

## Women's Peace and Humanitarian Fund

### ANNUAL PROGRESS REPORT 2023

<b>Country</b>	<b>Submitted by PUNO(s) UN Women or NUNO(s)<sup>1</sup></b>
Jordan	Name of Entity: UN Women Name of Representative: Nicolas Burniat
<b>MPTF Project Number</b>	<b>Implementing Partners</b>
00105709 (WPHF Regular Funding Cycle) 00122551 (COVID-19)	Lead Organization: Arab Women Organization (AWO) • Co-implementers: Arab Hydrology Alliance (AHA) and Arab Network of Civic Education (ANHRE) Lead Organization: Athar Association for Youth Development • Co-implementers: ARCS Culture Solidali Lead Organization: Sisterhood is Global Institute (SIGI)
<b>Reporting Period</b>	
1 January 2023–31 December 2023	
<b>Funding Call</b> <i>Select all that apply</i>	
X Regular Funding Cycle <i>Specify Call (CfP 1, 2, 3, etc.) _CfP2_____</i> X COVID-19 Emergency Response Window	
<b>WPHF Outcomes<sup>2</sup> to which report contributes for reporting period</b> <i>Select all that apply</i>	
<input type="checkbox"/> Outcome 1: Enabling environment for implementation of WPS commitments <input type="checkbox"/> Outcome 2: Conflict prevention X Outcome 3: Humanitarian response	<input type="checkbox"/> Outcome 4: Conflict resolution <input type="checkbox"/> Outcome 5: Protection X Outcome 6: Peacebuilding and recovery
<b>Programme Start Date</b>	<b>Total Approved Budget (USD)</b>
<i>As per ME/Transmittal Forms</i> January 2020	<i>Total approved budget for WPHF active country allocation as per the ME and Transmittal Forms</i> WPHF Regular Funding Phase I and II USD 1,999,789 WPHF COVID ERW – USD 285,690
<b>Programme End Date</b>	<b>Amount Transferred to CSOs (USD)</b>
Initially January 2023, but three projects received no-cost extensions until May and June 2023.	<i>Tranche (amount) which was transferred to the CSOs (total for programme period)</i> WPHF Regular Funding Phase I and II USD 1,999,789 WPHF COVID ERW – USD 285,690

<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 1 page, summarize the most important achievements of the Programme during the reporting period. The executive summary should be an analysis and consolidation of the achievements and should serve as a standalone summary of the WPHF country' results for the year.*

*Please include:*

- a) Background on WPHF: overview of calls for proposals (CfPs) that were launched (date), and details on NSC meetings, how many CSOs were selected, and when implementation is estimated to begin/has begun*
- b) overall/consolidated WPHF impact at the country level (how WPHF funding has contributed to WPS, gender equality and peacebuilding, gender-responsive humanitarian action etc.) and explain if any linkages with national processes (NAPs, humanitarian response, peace processes, etc.). and how WPHF funding/grantees contributed.*
- c) one sentence with the consolidated direct and indirect beneficiaries (disaggregated by sex).*
- d) overall challenges*
- e) if the country has received additional funding for capacity building or peer learning initiatives, one sentence on the results of the capacity building project.*

In 2023, UN Women's Peace and Humanitarian Fund (WPHF)-funded projects reached **416 direct and 1,014 indirect beneficiaries** through initiatives implemented in partnership with three civil society organizations (CSOs): Arab Women Organization (AWO), Athar Association for Youth Development, and the Sisterhood is Global Institute (SIGI). Cumulatively, from 2020–2023, projects implemented by seven CSOs and 13 community-based organizations (CBOs) have collectively reached more than 11,241 direct and 87,195 indirect beneficiaries.

**AWO, in partnership with UN Women, strengthened the capacity of 1300 participants on marketing of local products to enhance women socio-economic recovery. The trainings** reached 205 direct and 1,025 indirect beneficiaries through 2023 activities such as a workshop for eight local CBOs on Facebook marketing, 12 women entrepreneurs who took part in a business reflection meeting in Ma'an, 60 women who took part in four local bazaars, and 125 stakeholders who took part in regular meetings on the needs and challenges women face. Cumulative project results include: a network and database of women-led small-scale producers and service-providers that is helping ensure that women-led projects are needs-based. At least 31 CBOs and more than 400 women beneficiaries from three governorates are now able to effectively develop and market local products and have increased their sales by 70% on average as a result of: a comprehensive needs assessment in 2021, CBO trainings-of-trainers in 2022, 12 training workshops for women entrepreneurs on financial and administrative management, leadership and marketing in 2022. Regular multi-stakeholder meetings have promoted trust, knowledge-sharing and collaboration between government officials, CBOs and women entrepreneurs, helping them better understand market demands, pricing and distribution channels and empowering them to strategically position products and services. This has contributed to more efficient and effective supply chains, reduced waste and improved product quality. Local women entrepreneurs have also increased their use of e-marketing channels and modern techniques to promote their products and services, and 80% of the women who participated in trainings now have pages for their projects on Facebook. In addition, the "Aghsan" Facebook page, launched under the project, features 45 local women-led projects and has had more than 2,500 visitors, heightened brand recognition and increasing sales and revenue. Page metrics have also served to refine marketing strategies, tailor product offerings and optimize future campaigns. More than 60 women entrepreneurs and 900 visitors participated in four local bazaars in 2023,<sup>3</sup> providing an opportunity for women to sell their products and services, generate income. These inclusive local bazaars have also had the ripple effect of breaking down barriers and promoting unity and community cohesion. A dedicated showroom was also established as part of a permanent exhibition for 20 women's locally produced fashion and accessories, leading to a notable 30% increase in sales. Additionally, AWO trained 4 CBOs and 15 CBOs through the Mosawa Network on technical skills to enhance financial management which is central for achieving sustainable income generating interventions.

In 2023, 73 women were reached by Athar Organization. **33** vulnerable women (23 Syrian/10 Jordan) in Russeifa, Zarqa Governorate, received much-needed cash assistance that has improved their ability to meet their basic needs, pay debts, increase their food consumption, improve their resilience and reduce economic stress; **20** vulnerable women-headed households with home-based businesses who received financial literacy and financial management training, 10 of which received funds to purchase equipment and materials (such as sewing machines and kitchen supplies) enabling them to not only sustain their operations amid COVID-19 pressures, but increase their incomes and family's well-being while growing their businesses; and **20** Syrian and Jordanian women who took part in a refugee resilience awareness-raising session highlighting the best practices refugees have adopted to maintain hope, heal and start anew in June 2023. Cumulative Athar project results also include: 300 women who received necessary personal protective equipment (PPE) and hygiene instructions, enabling them to stay safe amid the pandemic; 169 people who accessed essential gender-based violence services (including at least 120 women who accessed the hotline in 2022, 20 who received individual psychotherapy, 22 women and 2 men who benefited from group therapy, and five women who received referrals); 164 women who increased their knowledge of political violence against women during 16 Days of Activism events in 2021; and another 35 women who were engaged through other awareness-raising events on farming and technology in 2022.

**SIGI** reached 187 beneficiaries in 2023 (138 direct and 49 indirect), including: 78 who participated in meetings to measure project impact and challenges that identified the need to expand training (especially on agriculture and hydroponics, marketing, entrepreneurship, photography, project proposal writing, project and business management); 60 stakeholders who took part in a national conference on protection from economic violence in May 2023 that culminated in key recommendations to ensure women's legal protection in the workplace that were presented to decision-makers; and 49 participants (38 women/11 men) who attended SIGI's project closing meeting in July 2023, which showcased success stories and outstanding local experiences and recommended future steps. Cumulative project results include increased public awareness of the importance of including vulnerable Jordanian and refugee women and girls in economic recovery processes and of increasing their participation in peacebuilding and security thanks in part to a major advocacy campaign with audio recordings, a film, social media content with estimate viewership of 10,000, and 12 'Wednesday cultural evening' awareness-raising events – the latter of which direct engaged 356 people and were viewed by another 5,000. Assessments of 300 at-risk women and girls

<sup>3</sup> Each target governorate held a two-day bazaar, in Ma'an, Mafraq, Russiefa (Zarqa Governorate), and Zarqa City.

## Executive Summary

(50% Syrian) as well as market analysis yielded key insights into barriers to women's economic participation, and training and employer needs. Eighty Jordanian and Syrian refugee and Jordanian increased their self-esteem, communication and conflict-resolution skills as well as their ability to overcome obstacles through vocational and life skills training and mentorship, then transferred these skills through peer-to-peer training of another 483 women and girls in Ajloun and Jerash, motivating them to take steps to start small businesses and benefit from modern farming techniques. More than 200 Jordanian and Syrian refugee women learned about laws and regulations governing the Jordanian labor market and labor rights, with pre/post-course assessments showing a 70% increase in participants knowledge as well as an increased ability to express themselves and share their experiences. And a series of six conferences and corresponding policy papers shared with policymakers issued key recommendations, some of which have been reflected in legal changes such as to Jordanian Labor Laws in 2023.

## 1. Project Profile for Reporting Period

Use the following table for an overview by each project/organization. Also include grants for capacity building received at the country level, as outlined in the Project Document submitted to WPHF. Please add a new row for each project. Refer to definitions in the footnotes.

Funding CFP <sup>4</sup>	Lead Organization Name	Type of Organization <sup>5</sup>	Coverage/Level of Organization <sup>6</sup>	WPHF Outcome/ Impact Area <sup>7</sup>	Project Location (State, Province or Region)	Name of Implementing Partner(s) and type of Organisation <sup>8</sup>	Project Start and End Date as per PCAs <sup>9</sup>	Total Approved Budget (USD)
CFP Round 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 July 2023	USD 167,290
CFP Round 2	Arab Women Organization (AWO)	Both women-led & women's rights CSO	Subnational	Outcome 6	Mafraq, Zarqa, Maan	Arab Hydrology Alliance (AHA) and Arab Network of Civic Education (ANHRE) (Other)	12 January 2020 – 31 May 2023	USD 200,000
COVID-ERW	Athar Association for Youth Development	Both women's rights, youth rights & youth led CSO	Local	Outcome 3	Amman Governorate	ARCS Culture Solidali (Other)	13 October 2021 – 31 March 2023 (no-cost extension until 30 June 2023)	USD 120,000

<sup>4</sup> For each grant, indicate if it is Country Cfp 1; Cfp 2; Cfp 3, etc. Please also note if it is a Spotlight WPHF Partnership; Partnership with BMZ on Forced Displacement; or COVID-19 Emergency Response

<sup>5</sup> Type of organizations are: i) Women's Led; ii) Women's Rights; iii) Both Women-led and Women's Rights; iv) Youth Focused; v) young women led; vi) both youth focused/young women led; vii) LGBTQI+; viii) Other as identified by the CSO.

<sup>6</sup> Please select from: i) International; ii) National; iii) Sub-National/Regional; or iv) Community-based (local) for each grant. International organizations operate in more than one country. National organizations have a nationwide coverage. Sub-National 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 sub-national/regional or national scope.

<sup>7</sup> WPHF Outcomes are Outcome 1: Enabling environment for the implementation of WPS commitments; Outcome 2: Conflict prevention; Outcome 3: Humanitarian and Crisis 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>8</sup> For each co-implementing partner (those on cover page and who received a transfer), state if they are i) Women's Led; ii) Women's Rights; iii) Both Women-led and Women's Rights; iv) Youth-led/focused; or v) Other.

<sup>9</sup> Use the official PCA for start and end dates. If the project received an extension, please note this.

## 2. Beneficiaries and Reach (Consolidated)

a) Complete the Excel spreadsheet called "WPHF Beneficiary Template" for each project and attach it to this report during submission. Instructions for this working sheet are found in the template. The excel sheet tracks beneficiaries by each CSO.

b) In the table below, provide the consolidated number of direct beneficiaries reached for all projects during the reporting period for each sex/age group in your country. Also select the different inter-sectionalities (e.g. refugees/IDPs, PWDs or another variable important in your country). Refer to definitions in the footnotes.

### 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+)	147	147 X 5 (average family size in Jordan) =735		515	515 X 5 (average family size in Jordan) =2,575	31
Boys (0-17)						
Men (18+)	58	290		82	82 X 5= 410	
LGBTQI+						
<b>Total</b>	<b>205</b>	<b>1,025</b>		<b>597</b>	<b>2,985</b>	<b>31 CBOs</b>
<i>Select all that apply</i>						
<input checked="" type="checkbox"/> Refugees/IDPs <input type="checkbox"/> People/Women living with disabilities <input checked="" type="checkbox"/> Survivors of SGBV <input type="checkbox"/> LGBTQI+ <input type="checkbox"/> Child/Single Mothers <input 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			0	750	
Women (18+)	33			639	1,020	7
Boys (0-17)	0			0	786	
Men (18+)				49	400	
LGBTQI+						
<b>Total</b>	<b>33</b>			<b>694</b>	<b>2,956</b>	<b>7</b>
<i>Select all that apply</i>						
<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"/> LGBTQI+ <input type="checkbox"/> Child/Single Mothers <input checked="" type="checkbox"/> Widows <input checked="" 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+)	138	38		3,049	13,192	9
Boys (0-17)	0	0		0	0	
Men (18+)	0	11		651	1,782	1
LGBTQI+						
<b>Total</b>	<b>138</b>	<b>49</b>		<b>3,700</b>	<b>14,974</b>	<b>10</b>
<i>Select all that apply</i>						
<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"/> LGBTQI+ <input checked="" 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

*Describe any relevant updates in the peace/security/humanitarian/political/human rights context experienced by the country during the reporting period. Specifically describe how it impacts women and operations at the country level.*

Jordan is a middle-income country with a population of 11.2 million, which remains among the countries most impacted by the Syria crisis, hosting an estimated 2.2 million refugees (1.6 million of which are Syrian and 651,329 of which are registered by UNHCR)<sup>10</sup> – the second-highest share of refugees per capita in the world, putting unprecedented pressure on its resources, infrastructure and labour market.<sup>11</sup> Women and girls, who constitute half of the refugee population in Jordan, carry the double burden of gender discrimination and refugee status.

Jordan's ranking on the Global Gender Gap Index slipped slightly in this reporting period, now ranking 126<sup>th</sup> out of 146 countries in 2023, compared to 122/146 in 2022.<sup>12</sup> Despite women's high educational attainment, prevailing social norms allow relatively few women to be economically active in a limited number of sectors.

After contracting by 5 per cent since the onset of the pandemic,<sup>13</sup> Jordan's economy started to see a slight rebound this reporting period, with real GDP growth of 2.4 per cent by the end of 2022 accelerating to 2.7 per cent by the first half of 2023.<sup>14</sup> Nevertheless, as of the first half of 2023, all labour market indicators remained unfavourable, and the gender gaps remained significant, as 31 per cent of women were unemployed compared to 20 per cent of men; and only 13.8 per cent of women were participating in the labour force, compared to 53 per cent of men.<sup>15</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 COVID-19 pandemic and the global food price increases triggered by the Ukraine crisis, with high unemployment and increasing poverty affecting people's access to food; and increasingly frequent climate-related shocks that, combined with chronic water scarcity, undermine sustainable national development.<sup>16</sup>

In 2023, Jordan made three key amendments to Article 69 of the amended Labour Law No. 10 (2023), to: prohibit any discrimination based on gender between employees that would prejudice equal opportunities; to protect pregnant and breastfeeding women, women with disabilities, and women who work at night to create a safe work environment; and to specify ways to report sexual harassment by employers, adding a minimum fine of 2,000 Jordanian dinars and a maximum fine of 5,000 dinars, and defining sexual harassment as: "Any physical or verbal practice or behaviour of a sexual nature, or threats related to it, that affects the worker's dignity, is insulting, and leads to physical, psychological, or sexual harm."<sup>17</sup>

There is a particularly large gap in funding for women-led organizations providing protection services for refugees and other vulnerable groups in Jordan, especially outside Amman. And although international research shows that well-designed and implemented projects can reduce intimate partner violence by over 50 per cent, many women-led CBOs working on the ground are chronically underfunded – globally, just 1 per cent of Official Development Assistance is allocated to ending violence against women, with only 5 per cent of this aid reaching these women-led organizations.<sup>18</sup>

### 4a. Overall Results (Impact and Outcomes) Achieved

*a) Provide a short, consolidated COUNTRY LEVEL description of the impact and results achieved for all projects (1-2 paragraphs maximum, drawing on the impact level indicators)*

<sup>10</sup> UNHCR (United Nations Office of the High Commissioner for Refugees). 2023. "[Total Syrian Registered Refugees](#)." Syria Regional Refugee Response, Operational Data Portal. Retrieved 7 December 2023.

<sup>11</sup> World Food Programme. 2022. [Jordan country strategic plan \(2023–2027\)](#). Executive Board Second regular session Rome, 14–17 November 2022.

<sup>12</sup> World Economic Forum (WEF). 2023. [Global Gender Gap Report 2023](#); WEF. 2022. [Global Gender Gap Report 2022](#).

<sup>13</sup> Hashemite Kingdom of Jordan. 2022. [Jordan's Economic Modernisation Vision](#).

<sup>14</sup> World Bank. 2023. Jordan Economic Monitor: Building Success, Breaking Barriers: Unlocking the Economic Power of Women in Jordan.

<sup>15</sup> Ibid.

<sup>16</sup> World Food Programme. 2022. [Jordan country strategic plan \(2023–2027\)](#). Executive Board Second regular session Rome, 14–17 November 2022.

<sup>17</sup> UNDP, UNFPA and UN Women. 2023. [Gender Justice & Equality before the Law](#).

<sup>18</sup> [What Works Network](#) research and [OECD data](#), as cited in UN Women. 2023. "[Why funding women's organizations helps prevent violence against women](#)." 13 November; UN Women. 2023. "[Less than 1 per cent of aid spending targets gender-based violence, according to new reports](#)." 22 November.



#### 4a. Overall Results (Impact and Outcomes) Achieved

b) Following this, report on the results achieved<sup>19</sup> or progress towards<sup>20</sup> results for EACH project by WPHF impact area in the country. Also, use any relevant impact and outcome indicators from the CSO results framework to help illustrate the change, including the change from the previous year. Do not describe outputs or activities. Ensure that the linkages between the projects and building peace, gender equality and WPS are explained.

c) If an organization has received funding under two impact areas (e.g., Stream 1 (Impact Area 1) and another impact area), please report them separately.

d) Please note for capacity building projects by UNW/ME, please report this in Section 7.

For countries with 10 projects or more, you can consolidate the impact and results by WPHF impact area, rather than for each individual project. Complete the Table in **Annex A: Results Framework** for the details and progress against each impact and outcome indicator.

**Overall Impact/Results of Country (1-2 paragraphs drawing on the impact-level indicators):**

#### **WPHF Impact Area 6: The socioeconomic recovery of women and girls is promoted in post-conflict situations.**

**AWO:** More than 400 women have gained essential knowledge and skills on marketing and e-marketing based on post-training assessments, and they have used these skills to ensure their socioeconomic recovery, increasing their sales by more than 70% on average. Regular multi-stakeholder meetings, including with CBOs, government entities, private sector, have helped women entrepreneurs better understand market demand, pricing dynamics and distribution channels, empowering them to strategically position their products and services and identify new opportunities for growth. Local women entrepreneurs have increased their awareness and use of marketing channels and modern techniques to promote their products and services. The “Aghsan” Facebook page, developed and launched under the project, has played a pivotal role in raising awareness of their products among local women. With more than 2,500 visitors, the page has heightened brand recognition and increased familiarity with Aghsan and its offerings, bringing an upsurge in sales and revenue up to 30% increase. More than 60 women entrepreneurs participated in four bazaars that attracted more than 900 visitors and provided a platform for women to market and sell their products and services, improving their financial situation and independence, while promoting a sense of unity and cohesion among local community members. The establishment of a dedicated showroom as part of a permanent exhibition for 20 women’s locally produced fashion and accessories has also yielded increased sales and revenue of 30% for participating women and provided valuable networking opportunities for women entrepreneurs to engage with local peers, industry professionals and potential customers, cultivating relationships and connections.

**Athar:** 33 Jordanian and Syrian refugee women have seen their lives positively impacted by the ability to meet their basic needs, repay debts and pursue opportunities for financial growth, leading to a sense of dignity and resilience, through the cash assistance support by Athar. Their newfound financial stability has reduced economic stress, positively impacting the well-being and quality of life for these vulnerable women and their families. Another 20 vulnerable women-headed households increased their ability to weather COVID-19 shocks through training on financial literacy and management, with 10 of them receiving much-needed funds enabling them to buy machinery and supplies for their newly established home business. Among them were Syrian refugees Sahera and Ayshya, who improved the quality and efficiency of their small businesses after obtaining training and funds for machinery, tools and supplies. This impact has been increased income, providing for their children’s education and medical treatment (see section 5 for their stories). For other women, including Syrian refugees, psychosocial counselling has been the ticket to recovery, allowing them to heal and engage in the labour market and broader community. Among these beneficiaries was Noor, a 28-year-old Syrian woman who was struggling with trauma and anxiety who found solace in the psychosocial support sessions. With the guidance of trained counsellors, she has learned coping mechanisms and gained the confidence to engage more actively in the community. Meanwhile, awareness-raising sessions on organic farming, technology, refugee resilience and political violence against women have all increased women’s knowledge and awareness of threats and opportunities for socioeconomic recovery, inspiring some to run for public office and others to start their own businesses. After attending an awareness-raising session on technology opportunities in 2022, 37-year-old Ghena realized that she could harness her digital skills to start businesses and generate income to create a better future. Inspired and armed with newfound knowledge, she decided to take courses on digital marketing and drop shipping<sup>21</sup>. After that, she started her own business and now supports her family financially with her project. Ghena started a drop shipping business. In this type of business, she likely set up an online store where she showcased products, but instead of keeping them in stock, she partnered with suppliers or manufacturers who handled the storage, packaging, and shipping of the products directly to the customers. This approach allowed her to focus on marketing, customer service, and growing her

<sup>19</sup> Progress achieved of the impact level or of an outcome is defined as actual change in the value of indicators being tracked as well as other indications that the project has had an effect in contributing to the impact/outcome as stated.

<sup>20</sup> Progress towards an outcome means the target has not yet been met but there is evidence (through data) of meeting incremental milestones towards the eventual achievement of the outcome.

<sup>21</sup> Drop shipping is a retail fulfillment method where a store doesn’t keep the products it sells in stock. Instead, when a store sells a product, it purchases the item from a third party and has it shipped directly to the customer. As a result, the merchant never sees or handles the product. This business model allows entrepreneurs like Ghena to start an online store without the need for inventory or the upfront costs associated with traditional retail.

#### 4a. Overall Results (Impact and Outcomes) Achieved

business without the challenges of managing inventory. Through her infectious enthusiasm, Ghena has inspired 20 other household women, both Syrian and Jordanian, to take similar steps towards entrepreneurship. And she is determined to build a network of support, where women uplift and empower each other to overcome challenges and realize their dreams. Ghena's influence on 20 women from her community likely involved a combination of storytelling, community engagement, support, collaboration, and the demonstration of tangible success, creating an environment where women felt empowered to take similar steps towards entrepreneurship by share the knowledge, she have in one of Athar local entrepreneurs sessions.

**SIGI:** There is increased public awareness of the importance of including vulnerable Jordanian and refugee women and girls in economic recovery processes and of increasing their participation in peacebuilding and security thanks in part to a major advocacy campaign with audio recordings, a film, social media content with estimate viewership of 10,000, and 12 'Wednesday cultural evenings' awareness-raising events – the latter of which direct engaged 356 people and were viewed by another 5,000. Assessments of 300 at-risk women and girls (50% Syrian) as well as market analysis yielded key insights into barriers to women's economic participation, and training and employer needs. Eighty Jordanian and Syrian refugee increased their self-esteem, communication and conflict-resolution skills as well as their ability to overcome obstacles through vocational and life skills training and mentorship, then transferred these skills through peer-to-peer training of another 483 women and girls in Ajloun and Jerash, motivating them to take steps to start small businesses and benefit from modern farming techniques. More than 200 Jordanian and Syrian refugee women learned about laws and regulations governing the Jordanian labour market and labour rights, with pre/post-course assessments showing a 70% increase in participants knowledge as well as an increased ability to express themselves and share their experiences. SIGI organized a series of conferences and corresponding policy papers with policymakers which issued key recommendations, some of which have been reflected in legal changes such as to Jordanian Labour Laws in 2023.

#### 4b. Outputs and Activities Completed

*Summarize the progress on OUTPUTS and key activities in narrative form by each project. Describe how these outputs were reached (or in progress) and explain if any variance in achieved versus planned results during the reporting period. Ensure all data is disaggregated if reporting on training, capacity building or other outputs. Please put organization names in the same order as Section 4a.*

*Please note that you **DO NOT** need to complete Annex A for the output level. For countries with 10 projects or more, you can consolidate the outputs by outcome area.*

**Lead Organization: AWO**

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

A network of women-led small-scale producers and service-providers was developed to foster partnerships and identify needs. The network development was informed by the trainings and feedback of participants, including from 180 women (60 in each of the three target governorates of Ma'an, Mafraq and Zarqa). The Network helps women and local CBOs reach women in need of support with their projects, help create partnerships, identify women's training needs, to ensure that the workplans of women-led projects are based on women's needs. The Network which was designed and forged based on a needs assessment has allowed the AWO project team tailor activities to meet the specific needs of individual women and the group as a whole, and streamline the process of reaching beneficiaries, making it easier to provide efficient and effective interventions.

##### **Output. 1.2. Three CBOs and at least 150 women from 3 governorates have increased capacities to effectively develop and market local products.**

Cumulatively, a total of 31 CBOs and more than 400 women beneficiaries from three governorates now have increased capacities to effectively develop and market local products and obtain business licenses as a result of a comprehensive needs assessment in 2021, CBO trainings-of-trainers in 2022, 12 training workshops for women entrepreneurs on financial and administrative management, leadership, marketing (including on social media) in 2022, and **a workshop for eight local CBO representatives on the Facebook marketing page in May 2023**. Through these interventions, women gained essential knowledge and skills on marketing and e-marketing, increasing their awareness of how to use these skills to **increase their sales by more than 70%**. On-the-job training included continuous communication and frequent visits from the trainer for feedback and questions, resulting in women more effectively marketing and packaging products, increasing their confidence and feeling more connected to one another and more willing to collaborate after the training. They also now know the procedures to start a successful business and how to obtain grants and loans.

Moreover, regular multi-stakeholder meetings have promoted effective communication, knowledge-sharing and collaboration between government officials, CBOs and women entrepreneurs, creating a foundation of trust and understanding and laying the groundwork for more productive partnerships and joint initiatives. **Seven meetings were held in Ma'an, Mafraq and Zarqa between January and May 2023, which engaged 125 local stakeholders (68 local women, 43 representatives of local CSOs and 14 government officials)**. These meetings have helped women entrepreneurs better understand market demand, pricing dynamics and distribution channels, empowering them to strategically position their products and services and identify new opportunities for growth. By improving



## 4b. Outputs and Activities Completed

coordination and collaboration between various actors, the meetings have also resulted in more efficient and effective supply chains, reduced waste and improved product quality. Collaboration with relevant authorities resulted in **the coordination of four local bazaars in 2023**. A permanent marketing space for productive women in Zarqa is also underway, in coordination with the Zarqa Development Directorate. Furthermore, a social media network was formed among meeting participants, encouraging ongoing collaboration, and fruitful connections were established between four CBOs and other stakeholders, creating a robust network to support women entrepreneurs and promote their success.

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

Local women entrepreneurs have increased their awareness and use of marketing channels and modern techniques to promote their products and services through capacity-building, business-reflection meetings and the sharing of good practices by project participants and facilitators. As a result, 80% of the women who participated in trainings now have marketing pages for their projects on Facebook. This is helping them develop their e-marketing skills, expand their marketing space and obtain new customers. In addition, the “Aghsan” Facebook page, developed and launched under the project in January 2023, features 45 diverse local women-led projects and has played a pivotal role in raising awareness among local women. This page has received more than 2,500 visitors, engaging a wide audience through diverse content, including posts, videos, images and live sessions as well as strategic project promotions, discounts and special offers spurring engagement, confirmed by metrics such as likes, comments, shares and direct messages. This has heightened brand recognition and increased familiarity with Aghsan and its offerings, while yielding tangible benefits such as an upsurge in sales and revenue between 20%-30%. These page metrics have also served to refine marketing strategies, tailor product offerings and optimize future campaigns, thus bolstering the effectiveness of participants’ marketing endeavours. Moreover, by proactively addressing inquiries, resolving concerns and delivering valuable information, the page has cultivated trust and fostered loyalty among its audience. Positive customer reviews, testimonials and user-generated content have further enhanced the perceived value and trustworthiness of the Aghsan brand. Furthermore, proficient management of the Facebook page has contributed to building a robust brand reputation and establishing credibility. This successful online presence has also gained the attention of potential collaborators, influencers and complementary businesses, laying the groundwork for mutually beneficial partnerships, joint marketing initiatives and brand endorsements. To ensure the long-term viability of the page beyond the project, a comprehensive training in 2023 focused on tools to manage and engage with the platform effectively.

Women’s adoption of modern marketing techniques has also been bolstered by business reflection workshops, coaching and support on planning, market analysis and marketing, the development of a marketing strategy and linkages with bazaars and exhibitions. **The first of four bazaars, held in June 2023**,<sup>22</sup> was organized as a practical training for women on marketing and presenting their products. The bazaars showcased diverse products, including food and dairy products, accessories, embroidery, cosmetics, perfumes, etc. More than 60 women entrepreneurs participated in four bazaars that collectively attracted more than 900 visitors. The bazaars provided a platform for women to sell their products and services, helping them generate income, improve their financial situation, and achieve sustainable livelihoods and financial independence. They have also played a pivotal role in empowering women by showcasing their diverse skills and talents and building women’s capacities to present their products and convince new customers to buy them. These local bazaars, which are open to all women regardless of their background, have also had the ripple effect of breaking down barriers and promoting a sense of community. By promoting inclusivity and providing a space for women to socialize and build relationships, women's empowerment and local enterprise, these bazaars have also fostered a sense of unity and cohesion among local community members.

The project team also successfully collaborated with Roots Amman Restaurant in Jabal Amman to establish a dedicated showroom as a **permanent exhibition** for 20 women’s locally produced fashion products and accessories to attract new consumers, particularly tourists. This exhibition has **yielded increases in sales and revenue of 30%** for participating women. Additionally, the exhibition has provided valuable networking opportunities for women entrepreneurs to engage with local peers, industry professionals and potential customers, cultivating relationships and connections. Furthermore, participating in such exhibitions allows women to cultivate and refine a diverse range of skills in marketing, product display, customer interaction and negotiation. These acquired skills augment their entrepreneurial capabilities and bolster their prospects within the business realm. The exhibition has also generated robust community support and instilled a sense of local pride in domestically produced goods. Furthermore, the exhibition has served as an ideal platform for raising awareness about women’s entrepreneurship, gender equality, and women's economic empowerment. These events play a crucial role in advocacy and serve as catalysts for enhanced support for women entrepreneurs within society.

#### **Lead Organization: Athar**

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

33 women in Russeifa, Zarqa, aged 20–50 (70% of whom were Syrian, 30% Jordanian) received cash assistance allowing them to meet basic needs, increase their economic independence, stability, and resilience. The beneficiaries were selected from an MoSD list and Athar database of Syrian families, followed by a vulnerability assessment for the families, and home visits to 15 Jordanian and 38 Syrian families,

<sup>22</sup> Each target governorate held a two-day bazaar, in Ma’an, Mafraq, Russiefa (Zarqa Governorate), and Zarqa City.

#### 4b. Outputs and Activities Completed

with scoring criteria to measure those most in-need.<sup>23</sup> According to post-assessment monitoring in May 2023, 100% of the respondents used some of the cash to meet their basic needs, with 96.3% of reporting that their food consumption increased after receiving the assistance and 22% reporting that they used some to cover medical bills.

**Output 1.2: 10 women running home-based or local women's organizations received capacity-building and endowments funds to support their own businesses.**

Targeted assessments identified twenty vulnerable women-headed households with home-based businesses as those most eligible for financial assistance. The 20 women received financial literacy and financial management trainings, with 100% passing the final course evaluation and an average 71% enhancement of their knowledge. In addition, 10 at-risk women received funds to purchase equipment and materials for their businesses, enabling them to sustain their operations and mitigate the effects of COVID-19 lockdowns and reduced orders. Examples include a sewing machine and materials purchased by Sahera and the kitchen supplies and machinery bought by Ayshah (see section 5 success stories).

**Output 1.3: 10 women-run home-based businesses or local women's organizations 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.**

In June 2022, 300 kits on Occupational Safety and Health and COVID-19 Prevention were distributed. The initiative targeted 33 women who received cash assistance, 5 Jordanian women and 15 Syrian women selected through a needs assessment., and 13 were distributed to household women from Russeifa. The kits included explanations of safety practices, instructions on how to dispose of PPE and guidelines on following workplace hygiene and practice social 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.**

More than 120 women reached out to Athar's hotline for vulnerable families in 2022, after new associations were built in the local community and the hotline phone number was publicized. 20 women benefited from individual psychotherapy counselling. Additionally, two group counselling sessions were held, the first session targeted 22 women and 2 men, aimed at increasing the psychological immunity of women under pressure amid the crisis. The second session, targeting the same group, raised awareness about empathy and seeing life from different perspectives.

**Output 1.5 Awareness-raising of 150 female beneficiaries on the topic of political violence (additional output approved by UN Women).**

At least 164 women increased their awareness on the topic of political violence through two sessions during the 16 Days of Activism against Gender-Based Violence in 2021, which included shadow theatre and an open discussion led by women community leaders who have experienced political violence against women. There was a 70% increase in awareness among most people who attended the event, and high engagement of people sharing posts from Athar's Facebook page that included related awareness messages.

Ghena (see section 4a) was among the 55 Syrian and Jordan women heads of household who increased their knowledge and awareness through three sessions organized by Athar, focused on: 1) organic and home farming (for 15 Syrian and Jordanian women in Russeifa) who increased their knowledge by 50% in March 2022; 2) technology as a means to empower women to start their own business or find employment opportunities (for 20 Syrian and Jordanian women in Russeifa) who increased their knowledge by 40% on average in April 2022; and 3) **refugee resilience, with an interactive session highlighting best practices refugees have adopted to maintain hope, heal themselves and navigate the process of starting anew (for 20 Syrian and Jordanian women-headed households in Russaifeh in June 2023.**

**Lead Organization: SIGI**

**Output 1: Major advocacy campaign on women's participation in peace and prevention of conflict promoted the integration of women within local economic sector. The campaign 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.**

People across Jordan are more aware of women's participation in peace and conflict-prevention as a result to a national advocacy campaign that disseminated educational content on social media such as Twitter, Instagram and a dedicated [Facebook page](#) with 1,545 followers. Six [audio recordings](#) and a film on women's economic empowerment was produced in 2021 and shown during field activities in 2022. In addition, from 2021–2022, at least 356 participants were directly engaged and more than 5,000 people viewed 12 online awareness-raising events organized 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, 68 youth and field coordinators (65 Jordanian, 3 Syrian) increased their knowledge of women's economic rights, economic violence against women, challenges to women's labour market participation, legal cases, etc., and a qualified and trained team of field coordinators now know how to implement advocacy

<sup>23</sup> The amount of cash assistance was determined using the 'safety net package', which aligns with the survival minimum expenditure basket of 2022. Post-distribution monitoring was done through structured questionnaires, phone calls and home visits to random beneficiaries 78 days after each payment.

#### 4b. Outputs and Activities Completed

campaigns, monitor their results and challenges, and share knowledge following specialized training-of-trainers in 2021. At least 65 key stakeholders took part in two virtual roundtables in 2021 and 2022 on the role of the National Aid Fund in social and economic protection and empowerment from a gender perspective in the 2021 budget. And 60 representatives of government and CSOs took part in a national conference on mechanisms for protection from economic violence in May 2023 that culminated in key recommendations to amend Labour Laws and other measures to ensure women's legal protection in the work environment, which were presented to decision-makers.

**Output 2: 300 vulnerable women and girls are outreached and selected to participate in the project (50% Syrians).**

A vulnerability and skills assessment for 300 at-risk women and girls (50% Syrian) and two outreach campaigns were successfully conducted in 2021. In addition, a specialized questionnaire was electronically filled out by 392 individuals in the governorates of Ajloun and Jerash (192 Jordanian women and 200 Syrian women), revealing that the most frequently reported barriers for women to enter the labor market were a lack of employment opportunities (25%) and low wages (21%), while women's main reasons for withdrawing were a lack of public-sector opportunities, transportation woes and childcare responsibilities. Meanwhile, 91.3% of respondents expressed an interest in employment, 78.8% were willing to engage in home-based work, 87.8% were interested in creating their own projects, 84.4% were interested in specialized courses on small project design, and 87.8% expressed a desire to learn about women's labor rights. The results of the questionnaire informed the policy papers developed by SIGI and shared with relevant policy makers.

**Output 3: Market research analysing private sector skills requirements and employment opportunities is conducted.**

Building on the results of the survey, an analytical study on the situation of women and girls affected by the crisis in Ajloun and Jerash highlighted their role in relief and response efforts and included market research and value chain analysis, with analysis of the findings of three focus group discussions with 24 employers in both governorates in 2021, four focus group discussions with 44 women and men in Jerash in 2022, and individual interviews with 14 individuals.

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

A total of 80 Syrian refugee and Jordanian women (40 in Ajloun in 2022 and 40 in Jerash in 2021), increased their self-esteem, communication and conflict-resolution skills as well as their ability to overcome obstacles through vocational and life skills training, mentorship, and the provision of equipment used in hydroponic agriculture to local partner organizations. These women went on to train another 483 women and girls (259 Jordanian/224 Syrian), transferring their knowledge through 80 peer-to-peer training workshops in Ajloun and Jerash. These peer-to-peer workshops motivated participants to think about taking positive steps to start small businesses related to food or hydroponics, with some participants coming up with initiatives to use and benefit from modern farming techniques. In response to COVID-related defense orders, another four training sessions about the laws and regulations governing the Jordanian labour market and labour rights were conducted for 200 Jordanian and Syrian refugee women in 2022, with pre/post-course assessments showing a 70% increase in participants knowledge as well as an increased ability to express themselves and share their experiences.

**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.**

Six conferences were held from 2021 to 2022, with more than 185 direct and 692 indirect participants, targeting 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. Each resulted in recommendations for decision-makers, which were summarized in six policy papers (see Output 6 for titles and topics). SIGI also concluded its project with a closing meeting on **30 July 2023**, with 49 participants (38 women/11 men) from various organizations, institutions and target groups that participated in project activities from 2020–2023. The event aimed at showcasing the success and positive impact of the project interventions on women's family and professional relationships and showcased outstanding local experiences, with speeches from Eman Bani Mustafa from the Women's Empowerment Unit at Jerash Municipality, Nadia Al-Rabadi from the Ajloun Ladies Charity Association, and Athaf Al-Rawdan from Radio Al-Balad. Speeches emphasized that economic empowerment is one of the fundamental pillars for improving quality of life for women, families and society.

**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.**

Six policy papers analysing discriminatory laws and legislation were produced in 2021–2022, shared with policymakers and used for advocacy around expert roundtables' recommendations on the following topics: "COVID-19 and its impact on the economic participation of women in Jordan"; "Execution Bill"; "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"; "Decent Work Standards in Jordan from a Gender Perspective: Reality and Solutions"; and "The economic challenges faced by Jordanian women and their impact on the implementation of the Jordanian National Action Plan (JONAP) on UNSCR 1325".

#### 4b. Outputs and Activities Completed

#### 5. A Specific Story (1/2 page maximum)

*Include a profile of an individual beneficiary or CSO partner, success story or case study to highlight a concrete example that has been important during the reporting period. It can be at the programmatic level (a specific achievement) or an individual story. Attach photos to illustrate the story and include captions (close-up photo portraits of individual beneficiaries and CSO partners being profiled are encouraged). The story should illustrate the main objective of the project (WPHF impact area).*

*\*Please ensure that consent has been obtained from the individual beneficiary or CSO partner to use the story and photo in the WPHF global annual report, website, community of practice and/or social media. Also, consider using a pseudonym (not the person's real name) to ensure protection/security. If obtaining a story could cause an individual harm/emotional stress, please consider doing a story on an organization instead.*

On the bustling streets of the Syrian Jordanian community in Russeifa, Sahera's talent for sewing was confined to the small corners of her humble home. With nothing but primitive materials and an unwavering determination to make a living, she stitched together a meager income, providing for her family in the face of adversity.

But after joining UN Women's Athar-led women's empowerment project funded by WPHF, Sahera's world began to shift. She received training on advanced sewing techniques and business skills, and the funds to buy two modern sewing machines and essential materials, propelling her to refine her craft to a completely new level. No longer confined to basic stitching, Sahera ventured into new artistic territory, creating intricate designs and even furniture decorations with her masterful creations. With each stitch, she felt her self-confidence grow, and a spark of ambition was ignited in her heart.

Her work soon caught the eye of the community, and orders started poured in as word of her talents spread. With the increased income, she has not only improved her family's living conditions but also invested in the education of her children, nourishing her dreams of a brighter future for them. And as Sahera's reputation soared, so did her aspirations. She aims to one-day evolve her home-based operation into a thriving small business giving new job opportunities to other women to support their families too.

Similar to Sahera, amid the challenges of displacement, Ayshah's passion for cooking kept her memories of cooking alongside her beloved mother back in Syria alive. Little did she know that her culinary talents would become the key to unlocking a brighter future.

Ayshah's life took a positive turn after joining the same women's empowerment project, receiving training and cash assistance that gave her a sense of security and stability to rethink her skills. She also received funds to support her small home-based kitchen, allowing her to share the flavors of Syria and her heartwarming dishes with the broader community in Jordan. Each dish she prepared was infused with love, just as her mother had taught her.

As word spread about Ayshah's delectable creations, her kitchen quickly became a popular spot in the neighborhood, and she received many orders for food. The tools and appliances that she received helped her be faster and more efficient in her work. With support and guidance from the project, Ayshah not only honed her culinary skills but also learned valuable business-management techniques. As a result, her small kitchen business has flourished, and her income has steadily increased, allowing her to help her family and obtain medical treatment for her youngest daughter.

#### 6. Knowledge Products and Communications/Visibility

*a) Report on any new knowledge products and communication materials produced by UNW or ME during the reporting period. This can include case studies, major surveys/research, evaluations, or assessments conducted during the reporting period. This section should also include a list and description of any new products (websites, policy briefs, social media, case studies etc.) developed to increase visibility of the projects and programme, and of WPHF.*

*b) List any public knowledge product developed by CSO partners (e.g. research, case studies, etc.) that would be relevant for other WPHF partners.*

*\* Please attach a copy of the study/evaluation/survey/assessment as an Annex and include the weblinks in this section, if available.*

In 2023, 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. Various advocacy and outreach interventions by WPHF partners have been sustained throughout 2023, with communication efforts focusing on the impacts made under WPHF projects reaching the most vulnerable communities across Jordan.

## 7. Capacity Building of CSOs by UNW Country Office/Management Entity

Briefly describe any capacity building sessions (webinars, in-person, workshops, etc.) that were conducted by the Country Office, Management Entity or other external agencies with CSOs/grantees. DO NOT include capacity building that was conducted by CSO grantees as part of their projects (except for the Women Have Wings Award<sup>24</sup>). \*If your country has received additional funding from WPHF for capacity building initiatives, please report against your prodoc in this section.

For CB initiatives Indicate i) the topic/subject; ii) who conducted the capacity building; iii) where (virtual/in person) and when it took place; iv) number of WPHF partners and CSO representatives that participated (disaggregated by sex). Describe any results from pre and/or post training surveys that may have been completed. Finally, if any capacity building materials were produced and would benefit other CSOs, please share these with WPHF Global L-Hub team.

UN Women supported the technical capacity-building of seven selected Responsible Parties (RPs) under WPHF in Jordan. 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 field monitoring visits and online meetings with all partners in 2022.

## 8. Risks and Mitigation

Using the table below, identify any risks that occurred during the reporting period and assess their i) risk level; ii) likelihood of it occurring; and iii) the impact this risk would have on the project, programme, or country. What are the mitigation measures to minimize the risk to prevent it or respond to it if it occurs? Consider risks related to COVID-19, new or escalating conflict/tensions, climate change, programmatic or institutional risks, monitoring and evaluation and Do No Harm

<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
The delay in approval from the Ministry of Planning, which delayed project implementation stages	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.

## 9. Delays and Adaptations/Revisions

If there were delays at the country level, please explain the delays and reasons/factors for contributing to the delay, actions taken to mitigate future delays, and adaptations made to account for the delays. Indicate any major adjustments in strategies, targets or key outcomes that took place. This section should also include information on contracting and programmatic changes related to COVID-19 or another crisis.

At the project level, the Athar project encountered delays in the signing of the MoU with UNHCR, which required adapting to changing circumstances by using the Athar database to complete implementation. There were also time pressures to implement activities in the final quarter, which was handled with thorough planning.

The AWO project team was working on holding meetings with the stakeholders in the targeted areas in the December 2022, but due to the sit-ins that took place in Jordan and the closures that occurred due to the protests, these meetings were postponed to the next period after the end of these protests.

SIGI faced issues with the postponement of some activities due to Ramadan and Eid holidays, as well as restrictions on gatherings related to COVID-19 measures, with accommodations made to reschedule activities and intensify efforts in subsequent months, and by conducting some activities virtually (on Zoom), such as roundtable discussions, conferences and the media campaign.

At the country level, there were delays in official government approvals for some WPHF partners, namely: AWO and Athar. JORISS registration was received in 2022, albeit with a delay of four to six months from the initial submission. In late December 2022, three

<sup>24</sup> For grantees that have been engaged in the Women Have Wings Awards, please use this section to report on the main results and activities completed as aligned with the Project Document.



## 9. Delays and Adaptations/Revisions

partners (Athar, AWO and SIGI) requested a no-cost extension to fully implement their WPHF projects by June 2023. A silent approval procedure was used, with all supporting documents for the extension shared with members of National Steering Committee.

## 10. Lessons Learned<sup>25</sup>

*What challenges and lessons were learned during the reporting period at both the project and country level? Include those lessons that can benefit other WPHF countries and of the fund overall. For each challenge, identify and describe the challenge, provide details on what are the factors that may have contributed to it occurring, describe how the challenge was addressed in the reporting period, or will be addressed in the future, and summarize the key lesson that can help inform the project, or improve in the future. These should include both programmatic and operational challenges. Add rows as required.*

<b>Identify Challenge/Describe</b> <i>Challenges can be programmatic or operational affecting the country program and/or of projects.</i>	<b>What are the factors/reasons contributing to this challenge?</b>	<b>How was the challenge addressed? What was done differently, or what will be done to address the challenge?</b>	<b>Key Lesson 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 the project is implemented or for future interventions?</i>
Marketing opportunities in rural communities are weak	Production projects are similar. Weak purchasing power in weak societies	The project worked to create marketing opportunities in cities by holding bazaars in major city centers in the three governorates. Organizing an exhibition for local products in Amman to attract more consumers	Local projects need new and creative tools that will expand the range of targeted consumers
Sociocultural Barriers	Sociocultural norms and gender stereotypes can pose significant barriers to the participation of women in peacebuilding and humanitarian activities	Athar addressed this challenge by leveraging its long-term presence in the community since 2017, building trust with beneficiaries. This trust helped in understanding and overcoming gender norms and stereotypes through targeted interventions and awareness programs	Addressing these barriers requires long-term, culturally sensitive strategies.
Communication difficulties with beneficiaries due to disconnection of telephone lines, lack of internet access, and change of residence.	Technical issues such as disconnection of telephone lines and lack of internet access, coupled with beneficiaries changing residence, may have hindered communication efforts.	Arrangement of monthly visits, communicated with neighbors and relatives, and used alternative methods to confirm beneficiaries' new home addresses. Additionally, efforts were made to link beneficiaries with other projects or organizations.	Maintaining effective communication requires a multi-faceted approach, including regular visits, alternative contact methods, and collaboration with other projects or organizations. This lesson highlights the importance of adapting communication strategies to diverse challenges
Negative comments on social media posts.	Negative comments on social media may impact the project's reputation and community engagement.	Try to analyze the different types of people they comment in this way and engage them more in our activities. And try to share local success stories to build stronger relationship with local community.	Effectively managing social media interactions is crucial for maintaining a positive project image. This lesson underscores the importance of a proactive and strategic approach to social media engagement.

<sup>25</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.



### 11. Innovations and Best Practices<sup>26</sup>

*Please include information on any innovative practices (programmatic and operational) that emerged during the reporting period, especially those that can be beneficial for other WPHF countries, expand the body of knowledge on women, peace, and security and humanitarian action. Innovations and best practices can be from projects or country level. Please provide details such as CSO name, location, etc.*

#### Innovations and best practices:

Within the context of the increasingly challenged reach during COVID-19, the Ministry of Social Development highly depended on local CBOs during the COVID-19 crisis. Athar set an example in efficient coordination with government entities and utilized their outreach within communities to facilitate delivery of assistance and services. Athar is the first CSO to provide such services and coordination with MoSD which was further replicated by other CBOs.

### 12. Auditing and Financial Management

*Mention if any projects were audited during the reporting period and provide a brief summary of results. Do not include detailed findings of the audit as reports are public. Alternatively, you can share an audit report with your programme lead, if relevant.*

The three implementing partners have undergone an audit in 2023. The results of the audit opinions are all satisfactory with no alarming findings. This deemed a proof for WPHF's role in building the institutional capacity for the local CBOs.

### 13. Next Steps and Priority Actions

*In bullet form, please list the priority actions for the coming year including onboarding of new grantees, monitoring missions or other planned initiatives related to WPHF.*

UN Women Jordan Country Office has submitted a new Country Allocation Proposal for the duration of 3 years (2024-2027).

The WPHF Jordan Country proposal is aligned with the integrated vision provided by JONAPII and with the efforts of the UNCT in Jordan to increase its support for the government's development agenda and its efforts to respond to emerging peace and security challenges while at the same time maintaining its levels of support to the government in its role as a host country to refugees. Through the UN Women managed JONAP pooled fund project and a previous WPHF allocation to Jordan, over 20 women led CSOs and CBOs in Jordan have gained increased capacity to support the implementation of the 1325 agenda in Jordan between 2017 to date. This WPHF proposal will continue to support the efforts of women's rights and women-led organizations in providing locally identified and locally owned solutions addressing some of the impact and interlinked shocks and crises faced by Jordan and addressing root causes of threats to social cohesion.

For the past year, the government estimates that only 22% of its needs under the Jordan Response Plan for 2023 were being funded. The funding cuts have led to a dramatic decrease in services to both Syrian refugees and vulnerable Jordanians in host communities. In the development space, gender equality and women's empowerment remain largely underfunded; the JONAP II is currently only funded at about 45%. The Jordan WPHF Country Proposal will therefore also importantly assist in filling a funding gap on gender equality programming and support for women's voice and leadership.

The Jordan WPHF Country Proposal will bring together the government, development partners, UN agencies and CSOs under the Country Steering Committee which will also allow for greater coordination and coherence between actors committed to gender equality in Jordan. The alignment of the Country proposal with JONAP and the JRP will allow for greater synergies and alignment with other coordination mechanism including the JONAP steering committee and the Jordan Strategic Humanitarian Committee (JoSH) which in turn allow for more coherence in policy and programmatic support.

The Jordan WPHF Country Proposal will contribute towards the achievement of the following three WPHF Outcomes in an interlinked manner:

**Outcome 2:** Conflict prevention: Increased meaningful participation and decision-making of women in conflict prevention processes and response.

Aligned with JONAP2 Outcome 4: Schools, media, and religious and community leaders, as well as young men and women, promote gender equality and the prevention of gender-based violence, discrimination and violent extremism.

<sup>26</sup> A best practice is strategy, approach, technique, or process that has proven to work well and deemed to be effective or appropriate for addressing 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. Next Steps and Priority Actions

*In bullet form, please list the priority actions for the coming year including onboarding of new grantees, monitoring missions or other planned initiatives related to WPHF.*

**Outcome 3:** Humanitarian and Crisis Response: Enhanced participation and leadership of women in humanitarian crisis planning and response.

Aligned with JONAP2 Outcome 3: Women and girls in Jordan, especially from marginalized groups, can safely access gender-responsive social protection as well as basic and humanitarian services (including shelter, medical care, social protection, and psychological and legal services)

**Outcome 5:** Protection of Women and Girls: Enhanced safety, security and mental health of women and girls and their human rights respected.

Aligned with JONAP2 Outcome 3: Women and girls in Jordan, especially from marginalized groups, can safely access gender-responsive social protection as well as basic and humanitarian services (including shelter, medical care, social protection, and psychological and legal services)

## ANNEX A: Results Framework

Using the **Results Framework from the CSO partner Project Document** - provide an update on the achievement of impact and outcome indicators for each project in the table below, including capacity building grant, if relevant. 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.

***\*DO NOT include outputs as these are reported in narrative Section 4b only. 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.***

*Please make sure that the results presented in this table, align with the narrative (Section 4a).*

Expected Results	Indicators <sup>27</sup>	Results/Progress (Against Each Indicator <sup>28</sup> )	Reason for Variance against plan (if any)
<b>CSO Name: Arab Women Organization (AWO)</b>			
WPHF Impact Area: Improved 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 resources (data disaggregated by age, disability, education and/or employment, governorate).	307 by age: N/A by disability, education or employment: N/A by governorate: beneficiaries were more or less evenly split between Ma'an, Mafraq and Zarqa)	
	Number of people directly benefiting from the response (by sex, age, disability, education and/or employment, governorate)	597 total (by sex: 515 women, 82 men; by age: N/A by disability, education or employment: N/A by governorate: beneficiaries were more or less evenly split between Ma'an, Mafraq and Zarqa)	
WPHF Outcome 6: The socioeconomic recovery of women is promoted in post-conflict situations	Number of people indirectly benefiting from the response	2,985	
	Number of CSOs empowered and engaged in project activities	31 CBOs benefited directly from project activities, far exceeding the target of at least 3.	
	Number of key stakeholders (private sector, government agencies, and NGOs) empowered and engaged in project's activities.	22 stakeholders from government agencies, 4 from the private sector and 45 from CBOs/NGOs benefited directly from the project (exceeding the targets of 5 government and 5 NGO representatives, but below the target of 10 private sector stakeholders).	
<b>CSO Name: Athar</b>			

<sup>27</sup> Use the indicators from the project document's results framework, ensuring that the disaggregation of the indicator is also included.

<sup>28</sup> Report on the progress made against each indicator, highlighting the indicator value for the reporting period and any cumulative results. These results should align with the narrative in Section 4a.

Expected Results	Indicators <sup>27</sup>	Results/Progress (Against Each Indicator <sup>28</sup> )	Reason for Variance against plan (if any)
WPHF Impact Area: Reduce the vulnerability of Syrian women refugees and Jordanian vulnerable women affected by the COVID-19 emergency	% of women who report an increased ability to meet their basic survival needs	100% of the 33 women who received nine cash assistance payments report being able to meet their basic survival needs.	
	No. of women and men who are aware of the activities against GBV	169 women have accessed hotlines, psychosocial or group counselling, and referrals to other services	
	# of women who received PPE kits # of women received awareness material on hygiene practices and COVID responses # of PPE distributed	300 for each, as planned	
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.	Reduced vulnerability of Syrian women refugees and Jordanian vulnerable women affected by the COVID-19 emergency	As detailed, Jordanian and Syrian refugee women have reduced their vulnerability thanks to training, cash assistance and funds to purchase supplies and machinery to sustain and improve their businesses.	
	Increased societal awareness of political violence	Awareness increased among 164 women participants at two 16 Days sessions, exceeding the target of 150.	
	300 women are equipped with personal protective equipment and are aware of safety preventive and protective practices at work and at home to respond to COVID-19	300, as planned	
<b>CSO Name: Sisterhood Is Global Institute (SIGI)</b>			
WPHF Impact Area: Improved socioeconomic recovery and political participation of women and girls in peacebuilding contexts.	Number and types of plans and/or policies in peacebuilding contexts influenced by women or civil society organizations.	Recommendations of final conference.	
	Number/percentage of women with increased agency as a result of economic productive resources (data disaggregated by age, disability, education and/or employment, governorate).	831 (By age, disability, education or employment: N/A by governorate: beneficiaries were more or less evenly split between Ajloun and Jerash)	
WPHF Outcome 6: The socioeconomic recovery of women is promoted in post-conflict situations.	Labour force participation rate for persons aged 15+, disaggregated by sex	Jerash: males (61.1%), females (15.3%); Ajloun: males (55.5%), females (19.4%)	
	Number of people directly benefiting from the response (by sex, age, disability, education and/or employment, governorate)	3,700 (by sex: 3,049 female/651 male; by age, disability, education or employment: N/A; by governorate)	
	Number of people indirectly benefiting from the response	14,974	