

## Women's Peace and Humanitarian Fund

### ANNUAL PROGRESS REPORT 2022

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<sup>1</sup> Non-UN organization. Applicable to Rapid Response Window for Peace Processes.

<sup>2</sup> As per WPHF results framework nested model, WPHF outcome areas are equivalent to the impact level for grantees.

## Executive summary

In 2022, seven civil society organizations (CSOs) within the UN Women's Peace and Humanitarian Fund (WPHF) were supported, including the Family and Childhood Protection Society of Irbid (FCPS), the National Association for Family Empowerment (NAFE), Sisterhood is Global Institute (SIGI), Al Bireh Charity Association (Al Bireh), Arab Women Organization (AWO), Towards a Better Tomorrow for Development and Empowerment Association (Nagat), and the Athar Association for Youth Development supported the implementation of the WPHF projects in partnership with 13 CBOs.

Overall, **3,666** direct beneficiaries (2,864 women, 327 girls, 373 men and 102 boys) and **17,509** indirect beneficiaries increased access to social services, vocational training, livelihoods, and were linked with private sector for further employment to enhance the participation in socio-economic recovery through the capacity building and advocacy efforts.

More than **881** Syrian and Jordanian women, men and girls (50% women, 50% males) were reached directly with support from **NAFE** in 2022, enabling them to increase their knowledge, skills and capacity to be included in economic recovery process. This included continued training for 20 female staff of four NAFE-affiliated centres in Zarqa and Ma'an governorates, who are now able to promote women's involvement in peacebuilding, economic recovery and COVID-19 responses in underprivileged areas. In addition, 30 women from 10 different community-based organizations (CBOs) who took part in conflict-prevention training now have an improved ability to promote their role in peacebuilding. This was evident through the learning, information and knowledge acquired through the workshops conducted by NAFE and their indication during the workshops that they will work on promoting and raising awareness within their communities on women's role and importance in peacebuilding and security. Efforts also included intense work with 300 women and girls, which included: capacity-building workshops for 76 women in Ma'an; vocational training coupled with legal and social counselling for 150 women (75 in Zarqa, 75 in Ma'an); all 300 women and girls were linked with private sector companies, multilateral financial institutions (MFIs) and grant-providers, as a result of which: 107 women and girls (around 36%) obtained employment, enrolled in additional training, and/or applied for (and some have already obtained) grants for their SMEs; 150 women received cash assistance from the Lutheran World Federation in Zarqa; 20 women joined a Jordan Enterprise Development Corporation (JEDCO) project, and 19 women received free business feasibility studies or product quality testing from the Enhanced Productivity Programme (ERADA). The same 300 women and girls also received mentoring and coaching from women role models with similar backgrounds, with many stating in evaluations that they these sessions were valuable to improving their small income-generation activities and enhancing their livelihoods. In addition, 31 of these women increased their knowledge of how to respond to gender-based violence (GBV) through interactive theatre performances. Awareness-raising on UNSCR1325 also directly reached 500 Jordanian and Syrian women and men through targeted SMS messaging, and at least 5,294 through social media.

**Reaching at least 957 direct beneficiaries**, **SIGI's** efforts have helped increase public awareness of the importance of including vulnerable Jordanian and refugee women and girls in economic recovery processes through peer to peer and vocational training; and of increasing their participation in peacebuilding and security through advocacy on UNSCR 1325 as well as vocational and practical trainings on topics such as labour laws that reached more than 240 women in 2022, with 40 of them planning to train additional 483 women. In addition, at least 88 policymakers now have increased awareness of the challenges women and girls face in socioeconomic recovery during crises and are in a better position to advocate for their inclusion in such situations as a result of four roundtables held to discuss policy paper recommendations in 2022. Women's role in socioeconomic recovery was also promoted through a series of webinars with more than 146 participants, and through the production and dissemination of various media and audiovisual materials.

145 women and girls of the targeted group (100%) between 2021 and 2022 (**65** of them in 2022) in Irbid and Ma'raq now know the basics of Arabic, English and Math, and all know how to make handicrafts such as soap, perfume, resin and accessories from recycled products with support of **FCPS** multiple workshops on education, livelihoods and sexual and reproductive health (SRH). In addition, 34% of participants have taken part in bazaars to market their products and 28% have taken steps to start their own home-based businesses. At least 94% of beneficiaries aged 16–35 now have equitable access to health consultations (up from a mere 10% when the project began); and 30% of women had a breast cancer screening. In addition, FCPS has designated its Adult Education Plan as a best practice for integrating livelihoods, education and reproductive health learning. another **25** community members, CBOs and NGOs were engaged in 10 community meetings in Irbid, Ma'raq and Ma'an, identifying areas of support and cooperation. To promote women's agency in socioeconomic recovery, **FCPS** led 10 community engagement meetings and six field visits and prepared 187 case studies about women and girls involved in the project to increase awareness. FCPS built the capacities of its partners to ensure that workshops, consultations, training and other forums include the participation and perspectives of women and girls by engaging them in series of FGDs.

At least **189** women increased their knowledge of how to develop their small businesses through training on technical and financial project-management by **AWO**, and now understand business licensing procedures. During the training, many

## Executive summary

women discovered that they were selling their products far below cost. As a result of the training, however, the women are now better able to calculate their costs and set fair prices. Training on marketing (traditional and modern/electronic) expanded their skills and opened new horizons for women-led businesses, with marketing plans developed using a participatory approach, bazaars organized, and a Facebook page created. AWO established links with key ministries (of Social Development, Labour, and Digital Economy and Entrepreneurship) and non-governmental organizations, to encourage their active participation in the project and to promote dialogue through a series of business reflection workshops and meetings between **82** governmental stakeholders, local community organizations and women in Zarqa, Ma'an and Mafraq. These meetings also strengthened stakeholders' appreciation and enhanced women's participation in planning based on the needs and available resources in local communities, especially in the area of promoting women's economic participation.

**Al Bireh** ensured the participation of **190** women and girl entrepreneurs (164 Jordanian, 25 Syrian, 1 Tunisian) in a series of local bazaars, through which they increased their access to new markets and customers, and were able to sell some of their products, increasing their income-generation.

By working in urban vulnerable areas through social media, technology, peer education and safe spaces, **Nagat's** project reached **740** direct beneficiaries (321 women, 317 girls, 102 boys) in Mafraq and East Amman (half of which were Syrian), who now have accurate information about sexual and reproductive health, how to access available services, and how to prevent gender-based violence. Pre- and post-training tests show that the knowledge of SRH among girls under 19 in East Amman increased from 50 to 75 per cent. Women representatives from 15 women CBOs in Amman and Mafraq benefited from training on GBV case management and referrals by collaborating with the Family Protection Department and the Jordanian Women. Of the total beneficiaries, 238 girls and 102 boys were reached through safe space advocacy activities, increasing their knowledge of gender norms, gender stereotyping, care work, GBV and forms of gender inequality after attending one or more in-person activities such as finger painting, oil painting, writing screenplays, interactive plays, virtual debates and celebrations around International Women's Day 2022.

Through **Athar's** interventions, **537** people were reached, namely: 33 vulnerable women received much-needed cash assistance that improved their ability to meet their basic needs; 300 women received necessary personal protective equipment (PPE) and hygiene instructions, enabling them to stay safe amid the pandemic; 169 people accessed essential gender-based violence services (including at least 120 women who accessed the hotline of Athar Association in 2022, 20 who received individual psychotherapy, 22 women and 2 men who benefited from group therapy, and five women who received referrals); while another 35 women were engaged by attending events for International Women's Day and Girls in ICT day.

As part of [WPHF and Women Have Wings CSO Peer Learning Awards 2021](#), NAGAT was selected to develop a joint project with Sama al Badia in 2022 focused on capacity development. Both CSOs exchanged working tools and feminist approaches to work with volunteers and to mobilize girls with disabilities in their projects and developed a paper on feminism in humanitarian contexts. The project increased the capacities of 25 staff members and involved 800 members of the local communities.

### 3. Project profile for reporting period

Use the following table for an overview by each project/organization. Please add a new row for each project. Refer to definitions in the footnotes.

Funding CFP	Lead organization name	Type of organization <sup>3</sup>	Coverage/level of organization <sup>4</sup>	WPHF outcome/ impact area <sup>5</sup>	Project location (state, province or region)	Name of implementing partner(s) and type of organization <sup>6</sup>	Project start and end date <sup>7</sup>	Total approved budget (USD)
CFP 2	Sisterhood is Global Institute (SIGI)	Both women-led & women's rights CSO	Subnational	Outcome 6	Ajloun and Jerash governorates	N/A	20 February 2020 – 31 May 2023	USD 167,290
CFP 2	National Association for Family Empowerment (NAFE)	Both women-led & women's rights CSO	Subnational	Outcome 6	Ma'an and Zarqa governorates	Basmat Ordonyeh Charity Association in Zarqa; Yanbou'a Al-Khair Charity Association; Alkholoud Charity Association; and Al-Jafr Charity Association in Ma'an (all are both women-led and women's rights CSOs).	20 February 2020 – 31 August 2022	USD 200,000
CFP 2	Al Bireh Charity Association	Women's rights CSO	Local	Outcome 6	Balqa Governorate	Al Nagat Charitable Association ; Islamic Salt Charitable Association ; Ain Al Basha Charitable Association (all Women's rights CSOs)	20 February 2020 – 31 October 2022	USD 167,290
CFP 2	Family and Childhood Protection Society (FCPS)	Women's rights CSO	Local	Outcome 6	Irbid, Mafrqa and Ma'an governorates	Hakoura for Research and Education Programs (Other); Cambridge Reproductive Health Consultants (Other); Sama Al Badia Charity Organization (Women's rights CSO)	20 February 2020 – 30 September 2022	USD 200,000
CFP 2	Arab Women Organization (AWO)	Both women-led & women's rights CSO	Subnational	Outcome 6	Mafrqa, Zarqa, Maan	Arab Hydrology Alliance-Arab Network of Civic Education (Other)	12 January 2020 – 31 May 2023	USD 200,000
COVID – ERW	Towards a Better Tomorrow for Development and Empowerment Association	Both women-led & women's rights CSO	Local	Outcome 3	Amman and Mafrqa governorates	Ain Al Basha Charitable Association Islamic Salt Women's Charitable Association Al Nagat Women's Association	1 February 2021 – 31 December 2022	USD 147,000
COVID-ERW	Athar Association for Youth Development	Both women's rights, youth rights & youth-led CSO	Local	Outcome 3	Amman Governorate	ARCS (Other)	13 October 2021 – 31 March 2023	USD 120,000
Peer Learning (Cfp1)	Towards a Better Tomorrow for Development and Empowerment Association	Both women-led & women's rights CSO	Local	Outcome 3	Amman and Mafrqa governorates	Sama Al Badia Association	8 August 2022 – 28 December 2022	USD 5000

<sup>3</sup> Type of organizations are: i) Women-led; ii) Women's rights; iii) Both women-led and women's rights; iv) Women and youth rights; v) Youth-rights/led; or vi) Other, as identified by the CSO.

<sup>4</sup> Please select from: i) International; ii) National; iii) Subnational/Regional; or iv) Community-based (local) for each grant. International organizations operate in more than one country. National organizations have a nationwide coverage. Subnational are organizations that work across multiple provinces/states/regions, but do not cover all provinces/states/regions in the country. Local organizations focus their work at the community level and do not have a subnational/regional or national scope.

<sup>5</sup> WPHF Outcomes are: Outcome 1: Enabling environment for the implementation of WPS commitments; Outcome 2: Conflict prevention; Outcome 3: Humanitarian response; Outcome 4: Conflict resolution; Outcome 5: Protection; Outcome 6: Peacebuilding and recovery. As per WPHF results framework nested model, WPHF outcome areas are equivalent to the impact level for grantees.

<sup>6</sup> For each implementing partner (those on cover page and who received a transfer), state if they are: i) Women-led; ii) Women's rights; iii) Both women-led and women's rights; iv) Youth-led/focused; or v) Other.

<sup>7</sup> Use the official PCA for start and end dates. If the project received an extension, please note this.

## 2. Beneficiaries and reach (consolidated)

	CURRENT REPORTING YEAR			CUMULATIVE		
	Direct beneficiaries for year	Indirect beneficiaries	Number of CSOs, CBOs, women's groups supported	Direct beneficiaries	Indirect beneficiaries	Number of CSOs, CBOs, women's groups supported
Girls (0-17)	327			1942	0	
Women (18+)	2864			7120	24,106	
Boys (0-17)	102			302	0	
Men (18+)	373			1237	23,292	
<b>Total</b>	<b>3,666</b>	<b>17,509</b>	<b>94</b>	<b>10,601</b>	<b>47,398</b>	<b>125</b>
Select all that apply						
<input checked="" type="checkbox"/> Refugees/IDPs <input checked="" type="checkbox"/> People/Women living with disabilities <input checked="" type="checkbox"/> Survivors of SGBV <input checked="" type="checkbox"/> Child/Single Mothers <input type="checkbox"/> Widows <input type="checkbox"/> Youth/Adolescents <input type="checkbox"/> Others, please specify:						

### National Association for Family Empowerment (NAFE)

	CURRENT REPORTING YEAR			CUMULATIVE		
	Direct beneficiaries for year	Indirect beneficiaries	Number of CSOs, CBOs, women's groups supported	Direct beneficiaries	Indirect beneficiaries	Number of CSOs, CBOs, women's groups supported
Girls (0-17)	N/A	N/A	0	0	0	0
Women (18+)	618	2,647	10	1,468	24,106	14
Boys (0-17)	N/A	N/A	0	0	0	0
Men (18+)	263	2,647	0	521	23,292	0
<b>Total</b>	<b>881</b>	<b>5,294</b>	<b>10</b>	<b>1,989</b>	<b>47,398</b>	<b>14</b>
Select all that apply						
<input checked="" type="checkbox"/> Refugees/IDPs <input checked="" type="checkbox"/> People/Women living with disabilities <input checked="" type="checkbox"/> Survivors of SGBV <input checked="" type="checkbox"/> Child/Single Mothers <input checked="" type="checkbox"/> Widows <input type="checkbox"/> Youth/Adolescents <input type="checkbox"/> Others, please specify:						

### Sisterhood is Global Institute (SIGI)

[	CURRENT REPORTING YEAR			CUMULATIVE		
	Direct beneficiaries for year	Indirect beneficiaries	Number of CSOs, CBOs, women's groups supported	Direct beneficiaries	Indirect beneficiaries	Number of CSOs, CBOs, women's groups supported
Girls (0-17)	0	0		0	0	
Women (18+)	877	5,000	9	2,911	13,154	9
Boys (0-17)	0	0		0	0	
Men (18+)	80	571	1	651	1,771	1
<b>Total</b>	<b>957</b>	<b>4,285</b>	<b>10</b>	<b>3,562</b>	<b>14,925</b>	<b>10</b>
Select all that apply						
<input checked="" type="checkbox"/> Refugees/IDPs <input checked="" type="checkbox"/> People/Women living with disabilities <input checked="" type="checkbox"/> Survivors of SGBV <input checked="" type="checkbox"/> Child/Single Mothers <input checked="" type="checkbox"/> Widows <input checked="" type="checkbox"/> Youth/Adolescents <input type="checkbox"/> Others, please specify:						

### Family and Childhood Protection Society (FCPS)

	CURRENT REPORTING YEAR			CUMULATIVE		
	Direct beneficiaries for year	Indirect beneficiaries	Number of CSOs, CBOs, women's groups supported	Direct beneficiaries	Indirect beneficiaries	Number of CSOs, CBOs, women's groups supported
Girls (0-17)	10	50	1	5	87	4
Women (18+)	65	181	2	75	75	3
Boys (0-17)	0	24	1	0	115	2
Men (18+)	15	70	0	0	130	2
<b>Total</b>	<b>90</b>	<b>325</b>	<b>4</b>	<b>80</b>	<b>407</b>	<b>11</b>
Select all that apply						
<input checked="" type="checkbox"/> Refugees/IDPs <input type="checkbox"/> People/Women living with disabilities <input checked="" type="checkbox"/> Survivors of SGBV <input type="checkbox"/> Child/Single Mothers <input type="checkbox"/> Widows <input type="checkbox"/> Youth/Adolescents <input type="checkbox"/> Others, please specify: Child, early, and forced marriage for women and girls						

### Arab Women Organization (AWO)

	CURRENT REPORTING YEAR			CUMULATIVE		
	Direct beneficiaries for year	Indirect beneficiaries	Number of CSOs, CBOs, women's groups supported	Direct beneficiaries	Indirect beneficiaries	Number of CSOs, CBOs, women's groups supported
Girls (0-17)	0			0		
Women (18+)	258	189 X 5 (average family size in Jordan) =945	25 CBOs	368	110 X 5 (average family size in Jordan) =550	31
Boys (0-17)						
Men (18+)	13			24	24 X 5= 120	
<b>Total</b>	<b>271</b>	<b>945</b>	<b>25 CBOs</b>	<b>392</b>	<b>1,615</b>	<b>31 CBOs</b>
Select all that apply						
<input checked="" type="checkbox"/> Refugees/IDPs <input type="checkbox"/> People/Women living with disabilities <input type="checkbox"/> Survivors of SGBV <input type="checkbox"/> Child/Single Mothers <input type="checkbox"/> Widows <input checked="" type="checkbox"/> Youth/Adolescents <input type="checkbox"/> Others, please specify:						

### Al Bireh Charity Association

	CURRENT REPORTING YEAR			CUMULATIVE		
	Direct beneficiaries for year	Indirect beneficiaries	Number of CSOs, CBOs, women's groups supported	Direct beneficiaries	Indirect beneficiaries	Number of CSOs, CBOs, women's groups supported
Girls (0-17)		25				
Women (18+)	190					
Boys (0-17)		50				
Men (18+)		200				
<b>Total</b>	<b>190</b>	<b>275</b>	<b>25</b>	<b>1,311</b>	<b>3,965</b>	<b>25</b>
Select all that apply						
<input checked="" type="checkbox"/> Refugees/IDPs <input checked="" type="checkbox"/> People/Women living with disabilities <input checked="" type="checkbox"/> Survivors of SGBV <input type="checkbox"/> Child/Single Mothers <input checked="" type="checkbox"/> Widows <input checked="" type="checkbox"/> Youth/Adolescents <input type="checkbox"/> Others, please specify: Child, early, and forced marriage for women and girls						

### Towards a Better Tomorrow for Development and Empowerment Association (NAGAT)

	CURRENT REPORTING YEAR			CUMULATIVE		
	Direct beneficiaries for year	Indirect beneficiaries	Number of CSOs, CBOs, women's groups supported	Direct beneficiaries	Indirect beneficiaries	Number of CSOs, CBOs, women's groups supported
Girls (0-17)	317			1,937		
Women (18+)	321			421		
Boys (0-17)	102			302		
Men (18+)	0			0		
<b>Total</b>	<b>740</b>	<b>3,700</b>	<b>15</b>	<b>2660</b>	<b>10,700</b>	<b>27</b>
Select all that apply						
<input checked="" type="checkbox"/> Refugees/IDPs <input checked="" type="checkbox"/> People/Women living with disabilities <input type="checkbox"/> Survivors of SGBV <input checked="" type="checkbox"/> Child/Single Mothers <input checked="" type="checkbox"/> Widows <input checked="" type="checkbox"/> Youth/Adolescents <input type="checkbox"/> Others, please specify:						

### Athar Association for Youth Development

	CURRENT REPORTING YEAR			CUMULATIVE		
	Direct beneficiaries for year	Indirect beneficiaries	Number of CSOs, CBOs, women's groups supported	Direct beneficiaries	Indirect beneficiaries	Number of CSOs, CBOs, women's groups supported
Girls (0-17)	0	700		0	750	
Women (18+)	535	905	5	566	1,020	7
Boys (0-17)	0	730		0	786	
Men (18+)	2	350		49	400	
<b>Total</b>	<b>537</b>	<b>2,685</b>	<b>5</b>	<b>615</b>	<b>2,956</b>	<b>7</b>
Select all that apply						
<input checked="" type="checkbox"/> Refugees/IDPs <input checked="" type="checkbox"/> People/Women living with disabilities <input checked="" type="checkbox"/> Survivors of SGBV <input type="checkbox"/> Child/Single Mothers <input checked="" type="checkbox"/> Widows <input checked="" type="checkbox"/> Youth/Adolescents <input type="checkbox"/> Others, please specify:						



### 3. Context/New developments

Jordan is a middle-income country with 11.2 million people, including 3.4 million non-citizens (refugees and migrant workers).<sup>8</sup> The country hosts the second-highest share of refugees per capita in the world, putting unprecedented pressure on its budgetary and natural resources, infrastructure and labour market.<sup>9</sup> Over the past decade, Jordan's stagnating economy has failed to create jobs to meet the requirements of its rapidly growing and largely urban population. Furthermore, Jordan is a semi-arid country, facing chronic water scarcity and a growing set of climate hazards. In this context, Jordan faces three main drivers of food insecurity: a protracted refugee crisis, with 1.3 million Syrian refugees and 90,000 refugees of other origin, many of whom cannot meet their food needs independently; a difficult socioeconomic situation, exacerbated by the coronavirus disease 2019 pandemic and the global food price increases triggered by the Ukraine crisis, with high unemployment and increasing poverty affecting people's economic access to food; and increasingly frequent climate-related shocks that, combined with chronic water scarcity, undermine sustainable national development.<sup>10</sup> Since 2016, Jordan's annual economic growth rate has remained below 2 per cent, and the economy has contracted 5 per cent since the onset of the pandemic.<sup>11</sup> Unemployment rose from 19 per cent in 2019 to 23 per cent by the end of 2021, disproportionately affecting young people aged 15–24 (52 per cent) and women (31 per cent).<sup>12</sup> Jordan's economy has been hit hard by the COVID-19 pandemic, with nationwide closures impacting performance across many economic sectors. Global changes in market trends, supply chains and shipping costs also took their toll, in addition to the various inward health and economic spending policies that were adopted worldwide.<sup>13</sup> The travel and tourism industry was one of the most affected sectors, in what has been described as one of worst years for global tourism on record, estimates by the World Tourism Organization indicate a 1.6 trillion drop in tourism exports.<sup>14</sup> The crisis also exasperated existing challenges and pressures facing the economy as a result of a number internal and external factors that took place over the last decade; starting with the global financial crisis, regional instability and its hosting of over such a large proportion of Syrian refugees. The Government's Economic Priorities Programme for 2021–2023 was designed to compile focused priority policies, reforms and projects, in coordination with the private sector, to help place the economy on a trajectory for recovery and growth.

Jordan's Economic Modernisation Vision, launched on 7 June 2022 under the slogan "A Better Future", is based on two strategic pillars: (i) accelerated growth through unleashing Jordan's full economic potential; (ii) improved quality of life for all citizens, with sustainability as a cornerstone. The vision reflects the collective, tireless and constructive efforts and discussions that took place over several months among 500 different stakeholders from the private and public sectors, Parliament, academia, civil society, media and development partners. In addition, sectoral road maps were developed with a specific achievement timeline, as well as initiatives cards, key performance indicators and relevant implementing stakeholders. Simultaneously, a similar effort took place to identify linkages across these sectors and their overall impact on GDP and the creation of economic opportunities. The vision will be implemented through eight economic growth drivers covering 35 main sectors and subsectors and more than 360 initiatives. Women's empowerment strategy under the economic vision was also developed and launched reflecting the outcomes of consultations organized by the IMC with different stakeholders and the outcomes of the National Conference on "Women's Paths in the Modernization Vision".

As a signatory to several international conventions on women's rights, the Kingdom of Jordan formally aims to be a country where equal rights are guaranteed to all, regardless of sex. Yet real progress towards this goal has been slow. To be sure, in recent years, Jordan has made legislative steps to guarantee the rights of women. Yet changes at the policy level will never create transformational change on their own. Instead, communities, civil society, academic and faith-based institutions, the private sector, the media, as well as government institutions, laws, policies and strategies must promote gender equality and women's empowerment at every level in order to bring about a fully gender-equal future. A crucial first step to undertaking these multifaceted changes is to better understand current gender-related beliefs and practices of Jordanian men and women (as well as its refugee populations). This is the overarching objective of the [International Men and Gender Equality Survey](#) (IMAGES) in Jordan, recently completed by the Information and Research Center at King Hussein Foundation (IRCKHF) and the University of Jordan's Center for Strategic Studies (CSS), with the support of Equipundo (formerly

<sup>8</sup> World Food Programme. 2022. [Jordan country strategic plan \(2023–2027\)](#). Executive Board Second regular session Rome, 14–17 November 2022.

<sup>9</sup> Ibid.

<sup>10</sup> Ibid.

<sup>11</sup> Hashemite Kingdom of Jordan. 2022. [Jordan's Economic Modernisation Vision](#).

<sup>12</sup> Ibid.

<sup>13</sup> Hashemite Kingdom of Jordan. 2021. [Government's Economic Priorities Program \(2021–2023\)](#).

<sup>14</sup> Ibid.

Promundo-US) and UN Women. As the name of the study suggests, the research emerges from the insight that men have an important role to play in the struggle for gender equality in Jordan. Men in all their diversity have the capacity to be powerful allies and accomplices in the pursuit of equality, even as they must also take responsibility for their role in upholding gender-based discrimination and benefiting from a patriarchal world. Yet men have rarely if ever been surveyed at a rigorous, nationally representative level to understand their current attitudes and practices related to gender equality.

Stereotypical beliefs persist in Jordanian society, especially related to gender roles, responsibilities and freedoms. These beliefs affect education, work and many other areas of life. Men hold largely gender-inequitable views about household roles, with the vast majority (87 per cent of men compared to 52 per cent of women, according to [IMAGES](#)) asserting that a woman's most important job is to take care of the home and cook for the family. A further 73 per cent of men (compared to only 40 per cent of women) agree that a man should have the final say in household decisions. While women overall seem to share similar attitudes to men when it comes to gender roles, more educated women hold more progressive ideas on most issues. Forty-four per cent of male respondents agree that "if resources are scarce, it is more important to educate sons than daughters". Furthermore, half of male respondents accepted that a woman should have the same rights to work outside the home as her husband. These all point to a reality where commonly held opinions are a long way from true equality. At the same time, there is clear agreement between men and women that gender equality has not yet been achieved in Jordan and that more work is needed to promote it. Statistical breakdowns of the Syrian community show even higher agreement, especially among women. Despite agreeing that equality is yet to be achieved, in a contradictory view, over one third of respondents believe that guaranteeing more rights for women means men lose out. .. Qualitative research also shows that gender roles dictate that the male has the sole financial responsibility in a household. Focus group discussions reveal that the idea of a "stay-at-home mom" is totally acceptable, while the idea of a "stay-at-home dad" remains unusual.

Jordanian women's representation at the national level, local assemblies and other institutions is still limited. IMAGES findings reveal that 67 per cent of men and 52 per cent of women agree that "women are not tough enough for politics" – a restrictive and discriminatory attitude. Yet at the same time, many seem aware of political and social barriers and double standards that women face in the political arena: 77 per cent of women and 62 per cent of men agree that "women have to do more to prove themselves than men". The findings also highlight the fact that society and culture play a major role in reinforcing the differences between men and women, where values taught by the family, in school, or/and by media and social networks are perpetuating negative or discriminatory beliefs. This can start from simple concepts such as implying that women are not fit to drive or travel alone and spread to bigger ideas related to gender roles and how they affect and define women's positions in public and private life.

Jordan improved its ranking on the Global Gender Gap Index, rising from 138<sup>th</sup> place among 153 countries in 2020 to 122<sup>nd</sup> out of 146 in 2022.<sup>15</sup> Despite women's high educational attainment, prevailing social norms allow relatively few women to be economically active, who are mainly employed in a limited number of sectors, such as education, health and social work. Gender-based violence also remains widespread and was estimated to have increased by 33 per cent during the pandemic.<sup>16</sup>

#### 4a. Overall results (impacts and outcomes) achieved

UN Women's WPHF-funded projects, implemented in partnership with FCPS, NAFE, SIGI, Al Bireh, AWO, Nagat and Athar collectively reached **3,666** direct beneficiaries and **17,509** indirect beneficiaries in 2022.

**WPHF Impact Area 6: aims to ensure that the socioeconomic recovery of women is promoted in post-conflict situations.**

**3,666** direct beneficiaries (2,864 women, 327 girls, 373 men and 102 boys) and **17,509** indirect beneficiaries increased access to social services, vocational training, livelihoods, and were linked with private sector for further employment to enhance the participation in socio-economic recovery through the capacity building and advocacy efforts supported by seven civil society organizations (CSOs) within the UN Women's Peace and Humanitarian Fund (WPHF)- funded projects in 2022.

<sup>15</sup> World Economic Forum (WEF). 2022. [Global Gender Gap Report 2022](#).

<sup>16</sup> Al Ra'j. 2020. [Domestic Violence Increases](#), 25 August.



#### 4a. Overall results (impacts and outcomes) achieved

##### National Association for Family Empowerment (NAFE)

**Impact: Improved socio-economic recovery and political participation of women and girls in peace building contexts**

**Outcome 1: The capacities of two NAFE-affiliated centres (women-led organizations) in the governorates of Ma'an and Zarqa are now strengthened to increase women's participation in peacebuilding and economic recovery, and they have become local gender-responsive institutions.**

Four NAFE affiliated centers: one center Basmat Urduneh charity Association in Zarqa Governorate, and three centers in Ma'an Governorate (Yanbo'a Al-khair charity Association, Alhusaynyeh area, Ma'an; Women from Al-Jafer charity Association, Al-Jafer area, Ma'an; Al-kholoud Charity Association, Ma'an city) have become local gender-responsive institutions with 20 female staff members and volunteers who have strengthened their knowledge around UNSCR 1325 and women's participation in peacebuilding and economic recovery for local community based actions.

30 female members of 10 CBOs in Ma'an and Zarqa Governorates (including the above four centres) have increased the knowledge on UNSCR 1325 and advancing peacebuilding and economic recovery towards promoting women's role and engagement in peacebuilding and economic recovery within their communities which has prepared them to participate better in JONAP II implementation process on local level and support the WPS localization agenda in their respective communities. They have better understanding and knowledge on UNSCR 1325 and women's participation in peacebuilding and economic recovery for local community-based actions, in which they are able now to transfer the knowledge and awareness within their local communities that would contribute to JONAP II.

**Outcome 2: 300 Syrian and Jordanian women and girls in the governorates of Ma'an and Zarqa are now included in the economic recovery process and their entrepreneurial and employability skills have been enhanced, increasing their capacities to play broader roles in peacebuilding and conflict-prevention through the promotion of UNSCR 1325.**

At least 300 Jordanian and Syrian women in Ma'an and Zarqa Governorates have enhanced their entrepreneurial skills through training on entrepreneurship and employability, as well as vocational training, toolkits and linkages with private sector and job opportunities, micro-finance institutions and grant-providers, in addition to coaching and mentoring supported by NAFE. The 300 women also increased their knowledge and awareness on UNSCR 1325, peacebuilding and responding to gender-based violence (GBV) after engaging in interactive theatre performances on responding to GBV and promoting economic rights, and in online campaigns on UNSCR 1325.

Participating women and girls have indicated that they value the importance of knowledge and information, especially in shifting their thinking towards employment rather keep focusing on self-employment. There was big consideration and focus among women and girls on self-employment in terms of establishing and being engaged in home-based small businesses, with less consideration and focus on employment in terms of finding job opportunities at private sector. Also, they have started considering non-traditional sectors for employment, such as tourism (where women are significantly underrepresented due to cultural barriers, particularly in Ma'an). Women and girls are now familiar with funding opportunities, whether grants or loans, for establishing small home-based businesses. Women and girls also gained skills to deal with challenges and problems, to better manage time and strengthen their self-confidence to start successfully looking for appropriate job opportunities. Moreover, beneficiaries became more aware of their labour rights, home businesses-based business procedures and regulations governing Syrian work (including work permit requirements). Beneficiaries had positive feedback on the trainers' performance and said the workshop's goals were clearly identified and fulfilled their requirements. This feedback was obtained following each training workshop through a trainer's performance assessment. Women beneficiaries also succeeded in overcoming and challenging disadvantages by learning and practicing innovative and non-traditional types of vocational training. Although most of the women beneficiaries could not open their own shops. In one way or another, more than 80 per cent of the women who received vocational training are now self-employed in the field of beauty, skin and leather industry among others mentioned below.

To this end, in Zarqa, NAFE specifically helped 62 beneficiaries by enabling:

#### 4a. Overall results (impacts and outcomes) achieved

- two Jordanian girls to get linked with a certified online training for photography with a global institute.
- three women to obtain jobs in beauty centres.
- three Syrian women refugees with small businesses were served and coached by the NAFE team to submit grant applications to Danish Refugee Council, receiving 300 JOD for each woman to develop their SMEs.
- four women beneficiaries to create a group of SMEs in the manual leather industry.
- five women to practice plumbing maintenance for neighbours.
- 10 women to become self-employed beauty and skin arts technicians.
- 15 women and girls to obtain additional training at the women's empowerment unit at Zarqa Municipality
- 20 women to secure interviews for production worker jobs with a Food Manufacturing Company in Zarqa, at least 10 of whom were subsequently employed.

Another 150 women and girls in Zarqa received cash assistance (of 138 JOD each) as result of linkages created by the project with the Lutheran World Federation as economic recovery for entrepreneurial women affected by the COVID-19 pandemic. Women have indicated that they will use the cash for managing their businesses and cover urgent household expenditures.

In Ma'an, NAFE specifically helped 45 beneficiaries by enabling:

- one Jordanian woman to start a small business producing medicinal herbs and apply for a grant from JEDCO.
- three women to create a group of SMEs in the beauty and skin arts industry.
- three women to be employed with private schools or nurseries.
- three women to be linked with an industrial company in the Ma'an development area.
- four women to enroll in vocational training programmes for obtaining registered certificates in the beauty industry.
- five women to obtain jobs in beauty centres.
- eight women to become self-employed in plumbing maintenance for neighbours.
- eight women beneficiaries participated in a job day organized by the Ministry of Labour in Al-Husaynyeh, and [were linked with companies that were present](#)
- ten women beneficiaries from Al-Husaynyeh are approaching private MFIs to seek loans to start or expand SMEs.

As one of the main institutions that facilitated sessions for women beneficiaries in Ma'an and Zarqa, the Jordan Enterprise Development Corporation (JEDCO), gave a fruitful presentation on the financial and non-financial services provided by their programmes for community members (individuals and institutions) working in industrial, commercial and productive sectors. They provided beneficiaries with essential knowledge and capacities to create SMEs through innovation and entrepreneurship. Accordingly, NAFE's beneficiaries in Zarqa and Ma'an were linked to the Rural Economic Growth and Employment Project implemented by JEDCO. As result, four groups of women beneficiaries in Ma'an (Al-Jafer area and Ma'an City) consisting of 20 women each are joining the JEDCO project and will receive financial support to start/expand small businesses in the coming period. Representatives of the Enhanced Productivity Programme (ERADA) are also now offering the service of preparing feasibility studies free of charge for any business to be submitted to the Development and Employment Fund (DEF). So far, at least five women beneficiaries in Ma'an and 10 in Zarqa approached ERADA in 2022 to prepare feasibility studies for their businesses, and another four women in Zarqa had the quality of their products tested.

#### Sisterhood is Global Institute (SIGI)

**Impact:** Improved socio-economic recovery and political participation of women and girls in peace building contexts

**Outcome:** The socioeconomic recovery of women and girls is promoted in post-conflict situations.

957 women and men have increased public awareness of the importance of including vulnerable Jordanian and refugee women and girls in economic recovery processes and participated in UNSCR 1325 advocacy initiatives. At least 200 Jordanian women have increased their knowledge of labour laws; 40 women from refugee and host communities in Ajloun and Jerash who have acquired basic life skills, technical, vocational and business management skills and mentorship from successful women leaders have engaged in peer-to-peer education and trained another 483 women and girls in Ajloun and Jerash through 80 different vocational peer-to-peer sessions.

#### 4a. Overall results (impacts and outcomes) achieved

In addition, at least 88 stakeholders (33 Male and 55 female) now have increased awareness of the challenges women and girls face in socioeconomic recovery during crises and are in a better position to advocate for their inclusion in such situations as a result of four roundtables held to discuss policy paper recommendations in 2022. Women's role in socioeconomic recovery was also promoted through a series of webinars with more than 146 participants, and through the production and dissemination of various media and audiovisual materials.

##### Family and Childhood Protection Society (FCPS)

**Impact: Improved socio-economic recovery and political participation of women and girls in peace building contexts.**

**Outcome: The socioeconomic recovery of women and girls is promoted in post-conflict situations.**

145 women and girls have increase access to information on sexual and reproductive health (SRH) and referral pathways to the services as well as their 325 immediate family members though FCPS led community engagement meetings and field visits in Irbid and Ma'an. Through the specialized workshops and training on reproductive health (SRH) and risks of child marriage. As a part of raising awareness and spreading the knowledge, five CBOs have increased their capacities in gender-sensitive approaches when delivering direct support to the communities on SRH and prevention of child marriage. These partners are Sama Al Badeya association, in Mafraq, Shams Al Janoub association in Maan, Al-Sarih Charity Association, in Irbid, the Jordan River Foundation; Mobadroon Center, in Maan. The Mobadroon Center has cooperated with local health institution and collected the names of girls, who married at early age and created a data base for further interventions such as engaging them in future workshops.

FCPS has developed the Adult Education Plan as a best practice in terms of integrating livelihood, education and reproductive health learning. The Plan was developed by FCPS in partnership with the German Association for Adult Learning and Education as a methodology based on participants' knowledge of real-life needs through a two-way learning method based on dialogue and interaction teaching them the basics of reading and writing and empowering them economically. FCPS uses the methodology to conduct trainings for other associations, accompanied by follow-up sessions. FCPS has promoted women's agency in socioeconomic recovery and prepared case study about women and girls involved in the project. The plan was used by other NGOs in Irbid governorate.

##### Arab Women Organization (AWO)

**Impact: To be reported in 2023**

**Impact: Improved socio-economic recovery and political participation of women and girls in peacebuilding contexts**

**Outcome: The socioeconomic recovery of women and girls is promoted in post-conflict situations.**

At least 189 women are now better able to calculate their costs, set their prices and earn fair profits from their businesses. The women have increased their knowledge and skills to design and draft entrepreneurship projects through a training on technical and financial project-management skills. Trainings on marketing skills (traditional and modern/electronic), further expanded the skills these women possess and opened new marketing horizons for women-led businesses. The most significant feedback obtained from women participants was that they were selling their products for far below cost, meaning they were actually losing time and money without earning fair profits. According to one of the project beneficiaries, Maryam Abu Al Hassanat: "Through training in e-marketing, I have the ability to target new markets and to market my products through the Facebook page of my project, and this is positively reflected in the monthly sales of products and my income."

AWO established partnership with key ministries (of Social Development, of Labour, and of Digital Economy and Entrepreneurship) and other non-governmental organizations, to encourage them to actively participate in implementing the project and to promote dialogue between local community organizations and key stakeholders through three workshops or business-reflection meetings between 82 stakeholders (69 women and 13 men) in Zarqa, Ma'an and Mafraq. These meetings enhanced women's participation in planning based on the needs and available resources in local communities. In particular, in a meeting organized with relevant ministries (including MoSD's Productivity Enhancement Department) the women beneficiaries defined their priorities and technical needs to enhance their access to markets. As a result, the Productivity Enhancement Department said it will take their observations into consideration as it prepares future plans to enhance the production of women-led projects. The meetings also strengthened appreciation for the concept of participatory planning among key stakeholders at the national level, especially in the area of promoting women's economic

#### 4a. Overall results (impacts and outcomes) achieved

participation, as the strengths and experiences of all stakeholders were presented. A marketing plan for small projects in the targeted areas was also developed using a participatory approach to meet the marketing needs of women in local communities. This plan is used through communication with the concerned authorities (government and private sector) to implement the activities mentioned in the plan, for example, communication with the private sector and relevant ministries to discuss cooperation mechanisms in implementing the marketing plan, and the plan is being developed based on the developments reached by the project by communicating with the concerned authorities

##### **Al Bireh Charity Association**

**Impact: Improved socio-economic recovery and political participation of women and girls in peacebuilding contexts.**

**Outcome: Increased ability of CSOs and women to influence plans and/or policies in peacebuilding contexts.**

190 women entrepreneurs increased their access to new markets and customers and were able to sell their products in local bazaars, increasing their income-generation with support from Al Bireh Charity Association. Women participated in the bazaar by displaying various food products for sale (baked bread and traditional food, spices and dried leaves), ornamental plants, and cosmetics, hand embroideries, sweets, cosmetics, clothes, (Hand embroideries, handcrafted folkloric pieces, traditional ornaments, traditional food and pastries, spices and dried plants, aromatic plants,).

25 CBOs have increased capacities to implement advocacy training and as a follow up they have organized an outreach campaign and reached 190 Jordanian and Syrian women and girls, survivors of violence and vulnerable women affected by displacement. In addition, 275 of their family members were engaged in sales and promoting the bazaars with flyers. The women's Bazaar encouraged the beneficiaries to sell items that they make themselves. Prior to this, women were often selling in their homes only, where it was not safe and where they couldn't make sufficient money. Now the women and girls are able to make a good income from the bazaar, enabling them to feel a sense of economic independence. As the income potential at the bazaar is such an improvement from simply selling the homes, it also allows girls to split their time between income-generation activities.

##### **Towards a Better Tomorrow for Development and Empowerment Association (Nagat)**

**Impact: Humanitarian/crisis response planning, frameworks, and programming are gender inclusive and responsive**

**Outcome: Humanitarian/crisis-response planning, frameworks and programming are gender-inclusive and responsive.**

30 female staff from 15 CBOs as well as 710(291 women, 317 girls and 102) boys in East Amman and Mafraq (50% of whom were Syrian refugees, 86% female, and 43% below age 19) have improved their knowledge by 25 per cent of: 1) gender norms and the causes of gender inequality, 2) reproductive and sexual health issues, and 3) agencies that provide services for survivors of gender-based violence through the support of Nagat. The most vulnerable women received training sessions<sup>17</sup>, peer education, awareness-raising campaigns, safe spaces and sexual and reproductive health services.

This initiative also strengthened the internal institutional capacity of Nagat and its staff by increasing knowledge of GBV by 60 per cent, which is instrumental to transform the CBO as a gender-aware women's rights organization with strong technical capacity to plan and lead the gender-sensitive community-based programmes.

<sup>17</sup> The project covered 30 training hours in topics related to: leadership, communication skills, teamwork, planning, monitoring and evaluation/ Gender issues, gender-based violence, physical and mental health/ learning skills, and peer education methodology.

#### 4a. Overall results (impacts and outcomes) achieved

In addition, an estimated 3,700<sup>18</sup> men and women have been reached indirectly, as those women, girls and boys involved in the project and its activities multiply and pass on their learning to their immediate families.. Beneficiaries and their families showed great interest in participating in Nagat's activities to promote girls' empowerment and in talking about gender justice in particular through a variety of community awareness initiatives.

##### Athar Association for Youth Development

**Impact: Increased ability of Syrian and Jordanian women to meet their basic survival needs and to follow preventive and protective practices in response to COVID-19**

*To be reported in 2023.*

**Outcome: Increased ability of Syrian and Jordanian women to meet their basic survival needs and to follow preventive and protective practices in response to COVID-19.**

33 vulnerable women from East Amman benefited from cash assistance in four different disbursements, enabling them to meet their basic survival needs including food, water, sanitation with support from Athar Association for Youth Development. Athar has developed the comprehensive criteria to define the vulnerability based on the income and social status. Within the framework of the project, women from the households who are not covered by any social security schemes or programs in Ruseeifa area in east Amman were engaged in the project. Athar drafted the selection criteria for the cash assistance based on vulnerability of the women and conducted the thorough assessment. The list of Jordanian beneficiaries was obtained from MoSD, and list of Syrian refugees was used from Athar database. Athar drafted a questionnaire that measures the targeted families' basic needs and vulnerability and conducted home visits for 15 Jordanian and 38 Syrian families and completed the assessment.

Athar and ARCS-Arci Culture Solidali drafted a post-distribution monitoring assessment (PDMA) after each disbursement. The first showed that 100% of respondents used some of the cash to meet basic needs (food, water, shelter, etc.). As per the second PDMA, 95.8% of the respondents used some of the cash to meet basic needs – showing a slight increase (of 4.2%) in beneficiaries being able to meet basic needs between disbursements (4 payments).

Additionally, 169 people (120 women who accessed the Athar Association hotline in 2022, 20 who received individual psychotherapy, 22 women and 2 men who benefited from group therapy, and five women who received referrals) accessed essential gender-based violence support and essential services, such as hotlines, individual psychotherapy, group therapy in East Amman with the support from Athar.

At least 300 women received necessary personal protective equipment (PPE) and hygiene instructions, enabling them to follow preventive and protective practices in response to COVID-19 and to stay safe amid the pandemic in early 2022.

#### 4b. Outputs and activities completed

##### National Association for Family Empowerment (NAFE)

**Output 1.1: The capacities of 20 staff and volunteers in 2 affiliated centres are strengthened towards increasing women's participation in peacebuilding and economic recovery, and in promoting UNSCR 1325.**

50 female staff members and volunteers of CBOs have improved knowledge on women's participation in peacebuilding and economic recovery and UNSCR 1325 supported by NAFE in Ma'an and Zarqa exceeding target.

**Output 1.4 and 1.5: Outreach and training of 300 women and girls.**

In 2022, NAFE conducted four capacity-building workshops for 76 women and girls (42 Jordanian, 33 Syrian and 1 Egyptian) – all above 18 years old in Ma'an Governorate on topics such as: financial literacy, business development, social media and

<sup>18</sup> – The Methodology for calculating indirect beneficiaries is based on multiplying beneficiaries by the average family size in urban areas in Amman (x5)



#### 4b. Outputs and activities completed

marketing; entrepreneurial/business development, life and employability skills, training on labour and social security laws as well as laws and regulations governing Syrian work, including work permit requirements and potential professions.

In addition, 150 women and girls were reached in 2022 through a variety of vocational training workshops in Zarqa and Ma'an Governorates (Al-Jafer, Al-Hussainyah and Ma'an city), selected based on considerations of the linkages between labour market and potential opportunities – including gender-responsive economic opportunities, adaption and engaging in innovative and non-traditional sectors – factors that are key to creating a decent entrepreneurial work environment and to ensuring women's crucial participation in peacebuilding. A holistic approach to service-provision was adopted to provide legal and social counselling in parallel with the vocational training, which encouraged trainees to also promote gender equality and combat GBV. Although there are social restrictions and customs imposed on women's employment in Jordan, women beneficiaries were encouraged to take advantage of non-traditional types of training to start their SMEs and generate additional financial income for themselves and their families. Women beneficiaries indicated through direct interaction that they have not been provided with any specialized vocational training before and more than 80 per cent considered the training to be a means to secure an income for them and their families.

These vocational trainings in 2022 took place as follows in Zarqa, reaching a total of 75 women beneficiaries (36 Jordanian, 36 Syrians, 1 Palestinians and 2 Iraqi) who received five vocational trainings, each lasting 6 days. The vocational training has provided women with the practical skills, knowledge and information on different professions in order to be able to initiate or expand their small businesses.

- three workshops with 45 participants, including 18 Jordanians (15 women, 3 girls), 26 Syrians (24 women, 2 girls), 1 Palestinian woman – on home-based plumbing maintenance
- one beauty and hairdressing workshop for 15 participants, including 9 Jordanian women and 6 Syrian refugees (4 women and 2 girls)
- one manual natural leather industry workshop for 15 participants, including 9 Jordanians (8 women and 1 girl), 4 Syrian refugees (3 women and 1 girl), and 2 Iraqi women. The manual natural leather industry is a unique and rare type of vocational training in the job market in Jordan that has a real chance in the future to become more professional and developed. Further, this type of training supports women's self-employment, especially as they could do this within their homes. It is also considered innovative and aligned with the green circular economy. Moreover, this training has the potential to be delivered to vulnerable women, such as those with disabilities. Women would learn how to develop and produce natural leather products such as key holders, belts, bags and wallets as a small business in which products are marketed within local community.

In 2022 in Ma'an, a total of 75 women beneficiaries received five vocational trainings, also each lasting 6 days, as follows:

- one workshop on home-based plumbing and maintenance for 15 Jordanians (1 woman and 14 girls)
- two workshops on beauty, skin care and make-up for 30 participants (29 Jordanian women and 1 Egyptian girl)
- one workshop on the production of pottery and ceramics for 15 Jordanian women focused on preparing, mixing, shaping and drying clay to make pottery and ceramics, as well as drawing on pottery and ceramics
- one workshop on carpets weaving and production was attended by 15 Jordanian women.

NAFE procured and distributed toolkits for 120 women in Ma'an and Zarqa Governorates who were engaged in vocational training and showed both the ability and interest to start and expand small home-based businesses (80 per cent of the 150). The toolkits provided were varied to cover the professions of plumbing, beauty/hairdressing and leather production. Participants indicated that the toolkits are both valuable and essential start-up materials that will support them in initiating and expanding their small businesses. Participants stated that they will also pursue different MFIs and grant-providers in the future to obtain funding to expand their small home-based businesses.

#### **Output 1.6: Women participants are linked with MFIs and grant-providers as well as with potential employers and the private sector.**

Through a series of 20 interactive in-person meetings conducted in the first quarter of 2022 (January to March 2022), 300 women beneficiaries in Zarqa and Ma'an have been linked with key institutions (150 with potential employers and 150 with MFIs/grant-providers) and have learned more about potential employment opportunities, job days, funding opportunities for SMEs (grants or loans), while institutions are more aware of the need to ensure women's safe access to the labour



#### 4b. Outputs and activities completed

market. The sessions were divided into 10 potential private-sector business meetings and 10 with grant/loan-providers in both governorates. Women had the opportunity to interact directly with representatives of those institutions to gain the maximum knowledge and information. Lists of active MFIs for each targeted governorate were also shared by both governmental and private organizations (registered companies and home-based registered businesses), which included addresses, sector type and contact details. Furthermore, beneficiaries were informed about and trained on using online marketing and employment platforms (Sajil for employment and Yadawi for marketing handmade products) and now have a better understanding of grant-giving guidelines and instructions.

**Zarqa:** Although the private sector in Jordan is highly impacted by COVID-19 pandemic, stakeholders at the meetings in Zarqa were highly responsive to cooperate on boosting women's employment. Through intensive meetings, relationships were maintained with key stakeholders such as: the Ministry of Labour and its departments (employment guidance and mentorship department and foreign workers' department), Zarqa Greater Municipality (represented by its women's empowerment unit and local development unit, chamber of commerce) and JEDCO. Representatives were very cooperative and showed high interest in providing women with employment opportunities based on their relationships with private sector institutions (especially MoL is taking the responsibility for organizing and conducting women-focused job days across Jordan). In particular, five meetings were held with these stakeholders and with several private sector companies (restaurants, shops and factories) and 75 women and girls – including 30 Jordanians (14 women and 16 girls), 43 Syrian refugees (28 women and 15 girls), one Iraqi woman and one Palestinian woman. Companies in attendance included: Kenana for Brides Dresses, Ghaassan Alhatteh for (clothing industry), MAX shop (clothing industry), Daraghme (luxury clothing), ALMANQAL restaurant, Kentucky Fried Chicken restaurant, LINA (cleaning and the 'modern' industry<sup>19</sup>), SPARTAN (modern industry), and QULA GHASI (foam industry). Another five meetings were held with the active governmental and private MFIs identified with the participation of the same 75 women and girls. Participating governmental MFIs and institutions included: JEDCO, DEF, MoPIC's ERADA programme, Ministry of Social Development (MoSD), Agricultural Credit Corporation and Ministry of Agriculture. Meanwhile, participating private sector MFIs and institutions included: the Micro Fund for Women, Jordanian Hashemite Fund for Human Development (JOHUD), Princess Basma Development Center, The National Microfinance Bank, Tamweelkom (Jordan Micro Finance Company), VITAS, FINCA Impact Finance Network, national banks (including Al Ahli Bank, Amman Cairo Bank, Safwa Islamic Bank and Bank of Jordan ), the Zarqa Chamber of Trade, Zarqa Chamber of Commerce; and NGO grant-providers included the Lutheran World Fund.

**Ma'an:** NAFE identified several stakeholders, companies, and institutions to link and inform women beneficiaries about potential employment opportunities and grant/loan-providers that would support women's economic growth. Five meetings were organized linking several private sector institutions and companies with a total of 75 women and girls – 43 Jordanians (33 women and 10 girls), 30 Syrian refugees (18 women and 12 girls) and two Egyptian girls. Participating companies and institutions included: MoL (Employment and Monitoring Department), the Ma'an Chamber of Commerce, hotels and hospitality service-providers, private schools and nurseries, shops and supermarkets, several factories in the Ma'an development area, currency exchange shops, clothing and sewing factories, as well as cartoon and paper recycling factories. As for the five MFI meetings, the same 75 women and girls were linked with the following governmental institutions: JEDCO, DEF, MoPIC's ERADA programme, the Ministry of Agriculture, the Agricultural Credit Corporation, as well as the following private-sector MFIs: Ma'an Municipality's Women's Empowerment Unit and Local Development Unit, JOHUD, Princess Basma Development Centre, Micro Fund for Women, and the National Microfinance Bank.

In both Ma'an and Zarqa, NAFE worked closely and met often with CBOs and project beneficiaries to ensure smooth operations, clarity of processes, quality of work and to regularly obtain feedback. Several field visits were conducted in Ma'an governorate as well as to deliver vocational training. This interaction has ensured that CBOs and beneficiaries are updated on project progress and planning for future activities as well as to monitor their commitment towards the project.

**Output 1.7: Gender-based violence prevention and peacebuilding for women and girls are promoted through interactive theatre.**

<sup>19</sup> The modern industry refers to industries using new technologies for production that are environmentally friendly and cost-efficient.

#### 4b. Outputs and activities completed

In addition to the seven interactive theatre performances conducted and reported in previous annual reports, two additional performances were organized in 2022, as part of activities to commemorate International Women's Day. These two interactive theatre performances took place in Zarqa and promoted messages around the full and equal participation of women and girls in decision-making processes as a top priority in the fight against climate change. Both performances were attended by 31 women and girls (10 Syrian, 17 Jordanian and four Iraqi).

**Output 1.8: Mentorship and peer support networks are organized so that vulnerable women and girls can support and encourage each other and share experiences, as well as learn from other women who have similar backgrounds and who have succeeded in achieving economic and personal advancement.**

Twenty mentoring, coaching and networking sessions were conducted for 300 women and girls in Zarqa and Ma'an governorates, to enhance their knowledge skills and capacities to pursue employment and self-employment opportunities. In Zarqa, 10 sessions were arranged and facilitated by the Basmat Urdunyah Charity Association, NAFE's local partner in Zarqa (in Prince Abdullah, Prince Mohammed, Ma'soom and Alghwryeh areas) for a total of 150 vulnerable women and girls (75 Syrian, 72 Jordanian, 2 Iraqi and 1 Palestinian, of which 24 were girls aged 18–25 and 126 were women aged 26+). In Ma'an, the 10 mentoring/coaching sessions were attended by another 150 vulnerable women and girls, (85 Jordanian, 63 Syrian refugees and 2 Egyptians, of which 89 were girls aged 18–25 and 61 were women aged 26+). The sessions took place in local partners' locations: Yanbo'a Al-khair Charity Association (Alhusaynyeh area); Women from Al-Jafer Charity Association (Al-Jafer area); Al-kholoud Charity Association (Ma'an City). The facilitators focused on potential and non-traditional sectors for women's employment and self-employment, public safety rules, decent work standards and ethics. They equally introduced modern e-marketing tools, financial and monetary tools, customer service relationships, work environment skills, risk management, economic feasibility studies, capital and profit calculation, entrepreneurship and innovation skills, and emphasized women's role in investing in environmental issues.

The mentoring and coaching sessions provided practical skills and knowledge and tips for women based on lived experiences and market information to pursue small business development and employment opportunities. It also allowed face-to-face interaction with mentors and coaches who would provide immediate answers to questions and practical information on different inquiries raised by women. In feedback, beneficiaries emphasized the importance of mentoring and coaching in improving their small income-generation activities and enhancing their livelihoods. Many were also enthusiastic to establish and expand their businesses to meet the increased demand in markets such as aromatic plants, industry and dairy production, rare crops such as cherry tomatoes, home plumbing and maintenance, tourism, handicrafts and embroidery.

As part of their role in promoting and developing local communities, many governmental and non-governmental institutions and individuals cooperated with NAFE to provide the mentors and coaches to enhance beneficiaries' knowledge, information, skills and capacities. Mentors stemmed from places such as Women's Empowerment Affiliated Units at municipalities and the ERADA programme. They were women role models with similar backgrounds to the beneficiaries who shared their experiences and lessons learned for achieving economic advancement. As for support networks, these organizations and individuals have agreed to continue providing several services based on their capacities and on the needs of beneficiaries, such as: capacity-building workshops, vocational training, technical assistance and facilitating access for funding opportunities (mostly for Jordanians and sometimes for Syrians, provision of information and knowledge, etc.)

**Output 1.9: Women and girls are trained on preventing conflict and advancing peacebuilding based on the principles of UNSCR 1325 and are capable of advocating for the inclusion of women in recovery processes.**

NAFE conducted two training workshops in Zarqa and Ma'an Governorates with the participation of 10 local women-led CSOs (30 members in total) with the aim to build their capacities and awareness of the importance of UNSCR 1325 and its role in protecting and empowering Jordanian women and girls and Syrian refugees and supporting their economic recovery from crises. The workshops covered UNSCR 1325's components, objectives, national efforts to achieve it, and the challenges and obstacles that prevent its full implementation. By the end of the two workshops, participants indicated through direct interaction with project team that they now have the ability to raise the awareness of women and girls on conflict prevention and advancing peacebuilding based on the principles of UNSCR 1325 and are capable of advocating for the inclusion of women in the COVID-19 recovery process. Additionally, the workshops included a presentation on project activities and results achieved so far.

#### 4b. Outputs and activities completed

**Output 1.10: Two women-led awareness campaigns on promoting women's inclusion in the recovery process are implemented, and UNSCR 1325 is promoted widely in local communities and among community members.**

Two online awareness campaigns were launched in 2022 in both governorates through the following:

- 500 SMSs sent to 500 recipients aged over 18 from the local community. The recipients were selected based on geography (250 in Ma'an and affiliated areas/250 in Zarqa and affiliated areas); gender (250 men/250 women); nationality (250 Syrian refugees/250 Jordanians). The messages focused on the importance of inclusion of women in the recovery process, and the role of women in building peace, and maintaining civic peace in refugee and host communities as part of UNSCR1325.
- 10 online posts were published and disseminated through NAFE's social media channels. (Twitter and Facebook), reaching a total of 5,294 online users. The SMSs contained the same information as the social media posts: an image with text that focuses on one of the aspects of UNSCR 1325.

**Output 1.11: Two stakeholder workshops are organized to discuss challenges women face in entering the labour market, fostering an enabling environment for women to be engaged in conflict-prevention and civic peace activities.**

In cooperation with local partners in Zarqa and Ma'an, NAFE conducted two stakeholder workshops. The first was in Zarqa Governorate in May 2022 to discuss the challenges facing women entering the labour market, how to foster an enabling environment for women to be engaged in conflict-prevention and civic peace activities, and to share recommendations that would respond to cultural and regulatory barriers. The roundtable was attended by 23 stakeholders, including policymakers from MoSD and MoL in addition to CSOs and CBOs, MFIs, women beneficiaries and key community leaders. The second stakeholder workshop, entitled "The Reality and Aspirations of Women's Participation in the Economic Sectors", was held in August 2022 at the Prince Hussein Cultural Center in Ma'an Governorate, with the participation of 20 representatives from the public and private sectors, CSOs, stakeholders and relevant government authorities, including the Deputy Governor who inaugurated the workshop. RoundTable discussions were very strategic and important since they brought to the table relevant stakeholders from different governmental institutions, private sector, civil society, key community members and individuals to discuss advancing women economic growth and participation in labour market in addition to women role in peace and security, in which more coordination and cooperation would result in the future among all stakeholder that would reflect on different services provided to women. Participants in the two Roundtables emphasized the importance of building the technical capacity and coaching women to access employment opportunities and establish their non-traditional SMEs and promote the concepts of group projects depending to self-finance instead of loans. In general, the final recommendations emphasized improving the status of women's economic participation and providing a safe environment in which justice and equal opportunities are achieved for all community members.

NAFE's capacity-building and advocacy officer also developed media articles in both Arabic and English to be shared and posted with WPHF, on social media, online media agencies and NAFE's online portals. (See articles published by [Al-Mamlaka News in May](#) and by the [Petra News Agency in August](#)).

The two workshops included a presentation tackling the most prominent project achievements and results achieved in working with the beneficiaries, as well as lessons learned from the implementation of the project in both governorates. Moreover, it emphasized the importance of building technical capacity and coaching women to access employment opportunities and establish non-traditional SMEs, and promoted group projects to self-finance rather than depend on loans. The attendees emphasized that there are many challenges and obstacles that prevent the effective participation of women in various economic sectors: some are societal/cultural constraints and others related to laws, regulations and legislation.<sup>20</sup>

<sup>20</sup> Among the barriers noted were: Negative social and traditional customs and norms prevent women from accessing the job market, especially in non-traditional sectors (such as environmental and climate change fields, providing hospitality services in hotels, mobile and smart devices maintenance, selling meat in shops, factory workers, and plumbing work); the reluctance of women and girls and their families to work in the vocational sector in some factories reflects the absence of a safe and friendly work environment for women, such as the deterioration of transportation, long working hours, inequality in wages, and the denial of female workers from inclusion in social security; a prior home-based project license to obtain a grant may be an obstacle for some low-income families, as it prevents the family from obtaining financial or emergency aid or assistance according to applicable regulations; women's skills and

## 4b. Outputs and activities completed

### Sisterhood is Global Institute (SIGI)

**Output 1: Major advocacy campaign on women's participation in peace and prevention of conflict, and their situation during times of crisis is implemented in partnership with six CSOs and CBOs, as well as online meetings targeting Ajloun and Jerash governorates, where women's economic empowerment units have already been established with the intention to further promote the integration of women within local economic sectors.**

A major advocacy campaign continued to gain support for women's participation in peace in coordination and partnership with national institutions and associations through and dissemination of media content and educational materials (graphs) on social networks such as Facebook, Twitter and Instagram. A film about women's economic empowerment, produced in coordination with the Shayz and Media initiative in 2021, was shown during field activities in 2022. In addition, seven press releases were prepared. Four online sessions were offered as part of SIGI's weekly "Wednesday cultural evenings" on the role of women in peacebuilding, the process of preventing and resolving conflicts, and on women's economic empowerment. In addition, a webinar held in April 2022 focused on economic gender-based violence during COVID-19, entitled "The Role of the National Aid Fund in Social and Economic Protection," discussed and highlighted the conditions for granting national aid and target groups' role in social protection, directly engaged 34 activists, CSOs, community organizations and official institutions and had another 250 people participating indirectly as viewers. The webinar included proposals to increase the number of groups benefiting from the fund.

**Output 4: Socioeconomic vocational training for vulnerable women and girls is delivered, as well as training on work-related laws and legislation.**

Four training sessions were conducted for 200 Jordanian women on the Jordanian Labour Law in 2022. In addition, four vocational training courses were delivered over a total of eight days, imparting: basic life skills, technical vocational skills, business management, and mentorship with successful women, reaching 40 women from refugee and host communities in Ajloun and Jerash (20 participants per governorate). These same 40 women went on to deliver 80 different peer-to-peer sessions in Ajloun and Jerash, targeting a total of 400 women and girls among their peers and in their neighbourhood (each peer delivered two sessions, to at least 10 participants each, obtaining an actual total reach of 483 participants).

**Output 5: Six online discussion conferences targeting policymakers and stakeholders are organized to discuss discriminatory laws and legislation and to recommend amendments to be shared with policymakers.**

Four roundtables were held in 2022 targeting 100 policymakers and stakeholders, decision-makers, youth, community and women leaders, as well as relevant CSOs to discuss the recommendations of policy papers and share project results.

**Output 6: Six policy papers are developed on laws and legislations that discriminate on women and girls' participation in economic, political and public life and recommendations for amendments are provided.**

Following the development of two policy papers in 2021, the least three policy papers analysing discriminatory laws and legislation were produced in 2022 and shared with policymakers and for advocacy actions based on the expert roundtables' recommendations. The policy papers were entitled "The role of public transportation in Jerash governorate in contributing to women's economic empowerment in the labour market"; "Legal texts under the microscope... Agricultural Workers Regulation No. (19) of 2021" ; and "Decent Work Standards in Jordan from a Gender Perspective: Reality and Solutions".

### Family and Childhood Protection Society (FCPS)

capacities are not matched to job market demands, leading to a lack of demand for women workers among private sector employers; the poor quality of some products of home-based projects owned by women leads to mistrust among merchants and consumers in their manufactured products, which leads to poor marketing and affects promotion; most women in Ma'an and Zarqa are not familiar with digital literacy means and methods, and they were unable to deal with or set up email or organize Zoom meetings, which was particularly key during the COVID-19 pandemic; women in Ma'an and Zarqa Governorates are most likely facing risks of domestic violence, which may reinforce their economic vulnerability and lack of empowerment.

#### 4b. Outputs and activities completed

##### **Output 1.2: Girl beneficiaries and their families are linked with economic empowerment initiatives in Irbid, Ma'raq and Ma'an.**

At least 65 women and girl direct beneficiaries were reached by various FCPS economic empowerment initiatives (bazaars and workshops) in 2022, with benefits also reaching their family members (another 325 indirect beneficiaries).

A series of 10 community engagement meetings were held with 25 community members, CBOs and NGOs that collaborate in the FCPS project in Irbid, Ma'raq and Ma'an, which identified areas of cooperation where CBOs and NGOs can support and assist beneficiaries. In addition, six field visits were undertaken in Irbid: to a local women's salon providing internships for beneficiaries interested in cosmetology, to a sewing factory, to the Zakat Foundation of America, as well as two field trips by CBOs to the Jordan River Foundation, the latter of which assists beneficiaries who require medical attention and partnered with FCPS to organize various breast cancer awareness events.

At least 187 case studies were completed on the education, economic situation and knowledge of reproductive health of a selection of women and girls who were married under the age of 18, as follows:

- 129 case studies of women and girls at FCPS in Irbid
- 38 case studies of women and girls at the Sama Al Badia Charity Association in Ma'raq
- 20 case studies of women and girls at the Shams Al Janoub Assoustaion in Ma'an.

Several of these case studies were shared on FCPS and partners' social media platforms.

At least 186 workshops on education, livelihoods and SRH were implemented over the course in 2022 as follows:

- 90 workshops by the FCPS in Irbid
- 24 workshops by the Sama Al Charity Association in Ma'raq
- 72 workshops by the Shams Aljanoub Association in Ma'an.

The results of these workshops are reflected below for the 145 women and girls reached cumulatively by FCPS over two years (80 in 2021 and 65 in 2022):

##### • **Education**

- 100% of beneficiaries learned the basics of Arabic, English and Math and applied them to many pieces of training.
- 90% (130 out of 145) of women improved their literacy and learned basic principles in Arabic, Math and English.
- 14% of beneficiaries could not read and write at project onset so FCPS separated them and gave them basic literacy sessions.
- 69% of 80 beneficiaries passed the learning that continued for 6 months with basic applications and fundamentals of Arabic, English and Math.
- 52% (75 out of 145) of the women are now able to help their children study.
- 83% of the women learned the basics of how legal procedures are conducted.
- 13% (20 out of 145) of the women applied the content of the legal sessions and renewed their identity papers.

##### **Livelihood interventions**

- 100% of beneficiaries learned to make handicrafts such as soap, perfume, resin, accessories and recycled goods.
- 93% (135 out of 145) of the women learned and practised how to produce different crafts professionally (soap-making, pickling, accessory-making, recycling and epoxy art, perfume composition, henna engraving, leather-bag-making and food production).
- 28% (41 women out of 145) have set up a small business of their own.
- 19% (of 145) of beneficiaries opened their own businesses, which are providing them with a sustainable income.
- 34% of beneficiaries participated in local bazaars and sold their own produced products.

##### • **Reproductive health**

- 90% of beneficiary women and girls have equitable access to health facilities.
- 94% of the beneficiaries aged 16–35 benefited from more consultations.
- 95% of women were made aware of breast cancer prevention and treatment.



#### 4b. Outputs and activities completed

- 50% of the recommendations of the reproductive health study conducted by FCPS partners Cambridge Reproductive Health Consultants (CRHC) in Mafraq and Maa'n were used in the Renewing Hope Project.
- 30% of beneficiaries underwent a clinical examination for breast cancer.

For all three interventions, 100% of the workshops, consultations and strategic training safely ensured the engagement and participation of vulnerable women and girls. In addition, 100% of the assessments conducted by FCPS partners Hakoura for Research and Education Programmes, Amman had female assessors and the participation of women from affected populations in Irbid and Mafraq.

#### Arab Women Organization (AWO)

##### **Output 1.1: A network and database of small-scale producers and service-providers is established according to quality standards.**

After establishing a network and creating a database of small-scale producers and service-providers according to quality standards in 2021, the database of women-led businesses and their products was updated. The challenges faced by women in managing and marketing that were developed in 2021 were also added to the database this year. In addition, AWO, in cooperation with local CBOs in the selected areas, began collecting information and data on women-led businesses to be developed in the future, so that the project team knows the types of projects they could work with in the future.

In addition, linkages were made with key ministries (MoSD, MoL and the Ministry of Digital Economy & Entrepreneurship) and other NGOs with the goal of effectively involving them in project implementation and strengthening the dialogue between CBOs and key stakeholders to reach the goals of project.

AWO reviews the database of local businesses run by women continuously, with the aim of reaching suitable businesses and products with marketing because the production stage is the first point in the marketing process. It is also the responsibility of the database development expert who works with the project team to follow up with the women and provide them with technical support through continuous communication through local CBOs.

##### **Output 1.2: Three CBOs and at least 150 women from three governorates have increased capacities to effectively develop and market local products.**

In 2022, at least 189 women gained valuable knowledge and skills related to entrepreneurship through 11 training workshops lasting four days each on project and financial management, e-marketing and traditional marketing skills in Mafraq, Ma'an and Zarqa. The workshops were designed based the training needs assessment developed by the AWO project team in 2021. The training tackled themes and skills related to project management including: the project life cycle, how to create a business from scratch, business model diagramming using CANVAS, marketing (definition, stages, plan), e-marketing, managing finances, and small business licensing procedures.

Although workshop participants were already entrepreneurs, most of their businesses were based on financial need and skills rather than on a systematic or scientific approach. During the workshop, the women developed business models (using CANVAS) and identified the cost of producing their products, many learning that they were selling products for far less than their cost. After this training, the women are now able to calculate their costs, set their prices and set fair profit margins. Providing women with essential knowledge and skills on marketing and e-marketing has increased their use of these skills to increase their sales, as studying the market, knowing competitors and taking advantage of available resources (such as social media platforms) can open up important prospects to increase sales and thus profits and to develop their businesses.

In addition to the above, the trained women gave acquired sufficient knowledge about obtaining licenses for their businesses, the advantages of obtaining a license and the consequences of not being licensed. Although obtaining a license includes many challenges, they also understand that licensing their businesses in their own name contributes to their own empowerment and improves the image of women as leaders in their society.



#### 4b. Outputs and activities completed

AWO organized a series of “business reflection workshops” with concerned authorities at the local and national levels (including MoSD, MoPIC, ERADA Foundation, Cooperative Foundation, the Ministry of Municipalities and representatives of the local community). The project team held one national workshop (14 participants), as well as one in each of the three targeted areas (11 participants in Mafraq, 12 participants in Zarqa, 45 participants in Ma'an) with private and governmental stakeholders and local CBOs in which the opportunities and challenges facing local women-led businesses were discussed in terms of management and marketing. The meetings sought to create a marketing environment for local products in these areas and build networks with stakeholders through dialogue about available marketing opportunities in the targeted areas. They also discussed available marketing resources and planned to conduct marketing activities based on these resources.

Field visits were conducted to provide continuous support to CBOs and women producers and discuss challenges they face. The biggest demand from women entrepreneurs was to communicate the challenges they faced to authorities and urge them to support women. Thus AWO, ANHRE and AHA arranged for a meeting for the women entrepreneurs with decision-makers in September 2022, which created an opportunity for dialogue to share their challenges and opportunities. These meetings resulted the following:

- Creating a dialogue at the local level between women and the concerned authorities
- Exchange of ideas and experiences among women
- Examining the mechanisms of cooperation between the private sector and projects led by women, and what are the conditions that must be met in the local product and the pilot project to create a partnership with the private sector.
- Examining the conditions that must be met in the local product, such as licenses, specifications, quality standards, etc
- Presenting ideas from the private sector to women entrepreneurs on the development of small projects

#### **Output 1.3: Modern marketing techniques are adopted and functional for products and services offered to clients.**

Building on the marketing strategy developed in 2021, linkages were established with ongoing marketing initiatives/bazaars in 2022, including between CBOs and key ministries to support local women in marketing their products through bazaars. The first bazaar was organized in June 2022 in cooperation with Zarqa and affiliated municipalities, as a practical training for 20 trained women on marketing skills and how to present their products. In addition, in consultation with MoSD, the Ministry of Youth, Amman Municipality as well as CBOs, a plan was agreed upon for the bazaars that will be organized during the project's no-cost extension period (in 2023).

A professional Facebook page was created in consultation with partners, with the design and marketing outsourced to an expert firm to ensure appropriate media coverage and attention from clients and private businesses (distributors).

Periodic meetings were also held with women in the targeted areas in order to see their products, evaluate them in terms of quality and give them pointers on how to further improve or develop their products. These sessions also served to photograph the products to be published on the Facebook page<sup>21</sup>.

#### **Al Bireh Charity Association**

#### **Output 1.8 Organization of 3 bazaars and open markets**

At least 190 Jordanian and Syrian women participated in three open markets (bazaars) organized by the Al Bireh Association organized in January–March 2022 aimed at assessing suitable opportunities for women and girls targeted by the project to market their products and services, including:

- a bazaar on 14 February 2022 in Southern Shouneh (at the annual Khubaizah Festival) with 20 (10 Syrian and 10 Jordanian) women participants;

<sup>21</sup> <https://www.facebook.com/aghsan.jor/>

#### 4b. Outputs and activities completed

- a two-day bazaar: the first day on 5 March 2022 at the headquarters of the Al Bireh Charitable Association under the patronage of the Governor of Al-Balqa, and in cooperation with the Greater Salt Municipality, which included a free medical day and had 65 (13 Syrian and 52 Jordanian) women participants. The second day was 7 March, under the patronage of the Vice-President of the Jordanian Women's Union, with another 65 (63 Jordanian and two Syrian women) participants.
- a third bazaar was held on 14 March 2022 at the Ain Al-Basha Association, which included a free medical day and a book fair supported by the Ministry of Culture. At least 39 Jordanians and one Tunisian woman participated under the patronage of HRH Princess Basma Bint Ali, Honourary President of the Ain Al-Basha Association.

In addition to the women directly engaged in the bazaars, another 200 men, 50 boys and 25 girls from their families were indirect beneficiaries as they supported the women by standing with them to help sell their products, or by helping distribute flyers to attract visitors.

#### **Towards a Better Tomorrow for Development and Empowerment Association (Nagat)**

##### **Output 1.1: Girls and women are identified and reached, participating in project activities that will help to identify and respond to their SRH and GBV needs amid COVID-19.**

Through peer education, 10 girl leaders trained as trainers in Amman have continued to raise awareness through sessions in their schools and in NAGAT's safe space, reaching a total of 60 girls under the age of 19 in East Amman. They were provided with information and awareness through a training workshop, comprising of weekly sessions on issues such as domestic violence, reproductive health, family planning, hygiene and psychological stress. As noted, pre- and post-training tests show that participants' knowledge of sexual and reproductive health issues increased (from 50 to 75%), and that they have learned ways to decrease their stress through exercise and maintaining a healthy lifestyle.

In Mafrq, another 300 women and girls received information on the available institutions that provide sexual and reproductive health and GBV services and were introduced to some myths and facts about contraceptives. In addition, all beneficiaries were introduced to the application Of my hopes (Amali) by UNHCR (<https://bit.ly/3QHkUlg>)

At least 30 staff members from 15 CBOs in Amman and Mafrq have benefited from training on GBV case management and referrals through collaborating with the Family Protection Department and the Jordanian Women Union.

##### **Output 1.2 Increasing awareness of the role of men and boys in combating gender-based discrimination and domestic violence.**

At least 340 people (238 girls, 102 boys) were reached through safe space activities, increasing their knowledge of gender norms, gender stereotyping, care work and forms of gender inequality after attending one or more project initiatives. These included various online or in-person activities such as finger painting, Photovoice (participatory photography process), oil painting, writing screenplays, interactive plays, virtual debates and celebrations around International Women's Day and the 16 Days of Activism against Gender-Based Violence in 2022.

According to a 2022 evaluation, knowledge on domestic violence, causes and services has increased by 60 per cent among the staff of NAGAT and its partners.

#### **Athar Association for Youth Development**

##### **Output 1.1: 33 women received cash assistance to meet their basic needs.**

In preparation to distribute cash assistance to the most vulnerable women in Russiefa, Athar conducted home visits and prepared selection criteria, a list of beneficiaries and scoring criteria to measure the most in-need families. Then, in 2022, 33 women benefited from cash assistance in four different disbursements, enabling them to meet their basic survival needs.

##### **Output 1.3: 10 women run home-based business are equipped with personal protective equipment (PPE) and are aware of safety preventive and protective practices at work and at home to respond to COVID-19.**

#### 4b. Outputs and activities completed

For the personal protective equipment, Athar collected quotes to procure 300 kits, with the lowest offer meeting the specifications chosen. The kits on occupational Safety and Health and COVID-19 prevention were distributed in June 2022. During distribution, the team explained safety practices for wearing and disposing of the PPE and provided advice on workplace hygiene and practicing social/physical distancing as prescribed by the WHO/ILO and the Government of Jordan.

##### Output 1.4: 100 women received outreach by the hotline and received psychosocial support.

Athar received calls via the hotline for the most vulnerable families and tried to increase access to women by building relationships with new associations in the local community to expand access to the women most in-need and publish the hotline phone number. This resulted in more than 120 women being reached by the hotline. In addition, 20 women benefited from individual psychotherapy counselling, and two group counselling sessions were held for 22 women and two men from among the project cash-assistance beneficiaries. The first group counselling session aimed to increase the psychological immunity of women under pressure amid the crisis, while the second raised awareness about empathy and seeing life from different perspectives. Five cases were also referred to other service-providers.

#### 5. Unintended results

The Executive Director of NAFE, Rania Hayyouk, registered to attend the 67<sup>th</sup> session of the Commission on the Status of Women (CSW) in March 2023. Her increased knowledge of gender equality and women's empowerment, gained as a result of her participation in NAFE's WPHF interventions, will enable her to represent local Jordanian CSOs there.

#### 6. A specific story (1/2 page maximum)

**From where I stand: "Trust yourself. You are an equally important and valuable being ... If we keep trying, change will happen"**



*Dareen Mahmoud Awad Kamal Daoud is Vice-President of the girl's Board of Directors at Nagat*

*Dareen Mahmoud Awad Kamal Daoud, <sup>22</sup>17, is Vice-President of the girl's Board of Directors at Towards a Better Tomorrow Association (Nagat), a community-based organization that supports vulnerable women and girls in East Amman and Mafraq to access sexual and reproductive health services and raise awareness on gender-based violence, with support from UN's [Women's Peace and Humanitarian Fund](#).*

*"Ever since I was young, I wanted to be independent, capable of expressing my opinion and making decisions of my own. My interest in becoming an active participant in society led me to join the Towards a Better Tomorrow Association (Nagat) at the age of 14.*

*The past three years have been pivotal as they opened new doors for me to actively engage in building awareness of gender equality and women's empowerment for girls my age. I became Vice-President of the girls' Board of Directors at Nagat, brainstorming ideas and designing various activities to be implemented by the organization, for instance, awareness workshops for girls on menstrual health, self-empowerment, climate issues, as well as reproductive health, gender-based violence and early marriage.*

The coronavirus pandemic also imposed a new set of challenges for young girls, which greatly affected their education. As schools shifted to distance learning following the Government's restrictive measures, girls between the ages of 13–18 were exposed to additional burdens of household work on top of their studies. As the lockdown continued, girls were expected to devote more time to domestic chores than boys. This has also resulted in an increase of domestic violence against young girls.

<sup>22</sup> Consent was provided to use Dareen's full name and photo.

Despite the increased need to provide a safe space for girls, the organization also faced difficulties in carrying out face-to-face activities when the defense laws were in place. However, we did not stop. Instead, we opted to use online platforms that are easily accessible, such as Zoom, Facebook or WhatsApp to carry out our projects amid the pandemic. I continued to disseminate information online and held workshops to raise awareness on domestic violence perpetrated against girls.

This work is important to me because it strengthens my personality, gives me experience in this field and enables me to benefit others and myself. It enables me to change society's thinking about girls, even if it is just 1 per cent.

My experience with Nagat over the past three years has taught me the importance of educating girls on the importance of gender equality and women's empowerment. Once girls become informed on such issues, then they can decide whether to actively participate and raise their voice for gender equality. My message to all girls of my age is: Trust yourself. You are an equally important and valuable being. Love and respect yourself. If we keep trying, change will happen. I encourage you to raise your voices and make your own decisions."

## 7. Knowledge products and communications/visibility

In 2022, UN Women continued its communications and advocacy efforts under the WPHF programme. UN Women also engaged WPHF partners to commemorate relevant international days and advocacy campaigns on the occasion of 16 Days of Activism Against Gender Violence and Human Rights Day. Various advocacy and outreach interventions by WPHF partners have been sustained throughout 2022, with communication efforts focusing on the impacts made under WPHF projects reaching the most vulnerable communities across Jordan.

In total, 13 Facebook posts had an estimated reach of 34,864 views and 15 Twitter posts had an estimated reach of 14,780 views on UN Women Jordan social media platforms in 2022 (total collective reach of 49,644).

Two human impact stories were published on the UN Women Jordan website:

From where I stand: "Trust yourself. You are an equally important and valuable being ... If we keep trying, change will happen" <https://jordan.unwomen.org/en/stories/from-where-i-stand/2022/04/from-where-i-stand-trust-yourself-you-are-an-equally-important-and-valuable-being-if-we-keep-trying-change-will-happen>

From where I stand: "I am making a change in my life and influencing the lives of others by challenging the stereotypes against women" <https://jordan.unwomen.org/en/stories/from-where-i-stand/2022/04/from-where-i-stand-i-am-making-a-change-in-my-life-and-influencing-the-lives-of-others-by-challenging-the-stereotypes-against-women>

## 8. Capacity-building of CSOs by UN Women Country Office/management entity

UN Women supported the technical capacity-building of seven selected Responsible Parties (RPs) under WPHF in Jordan through technical meetings, monitoring visits and conducting the awareness sessions especially regarding the financial literacy and UN Women procedures for reporting for RPs. UN Women has also provided continuous online and in-person support to partners in order to strengthen their financial and management capacities and support effective project implementation. One of the lessons learned from the last year of the programme implementation is that partners have financial capacity gaps and need regular on-the-job, practical capacity-building, especially on finance and contract management.

UN Women provided continuous online support and organized meetings to provide guidance on financial management and liquidation of advances. UN Women also conducted seven field monitoring visits to east Amman, Balqa, Mafraq and Irbid and several online meetings with all partners in 2022.

As part of WPHF and Women Have Wings CSO Peer Learning Awards 2021, Toward a Better Tomorrow for Development and Empowerment (NAGAT) was selected to develop a joint project with Sama al Badia in 2022 focused on capacity

## 8. Capacity-building of CSOs by UN Women Country Office/management entity

development. Both CSOs exchanged working tools and feminist approaches to work with volunteers and to mobilize girls with disabilities in their projects, and developed a paper on feminism in humanitarian contexts. The project increased the capacities of 25 staff members and involved 800 members of the local communities.

## 9. Risks and mitigation

<b>Risk Area</b> (contextual, programmatic, institutionally, briefly describe)	<b>Risk Level</b> 4=Very High 3=High 2=Medium 1=Low	<b>Likelihood</b> 5=Very High 4=Likely 3=Possible 2=Unlikely 1=Rare	<b>Impact</b> 5=Extreme 4=Major 3=Moderate 2=Minor 1=Insignificant	<b>Mitigation</b> Mitigating measures undertaken during the reporting period to address the risk
COVID-19 and associated measures enforced by government that delayed project implementation	3	3	3	WPHF partners followed applicable health regulations and governmental policies enforced regarding prevention and protection measures (masks, physical distancing, and being restricted with the maximum number of people gathering in closed places). NAFE has contingency plans for moving online if the pandemic situation deteriorates and lockdown is announced.
Weather conditions and road accessibility while travelling towards the Badia region in the south of Jordan delayed some activities	2	3	2	NAFE applied its safety measures when it comes for travel outside the capital in Amman in terms of not driving at night, staying overnight in safe locations near project areas, monitoring weather conditions and planning accordingly, usage of reliable vehicles and maintaining strong communication tools.
Delays in approvals from the Ministry of Planning that delayed project implementation	4	4	4	AWO, Athar and SIGI asked UN Women for a no-cost extension of the project implementation period to implement all planned activities.

## 10. Delays and adaptations/revisions

There were delays in the official government approvals for some WPHF partners, namely: AWO and Athar. JORISS registration was received in 2022, albeit with a delay of six months. These partners received approval after four to six months from the initial submission, and subsequently started their project implementation. In late December 2022, these partners requested a no-cost extension to fully implement their WPHF projects. A silent approval procedure was approached, where all supporting documents for the extension were shared with members of National Steering Committee (NSC). Ultimately:

- AWO's project will end by May 2023
- Athar's project will end by March 2023
- SIGI's project will end by May 2023

## 11. Lessons learned<sup>23</sup>

<b>Identify challenge/describe</b> <i>Challenges can be programmatic or operational</i>	<b>What are the factors/reasons contributing to this challenge?</b>	<b>What was done differently, or what will be done to address the challenge?</b>	<b>Key lessons learned</b> <i>As a result of the challenge what did you (and partners) learn from the situation that has helped to inform the project, or improve how</i>
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<sup>23</sup> A lesson learned is a systematic reflection of challenges (or successes) that have occurred during the reporting period which has resulted in a change, adaption, or improvement as a result of the challenge, or a planned change or adaptation in the future.



<b>11. Lessons learned<sup>23</sup></b>			
<i>affecting the country programme and/or projects.</i>			<i>the project is implemented for future interventions?</i>
CBOs and women are accustomed to and focused more on charity and ad-hoc assistance.	The old approach applied by some agencies created dependency and a focus on charity	An integrated and well-articulated empowerment approach was introduced for long-term gains and benefits through orientation and regular meetings.	Engaging CBOs and beneficiaries at early stages of the project planning with strong communication and participation tools ensures that they are on the same page with the project.
Women have multiple responsibilities that can impact negatively on their participation.	Household responsibilities and commitments	The events and activities were conducted at dates and times that were convenient for participants.	Maintaining strong participatory approach with women while scheduling and planning the activities in order to enhance their commitment and ensure participation.
Women with children were reluctant to participate in different activities.	Some women do not have care alternatives to keep children at home while they participate.	Day-care provision during the activities was introduced at the CBOs by volunteers.	Women are able to participate effectively once an enabling environment is created, such as day-care services provided during the implementation of the planned activities within the projects
Women feel undermined and not appreciated.	Due to low skills, capacity and low peer support or interaction with others	Ensure that all materials and activities conducted are developed to be understood easily and enhance building interactions with others.	Ensuring that women are exchanging knowledge and skills with other already capable and skilled women and CBOs are key factors for their empowerment.
Women are subjected to gender-based violence.	Due to lack of awareness on women's rights, self-awareness and information on GBV and lack of sufficient responses to it	Raising awareness of women, local communities and CBOs on responding to and dealing with GBV.	Women are more knowledgeable about and able to handle GBV, including through available services and referrals, which is essential for their empowerment.
COVID-19 has had an impact on women-led businesses.	COVID-19 negatively affected the marketing of local products, and therefore most of the productive businesses were closed.	The project team communicated with AWO partners and UN Women partners to access the women-led businesses in the targeted areas.	Local and national partnerships with women-led CBOs and groups must be strengthened in order to support vulnerable women's access to livelihoods and local markets to reinvigorate the small businesses.
Poverty and the difficult economic situation of the target groups.	The economic situation has worsened because of COVID-19. Moreover, several activities, support and funds from international organizations for Syrian refugees were suspended.	Technical advice/services were provided and costs of transportation, Internet, medical examinations were partly covered. Moreover, facilitators, volunteers and community mobilizers for project activities were selected from among the most vulnerable beneficiaries and provided with incentives for volunteering.	Participants/facilitators/coordinators for the implementation of the project should be chosen from among the same beneficiaries in order to have better community engagement and understanding the context throughout the implementation. . It is key to have a component in all projects to improve economic conditions, even if the project is focused on gender-based violence and sexual and reproductive health.



## 12. Innovations and best practices<sup>24</sup>

### a) Innovations:

- The Renewing Hope Project used technology to collaborate, educate and share knowledge. Training beneficiaries on social media and technologies helped them collaborate with their children's schools virtually, which drove creativity and innovation.
- Women seeking new ideas or product concepts from outside sources may find the "innovation bazaar," with its wide array of choices and methods of acquiring them, a confusing and chaotic place. Thus, the youth network at Al Bireh crafted a conceptual guide for home-based businesses that understand the importance of seeking innovative ideas, tools and strategies but are uncertain how to do it. The bazaar aimed at assessing suitable opportunities for women and girls targeted by the project to market their products and serves as well. A total of 190 Jordanian and Syrian women participated in the bazaars.

### b) Best practices:

- According to the inputs from consultations with the private sector and MFIs, the project's use of a combination of training and capacity-building for women – in terms of financial literacy, entrepreneurial and employment skills, mentoring and coaching and linkages with employment opportunities and funding institutions has proven to be a strong approach for the comprehensive empowerment of women in the economic sector. The introduction of non-traditional vocational training – such as plumbing, ceramic and poultry and carpet weaving – were also said to be much-appreciated, by local businesses and women alike, as new sectors that women would be engaged in.
- Raising awareness on UNSCR 1325 and responding to GBV has increased women's ability and knowledge and contributed to their social empowerment, which is complementary to their economic empowerment. Both NAFE and Al Bireh's experiences show that this approach can ultimately enable women to successfully obtain employment and self-employment opportunities.
- Working with four CBOs in both Zarqa and Ma'an governorates and targeting an additional 10 in both governorates has contributed to strengthening their work on women's economic and social empowerment, and promotion of UNSCR 1325.
- Engaging different governmental and non-governmental stakeholders in different project activities has contributed to creating a more enabling environment for women to be active participants in economic, social and peacebuilding arenas.
- Reaching remote areas, especially in the southern Badia region of Jordan, has enabled NAFE to reach vulnerable and marginalized women to enhance their participation in economic, social and peacebuilding arenas.
- The use of artistic means, such as interactive theatre worked well for raising economic and social awareness around responding to GBV and social issues, as well as for promoting economic rights.

A meeting of the National Steering Committee was convened on 10 November 2022 to update committee members on the work of the WPHF Regular Fund & Emergency COVID-19 Emergency Response Window and to showcase key results for the five implementing partners under the WPHF regular fund, and two implementing partners under ERW. Dominik Bartsch, UN Resident Coordinator a.i. highlighted the power and scope of the WPHF programme and its integration of Jordanians and Syrian refugees. He praised the achievements presented, especially in supporting women-led associations and emphasized the importance of integrated development. Amer Hiasat, Assistant Secretary-General of MoSD, expressed his complete satisfaction with the harmonized partnership under the WPHF programme, government and local CSOs. He also pinpointed the role played by MoSD in supporting women's economic participation.

<sup>24</sup> A best practice is a strategy, approach, technique or process that has proven to work well and deemed to be effective or appropriate to address a problem based on experience, evaluation or in comparison to other practices, and is therefore recommended as a model. It is also a practice that has been tested and validated and has potential to be replicated and there is value in sharing with others working in similar contexts, sectors or with similar target groups.

### 13. Auditing and financial management

Three implementing partners (namely FCPS, SIGI and Al Bireh Association) underwent an external audit in March 2022 with “zero findings”.

### 14. Next steps and priority actions

UN Women will continue to provide technical support for the implementation of the WPHF projects in Jordan. Three partners will continue implementing their projects in May 2023 in line with their approved workplans and budgets (Athar, SIGI and Al Bireh). UN Women will continue to strengthen the capacities of grantees and provide results-based management advice, as well as communications and financial management support. The WPHF programme in Jordan is expected to fully be closed by June 2023.

## ANNEX A: Results framework

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

*\*Please note that outputs and activities are reported in narrative Section 4b only – do not include outputs here. For projects which have come to an end in the reporting year, impact level must be reported. For other organizations, and where possible progress towards the impact indicator(s) should be reported.*

Add rows as necessary, for each CSO and indicators.

Expected results	Indicators <sup>1</sup>	Baseline (if applicable)	Planned target (if applicable)	Results/progress (against each indicator <sup>2</sup> )	Reason for variance against planned target (if any)
<b>CSO Name: National Association for Family Empowerment / NAFE</b>					
<b>WPHF Impact Area</b> Improved socioeconomic recovery and political participation of women and girls in peacebuilding contexts	<b>Indicator 1</b> Number/percentage of women with increased agency as a result of economic productive resources.	0	300	331 women enrolled and 300 completed training that increased their agency as a result of capacity-building for productive resources. In Zarqa, 161 vulnerable women and girls received capacity-building (81 Jordanian, 89 Syrian refugees and 1 Iraqi). In Ma'an, 170 vulnerable women and girls obtained capacity-building (3 Egyptian, 54 Syrian and 113 Jordanian). Employment and self-employment linkages as well as coaching and mentoring, vocational training and toolkits were extended to women, as a result of which they are now better equipped to seek employment and self-employment opportunities. In both cases, the women increased their knowledge, agency, and ability to create productive resources and engaged in different economic opportunities to enhance their economic participation. Post-training surveys show significant improvement in women's level of knowledge, information and skills, particularly in financial literacy, vocational skills, employment and self-employment linkages and planning to start their own SMEs and pursue	

Expected results	Indicators <sup>1</sup>	Baseline (if applicable)	Planned target (if applicable)	Results/progress (against each indicator <sup>2</sup> )	Reason for variance against planned target (if any)
				<p>job opportunities. They are also better equipped to overcome business establishment issues as result of the coaching and mentoring they received that focused on practical small business and employment skills. They have strengthened their self-confidence to start looking for jobs and beneficiaries have increased legal awareness of their labour rights and laws.</p> <p>In feedback, women indicated that the project has supported their self-confidence and encouraged them to establish small businesses and pursue employment opportunities. Beneficiaries indicated that they value the importance of knowledge and information especially in shifting their thinking towards employment rather focusing solely on self-employment. Also, they have started thinking of non-traditional sectors for employment, such as tourism. They are also now familiar with funding opportunities, whether grants or loans for establishing small home-based businesses.</p>	
<b>Outcome 1:</b> The capacities of 2 NAFE-affiliated centres (women-led organizations) in the governorates of Ma'an and Zarqa are strengthened towards increasing women's participation in peacebuilding and economic recovery, and they have become local gender-responsive institutions.	<b>Indicator 1</b> 2 NAFE-affiliated centres have gained the required knowledge for promoting peacebuilding, economic recovery and response to COVID-19.	0	2	NAFE has worked with four affiliated centres in both governorates (3 in Ma'an and 1 in Zarqa) to ensure wider participation for women and girls in Ma'an in project activities. Twenty staff members and volunteers from CSOs were trained with the aim of strengthening and building their capacity to increase women's participation in peacebuilding and economic recovery and promote UNSCR 1325. The 4 CSOs have started promoting economic recovery and peacebuilding for women in their communities and mainstreaming economic recovery and	The original 2 affiliated centres became 4 after adding two new centres and replacing one centre in Ma'an.

Expected results	Indicators <sup>1</sup>	Baseline (if applicable)	Planned target (if applicable)	Results/progress (against each indicator <sup>2</sup> )	Reason for variance against planned target (if any)
				peacebuilding within their programmes and services.	
<b>Outcome 2:</b> 300 Syrian and Jordanian women and girls in the governorates of Ma'an and Zarqa are included in the economic recovery process, their entrepreneurial and employability skills are enhanced, and their capacities to play a broader role in peacebuilding and conflict-prevention are enhanced through the promotion of UNSCR 1325	<b>Indicator 2</b> Women and girls have gained the required skills and are able to access employment and self-employment opportunities.	0	300 (as in the same impact)	331 women now have the required entrepreneurial and employability skills to boost their economic recovery, through either employment or self-employment, as a result of NAFE capacity-building in Ma'an and Zarqa. Training sessions covered: financial literacy, entrepreneurial skills, business development, social media and marketing; life/soft skills, employability skills, labour law training, social security law, laws and regulations governing Syrian work (including work permit requirements). Pre-training surveys show that for more than 90% of beneficiaries, it was their first time attending specialized training on financial literacy, business development, soft skills, and employability skills. Through this vocational training, beneficiaries gained technical and practical skills to pursue employment or self-employment, by starting small businesses in a professional manner (in natural leather production, home-based plumbing and maintenance, beauty, hairdressing, skin care and makeup, ceramic and pottery production). Mentoring and coaching was provided, as a result of which beneficiaries gained practical skills to manage their small businesses. Linkages with private sector and MFIs/grant-providers was extended to the 300 women, who now have the knowledge and capacity to pursue such opportunities. Post-training surveys show a significant improvement	

Expected results	Indicators <sup>1</sup>	Baseline (if applicable)	Planned target (if applicable)	Results/progress (against each indicator <sup>2</sup> )	Reason for variance against planned target (if any)
				in their level of knowledge and skills, particularly in financial literacy and SME planning. They are also better equipped to overcome business establishment issues. They now have the self-confidence to look for jobs and have increased legal awareness of labour rights. Women and girls became more knowledgeable of how to deal with various business challenges and problems and how to better manage their time. Moreover, surveys show that beneficiaries became more aware of labour rights, home-based business procedures and regulations governing Syrian work, including work permit requirements. As for the satisfaction survey, all beneficiaries had positive feedback on trainers' performance, and all workshop goals were clearly identified and fulfilled their requirements. Moreover, they were satisfied with the training content.	
	<b>Indicator 3</b> Number of women-led organizations and number of staff that are targeted and trained by the project and have started to provide women with capacity-building to increase their participation in the economic recovery process and the promotion of UNSCR 1325.	0	20	20 staff and volunteers in four NAFE-affiliated centres (one in Zarqa; three in Ma'an) were trained with the aim of strengthening and building their capacities to increase women's participation in peacebuilding, economic recovery and promoting UNSCR 1325. They started providing guidance and support for women and girls. In addition, 10 local women-led CSOs (30 members) in Zarqa and Ma'an governorates were trained with the aim of building their capacities on the importance of UNSCR 1325 and its role in protecting and empowering Jordanian women and girls and Syrian refugees and supporting their economic recovery from crises. The training covered UNSCR 1325 components, its objectives,	



Expected results	Indicators <sup>1</sup>	Baseline (if applicable)	Planned target (if applicable)	Results/progress (against each indicator <sup>2</sup> )	Reason for variance against planned target (if any)
				<p>national efforts and achievements to activate it, and challenges and obstacles that prevent its full implementation, whether at the individual level, or related to institutions.</p> <p>Trained members of the CSOs indicated that they have the ability to raise awareness of women and girls on prevention of conflict and advancing peacebuilding based on the principles of UNSCR 1325, and are able to advocate for women's inclusion in the recovery process. Economic recovery and peacebuilding are mainstreamed within their operations and they have started raising awareness among their members and communities. Online awareness campaigns have contributed to promoting women's role in economic recovery, peacebuilding, and UNSCR 1325 and reached a wide audience (male and female) in Zarqa and Ma'an governorates.</p>	

CSO/Organization Name: Sisterhood Is Global Institute						
<b>WPHF Impact Area<sup>[4]</sup>: Improved socioeconomic recovery and political participation of women and girls in peacebuilding contexts.</b>	1) Number and types of plans and/or policies in peacebuilding contexts influenced by women or civil society organizations		1 per type	1 per type		Official Gazette
	2) Number/percentage of women with increased agency as a result of economic productive resources (data disaggregated by age, disability, education and/or employment, governorate)	0	50%	20%	Activities are still ongoing	Universal Periodic Review  Civil society shadow report on women's rights  CEDAW report  Post-project evaluation's

	3) Number of women participating in political and decision-making processes (data disaggregated by age, disability, education and/or employment, governorate)		TBD, according to the latest development, post-elections	TBD, according to the latest development, post-elections		<p>results</p> <p>Department of Statistics</p> <p>Local official institutes' statistics (governmental and NGOs)</p> <p>Global Gender Gap Report</p> <p>Official statements in national media &amp; social media channels</p>
<b>Outcome 1: (WPHF Outcome 6) The socioeconomic recovery of women is promoted in post-conflict situations.</b>	<p>1) Labour force participation rate for persons aged 15+ segregated by sex</p> <p>2) Number of people directly benefiting from the response (by sex, age, disability, education and/or employment, governorate)</p> <p>3) Number of people indirectly benefiting from the response</p>	0	<p>Actual target by now</p> <p>1,000</p> <p>39,000 followers of the project's activities</p>	<p>1) Jerash: males (61.1%), females (15.3%); Ajloun: males (55.5%), females (19.4%)</p> <p>2) 957</p> <p>3) 9,354 reach from the project's posts on Facebook, Instagram, Twitter</p>	Activities are still ongoing	<p>Department of Statistics</p> <p>Local official institutes' statistics (governmental and NGOs)</p> <p>Global Gender Gap Report</p> <p>Official statements in national media &amp; social media channels</p> <p>Project technical progress report</p>

Expected results	Indicators	Baseline (if applicable)	Planned target (if applicable)	Results/Progress (against each indicator)	Reason for variance against planned target (if any)
<b>CSO Name: Family and Childhood Protection Society (FCPS) based in Irbid, Jordan</b>					
<b>WPHF Impact Area</b>  Improved socioeconomic recovery and political participation of women and girls in peacebuilding contexts.	<b>Indicator 1</b> Percentage of vulnerable girls and women with the increased agency as a result of education and economic productive resources.	Baseline: 0	Target: 100% of participants in the WPHF project.	100% (145) of vulnerable girls and women increased their agency as a result of education and economic productive resources	The target was initially amended (to 57%, or 80 beneficiaries) because of an initial lack of acceptance from the vulnerable women and girls' families. However, 100% of the targeted the vulnerable women and girls beneficiaries were later reached, 100% of have increased their agency.
<b>Outcome 1</b> The socioeconomic recovery of girls and women is promoted in post-conflict situations.	<b>Indicator 1</b> Number of vulnerable women and girls, directly benefiting from the response (by sex, age group, region and nationality)	Baseline: 0	Target: 140 women and girls.	FCPS had 65 women and girls enrolled in the project in 2022. 145 women and girls were reached between 2021 and 2022 combined.	The target, which was amended for the requested period to 57%, or 80 beneficiaries because of a lack of acceptance from the vulnerable women and girls' families at first, was accomplished and met.
	<b>Indicator 2</b> Number of people indirectly benefiting from the response (by sex, age group, region and nationality).	Baseline: 0	Target: 500 people.	The families of 65 beneficiaries also benefited indirectly from the project in phases 1 & 2: representing at least 325 vulnerable girls, women, boys and men.	The target of 31% for the requested period was accomplished and met the specifications required.
	<b>Indicator 3</b> Efficiency in the types of interventions that have been developed and presented to support the economic and well-being of vulnerable girls and women.	Baseline: 0	Target: Effectiveness and efficiency in interventions.	Vulnerable women and girls are being provided with effective and efficient training.	Still in progress

Expected results	Indicators	Baseline (if applicable)	Planned target (if applicable)	Results/Progress (against each indicator)	Reason for variance against planned target (if any)
<b>CSO Name: Arab Women Organization of Jordan</b>					
<b>WPHF Impact Area</b>	Number/percentage of women with increased agency as a result of economic productive resources.		N/A	In progress	AWO obtained a no-cost extension to continue its work into 2023
	Number of women participating in political and decision-making processes.		N/A	In progress	AWO obtained a no-cost extension to continue its work into 2023
<b>Outcome: The socioeconomic recovery of women is promoted in post-conflict situations.</b>	Number of people directly benefiting from the response (by sex, age group or other variables).	0	250 women and girls (over 18, 30% Syrian & 70% Jordanians, at least 20% women headed households).	<b>2022:</b> 271 women and girls (181 Jordanian women, 77 Syrian women), 13 men through training workshops and meetings.	
	Number of people indirectly benefiting from the response.	0	At least 1,000 women	189 direct beneficiaries from trainings workshop * 5 average of family in Jordan = 945 indirect beneficiaries  Total= <b>945 women.</b>	
	Number of CSOs empowered and engaged in project activities	0	At least 3 CBOs will benefit directly.	<b>25 CBOs</b>	
	Number of key stakeholders (private sector, government agencies, and NGOs) empowered and engaged in project's activities.	0	At least 10 private sector, 5 government agencies, and 5 NGOs will benefit directly from the project	<b>8</b> government agencies, <b>2</b> NGOs, <b>3</b> private sector organizations. (45 participants in stakeholder meetings in Ma'an and 37 participants in business reflection workshops)	

Expected Results <sup>[1]</sup>	Indicators <sup>[2]</sup>	Baseline	Planned Target (when applicable)	Results/Progress (Against Each Indicator <sup>[3]</sup> )	Reason for Variance against planned target (if any)
<b>CSO Name: Al Bireh Charity Association</b>					
<b>WPHF Impact Area<sup>[4]</sup></b> improve socioeconomic recovery and political participation of women and girls in peacebuilding contexts.	Number/percentage of women with increased agency as a result of economic productive processes		190	At least 190 Jordanian and Syrian women participated in three open markets (bazaars) organized by the Al Bireh Association organized in January–March 2022 aimed at assessing suitable opportunities for women and girls targeted by the project to market their products and services.	
<b>Outcomes<sup>[5]</sup></b> Increased ability of CSOs and women to influence plans and/or policies in peacebuilding contexts	Indicator 1: number and types of plans and/or policies in peacebuilding contexts influenced by women or civil society organizations				
	Indicator 2: Number of vulnerable women and girls, directly benefiting from the response (by sex, age group)				
	Indicator 3: Number of people indirectly benefiting from the response (by sex)		275	275 people benefited indirectly from Al Bireh Charity Association interventions in 2022	

Expected results	Indicators	Baseline (if applicable)	Planned target (if applicable)	Results/Progress (against each indicator)	Reason for variance against planned target (if any)
<b>CSO Name: Towards a Better Tomorrow for Development and Empowerment Association (NAGAT)</b>					
<b>WPHF Impact Area:</b> Improved gender-responsive response to the COVID-19 crisis	<b>Indicator 1:</b> Improved gender-responsive response to the COVID-19 crisis (by sex, age group, region, and nationality)	0	80% of participants in the WPHF project	80% of participants in the WPHF project (of 710)	



Expected results	Indicators	Baseline (if applicable)	Planned target (if applicable)	Results/Progress (against each indicator)	Reason for variance against planned target (if any)
<b>Outcome:</b> Humanitarian/crisis response planning, frameworks and programming are gender-inclusive and responsive	<b>Indicator 1:</b> Number of vulnerable women and girls, directly benefiting from the response to COVID-19 (by sex, age group, region and nationality)	0	1,200 women and girls	740 people (308 girls, 315 women, and 102 boys) reached in total. This includes: 10 girl leaders trained as trainers; 60 girls through peer education; 238 girls, and 102 boys reached through safe space activities; 300 women reached through prevention and response SRH services in Mafraq; 30 women members from CBOs in Amman and Mafraq in institutional capacity-building. (50% Syrian refugees/50% Jordanians) (50% from Mafraq/50% from poor urban areas in Amman)	
	<b>Indicator 2:</b> Number of people indirectly benefiting from the response to COVID-19 (by sex, age group, region and nationality).	0	5,000 people	3,700 girls, women and boys. 50% Syrian refugees/50% Jordanians 50% from Mafraq and 50% from poor urban areas in Amman  Indirect beneficiaries refer here to other family members who are indirectly affected by our activities. <i>The calculation of the indirect beneficiaries is done by taking an average family size and multiplying it by our direct beneficiaries. We consider the family size is 5.</i>	

Expected results	Indicators	Baseline (if applicable)	Planned target (if applicable)	Results/progress (against each indicator)	Reason for variance against planned target (if any)
<b>CSO Name: Athar Association for Youth Development</b>					
<b>WPHF Impact Area</b>  Increased ability of Syrian and Jordanian women to meet their	% of women who report an increased ability to meet their basic survival needs	As per the PDMA conducted after each cash assistance distribution, the first shows all respondents (100%) used some of the cash to meet their basic needs (food, water, shelter, etc.); and as per the second, (95.8%) of the	33 women  9 payments	33 women have received four cash assistance payments // On Track	For the cash distribution activity, four (equal to 42% of the total budget line) out of the nine planned payments have been disbursed up to now. This is

Expected results	Indicators	Baseline (if applicable)	Planned target (if applicable)	Results/progress (against each indicator)	Reason for variance against planned target (if any)
basic survival needs and to follow preventive and protective practices in response to COVID-19		respondents used some of the cash to meet their basic needs (food, water, shelter, etc.), as the result shows there is 4.2% increase of the beneficiaries to meet their basic survival needs.			due to some delays in the reception of funds.
	No. of women and men who are aware of the activities against GBV	0	169	Achieved in 2021	N/A
	# of women who received PPE kits # of women received awareness material on hygiene practises and COVID responses # of PPE distributed	0	300	Achieved (300)	N/A
<b>Outcome:</b> Increased ability of Syrian and Jordanian women to meet their basic survival needs and to follow preventive and protective practices in response to COVID-19	Reduced vulnerability of Syrian women refugees and Jordanian vulnerable women affected by the COVID-19 emergency	As per the PDMA conducted after each cash assistance distribution, the first shows all respondents (100%) used some of the cash to meet their basic needs (food, water, shelter, etc.); and as per the second, (95.8%) of the respondents used some of the cash to meet their basic needs (food, water, shelter, etc.), as the result shows there is 4.2% increase of the beneficiaries to meet their basic survival needs.	33 women	On track	For the cash distribution activity, four (equal to 42% of the total budget line) out of the nine planned payments have been disbursed up to now, due to some delays in the reception of funds.
	Increase societal awareness of political violence	0	164	Achieved	
	300 women are equipped with personal protective equipment (PPE) and are aware of safety preventive and protective practices at work and at home to respond to COVID-19	0	300	Achieved	