the girls with their official re-enrollment with the Ministry of Education, provided school supplies and facilitated communication with focal family members. A CRHC staff member facilitated a workshop on family planning with 11 child brides in which she provided information on modern contraceptive methods, emergency contraception and addressed any misconceptions. She also shared specific information about subsidized sexual and reproductive health services for each area in which the girls resided. Four of the participants requested an additional session which their mothers-in-law could attend. The follow-up workshop included similar information and allowed for an open discussion among the participants and their mothers-in-law to air concerns and address any misconceptions, particularly around contraceptives impacting fertility. They received IUDs or implants afterwards – a major breakthrough for girls who had never used any type of contraception. CRHC staff also updated information at the Family and Childhood Society of Irbid regarding sexual and reproductive health initiatives and provided ongoing mentorship to address participants' concerns as required.

As a result of the needs assessment of NGOs working in Amman and Mafraq (where the highest percentage of early marriage occurs), two NGOs were selected to join the project: "Sama Al Badia Association", with its two branches in Al Mafraq and in Al Zatar, and "Sanabel Al Khair Society" in Marka. Some 70 participants of the partners' staff members were trained in early marriage and ethical codes. In July 2018, another 27 staff members were trained, including healthcare providers, management staff and community outreach for SGBV and EC from the IFH. This four-day training on how to handle SGBV cases had a special focus on early marriage and included values clarification exercises with staff on how to approach patients, specifically addressing rape, post-coital contraception and cultural sensitivity as well as preventive care for child brides at potential risk of SGBV. They further provided in-service training with another 10 members of their clinical staff, and within the two target clinics, a total of 37 staff members were trained. Overall, family planning counselling and referral programmes within the Institute for Family Health were improved and there was a major improvement in the referrals and early detection of patients exposed to SGBV.

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, as well as with NGOs working with the beneficiaries considered as child brides, and with IFH. This helped identify knowledge gaps among stakeholders and provided critical information regarding the practices and priorities of 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. 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.

AWO results include more than 818 Syrian women from refugee communities targeted in the data collection phase and involved in focus groups and individual interviews in five targeted governorates (Irbid, Tafila, Mafraq, Zarqa and East Amman). In January 2018, the project's training-of-trainers in Amman was attended by 21 women leaders from 15 selected CBOs, who learned strategies for promoting gender equality and gender mainstreaming, developed their leadership and communication skills, and learned how to collect gender-sensitive data and indicators to support the response to women needs in the context of the Syrian crisis. The training was followed by the project's first mobilization event, which was attended by 52 civil society representatives as well as 23 project partners and key project-involved stakeholders including: Ministry of Planning and International Cooperation (MoPIC), The Jordanian National Commission for Women (JNCW), National Center for Human Rights (NCHR), and National Council for Family Affairs (NCFA) in addition to other INGOs, NGOs and media.

In February and March 2018, AWO, ANHRE and ACTED finalized the preparation phase of the second phase of the project related the training component, sharing with all 15 selected CBOs of the latest Jordan Response Plan for the Syria crisis 2018-2020, released in February 2018, to be used as reference document during the trainings. In April and May 2018, ANHRE and AWO, in collaboration with ACTED, launched the first round of four local trainings in all five governorates, followed by the second mobilization event, in May in Amman. Through these five events, all selected CBOs had the opportunity to: identify one key problem affected Syrian and Jordanian women in one of the sectors highlighted in the JRP; determine one gender-sensitive indicator to report against; establish a summary methodological note and workplan highlighting the steps taken to collect primary gender-sensitive data among Syrian refugees and host communities, and report to project partners. A second training-of-trainers (ToT) event was held in Amman in September and the second round of four local trainings were held in December 2018 in all five governorates, followed by the third mobilization event in Amman. There were 248 participants in the second and third mobilization events and 227 participants in the nine trainings (second ToT and eight local trainings).

The second phase of the project, related to primary data collection, had the objective of empowering targeted CBOs to mobilize Syrian communities and collect relevant evidence-based and gender-sensitive information. This included identifying sectors that CBOs would like to tackle and the location of Syrian communities to target, as well as establishing tools and methodology in a participatory manner with CBOs (including one focus group questionnaire for qualitative assessment, one individual questionnaire for quantitative assessment, and one database to compile the collected information). They also signed a data protection protocol with the 15 CBO focal points. Actions included:

- one initial visit among targeted Syrian communities and identification of Syrian female community leaders
- one focus group launched with 10 to 15 Syrian women to discuss sectoral problems & needs
- individual interviews (on average 40) with Syrian women, and their families, from targeted communities
- five interviews done with key stakeholders active in selected sectors

Reaching a total of 1,850 beneficiaries (567 from the host community and 1,283 Syrian refugees) the **ARDD** project team was able to: complete the psychosocial support and legal empowerment sessions in Mafraq and Irbid; conduct numerous one-on-one legal consultations; complete conflict management training sessions in Irbid and; conduct

community dialogue sessions in Irbid. The ARDD project successfully contributed to strengthening the mechanism of social and legal protection of women in Mafraq and Irbid (focusing on female heads of households) through 12 legal empowerment sessions and 12 psychosocial support sessions. The legal empowerment sessions were delivered in Mafraq and Irbid, using a participatory approach, engaging 238 women and girls to voice the challenges they face and reflect on the information they received. The psychosocial support sessions were delivered to 237 women and girls, who were supported in building the self-confidence and assertiveness to take initiative to access their rights and participate in decision-making in their communities. In general, the sessions featured high levels of participation, listening skills and interest in further training shown by most participants. Participants showed positive change in the below aspects:

- (Reaction) The participants liked the sessions; they said they met their needs and were motivated for and engaged with the session topics.
- (Learning) The material was clear and ARDD used language that was understood by all participants so that they understood the main information of the session.
- (Behaviour) Participants engaged in rethinking negative stereotypes towards women, sharing their experiences, discussing, brainstorming, giving examples and asking questions.

ARDD also provided individual legal and referral services throughout the entire project implementation period. Provided by ARDD's lawyer's working group, established for the project, these sessions gave women a better understanding of their rights under Jordanian law and how to navigate the justice system in order to actively participate in the humanitarian response in their communities. At least 80% of women reported an increase in knowledge about their rights and an equal percentage reported an increase in confidence to utilize the Jordanian justice system. This was calculated based on questionnaires, feedback from beneficiaries who attended the sessions, feedback from beneficiaries in follow-up phone calls with ARDD after the session, observation notes from project team and trainers, and training reports. ARDD's legal unit provided a total of 1,252 one-on-one legal consultations in Mafraq and Irbid (85 in Q1, 422 by Q2, 832 by Q3 and 1,252 by Q4.).

ARDD equally developed conflict-management training modules and a draft training manual and materials were completed in Q3. The manual aims to develop the skills and capacity of both Syrian refugee and host community women to play an active role in conflict management in their communities to promote social cohesion. A trainer was recruited, and the first session took place in Q4. So far, 33 women and girls attended the conflict management session in Irbid. The activity has yet to be implemented in Mafraq, but more sessions are planned in 2019.

In order to promote social cohesion in the community, 43 Syrian and Jordanian women (21 Syrian refugees and 22 host community) participated in two community issues discussions conducted in Irbid and Mafraq. These sessions opened a platform for discussion among women to talk about difficulties they are facing within their community. The sessions also provided a space to share knowledge, experience and identify problems and potential solutions. Afterwards, the women selected topics that impact them in the community to facilitate sessions with community members and selected humanitarian actors. This 'designing of community dialogues' session was attended by 14 women (seven Syrian, seven from the host community) in Irbid. It allowed the women to prepare for the dialogues and mobilize their target audience for the sessions. Finally, the first women-facilitated dialogue session took place in Irbid, with 33 participants. A second dialogue will take place in Mafraq in 2019.

Another important contribution of ARDD this year was participation in the launch of the Jordanian National Action Plan (JONAP) to implement UN Security Council resolution 1325 on Women, Peace and Security (2018-2021). ARDD engaged in the evaluation meeting to document the process of drafting and adopting the plan in July as well as in the workshops to design the communications strategy and monitoring and evaluation plans. ARDD also supported the founding of the Jordan National Forum (JoNaF), a coalition of national non-governmental, civil society and community-based organizations working with national and local government actors and decision-makers – including the Ministry of Interior, Ministry of Planning, Senate and Municipalities. It aims to change the ways humanitarian

organizations operate and respond to humanitarian crises. The group identifies areas of concern, advocates for common positions between member organizations, and coordinates between these groups and external stakeholders, including government agencies. Its work is divided under six working groups, which focus on different aspects of humanitarian response and development efforts in Jordan, aimed at service the needs of vulnerable refugee communities as well as Jordanian host communities.

Under Outcome 6 (indicators on Labour force participation rate for persons aged 15+ by sex; and Proportion of informal employment in non-agricultural work, by sex), two implementing partners (JNFW and JFPBW) led interventions and reported results:

The **JNFW** project implemented all planned activities to support marginalized and vulnerable refugees and Jordanian women in host communities by enhancing their employability and skills and linking them to potential employment opportunities, as well as reducing exposure to negative coping mechanisms. During 2018, 363 women benefited from various components of the project. In the capacity-building component, 363 women received the package of training in financial literacy and gender equality, while 259 of them attending additional employability skills and life-skills trainings. Some 293 women were able to join job fairs and an employability-matching event to learn more about job opportunities in the market. The number of women benefiting from available job opportunities were unfortunately only 75 women, because although more than 300 job opportunities were matched and offered, most women did not accept them in the end, mostly for reasons related to social stigma of working in the factories and hospitality industry and lack of family support. Additional efforts will be targeted in future on addressing these barriers. The targeted women were selected with specific criteria that included age, low skills, unemployment, head of households, currently not being serviced by other NGOs or economic empowerment programmes and living below the poverty line. An additional 12 vocational trainings on skills such as chocolate-making, sewing, food processing, soap-making, etc. were also organized in Amman and Irbid, with 400 women assisting (and 114 of them took training in more than one vocation).

Twelve women shared their success stories as role models with peer networks, inciting other women and leading to the formation of informal networks and job sharing. It also encouraged JNFW to conceive of a business incubator to facilitate such networking. JNFW organized four roundtable discussions with the participation of different stakeholders. More than 200 marginalized women and their families also attended puppet shows and interactive theatre performances to raise awareness of gender-based violence and the importance of women's empowerment.

Four roundtable discussions were conducted with the participation of many different stakeholders from a committee that was formed to create awareness among potential employers and stakeholders of ways to address the challenges to women's engagement in the labour force. This committee includes members from the Ministry of Labour, Vocational Training Corporation, Jordan Chamber of Commerce, Jordan Chamber of Industry, Development and Employment Fund, Jordan Industrial Estate Company, National Employment & Training, General Trade Union of Workers in Textile & Garment, the Beauty Salons Syndicate of Jordan and representatives of factories. All partners agreed that jobs were available in different sectors, but not all women benefited from these opportunities.

Finally, the **JFPBW** was the last partner to join the programme so 2018 constituted the first phase of its portion of the project, running from October–December 2018. During this time, the supply-demand phase was completed, producing two qualitative studies in target communities in two governorates: Zarqa (covering seven local communities) and Amman (covering east Amman). The studies identify key potential income-generating areas that women on the "supply side" could provide if their skills were enhanced, as well as the need and capacity of community markets "demand" to absorb these identified income-generating projects/initiatives. Four main vocations in high demand in the local communities were identified in which women can participate, if they receive vocational training, namely: 1) Homemade meals for specific dietary requirements (i.e. regular, vegetarian, vegan, allergic, gluten-free, etc.); 2) Solar energy systems (retail, setup, maintenance); 3) Elderly care services; 4) Affordable

and trustworthy transportation services for school students. In addition, 130 women attended psychosocial support group sessions.

Challenges, lessons learned & best practices:

Challenges were reported by FCPS during field visits to a number of public schools for case study research, where interviews were conducted with girls who could potentially be victims of early marriage. They were unable to identify more than three female students at each school, where the school administration and the students themselves did not declare themselves to be engaged. Girls and their families often hide the subject of engagement, for fear of depriving girls of education or discriminating against them. Secondly, the efficiency of local associations remains challenging. As a result, there will be more training and support for the CBOs in writing projects, drafting action plans and supporting awareness campaigns. A third lesson learned was that having a male staff member who was able to mitigate concerns from husbands/male family members was an asset. It not allowed participants to be at ease, but also their family. Fourthly, a challenge the Institute for Family Health faced in providing emergency contraception was that it was often misconstrued as being an abortifacient. Therefore, when explaining this method to the patients, the healthcare staff reported to have received some pushback from patients- in fear of this method being “haram” and illegal. In response, the programme found it necessary to produce a brochure to increase awareness and dispel fears.

For AWO, there were initial administrative delays to obtaining all authorizations from relevant Jordanian Ministries, which took over a month. Then, they discovered that selected CBOs, despite extensive community-based experience in Jordan, were not familiar with the aid assistance mechanisms developed by international humanitarian actors, including UN agencies in Jordan in the framework of the Syria crisis, and that they had a limited knowledge of the Jordan Response Plan and its strategy, objectives and expected results for 2018-2020. It was thus important for the project partners to tackle this issue during the first Training-of-Trainers and for the first round of local trainings in the five targeted governorates. The first round of trainings helped highlight the fact that few CBOs had developed and relied on solid and comprehensive methodologies and evidence-based assessments to understand underlying problems affecting communities and tailor relevant responses, especially when supporting Syrian refugees in Jordan. Through the last five events in Amman, Zarqa, Irbid, Mafraq and Tafila, trainers thus made sure to strengthen the 15 CBOs' knowledge and understanding of methods and measures to use in survey processes, and inform better practices and decision-making, in particular through the drafting of “tables of initiatives”. One of the main challenges is to enable CBOs to transition from service-providers to decision-makers capable of identifying and responding to the needs of Syrian refugees in Jordan, and in particular women and girls. The project facilitated this by supporting 15 targeted CBOs to meet with Syrian women from refugee communities and collect relevant data.

According to ARDD, there are several challenges surrounding discussions of SGBV and violence, as some women participants reject discussing such issues due to religious beliefs or misunderstandings. ARDD said it was difficult for them to tackle this challenge as the organization does not discuss religion or politics within the scope of its work (its approach is legal and human rights-based). On another matter, mapping women-led Syrian CBOs in Irbid and Mafraq was complicated by the fact that it is not possible to register a “Syrian CBO” according to Jordan's current laws and regulations, which makes it difficult to map existing organizations and networks dealing with Syrian women. ARDD addressed this challenge by mapping Syrian women's networks that are co-led with Jordanian-registered CBOs. ARDD is also working closely with CBOs in the selected locations to increase the capacity and confidence of Syrian women and networks, and to broaden their reach so help them meaningfully participate in humanitarian response.

According to JNFW, the first challenge faced by the project team was the delay in the implementation of planned activities due to government approval process. As a result of delays, activities began in late June 2018, instead of in January 2018. There were slight adjustments, such as the capacity-building component being shortened to two days (instead of three days) per round. One of the project's outcomes was to secure 200 jobs for beneficiaries. While the target itself was not a challenge, the real challenge was convincing the women to actually accept these jobs.

Although initially enthusiastic about the idea of working, when jobs were offered to them, many women expressed uncertainty due to social stigma regarding working in factories or restaurants. Additional efforts will be made in future to address these issues.

JFPBW detailed several challenge and lessons learned, including difficulties with getting their project approved by the government. Other challenges included the unexpected unbudgeted additional cost of purchasing data from the Department of Statistics (DOS) to be used for the supply-demand research (JOD 1300). JFPBW had to reject this cost and gather data “the hard way”, by visiting many CBOs. Finally, a lesson learned by JFPBW was that refugees and Jordanian women did not easily “think outside the box”. While collecting women’s answers to the supply-side questionnaire, they noticed that women stuck to the well-known repeated and traditional crafts, usually home-based, that they do such as cooking meals, food processing, etc. with which the market is already saturated, although they found some interest to untraditional skills-learning such as furniture maintenance, elderly care, electronics maintenance, solar energy systems setup and maintenance, scaffolding and painting.

ii) Indicator Based Performance Assessment:

Using the **Results Framework from the Project Document** - provide an update on the achievement of indicators at both the output and outcome level in the table below. Where it has not been possible to collect data on indicators, clear explanation should be given explaining why, as well as plans on how and when this data will be collected.

	<u>Achieved</u> Indicator Targets	Reasons for Variance with Planned Target (if any)	Source of Verification
<p>Outcome 3 Women and girls affected by crises lead, participate in and benefit from relief and response efforts</p> <p>Indicator: Percentage of women benefitting from the humanitarian response</p> <p>Baseline:</p> <p>Planned Target:</p>	<p>More than 818 Syrian women from refugee communities were targeted and involved through focus groups and individual interviews in 5 targeted governorates</p>		<p>SRP reports, country reporting, Reporting on WHS individual commitments</p> <p>Annual Secretary General's Reports on Strengthening the Coordination of Humanitarian Emergency Assistance of the United Nations.</p> <p>Data collection</p> <p>CBO initiatives</p>
<p>Output 1.1 Number of women's grass-roots and non-governmental organizations in selected regions increase awareness on gender equality</p> <p>Indicator 1.1.1 A combination of five women-centred grass-roots organizations and/or NGOs increase early marriage awareness in their campaigns</p> <p>Baseline: 0</p> <p>Planned Target: 5</p> <p>Indicator 1.1.2 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>Four women-centred grass-roots organizations were selected in 2017, with the following geographical distribution: 2 in Mafraq, 1 in Amman, 1 in Irbid. They received training from FPCS on early marriage.</p>	<p>The number of the women grass-roots organizations was narrowed from five to four. Most of the 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.</p>	<p>Stakeholder analysis</p> <p>Needs assessment tool</p>
	<p>70 participants (partners' staff members) have been trained in early marriage and ethical codes, to be able to manage activities in the local communities. In collaboration with the local partners in Mafraq, Hashmi - Amman and Irbid, awareness campaigns were conducted through interactive sessions in each governorate. The events were very impressive, and the audience interacted with the project partners. At least two</p>	<p>No variance</p>	<p>Training material</p> <p>Awareness campaign materials, photos</p> <p>Attendance sheets</p>

	<p>activities were implemented in each organization in each governorate. As part of the “16 Days of Action against Gender-based Violence” the project partners in Irbid, Mafraq and Amman conducted campaigns in local communities on the negative results of early marriage.</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 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 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 Planned Target: 6</p> <p>Indicator 1.3.2 Three awareness campaigns on the risks of early marriage</p> <p>Baseline: 0 Planned Target: 3</p>	<p>Too early to report as progress towards this output and its indicators is programmed to take place in 2019.</p>	<p>FCPS's work in schools was delayed until 2019. Because they had difficulty getting approvals to work with schools in 2017, they decided to work through the community and associations selected. Indeed, the associations were able to attract a number of parents and students through their activities, but FCPS found that they needed to go back and try again with schools. Such activities could not begin until they received approvals and commitments from schools, which happened in late 2018. The planned school sessions will take place in January and February 2019, with schools in Irbid, Mafraq and Amman. The target number of schools was decreased to four.</p>	<p>List of schools created Focus group discussions with teachers and school boards</p>

	<p>In collaboration with the local partners in Mafraq, Hashmi - Amman and Irbid, awareness campaigns were conducted through interactive sessions. A young Syrian theatre group of male and female actors were originally victims of early marriage presented a sketch "No to Early Marriage" in Mafraq. While in Amman, female students in schools presented sketches to the local community in Al-Hashmi. After each show, a public discussion was opened within the local communities about the harmful effects of early marriage, talking about Jordanian law and practices in society. Women and men with a good reputation in the local community have also been invited to talk about the rights of girls to education and life in dignity. In 2017, a campaign was conducted during the "16 Days of Action against Gender-based Violence".</p>	<p>More campaigns are planned in schools in 2019.</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 towards 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 Planned Target: 15</p>	<p>In July of 2018, 27 staff members were trained, including healthcare providers, management staff and community outreach for SGBV and emergency contraception from the Institute for Family Health (IFH). This four-day training consisted of how to handle SGBV cases with a special focus on early marriage. Further, values clarification exercises were done with staff on how to approach their patients, specifically surrounding rape, post-coital contraception and cultural sensitivity in patient care with child brides. Medical staff also learned how to provide preventative care for child brides at potential risk of SGBV. They also further provided in-service training with other members of their clinical staff, and within</p>	<p>Given the positive response to the training, FCPS managed to train an additional 10 staff members (for a total of 37 staff members) from the Institute for Family Health.</p> <p>The original target of 45 had to be revised because there was a change in prioritization of clinics for IFH. Given their budget cuts, and resulting loss of staff members, FCPS rearranged its intervention to cover two control clinic sites instead of three (readjusting the total target to 30 instead of 45 staff). In reaching 37 staff, the target was not only met, but exceeded.</p>	<p>Focus groups discussions with health care staff (nurses, doctors) Key Informant interviews with clinic directors and management staff Participatory observation Reviews of clinics' policies and procedures regarding SGBV screening, response and referral</p>

	the two target clinics, for a total of 37 staff members trained.		
<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 Healthcare providers engage in services focusing on quality of care for girls who married under the age of 18 Baseline: TBC Planned Target: TBC</p>	Healthcare providers' engagement in services focused on quality of care for girls who were married under the age of 18 was improved, including with follow-up, inclusion of husbands and male family members.	No variances	<p>Review of the 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 1.5.2 Physicians/nurses improve contraceptive counselling techniques Baseline: TBC Planned Target: TBC</p>	Improved counselling from healthcare staff was provided to newly married patients (specifically girls under 18). 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.	No variances	<p>Patient logs (confidential)</p> <p>Monitoring reports (Including a CRHC staff conducting participatory observation of healthcare provider-patient interactions)</p>
<p>Indicator 1.5.3 Contraceptive efficacy communicated to partners Baseline: TBC Planned Target: TBC</p>	Patients were informed, not only of a variety of modern methods of contraception, but also of post-coital contraception (emergency contraception).	No variances	<p>Patient logs (confidential)</p> <p>Monitoring reports (Including a CRHC staff conducting participatory observation of healthcare provider-patient interactions)</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) Baseline: TBC Planned Target: 10</p> <p>Indicator 1.6.2 Address barriers for women accessing different contraceptive methods Baseline: TBC Planned Target: TBC</p> <p>Indicator 1.6.3 Increase girls/women's knowledge of emergency contraception (Yuzpe method, post-</p>	<p>CRHC conducted two family planning sessions with 11 child brides. Feedback from the brides from the first session was positive and four of the child brides felt it would be necessary to bring their mother in-laws to the next family planning session. They said that if their mother in-laws were part of the discourse, their ability to request contraception/family planning methods would be more successful. This resulted in four of the participants receiving the implant and IUDs.</p> <p>In 2017, 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</p>	No variances.	<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>coital IUD insertion) Baseline: TBC Planned Target: TBC</p>	<p>FGDs, women and girls' experiences with sexual and reproductive health services and SGBV were explored, as well as their knowledge of and attitudes towards emergency contraception.</p>		
<p>Output 2.1 15 Grass-roots 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 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 in Irbid, 4 in Mafraq, 4 in Zarqa, 1 in East Amman and 3 in Tafilah.</p> <p>The increase of capacities by 70%, was achieved.</p>	<p>No variances</p>	<p>Validated results of GOGA assessment scored against SMART indicators Programming, monitoring and evaluation reports from ANHRE and ACTED 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>Indicator 2.2.1 Number of relevant actions fostering the involvement of women as practitioners or beneficiaries</p> <p>Baseline: 0 Planned Target: 7</p> <p>Indicator 2.2.2 Number of relevant actions fostering gender-sensitive data collection & information</p> <p>Baseline: 0 Planned Target: 8</p>	<p>13 initiatives were launched by CBOs in 2018, including:</p> <ul style="list-style-type: none"> - 2 training-of-trainers workshops organized in Amman (January & September), - 8 local trainings held in all five governorates (April, May & December) - 3 mobilization events held in Amman (January, May & December). <p>Two more mobilization events are planned in January 2019.</p> <p>Other additional actions included:</p> <ul style="list-style-type: none"> - one initial visit among targeted Syrian communities and identification of Syrian female community leaders - one focus group launched with 10 to 15 Syrian women to discuss sectoral problems & needs - individual interviews (on average 40) with Syrian women, and their families, from targeted communities - 5 interviews done with key stakeholders active in selected sectors. 	<p>No variance.</p>	<p>Validated results of GOGA assessment scored against SMART indicators Programming, monitoring and evaluation report from AWO, ANHRE and ACTED Other external reports and assessments quoting the project activities by AWO, ANHRE and ACTED Results of satisfaction survey and feedback mechanisms</p>

	CBOs also signed a data protection protocol with the 15 CBO focal points.		
<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 Baseline: 0 Planned Target: 240</p>	A lawyer's coalition was formed from ARDDs Legal department, which developed legal empowerment session training materials. During 2018, 12 legal awareness sessions were held (6 in Mafraq, 6 in Irbid), reaching 120 women and girls in Mafraq (75 Syrian refugees and 45 Host community) and 118 women and girls in Irbid (57 Syrian refugees and 61 host community). The total number of women attending the sessions was 238.	No variances.	Attendance sheets Baseline / End-line survey Project staff observations
<p>Indicator 3.1.2 Percentage of women who report an increase in knowledge about their rights in Jordan Baseline: 20% Planned Target: 75%</p>	<p>Another 12 psychosocial support sessions were held targeting 237 women and girls from both Syrian refugees:</p> <ul style="list-style-type: none"> - 6 sessions were held in Mafraq, involving 128 women and girls (79 Syrian refugees; 49 host community) - 6 sessions were held in Irbid, involving 109 women and girls in Irbid (51 Syrian refugees and 58 host community) <p>80% of women reported an increase in knowledge about their rights.</p>	No variances.	Attendance sheets Project staff observations Baseline / End-line survey
<p>Indicator 3.1.3 Percentage of women who report an increase in confidence to utilize the Jordanian justice system Baseline: 20% Planned Target: 75%</p>	To increase women's confidence using the legal system, ARDD's legal unit provided one-on-one legal consultations in Mafraq and Irbid. Over the course of 2018, they offered one-on-one legal consultations, which totaled 1,252 sessions. The percentage of women who reported an increase in confidence to utilize the Jordanian justice system was 80%.	No variances.	Lawyer's reports Project staff observations Baseline / End-line survey
<p>Output 3.2 An increased number of women in Mafraq 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>	ARDD developed conflict-management training modules and a draft training manual and materials were completed in Q3. The manual aims to develop the skills and capacity of both Syrian refugee and host community women to play an active	Too early to report on these indicators as the remaining sessions will be completed during 2019.	Attendance sheets Baseline / End-line survey Project staff observations

<p>Indicator 3.2.1 Number of women who attend the conflict management sessions Baseline: 0 Planned Target: 110</p>	<p>role in conflict management in their communities to promote social cohesion. A trainer was recruited, and the first session took place in Q4. So far, 33 women and girls attended in Irbid. The activity has yet to be implemented in Mafraq. More sessions are planned in 2019.</p>		
<p>Indicator 3.2.2 Number of women who report to have enhanced their conflict management skills</p>	<p>Training sessions have only begun so it is too soon to report results. Progress towards this output and its respective indicators will continue in 2019.</p>	<p>Too early to report on these indicators – activities will be completed during the coming reporting period.</p>	
<p>Indicator 3.2.3 Number of community dialogues successfully implemented by the selected women Baseline: 0 Planned Target: 2</p>	<p>In order to promote social cohesion in the community, 43 Syrian and Jordanian women (21 Syrian refugees and 22 host community) participated in two community dialogue sessions conducted in Irbid and Mafraq on issues the selected women are facing in the community. These sessions opened a platform for discussion among women to talk about difficulties they are facing within their community. Afterwards, the women selected topics that impact them in the community to facilitate sessions with community members and selected humanitarian actors. This ‘designing of community dialogues’ session was attended by 14 women in Irbid. It allowed the women to prepare for the dialogues and mobilize their target audience for the sessions. Finally, the first women-facilitated dialogue session took place in Irbid, with 33 participants (including 8 men). A second dialogue will take place in Mafraq in 2019.</p>	<p>Too early to report on these indicators – a second dialogue led by selected women will be completed in Mafraq in 2019.</p>	
<p>Output 3.3 Women-led Syrian CBOs / Networks (formal and informal) in Irbid and Mafraq have increased their capacity and confidence to broaden their reach with community members and meaningfully participate in the humanitarian</p>	<p>The Project team has initiated the mapping process for Syrian women-led CBOs and networks, which will continue in 2019. It is too soon to report results, as progress</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>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) Baseline: 0 Planned Target: 1</p> <p>Indicator 3.3.2 Number of women who attend the capacity-building workshops Baseline: 0 Planned Target: 20</p> <p>Indicator 3.3.3 Number of initiatives implemented by the participating women Baseline: 0 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>towards this output and its respective indicators is mainly programmed to take place in 2019.</p>		
<p>Outcome 6: The socioeconomic 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 Baseline: 0 Planned Target: 350</p>	<p>After the corresponding research by JNFW, 350 jobs were secured for beneficiaries in Amman & Irbid; however, only 75 jobs were accepted by beneficiaries 50 in Irbid & 25 in Amman.</p>	<p>While the target number of jobs were identified and matches made, when it came time to accepting the positions, many of the women shied away, citing social stigma.</p>	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>	<p>Exceeding the target, 438 women enrolled to participate in training (262 Jordanians, 176 Syrians). A number of orientation sessions were conducted and a needs</p>	<p>No variances.</p>	JNFW's database for the project

<p>Baseline: 0 Planned Target: 350</p>	<p>assessment was completed by each participant.</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 Planned Target: 350</p>	<p>A first round of 14 training sessions were held in Amman & Irbid with a total of 363 women (248 Jordanians & 115 Syrians) with two-day sessions on financial literacy, gender equality and life skills. A second round (for those who completed the first) of 14 sessions were held in Amman & Irbid with a total of 259 participants (162 Jordanians & 97 Syrians) taking another two-day training on employability, safety and labour laws, as well as marketing and communications.</p> <p>An additional 12 vocational trainings on skills such as chocolate-making, sewing, food processing, soap-making, etc. were also organized in Amman and Irbid, with 400 women assisting.</p>	<p>Due to the delay in starting implementation of the project, the duration of this training was reduced from 3 days to 2 days.</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 Planned Target: 14</p>	<p>Meeting the target, 14 puppet shows and interactive theatre performances were conducted in Amman & Irbid, attended by a total of 406 marginalized women, from Jordan, Syria and Iraq.</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 Planned Target: 14</p> <p>Indicator 1.5.2 Number of individuals per session</p> <p>Baseline: 0 Planned Target: 25</p>	<p>A total of 12 peer support network sessions were held by the peer support network (7 in Amman & 5 in Irbid) with 15-25 participants per session for a total number 206 participants (116 Jordanians & 90 Syrians).</p>	<p>Due to time constraints, only 12 meetings were held.</p>	<p>Meeting attendance sheet</p>

<p>Output 1.6 Employment linkages for training beneficiaries</p> <p>Indicator 1.6.1 Number of marginalized men and women who are linked with employment opportunities</p> <p>Baseline: 0 Planned Target: 200</p>	<p>Although 240 beneficiaries were linked with employment opportunities (164 Jordanians & 76 Syrians), only 75 beneficiaries accepted the job offers at factories (50 women in Irbid & 25 in Amman).</p>	<p>Although many employment linkages were made, a fraction of the women actually accepted the jobs, many citing social stigma.</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. The type and number of recommendations, as well as their advancement procedures will be determined during the roundtables.</p>	<p>Four round-table discussions sessions were held in for stakeholders in Amman & Irbid, resulting in a number of recommendations on how to improve JNFW's future work and how to increase women's participation in the labour force. The discussions resulted in 6 main recommendations:</p> <ul style="list-style-type: none"> • Increase training on basic sewing, handicrafts and food processing in future programmes • Establish a business incubator at JNFW premises for small businesses for beneficiaries and other women • Support women to find funds and help them register their own businesses • Create a network among like-minded women who want to start their own businesses • Increase awareness-raising sessions between beneficiaries and other women, including their families, on the importance of joining the labour market • Invite women to different bazaars to participate and sell their products. <p>It was agreed that each partner will present its expertise and network to help JNFW in the future to encourage the beneficiaries to join the labour market.</p>	<p>No variances.</p>	<p>JNFW's database for the project</p>
<p>Outcome 6: The socioeconomic recovery of women is promoted in post-conflict</p>			<p>ILO</p>

situations			
<p>Indicator: Proportion of informal employment in non-agricultural work, by sex</p> <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. Sample size of 200 households, 100 households in Zarqa and 100 in East Amman</p> <p>Baseline: 0 Planned Target: 2</p>	<p>Two qualitative studies were produced in target communities in two governorates: Zarqa (covering seven local communities) and Amman (covering east Amman). The studies identified 4 key potential income-generating areas that women on the "supply side" could provide if their skills were enhanced, as well as the need and capacity of community markets "demand" to absorb these identified income-generating projects/initiatives. (JFPBW)</p>	<p>No variances.</p>	<p>Study reports</p>
<p>Output 1.2 Psychosocial counselling and mentoring sessions conducted</p> <p>Indicator 1.2.1 Number of women that attended one to one counselling sessions and/or received mentoring</p> <p>Baseline: 0 Planned Target: 40 (20 / governorate)</p>	<p>0.</p>	<p>Because of delays in the project launch, this portion of the JFPBW project is now planned for Q2 and Q3 of the project in 2019</p>	<p>Session attendance sheets</p>
<p>Output 1.3 Psychosocial support group sessions are held</p> <p>Indicator 1.3.1 Number of women who benefit from the psychosocial support group communications sessions</p> <p>Baseline: 0 Planned Target: 120</p>	<p>Target met and surpassed, with 130 women attending group sessions.</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>Indicator 1.4.1 Number refugee women trained</p> <p>Baseline: 0</p>	<p>0.</p>	<p>Because of delays in the project launch, this portion of the JFPBW project is now planned in 2019.</p>	<p>Training Certificates</p>



Planned Target: 48 (24 / governorate)			
Output 1.5 Trained refugees run their own businesses using their new skills	0.	Because of delays in the project launch, this portion of the JFPBW project is now planned in 2019.	Grants receipts
Indicator 1.5.1 Number of project ideas supported financially with seed money			
Baseline: 0			
Planned Target: 12			

iii) A Specific Story

Story #1: Informal job-sharing flourishes after role model visit to peer network session

A low-income Jordanian, Ghada and her 4 children (aged 8-22) used to be supported solely by her husband's meagre elementary school teacher salary, until she enrolled in different cooking and chocolate-making trainings. She decided to start her home business and formed a "Jamieh" with her neighbours, collecting a certain amount of money every month and lending it to one of them each month. Ghada was given 500 JOD and used this money to buy equipment for her food production business. With this small business, Ghada was able to support her older children to enrol in university.

In order to expand, she applied to get a grant from one of the NGOs where she was given 400 JOD. Then she started to participate in food shows, bazaars, and her clients increased. With NGO guidance, she registered her business to be licensed.

Ghada enrolled in the JNFW project to benefit from its capacity-building component, especially the financial literacy training. Knowing Ghada's own journey, the project team asked her to present her story to other women as a role model during peer network sessions. She explained how successful she became, and how she is now so overloaded with work she sometimes has to reject orders because she doesn't have enough time. During the discussion after the sessions, some beneficiaries who have similar skills to Ghada suggested that she could hire one of them. This idea became a reality and Ghada now seeks the help of as many as five of the women when she has extra work.

After using Ghada's example, the project team started promoting the idea of forming networks among beneficiaries who have similar skills, to support each other. Different groups were formed, and some are thinking of starting their own businesses. JNFW will support these groups by providing its facilities to start their work. Ghada's story underlined the importance of supporting beneficiaries and women in general to establish their own business, and it led to JNFW's decision to create a business incubator to help give them a head-start.



<https://www.youtube.com/watch?v=dbgVW57R7BI>

Additional photos from the JNCW trainings:



Training sessions offered by JNFW.

Photos from JFPBW trainings:



Women participating in the supply-demand research sessions conducted by JFPBW in Zarqa at the Society for Empowerment of Women and Children in November 2018. Photo: Courtesy of JFPBW.



Above are samples of quality products with the potential for business formalization. These products are produced by Jordanian women in host communities East Amman. Photos: Courtesy of JFPBW.

Story #2: Breaking taboos surrounding emergency contraception among child brides

Under the FCPS project, a staff member from CRHC facilitated a workshop on family planning for 11 girls, in which she provided information on modern contraceptive methods, emergency contraception – notably, the Yuzpe method – and addressed any misconceptions. The CRHC representative also shared specific information about subsidized sexual and reproductive health services for each area in which the girls resided. The workshop was a resounding success and very popular, as a number of the participants requested an additional workshop session in which their mothers-in-law would be able to attend. The follow-up workshop included similar information and allowed for an open discussion among the participants and their mothers-in-law to air concerns and address any misconceptions, particularly around contraceptives impacting fertility. During this period, four of the girls began using a long-acting reversible contraceptive (LARC) – (IUD or implant). None of these girls had used any method of contraception before partaking in the project. After attending two of the family planning workshops 40% of the participants who partook said they felt they had the autonomy to use a contraceptive method, which is a huge achievement. Further, a lesson learned was that facilitating a tense conversation between their mothers-in-law and these girls, about bodily autonomy was important. This enabled open communication and allowed misconceptions surrounding infertility to be addressed.

III. Assessments, Evaluations and Knowledge

- The FCPS project produced several outputs in 2018: a stakeholder report on early marriage and needs assessments reports on NGOs working with women in Mafraq and Amman.
- Due to the lack of knowledge surrounding post-coital contraceptives and its mechanism of action, CRHC's team decided to mitigate this barrier by developing a brochure on emergency contraception, to be distributed within the Syrian community. The brochure contains information on mechanism of action, types of emergency contraception and where women are able to receive it (specifically directing them to IFH clinics in their area).

- FCPS will conduct a formal evaluation of its clinical intervention in two of the IFH clinics in addition to its educational intervention in Irbid with the cohort of 10 girls. In June 2019, two workshops will be conducted in Amman and Irbid to evaluate/disseminate the project results.
- AWO, ANHRE and ACTED will organize the evaluation workshop on Jan 2019.
- ARDD, launched a specialized tool-kit on combating violence against women and girls in Jordan. The main goal of this toolkit is to enhance referral and ensure that cases of violence against women and girls in different sectors are handled, reported and documented correctly.
- As part of M&E tool development, the ARDD project team reached out to 45 women in Mafraq who attended the psychosocial sessions they piloted. As a result of their findings (in which they noticed more Syrian than Jordanian women attending), they adjusted their selection criteria.
- In Q1, ARDD's M&E tools were developed and the M&E plan finalized. In Q2, ARDD piloted the use of Kobo Toolbox for mobile data collection, assessing its time-efficiency and capacity as a replacement for paper surveys and analyzing the data of sub-samples of surveys. Following this pilot, the surveys were re-modeled to be less time-consuming and easier to fill by beneficiaries.
- ARDD developed conflict-management training modules and a draft training manual that aim to develop the skills and capacity of both Syrian refugee and host community women to play an active role in conflict management and to promote community social cohesion.
- JNFW used an evaluation form to measure the response to their workshops, with questions designed to elicit responses about workshop impact, the appropriateness of materials, the effectiveness of workshops facilitators, and methods and activities used.
- JFPBW produced two studies identifying key sectors for work opportunities.

IV. Programmatic Revisions

For AWO, the assessment of capacities of selected CBOs that was initially planned in January 2018 (through the use of the "GOCA" assessment tool developed by ACTED), was postponed to August in the framework of the second ToT, in order to take into consideration the recent release of the Jordanian Response Plan to the Syria crisis 2018-2020 as well as wait for the completion of the first phase of CBO activities related to data collection. The JRP's outcomes had to be taken into consideration in order to adapt the GOCA tool to needs of the project, by evaluating with priority the capacities of selected CBOs to identify and address gender issues, and their ability to carry out evidence-based needs assessments.

For FCPS, a revision was made in response to a change in prioritization of clinics for IFH. Given their budget cuts, and resulting loss of staff members, FCPS rearranged its intervention to cover two control clinic sites instead of three (readjusting the total target to 30 instead of 45 staff). In addition, FCPS's work in schools was delayed until 2019. Because they had difficulty getting approvals to work with schools in 2017, they decided to work through the community and associations selected. Indeed, the associations were able to attract a number of parents and students through their activities, but FCPS found that they needed to go back and try again with schools. Such activities could not begin until they received approvals and commitments from schools, which happened in late 2018. In 2019, the planned school sessions will take place in January and February, with schools in Irbid, Mafraq and Amman.

Major adjustments were made on the JFPBW project during the process of gaining approval from the government. These included:

- the switch from psychosocial support sessions to counselling, mentoring and coaching, based on the feedback received from government approval committee. This switch was reflected in the

project plan and logical framework matrix and led to the shift of output 1.2 timeline from Q1 to Q2 and Q3 to work as a supporting instrument for trained women during and after they receive the vocational training.

- the switch from 70% refugees 30% Jordanians to the opposite (70% Jordanians and 30% refugees) as per the requirement of the Ministry of Labour (MoL) and the Jordan Response Plan criteria.
- the switch from supporting successful proposed initiatives (output 1.5) through seed funding in cash, to funding through purchase of furniture and equipment for the selected initiatives/project ideas.

Priority actions planned for the following year:

- JFPBW include: vocational training (Output 1.4); one-to-one mentoring sessions (Output 1.2); and funding a group of income-generating initiatives proposed by trained women (Output 1.5).
- FCPS will conduct a formal evaluation of its clinical intervention in two of the IFH clinics in addition to its educational intervention in Irbid with the cohort of 10 girls. In June 2019, two workshops will be conducted in Amman and Irbid to evaluate/disseminate the project results. In January and February 2019, FCPS will undertake its activities on early marriage in schools in Irbid, Mafraq and Amman.
- ARDD will continue to deliver its conflict-management training sessions in Mafraq, to reach their target, as well as a organize a second women-led community discussion, also in Mafraq.
- AWO will implement its final two mobilization events in January 2019.