

Appendix (4): EXECUTIVE SUMMARY

The partnership and cooperation ties between Solidarity is a Global Institute-Jordan (“SIGI-JO”) and, the donor, African Women's Development Fund (“AWDF”) go back to the implementation of the first project (Enhancing Women's Economic Participation in Jordan "Sanabel 1" / 2019 - 2020), which constituted a basic reference whose methodology and outcomes were used in preparing and implementing the second project (“Safe Paths” Project – Policies against Violence in the Workplace Environment) in cooperation between SIGI-JO and the same donor, AWDF, especially since the two projects addressed the issue of women's economic participation in the labor market and the protection and economic empowerment of women and girls. The second project complemented the first project and benefited from the previous experiences that SIGI-JO work team had gained during its implementation, focusing on: Confronting violence in the workplace environment by strengthening the role of civil society organizations in this field, and improving the legal and structural framework and policies related to the conditions of women's participation in the labor market.

The agreement signed between the two parties, included that the grant value will be disbursed during the project implementation period from (3/1/2023 - 2/28/2025), and that the project will be launched as of 3/1/2023. However, the official letter sent by the Ministry of Planning and International Cooperation to SIGI-JO regarding the approval was issued on 8/6/2023 that indicated that the Council of Ministers had approved in its session held on 7/23/2023 to obtain funding from “AWDF” to implement the “Safe Paths” Project – Policies against Violence in the Workplace Environment, with amount of (518,000) US dollars, equivalent to (366,744) Jordanian dinars. The actual implementation began after obtaining official approval, starting from 9/1/2023, and after reviewing the project documents and selecting the work team during the last week of August 2023, noting that the first financial payment received from the donor was also on 9/13/2023. Accordingly, no activities were implemented during the first 6 months of the project according to the agreement. Therefore, the donor was informed of this challenge via email, and it was clarified that SIGI-JO could request an extension of the project period for another 3 months so that the project would end on 5/31/2025 without any additional cost. The donor initially approved this proposal, provided that the project budget is reviewed until 12/31/2024 and a proposal for the required extension is submitted at that time.

Based on the above, the project team has started implementing the activities intensively to complete the required within the original project period. Work is currently underway to implement the remaining activities and attempt to complete them according to the agreement signed with the donor, while the extension period (if approved by the donor) will be allocated to the tasks of preparing reports, the final external evaluation, the closing ceremony and any activities that have not been completed.

At the beginning of the project, AWDF focused on building the capacities of the project team members in SIGI-JO. Three members of the project team participated in visits organized to Ghana in Africa to participate in activities on: monitoring and evaluation, advocacy and gaining funds, and accountability. The project manager also participated in a visit to Sri Lanka to attend an activity on the topic of "Challenges and Difficulties Facing Women Working on Women's and Girls' Issues in their Communities." These visits had several dimensions; a technical support dimension and building individual and institutional capacities in various fields, a cultural dimension, and a networking dimension. The visits also had positive effects on the participants themselves and on the quality of work in SIGI-JO, especially in the areas of; Building a theory of change for different projects, formulating SMART indicators for projects in a better manner, how to gain the support of funding agencies to obtain grants, employing information and communication technology effectively, especially in communicating projects, activities and publications in English, developing the financial system and financial management, in addition to benefiting from lessons learned, learning from experiences and enhancing networking.

The project activities implemented during the first year (1/9/2023 - 31/8/2024) contributed to achieving the results (outputs and outcomes) included within the project's logical framework, as follows:

- ✓ The awareness workshops that were implemented on “Legal Legislation and Skills for Entering the Labor Market” hosting (50) women who were subjected to economic violence at the Effat Center/ SIGI-JO and providing them with social, psychological and legal services, greatly and in full contributed to achieving Outcome 1: (More women and girls have greater awareness of their rights and are able to exercise them) and the following Output (250 women and girls have knowledge of their labor rights and labor market skills) follows: (Number of women and girls who participated in the eight awareness workshops held in the first year of the project + Number of women and girls who participated in the ninth and final workshop that was completed at the beginning of the second year of the project + Number of women and girls who received social, psychological and legal support and services) = 176 + 24 + 50 = 250 women and girls.
- ✓ The training manual: “Safe Paths” contributed, through the included reference material on “Violence in the Workplace Environment” and the training course based thereon, to greatly achieving Outcome 2: (Improving the capacity of organizations and institutions related to women’s rights) and the following Output (Holding meetings and activities targeting organizations and institutions led by women and young women, especially in the economic field). This was also achieved by forming the project’s steering committee, which included representatives of official institutions, organizations and local associations related to women’s rights, especially in the economic field and entering the labor market and integrating its members into decision-making meetings and dialogue sessions. Regular monitoring visits to local associations and institutions were also conducted where the initial evaluation was implemented and (21) partner associations were selected at a rate of (7) associations in each governorate based on the specified criteria and indicators, so that they became fully in line with the project’s objectives and contributed to ensuring the project’s success. Also, accurately identifying the needs of the partner associations contributed to designing and implementing appropriate activities to meet those needs more effectively.
- ✓ The four dialogue sessions that were implemented with the participation of decision-makers (in the public and private sectors), civil society institutions and local associations in the three targeted governorates, on the importance of women’s participation in the labor market, the most prominent challenges and difficulties they face and the mechanisms to overcome them, which targeted working women and women seeking job, and addressed women working in the following sectors: the agricultural sector, domestic workers, factories, and spinning and weaving. In addition to the communication efforts that were made for the purpose of developing and implementing a media campaign on social media that accompanied almost every activity and every task implemented within the framework of the project, through what was allocated in the project budget for this purpose; Preparing and publishing the book "Women Made of Gold", which was based on conducting interviews with (20) female entrepreneurial leaders, to learn about their success stories, experiences and distinction, and to address the challenges and obstacles that these entrepreneurs faced and the mechanisms they adopted to overcome these difficulties and obstacles, in addition to filming two video films about "the training course that was implemented on the reference material included in the training manual: “Safe Paths” and "the meeting that was implemented under the title: Most Prominent Challenges and Difficulties Facing Women Working in Factories and Mechanisms to reduce these Challenges and Difficulties", in addition to the activities that were implemented by SIGI-JO without receiving financial consideration. These activities had greatly contributed to giving added value to the project, just as they contributed to completing its activities and achieving its goals, and included issuing: press releases, infographics, media messages, labor consultations, media interviews, press coverage on women’s economic participation and empowerment, and developing a website for the project on SIGI-JO website. All of the above efforts contributed to achieving Outcome 3: (Increasing public support for promoting women’s and girls’ rights), and the following Output: (Raising awareness among relevant decision-makers, employers, and society as whole about the issue of violence in the workplace).



- ✓ Regarding the study “Violence in the Workplace Environment and Support Systems through Civil Society Interventions”, it was prepared, reviewed and completed in its final form. This study was divided into three main categories: women working in the agricultural sector, women working in the industrial sector, and civil society institutions working to provide services to women. The following general objectives of the study were achieved: identify violence against women in the workplace environment and the support systems available from civil society organizations and local associations in the project’ targeted territories the in each of the three governorates (Amman, Zarqa and Irbid), and to identify the extent to which they meet the needs of working women from the perspective of those institutions. An integrated methodology was followed in preparing this study that combines a review of the documents and quantitative and qualitative research and concluded a set of recommendations classified according to the three categories about the legislation and policies that should be studied, adopted and developed for the purpose of enhancing the rights of women and girls and supporting their participation in the labor market. Thus, this study greatly contributed to achieving Outcome 4: (Improving laws and policies that enhance the rights of women and girls), and the following Output: (Issuing proposals and recommendations on laws and policies related to supporting women’s participation in the labor market). A meeting will be held within the advocacy and support campaign to present the study’s outputs, outcomes and recommendations during the second year of the project.
- ✓ As for conducting a study on the subject of violence in Jordan and the proposals and recommendations related to policies and laws to improve the legal and structural framework for women's participation in the labor market; the initial draft of the study "Analysis of the Violence against Women in the Work Environment" was prepared, and needed to be reviewed, revised and restated in light of the requirements of the "Service Provision Agreement" signed between SIGI-JO and the researcher. Therefore, the researcher should implement the observations requested by the SIGI-JO based on its review of the draft study. This study attempted to shed light on the forms of violence to which working women are exposed in the workplace. The study included four main chapters as follows: Chapter One: Violence, Chapter Two: Legislation and the Reality of Women's Work, Chapter Three: The Reality of Working Women in Jordan, and Chapter Four: Survey of the Reality of Violence - analysis of the prepared questionnaire and its discussion, which covered: demographic information, violence against women, preventive measures, protection measures, recommendations, and the conclusion. In light of this, this study, in its current form, has mildly contributed to achieving Outcome 4: (Improving laws and policies that enhance the rights of women and girls), and the following Output: (Presenting proposals and recommendations on laws and policies related to supporting women’s participation in the labor market). It is worth noting that an exceptional circumstance arose for the researcher assigned to prepare the study, which prevented him from reviewing and completing the study in the manner required by the agreement. For this reason, a team was formed in SIGI-JO to address the issue.

The review and analysis of data related to the activities of the “Safe Paths” Project – Policies against Violence in the Workplace Environment shows that the achievement rates for the first year of the project (9/1/2023 – 8/31/2024) for the various activities were as follows:

- The percentage of the number of awareness workshops implemented on "Legal Legislation and Skills for Entering the Labor Market", which were (8) workshops, to the targeted number (266.67%) (considering that the number of awareness workshops targeted for the first year is 3 according to the amount specified for them in the budget of the total). The percentage of the number of attendees to the eight awareness workshops to the targeted number was (146.67%).
- The percentage of the number of attendees to the training course on (Gender-Based Violence in the Work Environment) to the maximum limit of the targeted number was (172%).
- The percentage of the number of dialogue sessions implemented with the participation of decision-makers (in the public and private sectors), civil society institutions and local associations, on the importance of women's participation in the labor market, the most prominent challenges and difficulties they face and the mechanisms to overcome them which were (4) sessions of the targeted number (133.3%) (considering that the number of dialogue sessions targeted for the first year is 3 according to



the amount specified in the budget). The percentage of attendance at the four dialogue sessions of the targeted number also reached (342.5%).

- The percentage of achievement regarding the advisory task plan related to: "evaluating the capabilities of a group of local organizations and the progress achieved" for the period from (10/3/2024 until the end of the project) reached (75%) of the sub-tasks in the plan.
- The completion rate regarding the preparation of the initial draft of the prepared study "Analysis of the Violence against Women in the Work Environment" reached (65%) which needs to be reviewed, revised and restated in light of the requirements of the agreement. Accordingly, the researcher should implement the notes required by SIGI-JO.
- The completion rate regarding all other project activities reached (100%).

SIGI-JO has effectively employed the following social media platforms (Facebook, Twitter, Instagram, YouTube, LinkedIn) to publish and promote all media materials issued within the framework of the “Safe Paths” project, in addition to the knowledge sources that were produced, such as (the training manual: Safe Paths, the book “Women Made of Gold”, and the study “Violence in the Workplace Environment and Support Systems through Civil Society Interventions”) which were published in Arabic and summarized in English. The media materials reached a large number of people and interactions from the followers of the pages through (the number of views and sharing of posts). In addition to the interest of the donor, namely, “AWDF” in sharing the posts through their various platforms. For example, (17) media messages reached (8510) followers on Facebook, while (14) legal consultations, reached (3423) followers on Facebook, and (8) infographics reached (5069) followers on Facebook.

The total number of direct participants in the activities implemented during the first year of the project (9/1/2023 - 8/31/2024) was (429) participants, of whom (29) were men, representing (6.76%), while the number of women was (400) women, representing (93.24%), who were the original target groups of the project. As for the total number of indirect participants, it was (2045) women, including: (20) women from the pioneering leaders who were interviewed and whose experiences, success stories were documented in the book "Women Made of Gold". The sample members of the study “Violence in the Workplace Environment and Support Systems through Civil Society Interventions” numbered (159) women working in the agricultural field, and (465) women working in the industrial field within the knitting and food manufacturing sectors. The sample of the initial draft of the study “Analysis of the Violence against Women in the Work Environment” numbered (1401) women working in the public and private sectors.

As for the most prominent direct positive effects that occurred on the specific goals of the project, they were as follows:

- (21) local associations were selected at a rate of (7) associations in each of the three targeted governorates based on the approved criteria and indicators, so that they are fully in line with the project objectives. Their level was evaluated, which contributed to building a database that identifies the needs of these targeted local associations, and what technical support they need in general areas and in the field of improving the work environment and enhancing their commitment to decent work standards in particular. These leaders attended the various events and activities of the project, and they now have a WhatsApp group in which SIGI-JO communicates with these local partner associations. They also began implementing activities at the level of their regions and talking about the project and about women's economic empowerment and gender-based violence in the work environment.
- Based on the report (Results of Analysis/Training of Gender-Based Violence in the Work Environment), the arithmetic mean of the pre-evaluation of the participants on the level of knowledge was (2.8), indicating a basic level of understanding or skill. Based on the training, the arithmetic mean of the post-evaluation of the participants greatly reached (3.76), which reflects the achievement of a direct impact on performance and knowledge.
- The expected direct impact of the study “Violence in the Workplace Environment and Support Systems through Civil Society Interventions” was achieved, which is: identifying the needs of the target groups



in the work environment for the purpose of creating basic data to monitor the progress of the work. These groups are female workers in the agricultural sector, female workers in the industrial sector, and civil society organizations that provide services to women and girls.

However, after completing the second year of the project, attention should be paid to measuring the effects of implementing the project on the target groups in the medium and long term in an integrated manner.

Based on the above, it is found that despite the challenges that the project faced in the beginning and the delay in obtaining official approval from the Prime Minister's Office, the project has proceeded in the best possible way according to the general assessment of the work outputs, outcomes and impacts, and according to the tangible results of the work, the project greatly achieved in its first year the first part of its general goal (addressing violence in the workplace by strengthening the role of civil society organizations). The project greatly achieved its first main goal (strengthening the role of civil society organizations and local associations working in the field of economic empowerment of women and relevant decision-makers and workers in this field, and working to increase awareness, intensify efforts and enhance the ability to combat violence in society and workplaces). The project also greatly achieved its second main objective (raising awareness among various target groups on the subject of violence in the workplace and mechanisms to reduce it, such as: “decision-makers and stakeholders, employers, working women, women seeking job, local associations, women and youth leaders, etc.”), as the project activities that were implemented were largely consistent with these objectives and contributed to achieving them.

While the project mildly achieved the second part of its overall objective (improving the legal, structural and policy framework for women’s participation in the labor market), it also mildly achieved its third main objective (developing and disseminating legislation, policies, an action plan, programs and services to address violence in the workplace in Jordan). In the second year, intensive work should be done to implement these two objectives, since achieving these objectives depends on what have been accomplished of studies, reports, activities and events during the first year, and what have resulted therefrom as outputs, outcomes and recommendations.

It is proposed that the project’s steering committee, which was formed in February 2024 and consisted of (10 people, including 9 females and one male) representing a number of entities and sectors related to women’s rights, especially in the economic field and their entry into the labor market, namely: official and private institutions, from the academic sector, women’s empowerment divisions in the municipalities of the targeted governorates, unions, civil society organizations, and local associations, in cooperation with the project’s work team and the experts who were called upon to implement the project’s tasks, together and through a participatory effort, develop an executive procedural plan that clarifies the mechanisms and procedures for transferring the recommendations contained in the third part of this report to policymakers and decision-makers in the various relevant sectors, considering that these recommendations emerged from the project’s activities and events, the issued studies, and the field visits made to the targeted partner associations. As work required to be done to clarify how to transform these recommendations into facts and actual practices, through partnership and coordination between all sectors and concerned parties, while attaching a follow-up and evaluation plan to measure the progress made in this regard, especially in the three targeted governorates: the capital/Amman, Irbid, and Zarqa.

Regarding the activities of the second year of the project, some of them have been implemented and others will be implemented as follows:

- Regarding awareness workshops on "Legal Legislation and Skills for Entering the Labor Market"; the ninth and final workshop was implemented in Zarqa Governorate on 9/30/2024 with the attendance of 24 participants.



- (50) other cases will be hosted at the Effat Center/SIGI-JO, similar to the first year, and social, psychological and legal services will be provided to them, thus completing the target number of (100) women.
- “Institutional Evaluation Report for the Second Quarter” will be prepared within the framework of the “Safe Paths” Project – Policies against Violence in the Workplace Environment for the period (6/10/2024 - 9/10/2024), and the advisory task related to: "Evaluating the Capacities of a Group of Local Organizations and the Progress Made" will be completed.
- Regarding the dialogue sessions with decision-makers, civil society institutions and local associations on "Challenges and Difficulties Facing Women in the Labor Market and Proposed Mechanisms to Deal with these Challenges and Difficulties"; the fifth dialogue session was implemented on "Challenges Facing People with Disabilities, Especially Women in the Work Environment and Mechanisms to Reduce these Challenges" in the Capital Governorate/Amman on 10/29/2024 with the attendance of (53) participants. The implementation of the remaining four dialogue sessions will be completed in the second year of the project, and it is proposed that the four dialogue sessions address the following categories in order: Working women who head their families, working women who suffer from incurable or chronic diseases such as cancer, working women in the tourism sector, and working women in the field of providing social and psychological services.
- Activities will be implemented through influencers (advocacy ambassadors) on social media to publish content that promotes the project’s objectives and addresses issues related to women’s participation in the labor market and gender-based violence. Work on this will begin during October and November 2024.
- Policy papers will be prepared during the second year of the project in light of the outcomes and results of studies on “Violence in the Workplace Environment” and the resulting proposals and recommendations that were prepared within the framework of the project, after they are completed, reviewed and fully discussed.
- Dialogue sessions with decision-makers, employers and civil society will be held during the second year of the project to present the results of the studies issued within the framework of the project.
- It is proposed to add axes to follow up on the capacity building program for the project team when reviewing the budget and submitting the extension proposal.
- Implementing the vision developed by the project team regarding the media campaign activities for the second year.
- The closing conference will be held to present the project outputs, outcomes and impacts achieved at the end of the second year of the project.

In order to prepare the “Semi-annual Monitoring and Evaluation Report for the “Safe Paths” Project”, quantitative and qualitative data related to the report were obtained for the purpose of answering the proposed questions in light of the approved evaluation criteria, documenting the progress made and achievement rates in implementing the project activities according to the approved plan, and monitoring the number of beneficiaries of the project’s various activities, through: conducting a comprehensive desk study; which included: reviewing documents, studies and statistics related to women’s economic participation in the labor market, economic violence faced by women, and efforts to empower women economically in Jordan, reviewing project documents, reviewing documents, literature, studies and evidence issued within the framework of the project and analyzing them, in addition to conducting (23) interviews with stakeholders and those concerned with the project, female leaders representing local partner associations and institutions from the targeted governorates who participated in the project’s various activities and events, and women who received social, psychological and legal services at the Effat Center/SIGI-JO during the first year of the project.

The report of the mid-term monitoring and evaluation of the project: “Safe Paths” Project – Policies against Violence in the Workplace Environment included three main parts, as follows:



- **Part One;** that include: The reality of female economic participation in Jordan, an introduction to “SIGI-JO”, the project’s relation to SIGI-JO strategy and strategic plan, the bonds of partnership and cooperation between SIGI-JO and, the donor, AWDF, the general objective of the project “Safe Paths” Project – Policies against Violence in the Workplace Environment, the main objectives of the project, the target groups of the project, the target territories of the project, and the adopted evaluation methodology.
- **Part Two;** that include: Achievements of the “Safe Paths” Project – Policies against Violence in the Workplace Environment for the first year (2023-2024) according to the project’s logical framework, and a review of the results of the project’s mid-term follow-up and evaluation according to the developed and approved evaluation criteria, which are: suitability, connectedness, efficiency, efficacy, sustainability, learning, conformity and repeatability.
- **Part Three;** that include: project success factors, the most prominent challenges faced by the project team and how they were dealt with, lessons learned, and proposed recommendations to improve work during the implementation of the second and final phase of the project and upcoming projects. It includes: general recommendations to increase women’s participation in the labor market, recommendations from the study “Violence in the Workplace Environment and Support Systems through Civil Society Interventions”, recommendations from the initial draft of the study “Analysis of the violence against women in the work environment”, recommendations resulting from field visits to the targeted partner associations and through analyzing their responses to the questionnaire, recommendations resulting from the project’s activities and events, recommendations related to the methodology for preparing and following up on projects, and recommendations related to improving training programs in general.

In conclusion, working on the project (“Safe Paths” Project – Policies against Violence in the Workplace Environment) is at the core of the work SIGI-JO, as enhancing women’s participation in the labor market, economic empowerment of women and girls, and combating gender-based violence are topics included in the SIGI-JO strategy and strategic plan and are a priority on its work agenda. The project will be sustained by investing in the opportunities available to SIGI-JO. By SIGI-JO continuing to work to achieve the project’s goals (even after its completion) through the SIGI-JO main and permanent work programs, so that they are focused on, implemented, and followed up on an ongoing basis.

