

Action Document for EU Trust Fund to be used for the decisions of the Operational Committee

1. IDENTIFICATION

Title/Number	EUTF Support to Women Resilience and Economic Empowerment in Jordan		
Total cost	Total estimated cost: EUR 11,000,000 Total amount drawn from the Trust Fund : EUR 11,000,000		
Aid method / Method of implementation	<i>Project Approach</i> <i>Action 1: Indirect management - Contribution agreement</i> <i>Action 2: Direct management/Direct award - Grant agreement</i>		
DAC-code	15170 16020	Sector	Women's equality organisations and institutions Employment creation
Derogations, prior approvals, exceptions authorised			

2. RATIONALE AND CONTEXT

2.1. Summary of the action and its objectives

The **Overall Objective** of the programme is to improve the economic empowerment of Jordanian and refugee women and their ability to access livelihood opportunities in Jordan.

The **Specific Objectives** are:

- 501 National and local policy frameworks are reinforced and supported to be more gender sensitive and more conducive to women's economic participation;
- 502 Positive attitudes towards women's work are promoted among employers and the community at large;
- 503 Women access to job opportunities and varied livelihoods options is improved.

Jordan is witnessing challenges that are largely consistent with any protracted displacement crisis and with its deteriorating economic context. The Government of Jordan has made unprecedented efforts to continue providing a secure environment for all refugees. However, the daily vulnerabilities faced by many Syrian refugees in Jordan, especially the 30% that are female-headed households, remain critical. In particular, women's demand for needs-based economic opportunities in a safe and supportive working environment was part of the recommendations agreed by Jordanian and refugee women, as part of the consultations

process organised in Jordan in preparation of the Brussels III conference¹.

As per EU approach to forced displacement, humanitarian and development-oriented responses have to go side by side, within an integrated and seamless approach, to provide win-win opportunities that boost the local economy, take advantage of increased self-reliance and allow the creation and promotion of jobs and tax revenues that will benefit the entire country².

The EU Regional Trust Fund in Response to the Syrian Crisis (EUTF) in Jordan proposes to offer empowerment opportunities to a wide range of Jordanian and refugee women, in both camp and out-of-camp settings, while supporting the efforts of the Jordanian government to strengthen women's economic participation and formalize the informal labour sector. This will be done while proving that measures and policies do not reinforce gender stereotypes and do not further confine women in their traditional roles; on the contrary, work on cultural attitudes will be promoted through the communities at large at both the national and local levels. **The action will build up on the results of the support to women empowerment currently provided by the EUTF in Jordan through UN Women and a consortium of Jordanian NGOs led by the EuroMed Feminist Initiative (EFI).**

In line with the Overall Objective of the EUTF, "to provide a coherent and reinforced aid response to the Syrian crisis on a regional scale, responding primarily to the needs of refugees from Syria in neighbouring countries, as well as of the communities hosting the refugees and their administrations, in particular as regards resilience and early recovery", the Action will contribute to the Specific Objective 2 of the current Result Framework³. The intervention fits well within the sector's overall objective of the livelihoods Jordan Response Plan (JRP) (2018-2020) which reads: "To ensure dignified, inclusive sustainable livelihoods, create economic opportunities for Jordanians in host communities and Syrian refugees, as well as strengthening institutional capacity"⁴. To note is that the action also supports the implementation of two of the main priorities of the EU Gender Action Plan II (GAP II), ensuring physical and psychological integrity of women and girls (thematic priority A), and women's economic empowerment (thematic priority B)⁵.

2.2. Context

2.2.1. Country context, if applicable

Jordan's economic growth has been characterised by a persistently low level of labour force participation coupled with a highly segmented labour market according to gender, nationality, formal/informal work, and public/private sector employment. Macro-level indicators related to GDP, productivity, investment and export, and demographic growth all demonstrate that Jordan is a small economy vulnerable to external shocks⁶. Meanwhile the labour supply, in

¹ Ahead of the Third Brussels Conference "Supporting the future of Syria and the region" (March 2019) the EU Delegation in Jordan, the EuroMed Feminist Initiative and UN Women Jordan Country Office supported a number of Syrian activists and Jordanian civil society organizations active on women's rights and on the Syria crisis response to convene and discuss their strategy for policy advocacy on gender equality and women's empowerment. The consultations took place on 21 and 29 January 2019 at the Holiday Inn Hotel, Amman. A list of individuals and organizations endorsed key messages and policy recommendations in a public document titled "Key Recommendations, Supporting the Future of Syria and the Region, Brussels Conference III": <http://www.efi-ife.org/key-recommendations-jordan-consultations-brussels-iii-conference-january-2019>

² EC Communication, Lives in dignity; from Aid dependency to self-reliance. EU Approach to forced displacement. Employment and livelihoods (chap 5). April 2016.

³ Result #2 reads: "Syrian and host communities with better livelihoods and food access, through better employability prospects and improved financial and productive capacities". https://ec.europa.eu/trustfund-syria-region/sites/tfsr/files/eutf_rf_2019.pdf

⁴ http://www.irp.gov.io/Files/JRP2018_2020.pdf As of February 2020, the new JRP 2020-2022 is still under revision and not approved; however, the overall sector objective is confirmed and will remain the same.

⁵ GAP II; <https://ec.europa.eu/transparency/regdoc/rep/10102/2017/EN/SWD-2017-288-F1-EN-MAIN-PART-1.PDF>

terms of available human capital, does not match labour demand and job creation, whether in terms of the number of highly educated Jordanians who are inactive in the labour market, or the number of low-skilled non-Jordanians in informal work.

The unemployment data released in December 2019 by the Jordanian Department of Statistics showed an increase reaching 19.1%, compared to 18.6% in the same quarter in 2018; for women in particular, the unemployment rate during the third quarter of 2019 has reached 27.5%⁷ Moreover, as per data shared in the National Social Protection Strategy, 87% of women in the poorest decile of the population are not in the labour force, with only a staggering 8% reported as employed. In the wealthiest decile, 75% are also not working .

Labour market inclusion for Jordanian women is therefore worrying, being extremely low even by regional standards and as such has been persistent for the past decades. The International Labour Organization (ILO) estimated that the gender gap in Jordan's labour force participation resulted in a loss of 8 billion USD in the value of GDP in 2018. **Recent researches confirm that unemployment is high both for women with a university degree, as there are insufficient jobs for those who want them, as well as for Jordanian women with a low level of education, as they do not look for a job to start with⁹.**

The impact of the Syria crisis on Jordan has further strained problems related to labour supply and demand, as well as on overarching macroeconomic conditions. According to the latest UNHCR data, as of January 2020, Jordan is hosting 654,692 registered Syrian refugees and approximately 80% live in host communities in urban and rural areas. The UNHCR intentions survey among Syrian refugees, conducted in March 2019 to assess their intentions and perceptions regarding a possible return to Syria, revealed that while regionally 75.2% of Syrians hope to return one day (and 5.5% are undecided), 69.3% of them do hope but do not intend to return in the next 12 months¹⁰. Therefore, a return to Syria in the near term seems unlikely for most refugees currently hosted in Jordan.

According to the Vulnerability Assessment Framework (VAF) population survey completed in 2019, approximately 30% of Syrian refugee households in Jordan are female-headed and ^{6 7 8 9 10} on average these have higher vulnerability ratings than male-headed households. Moreover, VAF indicators on income and expenditures, food security and WASH access all found female-headed households to have higher vulnerability ratings. There has been ample evidence over the years of limited access by refugee women to livelihoods opportunities: for example, of the cash-for-work opportunities provided in camps, on average 25% go to women according to monthly UNHCR factsheets. Based on government figures, of all work permits issued to Syrian refugees collectively since January 2016, out of a total of 177,378 only 4.7% went to women by January 2020 (8,345 work permits) with a slight increase for those issued in 2019, reaching 6.2%¹¹. However, according to a forthcoming research piece produced by

⁶ Based on the World Bank assessment, real the gross domestic product/GDP growth was 1.9 percent in 2018, marginally lower than in 2017, and stood at 1.8 percent during the second quarter of 2019, compared to 2.1 percent for the same period last year. Prolonged weak economic growth is reflected in elevated unemployment indicators and a declining labour force participation rate. However, the most recent World Economic IMF Outlook, shows that the GDP is expected to grow by 2.2 per cent in 2020 and by 2.4 and 2.6 per cent in 2021 and 2022, respectively. The gradual GDP growth forecast is supported by the improvement in the trade balance, as well as the strong performance in the services and tourism sectors. <http://jordantimes.com/news/local/jordans-gdp-grow-22-2020-%E2%80%94imf>

⁷ <http://dosweb.dos.gov.io/labourforce/>

⁸ Hashemite Kingdom of Jordan, National Social Protection Strategy 2019-2025, May 2019, page 18.

⁹ Growth Lab, Centre for international development at Harvard University, Female labour in Jordan: a systematic approach to the exclusion puzzle, October 2019.

¹⁰ UNHCR, Fifth regional survey. Syrian refugees' perception and intentions on return to Syria, (Egypt, Iraq, Lebanon and Jordan) March 2019

¹¹ Statistics reported by the Ministry of Labour, January 2020.

UN Women in partnership with REACH, only a small portion of the active work permits are used for employment purposes and the others are used primarily for facilitating movement outside of the camps.

Many barriers continue to prevent women in Jordan from accessing jobs. Researches and focus group discussions, over the past three years, confirmed that many beneficiaries mentioned **childcare** as essential for participation in the job market, with lack of childcare being the primary reason for unsuccessful entries into the job market. For Syrian women, this often relates to the lack of interest in applying for a work permit, as they have no one available to take care of their small children. **Access to safe transportation** is another key concern cited. Meanwhile, refugee women in particular continue to face challenges related to legal status, registration issues and gender-based violence. In addition, refugee women indicate that **prejudice** from host communities creates an environment where sexual harassment and exploitation is prevalent. **Education** also poses a barrier for some; most Syrian refugee women have been in Jordan for six or more years and the conflict and their insecure life conditions as refugees has meant that their education has been put on hold. Older refugee women have limited literacy while younger refugee women have limited formal education after the age of 15. Young Syrian women have few technical and vocational skills, in particular compared to young refugee men. Furthermore, few possess the necessary soft skills for participation in work environments and for preliminary engagement in civic spaces, let alone in leadership opportunities.

Recent efforts by the Government of Jordan have focused on inclusive economic growth to promote resilience and address sustainable development priorities, all while continuing to meet its obligations under international humanitarian law and hosting Syrian refugees. Jordan 2025 strategy aims at increasing women employment from 18% to 24% in 2025 and the Jordanian government has exerted efforts to promote women's economic participation¹². The Government of Jordan is therefore dedicating more attention to the issue and is organising a series of events, starting with the first Women's Economic Empowerment Conference held on 23-24 of January 2020 under the patronage of the Prime Minister Omar Razzaz. The conference explored the needs and potential of the economic roles that Jordanian women could undertake, emphasising the role to be played at sub-national level but also the need to work on social norms and cultural attitudes. However, it was evident that there was a mismatch between the national government's expectations and the capacities of local authorities and local civil society to design and implement ambitious and innovative plans for each governorate in the coming two years. Also, the approach on women economic empowerment will be confirmed in the National Strategy for Women in Jordan (2020-2025)

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currently under finalisation .

During 2018-2019, there have been many deliberations regarding amending the Labour code and eventually the law was endorsed and published in the official gazette in May 2019 (No. 14/ 2019). Article 72 about childcare was amended and it now obliges employers to set up child care facilities when 15 employees, without distinction between mother and father, have children under the age of five^{13 14}. Article 53 introduces a penalty for gender discrimination in

¹² In 2019, Jordan adopted a 5 year Women's Economic Empowerment Action Plan which aims at increasing women's labour force participation rates to 24% by 2025.

¹³ The Strategy, currently under validation, is expected to be launched by March 2020.

¹⁴ Article 72 of the Labour Law required an employer to establish a nursery in the workplace, subject to specific conditions, which were modified by the Amended Law. Previously this obligation was triggered when 20 or more female employees were in the workplace. The Amended Law removed this condition and instead of focusing on the number of working mothers with children, it now requires an employer to offer childcare facilities where, amongst the employees in a company, there are

wages¹⁵. Paternity leave of three days has also been introduced. Also, the National Social Protection Strategy, particularly in its first pillar focuses on the opportunities for families to be economically self-sufficient, identifies the need of inclusion of women in the labour market and its current limitations. However, more has to be done for an effective implementation of the Strategy itself, to translate some of the critical limits, among which the low access to social security benefits, into objectives to be addressed¹⁶.

Overall, these economic and social policies have been perceived as insufficient to tackle obstacles hindering the economic participation of women and successfully promote gender integration. **In the 2020 Global Gender Gap index report issued by the World Economic Forum, Jordan ranked 81 out of 153 countries in Educational Attainment and 145 in Economic Participation and Opportunity¹⁷.**

Moreover, in October 2019, the Ministry of Labour, in an effort to boost opportunities for Jordanians, issued a Decree (n.19) that stipulated additional closed professions to all non-Jordanians, including Syrians. These professions include, but are not limited to; office and administrative work, sales, and beauty salons. On the other hand, an exception can be obtained for non-Jordanians to work in some professions (given they fall under certain conditions and depending on the decision by the Minister of Labour) like cleaning, hospitability, agriculture, construction, handcrafts, textile industry and maintenance. This means that entering the formal labour sector is becoming harder for Syrian women, and therefore, as a result, they tend to prefer working in the informal sector, or establish their own businesses.

Legislative and policy reform is still required in a number of areas to improve Jordan's environment for economic growth. Such reforms include ensuring one minimum wage and decent working conditions strengthened in law and policy; critical reforms to the Labour code needed to end legal discrimination based on sex as, for example, the requirement of the husband's permission for a woman to accept a job during night hours.

2.2.2. Sector context: policies and challenges

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Women's labour force participation in Jordan is the lowest in the region . While young women have educational attainments equal to or higher than young men, they are not being used as a resource for Jordan's economic growth. In other words, economic efficiency could increase because of better utilisation of women's economic power and this in turn would create more wealth that can be shared equally between women and men.

Beyond the legal context mentioned above, there are significant challenges in the social norms related to work that prioritise the perceived status of a job over more practical considerations, and which serve to reinforce the existing problem of an inactive Jordanian labour force. **Strong social norms also heavily influence perceptions of what is appropriate work for**

15 or more with children below five years of age. However, there have been no serious deterrent actions being made against companies that fired or could fire mothers to reach the 15 parent employees quota, or that have implicit policies on not hiring women to avoid having to comply with the regulation.

¹⁵ The Amended Law introduces the concept of 'discrimination in wages'; which is defined as the inequality in payment of wages between employees based on gender. The Amended Law imposes a penalty on the employer ranging between 500 - 1,000 Jordanian Dinars (approximately US\$ 700 - 1400) in the event the employer discriminates in payment of wages between employees because of gender. This represents a significant change given the global movement towards equal pay in other developed jurisdictions.

¹⁶ In August 2019, the Government in Jordan passed through parliament an amendment to the Social Security Law No.1 2014 which included a clause to allocate 0.25% of the monthly contributions provided toward maternity for the purpose of developing social protection programmes related to maternity insurance.

¹⁷ Globally Jordan is ranking 138 out of 153 countries with a serious downgrading compared to 2006 when Jordan had scored 93. <https://www.weforum.org/reports/gender-gap-2020-report-100-years-pay-equality>

women, and serve to encourage women to drop out of the labour force upon marriage and childbirth as well as to keep women out of non-traditional job sectors, which are likely to be better paid and positioned in potential job-rich growth sectors.

In addition to women's low participation, the labour market is further characterized by gender segregation along several lines. First, most Jordanian working women are employed in the public sector and they are disproportionately concentrated in the education and health fields, as these are in line with socially prescribed gender stereotypes related to women being caring and nurturing. Second, within both the public and private sectors, a much smaller percentage of women are in managerial and decision-making roles even in comparison to their proportion in those workplaces or in the labour market. Third, women are more likely to be engaged in informal work, which is outside the purview of labour law protections, and thus increases their vulnerability and risk of exploitation. And fourth, although pay inequality is less prevalent in the public sector due to standardized salaries, overall there is a 14% gender wage gap among men and women. Women are less than 4% of entrepreneurs in Jordan and face considerable challenges in opening a business, both in terms of support from family and community, as well as in terms of practical matters related to issues such as access to finance and legal discrimination. Where women do open a business, it is more likely to be an informal home-based business in a traditional low skilled and low paid sector.

Based on assessments and researches, the four main obstacles to women's economic empowerment include: 1. social norms related to gender roles and appropriate work; 2. lack of affordable and quality childcare; 3. lack of safe and reliable transport; and 4. poor working conditions. Also, a number of pieces of recent research have reaffirmed that both men and women in Jordan hold beliefs that it is inappropriate for women to work in mixed sex environments. Even among women and men who do believe that women should be able to work in any job they want, a large proportion still believe that the responsibility of the household remains with women regardless of them being engaged in productive work or not.

Even if women are able to overcome the basic barriers of social norms, lack of childcare, and lack of transport, they face other obstacles, including low wages, a gender pay gap, and fear of workplace harassment. **Discriminatory and poor workplace conditions are the result of ¹⁸ harmful social norms, gaps in legal frameworks and lack of implementation of existing policies.** In particular, when it comes to harassment, whether in the workplace or on transportation, the problem remains hidden due to social stigma that discourages reporting and weak protection mechanisms. Moreover, women with disabilities, especially those living in isolated communities, face additional intersecting vulnerabilities and discrimination, such as stigma in both public and private spheres, and they find it very difficult to secure employment, family rights, or acceptance in the community.

Therefore, although the Government of Jordan has made noteworthy progress towards advancing gender equality and women's empowerment (GEWE) and has made important commitments to adopt and implement policies and legislative frameworks to promote it, challenges remain to fully implementing these commitments. Effective gender mainstreaming requires specific national capacity that is fully aligned and integrated with national planning processes and has access to relevant data and analysis. While the Government of Jordan has gender equality mechanisms in place for the promotion of GEWE (the Inter-Ministerial Committee on Women's Empowerment, the Jordanian National Commission for Women, gender focal points in ministries, etc.) line ministries themselves still have a way to go in

¹⁸ World Bank, Report No: ACS25170, Hashemite Kingdom of Jordan. Understanding How Gender Norms in MNA. Impact Female Employment Outcomes. June 1, 2018

achieving effective gender mainstreaming. Progress on gender equality and women's empowerment in Jordan will depend on national ownership to integrate these issues into national planning and financing, as well as the institutional capacity to deliver on GEWE commitments.

2.3. Lessons learnt

Since beginning of 2018, the EUTF has been contributing to actions directly targeting the empowerment of Syrian refugee and Jordanian women through UN Women and an NGO consortium led by EFI together with the Business Development Centre and Tamkeen, two Jordanian partners¹⁹. Tangible results as well as several challenges have been achieved and reported by partners.

UN Women has been leading the efforts in setting up and running Oasis centres in Jordan, a model of holistic response for women economic empowerment, which is now recognised as highly successful by national actors. **The Oasis model includes a set of combined activities touching upon economic empowerment, sexual and gender-based violence (SGBV) prevention and referrals, and provision of civic engagement skills and education opportunities.** Since its launching in 2012 with one Oasis in Za'atari camp, UN Women has now expanded through a pooled funding, with funding from EU, France, Finland, Italy, Iceland, Australia and Japan, to four Oases in camp settings (three in Za'atari and one in Azraq). Oasis centres in the camps are reaching more than 20,000 direct and indirect Syrian refugee beneficiaries annually, with around 4,000 refugees benefiting directly from cash-for-work opportunities yearly. With the direct support of the EUTF, eight pilot centres were also launched at the request of the Ministry of Social Development in early 2019 in non-camp settings. These were established within Ministry of Social Development (MoSD) or Community Based Organisations (CBO) owned Community centres (Zarqa, East Amman, Karak, Maan, Tafileh) reaching around 4,000 direct beneficiaries with cash for work, legal counselling, vocational training and job placement activities.

UN Women's monitoring of baseline and end-line data from cash for work rotations demonstrates that, as a result of the services accessed in the Oases, women reported they were able to generate an income, increase their participation in household decision-making, improve household nutrition, and increase their sense of dignity and empowerment. Almost unanimously (98%), surveyed refugee women and cash for work beneficiaries reported that the programme had a positive effect in terms of a sense of self-empowerment. Additionally, a significant majority of surveyed refugee women cash-for-work beneficiaries (78%) reported that the programme had a positive impact at the household level in terms of their increased decision-making. Moreover, beneficiaries also reported less harmful coping mechanisms to sustain their family's livelihood in times without a formally sustained salary. UN Women programming through the Oases was also effective in educating refugees about SGBV and establishing a clear referral system with beneficiaries, noting in monitoring that they know how to report cases of SGBV and where to find the proper help and support.

Through the EUTF support, Oases provided as well services aimed at enhancing the transition from cash-for-work modalities to work permit employment for vulnerable Syrian women, through dedicated capacity-building opportunities, job fairs, awareness raising and coordination with UNHCR and ILO through the established Office for Employment in the refugee camps. The relevance of the Oasis model was also fully acknowledged by the results oriented monitoring (ROM) mission organised by the EUTF in October 2019. Few adjustments will be introduced through the continuation proposed here, in particular: extending cash

¹⁹ The actions here referred are part of the regional Action document titled "Strengthening resilience and empowerment of women and girls affected by the Syria crisis" that was approved by the Board in June 2017. The two actions, both of them regional, were launched in Jordan at the beginning of 2018.

for work activities for periods of six months instead of three, to further boost the impact on beneficiaries' personal development and increasing women's professional preparation for their entry into the job market; extending to 'less traditional classes' the choice of vocational skills to be taught to women; boosting men's engagement while including them in activities for a more sustainable change in male's behaviour and attitudes.

Furthermore, in line with ROM results but also with the EUTF Livelihood Sector evaluation²⁰, and in view to increase the sustainability of the centres and of the 'model' itself, UN Women has also worked with MoSD to integrate the Oasis approach within the National Social Protection Strategy launched in May 2019. Therefore, the model will become the standard operating procedure of MoSD supervised community centres. On the long term, the centres will therefore receive funds for activities from both the national budget as well as from the funds raised by MoSD from donors through the social protection strategy and the JRP. The sustainability of the approach is thus also rooted in transforming the approach of MoSD in coordinating the international funds received from many different actors, not only UN Women.

EFI on the other hand has been **targeting Jordanian and refugee women in 'host communities' enhancing their employability competencies through a set of different training and job placement activities, offering as well legal counselling support for work permits.** Their approach entails working hand in hand with the private sector and CBOs in several communities in Jordan (Deir Alla, Jerash, Ajloun, Irbid, Azraq city and camp and East Amman). So far, more than 3,000 women were enrolled in trainings and 3,000 were provided with awareness sessions on decent working conditions and labour rights, in both cases outreaching the project target. Around 5% of the total targeted women were provided with decent employment and self-employment opportunities. Furthermore, the project focused on raising the awareness of local communities on women's labour rights, through a nationwide campaign that reached 3 million people across the country and through several local initiatives, social media and billboards promoting women's access to the labour market and contributing to eliminate social and cultural impediments to employment.

However, several difficulties have been encountered by partners in convincing Syrian women to apply for work permits, both because of the limited offers available due to closed professions, as well as for their preference to remain in the informal market and their fear of losing other benefits. Also, women are less keen to apply for job opportunities in the private sector and are more inclined toward establishing their own projects. This entails that women's transfer from the informal to formal sector will face some challenges. Hence, it is highly relevant to work on addressing and improving the work environment with the private sector. More cultural awareness and legal support is also needed to convince women and men of the importance for women to access decent jobs, and to inform authorities and private employers of the benefits related to women participation to the labour market, particularly at governorate level.

2.4. Complementary actions

Women economic empowerment (WEE) in Jordan is a high priority component of the national reform agenda and it is also reflected within the broader JRP objective to ensure dignified, inclusive sustainable livelihoods and create economic opportunities for refugees too.

Apart from targeted support to women economic empowerment provided through the EUTF, through the two on-going programmes mentioned above, the EUTF is also currently providing

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Particip Consortium, Evaluation of EUTF Syria-funded Programmes/ Projects for Livelihoods, June 2019

funding for broader employment opportunities. Several of these, as for instance the QUDRA programme, will work in complementarity with this action offering skills development linked to job placement and to the improvement of the private sector human resources' capacities. The action will also directly refer to the thirteen Employment Service Centres set up across Jordan by the ILO and the Ministry of Labour and funded by the EU and the Netherlands. The centres provide career guidance and job matching services to both Jordanian and Syrian job seekers and the link with the communities targeted by this action will be further strengthened through the action specific focus on women. Complementarities will also be explored with Shamal Start and Innovate Jordan, within the limits of the national regulatory framework for the registration of businesses promoted by Syrians or by joint ventures between Syrians and Jordanians. Both funded by the EU, Shamal Start is a leading business accelerator in the north of Jordan, which aims to support innovative entrepreneurs in the manufacturing sector while Innovate Jordan is a programme in support of private sector innovation.

DfID has also supported through AWEF - the Arab Women Enterprise Fund - the setting up of women economic empowerment units in fourteen municipalities and two ministries (Ministry of Agriculture and Ministry of Digital Economy) to directly address the service needs of disadvantaged women in Jordan and create a safer and accessible space for women at local level. This new action will coordinate and build upon some of the units as the AWEF programme will complete its intervention in April 2020.

To further up the Jordan compact and livelihood opportunities, the EUTF is also going to launch graduation-type interventions to create livelihood opportunities through a partnership between ILO and UNICEF and in coordination with both UNHCR, for the refugee component and with the National Aid Fund (NAF), for the Jordanian one. Therefore, prospects for complementarity and coordination will be also explored among partners. Additionally, through this action, partners will have to strongly cooperate with ILO and UNICEF, in their engagement on the launching of the National Social Protection Strategy led by the Ministry of Social Development. MoSD will therefore play a key role in leading as well the integration of gender equality and women's empowerment tools and approaches within national policy, planning and service-provision. Complementarities will be ensured in particular by UN Women, partnering with the Italian Agency for Development Cooperation (AICS), which is currently working towards the institutional capacity of MoSD on gender equality and women's empowerment, through the provision of technical expertise and the creation of an Institutional Capacity Development Task Force²¹.

Coordination will also be ensured with the Regional Development Protection Programme (RDPP) in Jordan, particularly in relation to the interventions directed to vulnerable women livelihoods.

Moreover, the Oases programme being financed through a pooled fund managed by UN Women, with current donors including the Governments of Finland, France, Italy and Iceland, will promote regular coordination to maximise the full achievement of the action.

EFI is also a partner of a regional EU funded programme supporting regional campaigns to prevent and combat violence against women and girls in the southern Mediterranean region, and complementarities with the civil society organisations involved will be ensured.

2.5. Donor co-ordination

In Jordan, the EU co-chairs the gender donors' coordination group together with UN Women

²¹ The UN Women ongoing partnership with AICS is for an overall support of EUR 450,000 over a 2-year programme (2019-2021).

and the Jordanian National Commission for Women (JNCW). The group meets at technical and Heads of mission level, aiming mainly at identifying key advocacy messages. A special focus is dedicated to the economic empowerment of Jordanian women. Moreover, the EU coordinates with the member states the implementation and annual reporting of the human rights strategy, which includes women's rights as a key pillar, as well as of the EU Gender Action Plan.

At a broader level, the EU is also actively contributing to the overall donor coordination under the auspices of the United Nations in the framework of the 3RP that integrates humanitarian, development and macro-fiscal interventions.

UN Women ensures coordination with other UN agencies in terms of actions targeting women.

3. DETAILED DESCRIPTION

3.1. Objectives/Expected Results

The **overall objective** of the programme is to improve the economic empowerment of Jordanian and refugee women and their ability to access livelihood opportunities in Jordan.

The **Specific Objectives** are:

S01. National and local policy frameworks are reinforced and supported to be more gender sensitive and more conducive to women's economic participation;

S02. Positive attitudes towards women's work are promoted among employers and the community at large;

S03. Women access to job opportunities and varied livelihoods options is improved.

The efforts will directly target two categories of women, the most vulnerable women in Jordan, both Syrian refugee and Jordanian, as well as women who have graduated from post-secondary education but have never held a job while they want to work and face significant challenges from the family and community in accessing employment. The actions will also target communities at large, including Syrian and Jordanian men, who will be engaged in activities and awareness support in order to initiate a more sustainable change in male behaviour and attitudes. Finally, national and sub-national authorities and officials will be receiving capacity building.

Expected Results are:

1. The integration of a gender perspective into the policies and regulatory measures related to women economic empowerment will be promoted, with specific focus at governorate level in Jordan.

2. Advocacy campaigns and awareness raising activities involving communities, to tackle negative behavioural and social norms towards women economic participation will be promoted.

Target: the overall target will be 3 million people nation-wide.

3. Cash for work opportunities for women will be provided in refugee camps through the Oases centres.

Target: at least 2,000 annual cash for work direct beneficiaries over the next 3 years. Also, 1,500 women among the cash for work beneficiaries will access a work permit or open a micro-business after the cash-for-work rotation and the relevant skills development.

4. In partnership with MoSD a scale up of UN Women's Oasis model in vulnerable communities will be promoted.

Target: services offered to 1,500 women over three years.

5. Oases beneficiaries will be provided with awareness raising, prevention and capacity development on issues of gender-based violence and protection referral services.

Target: around 1,500 women inside and outside camps.

6. Formal microbusiness opportunities as well as supportive services and work environment interventions for women in host communities, outside of the Oases model, will be provided.

Target: the target will be around 4,700 women.

An indicative logframe reflecting all of the above is included in Annex 1.

3.2. Activities

The envisaged activities are:

Specific Objective 1:

The first specific objective is linked to strengthening local and national policy frameworks, which favour women's economic participation. This will enable a structural approach to women's absence from the labour market, and it will also promote women's economic participation as full part of the reforms agenda while addressing the challenges faced by women in the private sector.

The activities related to this objective are common to both leading partners and will focus around structuralising a cross-sector policy dialogue with both central and local authorities. Activities will involve Ministries (Ministry of Social Development, Ministry of Labour and the Ministry of Planning and International Cooperation), directorates, municipalities, local councils, Member of Parliaments, civil society, private sector and trade unions, in policy dialogue and consultations on measures to promote and develop women's economic participation. The cooperation with Ministry of Social Development and Ministry of Labour will seek to provide career advice, communicate the state of the market to youth and unemployed women, as well as make known, evaluate, and advocate for the implementation of existing mechanisms related to the protection of women in the labour market. For instance, the complaint mechanism currently set-up by the Ministry of Labour will be broadened to cover sexual harassment in the workplace. Information will be disseminated so that women are aware of such mechanisms and know how to use them. Additionally, consultations will be held on supporting and sustaining a framework to formalize informal economy, improve access of women to labour market and strengthen their economic participation. Promoted measures could also include extending the formal social security system to women working in the informal sector, with particular reference to agriculture.

The action will also create opportunities for dialogue with the Inter-Ministerial Committee that is responsible to create and adopt policies and legislation favouring equality between women and men. Dialogue with private sector will also be promoted, towards a more gender equality friendly environment.

Moreover, high quality expertise will be provided to the Ministry of Social Development, particularly at the Governorates level, to support institutional capacity development for effective gender mainstreaming, policy advocacy and the development of gender-responsible

planning frameworks and programming, including through the production of impact-oriented data, research and analysis.

Specific Objective 2:

The second specific objective is linked to supporting awareness towards changing cultural attitudes at national and local level. Even if the governmental policy is positive towards women's economic participation, its effective implementation requires that gender stereotypes are addressed. Refugees as well as Jordanians will be provided with awareness-raising on issues related to their participation in the labour force, as well as to civic engagement; participation and opportunities to serve as leaders in communities and raise their voices in key local processes will also be offered. Based on the results already achieved through the current project, different means such as internet and social media will be used and will allow a wide spread of the messages to be passed. Additionally, capacity development and opportunities linked to gender-based violence and protection referral services will be ensured. Support to behavioural change interventions with men through mixed dialogue, peer mentoring and psychosocial support will be implemented.

Partners will also build on the positive results from the campaign EFI has produced during the on-going programme featuring media campaigns addressing gender stereotypes, division of household tasks, and women's rights in the labour market. CBOs and CSOs will be involved in delivering at municipalities' level awareness sessions for women on their labour rights, and in the communities on women's right to work with specific focus on formal work.

Specific Objective 3:

The third specific objective is linked to enhancing Jordanian and Syrian women's access to inclusive opportunities for economic empowerment through two main modalities:

- The experience in the Oasis centres, either inside refugee camps or in community development centres in host communities, is designed to prepare a woman to overcome the barriers to entering and staying in the labour market. Opportunities will be provided in camps' Oases (three in Za'atari and one in Azraq); the establishment of a new second Oasis in Azraq refugee camp could also be explored to be more inclusive towards women and children of all villages. In partnership with MoSD, the Ministry of Interior (Mol), and governorates, a scale up of UN Women's Oasis model in vulnerable communities will be promoted; the eight pilot centres (in Zarqa, East Amman, Karak, Maan, Tafileh) will be strengthened and five more will be reached offering services to 1,500 women over three years. The selection of the new locations will be negotiated with MoSD. A full package of economic empowerment services, cash for work and job opportunities, as well as support to communities on transport and childcare solutions, on issues of gender-based violence and protection referral services, as well as social norm advocacy will be offered. At the end of the cash-for-work Oasis rotation and in order to address sustainability, UN Women will leverage key partnerships for making job placements or for starting a small business for the benefit of cash for work beneficiaries. Examples of key partners for job placements are: private sector partners in the community such as factories or other businesses, partners that facilitate job placements such as Education for Employment - Jordan, partners that have linkages to private sector such as Better Work Jordan; partners that have job matching data bases such as ILO and World Bank; and UN Women's own network of private sector partners in the Gender Equity Seal and the Women's Empowerment Principles. In addition, complementarities and possible referrals to the EU supported projects Shamal Start and Innovate Jordan will be promoted.
- In host communities, EFI together with the Business Development Centre and Tamkeen will support women cooperatives, providing seed funds to small and

medium projects developed and managed by women, connecting more educated to more vulnerable women as an alternative option to social cohesion and inclusive opportunities. In cooperation with relevant stakeholders among which MoSD, EFI could also build the capacities of already established or to be established Women Empowerment Units at municipal level to build women's capacities, develop their managerial, leadership, professional and entrepreneurship skills, provide career guidance (including coaching for interviews and writing a CV) and job matching services to both Jordanian and Syrian job-seekers. The units that have been recognised by the Ministry of Local Administration as an interesting model to be further explored will also refer women to existing vocational trainings, facilitate the registration of women-led projects, refer women to funding opportunities to expand their projects, and will connect them with private sector employers. EFI will be encouraged to explore non-traditional sectors such as ICT, Creative Industries, Business Administration and Tourism to enhance sustainable opportunities; this, within the limits of what beneficiaries will also accept to do and be allowed to do within the national legislative framework. The project will also engage cooperation with the 13 Employment Service Centres set up across Jordan by the ILO and the Ministry of Labour. Complementarities with the EU supported projects Shamal Start and Innovate Jordan will also be promoted in order to strengthen sustainability opportunities for innovative self-employment opportunities. EFI's work with local CBOs and CSOs, women's cooperatives, women empowerment units at municipality level, and ILO centres at MoL directorates will enhance the referrals and local level coordination and ownership, in order to reach out to more women, allow further geographic expansion and ensure the complementarity of relevant service delivery.

3.3. Risks and assumptions

The main risks are:

- Insufficient involvement of concerned Ministries and Departments and lack of ownership to promote the national reforms' agenda, particularly at management level, which is strongly composed of men and with a general tendency of leaving women's policy issues to women employees with minimal male involvement.
- New initiatives and laws are approved by the Government of Jordan limiting the opportunities for non-Jordanians to enter the formal labour market.
- Functional gender-mainstreaming in Social Protection and NAF approaches is limited.
- Substantial delays in the Government of Jordan approval process of the projects.
- Operational space for NGOs in Jordan, mostly related to unexpected increase of costs, further shrink.

The implementing partners will be requested to address the identified risks to ensure their mitigation.

The assumptions for the success of the project and its implementation include:

- Stable security conditions and political stability is maintained in the country.
- The Government of Jordan maintains focus on women economic empowerment engaging with all relevant Ministries and governorates.
- There is willingness of host communities to engage in the project.

- There is still acceptance of refugees by host communities and host government.

Mitigating measures have been considered, including a close coordination and involvement of relevant authorities, such as Ministry of Planning and International Cooperation, Ministry of Social Development and Ministry of Labour. Also, the kick-off of the ILO UNICEF partnership supporting the National Social Protection Strategy will promote the gender mainstreaming of the Strategy itself.

Mitigating measures will be further defined in the actual contracts.

3.4. Cross-cutting issues

The action is focusing on gender equality and empowerment of women and to achieve this aim, the activities will include both men and women to sufficiently address structural challenges hampering women's possibilities to fully enjoy their rights and see their needs fulfilled.

Sustainability underpins the projects foreseen in this Action Document, which will build on existing interventions and relationships that partners have established at both central and local levels, as well as engaging local implementers as formal partners in each project. The project activities are firmly embedded within existing structures and strategies at both the central and local level.

Disability the proposed partners for this action will make efforts to include beneficiaries with disabilities.

Rights-based approach: The action will foster social cohesion, will spread information about rights and legal system and contribute to the improvement of working conditions for the targeted beneficiaries; a "do no harm" principle will be overall applied.

As far as **environment** is concerned, environmental issues will be taken by women's organisations. However, the environmental issues are unlikely to impact directly on the action.

3.5. Stakeholders

This action supports a multipronged, comprehensive approach. It will directly involve Ministries' directorates, municipalities, local councils, MPs, CSOs, CBOs, private sector, trade unions in policy dialogue and consultations on measures to promote women's economic participation.

The primary stakeholders of this proposed action are:

- Main recipient stakeholders will be the beneficiaries of the Action: Jordanians, Syrian refugees and, to a minor extent, non-Syrian refugees.
- Ministries directly concerned and responsible for the wellbeing of women and girls, will be directly involved; Ministry of Planning and International Cooperation, Ministry of Social Development, Ministry of Labour and relevant Governorates and Municipalities;
- Members of Parliament will be engaged to promote a stronger political will to enhance women's economic participation, as well as trade unions and municipalities targeting women's empowerment units.
- Private sector partnerships are also integral to the Oasis approach to graduate women

from the Oasis programme to job placements.

- Local NGOs working on and with women, both from Syrian and host communities will be engaged for complementarities;
- Indirect beneficiaries include the families of the women and men directly targeted by the Action, as well as the local communities at large;
- EU Member States and other donors contributing to the Trust Fund and to the Oases programme, as main stakeholders part of the gender coordination and policy dialogue in Jordan.

4. IMPLEMENTATION ISSUES

4.1. Financing agreement, if relevant

In order to implement this action, it is not foreseen to conclude a financing agreement with the Government of the partner countries. The envisaged assistance is deemed to follow the conditions and procedures set out by the restrictive measures pursuant to Article 215 TFEU.

4.2. Indicative operational implementation period

The indicative operational implementation period of this action, during which the activities described in section will be carried out is from the adoption of this Action Document by the Operational Board until 14 December 2023.

Any postponement on the expiry date of the Trust Fund, currently set at 14 December 2020, shall automatically postpone the indicative implementation end date of this action by an equivalent additional period.

4.3. Implementation components and modules

The proposed action will address the empowerment of women and girls and their specific needs entailing activities related to three specific objectives:

501 National and local policy frameworks are reinforced and supported to be more gender sensitive and more conducive to women's economic participation.

502 Positive attitudes towards women's work are promoted among employers and the community at large.

503 Women access to job opportunities and varied livelihoods options is improved.

In Jordan, a two-folded approach, through direct and indirect management, has proven to be effective and relevant. Both components concern all specific objectives through a complementary approach, geographical but not only.

The action may be implemented in indirect management (FR 2018/1046, Art. 62.1.(c)(ii) with UN Women, and in direct management, where, under the responsibility of the Commission's authorising officer responsible, the grant may be awarded without a call for proposals to a consortium of Jordanian NGOs led by EuroMed Feminist Initiative (EFI). The envisaged entities have been selected as qualifying for actions carried out by the same partners already involved in current programmes and that will end in July 2020 (UN Women) and August 2020 (EFI consortium).

4.3.1. Component 1: Contribution agreement (Indirect management)

UN Women is the United Nations entity dedicated to gender equality and the empowerment of women. By mandate, UN Women supports UN Member States as they set global standards for achieving gender equality and works with governments and civil society to design laws, policies, programmes and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. In Jordan, UN Women brings added value through its strategic partnerships with national partners and has influence in mobilising partners for gender equality, successfully leveraging its operational work to deliver on its normative and coordination mandates. UN Women's close and key strategic partnerships are with the Ministry of Social Development, the Ministry of Interior, and the governorates and municipalities. This action builds on already existing solid collaboration from the project that started in 2018, and with a view to scaling up results and ensuring national ownership and sustainability. In addition to government and private sector partnerships, UN Women leverages important partnerships with civil society, women's human rights activists, GBV referral network actors and humanitarian and resilience actors. The programme will complement on-going work UN Women is doing on livelihoods with both government and civil society, including policy support and working with the HeForShe movement to scale up nation-wide across communities their conversations on masculinities, social equality and engaging men and boys.

4.3.2. Component 2: Grant through direct award (Direct management)

The EUTF has been established under Article 187 of the Financial Regulation as 'emergency' Trust Fund, and is therefore covered with flexible procedures applicable to crisis situations. In order to be able to respond to immediate needs for interventions in the context of the Syrian crisis in favour of livelihoods and social stability interventions for Syrian refugees and their host communities the direct award of grants is foreseen. Under the responsibility of the Commission's authorising officer responsible, the grant may be awarded without a call for proposals to a consortium of Jordanian NGOs led by EuroMed Feminist Initiative (EFI). Selection criteria are: EFI's previous experience in managing with tangible achievements an EUTF funded grant focusing on livelihoods; EFI's immediate intervention capacity; and the ability to work in inclusive partnerships aimed at recognizing the value of different stakeholders' contributions and synergies.

In fact, EuroMed Feminist Initiative action might be implemented in partnership with Tamkeen and the Business Development Centre (BDC), who are currently part of the EFI's led consortium. EuroMed Feminist Initiative EFI is a policy network that advocates for gender equality and women's rights as inseparable from democracy building and citizenship. EFI has had a long-term cooperation on gender equality issues and women empowerment in Jordan in particular with the Ministry of Social Development. The partnerships with Business development centre and Tamkeen have proven so far to be complementary to the work of EFI. EFI will lead advocacy actions and will be in charge of policy debates, consultations and studies. EFI will also be responsible for the overall coordination, implementation, reporting and M&E. BDC will work with the private sector - enhancing work environment and linking women with employer - and will supervise trainings and capacity-building activities. Tamkeen will raise awareness on women's labour rights and will facilitate registration of women-led projects.

Full financing (100%) is essential for the action to be carried out, being the grant implemented under a crisis situation, and to provide continuity to ongoing programme.

4.4. Indicative budget

Components*	Amount in EUR
Component 1: Indirect management - Contribution agreement with UN Women	7,000,000
Component 2: Direct management/Direct award - Grant agreement with a consortium of NGOs lead by EFI - EuroMed Feminist Initiative	4,000,000
Total	11,000,000

* Communication and visibility funds will be included in the various components

4.5. Monitoring and reporting

Monitoring shall be ensured primarily through EU Delegations in-country and in particular with the assistance of specific Trust Fund field and liaison officers posted within the EU Delegations. In addition, the EU Trust Fund has an independent Monitoring and Evaluation exercise to accompany all Fund programmes and ensure that targets are met and lessons learnt can be incorporated into other EUTF actions. The purpose of the EUTF Syria Monitoring and Evaluation Framework is to assess, across various levels, the degree to which the Overall Objective of the Trust Fund has been achieved. Partners implementing this Action will comply with the ad hoc Monitoring and Evaluation Framework developed for the EUTF Syria as well as with the reporting requirements and tools being developed by the EU Trust Fund.

The implementing partner shall establish a permanent internal, technical and financial monitoring system for the Action and elaborate regular progress reports and final reports.

The European Commission may undertake additional project monitoring visits both through its own staff and through independent consultants recruited directly by the Commission for independent monitoring reviews (or recruited by the responsible agent contracted by the Commission for implementing such reviews).

The monitoring and evaluation exercises noted above will represent milestones in the implementation of the activities. These regular assessments will constitute a basis for a possible decision of suspension or revision of activities, should the conditions on the ground not allow for their proper implementation.

4.6. Evaluation and audit

Overall, evaluation of the EUTF is mandated by the Constitutive Agreement of the Fund (article 13): “The Trust Fund and the Actions financed by it will be subject to the evaluation rules applicable to EU external programmes, in order to ensure the respect of the principles of economy, efficiency and effectiveness.” Detailed provisions for the Evaluation of EUTF-funded Actions are defined by the strategy for portfolio evaluations.

To support the fulfilment of the mandate of the EUTF reinforcing the EUTF capacity to bring a change in the cooperation area, the projects will carry out a number of evaluations.

Projects should carry out a final evaluation, and one external audit per year. A mid-term evaluation may also be considered. Whenever possible, evaluations will be jointly carried out by partners.

If necessary, ad hoc audits or expenditure verification assignments could be contracted by the European Commission for one or several contracts or agreements.

Audits and expenditure verification assignments will be carried out in conformity with the risk analysis in the frame of the yearly Audit Plan exercise conducted by the European Commission. The amount dedicated in the budget for external Evaluation and Audit purposes is EUR. Evaluation and audit assignments will be implemented through service contracts, making use of one of the Commission's dedicated framework contracts or alternatively through the competitive negotiated procedure or the single tender procedure.

4.7. Communication and visibility

Communication and visibility of the EU is a legal obligation for all external actions funded by the EU. Beneficiaries, host communities and administrations in Syria's neighbouring countries, the European public, EU Members States and other stakeholders of the Trust Fund need to be informed about the EU's efforts as the leading donor in the Syria crisis response. Insufficient visibility of the EU's actions weakens the EU's political traction in the region and its standing in Europe. Unsatisfactory recognition of knowledge of EU assistance also has a potential to negatively affect the EU's political efforts to resolve the Syria crisis and its future role in a post-peace agreement transition.

Communication and visibility is an important part of all EUTF Syria programmes and must be factored in to underline the programme's importance at all stages of the planning and implementation. Each implementer is required to draw up a comprehensive visibility, communication and outreach plan for their respective target country/community and submit a copy for approval to the EUTF Syria Communication and Outreach Lead. The related costs will be covered by the project budgets. The measures shall be implemented by the implementing consortium/ia, and/or contractors, and/or grant beneficiaries. Appropriate contractual obligations shall be included in, respectively, procurement and grant contracts.

The global objective of the EUTF Syria communication and visibility campaigns, and hence of the implementing partner, is to improve recognition, public awareness and visibility of the comprehensive and joint EU efforts to effectively address the consequences of the Syrian and Iraqi crises. This should be done by highlighting the Action's real-life impact and results among defined target audiences in the affected region but also vis-à-vis the general public, donors and stakeholders in the EU Member States.

The Communication and Visibility Manual for European Union External Action together with specific requirements for the EUTF Syria serve as a reference for the Communication and Visibility Plan of the Action and the relevant contractual obligations. According to the EUTF Syria's Visibility and Communications strategy all communication and outreach campaigns must be evidence-based, people-oriented and easily understandable. Regional outreach and communication must be conflict sensitive, strategic, do no harm and mindful of the differentiation in messaging for beneficiaries and stakeholders in each country of operation of the Action. The campaigns must place the beneficiaries at the centre and thus ensure adequate ownership. Messaging should have a human face, be empathic, honest, transparent, direct, unambiguous, neutral and conducive to a highly sensitive human and political environment, in addition to being gender-sensitive and gender-balanced.

Furthermore, campaigns should also include components of participatory and engaging communication, where the beneficiary becomes a key actor. This will support the EUTF Syria's programmes in promoting social cohesion, inclusion, dialogue and help mitigate tensions and misperceptions between refugee and host communities.

ANNEX 1 - INDICATIVE LOGFRAME MATRIX (max. 2 pages)

	Results chain: Main expected results (maximum 10)	Indicators All indicators targeting individual beneficiaries will be disaggregated by sex and community of origins	Sources and means of verification	Assumptions
Impact (Overall objective)	To improve the economic empowerment of Jordanian and refugee women and their ability to access livelihood opportunities in Jordan	Unemployment rate by sex age and persons with disabilities (SDG 8.5.1) Whether or not legal frameworks are in place to promote, enforce and monitor equality and non discrimination on the basis of sex (SDG 5.1.1)	Final projects but also partners' reports Government of Jordan (GoJ) official statistics GoJ official gazette Jordan National Commission for Women (JNCW) annual report on the CSW and SDG implementation	<i>Not applicable</i>

<p>Outcome(s) (Specific Objective(s))</p>	<p>SO1 National and local policy frameworks are reinforced and supported to be more gender sensitive and more conducive to women's economic participation</p> <p>SO2 Positive attitudes towards women's work are promoted among employers and the community at large</p> <p>SO3 Women access to job opportunities and varied livelihoods options is improved</p>	<p><i>1.1 Number of mechanisms initiated to support governmental organizations (vertical and horizontal) to develop and implement gender-responsive policies, legislation, services, plans and activities</i></p> <p><i>1.2 Number of women covered by social security and directly related to the project</i></p> <p><i>2.1 Number of girls, women, boys and men who report positive knowledge, behaviour and attitude towards gender equality</i></p> <p><i>3.1 Number of job opportunities promoted by the EUTF (EUTF RF 9)</i></p>	<p>Final projects but also partners' reports</p> <p>External monitoring and evaluations, ROM reports, contracts progress/final reports/QINs</p> <p>JNCW survey (National Women Gender Strategy - objective 3)</p>	<p>Stable security conditions and political stability is maintained in the country.</p> <p>The GoJ maintains focus on women economic empowerment engaging with all relevant Ministries and governorates.</p> <p>There is still acceptance of refugees by host communities and host government.</p>
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**Other Results
(Outputs and/or
Short-term
Outcomes)**

Outputs

1.1. The integration of a gender perspective into the policies and regulatory measures related to women economic empowerment is promoted, with specific focus at governorate level in Jordan.

2.1 Advocacy campaigns and awareness raising activities involving communities to tackle negative behavioural and social norms towards women economic participation are promoted.

3.1 Cash for work opportunities provided in camps' Oases (Za'atari and Azraq)

3.2 In partnership with MoSD, MoI and governorates, a scale up of UN Women's Oasis model in vulnerable communities are promoted

3.3 Oases beneficiaries are provided with awareness raising, prevention and capacity development on issues of gender-based violence and protection referral services.

4.1 Formal microbusiness opportunities as well as supportive services and work environment interventions for women in host immunities outside of the Oases model are provided.

1.1.1 Number of advocacy dialogues implemented with MPs and governmental staff (EUTF 43)

1.1.2 Number of officials from subnational governments and deconcentrated service providers trained on gender sensitive national and local policy frameworks and mechanism disaggregated by sex, age and location (EUTF39)

2.1.1 Number of individuals reached through media campaign (EUTF 42)

2.1.2 Number of men engaged in dialogues promoting women's rights and empowerment (EUTF 42)

3.1.1 Percentage of women reporting increased decision-making within the household

3.1.2 Number of women receiving cash for work (EUTF RF 9)

3.1.3 Percentage of women (from overall total enrolled) employed 12 months after graduation from UN Women support

3.2.1 Number of Syrian refugees and host communities participating in employability, vocational and entrepreneurial skills training programme disaggregated by age and nationality (EUTF RF10)

3.3.1 Number of women receiving GBV referral services through the community centres (EUTF RF 29)

3.3.2 Number of women accessing GBV-related services through the community centres (EUTF RF 31)

4.1.1 Number of Micro, Small and medium enterprises trained (EUTF RF 11)

4.1.2 Number of beneficiary women employees reporting decent working conditions

Mid-term evaluations, progress reports, ROM reports, QINs

The GoJ maintains focus on women economic empowerment engaging with all relevant Ministries and governorates.

There is willingness of host communities to engage in the project.

There is still acceptance of refugees by host communities and host government.