

Women's Peace and Humanitarian Fund

ANNUAL PROGRESS REPORT TEMPLATE

<p>Project Title: Women Peace and Humanitarian Fund</p> <p>Project Number: 00105709</p>	<p>PUNO(s): UN Women as the Management Entity for civil society organizations</p>
<p>Reporting Period:</p> <p>1 January 2019– 31 December 2019</p> <p>Report submitted by: UN Women Jordan Country Office</p> <p>Ziad Sheikh, Representative UN Women Jordan</p>	<p>Implementing Partner(s):</p> <p>Jordan Forum for Business and Professional Women</p> <p>Arab Renaissance for Democracy and Development</p> <p>Association of Family and Childhood Protection Society of Irbid (FCPS)</p> <p>Project Location: Jordan</p>
<p>Programme Description:</p> <p>UN Women is the Management Entity for CSOs selected by the Steering Committee in Jordan, responding to WPHF Outcomes 3 and 6. As per the Jordan country allocation proposal, the impact of the investment will be in “generating increased knowledge and evidence on the impact of the current situation in Jordan on women, to inform effective advocacy, planning and programming” and “promoting women’s access to decent livelihoods”.</p>	<p>Total Approved budget: 999,789 USD (533,881 USD for three CSOs included in 2019 annual report).</p> <p>Programme Start Date: 1 June 2017</p> <p>Programme End Date: February 2021</p> <p>Total duration (in months): 44 months (Phase 1 and 2)</p>
<p>WPHF Outcomes the Programme is contributing to:</p> <p>Outcome 3: to ensure that humanitarian/crisis-response planning, frameworks and programming are gender-inclusive and responsive, and that women lead and benefit from relief and response efforts.</p> <p>Outcome 6: to ensure that the socioeconomic recovery of women is promoted in post-conflict situations.</p>	
<p>WPHF indicators the Programme is reporting on:</p> <p>Percentage of funding allocated to gender-responsive actions (Outcome 3)</p> <p>Percentage of women benefiting from the humanitarian response (Outcome 3)</p> <p>Labour force participation rate for persons aged 15 and above, to be segregated by sex (Outcome 6)</p>	

EXECUTIVE SUMMARY

WPHF funded projects, in partnership with the Association of Family and Childhood Protection Society of Irbid (FCPS), the Arab Renaissance for Democracy and Development (ARDD) and the Jordan Forum for Business and Professional Women (JFBPW) collectively reached more than 2,116 women, and 16,709 indirect beneficiaries, through initiatives in 2019.

WPHF interventions contributed to ensuring that crisis-response planning and programming including family health programmes are more gender-responsive and address the gender specific needs of women and girls. Women in the communities of Mafraq and Irbid are empowered and increased their participation in local social and economic planning and programming to address the gender specific needs of most vulnerable groups and promote gender-responsive humanitarian response and development. Syrian refugee women and vulnerable Jordanian women in communities of East Amman and Zarqa are socio-economically empowered in post-conflict situation and are now running their own businesses, generating their own income, improving their financial conditions as well as integrating within Jordanian society.

More than **600 vulnerable** female students both refugees and local Jordanians, now have increased awareness regarding the risks associated with early marriage after 11 awareness-raising sessions were organized in six public and UNRWA schools by FCPS and local CSO partners. Two informal classes were also taught weekly in Irbid for girls who married under the age of 18 for four months.

During 2019, ARDD reached **1,458** direct beneficiaries, including: 925 women through one-on-one legal consultations, 34 women who received conflict-management training in Mafraq, 18 women who attended CBO capacity-building workshops and community dialogue sessions, and 481 women who participated in women-led community initiatives. As a result of such efforts, more women have engaged in peace-related community initiatives, and women now have increased confidence in using the legal system.

In Zarqa and East Amman, **58** women now have gained specialized vocational skills and they have increased technical skills required to run their own businesses, including on workplans, project management and product marketing, as well as how to write a project proposal, after training from the JFBPW. Moreover, half of these women (12 Syrian/17 Jordanian) are now running their own businesses through associations or work from home and produce and sell products in local markets, generating their own income (approximately 200-300 JOD monthly), improving their financial conditions as well as integrating within Jordanian society, after eight of their joint project proposals were approved for funding. In total 29 women benefited from the eight funded projects. Meanwhile, JFBPW has supported the other 29 women, whose projects were not selected, to find jobs.

The WPHF has been supporting the implementation of 5 grants in Jordan, through the UN Women Country office as Management Entity, under Outcomes 3 & 6 since 2017. Three of these projects have been ongoing in 2019, while two ended in 2018. In 2020 five new partnerships will begin under a second Call for Proposal.

Under this first Call for Proposal, the WPHF has supported 5 **grants** under Outcomes (3 & 6) through 1 CFP.

- 4 of grants implemented by 7 women's rights or women led local/community-based organizations¹.
- 1 (FCPS) partner who is community-based/local CSOs²
- 1 grant is implemented through a strategic partnership by a local organization and an international NGO.

¹ If there are implementing partners or a consortium of organizations please include them as well.

² Please include CSOs members of a consortium

Country	Partner CSOs ³	Project Title	Project start & end dates	Project location	No. of women and girls direct beneficiaries		No. of men and boys direct beneficiaries		No. of indirect beneficiaries	
					reporting year	consolidated	reporting year	consolidated	Reporting year	consolidated
Jordan	FCPS (also with partners CRHC and Try Centre)	Addressing early marriage: Responding to a national epidemic through education and girls' empowerment	15 June 2017 – 14 June 2019	Mafraq, Amman and Irbid	2017: 31 2018: 1,349 women; 107 IFH staff members; 2019: 600	1,980	2018-2019	100	2017-2019	850
Jordan	JFPBW	Rehabilitation & Socio-Economic Inclusion of Women Refugees in Jordan	1 October 2018 – 30 Sept. 2019		2018: 150 women 2019: 58	237			2019	15
Jordan	ARDD	Women for Peace: Empowering Syrian Refugee and Jordanian Host Community Women to Actively engage in Humanitarian and conflict management processes	15 Dec. 2017 – 30 Sept. 2019	Mafraq and Irbid	2018: 1,842 women and girls 2019: 1,458 women and girls	3,300	2018: men	8		15,844 ⁴
Jordan	JNFW	Enhance Economic Resilience of Vulnerable Syrian and	14 January 2018 – 14	Amman and Irbid govern orates	2018: 1,462	1,462				

³ Please also include projects which ended before the reporting period

⁴ ARDD multiplies cumulative direct beneficiaries from year 1 & 2 by 5.4: the average number of family members in Jordan

<https://www.usaid.gov/jordan/family-planning-reproductive-health>

		Jordanian Women in Amman and Irbid Governorates	January 2019							
Jordan	AWO (with ANHRE and ACTED)	Increase the engagement of Jordanian grass-roots CBOs in the humanitarian response to the Syrian Crisis through effective gender-based planning and programming	1 Oct. 2017 – 31 Jan. 2019	Zarqa, Irbid, East of Amman, Mafraq and Tafila	2018: 1,366 women	1,366				
Total					2017: 31 2018: 6,276 2019: 2,116	8,423	2017:0 2018: 8 2019: 100	108		16,709

I. Purpose and new developments

The programme's main expected outcomes - in relation to **WPHF Outcome 3 – to ensure that humanitarian/crisis response planning, frameworks and programming are gender-inclusive and responsive, and that women lead and benefit from relief and response efforts** – are being achieved through the following implementing partners:

Led by the Association of Family and Childhood Protection Society of Irbid (FCPS), local NGOs – including Cambridge Reproductive Health Consultants (CRHC) and the Try Center – are jointly implementing activities to increase the capacities of women's grass-roots organizations and clinics to provide services to girls who married under the age of 18 to design intervention programmes to prevent early marriage by targeting schools, community decision-makers, civil society organizations and parents in Mafraq, Amman and Irbid. Responding to the fact that financial burden has been cited as a common reason for families to marry-off their young daughters, the project, among other interventions, seeks to connect families with women's grass-roots organizations that offer economic and employment support services. The project partners are also working with clinics operating in areas with a high prevalence of early marriage and/or large Syrian refugee populations to improve services, including reproductive health services for adolescent girls. In cases where early marriage has already taken place, and in situations where girls are pregnant or already have children, the programme targets clinics, reproductive healthcare-providers and their immediate families.

The project by implementing partner Arab Renaissance for Democracy and Development (ARDD) focuses on capacity-building for Syrian and host community women in Irbid and Mafraq to enhance their protection and actively participate in humanitarian action in their communities. With a particular focus on female heads of household, it seeks to constructively engage these women in humanitarian and conflict-management processes in

their communities by: strengthening social and legal protection mechanisms, developing skills and capacities of Jordanian and Syrian women in conflict management to promote community-level social cohesion, and building the capacity of both informal and formal Syrian networks and community organizations to ensure they can broaden their impact in humanitarian responses in their communities.

In relation to WPHF **Outcome 6 – to ensure that the socioeconomic recovery of women is promoted in post-conflict situations** – partners undertook the following action:

The Jordan Forum for Business and Professional Women (JFBPW) worked to enhance the psychosocial well-being of Syrian refugees, support their social cohesion within host communities and empower them through income-generating skills as well as vocational and business startup training. Efforts focused particularly on women refugees living outside the camps with no formal source of monthly income and who head their households without male support. The project had two main components: social counselling and refugee integration sessions, as well as providing educational and professional skills needed in line with the specific societal market needs, through financial support in the form of grants to fund a set of eight selected project ideas for women start-ups.

Evolution in the peace/security/human rights/economic/humanitarian context experienced by the country

Jordan is facing a national and regional context of increasing political instability and insecurity, increasing backlash against gender equality and women's rights and a characterization of women's empowerment issues as a "foreign agenda". Jordan has seen increased protests and political instability in this period, and the burden of the Syrian crisis and refugee population continues to exacerbate existing inequalities.

Eight years into the Syria crisis, more than 5.6 million Syrian refugees are still displaced and residing in Jordan and other neighbouring countries.⁵ Jordan alone is hosting 654,692 registered refugees, including 531,432 Syrian refugees in Jordan who live in urban areas and 123,260 who live in three refugee camps.⁶ They face increasing vulnerability as their savings, assets and resources are long exhausted. Among the most vulnerable groups of refugees are women, who constitute over 50 per cent of all Syrian refugees in Jordan.

The humanitarian-development nexus is a key defining feature of Jordan's context. The Syria crisis and refugee presence continues to exacerbate underlying development inequalities. The UN has been repositioning itself to support the Kingdom's resilience by focusing on national ownership, strengthening national capacities and systems, and leveraging the UN Sustainable Development Goals as the overarching framework for government action. The government continues to explore ways to align national development planning and national humanitarian planning into one new comprehensive national planning process.

In January, the government adopted a new policy that limits the ability of non-Syrians to seek asylum in Jordan in an attempt to curb the growth of the refugee population. Despite this, the Government has reiterated its adherence to the principle of non-refoulement for Syrian refugees as per international humanitarian law and the UN's position.

Jordan is also experiencing increasing economic insecurity. According to the World Bank, prolonged weak economic growth (with real GDP growth standing at just 1.8 per cent during the second quarter of 2019) is being reflected in elevated unemployment (at 19.2 per cent in the second quarter of 2019) and a declining labour force participation rate – particularly among women and youth.⁷

⁵ 3RP Regional Refugee & Resilience Plan. <http://www.3rpsyriacrisis.org/> Consulted 27 January 2020.

⁶ UNHCR Operational portal. <https://data2.unhcr.org/en/situations/syria/location/36>. Last updated 5 January 2020.

⁷ World Bank (2019). <https://www.worldbank.org/en/country/jordan/overview>. Last updated 1 October 2019.

In September, Jordan experienced its longest-ever public strike, by the Jordan Teacher's Syndicate. Protests focused on the government's economic austerity policies, low pay for teachers, the increasing lack of dignity and equality for Jordanians, and the need for political reform. Women make up a large proportion of teachers in Jordan but their physical participation in the protests was not as significant as expected, in part due to expected violence.

II. Results

Outcome 3 aims to ensure that humanitarian/crisis response planning, frameworks and programming are gender-inclusive and responsive, and that women lead, participate in and benefit from relief and response efforts.

Results for Association of Family and Childhood Protection Society of Irbid (FCPS):

Results at the Outcome level

FCPS interventions contributed to ensuring that crisis-response planning and programming including family health programmes are more gender-responsive and address the gender specific needs of women and girls. The Institute for Family Health's clinics/Noor al-Hussein Foundation increased capacity and strengthened internal procedures to provide gender-sensitive family planning services to women and girls. As a result, IFH successfully integrated gender-sensitive emergency contraception (EC) reporting forms in their patient charts, which makes IFH one of the few health facilities in Jordan that is meeting the global guidelines for the Minimum Essential Service Package.

Results at the Output level

The project by FCPS and its local partners (the Institute for Family Health (IFH), Try Center, Sanabel Alkher, Sama Al-Badia) achieved most of its output targets in 2018, and in 2019 focused on only two outputs (1.2 & 1.3). For Output 1.2, two informal classes were taught weekly in Irbid for girls who married under the age of 18, over the course of four months (achieving the target for indicator 1.2.1). Through these classes, in the first quarter of 2019, **600 female students increased their awareness on the negative effects of early marriage on child development and child rights, including health, education and economic opportunities in Mafraq, East Amman and Irbid.**

Meanwhile Output 1.3 –During the first quarter of 2019, 11 information sessions were conducted at six schools and increased awareness of girls about the heightened risk of early marriage. In addition, one session was conducted for both mothers and students in Amman in order to open a dialogue between parents-daughters on the risks of early marriage in the society.

In December 2019, UN Women published a success story on one of the early marriage girls who is receiving legal and psychological support from FCPS (See <https://jordan.unwomen.org/en/news/stories/2019/december/from-where-i-stand-i-swear-i-will-get-there-this-is-just-the-beginning-for-me>). In addition, in June 2019, a delegation of the Spanish Cooperation Agency (AECID) and UN Women visited FCPS project partners in Irbid.

Results for Arab Renaissance for Democracy and Development (ARDD):

Results at the Outcome level

To ensure that crisis-response planning and programming is gender-responsive and women lead and participate in relief and response efforts, the project made the following progress:

- Women in the communities of Mafraq and Irbid are empowered and increased their participation in local social and economic planning and programming to address the gender specific needs of most vulnerable

groups and promote gender-responsive humanitarian response and development through the Jordan National Forum (JONAF) and Community Women Network established with the support from ARDD. Through JONAF women advocated and increased participation in local planning and implemented eight community-based initiatives together with local authorities, including conducting extensive community dialogues on women's leadership in planning, establishing online platform to promote women's access to local market and entrepreneurship, enhancing women's engagement in community policing and strengthening women's protection mechanism with local Family Protection Department. The JONAF provides the participatory platform for joint evidence-based advocacy for women's CSOs and CBOs and unites 36 women-led CBOs and CSOs. The Community Women Network brings together 481 women and girls in Mafraq and Irbid. This network provides opportunities for women to lead and participate in relief and response efforts and to increase women's role in community peacemaking, economic empowerment and ending gender-based violence. Women's strategic advocacy efforts through the national forum and local network in a long term will contribute that more women will benefit from a gender-responsive relief and response planning and programming. The Jordan National Forum (JONAF) continued to provide the participatory platform for joint evidence-based advocacy for women's CSOs and CBOs, with 16 new women-led organizations joining the coalition during last quarter of 2019 (there are now 36 CSO members).

Results at the Output level

In relation to Output 3.1, **80%⁸ of women who participated in the trainings in Mafraq and Irbid reported having increased knowledge about their rights and having the confidence to navigate and utilize the Jordanian justice system.** Women gained such awareness through 12 legal empowerment sessions offered by ARDD in 2018 (6 in Mafraq and 6 in Irbid), which reached 238 of the 240 women and girls targeted in 2018 (indicator 3.1.1). Participants gained a better understanding of their rights under Jordanian law, and how to navigate the justice system in order to enable them to actively participate in humanitarian response in their communities. In addition, during 2018, 12 psychosocial support sessions were held reaching 237 women and girls in Mafraq and Irbid.

In 2019, to increase women's confidence in using the legal system, ARDD's legal unit delivered more than twice as many as the planned 1,000 one-on-one legal consultations in Mafraq and Irbid, providing a cumulative 2,177 consultations to refugee and host community women – 925 of which were provided in 2019 (454 in Irbid and 471 in Mafraq). In end-line surveys, 80 per cent of women reported an increase in confidence in utilizing the Jordanian justice system (exceeding the 75 per cent target set in indicator 3.1.3). These legal consultations shed light on how women and girls lack information about their rights and how to navigate the justice system.

At the sectoral level, there has been increased collaboration in areas of interest for local communities to engage in joint mobilization and networking with organizations in various regions, to exchange knowledge. Those efforts will qualitatively contribute to community service and enhance the preparedness of Syrian and host community women-led organizations to engage in humanitarian and conflict-management processes in their communities.

Regarding Output 3.2, **a total of 67, of which 34 women and girls in 2019 (17 refugees/17 from the host community) in Mafraq and Irbid were equipped to play an active and meaningful role in conflict management within their communities and promote solidarity and social cohesion between refugee and host community members, following specialized training under the programme.** The 34 women and girls (17 refugees/17 from the host community) who took ARDD's conflict-management training in Mafraq in January 2019 improved their leadership skills and capacity to play an active role in managing conflict in their communities. The training also

⁸ In post-session surveys, 80 per cent of women reported having increased knowledge about their rights (exceeding the target of 75 per cent set in indicator 3.1.2).

provided a safe space for constructive dialogue and confidence-building to encourage women to collectively play a role in identifying and resolving challenges within their communities and promoting social cohesion. When added to the 33 women who attended conflict-management sessions in Irbid in 2018, the total (of 67) exceeds the planned target of 60 women (for indicator 3.2.1)

Following the conflict-management training, a reduced group (33 out of the 67) women and girls (who demonstrated the greatest commitment and engagement) were selected to participate in sessions to design community dialogues (14 women in Irbid in 2018 and 19 in Mafraq in 2019). Utilizing the skills obtained, the women selected different challenges women face in their communities for discussion in community dialogues to be organized with community members and humanitarian actors. Although two community dialogue sessions were specified as the target for indicator 3.2.3 (one in Irbid and one in Mafraq), due to budget limitations, ARDD managed to successfully implement **one community dialogue** led by the selected women in Irbid. In that session, participants included: a religious leader (Imam), academics, head of schools, lawyers, humanitarian service-providers, legal service-providers, CBOs and students. Through the membership under Jordan National Forum (JONAF) and Community Women Network established with the support from ARDD, trained women in conflict management skills, will continue and meaningfully engage in community level dialogues and initiatives.

In line with Output 3.3, **18 women-led Jordanian-registered CBOs that have Syrian volunteers and/or work with Syrians in host communities in Irbid and Mafraq have increased their capacity and confidence to broaden their reach with community members and meaningfully participate in the humanitarian response for Syrian women, as a result of capacity-building sessions and new training materials.** Meeting the target for indicator 3.3.1, a capacity-building module was developed to include women in humanitarian decision-making processes, which was tailored to meet the training needs of women-led Jordanian-registered CBOs that have Syrian volunteers and/or work with Syrians in host communities.

The module was preceded by a mapping of women-led CBOs in Irbid and Mafraq, to assess their capacities to involve women in humanitarian responses, peacemaking and decision-making. Ten women-led community-based organization (CBO) representatives (five in Mafraq and five in Irbid) were contacted and interviewed. Based on the mapping, the CBOs expressed the need for training on additional topics such as civic engagement and proposal development for community-based initiatives. After feedback from facilitators and participants, ARDD also added sessions to these modules on strengthening leadership and conflict management.

Twenty-two women-led CBOs were selected to participate in subsequent capacity-building sessions using the module, out of which 18 women-led CBOs (9 in Mafraq and 9 in Irbid) showed real interest and commitment (just below the indicator 3.3.2 target of 20 women). Women's CBO leaders' increased capacity for outreach and for designing and implementing women-led community initiatives that raise awareness of the importance of women's involvement in peace and security issues to achieve long-lasting stability. Six capacity-building workshops were conducted, as planned, with these leaders in July and August 2019. Only 12% of trained women reported an increase of knowledge on selected capacity-building topics based on pre- and post-training tests. However, the knowledge baseline for indicator 3.3.4. was already high, in Irbid the average knowledge baseline was 81.1% and in Mafraq - 84.8%. In average, after the conducted capacity building support the knowledge baseline on the selected capacity-building topics was 94.95%. The selection of the participants was based on having representation from isolated communities, also having representation from local Jordanians and Syrian refugees who were members in Jordanian CBOs.

In order to connect theory with practice – and help women-led CBOs apply what they learned during the capacity-building sessions – ARDD launched a call for proposals for women-led CBOs to propose community initiatives in Irbid and Mafraq. ARDD received nine proposals, from which eight were selected (four in each location). Through this process, **women-led CBOs were empowered to launch community-based raising awareness and advocacy initiatives on WPS agenda reaching 481 beneficiaries.** Meeting the target for indicator 3.3.3, all eight initiatives were implemented in September 2019. They supported the establishment of ARDD's Community Women Network,

composed and led by local women CBOs, which aims to empower women to play active social and economic roles and to promote their efforts in peacebuilding and humanitarian response.

In addition, utilizing ARDD's networks, and following a comprehensive search, two of the most prominent organizations in the field of women's empowerment and women's participation in peacemaking (JNCW and the Arab Women Organization) were selected to help the CBOs and CSOs in Mafraq and Irbid gain experience. In September 2019, 15 women representatives of 11 CBOs from Mafraq and Irbid governorates visited the two Amman-based organizations to learn from best practices, in particular with regards to implementing JONAP and how they can play a larger role in the humanitarian response.

Challenges and lessons learned

FCPS faced challenges navigating power relations, both when working in clinics and working with girls married under the age of 18. The project found that the best approaches to working on early marriage theme in Jordan are: localizing and working with local grass-roots organizations, in particular with young female staff; running awareness campaigns through interactive sessions in local communities and schools; ensuring meaningful participation from survivors of early marriage in awareness sessions and peer education; engaging men, doctors and young men in awareness sessions; including culturally sensitive information in both clinics and service-providers to facilitate using new family planning methods including emergency contraception.

While implementation of the project, ARDD experienced several challenges, including limited understanding of UN Security Council resolution 1325, which made it difficult for some partners to integrate a gender-based approach to women's participation in prevention and protection processes during conflict. This led ARDD to explore different ways to use resolution 1325, such as identifying ways women can contribute to conflict resolution within their families and neighbourhoods.

In implementing the psychosocial and legal empowerment sessions, ARDD noticed that Syrian women demonstrated more willingness to join the sessions than Jordanian and host community women. To mitigate the difference in attendance and achieve the 50% target distribution among both host community and refugee women, ARDD focused on mobilizing and recruiting a higher number of host community women who fit the vulnerability and selection criteria of the project while still working to maintain the active engagement of Syrian women.

Although ARDD invited the 22 women-led CBOs mapped to introductory sessions, about the project's objective and to hear from the women about their training needs, only 16 women attended the sessions (10 in Mafraq, 6 in Irbid). In order to achieve the 20 CBOs targeted for the capacity-building workshops, ARDD contacted all 22 organizations mapped to further the objective of the training and how it would enhance their capacity to contribute to peace and conflict-resolution and conduct women-led initiatives in their communities. Despite this extensive follow-up and encouragement, only 18 CBOs (9 in Mafraq and 9 in Irbid) engaged in the capacity-building workshops.

ARDD faced challenges to map Syrian CBOs, because they are not officially registered as CBOs with the government for legal reasons. ARDD addressed this challenge by mapping Syrian women's informal networks that are co-led by Jordanian-registered CBOs and also mapping CBOs that have Syrian volunteer networks.

Lessons learned by project partners and shared with CBOs and beneficiaries during community dialogue sessions include that there is a dearth of women influencers and leaders and that women face difficulties in dealing with some humanitarian service-providers, including the risk of sexual exploitation and harassment by staff. Through the women community initiatives, ARDD learned that women needs are different in each location. Whereas in Mafraq the initiatives focused only on economic empowerment to reduce violence against women and to enable them to take decisions in their families and communities, the initiatives in Irbid focused more on social, political

and economic empowerment. In addition, cyber-violence through social media was identified as one of the factors that hinder women from full participation in peacemaking and in taking decisions that affect their families and lives, so CBO project proposals focusing on this area were approved.

A best practice was the use of a participatory approach when developing training topics for CBOs. Although ARDD had identified topics for the CBO capacity-building workshops, those topics were revised based on the outcomes of the introductory sessions conducted with CBOs in Mafraq and Irbid, which led to a more relevant curriculum.

ARDD has shared the experience and knowledge gained through implementing this project with national and international actors in different meetings, to provide evidence-based lessons to support the implementation of resolution 1325 in Jordan as a member in the JONAP technical working group. As UNHCR's implementing partner for legal aid for refugees and persons of concern in Jordan, and as an active member of the protection cluster, ARDD is in continuous contact with the Jordanian Government, national and international actors.

Outcome 6 aims to ensure that the socioeconomic recovery of women is promoted in post-conflict situations.

Results for the Jordan Forum for Business and Professional Women (JFBPW):

Results at the Outcome level

Syrian refugee women and vulnerable Jordanian women in communities of East Amman and Zarqa are socio-economically empowered in post-conflict situation and are now running their own businesses, generating their own income, improving their financial conditions as well as integrating within Jordanian society, giving refugee women in particular increased security, stability and sustainability through the business projects, which they continue to develop and expand. JFBPW supported women's socioeconomic recovery in post-conflict situations through innovative solutions, including conducting the mapping of market needs, adopting the and developing new vocational training frameworks based on the evidence and market research; providing multi-disciplinary capacity building in specific skills; and linking economically empowered women with the private sector, which ensured sustainability and stability of the women's income and social status. This model can be replicated further to promote vulnerable women's socioeconomic recovery in other post-conflict situations.

JFBPW interventions contributed to strengthen national vocational institution to provide a gender-sensitive education. Through the efforts of JFBPW the National Vocational Training Corporation officially integrated and accredited two new gender-sensitive fields in their training framework: elderly care and wedding and events management adopted to the needs of women. The Training Corporation now applies gender-sensitive curriculum beyond the project for further vocational training for women in Jordan.

Results at the Output level

JFBPW's three main partner associations (Zarqa Women's Association for Empowerment of Women and Children in Zarqa, Masoom; Association of caring for family affairs charity, in Zarqa, Janaa; and Child Orphan Care Association, in East Amman, Al Nuzha) have full knowledge of the needs of Jordanian women and refugees and the ability to continue to train and qualify other women in professions according to their interests, and the needs of the labour market. They will also continue to run the projects established by the women under the project, which are located in these associations.

Achieving Output 1.4, and exceeding the target of 48 women, **58 vulnerable Jordanian and refugee women heads of household in Zarqa and East Amman were trained on selected vocational skills in six different fields:** marketing and sales, elderly care, sewing and recycled clothing, wedding and events management, cooking/food production,

and cosmetics. These specializations were chosen according to a mapping of market needs and the interests of the women. Of the women trained, 40 were from Zarqa (including 16 Syrian and 24 Jordanian) and 20 were from Amman (6 Syrian and 14 Jordanian). JFBPW included the women from host community among the beneficiaries under the output 1.4. to promote integration and social cohesion between refugee women and women from host communities.

Civil society organizations participated through the partner organizations by mobilizing a large number of refugee women and Jordanian women to raise awareness of the importance of joining training programmes for economic empowerment and to improve the economic conditions of women and their families, as well as to encourage integration between Jordanian women and refugees. CSOs played an active role in helping establish joint projects and they will continue to develop them, as well as transfer the experience to other civil society institutions. New training programmes implemented through the project will also be introduced to the women, such as management of wedding halls and elderly care, given that these specialties are in great demand from the local community.

The output 1.2 (on one-on-one psychosocial counselling and mentoring for a target of 40 women) has been modified to social counseling and mentoring sessions due to the requirements of the Ministry of Planning and International Cooperation (MOPIC) during the governmental approval process of the project work plan.

In addition to the vocational training, the 58 women received technical support sessions led by the project trainers, on preparing project workplans, feasibility studies, project management and marketing and product marketing. Moreover, they took training on writing project proposals, culminating in the submission of 24 project proposals. Of these, eight projects were selected for grants according to criteria adopted by the project selection committee, contributing to Output 1.5, indicator 1.5.1. These joint projects, run by 29 women (12 Syrian refugee and 17 vulnerable Jordanian women) include:

- a sewing and recycling clothing project run by four women at the Zarqa Women's Association;
- a home-based sewing and recycling clothing project run by another four women in Zarqa;
- a wedding and events hall management project run by five women at the Zarqa Women's Association;
- an elderly care project run by five women in Zarqa;
- a sales & marketing project run by four women at the Family Welfare Association in Zarqa;
- a cosmetics project run by four women in East Amman, Al Nuzha;
- an elderly care project for three women in Zarqa.
- and a cooking and food production project run by three women in East Amman, Al Nuzha.

During the project extension period, in the last quarter of 2019, JFBPW provided the projects with the necessary start-up equipment, helped the women obtain home-based business licenses and connected them with local networking opportunities in their communities and/or with the private sector. JFBPW also helped find jobs for the other 29 women trained whose projects were not selected. **As a result, at least half of the trained women are running their own businesses using their new skills, in line with Output 1.5, while the other half are using their acquired skills in the job market.**

Challenge and lessons learned

There was a lack of variety in the vocational programmes provided by the Vocational Training Corporation, despite women's interest and the needs of the labour market in Zarqa. To resolve this challenge, new training programmes in the field of elderly care and wedding hall management were designed and officially accredited by the Vocational Training Corporation. These will continue to be implemented in different regions well beyond the scope of this project.

Another challenge to expanding projects was that women need to obtain a licence for certain professions so that they can legally market their products and access tenders for funding from international organizations. As such,

during the project extension period, JFPBW worked on getting government approvals for the women to have work licences. In this area, a best practice was also the linking of new business owners with the private sector, which expanded their work opportunities and helped market their products.

Overall challenges and lessons learned

One of the broader lessons learned for UN Women was that it is critical to continue systematic M&E capacity building trainings, workshops, and field-based sessions for the partners, especially those who are CBOs and local CSOs. There should be more dedicated staff to oversee and provide partners' capacity building and allocated year marked funding for strengthening M&E system including needs assessment and providing a tailored made training.

Strengthen coordination efforts for WPHF grantees is a critical to unit partners for broader national advocacy initiatives to promote women's rights and gender equality. UN Women can play a significant role in providing the meaningful networking opportunities for the local partners under WPHF and leverage their individual and collective resources to advance the national WPS agenda.

Launch of WPHF II phase

For the second phase a call for proposals was announced in 2019 for the Women's Peace and Humanitarian Fund to promote women's participation in conflict prevention, crisis response, peacebuilding and recovery. The Ministry of Social Development and UN Women Jordan jointly launched outreach orientation workshops in different governorates to invite grass-roots women's organizations and community-based women's organizations to apply for funding before the 16 June 2019 deadline. The workshops were designed to ensure that the most excluded and vulnerable women's groups have enhanced access to relevant information and participate in the call to increase their capacity and access to resources. This is a significant step towards promoting the socioeconomic recovery of the most vulnerable women in post-conflict situations. To ensure broader outreach, the announcement was channelled through national newspapers.

WPHF National Steering Committee has endorsed five project proposals out of submitted 39 projects in October 2019. The NSC approved five proposals focused on strengthening women's civic, political and economic engagement submitted by: Family and Childhood Protection Society, Al-Anwar Women Charity Society, National Association for Family Empowerment, Al Birth Charity Association and Sisterhood is Global Institute.

ii) A specific story

Success story 1: 'From local to national influence: Women Ambassadors of Peace - a community based initiative from the Khwtwat Al Amal Society'

Problem/Challenge: The community, and women in particular, lack role-models or information about women leaders in peace processes in Jordan and an absence of women-to-women support and encouragement to promote women's success. Many women-led community-based organizations also lack the capacity to effectively engage in outreach and advocacy. Mai Abu Idaad is an elected member of Irbid's Governorate Council and Chair of the Local Committee in the Governorate Council, as well as the Director of the Khwtwat Amal Charity Association (which works on economic and social empowerment, humanitarian aid and social skills). She is active in social and political work, as well as on youth and women's issues. But despite her accomplishments, she still did not have experience in implementing initiatives related to the role of women in peace and security and shared that it was difficult for her to conceptualize this. Prior to this project, she was not aware of the goals and vision of UNSCR 1325.

Programme interventions: Through this project, Khwtwat Amal Charity Association was selected as one of the 18

organizations that participated in ARDD's capacity-building for women-led CBOs, which included a presentation on JONAP and UNSCR 1325 and built her capacity for outreach as well as designing and implementing women-led community initiatives that raise awareness of the importance of women's involvement in peace and security.

Result: After gaining this knowledge about the role of women in peace and security as well as how to design and implement community initiatives, Mai proposed and launched an initiative in Irbid targeting women. Entitled **Ambassadors of Peace**, the initiative involves dialogues and lectures for local communities on the impact of social, political and economic development of women in peacemaking and alleviating domestic and community violence. It showcased success stories of inspiring young women leaders who have improved their economic and social standard of living and the importance of active participation in elections, as candidates or voters. The initiative included the creation of a Facebook page for sustainability. Women empowered throughout this community-based initiative became the members of the Jordan National Forum (JONAF). JONAF is a participatory platform for women's joint advocacy efforts to strengthen women's participation in gender-responsive local planning and decision making. Through the membership in JONAF women from Mafraq and Irbid will continue to engage in local and national level advocacy initiatives become the part of broader national network.

Lessons learned: Targeting local associations is essential, as is working with community women in particular. Networks such as peace ambassadors and the presentation of successful experiences for women to emulate are important and underutilized aspects of community outreach.

Other stories published on the UN Women website in 2019, based on the JNFW (concluded in 2018) and FCPS projects at: <https://jordan.unwomen.org/en/news/stories/2019/february/be-strong-and-unleash-your-potential> at <https://jordan.unwomen.org/en/news/stories/2019/december/from-where-i-stand-i-swear-i-will-get-there-this-is-just-the-beginning-for-me>

III. Assessments, Evaluations and Knowledge

FCPS conducted a series of assessments and dissemination sessions after concluding project activities. Final monitoring exercises at the IFH clinics included reviewing patient charts to see if health-care-providers were, in fact, providing comprehensive family planning counselling. A total of 60 charts were reviewed to assess the quality of such counselling. Final exit interviews were also conducted with IFH staff, including primary health-care providers and clinic managers, with a total of seven staff, to evaluate the intervention with their clinic and explore whether staff believed that integrating emergency contraception was effective in addressing the sexual and reproductive health needs of their patients and women in both Jordanian and Syrian communities. In addition, three focus-group discussions were conducted with 36 women in the community who received patient care at IFH. These discussions explored women's knowledge of the intervention, their thoughts and feelings surrounding sexual and reproductive health service-provision, and whether they felt that the provision of emergency contraception had helped to meet their needs. Three sessions were then conducted with 34 individuals in Irbid and Amman, along with partners and main stakeholders, to disseminate outputs and outcomes. As a result, IFH successfully integrated emergency contraception (EC) reporting forms in their patient charts, which makes IFH one of the few health facilities in Jordan that is meeting the global guidelines for the Minimum Initial Service Package. IFH provides now EC as a method of family planning and not just in cases of rape. Women beneficiaries also expressed satisfaction that they were provided not only with the method of emergency contraception, but with the knowledge about the different modalities of family planning.

ARDD members contributed to substantive discussions about the advocacy strategy and data collection tools for JONAP during the JONAP launch conference in February. The CEO of ARDD, Samar Muhareb, also participated in the 63rd session of the Commission on the Status of Women in New York from 11-22 March 2019, where she shared

her knowledge and experience, highlighting the importance of investing in economic participation for women during times of peace, as it is a crucial element in ensuring their resilience. She also stressed the importance of increased investment in women's networks and supporting solidarity around women's rights movements, which will enable women to contribute to peace and peacebuilding processes.

The JONAF continued to fulfill its role as a joint knowledge-sharing platform, facilitating coordination among its members by identifying strategic issues of concern, advocating for common positions with a unified and consistent voice, engaging and representing members with external stakeholders and sharing information. JONAF helps members to efficiently and effectively address key issues of common interest. These interests are interrelated and aim to enhance the cooperation between members to achieve a better delivery of aid, accountability and efficiency.

IV. Programmatic revisions

In terms of programmatic revisions, JFPBW changed Outcome 6/Output 1.2 (on psychological counselling and mentoring sessions), modifying it to instead cover social support and mentoring sessions for refugees and Jordanian women based on the Ministry's instruction. In August, the JFPBW requested a no-cost extension for the agreement to be able to conduct the remaining activities till the end of December.

Likewise, ARDD changed the wording of Outcome 3/Output 3.3, due to the fact that Jordanian laws and regulations do not allow the registration of Syrian CBOs, which posed a challenge for including them in mapping. ARDD addressed this challenge by mapping Syrian women's informal networks that are co-led by Jordanian-registered CBOs and also mapping CBOs that have Syrian volunteer networks. In May 2019, ARDD requested UN Women's approval to amend Output 3.3 to conduct the capacity-building training for Jordanian CBOs who are working closely with Syrian refugees and that include Syrian refugee volunteers with them, and also CBOs that have the ability to approach Syrian networks in their target location.

Alongside its request to amend the description of Output 3.3, ARDD requested a no-cost extension for the agreement to be able to conduct the remaining activities under Output 3.3, as it was challenging to conduct the CBO capacity-building training and implement the women's community initiatives from 21 May 2019 until 15 June 2019 (end date of the agreement) due to the holy month of Ramadan and the Eid holiday. Both requests were approved in May 2019 and the project end date was extended to 30 September 2019.

With regards to ARDD activity 3.2.5, on the implementation of community dialogues, although two social dialogue sessions were targeted to be held in Irbid and Mafraq, ARDD only managed to conduct one session in Irbid due to budget restrictions. There were discrepancies between the budget and result framework, original budget included costs only for one activity in Irbid, however results framework specified two dialogues.

Priority actions planned for the next year:

WPHF's second phase was launched in Jordan in 2019. Its National Steering Committee endorsed five project proposals, out of 39 submissions. Beginning implementation in 2020, the five selected proposals focus on strengthening women's civic, political and economic engagement. The total amount of WPHF II phase funding is USD 934,550. UN Women held a capacity-building session for the five selected partners to finalize their workplans and budgets, and train them on financial rules and regulations. UN Women will sign project cooperation agreements in January 2020 and partners will apply to receive the JORISS approval.

Annex – Result Framework

	<u>Achieved</u> Indicator Targets	Reasons for Variance with Planned Target (if any)	Source of Verification
<p>Outcome 3 Women and girls affected by crises lead, participate in and benefit from relief and response efforts</p> <p>Indicator: Percentage of women benefitting from the humanitarian response Baseline: Planned Target:</p>	<p>Women represent 22% of total beneficiaries targeted by the Jordan Humanitarian Fund (both humanitarian and resilience response) (UNHCR, 2019⁹)</p>		<p>SRP reports, country reporting, Reporting on WHS individual commitments</p> <p>Annual Secretary General's Reports on Strengthening the Coordination of Humanitarian Emergency Assistance of the United Nations.</p> <p>Data collection</p> <p>CBO initiatives</p>
<p>Output 1.1 Number of women's grass-roots and non-governmental organizations in selected regions increase awareness on gender equality</p> <p>Indicator 1.1.1 A combination of five women-centred grass-roots organizations and/or NGOs increase early marriage awareness in their campaigns Baseline: 0 Planned Target: 5</p>	<p>Four women-centred grass-roots organizations were selected in 2017 by FCPS, with the following geographical distribution: 2 in Mafraq, 1 in Amman, 1 in Irbid. They received training from FPCS on early marriage.</p> <p>70 partners' staff members were trained in early marriage and ethical codes to be able to manage the activities in the local communities.</p>	<p>The number of grass-roots organizations was narrowed from five to four. Most of the organizations contacted as part of the mapping exercise did not consider underage marriage a problem. Only four organizations passed the screening process, in recognition that organizations that do not view child marriage as being associated with negative health and educational outcomes would have been ineffective implementers of the initiative.</p>	<p>Stakeholder analysis</p> <p>Needs assessment tool</p>
<p>Indicator 1.1.2 A minimum of two activities in each organization focusing on early marriage awareness and economic empowerment for</p>	<p>In collaboration with the local partners in Mafraq, Hashmi - Amman and Irbid, two awareness campaigns were</p>	<p>No variance. Target achieved.</p>	<p>Training material</p>

⁹ <http://scs.raisunhcr.org/2019/Default.aspx>

<p>participating girls and women Baseline: 0 Planned Target: 2</p>	<p>conducted through interactive sessions in each governorate. The events were very impressive, and the audience interacted with the project partners. At least two activities were implemented in each organization in each governorate. As part of the “16 Days of Action against Gender-based Violence” 2018, project partners in Irbid, Mafraq and Amman conducted campaigns in local communities on the negative results of early marriage.</p>		<p>Awareness campaign materials, photos Attendance sheets</p>
<p>Output 1.2 Number of classes and activities for girls who married under the age of 18 Indicator 1.2.1 Two informal classes that will be taught weekly in Irbid by a selected teacher for girls who married under the age of 18 to prepare for national final exams Baseline: 0 Planned Target: 2</p>	<p>Two informal classes were taught weekly in Irbid for girls who married under the age of 18 for four months. More than 600 female students took part in the awareness raising sessions organized in six public and UNRWA schools.</p>		<p>Profiles created for each girl/woman Monitoring visits</p>
<p>Output 1.3 Number of schools that increased their advocacy for girls who are at heightened risk of early marriage Indicator 1.3.1 Six schools (public, UNRWA) attended Baseline: 0 Planned Target: 6</p>	<p>Six schools (public, UNRWA) attended awareness-raising sessions.</p>	<p>FCPS’s work in schools was delayed until 2019 because of difficulty getting approvals, so they decided to work through the community and associations selected. Approvals and commitments from schools happened in late 2018 and the planned school sessions took place in January and February 2019, in Irbid, Mafraq and Amman.</p>	<p>List of schools Focus group discussions with teachers and school boards</p>
<p>Indicator 1.3.2 Three awareness campaigns on the risks of early marriage Baseline: 0 Planned Target: 3</p>	<p>In collaboration with local partners in Mafraq, Hashmi - Amman and Irbid, three awareness campaigns were conducted through interactive sessions in six schools. A total of 11 sessions</p>	<p>Achieved.</p>	<p>List of participants Photos of events</p>

	<p>were held by the first quarter of 2019. A young Syrian theatre group of male and female actors who were victims of early marriage presented a sketch "No to Early Marriage" in Mafraq. In Amman, female students presented sketches to the local community in Al-Hashmi. After each show, a public discussion was opened within local communities about the harmful effects of early marriage, talking about Jordanian law and practices in society. In 2017, a campaign was conducted during the "16 Days of Action against Gender-based Violence".</p>		
<p>Output 1.4 Number of IFH clinic staff who increased their knowledge and improved behaviours towards girls who are married under the age of 18, specifically concerning sexual and gender-based violence (SGBV)</p> <p>Indicator 1.4.1 Fifteen staff members in three IFH clinics (45 staff total) increase their awareness of SGBV among child brides Baseline: 0 Planned Target: 45</p>	<p>The knowledge and capacity of 107 IFH staff members were increased in Amman, Mafraq and Irbid on early marriage issues and girls empowerment.</p>	<p>Given the positive response to the training, FCPS managed to train an additional staff members from the Institute for Family Health.</p> <p>The original target of 45 had to be revised because there was a change in prioritization of clinics for IFH. Given their budget cuts, and resulting loss of staff members, FCPS rearranged its intervention to cover two control clinic sites instead of three. In reaching 107staff, the target was not only met, but exceeded.</p>	<p>Focus groups discussions with health care staff (nurses, doctors)</p> <p>Key Informant interviews with clinic directors and management staff</p> <p>Participatory observation</p> <p>Reviews of clinics' policies and procedures regarding SGBV screening, response and referral</p>
<p>Output 1.5 Quality of services targeting girls who were married under the age of 18 be improved</p> <p>Indicator 1.5.1 Healthcare providers engage in services focusing on quality of care for girls who married under the age of 18</p>	<p>Healthcare providers' engagement in services focused on quality of care for girls who were married under the age of 18 was improved, including with follow-up, inclusion of husbands and male family members.</p>	<p>No variances</p>	<p>Review of the referral system</p> <p>Review of clinics' policies and procedures regarding service provision for child brides screening, response and referral</p>

<p>Baseline: TBC Planned Target: TBC</p>			<p>Monitor visits</p>
<p>Indicator 1.5.2 Physicians/nurses improve contraceptive counselling techniques Baseline: TBC Planned Target: TBC</p>	<p>Improved counselling from healthcare staff was provided to newly married patients (specifically girls under 18). FCPS, Try Center and CRHC collaborated to write a Code of Ethics. The purpose of the document is to establish procedures for work with local communities and child brides.</p>	<p>No variances</p>	<p>Patient logs (confidential) Monitoring reports (Including a CRHC staff conducting participatory observation of healthcare provider-patient interactions)</p>
<p>Indicator 1.5.3 Contraceptive efficacy communicated to partners Baseline: TBC Planned Target: 150</p>	<p>150 girls (patients) were informed, not only of a variety of modern methods of contraception, but also of post-coital methods (emergency contraception).</p>	<p>No variances</p>	<p>Patient logs (confidential) Monitoring reports (Including a CRHC participatory staff observation of healthcare provider-patient interactions)</p>
<p>Output 1.6 Misconceptions about contraception among married girls under the age of 18, their husbands and his family are addressed</p> <p>Indicator 1.6.1 Reduce women's misconceptions and fears about different family planning methods (specifically addressing the misconception that contraceptives lead to infertility) Baseline: TBC Planned Target: 10</p> <p>Indicator 1.6.2 Address barriers for women accessing different contraceptive methods Baseline: TBC Planned Target: TBC</p> <p>Indicator 1.6.3 Increase girls/women's knowledge of emergency contraception</p>	<p>CRHC conducted two family planning sessions with 11 child brides. Feedback from the first session was positive. Four of the child brides asked to bring their mother-in-laws to the next family planning session, saying that if their mother-in-laws were part of the discourse, their ability to request contraception/family planning methods would be more successful. This resulted in four of participants receiving the implant and IUDs. In 2017, CRHC's research team conducted a one-day qualitative methods training for TRY Center. They then used the FGD guides to conduct 6 focus group discussions with women and girls who married under the age of 18. During the FGDs, women and girls' experiences with sexual and</p>	<p>No variances.</p>	<p>Patient profiles review Three Focus groups discussions with eight girls under the age of 18 who are married Three Focus group discussions with eight girls who married under the age of 18 but who are now 18+ Participatory observation</p>

<p>(Yuzpe method, post-coital IUD insertion) Baseline: TBC Planned Target: TBC</p>	<p>reproductive health services and SGBV were explored, as well as their knowledge of and attitudes towards emergency contraception.</p>		
<p>Output 2.1 15 Grass-roots organizations from 5 governorates have increased capacities to understand and respond to gender-specific needs and expectations of women and youth in Jordan in the context of the Syria Crisis</p> <p>Indicator 2.1.1 Number of CBOs with capacities increased by 70% Baseline: 0 Planned Target: 10</p>	<p>15 CBOs were selected from the AWO, ANHRE and ACTED networks, with track record and the potential to respond to the needs of women and youth, and to collect evidence-based and gender sensitive data and information. (3 in Irbid, 4 in Mafraq, 4 in Zarqa, 1 in East Amman and 3 in Tafilah.</p> <p>The increase of capacities by 70%, was achieved.</p>	<p>No variances</p>	<p>Validated results of GOGA assessment scored against SMART indicators</p> <p>Programming, monitoring and evaluation reports from ANHRE and ACTED</p> <p>Other external reports and assessment quoting the project activities by AWO, ANHRE and ACTED</p>
<p>Output 2.2 At least 15 community-based initiatives are launched by CBOs to improve the involvement of women and youth in the response to the crises either as practitioners or beneficiaries, and to increase gender-sensitive data collection and analysis in key sectors of intervention</p> <p>Indicator 2.2.1 Number of relevant actions fostering the involvement of women as practitioners or beneficiaries Baseline: 0 Planned Target: 7</p> <p>Indicator 2.2.2 Number of relevant actions fostering gender-sensitive data collection & information Baseline: 0 Planned Target: 8</p>	<p>13 initiatives were launched by CBOs in 2018, including:</p> <ul style="list-style-type: none"> - 2 training-of-trainers workshops organized in Amman (January & September), - 8 local trainings held in all five governorates (April, May & December) - 3 mobilization events held in Amman (January, May & December). <p>Nine completed actions included:</p> <ul style="list-style-type: none"> - one initial visit among targeted Syrian communities and identification of Syrian female community leaders - one focus group launched with 10 to 15 Syrian women to discuss sectoral problems & needs 	<p>No variance.</p>	<p>Validated results of GOGA assessment scored against SMART indicators</p> <p>Programming, monitoring and evaluation report from AWO, ANHRE and ACTED</p> <p>Other external reports and assessments quoting the project activities by AWO, ANHRE and ACTED</p> <p>Results of satisfaction survey and feedback mechanisms</p>

	<ul style="list-style-type: none"> - individual interviews (on average 40) with Syrian women, and their families, from targeted communities - 5 interviews done with key stakeholders active in selected sectors. - CBOs also signed a data protection protocol with the 15 CBO focal points. 		
<p>Output 3.1 An increased number of women in Mafraq and Irbid are aware of their rights and have the confidence to navigate and utilize the Jordanian justice system</p> <p>Indicator 3.1.1 Number of women who attend the legal empowerment sessions Baseline: 0 Planned Target: 240</p>	<p>During 2018, 12 legal awareness sessions were held (6 in Mafraq, 6 in Irbid), reaching 120 women and girls in Mafraq (75 Syrian refugees and 45 Host community) and 118 women and girls in Irbid (57 Syrian refugees and 61 host community) for a total of 238.</p>	<p>Target achieved in 2018. With 238 Syrian and Jordanian women and girls participating in 12 legal empowerment sessions, the target can be said to be met.</p>	<p>Attendance sheets</p> <p>Baseline / End-line survey</p> <p>Project staff observations</p>
<p>Indicator 3.1.2 Percentage of women who report an increase in knowledge about their rights in Jordan Baseline: 20% Planned Target: 75%</p>	<p>During 2018, 12 psychosocial support sessions were held targeting 237 women and girls in Mafraq and Irbid. In surveys after the sessions, 80% of women reported an increase in knowledge about their rights.</p>	<p>The target of 75% increased knowledge was exceeded.</p>	<p>Attendance sheets</p> <p>Project staff observations</p> <p>Baseline / End-line survey</p>
<p>Indicator 3.1.3 Percentage of women who report an increase in confidence to utilize the Jordanian justice system Baseline: 20% Planned Target: 75%</p>	<p>To increase women's confidence in using the legal system, ARDD's legal unit provided one-on-one legal consultations in Mafraq and Irbid. In 2018, they offered one-on-one legal consultations to 1,252 women and in 2019 they offered 925 sessions (for a total of 2,177 women reached). In endline surveys, the percentage of</p>	<p>The target of 75% increased confidence was exceeded, with 80% of consultations participants reporting increased confidence. The initial indicators 3.1.2. and 3.1.3 included number of women but it was changed to percentage.</p>	<p>Lawyer's reports</p> <p>Project staff observations</p> <p>Baseline / End-line survey</p>

	women who reported an increase in confidence in utilizing the Jordanian justice system was 80%.		
<p>Output 3.2 An increased number of women in Mafraq and Irbid are able to play an active and meaningful role in conflict management within their communities, and to promote solidarity and social cohesion between refugee and host community members</p> <p>Indicator 3.2.1 Number of women who attend the conflict management sessions Baseline: 0 Planned Target: 60</p>	<p>A total of 34 women were reached through 4 conflict-management training sessions implemented in Mafraq in January 2019. This adds to the 33 women trained in Irbid in 2018, for a total of 67 Syrian and Jordanian women and girls participating in 8 conflict management sessions.</p>	<p>The target was not reached however those 67 women who increased the skills and knowledge in conflict management expressed strong commitments, interest in the subject and shared positive feedback during the discussion in the training.</p>	<p>Attendance sheets</p> <p>Baseline / End-line survey</p> <p>Project staff observations</p>
<p>Indicator 3.2.2 Number of women who report to have enhanced their conflict management skills</p>	<p>Following the conflict-management training, a reduced group of 33 women and girls (who demonstrated the greatest commitment and engagement) participated in sessions to design community dialogues (14 women in Irbid in 2018 and 19 in Mafraq in 2019). Utilizing the skills obtained.</p>		
<p>Indicator 3.2.3 Number of community dialogues successfully implemented by the selected women Baseline: 0 Planned Target: 2</p>	<p>One dialogue with the participation of 33 women in total (19 in Mafraq and 14 in Irbid) implemented in Irbid in February 2019. The community dialogue sessions discussed what is affecting women's full participation in conflict-resolution and decision-making.</p>	<p>Although 2 community dialogue sessions were specified in the target (in Irbid and Mafraq), due to budget limitations, ARDD managed to implement only one community dialogue in Irbid.¹⁰</p>	

¹⁰ (Please check "Challenges and lessons learned" for further details)

<p>Output 3.3 Women-led Jordanian- registered CBOs that have Syrian volunteers and/or work with Syrians in host communities in Irbid and Mafraq have increased their capacity and confidence in order to broaden their reach with community members and meaningfully participate in the humanitarian response for Syrian women.¹¹</p> <p>Indicator 3.3.1 Number of training modules produced by ARDD that target Syrian women-led CBOs/networks (formal and informal) Baseline: 0 Planned Target: 1</p> <p>Indicator 3.3.2 Number of women who attend the capacity-building workshops Baseline: 0 Planned Target: 20</p> <p>Indicator 3.3.3 Number of initiatives implemented by the participating women Baseline: 0 Planned Target: 8</p> <p>Indicator 3.3.4 Number of women who report an increase of knowledge on the selected capacity-building topics</p>	<p>One mapping and training needs assessment document was developed to include women in more humanitarian decision-making processes and was tailored to meet the needs of for women-led Jordanian CBOs with Syrian volunteers or who work with Syrians in host communities in Irbid and Mafraq. (July 2019)</p> <p>3.3.2 Twenty-two women-led CBOs were selected to participate in the capacity-building sessions: out of which 18 showed real interest and commitment to attend the project activities. Six capacity-building sessions were conducted as planned with these women leaders of CBOs (9 in Mafraq and 9 in Irbid).</p> <p>3.3.3 Eight women-led community initiatives were launched in Mafraq and Irbid (4 in each location reaching a total of 481 beneficiaries)¹². The initiatives supported the establishment of the ARDD's Community Women Network, which aims to empower women to play an active social and economic role in their communities and promote their efforts in peacebuilding and humanitarian response.</p> <p>3.3.4. Only 12% of trained women reported an increase of knowledge on</p>	<p>ARDD changed the wording of Output 3.3, due to the fact that Jordanian laws and regulations do not allow the registration of Syrian CBOs, which posed a challenge for including them in mapping. ARDD addressed this challenge by mapping Syrian women's informal networks that are co-led by Jordanian-registered CBOs and also mapping CBOs that have Syrian volunteer networks. In May 2019, ARDD requested UN Women's approval to amend Output 3.3 to conduct the capacity-building training for Jordanian CBOs who are working closely with Syrian refugees and that include Syrian refugee volunteers with them, and also CBOs that have the ability to approach Syrian networks in their target location.</p> <p>The knowledge baseline for indicator 3.3.4. was already high, in Irbid the average knowledge baseline was 81.1%</p>	<p>Training module available to share at the end of project</p> <p>Attendance sheets</p> <p>Baseline / end-line survey</p> <p>Project staff observations</p>
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¹¹ See "Challenges, lessons learned & best practices" for further details.

¹² Check tables below in the II. Results section for exact implementation dates; and age and gender disaggregation.

	selected capacity-building topics based on pre- and post-training tests.	and in Mafraq - 84.8%. In average the knowdge baseline on the selected capacity-building topics was 94.95%.	
Outcome 6: The socioeconomic recovery of women is promoted in post-conflict situations Indicator: Labour force participation rate for persons aged 15+, by sex	Female labour force participation in Jordan was 15.6% in 2018, and women interpreneurs constitute only 4% ¹³ .		Department of Statistics Annual Report
Output 1.1 Market research analysing private sector skills requirements in Amman and Irbid, and a list of prospective employees Indicator 1.1.1 Number of jobs identified Baseline: 0 Planned Target: 350	After the corresponding research by JNFW, 350 jobs were secured for beneficiaries in Amman & Irbid; however, only 75 jobs were accepted by beneficiaries 50 in Irbid & 25 in Amman.	While the target number of jobs were identified and matches made, when it came time to accepting the positions, many of the women shied away, citing social stigma.	JNFW's market research report
Output 1.2 Outreach and vulnerability assessment to identify and screen training beneficiaries Indicator 1.2.1 Number of marginalized women selected for training Baseline: 0 Planned Target: 350	Exceeding the target, 438 women enrolled to participate in training (262 Jordanians, 176 Syrians). A number of orientation sessions were conducted and a needs assessment was completed by each participant.	No variances.	JNFW's database for the project
Output 1.3 Employability and soft skills training for vulnerable and marginalized women Indicator 1.3.1 Number of marginalized women trained and certified Baseline: 0 Planned Target: 350	A first round of 14 training sessions were held in Amman & Irbid with a total of 363 women (248 Jordanians & 115 Syrians) with two-day sessions on financial literacy, gender equality and life skills. A second round (for those who completed the first) of 14 sessions were held in Amman & Irbid with a	Due to the delay in starting implementation of the project, the duration of this training was reduced from 3 days to 2 days. The target was exceeded .	Training attendance sheet

¹³ Department of Statistics, annual data for employment and unemployment survey.

	<p>total of 259 participants (162 Jordanians & 97 Syrians) taking another two-day training on employability, safety and labour laws, as well as marketing and communications.</p> <p>An additional 12 vocational trainings on skills such as chocolate-making, sewing, food processing, soap-making, etc. were also organized in Amman and Irbid, with 400 women assisting.</p>		
<p>Output 1.4 Puppet shows and interactive theatre performances for vulnerable and marginalized women</p> <p>Indicator 1.4.1 Number of performances conducted Baseline: 0 Planned Target: 14</p>	<p>Meeting the target, 14 puppet shows and interactive theatre performances were conducted in Amman & Irbid, attended by a total of 406 marginalized women, from Jordan, Syria and Iraq.</p>	<p>No variances.</p>	<p>Signed contracts</p> <p>JNFW's database for the project</p>
<p>Output 1.5 A peer support network for women</p> <p>Indicator 1.5.1 Number of sessions Baseline: 0 Planned Target: 14</p> <p>Indicator 1.5.2 Number of individuals per session Baseline: 0 Planned Target: 25</p>	<p>A total of 12 peer support network sessions were held by the peer support network (7 in Amman & 5 in Irbid) with 15-25 participants per session for a total number 206 participants (116 Jordanians & 90 Syrians).</p>	<p>Due to time constraints, only 12 meetings were held.</p>	<p>Meeting attendance sheet</p>
<p>Output 1.6 Employment linkages for training beneficiaries</p> <p>Indicator 1.6.1 Number of marginalized men and women who are linked with employment</p>	<p>Although 240 beneficiaries were linked with employment opportunities (164 Jordanians & 76 Syrians), only 75 beneficiaries accepted the job offers at</p>	<p>Although many employment linkages were made, a fraction of the women actually accepted the jobs, many citing social stigma.</p>	<p>JNFW's database for the project</p>



<p>opportunities Baseline: 0 Planned Target: 200</p>	<p>factories (50 women in Irbid & 25 in Amman).</p>		
<p>Output 1.7 Round-table discussion gathering stakeholders of women's / refugee initiatives, to create awareness of needs and discuss potential policies to improve livelihood opportunities</p> <p>Indicator 1.7.1 Number of recommendations agreed to and an established process for advancing these recommendations. The type and number of recommendations, as well as their advancement procedures will be determined during the roundtables.</p>	<p>Four round-table discussions sessions were held in for stakeholders in Amman & Irbid, resulting in a number of recommendations on how to improve JNFW's future work and how to increase women's participation in the labour force. The discussions resulted in 6 main recommendations:</p> <ul style="list-style-type: none"> • Increase training on basic sewing, handicrafts and food processing in future programmes • Establish a business incubator at JNFW premises for small businesses for beneficiaries and other women • Support women to find funds and help them register their own businesses • Create a network among like-minded women who want to start their own businesses • Increase awareness-raising sessions between beneficiaries and other women, including their families, on the importance of joining the labour market • Invite women to different bazaars to participate and sell their products. <p>It was agreed that each partner will present its expertise and network to help JNFW in the future to encourage</p>	<p>No variances.</p>	<p>JNFW's database for the project</p>



	the beneficiaries to join the labour market.		
<p>Outcome 6: The socioeconomic recovery of women is promoted in post-conflict situations</p> <p>Indicator: Proportion of informal employment in non-agricultural work, by sex</p>	Female labour force participation in Jordan was 15.6% in 2018, and women interpreneurs constitute only 4% ¹⁴ .		ILO
<p>Output 1.1 Studies of women refugees' knowledge and skills baselines and community basic service/products provision are conducted</p> <p>Indicator 1.1.1 Number of study reports. 1st study identifies existing income generating skill-sets of women refugees covering 100 households in Zarqa and 100 households in East Amman areas. 2nd study identifies services / goods needed by host community with significant numbers of refugees. Sample size of 200 households, 100 households in Zarqa and 100 in East Amman Baseline: 0 Planned Target: 2</p>	Two qualitative studies were produced in target communities in two governorates: Zarqa (covering seven local communities) and Amman (covering east Amman). The studies identified 4 key potential income-generating areas that women on the "supply side" could provide if their skills were enhanced, as well as the need and capacity of community markets "demand" to absorb these identified income-generating projects/initiatives. (JFPBW)	No variances.	Study reports
<p>Output 1.2 Psychosocial counselling and mentoring sessions conducted</p> <p>Indicator 1.2.1 Number of women that attended one-on-one counselling sessions and/or who received mentoring Baseline: 0 Planned Target: 40 (20 / governorate)</p>	58 women received the social conseling and mentoring sessions.	The psychological support sessions have been modified to social counseling and mentoring sessions due to the requirements of the Ministry of Planning and International Cooperation (MOPIC) during the governmental approval process of the project work plan.	Session attendance sheets

¹⁴ Department of Statistics, annual data for employment and unemployment survey.

<p>Output 1.3 Psychosocial support group sessions are held</p> <p>Indicator 1.3.1 Number of women who benefit from the psychosocial support group communications sessions</p> <p>Baseline: 0 Planned Target: 120</p>	<p>Target met and surpassed in 2018, with 150 women attending group sessions.</p>	<p>No variances.</p>	<p>Session attendance sheets</p>
<p>Output 1.4 Refugee women leading households are trained on selected basic vocational skills</p> <p>Indicator 1.4.1 Number refugee women trained</p> <p>Baseline: 0 Planned Target: 48 (24/governorate)</p>	<p>Exceeding the target of 48 women, in 2019, 58 vulnerable Jordanian and refugee women, out of them 16 were heads of household in Zarqa and East Amman were trained on selected vocational skills. Out of total 22 were refugees and 38 vulnerable Jordanian women.</p>	<p>JFBPW included the women from host community among the beneficiaries under the output 1.4. to promote integration and social cohesion between refugee women and women from host communities. Also the number of governorates covered were changed to two - Zarqa and East Amman, instead of 24, because the supply-demand study was conducted into these governorates and project built on the results of the study and implemented interventions in those governorates.</p>	<p>Training Certificates</p>
<p>Output 1.5 Trained refugees run their own businesses using their new skills</p> <p>Indicator 1.5.1 Number of project ideas supported financially with seed money</p> <p>Baseline: 0 Planned Target: 12</p>	<p>Eight projects involving 29 women were selected for grants according to criteria adopted by the project selection committee. JFBPW followed-up with the projects to help the women obtain home-based business licenses.</p>	<p>Although 24 project proposals were received, only eight were selected, instead of the target of 12 projects, based on the strength of the proposals and their compliance with selection committee criteria.</p>	<p>Grants receipts</p>