



AFRICAN WOMEN'S  
DEVELOPMENT FUND



جمعية معهد تضامن النساء الأردني  
Solidarity Is Global Institute-JO

**Mid-Term Monitoring and Evaluation Report**  
**for the “Safe Paths” Project – Policies against Violence**  
**in the Workplace Environment**

**Implemented by Solidarity is a Global Institute-Jordan**  
**(SIGI-JO)**

**with Support from**  
**the African Women's Development Fund (AWDF)**

**Prepared by:**  
**Monitoring and Evaluation Consultant**  
**Dr. Muna Mu'taman Khalil Ha'ubsha**

**December 1, 2024**

## Table of Contents

Subject	Page
- Table of Contents	2
- Executive Summary	3-9
<b>- PART ONE</b>	10-22
1- Female Economic Participation in Jordan	10-14
2- Solidarity is a Global Institute-Jordan ("SIGI-JO") Information	14-16
3- The Project and SIGI-JO Strategy and Strategic Plan Table (1): The matrix that clarifies the mechanism of linkage and the relationship between the "Safe Paths" Project – Policies against Violence in the Workplace Environment and SIGI-JO strategy and its extended strategic plan for the years (2024 - 2026)	16-18
4- Partnership and Cooperation between SIGI-JO and the Donor, the African Women's Development Fund ("AWDF")	19-20
5- General Objective of the "Safe Paths" Project – Policies against Violence in the Workplace Environment	20
6- Project Main Objectives	20
7- Project Target Groups	20
8- Project Target Territories	20
9- Adopted Evaluation Methodology	20-22
<b>- PART TWO</b>	23-60
1- 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	23-42
2- Presenting Project's Mid-term Monitoring and Evaluation Results according to the following Evaluation Criteria:	43-60
a- Suitability	43-50
b- Connectedness	50-51
c- Efficiency	51-52
d- Efficacy	52-55
e- Sustainability	55-57
f- Learning	57-59
g- Conformity and Repeatability	60
<b>- PART THREE</b>	61-71
1- Project Success Factors	61-62
2- Most Prominent Challenges Faced by the Project Team, and How they were Overcome	62-63
3- Lessons Learned	63-64
4- Recommendations and Suggestions to Improve Work during the Implementation of the Second and Final Phases of the Project	64-71
- List of References	72-73
- List of Annexes	74-75



## 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.



## PART ONE

### 1- FEMALE ECONOMIC PARTICIPATION IN JORDAN

Below is the economic participation of women in the labor market in Jordan, the economic violence that women face, and the economic empowerment efforts directed at them to increase their participation in the labor market.

#### **A- Female Economic Participation in the Labor Market:**

Despite the high rates of female enrollment in Jordan at various educational levels, and the high rates of their educational grades compared to males at various educational levels, especially according to the results of the General Secondary Education Certificate Examination, their participation rate in the labor market remains low.

Noting that less than (30%) of male and female students in Jordan go to vocational, technical and artistic education and training, while in developed countries about (70%) of male and female students go to vocational, technical and artistic education and training.

The prevailing societal culture and stereotype of women's work encourage many women and girls to prefer working in the public sector and in certain professions, such as education, health, and social work, which are professions with high social desirability. Many women and their families tend to prefer working in these professions, which has led to about (80%) of female workers in the public sector working in the education and health sectors. Women working in the informal labor sector also constitute about a third of the total female labor force in Jordan (Mu'taman, 2023).

According to the Department of Statistics report, the revised economic participation rate (female workers of 15 years and above) for the fourth quarter of 2022 was (33.7%) (53.6% for males versus 14% for females - unchanged for several years). It is worth noting that investing in the “Women’s Empowerment Strategy in the Economic Modernization Vision” and its priorities has raised the revised economic participation rate for females and contributed to reducing unemployment rates; as the results of the Department of Statistics’ labor force surveys for the fourth quarter of 2023 showed an increase in the economic participation rate for Jordanian females aged (15) years and above to reach a rate of (15.1%) compared to (14%) in the fourth quarter of 2022. The statistics showed a decrease in unemployment rates, as unemployment among females reached (31.4%) compared to (20.6%) for males in 2022’ however, at the end of the fourth quarter of 2023, unemployment rates among females decreased to (29.8%) compared to (18.9%) for males (launch of the study “Women’s Economic Identity in the Governorates”, 2024).

One of the most important issues and challenges facing working women is their quest to balance between their roles as homemakers and their professional and social roles, their need of their families, i.e. the husband and children, cooperation in helping in household chores, and unpaid social care work at home. The burden of working women who are homemakers at the same time makes it impossible for women to balance between their household and their professional lives.

#### **B- Economic Violence against Women and Girls in Jordan:**

As a result of their weak economic participation, most women do not enjoy social protection in the form of retirement salaries and health insurance, and those who are covered by social protection enjoy a lower coverage than men. Women also do more unpaid social care and domestic work than men, at the expense of paid employment opportunities. In addition, women work in the informal sector, which lacks full social protection coverage.



Economic violence against women marginalizes their role and limits their economic participation and violates their labor rights. This violence takes many forms that fall within three main axes:

- Preventing women from accessing economic resources.
- Preventing women from using, disposing of and preserving their economic resources.
- Exploiting women's economic resources.

### **1. How is Economic Violence against Women and Girls Practiced?**

Economic violence against women and girls is practiced through multiple behaviors, the most prominent of which are control, deprivation, coercion, and prevention. The following are examples thereof:

- Control over family living and welfare expenses.
- Denying or diminishing women's and girls' personal property and resources, such as denial of inheritance and unpaid work.
- Manipulating or using credit and loans in a way that harms women.
- Preventing women from freely accessing social and economic participation.
- Financial surveillance, excessive control and scrutiny of women's and girls' expenses.
- Refusal to contribute alongside women to living expenses or to pay dues such as alimony.
- Generating financial costs for women, and sexually exploiting women and girls for money.

### **2. Indicators of Economic Violence against Women and Girls in Jordan:**

- Deprivation of inheritance as there is an exit transaction out of every five inheritance transactions.
- Only (14%) of wives decide on their own how to dispose of their financial gains.
- Wives' alimony is at its minimal.
- Hostile work environments and ineffective policies which has increased the unemployment rate among women and reduced the percentage of their workforce.
- There are weak job opportunities for women in Jordan.
- Weak female ownership of land and apartments in Jordan; as data from the Gender Section of the Department of Statistics website indicate that the percentage of female land ownership reached (19%), and the percentage of joint ownership of land reached (37.5%). The percentage of female apartment owners reached (25.6%), while the percentage of joint ownership of apartments reached (20.3%) for the year 2022.
- Only (6%) of the total agricultural holders in Jordan are women.
- Unpaid work constitutes a serious obstacle to women performing paid work and constitutes economic violence against them.
- As for borrowing from microfinance institutions, women constituted (343) thousand borrowers by the end of 2019.
- There is strong statistical evidence of the inability of microfinance institutions to lift women out of poverty and empower them economically.
- The total entrepreneurial activity of women in Jordan is low, as their participation rate in entrepreneurship reached only (3.3%), which is much lower than the global average of (10.2%).
- The percentage of the number of sole proprietorships fully owned by businesswomen to the total number of sole proprietorships reached (12.20%) in 2021.
- Obstacles to women's gain justice "stereotypes, costs, and lack of legal awareness" (Ha'ubsha, 2021, pp. 39-40).

In general, the work environment in Jordan is not friendly to women. The gender wage gap is still large for jobs of equal value in both the public and private sectors, noting that wage discrimination is one of the main reasons why women do not join the labor market or leave it early. Women suffer from weak public



transportation systems, lack of nurseries in the workplace, discrimination and inequality in promotions and training opportunities, and violence, especially harassment, continues to be practiced against them.

### **C- Economic Empowerment Efforts Directed at Women to Increase their Participation in the Labor Market:**

There are many national strategies and plans that the Jordanian government has developed and adopted, which included among their objectives, enhancing women's economic empowerment efforts and raising the rate of women's economic participation in Jordan. The most prominent of which are: the seventh discussion paper of His Majesty King Abdullah II: Building our Human Capacities and Developing the Educational Process, the Essence of the Nation's Renaissance (April 15, 2017), Jordan Vision 2025, the National Strategy for Human Resources Development (2016-2025), the National Employment Strategy (2011-2020), the National Strategy for Social Protection (2019-2025), the National Strategy for Women in Jordan (2020-2025), the Comprehensive National Plan for Human Rights for the years (2016-2025), the Jordanian Economic Growth Stimulation Plan (2018-2022), and the Ministry of Labor's Strategic Plan (2022-2025).

Women's empowerment tops the government's agenda, which aims to double women's economic participation from 14% to 28% by 2033. There is a ministerial committee for women's empowerment headed by the Minister of Social Development. What distinguishes the work of this committee is that it is empowered by its clear strategy and agenda, and by a modernization vision that does not only focus on the social aspect, but also addresses the political and economic aspects, and helps in achieving the desired goals.

Among the most prominent initiatives announced by the Jordanian government are the launch of the "Economic Modernization Vision 2033", which seeks to enhance women's empowerment and increase their economic participation; the government's adoption of a reform approach in the field of the economy, the adoption of a gender integration policy by the government in 2020, the commencement of preparing gender integration policies in various ministries and institutions, and the launch of the "Women's Empowerment Strategy in the Economic Modernization Vision" in 2022, which included many goals, including, but not limited to, transforming women from working in the informal sector to the formal sector. The first phase of the executive program includes sectoral initiatives, (72%) of which directly affect women's economic participation, and the rest of (28%) affect indirectly.

Given that this strategy considers the private sector a strategic pillar, the Ministerial Committee for Women's Empowerment is working to explore ways to make the women prefer to work in the private sector, and to implement the Gender Equality Seal that aims to achieve gender equality in the work environment, in addition to the legislative gains to support women, and the recent amendments to the labor laws, social security, companies, and the nursery system, and the ongoing work to amend the flexible work system in cooperation with the Ministry of Labor, and work to establish electronic stores that aim to train women before preparing them to go in their paths (Roundtable on the Women's Empowerment Strategy in the Economic Modernization Vision, 2024).

The launch of the "Women Empowerment Strategy in the Economic Modernization Vision" coincided with the completion of sectoral executive plans that take gender into account. The Public Sector Modernization Track also recommended institutionalizing and developing the government women's sector and emphasizing the development of the selection system for leadership positions to ensure the achievement of justice and equality.

Analyses conducted by the Jordan Strategy Forum showed that the share of women in the total job opportunities referred to in the "Economic Modernization Vision" will amount to about (361,200) job opportunities, assuming an increase in the percentage of insured persons in the Social Security Corporation from (28.7%) in 2021 to (35.0%) during the implementation period of the vision (2022-2033).



Regarding the distribution of the expected opportunities to be generated, at the sectoral level, the Forum indicated that the job opportunities distributed to women will be the highest in the “Manufacturing Sector” with (88,200) job opportunities, while the lowest opportunities were distributed in the “Electricity, Gas and Water Supply Sector” with (3,150) job opportunities (Jordan maintains its ranking in a global index of reforms supporting gender equality, 2023).

A year after implementing the “Economic Modernization Vision,” the Jordanian Prime Minister announced that the achievement rate reached (82%) of the priorities targeted for completion in 2023, and the government is now building on these achievements to achieve the vision’s goals (Roundtable on the Women’s Empowerment Strategy in the Economic Modernization Vision, 2024).

Jordan also made significant progress in the World Bank’s “Women, Business and the Law Report” issued in 2024, which assesses the gap between legal reforms and actual outcomes in favor of women, as its score rose by (12.5) points from (46.9%) to (59.4%); which is higher than the Middle East and North Africa region average of (54.7%), the lowest in the world. The report indicated that Jordan is among the five countries that recorded a significant improvement in this indicator for this year 2024 out of (190) countries.

The report explained that the great progress is due to the amendments made to the amended Labor Law No. (10) of 2023, which is the first law that explicitly prohibits discrimination based on gender in the employment of workers explicitly under the law. This law resulted in recording four reforms within the framework of the workplace and wage indicators (Jordan advances in global indicators during the first quarter of this year, 2024).

The government has considered the importance of supporting the economic, political and social roles of Jordanian women; and institutionalizing this endeavor has become the core of the government's strategic planning for various sectors based on the Jordanian Constitution, Article (6) of which now guarantees the empowerment and support of women in a way that ensures equal opportunities on the basis of justice and fairness. This constitutional text came in response to the recommendations of the "Royal Committee for Modernizing the Political System". In response to these recommendations as well, the "Instructions for the Rules of Governance of Joint Stock Companies for the year 2024" were issued, stressing the need to commit to women's representation in the membership of boards of directors at a rate of no less than (20%) of the number of board members. These amendments came in response to the growing challenges and in an effort to launch all economic and social capabilities to enhance the participation of Jordanian women in economic life and their access to decision-making positions.

The government did not stop at introducing the necessary legislation to create an enabling environment that supports women’s involvement in economic and public life, nor by launching initiatives and practical tools that support this involvement. Rather, it established institutional structures for this purpose, by establishing women’s empowerment units in ministries, public institutions, and municipalities, and by women assuming more leadership positions in many public and private sector institutions and successful entrepreneurial projects.

In addition to providing economic services to women, which include lending and financing services and facilitating ways to obtain microfinance in Jordan. The most prominent governmental institutions supporting in this field are the Development and Employment Fund, the Agricultural Credit Corporation, and the Jordan Enterprise Development Corporation, in addition to relevant private sector institutions.

The “Working Group for Enhancing Women’s Economic Participation” was also formed, headed by the “Secretary-General of the Ministry of Industry, Trade and Supply” and including representatives from the public and private sectors and businesswomen. The team will work to provide a sustainable platform to activate fruitful dialogue between the public sectors and companies owned and/or managed by women to



develop future visions related to women's economic affairs (The government has enhanced the economic, political and social participation of Jordanian women, 2024).

## **2- SOLIDARITY IS A GLOBAL INSTITUTE-JORDAN ("SIGI-JO") INFORMATION**

SIGI-JO was established on 10/11/1998 on the initiative of a number of Jordanian women who believed that women's issues are the concern of the society, that women face general challenges and in formulating future trends, that recognizing women's rights is a commitment to the values of equality, justice, freedom and human dignity for all human beings without discrimination, and that women's enjoyment of their rights is a necessary condition for achieving development, peace, progress, prosperity, well-being and security for the family, society and humanity, as well as a necessity for sustainable development.

In its work, SIGI-JO has focused on teaching and spreading the culture of human rights for women and girls, providing them with legal, social and psychological guidance and services, empowering women to access justice, raising their awareness of their rights guaranteed by international treaties and covenants, national legislation and religious references, and developing their skills in the areas of leadership, citizenship, participation in public life and decision-making.

During its development journey, SIGI-JO has adopted many topics and issues that have emerged on the scene; legally, politically, economically, socially, and health-related, and related to issues and concepts of human rights for women and girls and resistance to all forms of violence and discrimination based on gender.

SIGI-JO launched many advocacy and support campaigns for women and girls' issues, most notably; the campaign to raise the age of marriage, the campaign for the nationality of children of Jordanian women, the campaign to issue the law for protection from domestic violence, the campaign to abolish the text of Article (308) of the Penal Code, and the campaign to criminalize the hysterectomy of girls with disabilities. These campaigns contributed to making a number of important changes at the legislative level in addition to raising public opinion and the media about discriminatory texts against women and girls.

SIGI-JO played an important role in the field of training and capacity building for a number of local institutions and bodies in various governorates of the Kingdom, in addition to building the capacities of young men and women in local communities and opened the way for them to engage and communicate with civil society institutions, especially in the fields of awareness, development, political participation and public affairs management.

Through its work with and for women and girls, SIGI-JO seeks to provide a safe and nurturing environment for their capabilities, whether at the family or community level, in a way that contributes to enhancing their active participation in various areas of life, and to raising their ability to make decisions, and contribute to improving the quality of their life, their families, and other women and girls in their communities.

SIGI-JO has supported many female leaders and provided them with opportunities to participate strongly in the societal, political and economic fields. It has highlighted their achievements and opened the way for them to appear in influential and effective media. It has also intervened to help the most marginalized women and girls, such as inmates of reform and rehabilitation centers and social care homes, and provided them with legal, social and psychological services.

SIGI-JO is managed and supervised by leadership bodies that include the Administrative Board, the General Authority, and the Executive Director, in addition to a team of qualified employees, field coordinators, experts, consultants, and volunteers from various governorates of the Kingdom, in accordance with the applicable laws, regulations, organizational bylaws, and instructions in effect in SIGI-JO. The successes, achievements, and good standing that SIGI-JO has reached would not have been achieved without the



distinguished efforts, diligent hard work, and continuous perseverance that characterized the giving of the SIGI-JO leaders, members, and employees in general.

SIGI-JO has strengthened its national, regional and international partnerships, expanded its framework and areas of cooperation with official and civil institutions, civil society organizations, associations and local bodies, and participated with them in designing, implementing and evaluating joint programs and projects. It has opened room for discussion with the government, the Parliament and decision-makers on the rights and issues of women and girls, and has invested in various visual, audio, print and electronic media and social networking sites to shed light on the issues of women, girls and the family.

Since its establishment, SIGI-JO has generally sought excellence in performance and services and has achieved a noticeable presence in various governorates of the Kingdom and has been able to reach various segments of society and has left a positive impact recognized within the framework of Jordanian and Arab civil society and even at the international level. SIGI-JO has adopted a participatory field approach closely related to the priorities and needs of women and girls in local communities and has been distinguished by its reliance on local leaders, associations, and existing and active bodies in implementing its programs and activities.

SIGI-JO was concerned with governance issues as a civil society organization, as it sought to build and enhance the institutional capacities of SIGI-JO and partner institutions, by reviewing and developing the organizational structure of the association and updating and developing the organizational regulations, internal instructions, policies, procedures, institutional organizational framework and job descriptions to be in line with the requirements of implementing strategic plans. It also contributed to raising the efficiency of the staff, volunteers and partner institutions.

SIGI-JO has been able to establish its role as a women's rights and development association that represents a center for producing and disseminating knowledge. It is one of the associations that the media resorts to in order to raise and discuss issues and comment on various aspects related to women's and girls' rights. SIGI-JO leaders have become prominent media figures in these fields. Since its establishment, SIGI-JO has been keen to strengthen its relationship with various media outlets and social media. It has encouraged the involvement of its members and employees, in spreading knowledge and defending women and girls and their rights through the media. It has also been keen to provide documented media materials that shed light on and analyze policies and legislation and read and comment on data and statistics. It also employs national, Arab, and international events to achieve its goals in promoting, disseminating, and implementing human rights for women and girls, eliminating discrimination and violence against them, and empowering them in various fields; Legal, political, economic, social and cognitive, and increasing their participation in achieving sustainable development and policy-making and decision-making positions in various sectors (Ha'ubsha, 2018).

#### **SIGI-JO Vision for Women:**

Empowered women and girls enjoying human rights, participating on the basis of equality in achieving comprehensive and sustainable development in various fields and in building a democratic society in which dignity, freedom, social justice, equal opportunities and respect for diversity prevail in a state of citizenship, rights and freedoms.

#### **SIGI-JO Vision:**

A distinguished, educated, and participatory women's rights and development association with a democratic developmental approach, that effectively contributes to eliminating discrimination and violence against women and girls and ensuring their increased participation and enjoyment of their rights and freedoms guaranteed to them on the basis of justice and equality.



**SIGI-JO Mission:**

- Promoting and protecting the rights of women and girls, elevating their status, and increasing their opportunities, roles, and participation in various areas of life, based on international human rights standards and charters and the Jordanian Constitution,
- Gaining support for the fair application of the law, amending legislation, and contributing to the formulation of public policies for justice and equality towards parity and fair sharing of roles,
- Involving men in national efforts aimed at eliminating gender-based violence and discrimination,
- Providing the opportunity for youth to participate more and building young leaders who work to review and develop feminist human rights discourse to meet emerging needs in Jordan and the region,
- Continuing commitment to working within the framework of an integrated participatory approach between programs, projects, administrative units, local associations, and partners.

**SIGI-JO Values:**

1. Belief in and commitment to human rights, equality, and the values of freedom, justice, and human dignity.
2. Perseverance and continuous learning.
3. Partnership and teamwork.
4. Professionalism and efficiency in work.
5. Maintaining the spirit of volunteerism.
6. Respect for cultural diversity and intellectual differences.
7. Creativity, excellence, productivity, and achievement.
8. Commitment to institutionalism, integrity, transparency, and accountability.
9. Integration and non-marginalization of any segment of society; including youth, adolescents, the elderly, people with disabilities, and others (Strategy of SIGI-JO and its extended strategic plan for the years "2024 - 2026", 2024).

**3- THE PROJECT AND SIGI-JO STRATEGY AND STRATEGIC PLAN**

Below is the matrix that explains the linking mechanism for the project “Safe Paths” Project – Policies against Violence in the Workplace Environment, which is being implemented by the SIGI-JO for the years (2023/2024 - 2024/2025) and SIGI-JO strategy and strategic plan, in order to clarify the extent of effective overlap and great harmony between the project, its general goal and main objectives, with the four axes of the strategy and the strategic and procedural objectives contained in the strategy and strategic plan of SIGI-JO extended for the years (2024 - 2026), as shown in the following matrix:





**Table (1): The matrix that clarifies the mechanism of linkage and the relationship between the “Safe Paths” Project – Policies against Violence in the Workplace Environment and SIGI-JO strategy and its extended strategic plan for the years (2024 - 2026)**

Project	Project Objectives	Strategy Axes	Strategic Objectives	Operational Objectives
<p><b>Safe Paths" Project – Policies against Violence in the Workplace Environment</b></p> <p><b>Project implementation period: Two years (2023/2024 – 2024/2025)</b></p>	<p><b>General Objective:</b> - Addressing violence in the workplace by strengthening the role of civil society organizations and improving the legal, structural and policy framework for women’s participation in the labor market.</p> <p><b>Project Main Objectives</b> - Strengthening the role of civil society organizations and local associations working in the field of women’s economic empowerment, 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.</p>	<p>1- Empowerment and Participation Axis:</p>	<p>- Empowering women and girls legally, politically, economically, cognitively and media-wise, and enhancing their participation and leadership in various fields more effectively.</p>	<p>1/1 Legal empowerment of women and girls so that they have knowledge of legislation for enjoying full equality in rights and duties and performing all their roles.</p> <p>1/2 Empowering women and girls for leadership and building young female leaders, to influence political and societal decisions and public opinion, which would achieve gender equality.</p> <p>1/3 Enhancing women's political participation and effective leadership in all policy-making and decision-making positions in various authorities and sectors and in various elected and appointed councils and bodies, taking into account the access of women and girls with disabilities to decision-making positions.</p> <p>1/4 Economic empowerment of women and girls; so that they enjoy income security, economic independence, decent work and social protection.</p> <p>1/5 Cognitive empowerment of women and girls; enabling them to address the issues they face in their communities, so that they become change makers and able to address any concerns they face.</p> <p>1/6 Empowering women and girls through the media by creating a new generation of female journalists interested in their issues and providing them with the necessary expertise to promote gender equality and justice.</p>
		<p>2- Addressing Inequality and Discrimination Axis:</p>	<p>- Reducing inequalities and discrimination by addressing them through a human rights-based approach in line with national and international norms, standards and policies.</p>	<p>2/1 Raising awareness of the importance of integrating a human rights-based approach into the activities of public and private institutions and civil society organizations.</p> <p>2/2 Developing rules, standards, policies and practical practices based on a human rights-based approach.</p> <p>2/3 Ensuring equality between men and women in the enjoyment of all civil, political, economic, social and cultural rights, and eliminating all forms of discrimination against women and girls.</p> <p>2/4 Disseminating legal culture to raise awareness of reference national legislation and human rights principles in general and the rights of women and girls in particular and ratified international agreements.</p> <p>2/5 Gaining support for the abolition of discriminatory legislation and addressing social norms and traditions that support such legislation and enhancing legal protection for the rights of women and girls.</p> <p>2/6 Identifying aspects of gender inequality with a focus on four levels (legislation, policies, programs and services).</p>



Project	Project Objectives	Strategy Axes	Strategic Objectives	Operational Objectives
	<p>- Raising awareness among various target groups on the issue 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.).</p> <p>- Developing and disseminating legislation, policies, action plans, programs and services to address violence in the workplace in Jordan (presentation on the “Safe Paths” Project – Policies against Violence in the Workplace Environment) 2023).</p>	<p>3- Human Security and Human Rights Axis:</p> <p>4- Access to Justice Axis:</p>	<p>- Overcome the challenges that undermine human security from the perspective of promoting equality and human rights for women and girls in particular, to protect them from any violence practiced against them from within or outside the family, so that they can live their lives effectively within their communities.</p> <p>- Ensure the right to access justice for women and girls living in vulnerable situations and provide them with legal aid services and protection.</p>	<p>3/1 Protecting the social rights of women and girls, such as basic social and labor protection such as social security, good education, adequate housing, providing a good standard of living, ensuring quality of life, health rights, and reproductive and sexual health services.</p> <p>3/2 Raising awareness of the importance of eliminating harmful practices against women and girls such as child marriage, gender-based violence, and acts that constitute crimes such as human trafficking.</p> <p>3/4 Protecting women and girls within their families, in the work environment, and in society from crime and gender-based violence.</p> <p>3/5 Providing protection, guarantees, and providing legal, social, psychological, and electronic counseling services to women and girls (those exposed to violence, victims of violence, and survivors of violence), with attention to women and girls in difficult circumstances and those exposed to greater risks to increase their ability to withstand and overcome various forms of violence.</p> <p>3/6 Meaningfully engage beneficiaries and stakeholders including women’s organizations, families, men, youth and boys in protecting the rights of women and girls and supporting their issues.</p> <p>4/1 Providing support to strengthen the rule of law and enabling women and girls to access justice institutions and obtain fair trials and gender-sensitive justice.</p> <p>4/2 Engaging men, youth, women and girls in addressing the challenges facing the local community in accessing justice.</p> <p>4/3 Protecting women and girls living in vulnerable situations and exposed to violence, discrimination or disruption of their human security, such as: the poor, the elderly, the disabled, refugees, widows, divorcees, female breadwinners... and those exposed to multiple, overlapping and complex forms of discrimination, and reducing their vulnerability and suffering by facilitating their access to the legal and judicial system and services.</p> <p>4/4 Building and strengthening the capacities of human rights activists in SIGI-JO and in partner institutions and associations within the framework of advocating for women and girls’ issues and defending their rights; Civil, political, economic, social and cultural, and trial monitoring to enhance fair trial guarantees for women and girls (SIGI-JO Strategy and its extended strategic plan for the years “2024-2026”, 2024).</p>



#### **4- PARTNERSHIP AND COOPERATION BETWEEN SIGI-JO AND THE DONOR, THE AFRICAN WOMEN'S DEVELOPMENT FUND ("AWDF")**

The partnership and cooperation ties between SIGI-JO and, the donor, 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, 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 objectives of the project (Enhancing Women's Economic Participation in Jordan "Sanabel 1") can be reviewed as follows:

- Raising community awareness through education on the latest amendments to the Income Tax Law, Labor Law, Civil Retirement Law, and Social Security Law.
- Building the capacity of activists and representatives of local community organizations and youth in all governorates on the legislation and regulatory policies related to economic participation, with a focus on legal articles related to influencing the support and promotion of women's economic protection and empowerment.
- Empowering and building the capacity of a number of representatives of local community organizations in the governorates to implement community awareness sessions on the rights and guarantees related to women's economic protection and empowerment.
- Providing individual and group legal advice on these labor issues and legal issues related to women's and girls' economic protection and empowerment.
- Developing the necessary recommendations to activate the legal provisions related to ensuring protection and enhancing women's economic participation and formulating draft proposals that take gender sensitivity into account (by identifying obstacles to women's economic participation and encouraging reform based on legislation).

The most prominent achievements of the project Enhancing Women's Economic Participation in Jordan "Sanabel 1") can be summarized as follows:

- Forming the project's steering committee, which consisted of (16) male and female individuals representing a number of entities and sectors related to the labor market.
- Preparing the "Reference Guide for Women Towards Economic Empowerment in Jordan," prepared within the framework of the Women's Economic Empowerment Program in Jordan (Sanabel), implemented by SIGI-JO.
- Holding a training course for SIGI-JO work team and a number of members of the administrative body based on the contents of the "Reference Guide for Women Towards Economic Empowerment in Jordan".
- Holding the 15th Youth and Technology Conference entitled "For a Safe Human Future... the Decision is Our Decision" via Zoom during the period (August 27-29, 2020) on women's rights in inheritance, property and the labor market.
- Holding the 16th Youth and Technology Conference entitled "Protecting Women from Violence and Harassment in the Workplace" via Zoom during the period (15-18 November 2020), and the following topics were highlighted: A safe and decent work environment: Protecting women from violence, protecting women in the workplace within national legislation, and combating human trafficking in Jordan.



- Developing and launching a media campaign for the project on the topic of women's economic participation, during the 16-day campaign to combat violence against women, which is launched on November 25 of each year.
- Forming a qualified and trained field awareness team (training of trainers) with the necessary information and skills.
- Building a "Sanabel 1" coalition of local institutions to support project activities and participate in implementing awareness workshops. The number of coalition members reached (66) institutions.
- Implementing (96) community awareness-raising sessions on women's economic empowerment and enhancing women's economic rights, at a rate of (8 sessions in each governorate), based on the contents of the “Reference Guide for Women Towards Economic Empowerment in Jordan”.
- Launching and managing the Civil Observatory for Women's Economic Participation in Jordan (the final narrative report template for the "Enhancing Women's Economic Participation in Jordan / Sanabel 1" Project).

## **5- GENERAL OBJECTIVE OF THE “Safe Paths” PROJECT – POLICIES AGAINST VIOLENCE IN THE WORKPLACE ENVIRONMENT**

The project “Safe Paths” Project – Policies against Violence in the Workplace Environment generally aims to: “Address violence in the work environment by strengthening the role of civil society organizations, and improving the legal, structural and policy framework for women’s participation in the labor market.”

## **6- PROJECT MAIN OBJECTIVES**

- Strengthening the role of civil society organizations and local associations working in the field of women's economic empowerment, 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.
- Raising awareness among various target groups on the issue 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.).
- Developing and disseminating legislation, policies, action plans, programs and services to address violence in the workplace in Jordan.

## **7- PROJECT TARGET GROUPS**

- Local associations led by women and young women.
- Decision makers.
- Women seeking job.
- Homemakers providing their families.
- Media.

## **8- PROJECT TARGET TERRITORIES**

- Amman Governorate.
- Irbid Governorate.
- Zarqa Governorate (Introductory presentation on the “Safe Paths” Project – Policies against Violence in the Workplace Environment, 2023).

## **9- ADOPTED EVALUATION METHODOLOGY**

Mid-term monitoring and evaluation of the project: “Safe Paths” Project – Policies against Violence in the Workplace Environment sought to provide quantitative and qualitative data by adopting the following steps:

- 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 women's economic empowerment efforts in Jordan.
- Reviewing project documents, which include: the project's logical framework, the general objective and main objectives of the project, the target groups and territories of the project, the target associations of the project, the project's executive plan and budget, the outcomes, outputs, indicators and activities, and the monitoring, evaluation and learning framework for the project.
- Reviewing documents, literature, studies and guides issued within the framework of the project; Such as the training guide: Safe Paths, the book “Women Made of Gold”, the study “Violence in the Workplace Environment and Support Systems through Civil Society Interventions”, reports issued on project activities, evaluation reports, press releases, infographics, reports of dialogue sessions with decision-makers, and the report of the specialized training course on “Gender-Based Violence in the Workplace”... and identifying the extent to which these documents and outputs are consistent and responsive to the project’s goals and objectives.
- Determine the evaluation methodology to be followed and the evaluation criteria to be adopted.
- Coordinating with the concerned parties to conduct interviews with various stakeholders and those concerned with the project, including members of the project team, stakeholders from SIGI-JO, female leaders representing local partner associations and institutions, and women who received social, psychological, and legal services.
- Conducting the following interviews with (23) people from various stakeholders during the evaluation process to help answer the proposed questions considering the approved evaluation criteria, which included the following categories:
  - (12) stakeholders and people concerned with the project who were interviewed during the evaluation process, and whose names are shown in (Appendix No. 1). These interviews include the following:
    - Conducting an interview with Nuha Muhreiz, Head of the Administrative Board of SIG-JO, and discussing with her the proposed mechanism for conveying the recommendations of the study “Violence in the Workplace Environment and the Support Systems Available through the Interventions of Civil Society Institutions” to decision-makers in the various relevant professional sectors, and the mechanism for activating these recommendations to achieve the needs of the target groups, which included: female workers in both the agricultural and industrial sectors, and civil society institutions concerned with providing various services to women and girls.
    - Conducting an interview with Enaam Asha, Executive Director and Consultant at SIGI-JO, and the gender expert on the project, and discussing with her the progress of the project in general, focusing in particular on her role as a gender expert within the project, where she follows up, reviews, and supervises the preparation and issuance of the project’s outputs and publications, such as: “Training Manual: Safe Paths,” the book “Women Made of Gold,” and studies, policies, and publications that address the topics of women’s economic participation and empowerment, and the violence that women face in the work environment.
    - Conducting (3) interviews with the project manager/Rana Abu Al-Sundus at the beginning, middle, and end of the task to inquire about the project, its various activities, and its outputs, obtaining documents related to the project, and periodically informing her of the progress of the work in the semi-phase follow-up and evaluation task of the project.
    - Conducting an interview with researcher Rania Al-Suwaiti, who prepared the study “Violence in the Workplace Environment and the Support Systems Available through the Interventions of Civil Society Institutions,” to discuss with her the proposed mechanism for conveying the study’s recommendations to policy makers and decision makers in the various relevant professional sectors, and the mechanism for activating these recommendations to meet the needs of the target



- groups, which included: female workers in both the agricultural and industrial sectors, and civil society institutions concerned with providing various services to women and girls.
- (9) Women leaders representing local partner associations and institutions from the targeted governorates, who participated in the project's various activities and events, and were interviewed during the evaluation process at a rate of (3) women from each of the targeted governorates; the capital/Amman, Irbid and Zarqa, as shown in (Appendix No. 2).
  - (2) women who received social, psychological and legal services at the Effat Center/ SIGI-JO and were interviewed during the evaluation process, as shown in (Appendix No. 3).
- Analyzing reports and publications issued by the project, relevant references and data resulting from interviews, to answer evaluation questions, and extracting the results of the project's mid-term monitoring and evaluation and reviewing them according to the developed and approved evaluation criteria, which are: suitability, connectedness, efficiency, efficacy, sustainability, learning, conformity and repeatability.
  - Documenting the progress made in implementing project activities according to the approved plan and monitoring the number of beneficiaries from the project's various activities.
  - Extracting the project's success factors, the most prominent challenges faced by the project team and how they were dealt with, lessons learned, recommendations and suggestions; to improve work during the implementation of the second and final phase of the project and future projects.
  - Preparing a draft of the “Mid-Term Monitoring and Evaluation Report for the Project: Safe Paths” Project – Policies against Violence in the Workplace Environment in light of reviewing all project documents, prepared reports and its publications, and based on the results of interviews with members of the project team and those concerned with the project in SIGI-JO, female leaders representing local partner associations and institutions, and women who received social, psychological and legal services within the framework of the project.
  - Preparing the executive summary of the report and completing the preparation of the “Mid-Term Monitoring and Evaluation Report for the Project: “Safe Paths” Project – Policies against Violence in the Workplace Environment in its final form in Arabic and English, according to the plan that was set to prepare the report in its three parts.
  - Providing “SIGI-JO” and “AWDF” with the final, revised and edited version; Scientifically, linguistically and technically, from the “Mid-Term Monitoring and Evaluation Report for the Project “Safe Paths” Project – Policies against Violence in the Workplace Environment in Arabic and English, including the executive summary and other necessary attachments.



## PART TWO

### **1- Achievements of “Safe Paths” Project – Policies against Violence in the Workplace Environment / for the first year (2023-2024) according to the project’s logical framework:**

The agreement signed between the two parties, “SIGI-JO” and “AWDF”, 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. Therefore, according to the agreement, no activities were implemented during the first 6 months of the project, and the actual implementation began after obtaining official approvals starting from 9/1/2023, noting that the first financial payment received from the donor was also on 9/13/2023. Thus, the first year of the project was from (9/1/2023 - 8/31/2024), and the second year/period of the project was from (9/1/2024 - 2/28/2025), and it is hoped that the project period will be extended for another (3) months so that the project ends on 5/31/2025 without any additional financial cost. Noting that an abbreviated name has been given to the “Safe Paths” Project – Policies against Violence in the Workplace Environment, i.e. “Safe Paths” Project, and both names refer to the same project.

### **A- Completion rates for the first year of the project (9/1/2023 - 8/31/2024) for various activities:**

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%).

### **B- Total number of direct and indirect participants in the activities implemented during the first year of the project (9/1/2023 – 8/31/2024):**

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.

The following table shows (the achievements of "Safe Paths" Project – Policies against Violence in the Workplace Environment / for the first year (2023-2024) according to the project's logical framework), including: the project's outcomes, outputs, activities according to the project's work plan, project achievements according to the completion reports, completion rate, date of the event or activity, and number of participants, as follows:





**Table (2): 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**

Project Outcomes	Project Outputs	Activities according to the Project Work Plan	Project Achievements According to Progress Reports	Completion Rate	Date of Event or Activity	Number of Participants
<b>Preparatory phase:</b>  <b>Outcome: - SIGI-JO is ready and prepared to implement the project.</b>	<b>Output: - Obtaining official approvals, selecting the work team and relevant partners, and approving the activity plan and budget in its final form.</b>	- Obtaining official approvals.	<ul style="list-style-type: none"> <li>- The forms for requesting foreign funding available on the website of the Ministry of Planning and International Cooperation have been filled out, namely: the "Request for Foreign Funding" form, which was filled out regarding the project “Safe Paths” Project – Policies against Violence in the Workplace Environment, along with SIGI-JO data form.</li> <li>- The official cover letter addressing the Minister of Planning and International Cooperation was prepared and issued on 5/14/2023 regarding the request for approval to obtain foreign funding, and it was sent to the Ministry along with the filled-out forms.</li> <li>- SIGI-JO communicated several times with the Ministry of Planning and International Cooperation regarding what was done with the request for approval.</li> <li>- The official letter regarding the approval was issued and sent by the Ministry of Planning and International Cooperation to the association on 8/6/2023 that indicated that the Council of Ministers had approved in its session held on 7/23/2023 to obtain funding "AWDF" to implement the aforementioned project. The implementation will be carried out under the supervision and follow-up of the Ministry of Labor and in coordination with the Jordanian National Committee for Women's Affairs.</li> </ul>	100%	<p>The approval was issued by the Council of Ministers on 7/23/2023</p> <p>The official letter regarding the approval was issued and sent by the Ministry of Planning and International Cooperation to SIGI on 8/6/2023</p>	
		- Selecting the work team and relevant partners.	- The team was selected which include Project Manager, Project Coordinator, Field Coordinators for 3 governorates, Lawyer, Psychosocial Support Specialist, Gender Expert, Media Coordinator, Monitoring and Evaluation Officer, Accountant, Driver, Technical Assistant.	100%	Last week of August 2023	(13) people 10 females 3 males
			- The project steering committee was formed in February 2024, and consisted of (10 people, including 9 females and 1 male) representing a number of entities and sectors related to women’s rights, especially in the economic field	100%	February 2024	(10) people 9 females 1 male

Project Outcomes	Project Outputs	Activities according to the Project Work Plan	Project Achievements According to Progress Reports	Completion Rate	Date of Event or Activity	Number of Participants
			and their participating in the labor market, which are: official and private institutions, the academic sector, women's empowerment divisions in the municipalities of the targeted governorates, unions, civil society organizations, and local associations. The first meeting of the steering committee was held on 2/7/2024.			
			- 15 partner associations, at a rate of 5 associations in each of the targeted governorates, were initially visited, and data was collected about them, their bodies, areas of work, and previous and current projects. These associations received specialized training entitled "Gender-Based Violence in the Work Environment", as this training constituted the basic step in motivating and training associations to spread knowledge about the importance of women's participation in the labor market, labor rights, and social protection. During the training, training needs were monitored and reviewed, and through this, coordination was made to hold awareness workshops on "Legal Legislation and Skills for Entering the Labor Market". A WhatsApp group was created with these associations.	100%	December 2023	15 associations
		- Approval of the activities plan and budget in their final form.	- Rana Abu Al-Sundos, the project manager who was assigned to manage the project as of 9/1/2023, reviewed all the project documents, and it became clear that the activities included in the project proposal differed from what was included in the budget and what was included in the letter sent to the Ministry of Political and Parliamentary Affairs. Therefore, she conducted a comprehensive review of the budget, logical framework, and executive plan for the project and all its related documents, and deleted some previous activities not included in the project budget originally agreed upon with the donor, and developed the project plan so that the activities were consistent with what was included in the project budget, i.e. the description of the activities was changed to be consistent with the logical framework and budget for the project, and so that they were consistent with what was included in the request submitted to the Ministry of Political and Parliamentary	100%	Last week of August 2023 - First week of September 2023	



Project Outcomes	Project Outputs	Activities according to the Project Work Plan	Project Achievements According to Progress Reports	Completion Rate	Date of Event or Activity	Number of Participants
			Affairs, without affecting the project budget and requiring any additional cost. - The donor was emailed in this regard, and the proposal for the “improved project plan” was approved by the donor, because the proposal does not affect the budget and is more consistent with it than the original proposal.			
<b>Grand Total</b>				<b>23 participants</b>		
<b>Outcome 1: - More women and girls are more aware of their rights and able to exercise them.</b>	<b>Output: - (250) women and girls who have knowledge of their labor rights and labor market skills.</b>  <b>*Observation: 50+24+176 = 250 women and girls</b>  <b>The total completion rate of the two activities together in relation to this Output is:</b>	<b>Sub-activity (1.1): - Implementing (9) awareness sessions on the importance of women’s participation in the labor market, the most prominent challenges they face, and mechanisms to overcome these challenges, targeting working women and women seeking job, each workshop lasting one day with the participation of (15) people.</b>	- (8) awareness workshops were implemented during the first year of the project on “Legal Legislation and Skills for Entering the Labor Market” in the governorates of the capital/Amman, Irbid and Zarqa, targeting working women and women seeking job with the aim of providing them with information related to the importance of women’s participation in the labor market, and the labor rights and duties guaranteed to them by national legislation, including the Jordanian Constitution, the Labor Law and the Flexible Work Regulation, and informing them of the most prominent skills needed by the labor market, including communication and contact skills, electronic marketing, and the use of technology, in addition to the most prominent difficulties and challenges that women may face in the labor market and mechanisms to overcome these difficulties, as follows:	The ratio of the number of awareness workshops implemented to the targeted number (considering that the number of awareness workshops targeted for the first year is 3 according to the amount allocated in the budget from the total) was %266.67 + %146.67 As the ratio of the number of attendees for the eight awareness workshops to	8 awareness workshops were implemented during the first year of the project (2023-2024) \$3,750 was allocated for the first year out of \$11,250 for the first and second years The ninth workshop was completed in Zarqa Governorate on 9/30/2024 (in the second year of the project) with the attendance of 24 women	(176) women participated in the eight awareness workshops held in the first year of the project.
			- <b>First Awareness Workshop:</b> Implemented at the “Fida Al Watan Association” in the capital governorate/Amman.		5/20/2024	20 ladies
			- <b>Second Awareness Workshop:</b> Implemented at the “Ambassadors of Giving Association” in Irbid Governorate.		5/23/2025	20 ladies
			- <b>Third Awareness Workshop:</b> Implemented at the “Al Nashmiyat Charitable Society” in the Capital Governorate/Amman.		6/10/2024	21 ladies
			- <b>Fourth Awareness Workshop:</b> Implemented in the “Jabal Al-Ashrafiyah Association” in the capital governorate/Amman.		6/26/2024	20 ladies

Project Outcomes	Project Outputs	Activities according to the Project Work Plan	Project Achievements According to Progress Reports	Completion Rate	Date of Event or Activity	Number of Participants
	250 × %100 = %100 250		- <b>Fifth Awareness Workshop:</b> Implemented at the “Muared for Community Empowerment” in Irbid Governorate.	the targeted number	7/10/2024	24 ladies
			- <b>Sixth Awareness Workshop:</b> Implemented in the “Women’s Empowerment Division/Irbid Municipality.”		7/24/2024	24 ladies
			- <b>Seventh Awareness Workshop:</b> Implemented at the “Family Affairs Care Association” in Zarqa Governorate.		8/19/2024	23 ladies
			- <b>Eighth Awareness Workshop:</b> Implemented in “Bab Rayan Association” in Al Dhulayl/Zarqa Governorate.		8/29/2024	24 ladies
			<b>Sub-activity (1.2):</b> - Providing legal and psychological support and guidance to (100) women from the target groups.	- (50) cases were hosted at the Effat Center/ SIGI-JO, and paper files and computerized/electronic files were opened for their cases, and all women were worked with according to the case management system. - All cases underwent initial psychological support sessions. As for the psychological service provided, the following questions were asked: Does the emotional state of the working woman affect her decisions, especially with regard to her work and family? It was found that the emotional aspect has an impact on the decisions taken. Therefore, the focus was on supporting and guiding them and providing awareness-raising sessions for them by employing "problem-solving skills", "decision-making skills", "self-management skills", "emotion management skills", "stress management skills in the work environment", and "conflict resolution skills", which are skills that they also need in the labor market. The psychological services provided contributed to helping women and enabling them to overcome the work environment in which they were abused by employers or colleagues. - After hosting cases as approved by SIGI-JO, through external cases, hotline, social media, referrals from SIGI-JO employees and coordinators in the field. Legal advice was provided to (45) women through direct interviews at SIGI-JO headquarters after conducting the necessary interventions by the legal team, i.e. women working in: factories, private schools, private companies, civil society organizations who resorted to legal advice within the	100%	During the first year of the project (2023-2024), the target is to host (50) women.  During the second year of the project (2024-2025), the target is to host another (50) women.

Project Outcomes	Project Outputs	Activities according to the Project Work Plan	Project Achievements According to Progress Reports	Completion Rate	Date of Event or Activity	Number of Participants
			<p>framework of this project because they are economically incapable, or because there is a violation of their rights by the employer or colleagues. These cases are women who have been subjected to economic violence, whether by depriving women of their material rights, which usually consist of not having to financially taking care of their families, not meeting the families' requirements and needs, not providing those women with any financial support, or their husbands while partially financially support the family is being abused verbally, psychologically and physically, which forced those women to seek charitable material assistance.</p> <p>Some working women were subjected to economic violence by exploiting women and taking their entire salary by the husband to pay the house's expenses, and some were forced by the husband to work to secure the needs of the family and the house.</p> <p>Women who were subjected to economic violence were also interviewed, as a case was filed against them by their families to request alimony, despite being completely financial liable of their houses.</p> <ul style="list-style-type: none"> <li>- Labor consultations were provided on work environment and importance of ensuring their labor rights, by providing consultations on employment contract, social security, the notice period and the extent to which women feel poor work environment from the psychological and health aspects.</li> <li>- Work was done to represent women in (44) cases as follows: (10) cases of wife alimony, (10) cases of child alimony, (12) cases of discord and dispute, two cases of divorce in exchange for acquittal, (3) cases of education wages, one case of childbirth and treatment allowance, (4) cases of housing allowance, two cases of proof of divorce.</li> </ul> <p>If the case requires legal representation, especially in personal status cases, it can be referred to one of SIGI-JO two current projects: the Protection and Safety Project funded by the IRC, and the "Safe Paths" Project funded by</p>			



Project Outcomes	Project Outputs	Activities according to the Project Work Plan	Project Achievements According to Progress Reports	Completion Rate	Date of Event or Activity	Number of Participants
			the UPP, where all costs related to the Sharia courts are fully covered.			
<b>Grand Total</b>				<b>226 participants</b>		
<b>Outcome 2: - Improving the capacity of organization s and institutions related to women's rights.</b>	<b>Output: - Holding meetings and activities targeting organizations and institutions led by women and ladies, especially in the economic field.</b>	<b>Sub-activity (2.1):</b> - Preparing a training guide on gender-based violence in the workplace.	<p>The training manual “Safe Paths” has been prepared and reviewed, as well as designed and printed. This manual has been designed in a clear, direct and easy-to-apply manner, leaving room for acceptable flexibility for development purposes. It was introduced, and its summary in English, through the project website that was created on SIGI-JO website.</p> <p>This manual aims to work on building the capacities of civil society organizations, activists, specialists and all those related to this field, aiming to "promote, develop and empower women to participate effectively, influentially and qualitatively in appropriate and stimulating work environments, away from any form of violence and exploitation and its effects, while adhering to decent work standards."</p> <p>This training manual provides good reference material for those interested in benefiting from its contents, according to the target groups, which are: workers in the field of human rights and women's issues in particular; researchers, specialists, lawyers, human rights activists, civil society organizations, and relevant, interested and specialized entities, including decision-makers, influencers, social media activists, and media professionals in general. (Details of the training manual “Safe Paths” are shown in Appendix (1).</p>	100%	January – May 2024  (Preparing the training manual + training on the reference material included in the training manual)	
		<b>Sub-activity (2.2):</b> - Holding a (3) day course targeting (20-25) people from local partner institutions.	- A three-day training course was held at the Landmark Hotel/Amman on (Gender-Based Violence in the Workplace) in which (43) female leaders representing (21) local partner associations and institutions from the governorates of Irbid, Amman and Zarqa participated. During the course, the reference material included in the training manual “Safe Paths” was highlighted. This training course constituted the basic step in motivating and training associations and institutions to	100% Implementing the training course  The ratio of the number of course attendees to	The training course was held during the period from 5/6-8/2024	43 participants

Project Outcomes	Project Outputs	Activities according to the Project Work Plan	Project Achievements According to Progress Reports	Completion Rate	Date of Event or Activity	Number of Participants
			spread knowledge about the importance of women's participation in the labor market, labor rights and social protection guaranteed by national legislation, in addition to documenting women's success stories, holding national meetings, activities and events, and opening an effective national dialogue with decision-makers to convey recommendations and demands related to providing job opportunities for women and young women within the standards of decent work and respect for human rights. The course also presented on the last day a set of letters that would support the empowerment and protection of women not only in the economic field but also in the family field.	the maximum target number is 172%.		
		<p><b>Sub-activity (2.3):</b> - Establishing a steering committee for the project, including official institutions, organizations and local associations related to women's rights, especially in the economic field and entry into the labor market.</p>	<p>- 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, was formed, and its members (9 females and 1 male) were integrated into decision-making meetings and dialogue sessions. The following institutions were represented in the steering committee:</p> <ul style="list-style-type: none"> <li>▪ The Jordanian National Commission for Women's Affairs.</li> <li>▪ The Ministry of Labor.</li> <li>▪ Lawyers Without Borders.</li> <li>▪ Al-Balqa Applied University.</li> <li>▪ The Syndicate of Employers of Recruitment and Employment of Non-Jordanian Domestic Workers.</li> <li>▪ Women's Empowerment Division/ Zarqa Municipality.</li> <li>▪ Women's Empowerment Division/ Irbid Municipality.</li> <li>▪ Al-Israa Group for Cleaning and Logistics Services.</li> <li>▪ Development Families Association.</li> <li>▪ The Academic Sector/ University of Jordan.</li> </ul>	100%	February 2024	Repeated
		<p><b>Sub-activity (2.4):</b> - Conduct regular monitoring visits to institutions; including initial assessment, development of an</p>	- A comprehensive initial survey of partner associations was conducted, where (37) associations were selected in the three governorates targeted by the project: Amman, Irbid, and Zarqa. This reflects the commitment of SIGI-JO to accurate research and extensive analysis to ensure that efforts are directed effectively.	75% based on the consulting task plan from (10/3/2024 until the end	From the start date of the consulting task 10/3/2024 until the end of the first year of the project	

Project Outcomes	Project Outputs	Activities according to the Project Work Plan	Project Achievements According to Progress Reports	Completion Rate	Date of Event or Activity	Number of Participants
		intervention plan, and measurement of progress achieved.	<p>- A meeting was held via Zoom with partner associations, where data was collected and needs were further identified, the project objectives and outcomes were explained, and the role of partner associations in implementing activities was clarified.</p> <p>This reflects SIGI-JO ability to communicate effectively and interact with its partners to achieve common goals, as stronger relationships were built with partner associations, and interaction and cooperation were consolidated between all parties concerned. This contributes to enhancing mutual understanding and ensuring the successful implementation of the project. The meeting accurately identified the needs of partner associations, which helps in designing and implementing appropriate activities to meet those needs more effectively.</p> <p>- Terms of reference related to the project objectives were set to select local institutions and partner associations from the 3 targeted governorates, such as: being led by women, working in the field of women's economic empowerment, targeting women and girls with disabilities, victims of violence and refugees, and having the willingness and commitment to participate in project activities.</p> <p>- Field visits to (30) associations were implemented according to the standards and terms of reference required within the project framework, where their performance was evaluated and their compatibility with the project objectives was determined. This achievement reflects SIGI-JO commitment to accurate evaluation and professional selection of appropriate partners to implement the project to ensure the accuracy and comprehensiveness of the data, where officials were interviewed, and initial questionnaires were filled out. This effort reflects SIGI-JO commitment to transparency and continuity in the evaluation and data collection process.</p> <p>- (21) associations were selected at a rate of (7) associations in each governorate based on the specified criteria and indicators, so that they are fully in line with the project objectives. This indicates the ability to conduct</p>	of the project) and for 12 months	8/31/2024  The "Institutional Evaluation Task Report for the Second Quarter" within the framework of the "Safe Paths" project will be prepared during the first quarter of the second year of the project (2024 - 2025)	





Project Outcomes	Project Outputs	Activities according to the Project Work Plan	Project Achievements According to Progress Reports	Completion Rate	Date of Event or Activity	Number of Participants
			<p>strategic analysis and select the best partners to ensure the success of the project.</p> <ul style="list-style-type: none"> <li>- A questionnaire dedicated to the project was prepared, arbitrated, and verified to ensure its quality and effectiveness in collecting the necessary data. This reflects the commitment to verifying the quality of the evaluation tools used in the project.</li> <li>- A preliminary analytical report was prepared in light of the results of applying the questionnaire to the associations, which explains the evaluation of the level of the targeted local associations in the following areas: 1) Knowledge related to women's economic participation and entry into the labor market in terms of; Legal, social and decision-making, 2) Capacity building, training and provision of services to working women or women seeking job, 3) The ability to communicate, coordinate and cooperate with official institutions, the private sector and civil society in the field of integrating women into the labor market and monitoring the gaps facing women and mechanisms for dealing with them, 4) Opening a community dialogue with decision-makers to convey relevant recommendations and proposals, 5) Providing technical support to targeted local associations and their staff in the field of improving the work environment and enhancing their commitment to decent work standards, in addition to making appropriate recommendations in light of the results.</li> <li>- A plan for visits to local associations was developed, those associations were invited to attend two meetings, and the workers were trained on topics that included their needs that emerged from the analysis, such as: electronic marketing mechanisms, and ways to present their achievements; and simply prepare projects and budgets.</li> <li>- "First Quarter Institutional Evaluation Task Report" prepared within the framework of the "Safe Paths" Project – Policies against Violence in the Workplace Environment for the period (10/3/2024 - 10/6/2024).</li> </ul>			
<b>Grand Total</b>				<b>43 participants</b>		



Project Outcomes	Project Outputs	Activities according to the Project Work Plan	Project Achievements According to Progress Reports	Completion Rate	Date of Event or Activity	Number of Participants
<b>Outcome 3: - Increased public support for promoting the rights of women and girls.</b>	<b>Output: - Raising awareness among relevant decision makers, employers and all segments of society about the issue of violence in the workplace.</b>	<b>Sub-activity (3.1):</b> - Holding (9) meetings at the local level with decision-makers, civil society institutions and local associations on the difficulties facing women in the labor market and proposed mechanisms for dealing with them, at a rate of (10) participants per meeting.	- (4) dialogue sessions were 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, targeting working women and women seeking job, with each meeting lasting one day, as follows:  - <b>First Dialogue Session:</b> Implemented in Irbid Governorate, entitled “Most Prominent Difficulties Facing Women Working in the Agricultural Sector and Mechanisms to Reduce these Difficulties”.  - <b>Second Dialogue Session:</b> Implemented in the Capital Governorate/Amman, entitled “Domestic Workers: Reality, Challenges, and Lessons Learned.”  - <b>Third Dialogue Session:</b> Implemented in Zarqa Governorate, entitled “Most Prominent Challenges and Difficulties Facing Women Working in Factories and Mechanisms to Reduce these Challenges and Difficulties.”  - <b>Fourth Dialogue Session:</b> Implemented in the Capital Governorate/Amman, entitled “Social, Legal and Psychological Protection for Female Workers in the Spinning and Weaving Sector.”	The ratio of the number of implemented dialogue sessions to the targeted number (considering that the number of dialogue sessions targeted for the first year is 3 according to the amount allocated in the budget from the total) is 133.3% + The ratio of the number of attendees for the four dialogue sessions to the targeted number is 342.5%	4 dialogue sessions were implemented during the first year of the project (-2023-2024) and allocated for the first of year 3\$ thousand out of 9 thousand for the first and second years  For the fifth dialogue session was implemented in the capital governorate/ Amman on 10/29/2024 (in the second year of the project) with the attendance of (53) participants  The implementation of the remaining four dialogue sessions will be completed in the second year of the project (2025-2024)	(137) participants in the four dialogue sessions
					2/13/2024	39 participants 28 females 11 males
					2/26/2024	31 participants 25 females 6 males

Project Outcomes	Project Outputs	Activities according to the Project Work Plan	Project Achievements According to Progress Reports	Completion Rate	Date of Event or Activity	Number of Participants
					5/30/2024	32 participants 28 females 4 males
					7/28/2024	35 participants 31 females 4 males
		<p><b>Sub-activity (3.2):</b> - Holding (20) meetings with advocacy ambassadors + organizing (10) visits to workplaces selected within the advocacy campaign and gaining support via social media.</p>	<p>- Meetings will be held with advocacy ambassadors and visits will be made to workplaces during the second year of the project.</p>		During the second year of the project (2024-2025)	
		<p><b>Sub-activity (3.3):</b> - Organizing a media campaign on social media reflecting the project's activities, success stories, cases of violence in the workplace, cooperation mechanisms to reduce it, and the role of the law in this area.</p>	<p>- Communication was carried out for the purpose of developing a media campaign on social media sites that accompanied almost every activity and every task that was implemented, using narrative methods and stories related to the importance of women's participation in the labor market, violence that occurs in the work environment and mechanisms for dealing with it, and the role of laws and their impact on empowering and protecting women in this field.</p> <p>First: Through the project budget, the following activities were implemented: The "Women Made of Gold" book was prepared and issued: which was based on conducting interviews with (20) women leaders and pioneers. One of the main axes of the interview was to learn about their success stories, experiences and distinction, and to address the challenges and obstacles that these pioneers faced while presenting their life journey, their nature and causes, and the mechanisms they adopted to overcome these difficulties and obstacles. The booklet documented milestones in the</p>	100%	During the period from (April - August 2024)	(20) female leaders - Indirect participations



Project Outcomes	Project Outputs	Activities according to the Project Work Plan	Project Achievements According to Progress Reports	Completion Rate	Date of Event or Activity	Number of Participants
			<p>lives of a number of Jordanian women in various fields and specializations. Therefore, SIGI-JO considers that the accomplishment of this work, which prompted it to start the first episode of "Preserving the Jordanian Women's Memory" in the context of "Safe Paths" Project – Policies against Violence in the Workplace Environment, is a qualitative addition to the SIGI-JO resources, literature, research, studies and documents, which will be employed in various fields. Among the most prominent goals that this booklet sought to achieve are:</p> <ul style="list-style-type: none"> <li>- Documenting these national/local models of pioneering female leaders and highlighting their successes. Honoring these women and shedding light on their human experiences and expertise that they have gone through throughout their lives, and to appreciate and thanking them.</li> <li>- Providing the opportunity to be guided by a model of those real practical experiences and experiments that are full of lessons, meanings and lessons learned as success stories, as they may constitute a method for some and a compass that guides others and a candle that lights the darkness of the road in the life of a woman or girl taking her first steps in professional or family life.</li> </ul> <p>(2) videos were filmed during the first year of the project, namely:</p> <ul style="list-style-type: none"> <li>- The first video: the training course that was implemented on the reference material included in the training guide "Safe Paths", during the period from 5/6-8/2024.</li> <li>- The second video: the meeting that was implemented in Zarqa Governorate entitled "Most Prominent Challenges and Difficulties Facing Women Working in Factories and Mechanisms to Reduce these Challenges and Difficulties" on 5/30/2024.</li> </ul> <p>Second: Additional activities were implemented with a free contribution from SIGI-JO (i.e. without financial cost for the project), as follows:</p> <p>(6) press releases related to the topics of women's economic participation and economic empowerment were</p>			



Project Outcomes	Project Outputs	Activities according to the Project Work Plan	Project Achievements According to Progress Reports	Completion Rate	Date of Event or Activity	Number of Participants
			<p>prepared, issued and published, through the SIGI-JO website and the project's website, and through SIGI-JO social media sites, and various media outlets, according to the following titles:</p> <ul style="list-style-type: none"> <li>- The percentage of women heading their families increased to (20.6%) of the total families in Jordan in 2022.</li> <li>- The draft of the new/amended labor law for the year 2024 pushes towards increasing women's economic participation.</li> <li>- Statistical indicators issued by the Department of Statistics during the last quarter of 2023 showed a slight improvement in the rates of economic participation of Jordanian women, as they rose to (15.1%).</li> <li>- The unemployment rate among married females aged 15 years and over in the Kingdom reached (15.3%).</li> <li>- Economic empowerment of female workers in the agricultural sector leads to a decrease in unemployment rates among them and increases their coverage rates of social protection, which leads to addressing poverty.</li> <li>- Unemployment rates among all females aged 15 years and above who are single in the Kingdom reached (45.5%) for the year 2022.</li> </ul> <p>(8) Infographics were prepared and published on the project website that was created on the website of SIGI-JO, and its topics were as follows:</p> <ul style="list-style-type: none"> <li>- Jordanian women who head their families.</li> <li>- The economic participation rate of Jordanian women.</li> <li>- The unemployment rate of Jordanian women.</li> <li>- The monthly wage gap between the sexes.</li> <li>- The increase in the percentage of female ownership of land, apartments and joint properties in 2022.</li> <li>- Female contribution to financial markets for the year 2022.</li> <li>- Social security subscribers.</li> <li>- Increase in the percentage of women who head their households/ 2.</li> </ul> <p>Media messages - (17) infographics were prepared and published on the project website that was created on SIGI-</p>			



Project Outcomes	Project Outputs	Activities according to the Project Work Plan	Project Achievements According to Progress Reports	Completion Rate	Date of Event or Activity	Number of Participants
			<p>JO website, within the framework of the project “Safe Paths” Project – Policies against Violence in the Workplace Environment implemented by SIGI-JO with support from the “AWDF”.</p> <p>Labor consultations – (14) infographics were presented and published on the project website that was created on SIGI-JO website, within the framework of the project “Safe Paths” Project – Policies against Violence in the Workplace Environment) implemented by SIGI-JO with support from “AWDF”. In light of the book "Women Made of Gold", (20) infographics were prepared that reflect the stories of the twenty women in Arabic and English.</p> <ul style="list-style-type: none"> <li>▪ Editing and artistic design were implemented for the publications issued within the framework of the project.</li> <li>▪ (3) media meetings were conducted on the following topics: Talking about the “Safe Paths” project, the high percentage of women heading households in Jordan; Reasons and challenges, national strategies for empowering women in Jordan and reviewing plans and programs that aim to increase women's participation in the labor market.</li> <li>▪ (32) press coverages were conducted by the media and SIGI-JO website on women's economic participation and economic empowerment and project activities.</li> <li>▪ A vision for the media campaign activities for the second year was developed by the project team.</li> </ul>			
		<p><b>Sub-activity (3.4):</b> - Developing a website for the project.</p>	<p>- A special website for the “Safe Paths” Project – Policies against Violence in the Workplace Environment, was created on SIGI-JO website under the name of the project. The project's website includes:</p> <ul style="list-style-type: none"> <li>▪ The training manual “Safe Paths” which was introduced, along with its themes and contents, through the project's website created on SIGI-JO website. The manual is available for download for the benefit in empowering those concerned and interested in the subject.</li> </ul>	100%	12/3/2023	

Project Outcomes	Project Outputs	Activities according to the Project Work Plan	Project Achievements According to Progress Reports	Completion Rate	Date of Event or Activity	Number of Participants
			<ul style="list-style-type: none"> <li>▪ The “Violence in the Workplace Environment and Support Systems through Civil Society Interventions” study introduced, along with its themes and contents, through the project's website created SIGI-JO website. It is available for download for informing researchers, those concerned and interested in the subject.</li> <li>▪ Introduction to the training course on "Gender-Based Violence in the Workplace", which was implemented within the framework of the project and in accordance with the training manual: Safe Paths.</li> <li>▪ Introduction to the awareness workshops on labor rights and labor market entry skills, which were implemented within the framework of the project.</li> <li>▪ Introduction to the dialogue sessions on the most prominent difficulties and challenges facing working women, which were implemented within the framework of the project.</li> <li>▪ Press releases issued within the framework of the project.</li> <li>▪ Infographics issued within the framework of the project.</li> <li>▪ Media messages issued within the framework of the project.</li> <li>▪ Labor consultations issued within the framework of the project.</li> <li>▪ Media meetings, and the rest of the activities carried out within the framework of the project.</li> </ul>			
<b>Grand Total</b>				<b>137 participants</b>		
<b>Outcome 4: - Improved laws and policies that promote the rights of women and girls.</b>	<b>Output: - Coming up with proposals and recommendations on laws and policies related to</b>	<b>Sub-activity (4.1):</b> - Preparing and studying the basic action map on violence in the workplace and the support systems available through civil society organizations.	- The study “Violence in the Workplace Environment and Support Systems through Civil Society Interventions” was conducted, reviewed and completed, and was introduced through the project website created on SIGI-JO website. The general objective of the study revolved around: identifying violence against women in the workplace environment and the support systems available from civil society organizations and local associations in the areas targeted by the project in each of the three governorates (Amman, Zarqa and Irbid), in addition to the extent to	100%	1/21/2024 until 5/31/2024 according to the agreement  It may be extended with the approval of both parties	Indirect participants  159 Women working in the agricultural sector



Project Outcomes	Project Outputs	Activities according to the Project Work Plan	Project Achievements According to Progress Reports	Completion Rate	Date of Event or Activity	Number of Participants
	supporting women's participation in the labor market.		<p>which they meet the needs of working women from the point of view of those institutions. The expected impact of the study is: identifying the needs of the target groups in the work environment for the purpose of creating basic data to monitor the progress of work.</p> <p>To achieve the general objective of the study and reach the expected outcomes, this study was divided into three main axes, which are:</p> <ul style="list-style-type: none"> <li>▪ First axis: Women working in the informal sector, and here women working in the agricultural sector were targeted, as this sector employs a large percentage of women.</li> <li>▪ Second axis: Women working in the organized sector, where the industrial sector was chosen, which employs the largest percentage of working women, especially in the knitting and food manufacturing sectors.</li> <li>▪ Third axis: Civil society institutions working with the female category, in order to identify the current reality of the services provided by civil society organizations and the extent to which they meet the needs of the target groups from the point of view of those institutions. An integrated methodology was followed that combines literature review and quantitative and qualitative research. A special questionnaire was designed for female workers and another electronic questionnaire for civil society institutions.</li> </ul> <p>The data was collected in cooperation with a field work team of the people of the targeted areas, which was reached through civil society institutions. Responses to the questionnaire were obtained from (159) women working in the agricultural field, and (465) women working in the industry, especially within the knitting and food manufacturing sectors. In addition, (50) civil society organizations responded to their own questionnaire. (details of this study are shown in Appendix 2).</p>		It was fully completed on 7/14/2024	465 women working in the industrial sector in the knitting and food processing sectors  50 civil society organizations
		<p><b>Sub-activity (4.2):</b> - Conduct a study on the issue of violence in</p>	<p>The initial draft of the study "Analysis of the Violence against Women in the Workplace Environment" has been prepared, and it needs to be reviewed, revised and restated</p>	65%	1/21/2024 until 5/31/2024 according to the agreement	Indirect participants





Project Outcomes	Project Outputs	Activities according to the Project Work Plan	Project Achievements According to Progress Reports	Completion Rate	Date of Event or Activity	Number of Participants
		<p>Jordan and proposals and recommendations related to policies and laws to improve the legal framework and structure for women's participation in the labor market.</p>	<p>in light of the requirements of the agreement, thus, the researcher should implement the observations requested SIGI-JO. This study has attempted to shed light on the forms of violence that working women are exposed to in the workplace. The study included four main chapters as follows:</p> <p>Chapter One: Violence; addresses the concept of violence, the concept of violence against working women, and violence against women in the workplace; its definition, origin, sources, patterns, causes, forms, and its effects on women at work.</p> <p>Chapter Two: Legislation and the Reality of Women's Work.</p> <p>Chapter Three: The Reality of Working Women in Jordan.</p> <p>Chapter Four: Survey of the Reality of Violence - Analysis and discussion of the prepared questionnaire</p> <p>This survey was conducted to cover all practices and reality related to violence in work, as the survey was designed to identify the extent of the existence of a safe and violence-free work environment for women, and the effectiveness of legislation, policies, and practices that combat violence against working women in the work environment.</p> <p>The survey was conducted during the period from 3/3/2024 – 4/11/2024. The sample size was (1401) women working in the public and private sectors, who were randomly selected from several locations covering Jordan geographically and demographically and distributed across the three regions: central, northern, and southern. (1102) working women were able to answer all the questionnaire questions.</p> <p>This survey revealed the extent of working women's knowledge of the concept of violence and its types, the extent of their exposure, and their awareness of policies and measures to combat violence and protect women in the work environment, the factors that reduce the chances of violence against women, and the legal and national legislation aimed at protecting working women from all</p>		<p>It may be extended with the approval of both parties</p> <p>It was sent to SIGI-JO with its initial draft on 5/27/2024</p>	<p>(1401) women working in the public and private sectors</p>



Project Outcomes	Project Outputs	Activities according to the Project Work Plan	Project Achievements According to Progress Reports	Completion Rate	Date of Event or Activity	Number of Participants
			forms and manifestations of violence at work. (details of this study are shown in Appendix 3).			
		<b>Sub-activity (4.3):</b> - Preparing (6) policy papers related to the study outcomes and developments related to women’s economic participation.	- Policy papers will be prepared during the second year of the project in light of the outputs and outcomes of the studies concerned with the subject of “Violence in the Workplace” and the proposals and recommendations resulting from them that were prepared within the framework of the project, after they have been completed, reviewed and fully discussed.		During the second year of the project (2024-2025)	
		<b>Sub-activity (4.4):</b> - Holding (3) dialogue sessions with decision-makers, employers and civil society, to present the results of studies and research issued within the framework of the project, each meeting targeting (20) people and a total of (60) people.	- Dialogue sessions with decision-makers, employers and civil society will be held during the second year of the project.		During the second year of the project (2024-2025)	
<p>- The total number of direct participants in the activities implemented during the first year of the project (9/1/2023 - 8/31/2024) amounted to (429) participants, of whom (29) were men, representing (6.76%), while the number of women amounted to (400) women, representing (93.24%), who are the target groups of the project.</p> <p>The total number of indirect participants reached (2045) women, including: (20) women from the pioneering leaders who were interviewed and whose experiences, success stories and distinction were monitored in the book “Women Made of Gold”, and the sample members of the study “Violence in the Workplace Environment and Support Systems through Civil Society Interventions”, numbering (159) women working in the agricultural field, and (465) women working in the industry within the knitting and food manufacturing sectors, and the sample members of the study “Analysis of the Violence against Women in the Workplace Environment”, numbering (1401) women from women working in the public and private sectors.</p>						



## **2- Presenting the results of the project’s mid-term monitoring and evaluation according to the following evaluation criteria:**

The mid-term monitoring and evaluation mission of “Safe Paths” Project – Policies against Violence in the Workplace Environment aimed to answer the questions below, which are consistent with the approved evaluation criteria contained in the “Training Manual on Monitoring, Follow-up and Evaluation from a Gender Perspective” issued by the SIGI-JO, which was prepared by Dr. Muna Mu’taman in 2019.

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 (whose names are shown in Appendix No. 1), female leaders representing local partner associations and institutions from the targeted governorates who participated in the project’s various activities and events (whose names are shown in Appendix No. 2), and women who received social, psychological and legal services at the Effat Center/SIGI-JO (whose names are shown in Appendix No. 3), during the first year of the project.

### **A- Suitability:**

“Suitability criteria” mean measuring the extent to which the project was designed in a manner that allows for achieving the objectives and expectations of the targeted and concerned parties, the suitability of the specified objectives, and the suitability of the places and times in which the project was held. To cover this, the following questions will be answered:

#### **1. Is the project designed in a manner that allows the achievement of the specified objectives?**

The project manager’s thorough review of the budget, logical framework, implementation plan and all related documents in the project proposal, deleting some previous activities not included in the project budget agreed upon with the donor, and developing the project plan so that the activities are consistent with what is included in the project budget, i.e. changing the description of the activities to be consistent with the logical framework and budget of the project, and so that they are consistent with what is included in the application submitted to the official body, without affecting the project budget and requiring any additional cost, and the donor’s approval of this, provided the opportunity for the project team members to work hard to achieve the specific project objectives.

#### **2. Was the project suitable for the locations and times in which it was held?**

Yes, the three governorates that were selected are suitable; due to the diversity of sectors in which women work; whether in the agricultural or industrial sector or civil society organizations working in providing services to women or the public and private sectors. There is also a convergence between unemployment rates in the three governorates; as unemployment rates for females (15 years and above) according to the 2023 Employment and Unemployment Survey reached (30.9%) in the Capital Governorate/Amman, (33.1%) in the Irbid Governorate, and (33.1%) in the Zarqa Governorate.

However, the Capital Governorate/Amman and Zarqa are in the central region, and the Irbid Governorate is in the northern region, so it is preferable in the event of gaining another grant from “AWDF”, and in future projects to consider another governorate from the southern region in consideration of the southern development strategy. Considering that the southern governorates are further away in terms of transportation, and that Aqaba Governorate, for example, requires residency as it is the most distant.



### **3. How suitable are the target groups for the project?**

Yes, according to the nature of the project and its objectives, it included several target groups, such as: local associations and institutions led by women and young women, women seeking job, working women involved in the labor market or who have small projects, and they were integrated into the various activities and events of the project. However, women who head their families were not integrated into the events of the second year; therefore, dialogue sessions will be completed with decision-makers, civil society institutions and local associations on "the challenges and difficulties facing women in the labor market and the proposed mechanisms to deal with these challenges and difficulties"; The implementation of the remaining four dialogue sessions will be completed in the second year of the project. 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, women working in the tourism sector, and women working in the field of providing social and psychological services.

### **4. Was the project suitable to the identified needs?**

Yes, the project was suitable for the specific needs of the target groups, such as: local associations and institutions led by women and young women, numbering (21) associations, civil society organizations and other associations with related and common goals in the same targeted governorates, women seeking job, and working women involved in the labor market or who owns small projects. Through the media campaign for the "Safe Paths" project on social media, media messages were sent to women themselves, and messages to decision-makers to improve the legislative environment, policies, programs and services provided. The leaders and workers of the local associations were trained on topics that were among their needs that emerged through the analysis, such as: electronic marketing, documenting their success stories, and how to write project plans and budgets in a simplified manner. These leaders attended the various events and activities of the project, and they now have a WhatsApp group in which SIGI-JO communicate with these local partner associations. They also began implementing activities at the level of their regions, and they talk about the project and about women's economic empowerment and gender-based violence in the work environment, and they invite other leaders of associations to participate in the project's activities. The training manual: "Safe Paths" and the training based thereon contributed to building the capacities of civil society organizations, activists, specialists, and all those related to this field for the purpose of "promoting, developing, and empowering women to participate effectively, influentially, and qualitatively in appropriate and stimulating work environments, away from any form of violence and exploitation and its effects, while adhering to decent work standards." This training manual provided good reference material for local associations and institutions and those beneficiaries. The study "Violence in the Workplace Environment and Support Systems through Civil Society Interventions" also contributed to identifying the needs of the target groups in the work environment for the purpose of creating basic data to monitor the progress of work in the agricultural and industrial sectors and civil society organizations that provide services to women and girls.

### **5. To what extent did the project achieve its overall goal and main objectives? This is regarding the first year of the project for the period (9/1/2023 - 8/31/2024).**

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.

## **6. To what extent have the project outcomes (outputs and outcomes) been achieved?**

- Regarding sub-activity (1.1): Implementing (9) awareness sessions on the importance of women's participation in the labor market, the most prominent challenges they face and the mechanisms for dealing with these challenges, targeting working women and women seeking job, each workshop lasting one day with the participation of (15) people, and sub-activity (1.2): Providing legal and psychological support and guidance to (100) women from the target groups. The eight awareness workshops held in the first year of the project on "Legal Legislation and Skills for Entering the Labor Market" in the local partner associations and institutions in the governorates targeted by the project; the capital/Amman, Irbid and Zarqa, targeted working women and women seeking job with the aim of providing them with information related to the importance of women's participation in the labor market, and the labor rights and duties guaranteed to them by national legislation, including; the Jordanian Constitution, the Labor Law and the Flexible Work Regulation, and informing them of the most prominent skills needed by the labor market, including; Communication skills, e-marketing, and the use of technology, in addition to the most prominent difficulties and challenges that women may face in the labor market and mechanisms for dealing with these difficulties and challenges.

As for the (50) women/cases (which is the targeted number of cases for the first year of the project), they were hosted by the Effat Center/SIGI-JO, and paper files were opened for them and computerized/electronic files as well. All women were worked with according to the case management system. All cases also underwent initial psychological support sessions. As for the psychological service that was provided, the idea was: Does the emotional state of the working woman affect her decisions, especially regarding her work and family? It was found that the emotional aspect has an impact on the decisions taken. Therefore, the focus was on supporting and guiding them and providing awareness-raising sessions for them by employing “problem-solving skills”, “decision-making skills”, “self-management skills”, “emotion management skills”, “stress management skills in the work environment”, and “conflict resolution skills”, which are skills that they also need in the labor market. The psychological services provided contributed to helping the women and enabling them to overcome the work environment in which they were subjected to abuse by employers or colleagues. Legal advice was also provided to (45) women through direct interviews at the headquarters of SIGI-JO after the necessary interventions were made by the legal team. They are women working in factories, private schools, private companies, civil society organizations. They resorted to legal advice within the framework of this project because they are economically incapable, or because there is a violation of their rights by the employer or colleagues; these cases are women who have been subjected to economic violence. Labor advice was provided to them about the reality of the work environment and the importance of ensuring their labor rights, by providing advice on the employment contract, social security, work-related contracts, the notice period, and the extent to which women feel the poor work environment from a psychological and health perspective. Women were also represented in (44) cases as follows: (10) alimony cases, (10) child support cases, (12) discord and dispute cases, two divorce cases in exchange for acquittal, (3) education allowance cases, one maternity and medical allowance case, (4) housing allowance cases, two divorce proof cases. If the case requires legal representation, especially in personal status cases, it can be referred to one of the two current projects in the SIGI-JO, which are: the “Protection and Safety” project funded by (IRC), and the “Safe Spaces” project funded by (UPP), where all costs related to the Sharia courts are fully covered.

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.

- Regarding sub-activity (2.1): Preparing a training manual on gender-based violence in the workplace, and sub-activity (2.2): Holding a (3) day course targeting (20-25) people from local partner institutions. The training manual “Safe Paths”, which was prepared, designed and printed, was designed in a clear, direct and easy-to-apply manner, leaving room for acceptable flexibility for development purposes. This manual aims to work on building the capacities of civil society organizations, activists, specialists and all those related to this field, aiming to "promote, develop and empower women to participate effectively, influentially and qualitatively in appropriate and stimulating work environments away from any form of violence and exploitation and its effects, while adhering to decent work standards." This training manual provides good reference material for those interested beneficiaries.

As for the three-day training course held during the period from 5/6-8/2024 at the Landmark Hotel/Amman in the field of "Violence in the Workplace environment"; (43) female leaders representing (21) local partner associations and institutions from the governorates of Irbid, Amman and Zarqa participated. During the training course, the reference material included in the training guide “Safe Paths” was highlighted. Comparing the results of the post-evaluation of the participants with the pre-evaluation indicated a noticeable improvement in the level of knowledge among the participants after the training. This noticeable improvement can be attributed to the effective and focused efforts made during the training period, which included adopting advanced training methods and using diverse resources. This success highlights the importance of designing integrated training programs that meet the needs of the participants and enhance their capabilities. Moreover, these results demonstrated the importance of training strategies in enhancing effective training. The improvement in the arithmetic mean at the level of knowledge reflected the participants’ ability to understand new concepts and apply them practically, which contributed to achieving the desired objectives of the training program.

The training manual: “Safe Paths” greatly contributed, through the included reference material on the training course based thereon, to 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 sub-activity (4.1): Preparing and studying the basic action map on violence in the workplace and the support systems available through civil society organizations, the study "Violence in the Workplace Environment and Support Systems through Civil Society Interventions", 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.

Regarding sub-activity (4.2): 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 was prepared; 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.



## 7. What are the tangible impacts on the project's stated objectives?

- (21) local associations were selected at a rate of (7) associations in each of the targeted governorates based on the approved criteria and indicators, so that they are fully in line with the project objectives. Their level was evaluated in terms of: knowledge related to women's economic participation and entry into the labor market, capacity building, training and providing services to working women or women seeking job, the ability to communicate, coordinate and cooperate, and open a community dialogue with decision-makers to convey relevant recommendations and proposals, which contributed to building a database that identifies the needs of these targeted local associations, and what technical support they need in general and in the field of improving the work environment and enhancing their commitment to decent work standards in particular.
- Based on the report (Results of Analysis/Training of Gender-Based Violence in the Workplace), the results reflected by the participants' responses to the pre- and post-electronic questionnaire indicated that the participants had achieved a noticeable improvement in their level of knowledge as a result of undergoing the training process, as the arithmetic mean of the participants' pre-evaluation on the level of knowledge as a whole was (2.8), indicating a basic level of understanding or skill. Despite this, the arithmetic mean of the participants' post-evaluation significantly rose to (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 also 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 work. The basic groups were: the agricultural sector, which employs a large percentage of women, and the industrial sector, which employs the largest percentage of working women, especially in the knitting and food manufacturing sectors, in addition to civil society institutions working with the female group, where the current reality of the services provided by these institutions was identified and the extent to which they meet the needs of the target groups from the point of view of those institutions. However, after completing the implementation of 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; and clarifying how local partner associations and institutions have become playing their role in the field of economic empowerment of women to meet the needs of the target groups of working women and women seeking job in their governorates, and in the field of providing various services to them; cognitive, social, psychological and legal? What are the amendments to the legal and structural framework and policies related to the conditions of women's participation in the labor market considering the project's outcomes? And how were they actually implemented?

## 8. How were decision makers involved in the project? What lessons can we learn from their involvement?

Decision makers from the public and private sectors, civil society institutions and local associations were integrated into the "Safe Paths" project by inviting them to participate as keynote speakers according to their fields in (4) dialogue sessions that were implemented on the importance of women's participation in the labor market, the most prominent challenges and difficulties they face and the mechanisms for dealing with them. These dialogue sessions targeted working women and women seeking job, and were as follows:

- **First dialogue session:** Implemented in Irbid Governorate under the title "Most prominent difficulties facing women working in the agricultural sector and mechanisms to reduce these difficulties" on 2/13/2024.

The speakers were:

1. Dr. Abdul Hafeez Abu Orabi / Director of Irbid Agriculture Directorate.
2. Engineer Yahya Bani Khalaf / Director of the Agricultural Research Center / Ramtha.
3. Engineer Lana Bani Hani / Head of the Agricultural Guidance Department / Irbid.
4. Engineer Suha Wahsheh / Head of the Gardens Department / Greater Irbid Municipality.





- **Second dialogue session:** Implemented in the Capital Governorate/Amman under the title "Domestic Workers: Reality, Challenges and Lessons Learned" on 2/26/2024. The speakers were:

1. Mr. Fayez Al-Jabour / Director of the Domestic Workers Directorate / Ministry of Labor.
2. Ms. Dina Al-Awamleh / from the General Social Security Corporation.
3. Lieutenant Ahmed Munir Al-Farhan / from the Public Security Directorate.
4. Dr. Ahmed Mahmoud Al-Hababbeh.

- **Third dialogue session:** Implemented in Zarqa Governorate under the title " Most prominent challenges and difficulties facing women working in factories and mechanisms to reduce these challenges and difficulties" on 5/30/2024. The speakers were:

1. Ms. Aida Al-Naji / from the Jordanian Business and Professional Women Forum.
2. Ms. Ibtihal Al-Omari / from the Directorate of Industry and Trade of Zarqa Governorate.
3. Ms. Linda Al-Omari / from the Directorate of Labor of Zarqa Governorate.
4. Dr. Suleiman Al-Khawaldeh / Head of the Musawa Center for Civil Society Development.

- **Fourth dialogue session:** Implemented in the capital governorate/Amman under the title "Social, legal and psychological protection for female workers in the spinning and weaving sector" on 7/28/2024. The speakers were:

1. Ms. Naifa Al-Azzameh / Head of the Women's Committee in the General Trade Union of Workers in the Spinning and Weaving Industry for Garments.
2. Ms. Sundus Al-Darbi / from the Better Work Program Association.
3. Dr. Malak Al-Saudi / from SIGI-JO.

The lesson that we can learn is that such dialogue sessions with the participation of decision-makers constitute an important step towards developing better and more just work environments for working women in general and striving to adhere to decent work standards.

## **9. How were women seeking job included in the project? What can we learn from their participation?**

Women seeking job were integrated into the project through several methods, most notably:

- Women seeking job were integrated into the project's main objectives and target groups.
- They were integrated into the eight awareness workshops that were implemented during the first year of the project on "Legal Legislation and Skills for Entering the Labor Market" in the governorates of the capital/Amman, Irbid and Zarqa. They targeted working women and women seeking job with the aim of providing them with information related to the importance of women's participation in the labor market, and the labor rights and duties guaranteed to them by national legislation.
- They were integrated into the areas of the questionnaire designated for the project that was prepared and refereed to collect the necessary data about the associations.
- They were integrated in the initial analytical report that was prepared in light of the results of applying the questionnaire to the associations, which clarifies the assessment of the level of the targeted local associations in several areas, including: capacity building, training, and providing services to working women or women seeking job.

The learned lesson is the importance of integrating women seeking work for the purpose of qualifying them and building their capacities on the skills required for the labor market, on how to prepare CVs, and preparing for job interviews.

## **10. How were civil society organizations involved in the project? What lessons can we learn from their participation?**

Civil society organizations were integrated into the project through several methods, most notably:

- Civil society organizations were integrated into the formulation of the project's general objective and main objectives.
- Civil society organizations were integrated into the project's steering committee membership.



- (21) partner associations were integrated, selected at a rate of (7) associations in each of the three governorates, based on the specified criteria and indicators, so that they are fully in line with the project's objectives and to ensure the project's success.
- Civil society organizations were integrated as one of the target groups and beneficiaries of the training manual: “Safe Paths”, with the aim of building their capacities as it provides good reference material for beneficiaries.
- Civil society organizations were integrated as the third axis of the study “Violence in the Workplace Environment and Support Systems through Civil Society Interventions” that was conducted within the framework of the project, to identify the current reality of the services provided by civil society organizations and the extent to which they meet the needs of the target groups from the perspective of those organizations. (50) civil society organizations responded to their questionnaire. The learned lesson is the necessity of integrating civil society organizations due to the importance of their role in the field of women's economic empowerment and enhancing their participation in the labor market, especially in the field of advocacy and gaining support, capacity building, organizing various campaigns, and providing social, legal and psychological services to abused women.

## **11. How was the media integrated into the project? What lessons can we learn from their involvement?**

Various media outlets were integrated into the project through several methods, most notably:

- Media professional Ettaf Al-Roudhan, director of Radio Al-Balad and a specialist in community and development media, was selected in accordance with the terms of reference (TOR) to conduct interviews with (20) female pioneering leaders, to learn about their success stories, experiences and distinction, and to address the challenges and obstacles that these pioneers faced while reviewing some of the stations in their life journey, their nature, causes and the mechanisms they adopted to overcome these difficulties and obstacles. Work was done to document and monitor these national/local models by preparing and publishing the book "Women Made of Gold", and (20) infographics were prepared to reflect the stories of the twenty women in Arabic and English.
- Publishing (6) press releases prepared and issued within the framework of the project that addressed women's economic participation and women who head their families through various media outlets.
- Coordinating to hold (3) media meetings with members of the project's work team to introduce the project, its objectives and activities.
- (32) press coverage was conducted by various media outlets and the SIGI-JO website on women's economic participation, economic empowerment and project activities.
- Inviting media professionals to attend the project's activities and various events to participate in them and cover them in the media.

The learned lesson is the importance of integrating various media outlets to convey messages related to women's economic participation at the public level, and informing decision-makers in various sectors. As effective media is an influential partner that establishes and paves the way for women and girls to achieve access to justice through the way they write news, articles and investigations, especially investigative investigations on women's issues, such as supporting women’s effective economic participation in the labor market and combating gender-based violence.

### **B- Connectedness:**

“Connectedness criteria” measure the extent to which the project activities, outcomes and expected outputs are linked to the priorities of the target groups, the overall objective and sub-objectives of the project, and the policies and areas of interest of the implementing and donor agencies. To cover this, the following questions will be answered:

#### **1. How interconnected are the goals?**

The project objectives seek to achieve the following goals together and in harmony: enhancing the role of civil society organizations and local associations working in the field of women's economic empowerment



and enhancing the ability to combat violence in society and workplaces, spreading awareness among various target groups about the issue of violence in the workplace and mechanisms to reduce it, and developing and disseminating legislation, policies, action plans, programs and services to address violence in the workplace. Therefore, the project objectives are interconnected and support each other to contribute to achieving the overall goal of the project. Therefore, SIGI-JO worked through this project with local partner associations, with civil society organizations in the three governorates, with women themselves, whether job seekers or workers involved in the labor market, with decision-makers, with employers and with media institutions.

## **2. To what extent do the planned activities enable the achievement of the specific objectives that were set?**

When implementing activities, SIGI-JO took into consideration the various parties and sectors concerned and chose interventions and procedures that achieve a kind of harmony between these groups by seeking to address common issues. For example: The second dialogue session: which was implemented in the Capital Governorate/Amman entitled "Domestic Workers: Reality, Challenges and Lessons Learned", was held with the participation of the Director of the Domestic Workers Directorate from the Ministry of Labor, a representative of the Social Security Corporation, and a representative of the Public Security Directorate as keynote speakers, in the presence of representatives of the following organizations: the Higher Population Council, Lawyers Without Borders, the Jordanian Women's Union, the Syndicate of Owners of Recruitment Offices, the Jordanian National Women's Committees Gathering, Women's Empowerment Units in Zarqa Municipality and Irbid Municipality, Jordanian Radio, the National Center for Human Rights, in addition to leaders from local partner associations and civil society associations, and members of SIGI-JO and the project team. At the end of the dialogue session, a set of recommendations and proposals were reached to address the challenges faced by "domestic workers", which consequently contribute to achieving the specified goals, as well as what relates to various activities.

## **3. To what extent do the allocated means enable the planned activities to be achieved within the time allotted for them?**

The activities and events emanating from the executive plan of the "Safe Paths" project, which were implemented during the first year of the project, varied, including: awareness workshops, dialogue sessions, training courses and capacity building, preparing studies, media campaign activities on social media, providing social, psychological and legal services to women and girls, institutional evaluation of local associations. All of these dedicated means that were planned, formulated and developed according to the target groups contributed to their diversity, harmony with the different target groups and effective coordination in achieving the planned activities in their timely manner.

### **C- Efficiency:**

"Efficiency criteria" are concerned with measuring the extent to which the project's resources contribute to achieving the desired goals in a timely manner and at the best cost compared to other alternatives, in other words; (to do the things right) meaning the investment of available resources to achieve the specified goals. To cover this, the following questions will be answered:

### **1. Was the process of achieving the results efficient? Specifically, did the actual results (outputs and outcomes) justify the costs that were allocated and spent?**

Referring to the answer to question 6 - (To what extent were the results (outputs and outcomes) of the project achieved? Within the A- Suitability criteria, we find that the various activities and events that were implemented within the framework of the project greatly contributed to achieving each of: Outcome 1 and the associated output, Outcome 2 and the associated output, and Outcome 3 and the associated output. The first study ("Violence in the Workplace Environment and Support Systems through Civil Society Interventions") greatly contributed to achieving Outcome 4 and the associated output. While the second study ("Analysis of the Violence against Women in the Work Environment") mildly contributed to



achieving Outcome 4 and the associated output, since it needs to be audited, reviewed and reformulated in light of the requirements of the "Service Provision Agreement" signed between SIGI-JO and the researcher. These results indicate that the actual results (outputs and outcomes) justify the costs that were actually allocated and spent.

## **2. How were the costs fit the set limits?**

The costs allocated for the activities in the budget were appropriate and within the limits set, but due to the increased demand for participation in the various activities due to the importance and vitality of the topics, the project team sought to go to less expensive places or to hold activities in the same local associations and institutions at modest financial costs for the purpose of involving the large numbers wishing to attend the various events and activities and benefit from them; thus the available resources were invested efficiently and the resources were mobilized appropriately.

## **3. Could a different approach have achieved better results?**

A different approach that could have achieved better results is in building the capacities of women who manage their own projects, is that they should have been given different and specialized training that focuses on how to prepare their projects, search for financing opportunities, manage their projects, implement them, follow up on them, evaluate their results and develop them.

### **D- Efficacy:**

"Efficacy criteria" are concerned with measuring the extent to which the project's general goal and main objectives have been achieved, and the extent to which the expected results (outputs and outcomes/impacts) have been achieved from the perspective of the targeted and concerned parties. In other words, "to do the right things," meaning the extent to which the specified objectives are appropriate and the extent of success in achieving these objectives. To cover this, the following questions will be answered:

### **1. How effective is the project team management?**

Rana Abu Al-Sundos, Program and Activities Manager at SIGI-JO has been assigned to be the Director of the "Safe Paths" Project as of 9/1/2023. As Program and Activities Manager, she is responsible for planning, managing, and supervising projects in accordance with SIGI-JO regulations, instructions, and policies in effect at SIGI-JO. She has been responsible for managing several previous projects related to women's economic empowerment and gender-based violence. As the project manager, she conducted a comprehensive review of the budget, logical framework, and implementation plan for the project and all its related documents and worked to delete some previous activities not included in the project budget agreed upon with the donor. She also developed the project plan so that the activities are consistent with what is included in the project budget, i.e. the description of the activities was changed to be consistent with the logical framework and budget of the project, and to be consistent with what is included in the application submitted to the official body, without affecting the project budget and does not require any additional costs. She also followed up on the progress made within the project to achieve its expected outcomes and outputs and make the necessary adjustments to ensure that the specified objectives are achieved according to the required standards.

On the other hand, she worked as a project manager as a leader and main coordinator of all aspects of the project from its inception and worked to direct and lead the team members to carry out their specific tasks efficiently and effectively, through her effective communication skills and ability to motivate. She also worked to organize the team and direct its members towards achieving common goals, while ensuring that each member was provided with the necessary support and reinforcement. Her role also included periodically evaluating performance and providing constructive feedback, in addition to dealing with the team in a way that ensures maintaining a harmonious and productive work environment.

Thus, Rana Abu Al-Sundos, as the project manager, is the main pillar that has contributed and continues to contribute effectively to the success of the project and to achieving effective communication between its members and all concerned parties.



## **2. How effective are the mechanisms for monitoring, evaluation and preparing evaluation reports?**

The monitoring and evaluation mechanisms and the evaluation reporting process for the “Safe Paths” project were effective and achieved their goal, as can be demonstrated by the following:

- Regarding the initial evaluation of local associations, it included: Firstly, an evaluation of the level of targeted local associations in the field of knowledge related to women’s economic participation and entry into the labor market from a legal, social and decision-making perspective. Secondly, an evaluation of the level of local associations in the field of capacity building, training and providing services to working women or women seeking job. Thirdly, an evaluation of the ability to network, coordinate and cooperate with official institutions, the private sector and civil society in the field of integrating women into the labor market and monitoring the gaps facing women and mechanisms for dealing with them. Fourthly, an evaluation of the ability to open a community dialogue with decision-makers to convey relevant recommendations and proposals to them. Fifthly, what form of technical support do the targeted local associations, and their staff need in the field of improving the work environment and their commitment to decent work standards. A comprehensive evaluation report was prepared on (the initial evaluation of local associations).
- Regarding the evaluation of the training on (Gender-Based Violence in the Workplace Environment), which was implemented within the framework of the project and in accordance with the training manual: “Safe Paths”, this evaluation was conducted based on the descriptive analytical approach to suit the nature of the evaluation, using a pre- and post-electronic questionnaire to collect data from the study sample, which are the trainees, numbering (43) women representing (21) local associations and institutions. The evaluation report included: Distribution of the evaluation sample members according to variables; gender, educational level, and governorate. The post-evaluation score on the level of knowledge was (3.76), as the results indicated a noticeable improvement in the level of knowledge among the participants after the training, and this improvement can be attributed to the efforts made in the training provided to the participants. The results also showed that (85%) of the participants considered the course to be successful and expressed their desire to attend similar courses in the future. A comprehensive evaluation report was prepared on (the results of the analysis/training of gender-based violence in the work environment).
- Regarding the institutional evaluation mission report for the first quarter of the project for the period (3/10/2024 - 6/10/2024), it is a comprehensive evaluation report that included: implementing the comprehensive initial survey of partner associations, holding a meeting via Zoom technology with partner associations, where data was collected and needs were further identified, and implementing field visits to (30) associations in the field according to the standards required within the framework of the project, where their performance was evaluated and their compatibility with the project objectives was determined, and how (21) associations were selected based on the specified standards and indicators that are fully in line with the project objectives, and developing a robust questionnaire to identify the needs and main priorities of the associations, identify the main challenges they face, and the most prominent outcomes of the field visits.

## **3. Was the governance of SIGI-JO appropriate for managing this project?**

SIGI-JO was concerned with governance issues as a civil society organization, as it sought to build and enhance its institutional capacities, through reviewing and developing its organizational structure, updating and developing the organizational regulations, internal instructions, policies, procedures, institutional organizational framework and job descriptions to be in line with the requirements of implementing strategic plans, programs and various projects. It also activated the role and tasks of committees, alliances and networks, worked to attract more experts and volunteer efforts, strengthened the role of field coordinators and contributed to raising the efficiency of the staff, specialists, volunteers and partners from various sectors.



Noting that the administrative body of SIGI-JO has the authority to prepare the internal regulations and financial and administrative instructions for SIGI-JO and present them to the General Assembly for approval.

SIGI-JO has developed a variety of policies, including administrative policies, financial policies, protection and safety policies, gender equality and gender integration policies, in addition to ethical charters.

SIGI-JO has also developed governance policies to ensure sound management of SIGI-JO. Included: The amended Conflict of Interest Policy for 2022, the amended Anti-Fraud, Bribery and Corruption Policy for 2022, the Information Disclosure and Transparency Policy for 2021, the Whistleblower Protection and Reporting Policy for 2021, and the Policy for Providing Grievances and Accepting Objections and Complaints for 2021. This is in addition to implementing the following two regulatory regulations: The amended Financial System Regulations No. (2/L) for 2022, and the amended Wages, Allowances and Bonuses Regulations No. (3/L) for 2015, and adopting the following financial policies: The amended Fixed Assets Policy for 2022, the amended Financial Advances Policy and Standards for Employees of SIGI-JO for 2022, the amended Petty Cash Fund Policy for 2022, and the Funding Acceptance Policy The amended Local and Foreign Procurement Policy for 2022, in addition to the amended Policy and Instructions for Purchasing Supplies and Services for 2022; which applies to all purchases submitted by SIGI-JO bodies, divisions and projects, and includes: how to form purchasing and tendering committees, the mechanism for committee meetings, and the mechanism for approving purchasing decisions.

Enaam Asha, Executive Director and Consultant at SIGI-JO, supervises the planning, implementation and follow-up of SIGI-JO various projects, most notably the “Safe Paths” Project – Policies against Violence in the Workplace Environment. She has extensive experience in social work and in fields related to the project, its objectives and target groups. She is also a gender expert who follows up and supervises the preparation and issuance of the training manual, studies, policies and publications issued by the project. She is assisted in this project by Rana Abu Al-Sondos, Program and Activities Management Officer, who is the project manager and also has extensive experience in the field of social work, in addition to the team members, each according to their specializations and field of work in the project.

In addition to the keenness of SIGI-JO administrative body, executive director, and consultant to adhere to all regulations, instructions, and policies adopted by SIGI-JO, most notably the governance policies and financial policies followed.

The previous indicates that the governance of SIGI-JO is appropriate for managing this project, and it also contributes to ensuring that the governance and management of the project are carried out in an appropriate, efficient and effective manner.

#### **4. Were other activities implemented (without additional cost) that contributed to adding value to the project?**

Regarding the media campaign for the “Safe Paths” project on social media, the idea of the campaign was initially general and not clear or specific in the project proposal, then the project team developed a vision for the activities, planned them and implemented them. In addition to the activities implemented through the project budget, which are: preparing and publishing the book “Women Made of Gold”, and filming (2) videos related to the project activities, additional activities were implemented by SIGI-JO, without receiving financial consideration, that dealt with the topics of women’s economic participation and economic empowerment, and they included:

- Preparing and issuing (6) press releases and publishing them through SIGI-JO website and the project's website, created on SIGI-JO social media sites, and various media outlets.
- Preparing (8) infographics and publishing them on the project's website created on SIGI-JO website.
- Preparing (17) media messages - infographics and publishing them on the project's website.
- Providing labor consultations - (14) infographics and publishing them on the project's website.
- Preparing (20) infographics reflecting the stories of the twenty women mentioned in the book "Women Made of Gold" in Arabic and English.
- Coordinating and implementing (3) media interviews.



- (32) press coverage was conducted by the media and SIGI-JO website on economic participation and economic empowerment of women and project activities.
- Editing and artistic design that was implemented for the publications issued within the framework of the project. These additional free activities contributed to adding value to the project, as well as contributing to the completion of its activities and the achievement of its objectives.

#### **E- Sustainability:**

“Sustainability criteria” are concerned with measuring whether the benefits of the project and its activities, or some of them, may continue after the project ends or the financial support from the donor is withdrawn. To cover this, the following questions will be answered:

#### **1. To what extent are the benefits and activities of the project likely to be continued and sustainable after its completion?**

The benefits of the project and its activities, or some of them, appear likely to be continuous and sustainable after its completion for the following reasons:

- SIGI-JO clear interest in economic empowerment and its initial inclusion in SIGI-JO strategy and strategic plan in the form of an operational objective, which is: “Economic empowerment of women and girls; so that they enjoy income security, economic independence, decent work and social protection.” In light of this, SIGI-JO began implementing a package of projects within the framework of the Women’s Economic Empowerment Program in Jordan (Sanabel), most notably: the Women’s Economic Rights Enhancement Project/Sanabel 1, the Syrian Refugee and Jordanian Women Development and Protection Project/Sanabel 2, the Syrian and Jordanian Refugee Women and Girls Economic Empowerment Project and Assisting them in the Recovery Process/Sanabel 3, in addition to a group of other projects. The “Safe Paths” project contributed to activating work on the economic empowerment axis.
- The diversity and integration of services provided by SIGI-JO to women and girls who are victims of gender-based violence to include legal services including judicial representation, social services, and psychological services provided through the “Effat Center for Legal, Social and Psychological Services” located at SIGI-JO headquarters. The most prominent projects of SIGI-JO in this field are: the (Sanad) project “to support women in the face of risks”, the (Musanada) project “to support women and girls who are residents and inmates of social care homes and reform and rehabilitation centers”, and the (Protection and Safety) project “to provide health services and sustainable protection for Syrian refugees and members of host communities from the most vulnerable groups in Jordan”.
- What distinguishes the “Safe Paths” project in the field of economic empowerment is the focus on building the capacities of women in local partner associations, which contributes to achieving sustainability, as they were trained and empowered to network with institutions that can finance them, such as: the Development and Employment Fund, and the Women’s Loan Fund. Believing that the role of associations should be transformed from relief to development; the project’s philosophy is based on training for employment purposes and giving value to work, in addition to establishing paths that ensure safety for women, associations, and civil society organizations.
- Through the project, dialogues were opened with decision-makers regarding foreign labor in the sectors of agriculture, spinning and weaving, and domestic workers, which contributed to shedding light on the reality of labor in these sectors and the most prominent challenges and difficulties that are faced, in order to take them into consideration in the activities of the project’s media campaign in the second year.
- SIGI-JO has formed a legal team to support and assist SIGI-JO and the target groups, especially the most vulnerable women and young women, and will make use of this team according to its work methodology, especially the axes related to the labor market and victims of gender-based violence for economic, social and cultural reasons.
- The project will also be sustainable by investing in several opportunities available to SIGI-JO. SIGI-JO will continue to work to achieve the project’s objectives (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.

## **2. To what extent did the training programs provide capacity building opportunities for civil society organizations to replicate the project in their governorates?**

The training programs within the framework of SIGI-JO projects in general and within this project in particular are based on the principle of repetition and sustainability based on adopting the idea that supports women's issues in particular first, and then building capacities and training those coming from civil society institutions through: adopting advanced training strategies that enhance effective training, designing integrated training programs that meet the needs of trainees, enhance their capabilities, enrich their knowledge and develop their experiences, adopting advanced training methods and providing diverse knowledge resources, and employing modern technologies, which makes training motivating and attractive to the trainees' interest, and encouraging them to employ the essence of their experience and the result of their learning to repeat the project in their governorates. This is what the training course that was held for three days in the capital governorate/Amman on (Gender-Based Violence in the Work Environment) contributed to achieving, in which (43) female leaders participated, representing (21) local partner associations and institutions from the governorates; Irbid, Amman and Zarqa.

## **3. To what extent are the project objectives still relevant for the second phase of the project?**

Yes, the project objectives are still relevant for Phase 2, as 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 until they are achieved, in addition to completing the first-year activities that were not completed.

## **4. To what extent are the mechanisms, methods and means used in the first phase of the project during the period (9/1/2023 - 8/31/2024) feasible and successful for use in the second phase of the project?**

Yes, the mechanisms, methods and means used in the first phase of the project are effective and successful for use in the second phase of the project. The activities are diverse and suit the diverse target groups as well, as the activities that will be implemented in the second year are diverse and include:

- 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.

#### **F- Learning:**

"Learning criteria" are concerned with measuring the extent of learning from previous similar experiences and projects in implementing the first phase of this project, and the extent to which lessons learned during the first phase of the project can be used during the implementation of the second and final phase of the project. To cover this, the following questions will be answered:

#### **1. Has the project been built on lessons learned from previous projects implemented by SIGI-JO related to women's economic empowerment and gender-based violence?**

The partnership and cooperation ties between SIGI-JO and, the donor, 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, 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. This project is also complementary to the rest of the previous projects implemented by SIGI-JO, which focused on women's economic empowerment and gender-based violence and relied on them as a reference.



## **2. What are the lessons learned during the first phase of the project for the period (9/1/2023 - 8/31/2024), which we can benefit from during the implementation of the second and final phase of the project?**

- The project team and the two experts involved in preparing and reviewing the training manual learned through the implementation of the three-day training course in the field of “Violence in the Workplace”, during which the reference material included in the training manual “Safe Paths” was highlighted, that the women participating in the course, numbering (43) women leaders representing (21) local partner associations and institutions from the governorates of Irbid, Amman and Zarqa, have many additions and practical cases on the subject of the course that will enrich the training manual, and these additions were entered into the manual before its final launch.
- One of the lessons learned that was observed during the implementation of various activities and events is the need to take into consideration, when presenting models of violence issues in general and economic violence issues in particular that affect women and girls and the effects of this violence on weakening them, shackling them and restricting their ability to participate politically, in public life and economically, that in return, models of women who have recorded successes and achievements and were able, with their will, to change the bitter reality and change their lives and the lives of their families for the better should be referred to. In light of this, the book “Women Made of Gold” was prepared and issued, and efforts should be made to continue preparing and issuing episodes following the first episode of the booklet with the aim of “Preserving the Jordanian Women’s Memory.”
- Another lesson learned is the need to advocate for the rehabilitation of male perpetrators of violence as part of a protection order, immediately after the victim reports the abuse. This will provide immediate protection for women and prevent further abuse, as lengthy judicial proceedings before sentencing may lead to further violence.
- The importance of investing in building relationships, networking and strengthening partnerships; the project has provided the opportunity to open channels of communication and dialogue with various parties and institutions; official and private, associations and local partner institutions related to women’s economic empowerment and gender-based violence, and to gain their trust to facilitate work and ensure the professional conduct of activities and events. It is necessary to work on integrating them into the various activities of the project for the second phase as well.
- The importance of investing in media, awareness and community education programs on the importance and necessity of supporting women and girls’ access to justice and women’s effective economic participation in the labor market, in addition to effective political participation, and investing in gaining the support of various types of supportive media; print, audio, visual and electronic, to continue raising these issues in an effective participatory manner, in addition to continuing to effectively employ information and communications technology (ICT) to inform about the project’s activities and publications.
- Another lesson learned is the importance of contributing to the production, dissemination, exchange and availability of knowledge. As in this project the produced and issued materials within the framework of the project, such as the training guide: Safe Paths, the book “Women Made of Gold” and the study entitled “Violence in the Workplace Environment and Support Systems through Civil Society Interventions”, were made available by publishing them on the project website created on SIGI-JO website. Summaries of them were also published in English and made available to all civil society organizations and institutions with common goals to benefit from and rely on them at the national, regional and even international levels. This is also supported by AWDF through the agreement signed with SIGI-JO.

## **3. What is the role of AWDF partnership in building the capacity of project team members, and what lessons have been learned from their external visits?**

AWDF has been concerned with building the capacities of the project team members in SIGI-JO. The grant amount allocated for capacity building activities was used according to the capacity building plan agreed



upon with SIGI-JO. The following team members participated in the visits organized to Ghana in Africa. These visits had several dimensions, a dimension of institutional support and capacity building in various fields, a cultural dimension, and a networking dimension. The visits organized by AWDF had a positive impact on the participants and on the work of SIGI-JO as follows:

- Dr. Amani Al-Sarhan: who was the head of monitoring and evaluation at SIGI-JO at the time, participated in an event on “Monitoring and Evaluation” during July 2023, which was attended by participants from African countries, Palestine, and Jordan. Dr. Amani stated that the event addressed the topic of “Theory of Change” and “Measurement Indicators” and sought to develop tools and exchange experiences. One of the lessons learned from the visit was that the participants now have higher capabilities to build a theory of change for different projects, link outcomes with measurement indicators, and develop their ability to formulate SMART indicators in a better manner. She added that after returning to Jordan, she transferred what she learned to SIGI-JO, so that work was done to develop indicators for the SIGI-JO projects, including the “Vote” project.
- Abeer Asha: Project Coordinator, participated in an event during September 2023 that addressed topics related to “Gaining Advocacy and Preparing Projects”. Abeer stated that the event focused on how to gain the support of the funding agency to obtain the grant, and on the importance of focusing activities on the effective use of Information and Communication Technology (ICT), especially regarding the use of the English language, as there was a weakness in communicating regarding projects, activities and publications in English. She added that the training was distinctive and that she transferred the results of what she learned to the preparers of projects in SIGI-JO, and that the project team benefited from this in the “Safe Paths” project itself in preparing summaries of publications such as the study, training manual, book and media in English, and the distinctive learning had an impact on the rest of the projects in terms of communication and the effective use of ICT and social media.
- Alaa Al-Jamal: Accountant, at the time at SIGI-JO, participated in an event on “Accounting” during October 2023. The training course covered the topics of “Budgeting, Purchasing Accounting, and Financial Reporting.” The sub-topics presented in the training course included: Types of Budgets, Budget Management and Control, Why Keep Accounting Records? The Accounting Cycle, Accounting Methods, Source Documents, Linking Financial Data, Best Practices for Cash Management, Training on Purchasing Operations and Finding Synergies, Purchasing Process Cycle, and Good Governance and Ethics in Purchasing Management. Experiences were exchanged in the budget preparation process, training was also provided on appropriate financial reporting processes, discussing the identification of purchasing and supply chain risks, and the link between financial policy and financial management with senior management. The lessons learned were used to review some points for the purpose of developing the financial aspect, and the financial system was modified considering the feedback.
- Rana Abu Al-Sondos: Director of the “Safe Paths” project, she participated in an event held in Sri Lanka during October 2023 on the topic “Challenges and Difficulties Facing Women Working on Women’s and Girls’ Issues in their Communities.” It was attended by participants from South Africa, South American countries, East Asia, and Spain. Rana was the only participant from the Middle East. Rana stated that the event was about “lessons learned, learning from experiences, and networking.” The event also questioned the importance of the work environment, and that it should meet our needs and be consistent with the difficulties and challenges we face during our work. She also focused on the fact that the more flexible and understanding management is, the more it affects the work positively, as it affects achievement and belonging to the institution, and the importance of having support networks for women working in the sector concerned with women’s and girls’ issues. Rana pointed out that she presented the legislation of SIGI-JO and its internal policies that it adopted to develop the work environment and integrate any activities that contribute to building the capacities of its employees.



### **G- Conformity and Repeatability:**

The “conformity and repeatability” criteria are concerned with measuring the extent to which the project’s objectives, activities, results and policies can be used and replicated elsewhere or applied in similar circumstances or to other issues. To cover this, the following questions will be answered:

#### **1. To what extent can the project’s objectives, activities, outcomes and policies be leveraged and replicated elsewhere?**

The project’s objectives, activities, outcomes and policies can be leveraged and replicated in other locations, i.e. by selecting other targeted governorates from the three regions of the Kingdom; the northern region includes the governorates of Irbid, Jerash, Ajloun and Mafrqa; the central region includes the governorates of the capital/Amman, Balqa, Madaba and Zarqa; and the southern region includes the governorates of Karak, Tafilah, Ma’an and Aqaba. The experiences, experiments and lessons learned from the current project can also be leveraged in implementing similar new projects.

#### **2. To what extent can the project’s objectives, activities, outcomes and policies be leveraged and applied in similar circumstances or to other issues?**

The project’s objectives, activities, outcomes and policies can be leveraged and applied in similar contexts or on other issues, such as: women’s limited access to policy-making and decision-making positions in various sectors and the importance of women’s political empowerment; women’s higher rates of unpaid care work (i.e. childcare, elderly care, disabled care and sick care services) than men; and work in the care economy, which is mostly borne by women. And women’s willingness to work in specific sectors, such as education, health and social work.

Other sectors can be included in our projects depending on the nature of the chosen topic, such as: the public/governmental sector, the private sector, the voluntary sector, the tourism sector, the educational/academic sector, the environmental sector, the media sector, and the knowledge economy sector.



## PART THREE

### 1- PROJECT SUCCESS FACTORS

- A- The good reputation of SIGI-JO as a feminist human rights civil society organization with regular services since its inception:** especially among official bodies, various segments of society, and civil society organizations in the various governorates of the Kingdom, as the services provided by SIGI-JO to women and girls who are victims of gender-based violence are diverse and integrated to include; legal services including judicial representation, social services, and psychological services provided through the “Effat Center for Providing Legal, Social, and Psychological Services” located in SIGI-JO.
- B- The interest in economic empowerment and its inclusion initially in the axis of empowerment and participation in SIGI-JO strategy and strategic plan:** in the form of an operational objective, which is: “Economic empowerment of women and girls; so that they enjoy income security, economic independence, decent work and social protection.” In light of this, SIGI-JO has begun implementing a package of projects within the framework of the Women’s Economic Empowerment Program in Jordan (Sanabel), most notably: the project to enhance women’s economic rights/Sanabel 1, the project to develop and protect Syrian and Jordanian refugee women/Sanabel 2, and the project to economically empower Syrian and Jordanian refugee women and girls and assist them in the recovery process/Sanabel 3, in addition to a group of other projects.
- C- Enaam Asha, Executive Director of SIGI-JO and SIGI-JO consultant, supervises the planning, implementation and monitoring of SIGI-JO various projects, most notably the “Safe Paths” Project – Policies against Violence in the Workplace Environment:** She has extensive experience in social work and in fields related to the project, such as women’s economic empowerment and gender-based violence. She is also a gender expert who follows up, reviews and supervises the preparation and publication of the project’s outputs and publications, such as: “Training Guide: Safe Paths”, “Women at the Top” booklet, and studies, policies and publications that address the topics of women’s economic participation and empowerment, and the violence that women face in the workplace.
- D- The accumulated experience over the years and the high efficiency of Rana Abu Al-Sondos, the Project Manager, in managing various programs and projects:** especially in the fields of gender-based violence and women's economic empowerment. Along with the specialized SIGI-JO members and employees in the legal, social, psychological, administrative and financial fields concerning with dealing with the project activities related to women's economic empowerment and gender-based violence, coordinating and implementing them. And the deep belief of the project manager and the members of the project work team in the idea of this project, its goals, activities and target groups.
- E- Considering this project in one way or another as a continuation 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 this project “Safe Paths” Project – Policies against Violence in the Workplace Environment through the cooperation between SIGI-JO and 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: addressing violence in the work 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.
- F- The ability of SIGI-JO to conduct strategic analysis and professional selection of appropriate partners to ensure the success of the project:** SIGI-JO ability to communicate effectively and interact with its partners in order to achieve common goals, build stronger relationships with partner associations, and consolidate cooperation between all concerned parties, which contributes to

enhancing mutual understanding and ensuring the successful implementation of the project. In addition to its ability to accurately identify the needs of partner associations, which helps in designing and implementing appropriate activities to meet those needs more effectively.

- G- SIGI-JO commitment to the scientific research methodology, the policy of accurate evaluation, and extensive analysis to ensure that the efforts made are directed effectively:** with the practical experience at SIGI-JO in the field of preparing and arbitrating questionnaires designated for the project, and SIGI-JO commitment to verifying the quality of the evaluation tools used in the project, and to transparency and continuity in the evaluation process, data collection, analysis, and preparation of evaluation reports on them.

## **2- MOST PROMINENT CHALLENGES FACED BY THE PROJECT TEAM, AND HOW THEY WERE OVERCOME**

- A- Delay in the issuance of the official approval for SIGI-JO to obtain funding from AWDF to implement the project:** At the end of 2022, Maysoun Amarnah (Fundraising Consultant) at SIGI-JO submitted a project proposal relating economic empowerment of women in Jordan to on behalf of SIGI-JO to AWDF. Since SIGI-JO had previous experience working with AWDF, the donor for both projects, on the project (Enhancing Women's Economic Participation in Jordan "Sanabel 1"), SIGI-JO was eligible to receive the grant. The agreement signed between the two parties included that the grant value would be disbursed during the project period from (3/1/2023 - 2/28/2025), with the project to 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 a value of (518,000) US dollars, equivalent to (366,744) Jordanian dinars.

The actual implementation began after obtaining official approvals, starting from 9/1/2023, 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, and 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 the 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.

- B- The difference between the activities included in the original project proposal and what is included in the budget and the letter sent to the official body, i.e. the Ministry of Political and Parliamentary Affairs:** After the termination of the services of Maysoun Amarnah (Fundraising Consultant) from SIGI-JO upon her request, Rana Abu Al-Sundus / Programs and Activities Management Officer at SIGI-JO was assigned to be the director of the "Safe Paths" project as of 9/1/2023.

After reviewing all the project documents, it became clear that the activities included in the project proposal differed from what is included in the budget and in the letter sent to the official body, i.e. the Ministry of Political and Parliamentary Affairs. Therefore, she conducted a comprehensive review of the budget, logical framework, implementation plan of the project and all its related documents, and deleted some previous activities not included in the project budget agreed upon



with the donor. She also developed the project plan so that the activities were consistent with what was included in the project budget, i.e. the description of the activities was changed to be consistent with the logical framework and budget of the project, to be in conformity with what was communicated to the Ministry without affecting the project budget and requiring any additional cost.

An email was sent to the donor regarding this matter, and the proposal was approved by the donor, as the proposal does not affect the budget and is more consistent with it than the original proposal.

- C- Requesting a number of targeted partner associations to provide financial grants for women to start small projects or develop existing projects:** with the aim of empowering them economically and protecting them from gender-based violence. Since this is not available within the framework of this project, SIGI-JO was keen to link these women with financial institutions that provide soft loans to women, such as the “Microfund for Women”.
- D- Delay in the implementation of some activities due to official occasions and holidays:** including the holy month of Ramadan, Eid al-Fitr, and Eid al-Adha, which required the work team to intensify its efforts to adhere to the plan as much as possible.
- E- Increase in the number of participants wishing to attend the various project activities:** This is due to the local institutions and partner associations nominating more than one person from each institution or association to attend the various activities, such as: awareness workshops that were implemented on “Legal Legislation and Skills for Entering the Labor Market” and meetings that were 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 Mechanisms for Dealing with them,” in the governorates Amman, Irbid, and Zarqa, in addition to the training course that was held in Amman in the field of “Violence in the Workplace,” compared to the numbers originally targeted for these activities, due to the importance and vitality of the topics that were raised and their role in enhancing women’s participation in the labor market, empowering them economically, and protecting them from violence. This challenge was overcome by holding these activities in less expensive locations or in the partner associations themselves to accommodate the numbers wishing to attend.
- F- Challenges faced during the preparation of the study “Violence in the Workplace Environment and Support Systems through Civil Society Interventions”:** To reach the study sample in the agricultural field; the study faced a challenge due to the lack of official data, but the researcher was able to reach a facilitated sample that includes women working in this sector from the same targeted areas in cooperation with civil society organizations operating in these areas. As for choosing the industrial sector, which employs the largest percentage of working women, especially in the knitting and food manufacturing sectors, many challenges were faced, the most important of which are: obtaining sufficient data on cases of violence and sexual harassment, due to the workers' fear of supervisors and due to the sensitivity of the subject, in addition to the refusal of many factories to allow the study team to enter the workplace, and the fear of some workers to provide any information for fear of the impact of this on their continued work, which forced the study team, in some cases, in cooperation with coordinators from the local community, to hold meetings outside the workplace on official holidays.

### 3- LESSONS LEARNED

- A- The necessity of presenting positive models of women who were able to overcome the state of violence, exclusion, marginalization and weakness:** One of the lessons learned that were observed during the implementation of various activities and events is the necessity of taking into consideration when presenting models of violence issues in general and economic violence issues in particular that affect women and girls and the effects of this violence on weakening them, shackling them and restricting their ability to participate politically, participate in public life and participate economically, that in return, models of women who have recorded successes and



achievements and were able, with their will, to change the bitter reality and change their lives for the better should be referred to, as the first impression of abused women and girls shows, defines and diagnoses the state of violence, while the other impression constitutes the model of the “inspiring woman” who gives hope, stimulates women’s capabilities and brings out the factors of strength within them, and this is completely consistent with the philosophy of the project and the strategy under which SIGI-JO works, and the project team has witnessed the positive impact of this during the training and various events; Meaning, we are keen not to stop at presenting the dark impression of the reality of women and girls only, but rather to work on illuminating the path before them and motivating them to move forward.

- B- Investing in building relationships, networking and expanding alliances whenever possible:** in a way that serves the objectives that SIGI-JO works on with various official and private bodies and institutions, civil society organizations, local institutions and partner associations related to its work, and ensuring the extension of bridges of trust with them to facilitate work and ensure the conduct of activities and procedures with professionalism and efficiency.
- C- Avoid as much as possible from clashes and conflicts with those whose visions and ideas may differ from SIGI-JO visions and ideas, and always resorting to communication:** especially in some thorny societal issues such as issues of abused women and girls in general, including those who face economic violence in all its forms, and issues related to raising the low rate of economic participation of Jordanian women in the labor market and thus seeking to empower them economically.
- D- The importance of continuing and investing in awareness programs and community education on the importance and necessity of supporting access to justice for abused women and girls and protecting them:** regardless of the form of violence they suffer, and supporting their access to effective economic participation and decision-making centers, and investing in gaining the support of the media to continue raising these issues, aside from seasonal proposals such as during holidays and festive occasions only.

#### **4- RECOMMENDATIONS AND SUGGESTIONS TO IMPROVE WORK DURING THE IMPLEMENTATION OF THE SECOND AND FINAL PHASES OF THE PROJECT**

##### **A- General recommendations to increase women’s participation in the labor market:**

- **Achieve economic empowerment for women so that they enjoy income security, independence, decent work and social protection, and rooting the societal culture that supports women’s work:** Empowerment includes (amending and developing legislation and policies related to women’s work, providing environments that are friendly to women’s work in institutions, developing policies and mechanisms that support gender integration in institutions, providing facilities that encourage women’s work; such as providing nurseries and kindergartens, means of transportation, implementing a flexible work system, enhancing women’s access to leadership positions in various institutions, especially private ones, taking care to build women’s capacities, empowering them and strengthening them in various fields related to the labor market, providing financing opportunities for small projects on appropriate terms and following up on them, granting them grants to develop and follow up on their projects, etc.).
- **Updating and enriching the “Reference Guide for Women towards Economic Empowerment in Jordan” prepared in 2021 within the framework of the Women’s Economic Empowerment Program in Jordan (Sanabel):** which was adopted by SIGI-JO since 2008, and updating it in light of recent legislative, cognitive and professional developments, and based on the directions of the “Women’s Empowerment Strategy in the Economic Modernization Vision”. It is hoped that this (amended) reference guide will continue its role as a rich source and comprehensive reference that contributes to providing specialized knowledge to researchers, specialists and those concerned with women’s economic participation in the labor market and women’s economic empowerment in





general, whether in official institutions or in women's studies centers in universities or civil society institutions concerned with women's empowerment, building their capacities and increasing their participation in various fields, and re-posting it on the SIGI-JO website to disseminate its benefits and to make it accessible to various local institutions and associations partnering with the project which contribute to institutionalization its activities.

- **Disseminating and raising community awareness to increase women's representation and active participation in various private sector institutions:** This is to expand the work options available to women and girls to be of added value to society.
- **Encouraging female graduates to pursue professional development of their capabilities, knowledge and skills on an ongoing basis:** This will enable them to compete efficiently for available job opportunities in various sectors; public and private, civil society organizations, regional and international bodies, and work from home.
- **Providing care for training women and girls in digital, financial, technical and professional fields:** such as digital marketing, financial management, accounting and bookkeeping, entrepreneurship, project preparation and feasibility studies, artificial intelligence, CV preparation skills and job interviews.
- **Directing female students towards vocational education and technical, applied and artistic specializations needed by the local and regional labor market:** and the necessity for their choices to be in line with the needs of the labor market, and the importance of them being trained, qualified and prepared for the rapid changes in the labor market.
- **Efforts should be made by all partners and civil society organizations, in cooperation with the media, to work on changing the prevailing societal culture towards government employment:** The prevailing societal culture and the stereotypical image of women's work encourage many women, girls and their families to prefer working in the public sector and in certain professions (such as education, health and social work), which are professions with high social desirability. Therefore, female graduates should be encouraged to move towards professions and businesses provided by the labor market, and to open small and micro-productive projects through loan funds such as the Development and Employment Fund, which provides significant facilities for this purpose.
- **Promoting the idea of establishing small and micro-productive projects:** encouraging interest in technical, artistic, professional and craft specializations, especially non-traditional specializations, and the importance of emphasizing the promotion of women's work in these projects and empowering and training them in the skills required to enter the labor market on the long run. For example, small projects in developed countries embrace more than (70%) of the total workforce and constitute a strong incentive and support for the national economy and a driver for the desired sustainable development wheel.
- **Supporting relationships and building partnerships between businesswomen and their institutions:** to exchange experiences, expertise, best practices, success stories and failure factors to benefit from them.
- **Focusing on women's skills, abilities and potentials and working to strengthen them:** working to invest them in training others as trainers in their field of profession and transferring the impact of knowledge and experience to other women and girls and contributing to improving their income and the income of their families and improving the quality of their lives and the lives of their families and participating effectively in the national economy.
- **Cooperating with various media outlets; print, audio, visual and electronic to present success stories of women working in various sectors and fields:** especially those who have challenged difficulties and obstacles and achieved successes, so that their stories and experiences become motivating initiatives for others to follow their example and focusing on highlighting women who work in non-traditional and pioneering professions.



- **Establishing a resource center for research and studies** concerned with women’s economic participation, economic empowerment, and gender-based violence in the work environment.
- **The necessity of protecting women and training them to deal with cyberbullying and dealing with issues of fraud and electronic extortion:** and amending legislation accordingly (Mu'taman, 2023).

**B- Recommendations of the study “Violence in the Workplace Environment and Support Systems through Civil Society Interventions”:**

**1. Most Important Recommendations for the Agricultural Sector:**

- Emphasizing the need to conduct inspection visits to the areas where female farmers operate to verify the implementation of legal legislation.
- Providing technical support to farm owners to help them comply with occupational safety and health requirements.
- Providing safe means of transportation for male and female workers on farms.
- Organizing advocacy campaigns to activate the implementation of Regulation No. (19) of 2021 (Agricultural Workers Regulation).

**2. Most Important Recommendations for the industrial sector:**

- Adherence to the legal texts contained in the Labor Law regarding overtime work.
- Activation of the complaints committee in factories to enhance the confidence of female workers in management.
- Focus on finding solutions to the problems facing female workers.
- The importance of activating the role of professional unions and Ministry of Labor inspectors in dealing with violence issues with greater seriousness to enhance the confidence of female workers in the work environment.
- Ensuring the creation of a decent work environment and a work path that enables women to access equal rights while ensuring the right to access justice.

**3. Most Important Recommendations for civil society institutions:**

- The importance of working to coordinate efforts between institutions related to and concerned with women's work by creating an integrated work mechanism, a unified monitoring and follow-up mechanism, and an archiving system, so that these mechanisms together ensure that workers access their rights and ensure follow-up of the progress of cases.
- The importance of working to provide reliable data to formulate future policies and programs.
- Emphasizing the importance of building the capacities of institutions to provide specialized and integrated services to abused women, which contributes to enhancing the quality of services provided and ensuring their continuity in the future.
- The importance of conducting advocacy campaigns and periodically highlighting the violations to which female workers are exposed to find solutions that ensure they obtain their rights (Al-Suwaiti, 2024).

**C- Recommendations of the initial draft of the study “Analysis of Violence against Women in the Workplace Environment”:**

- Reviewing the economic policies implemented over the past decades and reducing tax burdens, to restore the wheel of growth to spin, and thus generate decent and sufficient job opportunities.
- Reviewing economic policies towards enhancing local consumer demand by increasing wage levels, which contributes to enhancing economic growth more effectively.
- Reviewing various strategies and programs aimed at enhancing the role of women in economic life and the labor market, whether issued by relevant government institutions or civil society



institutions, not only with the aim of establishing laws that protect women's rights, but also to ensure the implementation of these rights.

- Improving working conditions in Jordan in general and for women in particular at the level of policies and practices and enabling all male and female workers in Jordan to enjoy the rights and basic principles in work and decent work standards in all their dimensions.
- Organizing and supporting women's work from home by helping in managing their projects in the Kingdom, and guides, supports and enhances their skills to develop their home projects in order to stimulate their economic participation.
- Activating the supervisory role of labor inspection and adopting more effective policies in inspection mechanisms based on gender justice.
- Providing adequate protection for female workers in Article (29) of the Labor Law, to prevent various forms of violence and harassment in workplace, not only by the employer or its representative as stated in the Article, but also by colleagues at work and reviewers.
- Continuing the procedures for ratifying International Labor Organization Convention No. (190) on violence and harassment in workplace, without any delay or delay.
- Activating the system for agricultural workers "Regulation No. (19) of 2021: Agricultural Workers Regulation" urgently, and the accompanying instructions, and implementing it without delay.
- Strengthening the public transportation system and means of transportation, especially in the governorates and their villages, so that it meets the needs of women to go to their workplaces easily and safely. The funding of the cost of the public transportation system must also be reviewed so that it is commensurate with the wage levels of female workers, which are mostly less than the minimum wage set by the government.
- The need to prepare a general code of conduct that contains clear definitions of occupational violence against women and its forms, and a statement of its penalties, especially electronic violence and sexual harassment.
- Increasing attention to addressing women's issues related to work in the media, and addressing their issues in greater depth, focusing on all angles, and proposing solutions.
- Establishing partnerships between civil society institutions and women's rights activists and relevant government institutions, to facilitate access to and monitoring of workplaces for female workers that are difficult to access, especially in the informal sector, to uncover and monitor violations and abuses committed against women therein (Position Assessment Paper on International Women's Day, March 8, 2023 (Jordanian Women's Economic Participation... Promising Prospects Despite Challenges, 2023).

#### **D- Recommendations resulting from Field Visits to the Targeted Partner Associations, and through Analyzing their Answers to the Questionnaire:**

- The need to empower partner associations in the field of case management and the referral system, as it has been shown that the ability to manage the case effectively and facilitate referral between stakeholders is essential to better meet the needs of the target audience.
- Building the capacity of partner associations in the field of documentation, including documenting achievements, as this helps document the impact of associations in their communities, and attract support and resources for further growth and development.
- Supporting associations in documenting the success stories of women entrepreneurs to spread inspiration and raise public awareness.
- Developing effective networking strategies to ensure enhancing women's opportunities to participate in the labor market.
- Developing communication and public relations skills among employees in partner associations, as these skills are one of the main factors for successfully achieving their goals.



- Working to increase the number of women benefiting from various programs through awareness campaigns and effective marketing.
- Improving evaluation strategies to ensure that women's needs are appropriately met.
- Enhancing cooperation between partner associations and providing more resources to support women in various fields.
- Strengthening partnerships with various parties to ensure that recommendations and proposals are conveyed more effectively.
- Working to provide technical support in various fields to improve the work environment in partner associations and adherence to decent work standards.
- Working to enhance the capabilities of partner associations and their team to develop more comprehensive policies to support women and expanding the scope of training courses and workshops to include new fields that meet the needs of the labor market, in addition to providing legal advice.
- Strengthening partnerships with local companies and factories to create sustainable training and work opportunities for women.
- Expanding media campaigns and community events to raise awareness about the importance of women's participation in the labor market and in decision-making.
- Strengthening cooperation with other organizations and local authorities to expand the scope of impact and increase available resources.
- Providing more evidence on women's economic empowerment and legal references that facilitate access to necessary information for women, partner institutions, and civil society organizations.
- Establishing more comprehensive training and career guidance programs that include diverse fields and provide greater opportunities to communicate with professionals in the labor market.
- Coordinating with partner associations to work with experts to provide training courses on decent work standards; including workers' rights and working conditions.
- Expanding partnerships with universities and vocational training centers to develop new training programs that are in line with labor market needs.
- Establishing digital platforms or periodic events that bring together partner associations, governmental and private institutions, and universities to facilitate the exchange of information and knowledge resources (Al-Sarhan, 2024).

## **E- Recommendations Resulting from the Project's Activities and Events:**

### **1. Most Important recommendations related to the Four Dialogue Sessions held in the Targeted Governorates:**

A. First Dialogue Session: which was implemented in Irbid Governorate under the title "Most Prominent Difficulties Facing Women Working in the Agricultural Sector and Mechanisms to Reduce these Difficulties" on (2/13/2024):

- Paying attention to women working in the small and medium enterprises sector by providing entrepreneurial training on these projects.
- Paying attention to women working in productive and agricultural projects by developing the marketing system, especially electronic marketing.
- Providing grants to female farmers so that direct sales are made for consumption without the presence of marketing circles that limit their profit.
- Developing the guidance department/ by adopting the field school's system that aims to enhance the family food security system and self-sufficiency for rural women, by holding discussion sessions and presenting agricultural ideas related to smart agricultural practices that take into account climatic conditions so that they can later be adopted and generalized in their regions.



- Providing awareness and educational means that help female farm workers reach labor inspectors to file complaints with administrative and judicial authorities.

B. Second Dialogue Session: which was implemented in the Capital Governorate/Amman entitled "Domestic Workers: Reality, Challenges and Lessons Learned" on (2/26/2024):

- Coordination with the relevant authorities to educate citizens about the laws and instructions related to the subject of "domestic workers" and the penalties imposed on violators and addressing the relevant authorities not to allow unlicensed offices to advertise through various media outlets about recruiting or using female workers.
- It is necessary to clarify the nature of the work that the worker will do through the contract, the number of family members she will reside with, and whether her duties will be to sit with the elderly, raise children, or housework only, and that the contract be approved by the Jordanian embassy in the sending country.
- Finding a specific mechanism for the worker to meet with the employer, such as communicating via technological means before traveling, and working to provide a "shelter and reception home" to place runaway workers in.
- Completing the procedures for opening a bank account for the worker, depositing her salaries, and receiving official receipts, thus resolving the problem of the worker claiming not to receive salaries after traveling to her country.
- The need to increase the penalty for those who shelter the runaway worker or help her find a new job.

C. Third Dialogue Session: which was implemented in Zarqa Governorate under the title "Most Prominent Challenges and Difficulties Facing Women Working in Factories and Mechanisms to Reduce these Challenges and Difficulties" on (5/30/2024):

- Intensifying control campaigns on factories and increasing secret inspection campaigns by the Ministry of Labor on factories.
- Building the capacities of female workers by raising their legal awareness regarding the Labor Law regarding rights and duties.
- Increasing awareness sessions related to raising legal awareness for the local community to know rights and duties.
- Raising awareness about decent working conditions.
- Reconsidering transportation related matters as it is one of the most important challenges facing women working in factories.
- Reconsidering the minimum wage and what is commensurate with working hours.
- Reconsidering financial allowances (transportation allowance, nursery allowance).
- Emphasizing the need to expand the holding of such dialogue sessions, as they constitute an important step towards achieving a better and more just work environment for working women in general.

D. Fourth Dialogue Session: Implemented in the Capital Governorate/Amman entitled "Social, Legal and Psychological Protection for Female Workers in the Spinning and Weaving Sector" on (7/28/2024):

- Whereas the spinning and weaving sector has a certain specificity, as it currently employs about (80) thousand workers, most of whom are females and migrant workers. However, the sector is, despite this, exempted from the application of the minimum wage of (260) Jordanian dinars, so the Labor Law must be adhered to regarding the minimum wage.
- This sector needs to integrate Jordanians, both male and female, to work in it, as it was indicated that the majority of the working categories in it are migrant workers.
- Commitment to the content of the unified employment contract that was developed and signed in 2022 in the spinning and weaving sector, which includes providing better rights for male and female



workers, such as: mental health services, nurseries, and preventing violence and harassment in the workplace.

- Activating the supervisory role of the Ministry of Labor and unions to ensure a decent work environment, especially for women.

## **2. Most Important Recommendations related to the eight awareness workshops on “Legal Legislation and Labor Market Entry Skills” that were held in the targeted governorates:**

- The need to provide additional training sessions that focus on practical applications of the topics presented.
- Organizing more sessions in the future to cover other aspects of workers’ rights and labor market skills (Al-Adhayleh, 2024).

## **F- Recommendations related to the Methodology for Preparing and Monitoring Projects:**

- It should be emphasized in similar upcoming projects that address the issue of economic empowerment of women and girls in particular, that the governorates targeted by the project include at least one governorate from the southern region, i.e. Karak Governorate, Tafilah Governorate, Ma'an Governorate, or Aqaba Governorate. This is due to the importance of developing and advancing the southern region in accordance with what is called for by the "Southern Region Development Strategy". As the annual per capita income in the region is considered low when compared to the rest of the regions in the Kingdom, therefore; providing opportunities for vocational training and economic empowerment for women and girls, and providing them with job opportunities in rural areas and the desert in particular is considered an important part of the basic needs of these regions, and constitutes the economic backbone of the livelihood of the population there.
- Emphasizing and stressing to the experts and consultants with whom “Service Provision Agreements” are signed within the framework of future projects the necessity of fully adhering to their responsibilities and tasks as stated in the signed agreements, and that they submit the results of their work described therein within the specified period in their final form, reviewed, audited, and edited scientifically, linguistically, and technically, so that they are ready for printing and publication.
- Constant emphasis on comprehensive collaborative work when preparing and formulating project proposals, especially in the presence of the departments/divisions of SIGI-JO concerned with programs, projects and activities, funding mobilization, and financial management, and under the supervision and follow-up of the Executive Director and the SIGI-JO consultant. Emphasis on ensuring that documents, reports and correspondence related to the projects themselves are available to all concerned parties, which contributes to the progress and follow-up of project implementation with efficiency, efficacy and harmony, and maintaining two integrated files, paper and electronic, for the papers and documents of each project, with the necessity of taking into account the accuracy and correctness of the data in all reports issued by the project, as well as to correctly write the names of the public and private institutions and NGO’s.
- Work in the future to improve the lives mentioned in the “Women Made of Gold” book “according to the available financial resources” to document them on television by capturing their status, words, gestures and the feelings together. And strive to continue preparing and issuing the episodes following the first episode of “Preserving the Jordanian Women’s Memory.”
- The necessity of including emerging economic issues that are in line with the spirit of the times in training and awareness programs included in future projects concerned with women’s economic empowerment, such as: hard and soft skills, time economics, green economy, digital economy, innovation economy, and financial inclusion or integration of women.



#### **G- Recommendations for Improving Training Programs:**

- **Improving Logistical Arrangements:** It is preferable to improve the conditions of the training venue, including hall equipment and facilities, to ensure the comfort of participants and ease of access, which contributes to enhancing the training experience.
- **Developing Training Content:** The training content should be reviewed and updated to suit the needs of participants, with a focus on including interactive teaching and learning techniques and methods that enhance understanding and practical application.
- **Increasing Technical Support:** It is important to enhance the use of modern technologies in training, such as interactive presentations and digital tools, to ensure a more effective learning experience.
- **Providing Additional Training opportunities:** It is recommended to provide additional training courses in the same field or related fields, in response to the desire of participants to develop their skills and increase their knowledge.
- **Adopting Continuous Evaluation:** Periodic evaluations of the training content and logistical organization should be conducted, to collect participants' feedback and use it to improve future training programs.
- **Enhancing Interaction:** Encouraging interaction between participants and trainers, by organizing discussion sessions and practical workshops, to enhance a deep understanding of the topics presented.
- **Providing Additional Resources:** It is preferable to provide additional educational learning resources, such as books, articles, or online training courses, to enhance self-learning after the end of the training (Al-Sarhan, 2024).
- **Adopting Participatory and Collaborative Training:** That is, ensuring the adoption of collaborative training that occurs when trainees work together in the same training location on organized projects related to the training content and in small groups. In addition to adopting collaborative training that combines theoretical training and practical experience in the work environment, to enhance the skills of trainees and allow them to gain deeper practical knowledge about their professional fields, which helps them develop their practical skills and interact with professionals in the labor market, and also contributes to improving their employment opportunities.



## REFERENCES

### A- Strategies, books, guides, studies, reports and presentations:

- Abu Azzam, Saddam. (2024). **Initial draft of the study “Analysis of the Violence against Women in the Workplace Environment”**. From the activities of the project “Policies against Violence in the Workplace Environment”, implemented by: SIGI-JO, Amman, Jordan. Donor: “AWDF”.
- **SIGI-JO Strategy and its extended strategic plan for the years "2024 - 2026"**. (April 5, 2024). SIGI-JO, Amman, Jordan
- Ishaq, Susan. (2024). **"Training Manual: “Safe Paths”**. Follow-up and supervision: Al-Asha, Enaam (Gender Expert). From the outputs of the project “Policies against Violence in the Workplace Environment”, implemented by: SIGI-JO, Amman, Jordan. Donor: “AWDF”.
- **Logical Framework for the project “Policies against Violence in the Workplace Environment”**, SIGI-JO, Amman, Jordan.
- Al-Roudhan, Etaf. (2024). The book **"Women Made of Gold"**. From the outputs of the project “Policies against Violence in the Workplace Environment”, implemented by: SIGI-JO, Amman, Jordan. Donor: “AWDF”.
- Al-Sarhan, Amani. (2024). **Report of the Institutional Evaluation for the First Quarter of the Project for the Period (3/10/2024 - 6/10/2024), and the Initial Evaluation of the Associations**. “Safe Paths” - “Policies against Violence in the Workplace Environment”, SIGI-JO, Amman, Jordan.
- Al-Sarhan, Amani. (2024). Report: **Outcomes of Analysis/Training on Gender-Based Violence in the Workplace Environment**. “Policies against Violence in the Workplace Environment”, SIGI-JO, Amman, Jordan.
- Saudi, Malak. (October 24, 2024). **Special report on the cases of the “Safe Paths” project**, SIGI-JO, Amman, Jordan.
- Al-Suwaiti, Rania. (July 14, 2024). **Study “Violence in the Workplace and Environment and the Support Systems Available through the Interventions of Civil Society Institutions”**. From the outputs of the project “Policies against Violence in the Workplace Environment”, implemented by: SIGI-JO, Amman, Jordan. Donor: “AWDF”.
- Al-Asha, Enaam. (2024). Introductory summary of the most important contents of the “Training Manual: Safe Paths”. SIGI-JO, Amman, Jordan.
- Al-Adhayleh, Dima. (2024). **“Safe Paths” project report on the activities, meetings, awareness workshops and training course implemented within the framework of the project**. SIGI-JO, Amman, Jordan.
- Ha’ubsha, Muna Mu’taman. (2018). **“Twenty Years of Continuous Work to Promote the Rights of Women and Girls in Jordan”**. SIGI-JO, Amman, Jordan.
- Ha’ubsha, Muna Mu’taman. (2021). **Reference guide for women towards Economic Empowerment in Jordan**. Prepared within the framework of the Economic Empowerment of Women in Jordan (Sanabel) Program. SIGI-JO, Amman, Jordan.
- Ramadan, Hana. (April-August 2024). **Media Report: “Safe Paths” - “Policies against Violence in the Workplace Environment”, implemented by: SIGI-JO, Amman, Jordan. Donor: “AWDF”**. SIGI-JO, Amman, Jordan.
- **Presentation on the Policies against Violence in the Workplace Environment”**. (November 29, 2023). Project Meeting in which Project Managers gave a brief presentation of each project including the work plan in the presence of the Chairman, Board Members and Executive Director of SIGI-JO. SIGI-JO, Amman, Jordan.
- Mu’taman, Muna. (2019). **Training Manual on Gender-Based Monitoring, Follow-Up and Evaluation**. SIGI-JO, Amman, Jordan.
- Monitoring, Evaluation and Learning Framework (MEL Framework Form) for the project **“Policies against Violence in the Workplace Environment”**, S SIGI-JO, Amman, Jordan.
- **Completed final narrative report form for the project “Enhancing Women's Economic Participation in Jordan/Sanabel 1”**. SIGI-JO, Amman, Jordan.



- **Documents and reports of the project Policies against Violence in the Workplace Environment”**. (2023-2024). Submitted by "Project Manager: Rana Abu Al-Sundus, and members of the project team. SIGI-JO, Amman, Jordan.
- **Documents submitted by “Human Resources and Administrative Affairs Officer”/ Nadia Khamis**. (Employee names and job titles, recruitment procedures, service procurement procedures, governance and accountability, list of regulations and financial policies). SIGI-JO, Amman, Jordan.

**B- Articles, statements, reports and press releases:**

- Jordan advances in global indicators during the first quarter of this year. (April 23, 2024). Economic update. Al Mamlaka. Retrieved on 9/29/2024 at <https://www.almamlakatv.com/news/>.
- Jordan maintains its ranking in a global index of reforms supporting gender equality. (March 8, 2023). Jordan News. Home. Roya News. Retrieved on 9/29/2024 at <https://royanews.com/>.
- Al-Shamali: The government has enhanced the economic, political and social participation of Jordanian women. (July 22, 2024). News. Media Center. Home. Ministry of Industry, Trade and Supply. Retrieved on 9/30/2024 at <https://www.mit.gov.jo/Ar/NewsDetails/>.
- Roundtable on the strategy of empowering women in the economic modernization vision. (March 4, 2024). General Bulletin. Retrieved on 9/29/2024 at <https://www.petra.gov.jo/Include/InnerPage.jsp?ID=273445&lang=ar&name=news>.
- Mu'taman, Muna. (February 26, 2023). Reference paper on “Women's Economic Participation in the Labor Market and Ways to Activate Women's Economic Participation”. Interview with Roya TV. Amman. Jordan. Retrieved on 9/30/2024 at <https://roya.tv/videos/95140>.
- Paper on the occasion of International Women's Day, March 8, 2023 (Jordanian Women's Economic Participation, Promising Prospects Despite Challenges). (March 7, 2023). Hadith Al-Balad. Home. Al-Taj News. Retrieved on 10/27/2024 at <https://altaj.news/country/253342>.
- Minister of Social Development sponsors the launch of the study "Women's Economic Identity in the Governorates". (May 15, 2024). News. Media Center. Home. Ministry of Social Development. Hashemite Kingdom of Jordan. Retrieved on 10/1/2024 at <https://www.mosd.gov.jo/Ar/NewsDetails/>.



## ANNEXES

### Annex No. 1: Names of stakeholders and concerned parties interviewed during the mid-term monitoring and evaluation

No.	Name	Title	Task according to the Project	Interview Date
1-	Nuha Muhreiz	Head of the Administrative Board of SIGI-JO	-	10/27/2024
2-	Enaam Asha	Executive Director and Consultant / SIGI-JO	Gender Expert	10/21/2024
3-	Rana Abu Al-Sundus	Program and Activities Manager/ SIGI-JO	“Safe Paths” Project Manager	9/26/2024 10/21/2024 11/18/2024
4-	Nadia Khamis	Human Resources and Administrative Affairs Manager/ SIGI-JO, and Liaison Officer with the Ministry of Political and Parliamentary Affairs	Technical Assistant	10/16/2024
5-	Hana Ramadan	Media and Communication Manager/ SIGI-JO	-	10/13/2024
6-	Al-Muthanna Al-Ra’i	Financial Officer and Project Accountant/ SIGI-JO	Project Accountant	10/21/2024
7-	Malak Al-Saudi	Responsible for Effat Center for Legal, Social and Psychological Services/ SIGI-JO	Psychosocial Support Specialist	10/21/2024
8-	Abeer Asha	Social Specialist, Trainer Assistant, and Manager of Tamasuk Project and the “Safe Spaces” Project/ SIGI-JO	Coordinator	10/21/2024
9-	Dima Al- Adhayleh	Program and Activities Coordinator and Monitoring and Evaluation Officer/ SIGI-JO	Coordinator	10/21/2024
10-	Amani Al-Sarhan	External Monitoring and Evaluation Consultant	Selected as an external consultant to assess the capacities of a group of local organizations and the progress achieved within the framework of the project	10/21/2024
11-	Rania Al-Suwaiti	Researcher and External Consultant	Selected as an external researcher and consultant to conduct the study “Violence in the Workplace Environment and Support Systems through Civil Society Interventions”	11/18/2024
12-	Alaa Aljamal	Accountant / SIGI-JO	Accountant	11/10/2024

### Annex No. 2: Names of female leaders representing local partner associations and institutions from the targeted governorates, who were interviewed during the evaluation process

No.	Name	Association / Governate	Case Description	Interview Date
1-	Kholoud Daif Allah Al-Aqrabawi	Jabal Al-Ashrafiyah Association / Capital Governorate / Amman	Participated in the three-day training course held from 5/6-8/2024 in Amman on (Gender-Based Violence in the Work Environment)	11/11/2024
2-	Fida Al-Shouli	Fida Al Watan Association / Capital Governorate / Amman	Participated in the three-day training course held from 5/6-8/2024 in Amman on (Gender-Based Violence in the Work Environment)	11/11/2024

No.	Name	Association / Governate	Case Description	Interview Date
3-	Ibtisam Hussein Al Marzouq	Al Nashmiyat Charitable Society / Capital Governorate/ Amman	Participated in the three-day training course held from 5/6-8/2024 in Amman on (Gender-Based Violence in the Work Environment)	11/11/2024
4-	Dr. Intisar Mohammed Al-Maqdadi	Bab Rayan Association” in Al Dhulayl/Zarqa Governorate	Participated in the three-day training course held from 5/6-8/2024 in Amman on (Gender-Based Violence in the Work Environment)	11/11/2024
5-	Maryam Irsheid Ali Mashaqbeh	Tamam Al Khair Association for Women and Child Empowerment/ Zarqa Governorate	Participated in the three-day training course held from 5/6-8/2024 in Amman on (Gender-Based Violence in the Work Environment)	11/11/2024
6-	Amal Ali Mohammed Wahdan	Family Affairs Care Charitable Society / Zarqa Governorate	Participated in the three-day training course held from 5/6-8/2024 in Amman on (Gender-Based Violence in the Work Environment)	11/12/2024
7-	May Jad Allah	House of Wisdom Association for Supporting Cancer Patients / Irbid Governorate	Participated in the three-day training course held from 5/6-8/2024 in Amman on (Gender-Based Violence in the Work Environment)	11/12/2024
8-	Manal Fawzy Shabib	Ambassadors of Giving Association/Irbid Governorate	Participated in the three-day training course held from 5/6-8/2024 in Amman on (Gender-Based Violence in the Work Environment)	11/12/2024
9-	Areej Ahmed Mahmoud Salim	Women Empowerment Division/Greater Irbid Municipality/Irbid Governorate	Participated in the three-day training course held from 5/6-8/2024 in Amman on (Gender-Based Violence in the Work Environment)	11/12/2024

**Annex No. 3: Names of women who received social, psychological and legal services at the Effat Center / SIGI-JO and were interviewed during the evaluation process**

No.	Name	Nationality	Case Description	Interview Date
1-	Bahia Mannon	Syrian	She visited Effat Center in SIGI-JO twice; she met the center manager and received social, psychological and legal services; she also met a lawyer to obtain a divorce; the lawyer took her case and followed up with her regarding obtaining the necessary papers relating to seek and document the divorce in Syria. Thus, the lawyer successfully obtained the divorce for Bahia. However, Bahiya has no breadwinner, as one of her children is in Syria and the other is in prison in Jordan. She is now sick and undergoing medical tests. SIGI-JO is still following up on her case.	11/13/2024
2-	Nidaa Al Najjar	Jordanian	She visited Effat Center at SIGI-JO; she met the center manager and received social, psychological and legal services. She met the lawyers, and they followed up on her cases: custody, late execution, a housing allowance case, and an education allowance case. They win the cases in her favor. However, the problem is with the ex-husband himself, as he has accumulated due amount of (4500) dinars which he still has not paid yet. He also does not meet with his children, two boys and a girl. Nidaa is currently working as a janitor she is the one who financially takes care of her family.	11/13/2024