



NETWORKING FOR THE FUTURE

SITUATIONAL ASSESSMENT OF GENDER ISSUES IN JORDAN



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List of Acronyms

Acronym	Definition
AIWF	Arab International Women's Forum
ARDD	Arab Renaissance for Democracy and Development
AWO	Arab Women Organization
CAV	Capacities and Vulnerabilities Analysis
CBO	Community Based Organization
CEDAW	Convention on the Elimination of All forms of Discrimination against Women
CSOs	Civil Society Organizations
ELS	Environmental Livelihood Security
FGDs	Focus Group Discussions
FPEC	Future Pioneers for Empowering Communities
GAD	Gender and Development
GDP	Gross Domestic Product
GEWE	Gender Equality and Women's Empowerment
GII	Gender Inequality Index
HAF	Harvard Analytical Framework
HDI	Human Development Index
IUCN ROWA	International Union for Conservation of Nature\Regional Office of West Asia
JNCW	Jordanian National Commission for Women
KAP	Knowledge, Attitude and Practices
MENA	Middle East and North Africa
MEMR	Ministry of Energy and Natural Resources
MINARET	MENA Region Initiative As a Model of NEXUS Approach and Renewable Energy Technologies.
MoP EPP	Ministry of Planning and International Cooperation - Enhanced Economic and Social Productivity Program (Irada)
MPs	Members of Parliament
MoSD	Ministry of Social Development
NERC	National Energy Research Center
NCFA	National Council for Family Affairs
NGO	Non –Governmental Organization
OECD	The mission of the Organization for Economic Co-operation and Development
ONAS	The National Sanitation Utility (Office National de l'Assainissement)
QIZ	Qualifying Industrial Zone
RSS	The Royal Scientific Society
SDGs	Sustainable Development Goals
Sida	Swedish International Development Cooperation
SIGI	Social Institutions and Gender Index
SIGIn	Sisterhood is Global Institute
SWOT	Strengths, Weaknesses, Opportunities and Threats Analysis
UNDP	United Nations Development Programme
UNESCWA	United Nations Economic and Social Commission for Western Asia
UNFPA	The United Nations Population Fund (formerly the United Nations Fund for Population)
UNICEF	The United Nations Children's Fund (formerly The United Nations International Children's Emergency Fund)
WAJ	Water Authority of Jordan
WASH	Water Sanitation and Hygiene sector

Definition of Key Terms^[1]

Key Term	Definition
Gender	Refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes.
Gender Awareness	Recognition that women and men perform different roles in society and therefore have different needs which must be recognized.
Gender Discrimination	A difference in treatment of people based entirely on their being male or female. This difference contributes to structural inequality in society.
Gender Inequality	Refers to the unequal rights, responsibilities and opportunities of women and men and girls and boys in all sectors- political, social, legal and economic.
Gender Equity	Recognizing that different approaches may be needed to produce equitable outcomes by taking account of and addressing the differences between and amongst the lives of women and men, boys and girls and the diversity of different groups of women/girls and men/boys.
Gender Mainstreaming	The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality.
Gender and Development	Is an approach to development policy and practice focuses on the socially constructed basis of differences between men and women and emphasizes the need to challenge existing gender roles and relations.
Sex	This refers to the biological and physiological characteristics that categorize someone as either female or male.
Practical Gender Needs	Practical Gender Needs are those needs that have been identified by women within their socially defined roles as a response to an immediate perceived necessity (e.g., inadequacies in living conditions such as water provision, healthcare, and employment). They do not challenge gender divisions of labor and women's subordinate position in society.
Strategic Gender Needs	Strategic Gender Needs vary by context and are identified by women as a result of their subordinate social status. They tend to challenge gender divisions of labor, power and control, as well as traditionally defined norms and roles (e.g., legal rights, domestic violence, equal wages, and women's control over their bodies).
Social Exclusion	The process through which individuals or groups are wholly or partially excluded from full participation in the society in which they live resulting in these individuals and groups being prevented from accessing resources, participating in society and asserting their rights.
Women Empowerment	A process through which women and girls acquire knowledge, skills and willingness to critically analyze their situation and take appropriate action to change the status quo of women and other marginalized groups in society.
Human Development Index (HDI)	A composite index measuring average achievement in three basic dimensions of human development—a long and healthy life, knowledge and a decent standard of living.

Executive Summary

The MENA Region Initiative as a model of the NEXUS Approach to Renewable Energy Technologies (MINARET) project was initiated to overcome the increasing challenges over resources, through adopting an approach that strengthen synergies between renewable energy technology and efficiency, water management and food security and ensure a long-term sustainability. The MINARET project was developed based on a success story achieved in Sahab Municipality at Jordan, that has strengthened the awareness and knowledge to the importance of using renewable energy and energy efficiency technology. The project was achievable after a generous support from the Swedish International Development Cooperation Agency (SIDA), through the Swedish development cooperation in the Middle East and North Africa (MENA) region. It is led by the Royal Scientific Society/National Energy Research Centre (RSS/NERC) in partnership with the International Union for Conservation of Nature\ Regional Office of West Asia (IUCN ROWA) and Future Pioneers for Empowering Communities (FPEC).

The project will be implemented in four municipalities located in three countries, which are Jordan, Lebanon and Tunisia. Therefore, a detailed gender assessment was developed and designed to understand community's perceptions and needs toward the use of sustainable resources such as energy and water, and their implications on food security issues. A set of methods were conducted and applied equally within the four municipalities. Methods included a detailed desktop review for the existing information about each municipality. In addition, a structured questionnaire targeting community members (women, men, boys, girls, elderly and marginalized groups) and focus group discussions, in addition to direct interviews with relevant stakeholders, beneficiaries and institutions which are located within the boundaries of each municipality.

Women have yet to find their way into Jordan's economy. The characteristics of the female labor force in Jordan that are the results of such limitations as: unemployment and under-employment, wage and non-wage discrimination, and occupational segregation may contribute to women discouragement from participating in the labor force. Moreover, for higher and technical education, women tend to specialize in fields that are seen as appropriate for them, and that are often an extension of their roles as wives and mothers.

In both Sahab and Al-Karak cities, there is a lack of awareness on the connection between gender inequality on one hand and issues such as poverty, human rights, and sustainable development on the other. As a result, women's empowerment and gender relations are often neglected and treated as secondary (rather than as an essential element) to such issues deemed priorities by many organizations.

The gender assessment study has unveiled that gender mainstreaming needs serious and tangible efforts and actions to strengthen it at community level. It also highlights the resistance of a large portion of the Jordanian population to rights relating gender equality programming along the lines of CEDAW. This resistance can only be overcome by community-based initiatives that truly benefit local communities and increase the agency of women.

The Syrian refugee crisis illustrates how important a gender lens is for refugee support inside the host communities. It is important to focus on gainful employment opportunities for many men. Quality education is a priority for female and male students and a prerequisite for any future hope for a better life. The experience gained by support actors illustrates how important it is to extend services and support in any form also to the host community to alleviate tensions between both communities.

Energy and water users faced with energy cuts, water shortages, intermittent water supply and poor water quality are forced to engage in a number of coping strategies that may add cost, time, and labor, reduce energy and water efficiency and affect water quality, as well as, decrease food security and safety and expose users to health risks which in turn have negative consequences on productivity and livelihood options.

Explore learning opportunities with the NGOs, CBOs, and the municipalities whereby women and mothers may learn about environmental issues alongside youth and children. This may be a place where women and their younger children can come to learn about natural resources and conservation methods together. By improving females' understanding of and rationale for conservation, the MINARET project has an opportunity to tap a group with potential of positive behaviour change around resources use and management.

The typical enterprise women in Al-Karak invest in is food-processing, and for Sahab, it is sewing with little diversification across loan beneficiaries. Nonetheless, improving women entrepreneur's access to credits helps in promoting women. While the idea of extending credit to women is commendable, it should be done in an integrated approach.

Role models are considered to play a vital role in encouraging young people to take specific career paths. Therefore, providing community with positive images of women professionals in the energy and water sectors could be a simple but effective way of encouraging young girls to study appropriate subjects for a career in energy and water. In addition, networking and advocacy by women's groups represent important ways of promoting the acceptance of women as energy and water experts.

1. Introduction

1.1 Project Background

Countries in the (MENA) region are faced with the challenges of a growing population, high unemployment, surging demand for electricity, and limited investments in new generation capacity, and in certain countries limited or no supply of indigenous hydrocarbon resources. In particular, Jordan, Lebanon and Tunisia currently face a serious energy challenge because they lack domestic energy resources or have little resources and exhibit an ever greater demand for energy to fuel their social and economic development. The issues in these three countries have been exacerbated by the influx of significant numbers of refugees, resulting from the continuing Syrian crisis (Jordan and Lebanon), as well as political and economic instability in various African countries (Tunisia).

To face these challenges, this four-year project, "The MENA Region Initiative as a model of the NEXUS Approach to Renewable Energy Technologies" (MINARET), is designed to address the unique sustainability challenges and opportunities of the MENA region by increasing local and regional sustainability capacities using the synergies between renewable energy technology and efficiency, water management and food security.

A gendered perspective in energy and water management is necessary to ensure both women's and men's participation for improved resource management practices. Involving both women and men enhances the results of project pilot actions and initiatives and improves the likelihood of their sustainability with an eye on environmental conservation. It also contributes to ensuring that no unintended negative effects on men or women occur.

Gender equality cannot be reached without the support and participation of men. Men involvement in the mainstreaming process must be encouraged so that men become allies to women in their quest and not an opposing front that delays positive outcomes, and so it is more recognized now that male inclusion is an important part of the gender mainstreaming process.

Energy poor individuals suffer in various ways; loss of time, lack of income, physical exhaustion, and lack in access to education and information. Women and men, despite many commonalities, also exhibit systematic differences in the ways they experience energy poverty, differences that if overlooked can end up propagating existing injustices. These differences are derived from socially determined gender roles and norms that in turn drive patterns of energy usage in the region. Women and men require modern energy as the means to accomplish distinct sets of tasks within their spheres of activity, whether domestic, agricultural, community-based, or commercial. Evidence shows that gender is one of many considerations (including geography, income, culture, etc.) influencing preferences for energy products, fuels, and services.

When implementing the water–energy–food nexus care should be taken to integrate sustainable livelihoods aspects, which have been repeatedly overlooked, but represent an important part to obtaining sustainable development.

NEXUS theory outlines that water, energy and food security can be achieved through a nexus approach that integrates management and governance across sectors scales. Relevant SDGs for the MINARET project are presented in Figure 1 below.

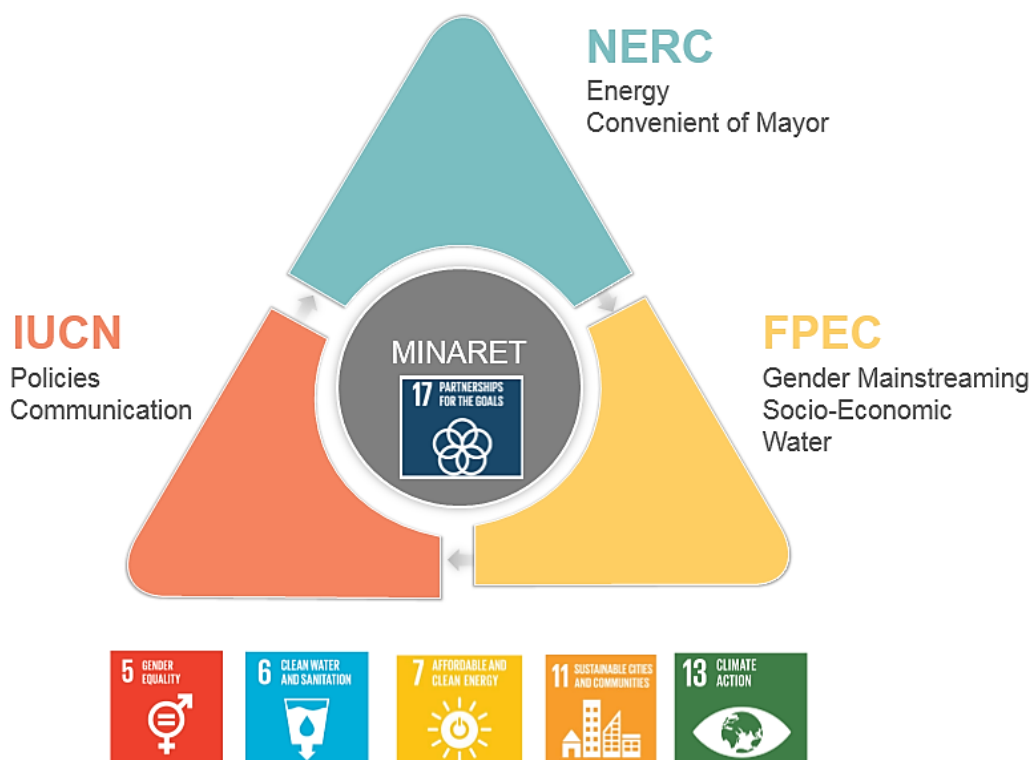


FIGURE 1: RELEVANT SDGs FOR THE MINARET PROJECT

1.2 The Assessment

Swedish International Development Cooperation Agency (Sida) defines a gender analysis as a starting point for gender mainstreaming. Before cooperation processes begin, any decisions are made and plans are outlined, the gender equality situation in a given context must be analysed and expected results identified.

This assessment was carried out to analyse gender dynamics, understand the current gaps and barriers in gender mainstreaming and develop a roadmap of actions and solutions to improve the gender integration in the MINARET project.

The 2030 Agenda, the Arab Forum for Sustainable Development and the High-Level Political Forum (HLPF) on sustainable development agreed on many key points; they signalled the links among goals relating to environment, natural resources, climate change and economic and social objectives, and called for increased cooperation across the region given the cross-border nature of water, energy, agriculture and food security challenges. They also stressed that human rights, including the development right, and gender equality and women's empowerment, are the foundation of the agenda, and align with ESCWA's proposed water-energy-food security nexus.

The Gender assessment highlights the differences between and among women, men, girls and boys in terms of their relative distribution of resources, opportunities, constraints and power in a given context. It also helps us develop more appropriate actions in addressing gender-based inequalities that cover the needs of different population groups.

1.3 Natural Resources and Gender

Over the past 50 years, ecosystems have changed in a rate faster than any comparable period of time in the human history, largely because of the need to meet rapidly growing demands for food, water, timber, fiber, and fuel. ^[2] Rapid population growth and urbanization impact consumption of energy and water resources. Understanding communities' structures including roles and responsibilities in natural resources management from gender dimensions is a starting point for reversing environmental degradation.

Improving natural resource management practices and protecting the environment require reducing poverty and achieving livelihood and food security. Understanding and changing natural resource management and governance as well as unequal patterns of access to and control over natural resources lie at the heart of reversing natural resource degradation. These issues are crucial to address the gender dimension of natural resources.

Gender differences exist in rights and access to natural resources. Women and men have different roles, responsibilities, and knowledge in managing natural resources. Women are typically associated with managing natural resources daily in their roles as farmers and household providers. They are responsible for cleaning, washing, cooking, or bathing and associated with energy consumption to meet basic needs in the household for cooking and heating. Despite their reliance on natural resources, women have less access to and control over new technologies, information, and training related to natural resource management, as most of the related initiatives target men.

To protect their natural resources, women and men must be empowered to participate in decisions that affect their needs and vulnerabilities and have equal access to knowledge and information. Addressing the gender dimensions of natural resources management will help policy makers formulate more effective interventions for their conservation and sustainable use of natural resources.

1.4 Gender Dimension of the Energy-Water-Food Nexus

Gender is one of the major cross-cutting issues regarding the water-energy-food nexus and there is significant need to develop and apply gendered approaches. Available, affordable and accessible energy and water offers significant contributions to economic well-being and contributes to achieving gender justice. Improved access to energy and water for both the urban and rural poor creates livelihood opportunities and better health conditions that may break the cycle of poverty, see Figure 2.

Improved access to energy and water services can alter women's social, economic and political status — reducing the time and effort involved in household activities, providing better health and educational conditions, enhancing income-generating opportunities, and facilitating their participation in public affairs. The integration of gender issues is thus vital for energy projects in developing countries.^[3]

With view to the Water-Energy-Food Nexus, the role gender plays is rather complex, as it concerns the role of gender in agriculture/agricultural value chains (especially in the processing stages due to the high energy needs), the role of gender in energy poverty, as well as the role of gender in energy and water projects.

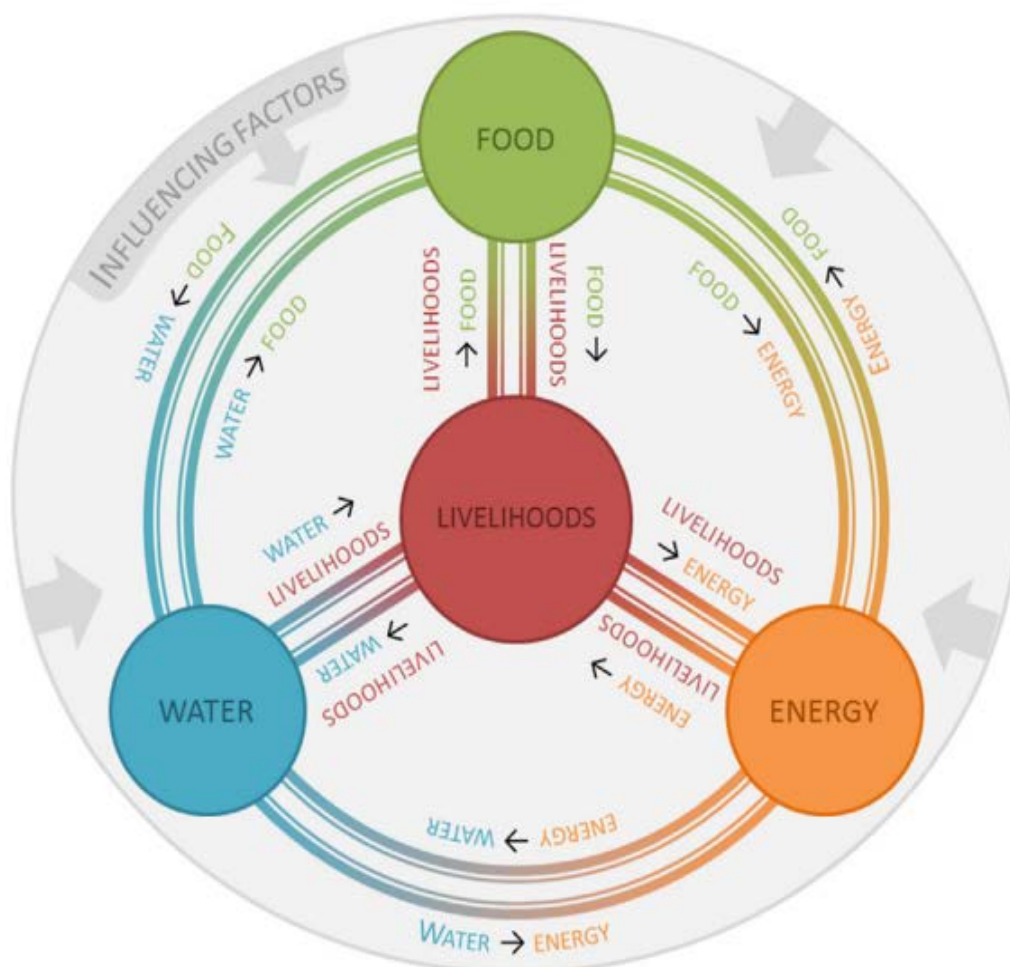


FIGURE 2: THE NOTION OF ENVIRONMENTAL LIVELIHOOD SECURITY (ELS) CONCEPTUALIZES THE LINKS BETWEEN WATER, ENERGY, FOOD AND LIVELIHOODS WHICH NEED BALANCE TO ACHIEVE A SUSTAINABLE SYSTEM. EXTERNAL INFLUENCING FACTORS SUCH AS CLIMATE CHANGE, POPULATION GROWTH, AND GOVERNANCE CAN ALL IMPACT UPON ATTAINING ELS. ^[4]

Expanded energy sources are necessary to provide: mechanical power for agriculture, food processing, water pumping and irrigation; modern fuels for cooking and heating; electricity for lighting, refrigeration, communications, commercial enterprises and community services in rural areas. Without access to efficient and affordable energy sources, rural communities will have very limited opportunities for economic and social development. Access to Modern Energy is however problematic in most developing countries. According to the estimates of the International Energy Agency (IEA), 2.6 billion people around the world currently rely on traditional uses of energy to cover their basic energy needs. This figure is expected to rise to 2.7 billion by 2030.

This lack of access to energy is experienced in different ways by men and women in developing countries. The energy sector continues to be dominated by men, especially at decision making levels. Households headed by women are particularly disadvantaged, which constrains women's energy access as well. Poor women in rural areas generally have a more difficult time compared to men, due to their traditional socio-cultural roles. The lack of modern energy services negatively affects their chances of education and income generation which makes it harder for women in particular to overcome poverty.

In poor settings in particular, women often experience excess vulnerability to conditions of energy poverty above and beyond that experienced by men. Vulnerability tends to manifest itself as: “hands and feet” carrying of goods, water, children, fuel, market goods, and household supplies; manual labor to do household tasks, farm work, and raw materials/agro-processing; exposure to physical hazards such as pollution, burns, assault, and poorly lit childbearing experiences. But the overall effects of energy poverty are largely consistent for both women and men and include: Low standards of living, health conditions, reduced productivity, and missed opportunities.

Women face particular obstacles in accessing renewable energy technologies due to their relatively higher poverty levels, lower access to credit and less access to information. According to the Wuppertal Institute for Climate, Environment and Energy (WISIONS), it has been demonstrated that integrating gender issues i.e. women’s needs as a key variable in energy projects makes it more likely that energy will have a substantial impact on household and community poverty and on gender equality. Thus where energy interventions address women’s equal participation, the potential for benefits is much higher for all.

Access to energy and water are inextricably linked, and the lack of access to clean water in the world is just as daunting as energy access. Access to clean, secure, and sufficient quantities of water is vital to achieve adequate standards of food and goods production, sanitation, as well as health, and these all have direct links to energy. As the population in the MENA region rises and the development pressures increase, access to water will have to be handled in parallel to access to energy.

Pumped water and irrigation are important for improving agricultural production and food security. Energy for transport is essential for water distribution. Energy is also necessary to purify water (boiling and disinfection), and this has dramatic impacts on health, sanitation, and food security. Just as energy is important for water production, water can be critical for energy production. Hydropower is an important component of many energy mixes and water is required for cooling.

Agriculture plays a large role for economic development in developing countries, yet agriculture is also very energy intensive. Up to 70 % of the labor force in developing countries works in agriculture, and women make up the majority of agricultural labourers. Gender inequalities are, however, widespread, especially with view to land distribution, access to credits and access to agricultural inputs such as seeds and fertilizer, and reduce agricultural productivity and efficiency. Women also rank lower in agricultural technologies adoption level, although, according to the International Centre for Research on Women, enhancing women’s access to vital agricultural inputs that require intensive use of energy, such as irrigation technologies can substantially boost their agricultural productivity and incomes.

Furthermore, women operate and own the majority of informal sector enterprises in developing countries, and make up the largest proportion of the work force. Their enterprises tend to be concentrated in a relatively narrow range of activities, are often very energy intensive, yet rely on biomass fuels and have disproportionately low rates of return compared to the activities undertaken by men. Also men dominate those income activities that are more value adding and require more advanced equipment, such as energy technologies.^[5]

Modern energy services can transform the agriculture sector at multiple points including food production (e.g. ploughing, irrigation, cultivation); processing (e.g., grinding, milling and drying); and business (e.g., cold chain, access to market, pricing knowledge, and higher-value products). Reducing of labor number in farming while seeing increased production from access to mechanized power, could particularly be relevant for the many small farmers in the MENA region.

1.5 Socio-economic Synergies

The MINARET projects' socio-economic assessment has been designed with conscious of mainstreaming gender and diversity considerations throughout the survey's planning, design, volunteers training, implementation and analysis stages. This was very critical as men, women, girls and boys are often dealt differently in using energy, water and their implications in food production, and may therefore hold distinct knowledge, experiences, and perspectives and may also have specific and varying needs and priorities. This will generate different solutions on how to promote the use of sustainable natural resources.

This participatory assessment will highlight the nature of livelihood strategies in different classes of households (social differentiation), their livelihood security level, and the principle constraints and opportunities to address through programs. This information is also disaggregated by gender and generation.

By drawing attention to the diversity of assets that people use in their livelihoods, the socio-economic analysis produces a more holistic view on what resources, or combination of resources, are important to the community members, especially the poor, including not only physical and natural resources, but also their social and human capital to provide more realistic view about how the project interventions and small initiatives will benefit and impact men, women, boys and girls and to implement tailor-made projects according to their specific needs.

Two levels of empowerment are distinguished: 1) Personal empowerment, which refers to enhancing people's confidence and skills to overcome constraints. This may include the formation of mutual interest and support groups to initiate activities, to improve existing income-generating activities, or to identify and start-up new more profitable activities. Addressing gender relations within both the household and community may be an essential part of the strategy. 2) Social empowerment, which refers to the establishment and/or strengthening of existing, representative, community-based organizations to build up the capacity for community members to plan and implement priority development activities which emerge from participatory needs assessments.^[6]

Collecting gender disaggregated data while conducting assessments at the community level is very important; therefore particular attention to 'vulnerable groups' was given, including women, when conducting regular socio-economic analysis, which was then supplemented with specific Gender Analysis.

Ensuring that gender is being addressed in principle is one thing. However, to make it possible for women to express their genuine perceptions, interests, and needs in relation to specific livelihood issues in practice, is the real challenge.

Renewable energy, water supply, sanitation, food security are closely interlinked (water-energy-food nexus) in community development. This means that any intervention must take into account the interrelations and synergies in these sectors with a close eye to gender equality. The application of gender mainstreaming in nexus approach on the strategy, programme and activities levels, enables sustainable solutions and leads to better results in terms of the SDGs.

1.6 Objective of the Assessment

The overall objective of the gender assessment for the four selected municipalities in Jordan, Lebanon and Tunisia is to provide an understanding of the project's main stakeholders and beneficiaries commitment and capacity to work on Gender Equality and Women's Empowerment (GEWE) issues. The aim of this study is to get a grasp on gender inequalities; its causes, how it intersects with other

inequalities, how it impacts the MINARET project, benefits produced by development efforts and whether gender inequalities persist in the country.

The specific objectives of this assessment are:

1. Identify the main gaps and problems in gender mainstreaming on national and municipal levels, on a larger scale, and on community level, on a smaller scale.
2. Review current needs and expectations in the three thematic areas (energy, water and food).
3. Identify key gender issues that need to be addressed and evaluate the current situation and how it was evolved from the past to see if there is a progress or drawback.
4. Identify entry points and relevant actions planned and taken by key actors to address gender gaps across different sectors.
5. Provide basis for understanding the constraints and opportunities, and setting realistic priorities and decisions on actions to enable strategies and programmes to work toward meeting the needs of both women and men.
6. Improve the design and the planning of the MINARET project, in order to prevent a negative impact on gender equality and to strengthen gender equality through better-designed, transformative plans and activities.

2. Methods

This chapter outlines the details the methods that were applied through the assessment. Two main methods were used in the assessment; literature review and direct interviews. Both are outlined below.

2.1 Literature Review

A comprehensive literature review was carried out aiming to get a synopsis on the existing studies and reports, relevant legislation, policy papers, action plans, research papers, publications, data, official statistics in the three countries regarding gender equality and gender situation understanding. The literature review was carried out in parallel for the three countries since they shared similar literature and it was more efficient to carry out the literature review in this manner.

2.2 Direct Interviews

The methodology of preparing the Gender Analysis was based on the participatory approach of all relevant stakeholders and beneficiaries, state and non-state actors, according to their mandates and commitments to gender equality and women empowerment. The analysis has been carried out in a multidisciplinary manner and covered relevant cross-cutting issues. The main principles of the assessment are to ensure tailoring the content of the intervention to the need of the beneficiary, focusing on the specific needs of women and vulnerable groups, active participation and consultation of the beneficiaries and stakeholders.

Direct interviews and meetings with state officials and other key informants to learn about their personal experiences, effects of measures, gaps and achievements, inhibiting and stimulating factors, to get a better picture on the practical needs and gaps that exist regarding gender integration and gender responsiveness in projects and policies at different levels:

- National level: through informant interviews with key ministries, governmental institutions staff whom are knowledgeable about gender issues and situation.
- Community level: through interviews, meetings and focus group discussions with civil society organizations (CBOs), national non-governmental organizations (NGOs), as well as cooperatives and community members that have social component in their projects.

Qualitative research methods were conducted; Focus Group Discussions (FGDs) and Key Informant Interviews (KIIs) with the main stakeholders related to gender and women's empowerment. The selection of the representative stakeholders and beneficiaries for the Focus Groups Discussions (FGDs) and the direct interviews was determined after reviewing the three Stakeholder Analysis Reports conducted by the International Union for the Conservation of Nature IUCN – MINAREET project partner. The FGDs and meetings with the local community representatives aimed in particular to collect information regarding the gender norms, roles, and needs in three main sectors: Energy, water, and food, which embody a holistic approach to manage the main three environmental resources; water, food and energy using the NEXUS approach. The criteria used for selecting the representative stakeholders and beneficiaries are the following:

- Advocates and opponents to the project: officials, municipality employees, representatives from relevant ministries.
- Variety of social function: balanced representation including civil society organizations, public administrators, private sector, scientific experts and community members.
- Variety of social profiles: age, gender and geographic and social origins.

The questionnaires and the lists of questions discussed during the focus group discussions and the key informant interviews at national, municipal and community levels. The leading research questions included the following:

- How do gender norms reinforce gender relations?
- Is legislation/policy gender neutral, gender-blind or gender-aware?
- Do particular laws/policies reinforce and sustain subordinate or discriminated gender roles?
- Where do biases and gender stereotypes reinforce gender roles? Are contributions to family care, particularly those of women, understood as contributing to the economy?
- Are international commitments to gender equality reflected in the goals, targets, and strategies of national and sectoral policies?
- How do current policies and legislation impact women and men differently?
- How are women represented in the political system and at the decision making in economy, education, and environmental sectors? In which sectors are women and men most represented?
- How do gender inequalities intersect with other inequalities (on the basis of age, ethnicity, disability, sexual orientation, rural/urban disparities, marital and family status, etc.)?

Variety of Gender Assessment Tools and Techniques were used during the direct interview, including: Inter-sectionality Wheel, Harvard Analytical Framework (HAF), Moser Framework, SWOT Analysis, Barriers Analysis, Capacities and Vulnerabilities CAV Analysis Framework, Women's Empowerment (Longwe) Framework, Masculinities. The main questions in the gender analysis were: Who does what? Who has what? Who decides? Who gains? Who loses? Table 1 below includes a description of tools used. Detailed tools and forms used are illustrated in the Annexes.

TABLE 1: APPLIED GENDER ASSESSMENT TOOLS AND TECHNIQUES IN ALL PROJECT LOCATIONS

Tool	Tool Description	Outcome
Inter-sectionality Wheel	Helping in analysis, advocacy and policy development that address multiple discriminations and helps us understand how different sets of identities impact access to rights and opportunities.	Identities impact on access to rights and opportunities.
Harvard Analytical Framework (HAF)	Collecting data at the micro-level to gain information about: Activity, Access and Control, Influencing Factors, Project Cycle Analysis.	Gender Roles
Moser Framework	Help understand the division of labor within the household and community by asking "who does what?" Moser introduces the idea of women's 'triple role' in production, reproduction and community affairs.	Understand the division of labor "Who does what?"
SWOT Analysis	Assess and identify the gender strengths, weaknesses, opportunities and threats (SWOT).	Gender strengths, weaknesses, opportunities and threats (SWOT).
Barriers Analysis	Qualitative evidence for gender-related differences in barriers and delays that limit access to resources and services.	Gender Equality Barriers

Tool	Tool Description	Outcome
Capacities and Vulnerabilities Analysis Framework CAV	Identifying and addressing emerging problems and social issues in a particular community or area that affect their specific needs, such as difficulty accessing natural resources.	Emerging problems and social issues
Women's Empowerment (Longwe) Framework	Addressing the roots of inequalities and identifying women's empowerment and equality means in practice, and assess critically to what extent a development intervention is supporting this empowerment.	Roots of inequalities
Masculinities	Male inclusion in gender mainstreaming: Men must be reached and included so that interventions for women and girls are not derailed by male resistance.	Male Roles and Male Involvement in the Promotion of Gender Equality

Field-based Observations were also collected, investigating gender relations, group dynamics and interaction observed during field visits, and highlight any gender equality issues to provide recommendations for how the process can be developed and improved.

Finally, all collected data was analysed and segregated to understand the gaps and needs according to gender and the best approaches to integrate gender themes into projects, interventions, work plans and policies of the municipality.

Based on the findings and results of the gender research presented, lessons learned and recommendations are outlined. Also, an action plan for future steps and a performance monitoring plan is also included.

2.2 Limitations of the Assessment

Although this report was carefully prepared and has reached its aims by bringing valuable insights, it is important to note that there were some unavoidable limitations, given the nature of the issues and the scope of the study, these limitations include the following:

- Limited existing resources and reports on gender assessment.
- Gender analysis and gender mainstreaming are still new and not familiar concepts for most of the public administration staff and communities in the MENA region.
- Lack of experts specialized in gender analysis, gender integration and social inclusion to provide clear feedback on the gender analysis and its current situation.
- Lack of resources, interest and prioritization of gender issues by the senior management teams at the targeted ministries / organizations, therefore, lack of assessments, surveys or studies done in this field.
- Some of the data obtained are old and go back to 2010, 2012 and 2013.
- Gender stereotyping remains entrenched in society in terms of both social behaviors and biological determinism.

3. Results

This chapter presents the results that were obtained through the application of the methods mentioned earlier.

3.1 Literature Review

Jordan has seen important changes with regards to gender equality over the last decades. Work on women's rights reached new levels following the ratification of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1992 and the establishment of the Jordanian National Commission for Women (JNCW) in the same year. The indicators for women's education and health show notable improvements. However, women's participation in the formal labour market is low. Moreover, women are still not equal to men before the law. There have been several reforms of the Personal Status Law (the latest reform took place in 2010). Despite some progressive amendments such as increasing the legal age of marriage to 18, women's agency continues to be limited by provisions of male legal guardianship (*wilaya*) over women in the Jordanian Personal Status Law. Violence against women is not sufficiently addressed. The gender gap in politics persists despite introduced quotas for women.

3.1.1 Discriminatory Family Code

Only religious marriages are legally recognized in Jordan, and the Personal Status Law, which sets the minimum legal age of marriage at 18, governs these. The chief justice can lower this in cases where there is a general interest. This interest is not further defined in the law, whether it is for the interest of the family tribe or the woman herself, which leaves it open to interpretation of sharia court judges (article 10/A of the Personal Status Law).^[6] There has been pressure from civil society organizations to amend the article by taking out the phrase related to interests. However, no evidence was found to indicate planned legislation to change the minimum age of marriage.

Even though a study by UNFPA claims that Jordan is a country with declining rates of early marriage^[7], the figures provided by the Jordanian Department of Statistics for the years 2009-2011 remain constant both in actual numbers and relative percentages: There are around 16,000 marriages concluded with brides aged 15-19 per year representing about 26% of the total number of marriages registered^[8].

The Personal Status Law governs parental authority. Jordanian law recognizes fathers as the sole legal guardians of children.^{[9][10]} Fathers also maintain legal guardianship of their children following a divorce. Mothers are granted physical custody of their children until they reach puberty or the age of 15 (whichever comes first), at which point it is up to the child to decide with which parent she or he wants to live.^[11] Non-Muslim women lose custodial rights once the child reaches the age of seven.^{[12][13][14]} If a divorced woman remarries, she loses custody of her children, the rights of custody go first to the maternal grandmother, then the paternal grandmother, and the father is placed third in the right of the child's custody.^[15]

The Personal Status Law governs inheritance in Jordan. Women may inherit from their father, mother, husband or children and, under certain conditions, from other family members. Non-Muslim women married to Muslim men are unable to inherit property from their husbands unless they convert.^[16] Under the Law of Owners, a widowed woman loses property that she has inherited from her husband if she remarries.^[17] In its Concluding Observations, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) Committee notes that in rural areas, discriminatory customary practices effectively prohibit women from inheriting land.^[18] The Arab Women Organization (AWO) states that women are often pressured into waiving their inheritance rights in

favour of male relatives.^[19] A daughter's share can be further diminished by parents transferring assets to sons before their death in order to circumvent inheritance rules.^[20] The AWO notes cases of 'honour' crimes that have later been revealed as being linked to issues of inheritance.^[21]

Jordan has a dual legal system of civil and Sharia laws.^[22] In regard to family matters, the country's Muslim majority is governed by the Personal Status Law. Non-Muslims may apply their own personal status laws, and religious courts for each denomination adjudicate in matters relating to family and divorce for Christians.^[23] The latest amendments to the Personal Status Law were made in 2010.^[24] Sharia is the main source of legislation for the Personal Status Law, in addition to Urf (customary law). Sharia courts that decide on matters relating to marriage, divorce and inheritance, administrate the law.^{[25][26]}

Jordanian family law includes provisions that grant a male blood relative (Wali) the right to have guardianship (Wilaya) over women in marriage in articles 14-15 of the Personal Status Law No. 36 of 2010.^{[27][28][29]} General guardianship over women is granted for the Wali under articles 184-185 of the Personal Status Law No.36 of 2010, where he has the right to have the custody, supervise and manage his ward's choices of education and place of residence until the age of 18 for males and until the age of 30 for females.^[30]

Men have the right to divorce their wives arbitrarily by saying three times "you are divorced", whereas women must petition the Sharia court for divorce under a narrow range of circumstances. With effect from 2010 husband and wife must decide upon a Khul' divorce (the situation in which the wife initiates divorce proceedings), whereby the wife forfeits her dowry and gives up any right to future financial maintenance, consensually.^[31] Any of the spouses can ask for a divorce, if there was a physical, verbal or emotional abuse according to the Article 126 of the Personal Status Law No. 36 of 2010.

3.1.2 Physical Integrity

In 2008 Jordan passed the first domestic violence law in the region. The law lays out guidelines for procedures in domestic violence cases for medical practitioners and police officers.^[32] The law also includes penalties for perpetrators, including detention of perpetrators for up to 24 hours, and protection orders, but does not criminalize domestic violence.^[33]

Women's rights activists have criticized the law, however, because of the emphasis that it places on reconciliation over protecting women's rights, and because of its narrow definition of domestic violence (as violence that occurs specifically within the victim's home).^{[34][35]}

The government has publicly committed to addressing the issue as part of its National Strategy for Women and within other government programmes, with responsibilities delegated to the National Council for Family Affairs (NCFA), the Jordanian National Commission for Women JNCW, and the Ministries of Social Development and Health. According to the Special Rapporteur on violence against women, these agencies work together in a coordinated manner and have established clear referral systems.^[36] The Family Protection Directorate also operates a hotline.^[37] However, support services for victims of domestic violence remain minimal and are often short term.^{[38][39]} Some limited support is available to victims of domestic violence, provided by women's rights NGOs, and in 2007, the country's first shelter for victims of domestic or other forms of violence against women was opened.^[40]

Social awareness of domestic violence has increased, but it remains a significant problem. Incidents are rarely reported, as familial and societal pressure discourage women from seeking legal remedies in cases of domestic violence for fear of bringing shame on the family, and/or because victims have little faith that the police will deal with the case adequately.^{[41][42]} Reluctance to break up the family and fear of losing custody of children are also factors stopping women from reporting abuse.^[43]

Attitudes towards victims of domestic violence and other forms of gender-based violence have undergone a positive shift in recent years.^[44] Under the Penal Code, rape is a criminal offence in Jordan.^[45] Spousal rape is not recognized as a crime.^[46]

Until now, the law in the Kingdom of Jordan allowed a rapist to avoid prosecution by marrying his victim for a minimum period of five years. In a historic move, on 3 August, 2017 the Parliament of Jordan voted to abolish the infamous “rape law”—article 308 of the Penal Code. Following the recommendations issued by the Royal Committee for Developing the Judiciary and Enhancing the Rule of Law, an advisory body to the King of Jordan, in February 2017, the reform of Jordan’s Penal Code also included the amendment of other provisions, notably, Articles 98 and 99, resulting in increased sentences for perpetrators of so-called ‘honor crimes’. Upon ratification by King Abdullah II, Jordan will be the third country in the region, after Morocco and Lebanon, to abolish the use of marriage to avoid rape prosecutions. There are no clear procedures in place to ensure that the victim approves of this solution, which is usually arranged through her male guardian.^[47] The official Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) report and the Special Rapporteur’s report note that in most cases, victims are under considerable pressure to agree to the marriage, and do so out of shame or because they fear violence from their own family.^[48]

There is a shelter run by the Social Development Ministry in cooperation with the Family Protection Department of the Public Security Directorate for victims of domestic violence. Women survivors of sexual harassment and abuse are excluded from the shelter’s mandate, they are sent to jail under the claim of protection.^[49]

Rape carries a significant social stigma and remains a taboo topic, which means that many victims are reluctant to report assaults to the authorities.^{[50][51]} The Special Rapporteur and the Jordanian Women’s Union note that disabled women may be at particular risk of sexual assault and rape, and that some are subjected to forced sterilization by their families, as a means of avoiding the social stigma associated with unwanted pregnancies of disabled women who have been victims of rape.^{[52][53]}

While there are no specific laws addressing sexual harassment, it is prohibited under the Labour Code, following changes made in 2008.^[54] Victims of sexual harassment can terminate contracts and claim compensation for damages, but only in cases of harassment from their employer, not from another employee.^[55] The Labour Law was also extended to cover migrant domestic workers.^[56] According to the official Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) report, the Ministry of Labour has established a dedicated office to deal with complaints of sexual harassment in the workplace. The office is accessible to migrant domestic workers, as interpreters are provided.^[57] Sexual harassment can also be punished under the penal code, but is not a specific criminal offence.^[58]

A shadow report submitted to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) Committee by the AWO notes that there are no mechanisms in place for monitoring the implementation of the legal provisions relating to sexual harassment.^[59] Following her visit to Jordan in 2011, the Special Rapporteur on violence against women reported that women she spoke to were for the most part unaware of the legal provisions protecting them from sexual harassment in the workplace, and did not know how to file a complaint.^[60] The official CEDAW report notes that women are reluctant to lodge complaints of sexual harassment, for fear of negative consequences.^[61] The US Department of State reports that these negative consequences include fear of being blamed, losing their job, and social and cultural pressure to keep silent.^[62] According to a report by Human Rights Watch, migrant domestic workers are particularly vulnerable to sexual harassment from their employers.^[63]

There is no evidence that female genital mutilation (FGM) is practiced in Jordan. Provisions in article 98 of the Penal Code justify (at least to some extent) these crimes by allowing for lower penalties when a crime is committed in rage or to uphold the family's honor, following an act deemed to be 'unlawful or dangerous' (namely, adultery), although this is a moderate improvement on previous provisions, which allowed for perpetrators of 'honor' crimes to be exonerated.^{[64][65]} In addition, in 2009 a new specialized legal tribunal was set up to deal with 'honor' crimes and judges began imposing harsher sentences on perpetrators, indicating some readiness on the part of the government to begin addressing the issue.^[66]

The 1954 Law on Crime Prevention, which gives provincial governors power to detain people suspected of committing crimes or deemed to be 'a danger to society' and to hold them indefinitely without charge or trial, continues to be used to detain women said to be at risk of 'honor' crimes 'for their own protection', even though this is outside the law's remit.^[67] The 2011 amendments to the Penal Code have affected the legal provisions on "honor" crimes.^[68]

Abortion is permitted only to save a woman's life, to preserve a woman's physical and mental health and in cases of fetal impairment.^[69]

3.1.3 Resources and Assets

Under the Civil Code, women in Jordan have the legal capacity to own land and enter into financial contracts, and they do not need their husband or guardian's approval to do so.^[70] Land and property ownership is governed solely by the Civil Code.^[71]

According to JICA (2009), women own 4.9% of land in Jordan, while the UN Food and Agricultural Organization (FAO) give a figure of 3% (no date provided).^{[72][73]} Government research from 2008 cited in the official Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) report notes that at that time, 15.1% of women owned land.^[74] According to the AWO, 44% of women-headed households own land.^[75]

Most land plots owned by women are small, because they come into women's ownership through inheritance^[76] and in rural areas, women's lack of access to economic resources makes land ownership difficult.^[77]

Women have the legal right to own and administer non-land assets, under the Civil Code.^[78] Following marriage, a woman retains ownership of any property that she acquired before marrying, and is also able to purchase and manage property independently.^[79] The AWO notes that overall, only 10% of land and property owners are women.^[80] Government research from 2008 cited in the official Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) report found that 19.4% of women owned apartments.^[81]

According to the Jordanian Women's Union, in practice, the fact that adult women have full and independent legal capacity in regard to property ownership is ignored by the civil courts, which will not accept testimony from a woman, on the grounds that under the Personal Status Law, a woman's testimony is not equal to that of a man. This is despite the fact that Sharia law is not applicable in the civil courts.^[82]

Women have the same legal rights as men to access financial services, including bank loans and other forms of credit (law not specified).^[83] Requirements for collateral to secure loans often disadvantage women, as they are less likely to own property and other assets. The AWO notes that high interest rates and strict lending procedures are also barriers for rural women to access credit. In some cases, when women do gain access to credit, this money is then used by male members of the family for

purchases that are not in line with the original aim of the loan. This leaves women in difficulties in regard to paying back the money.^[84]

According to the World Bank, 34% of men and 17% of women had a bank account in 2011. In the same year, 4% of adults had taken out a loan with a financial institution (defined as a bank, credit union, microfinance institution, or another financial institution such as a cooperative); these data were not disaggregated by gender.^[85]

In recent years, various institutions and organizations have developed and expanded micro-finance projects that target women, and those living in rural areas are also able to access loans for agricultural development.^[86] This includes programmes run by the Ministry of Planning and the Agricultural Loans Institution.^{[87][88]} Data from Microfinance Information Exchange indicate that women accounted for 96.75% of recipients of micro-credit in 2012.^[89] However, in 2009, JICA reported that only 21% of female-headed households in rural areas have received loans for agricultural development, compared to 43% of male-headed households.^[90]

3.1.4 Civil Liberties

Although freedom of movement and access to public space is guaranteed under the Constitution,^[91] women face various legal restrictions on their free access to public space and freedom of movement. Recent amendments to the Passport Act give women the right to apply for their own passports without having to obtain permission from their husbands; however fathers still have the right to prevent their children from leaving the country.^[92]

In addition, as of 2012, these amendments were still temporary and had not yet been signed permanently into law.^[93] Following a legal decree issued in 2009, women have the right to choose their place of residence.^[94] In practice, the Civil Status Department still demands that women provide written permission from their husbands or fathers before it will issue a passport.^[95] It is considered socially unacceptable for women to enter certain public spaces without male accompaniment, including Sharia courts.^[96]

Married women cannot work without their husbands' consent, although this is not the case if a woman was already working when she married, or if the marriage contract stipulates that she should have the right to work.^{[97][98]}

Migrant domestic workers often face restrictions on their freedom of movement, including confiscation of passports and being confined to their employers' homes.^[99]

With regards to political voice, women in Jordan have the right to vote since 1974. There are no discriminatory clauses in Elections laws. A 5% quota was allocated for women in the Parliament, but according to the 2010 Elections Law the quota was raised to 10.8%, which equals 15 out of the 150 seats in Parliament.^[100] Women's political participation is still low^[101], see Figure 3.

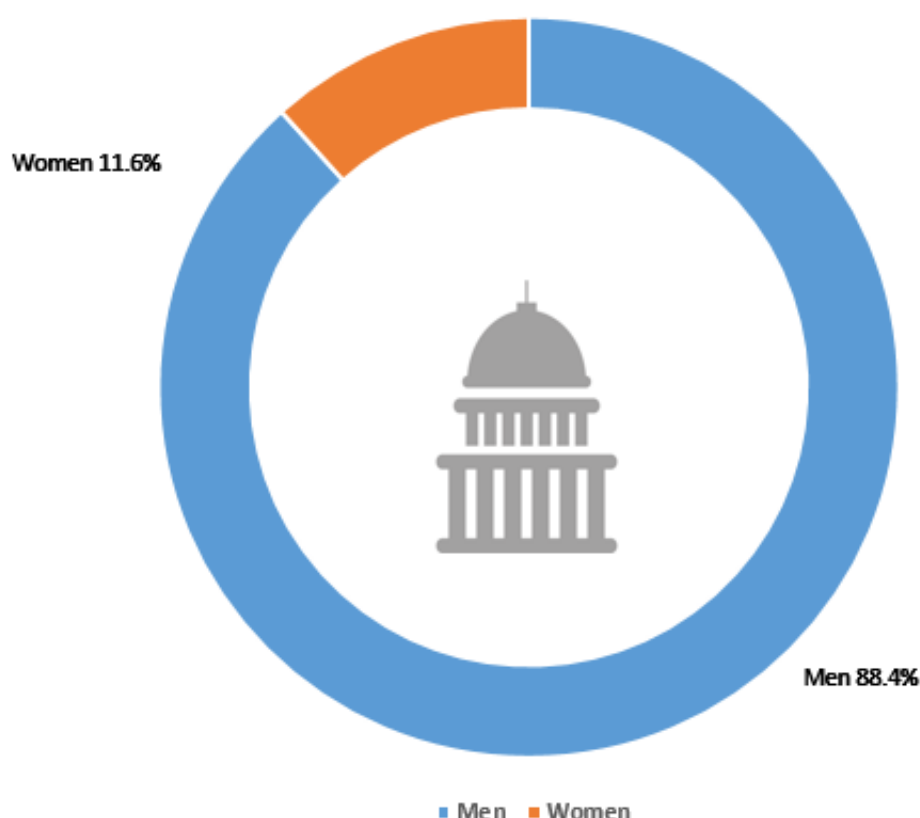


FIGURE 3: PARLIAMENT SEATS IN JORDAN

There is a 25% quota for women at municipal elections, raised from a previous level of 20%.^[102] No information was found regarding the number of women elected in the most recent municipal elections. However, as of August 2013, 473 women were standing as candidates for the forthcoming municipal elections, compared to 2333 men.^[103]

There are no provisions in the Labour Code specifically outlawing discrimination on the basis of gender in employment, or stipulating that men and women should be paid the same.^[104]

In 2010, the initiative New Work Opportunities for Women supported young female graduates from eight community colleges in their transition to employment. In addition to skills training for the graduates, the project included job vouchers, which acted as short-term financial incentives for firms to hire female graduates lacking work experience. Female employment rose, and 57% of women expected to keep their jobs once the scheme ended.^[105]

Pregnant women in Jordan are entitled to 10 weeks' paid maternity leave.^[106] While on maternity leave, women receive 100% of their salary. Maternity Leave is financed through the Social Security System.^[107]

In recent years, there has been increased coverage of gender issues in the media, including gender-based violence and women's political participation, although some journalists writing on gender issues have faced hostility from wider society and have been accused of being 'agents of the west'.^[108] According to media monitoring carried out by the Global Media Monitoring Project, in the broadcast media, while women were the majority of presenters (93%) and reporters (61%), women formed the

subject of news reports in just 13% of cases.^[109] Another report by the International Women's Media Foundation notes that women are underrepresented in managerial and editorial positions in the Jordanian media.^[110]

3.1.5 Gender Development Index (GDI)

Gender Development Index, measures disparities on the Human Development Index (HDI) by gender. Table 2 contains HDI values estimated separately for women and men; the ratio of which is the GDI value. The closer the ratio is to 1, the smaller the gap between women and men. Values for the three HDI components— longevity, education (with two indicators) and income—are also presented by gender. The GDI includes five ranks by absolute deviation from gender parity in HDI values.

Countries are divided into five groups by absolute deviation from gender parity in HDI values. Group 1 comprises countries with high equality in HDI achievements between women and men (absolute deviation of less than 2.5 percent), group 2 comprises countries with medium to high equality in HDI achievements between women and men (absolute deviation of 2.5– 5 percent), group 3 comprises countries with medium equality in HDI achievements between women and men (absolute deviation of 5–7.5 percent), group 4 comprises countries with medium to low equality in HDI achievements between women and men (absolute deviation of 7.5–10 percent) and group 5 comprises countries with low equality in HDI achievements between women and men (absolute deviation from gender parity of more than 10 percent).

The female (HDI) value for Jordan is 0.670 in contrast with 0.776 for males, resulting in a GDI value of 0.864, which places the country into Group 5. In comparison, GDI values for Lebanon and Tunisia are 0.893 and 0.904 respectively, see Table 2

TABLE 2: JORDAN'S, LEBANON'S AND TUNISIA'S GDI FOR 2015

Country	Life Expectancy at Birth		Expected Years of Schooling		Mean years of Schooling		GNI per capita		HDI Value		F-M Ration
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	GDI Value
Jordan	75.9	72.6	13.4	12.9	9.7	10.7	3.203	16.69	0.670	0.776	0.864
Lebanon	81.5	77.9	13.0	13.6	8.3	8.7	5.844	20.712	0.709	0.793	0.893
Tunisia	77.4	72.7	15.1	14.2	6.7	7.8	4,662	15,967	0.680	0.752	0.904

3.1.6 Gender Inequality Index (GII)

Gender Inequality Index, presents a composite measure of gender inequality using three dimensions: reproductive health, empowerment and the labour market, see Figure 4. Reproductive health is measured by two indicators: the maternal mortality ratio and the adolescent birth rate. Empowerment is measured by the share of parliamentary seats held by women and the shares of population with at least some secondary education by gender. And labour market is measured by participation in the labour force by gender. A low GII value indicates low inequality between women and men, and vice-versa.

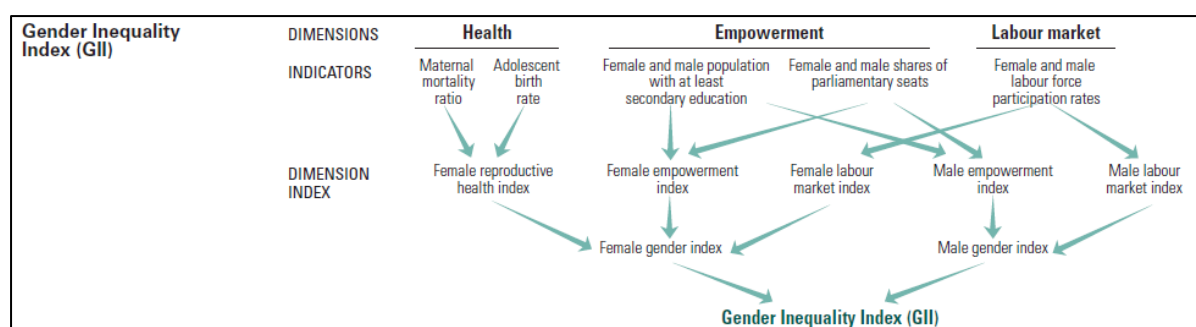


FIGURE 4: GII-THREE DIMENSIONS AND FIVE INDICATORS [90]

Jordan has a GII value of 0.478, ranking it 111 out of 159 countries in the 2015 index. In Jordan, 11.6 percent of parliamentary seats are held by women, and 78.5 percent of adult women have reached at least a secondary level of education compared to 82.7 percent of their male counterparts. For every 100,000 live births, 58 women die from pregnancy related causes; and the adolescent birth rate is 23.2 births per 1,000 women of ages 15-19. Female participation in the labour market is 14.2 percent compared to 64.4 for men, Table 3.

TABLE 3: JORDAN'S, LEBANON'S AND TUNISIA'S GII FOR 2015

Country	GII value	GII Rank	Maternal mortality ratio	Adolescent birth rate	Female seats in parliament (%)	Population with at least some secondary education (%)		Labour force participation rate (%)	
						Female	Male	Female	Male
Jordan	0.478	111	58	23.2	11.6	78.5	82.7	14.2	64.4
Lebanon	0.381	83	15	12.4	3.1	53.0	55.4	23.5	70.3
Tunisia	0.289	58	62	6.8	31.3	37.5	49.9	25.1	71.3

Maternal mortality ratio is expressed in number of deaths per 100,000 live births and adolescent birth rate is expressed in number of births per 1,000 women ages 15-19.

3.1.7 Social Institutions and Gender Index

Social Institutions and Gender Index (SIGI) is a cross-country measure of discrimination against women in social institutions (formal and informal laws, social norms, and practices) across 160 countries. The SIGI provides a strong evidence base to more effectively address the discriminatory social institutions that hold back progress on gender equality and women's empowerment. As a composite index, the SIGI scores countries on 14 indicators. As shown in Figure 5, the indicators are grouped into five sub-indices that measure one dimension of social institutions related to gender inequality.

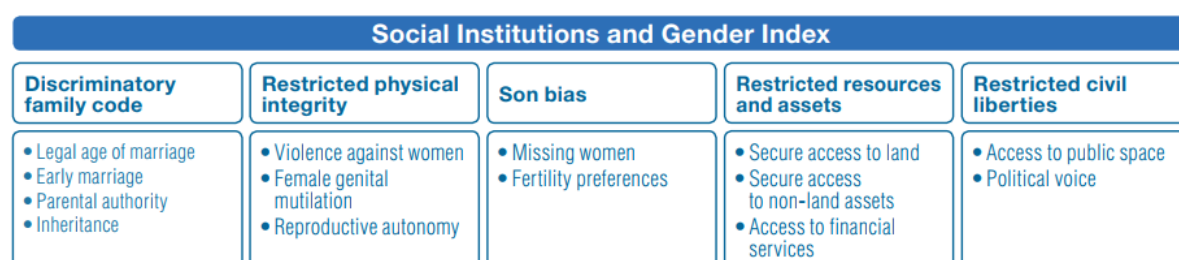


FIGURE 5: THE INDICATORS OF SOCIAL INSTITUTIONS AND GENDER INDEX (SIGI)

The SIGI is an un-weighted average (of a nonlinear function) of the following five sub-indices: discriminatory family code, restricted physical integrity, son bias, restricted resources and assets, and restricted civil liberties. The SIGI and its sub-indicator values are between 0 and 1, with 0 indicating no inequality and 1 indicating complete inequality.

Countries having very low levels of gender discrimination in social institutions ($SIGI < 0.04$), countries having low levels of gender discrimination in social institutions ($0.04 < SIGI < 0.12$), countries having medium levels of gender discrimination in social institutions ($0.12 < SIGI < 0.22$), countries having high levels of gender discrimination in social institutions ($0.22 < SIGI < 0.35$), countries having very high levels of gender discrimination in social institutions ($SIGI > 0.35$).

The level of discrimination in Jordan varies depending on the indicator but it is generally high as there are no indicators with low levels. For instance, the level of discrimination is considered medium only for Restricted Physical Integrity indicator while it is considered high for both Discriminatory Family code, Restricted Resources Assets and Restricted Civil Liberties indicators and very high for Son Bias indicator, see Table 4.

TABLE 4: JORDAN'S, LEBANON'S AND TUNISIA'S SIGI 2014 RESULTS

Indicator	Sub-indicators	Level of discrimination in Jordan	Level of discrimination in Lebanon	Level of discrimination in Tunisia
Discriminatory family code	<ul style="list-style-type: none"> Legal age of marriage Early marriage Parental authority Inheritance 	HIGH	Very High	HIGH
Restricted physical integrity	<ul style="list-style-type: none"> Violence against women Reproductive autonomy (unmet need for family planning for women aged 15-49 years old). 	MEDIUM	MEDIUM	LOW
Son bias Prefer sons to daughters	<ul style="list-style-type: none"> Mission women Fertility preferences 	VERY HIGH	MEDIUM	VERY HIGH
Restricted resources and assets	<ul style="list-style-type: none"> Secure access to land Secure access to non-land assets (own, use and control of cash and other properties other than land) Access to financial services (loans, grants) 	HIGH	HIGH	HIGH
Restricted civil liberties	<ul style="list-style-type: none"> Access to public space (freedom of movement, choose their place of residence and apply for passport). Political representation 	HIGH	VERY HIGH	MEDIUM

Jordan has a SIGI value of 0.3119, which places the country in the high levels of gender discrimination, see Table 5. Various strategies have been identified as effective means to promote women's collective action and that include encouraging women's leadership and voice within social movements, enhancing the links between women's groups with international development organizations, and combating gender-based violence and sexual harassment faced by women's rights advocates.

TABLE 5: JORDAN’S, LEBANON’S AND TUNISIA’S SIGI VALUES AND CATEGORIES FOR 2014

Country	Jordan	Lebanon	Tunisia
SIGI Value 2014	0.3119	0.2897	0.1986
SIGI Category 2014	High	High	Medium

3.2 Direct Interviews

Results for the direct interviews are presented in two parts, national level and local level.

3.2.1 National Level – Governmental Response

Jordan has made significant steps in the past 10 years to achieve equal opportunities and non-discrimination as articulated in the Constitution, National Agenda, and the Civil Service Bylaws. However, there is an absence of a gender equality law and strategy, the progress has been uneven and slow and in some cases there have been some setbacks.^[114]

In the civil service specifically, women account for approximately 50 percent of employees in Jordan. Despite advances in women’s participation in public administration at lower level positions, representation of women in leadership positions continues to be of concern.^[115]

Jordan is signatory to several international conventions on Women's rights. United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1980 and ratified it in 1992. In addition to CEDAW, Jordan has signed and ratified the majority of United Nations human rights conventions that are directly or indirectly relevant to gender equality and women’s empowerment.

However, Jordan has registered several reservations to CEDAW. All relate to the compatibility of CEDAW articles with the stipulations of Shari'a regarding gender roles. Jordan's reservation to CEDAW relate to Article 9, on nationality; Article 16 (c), (d) and (g) concerning rights in marriage, in matters related to children, and in personal choices, including the choice of profession. If women do not specify their rights in the marriage contract, the husband has the authority to decide. (JNCW, 2010) In 2009, Jordan cancelled the reservation on Article 15.4, lifting the reservation on freedom of movement and residence for women. However, no steps have been taken to lift the two remaining reservations or to declare CEDAW Articles binding in the national legislation. A 2012 AWO shadow report found a long list of shortcomings in Jordanian law in compliance with CEDAW, including on GBV and the nationality law. (AWO, 2012)

The amended Jordanian Constitution from 2011 (Article 6) enshrines the principle of equality before the law in rights and obligations, stating that there shall be no discrimination between Jordanians with regards to their rights and duties on the grounds of race, language, or religion. There is no reference to 'sex or gender' and the Arabic text uses the masculine form of “Jordanian” in the text. How much efforts for more gender equality in Jordan are framed by the socio-political context is illustrated in the omission of gender equality in Jordan's constitution. The constitutional redrafting committee in 2011 apparently rejected any reference to gender equality, in order not to open the door for legal demands of Jordanian women that are married to non-Jordanians (read Palestinians) for the right to give the nationality to their children. (King Hussein Foundation, 2011).

Whatever the constitutional rights, in practice, those are mitigated by patriarchal social norms and traditions. Several Jordanian laws are at odds with the values propagated in the constitution, especially the Personal Status Laws and provisions of labour legislation. For further reference, a detailed analysis of legislation in Jordan can be found in the AWO CEDAW Shadow report from 2012. (AWO, 2012)

Efforts of the most prominent stakeholder in Jordan (including the GoJ, international donors, the women's machinery and CSOs) to mainstream gender into development have to be seen in a political context. Jordan's critical position in the region, as 'buffer state' or 'eye of the storm' in a very turbulent region is directly connected to development aid from Western countries. Aid packages come with democracy promotion. Gender equality programmes and promotion of women's rights are essential part of this package. These programmes include a wide range of measures, from civil society action to policy advice and affirmative action measures, including gender quotas to increase women's political participation in national parliaments.

Decision-makers in Jordan want to portrait a 'modern face' to the outside world, even if they themselves do not buy into the underlying set of values. Additionally, gender mainstreaming is part of the conditionality of aid packages. Gender mainstreaming is by now standard procedure in policies, strategies and plans of most ministries. Their implementation however, often lags behind, because patriarchal values and tribal power structures which underpin decision-making have not yet changed.

The majority of structures of the women national machinery and the gender equality initiatives of large Jordanian civil society organizations is donor funded. As a consequence when funding ends, structures collapse and important work is discontinued.

The impact on patriarchal norms and values in society that reinforce the subordination of women hence remain weak. There is a real danger that the push for women's equal rights stays an elitist effort that remains on paper and in policies without affecting the vast majority of Jordanians.

Jordan remains a deeply conservative patriarchal society and resistance to gender equality initiatives from policy making, institutional development to community action remains strong. The realization of women's rights to be successful has to be negotiated, supported, and realized by a majority of society embedded in an overall process of citizenship building.

Efforts to incorporate a gender perspective in national planning were part of a major reform process in Jordan and started with the 1999-2003 National Development Plan and continued with mainstreaming gender in the National Agenda (2006-2015).

As part of the operational framework for gender mainstreaming, most ministries have a (usually donor funded) gender focal point (GFP) and several have a unit or division charged with gender mainstreaming and/or specifically addressing women's concerns. These mechanisms (women's machinery in development terms) are a good starting point; however, there is a need to strengthen them further. The budget, capacity, and effectiveness of the GFPs and gender units vary by ministry—some understand gender better than others; some have more internal influence than others. The size of their budget varies, and results vary too.

The National Council for Family Affairs (NCFA) is an important actor affecting gender relations in the country. Established in 2001 under the direct leadership of Queen Rania with the aim to support and coordinate stakeholder efforts at the national level in all affairs of family, children, women and relevant civil society institutions. The council is guided by the National Strategy for the Jordanian Family from 2005. (NCFA, 2005)

Since 1999 efforts have been made to develop policies for the promotion of gender equality. The Economic and Social Development Plan for 1999-2003 was the first to address gender discrimination and violence against women. The National Agenda 2007-2017 addressed discrimination against women and restrictive social norms. It is in the last years of implementation and aims at increasing women's economic and political participation.

The 'We Are All Jordan' initiative (2006) also included measures to reduce the gender gap in economic, political and social participation. Additionally it addressed the pervasive gender bias in school curricula, removed access barriers for women to finance and regulatory constraints on women's labour market participation.

Jordan has been an active participant in three main world conferences on women's rights, the Mexico conference in 1997, the Copenhagen Conference in 1980 and the Third World Conference on Women in Nairobi in 1985. The Jordan National Commission for Women (JNCW), a quasi-governmental body, was established a few years after the Nairobi conference in 1992. It was mandated to lead efforts in Jordan to formulate a National Strategy for Women, monitor policy implementation, advise other government entities to mainstream gender and draft legislation, strengthen knowledge management and conduct analysis on gender issues. The strategy was finalized and adopted by parliament in 1993 and incorporated into the National Plan of Action for the Beijing Conference of 1995 where JNCW represented Jordan. It was the first strategy of its kind in the Arab World prior to the Beijing conference.

The Beijing platform triggered in many countries the establishment of a National Machinery and in Jordan it led in 1996 to the broadening of JNCWs role. (JNCW, 2002)

JNCW has developed a five year national strategy for Jordanian women (2013-2017) and which has been endorsed by the Cabinet. This national strategy for women in Jordan for the years of 2013-2017 has included the following dimensions:

1. Human security and social protection (social empowerment), and which includes the following areas:

- Women and education
- Women and health
- Violence against women (VAW)
- Women, environment and climate change
- Women, basic needs and special needs:
 - I. Women and food security.
 - II. Women, shelter and housing.
 - III. Women with disability.
 - IV. Elderly women.

2. Political empowerment for women and participation in the public sphere, and this includes women at executive positions and in the decision making process. Mainly aims to achieve the following:

- I. Increase the percentage of women and active participation in the legislative authority (The senate and the parliament).
- II. Increase the percentage of women and their active participation in the judiciary and legal jobs.

- III. Increase the percentage of women and their active participation at senior positions in the executive authority.
- IV. Increase the level of representation and active participation of women in the municipal council membership.
- V. Increase the level of participation of women in the private sector as well as commerce and industry chambers.
- VI. Increase the level of representation and active participation of women in the civil society organizations.

3. Economic empowerment for women which mainly aims to:

- Enable women to fully contribute to the economic life across all sectors and at all levels of economic activity.
- Increase the percentage of women participating in entrepreneurship activities according to the best standards.

The JNCW team has stated that the upcoming national strategy for Jordan (2018-2022) will take into account the following international laws and conventions to integrate gender equality and gender justice.

- Convention on the Elimination of all forms of Discrimination Against Women (CEDAW).
- Sustainable development goals SDGS (2030)¹;
 - 1. Goal No 2: Zero Hunger
 - 2. Goal No 5: Gender Equality
 - 3. Goal No 6: Clean Water and Sanitation
 - 4. Goal No 7: Affordable and Clean Energy
 - 5. Goal No 10: Reduced Inequalities
 - 6. Goal 11: Sustainable Cities and Communities
 - 7. Goal 13: Climate Change
 - 8. Goal No 16: Peace, Justice and Strong Institutions
 - 9. Goal No 17: Partnerships for the Goals
- Beijing declaration and platform for action for advancing women's rights;
- CEDAW convention.

Roles of JNCW to achieve gender mainstreaming and gender equality in Jordan:

- Development of the National Strategy for Jordanian Women (2013-2017)
- Working on drafting the new national strategy for women (2018-2022).
- Advocate for amendments to the articles of the constitution that involve discrimination against women in Jordan

JNCW advocates to make the annual budget of all ministries and governmental institutions gender-responsive, in coordination with and support from UN- Women and also to make the budgets sensitive for the needs of children with support from UNICEF.

JNCW is a partner in Takamol Programme funded by USAID: This programme has the following aims:

- Establish a ToR for the gender focal point;
- To assign gender focal points per every ministry;
- To train the gender focal points on gender mainstreaming and gender sensitive budgeting, gender sensitive reporting, monitoring and evaluation;
- Gender auditing for every ministry and governmental institution.

In 2007, JNCW started working with municipalities to support the participation of women in the municipal elections. They have organized awareness workshops, media campaigns and street campaigns in this regard to increase the representation of women in the municipal councils from 20% into 25%.

JNCW has been working to empower women politically, so as they have more representation in the parliament and the municipal councils. The efforts of JNCW have been successful, where the percentage of women participating in the municipal councils has increased and become 35.9%. This was attributed to the substantial roles of women in identifying and understanding the development needs of their communities, and thus can effectively contribute to the development planes and strategies at municipal level.

JNCW has contributed to establish “Nashmiyat Network” in 2009. This network consists of the women who are members of the municipal councils. A strategy that drives the work of this network and its vision has been also designed and JNCW is working with the members to update this strategy using participatory approach.

JNCW has been organizing training sessions and awareness workshops for women to make them aware of the new decentralization process and elections and also the municipal elections that are taking place on 15 August, 2017.

The availability of gender disaggregated data in Jordan received a significant boost in 2004 with the establishment of a Gender Statistics Unit. The entity is reporting to the Directorate of Population and Social Statistics. They coordinate gender statistics with line ministries/departments/ agencies. The gender unit implements training programs on gender statistics and provides data on compliance with CEDAW. The gender unit publishes regular 'Woman and Man reports' with key gender disaggregated data (the last one from 2012). (UNESCWA, 2013)

3.2 Community levels

Jordan's Civil Society Organizations (associations, foundations and not-for-profit companies) are currently governed by the Law on Societies (Law 51 of 2008) and a 2009 amendment (Law 22). The law imposes restrictions on entry, activities, resources and assembly. (ICNL 2015) The Ministry of Social Development in 2014 has developed new draft law for CSOs which purportedly contains amendments creating new restrictions on foreign funding for all CSOs as well as on branches of foreign CSOs in Jordan. The draft has not been submitted to the Council of Ministers and Parliament for approval. (ICNL, 2015)

Tribal kinship and personal relations remain the core reference point for social organizations in Jordanian society, and serve as the main focus of solidarity. Jordan's tribal system is deeply embedded in society and operates alongside the formal legal system. The tribes in Jordan play a political role; they offer an alternative judicial system, and provide services to local communities. The formal legal system in Jordan, in defining societies, does not eliminate the tribal concept of “families.” This setup

of civil society significantly influences perceptions of gender relations and norms in the formal civil society organizations (CSOs) that focus on charitable and aid activities. The influence of tribal norms and values remains strong. Only when Jordan ratified international conventions, such as the International Convention on Civil and Political Rights, in the mid-70s, CSOs emerged to raise public awareness in relation to human and women's rights.(ICNL, 2015)

Civil society and the Jordanian state have since Jordan's formation had an uneasy relationship with mistrust and doubt on both sides. During several phases in Jordan's history, the state sought to control or exclude civil society; at other times however, the doors to dialogue were open and both parties successfully cooperated. The state's relationship with civil society in Jordan has always been determined by current political, social, and economic developments.

In the 1970s and 80s cultural, women's and environmental organizations emerged and civil society grew increasingly specialized. The political opening after the 1989 general election and the National Charter from 1991 strengthened rights of organization and association and specifically benefited women and youth. Most civil society organizations have been established by groups of citizens with common interests, mostly aiming to improve the socio-economic conditions of their members. More recently this narrow range of interest has expanded into engagement in public policy dialogue. (Williamson/ Hakki, 2010)

In the last two decades, the number of CSOs in Jordan has increased in size, diversity and geographic expansion. In 2010, 5,703 civil society organizations with over 1.5 million members were registered in Jordan (Civil Society Index 2010). These figures include professional associations, environmental NGOs and women's organizations.

Civil society can be categorized into four different categories, according to the scale of their operations and the level of their representation and mandate: (Williamson/ Hakki, 2010)

1. Thematic alliances and coalitions that bring civil society actors together with state actors around areas of common interest. They are potentially important actors for public policy initiatives.
2. Umbrella organizations that represent the interests of specific groups of CSOs such as women's organizations, the business sector, associations and unions. Umbrella organizations have few paid staff but with a combined membership of three quarters of a million people, have a large potential for mobilization and a strategic policy role in their respective sector.
3. Non-governmental organizations (NGOs) that operate at national or governorate level with paid staff and volunteers. NGOs focus on delivery of technical services and have broader objectives including policy dialogue.
4. Grassroots CBOs (Jama'iyya) that operate in the governorates and with limited outreach. Currently around 1500 CBOs are registered in Jordan. They are mostly membership and volunteer based and focus on service delivery with a predominantly welfare approach. The CBOs represent the values of their constituency which are family oriented, traditional, patriarchal, respectful of authority, conservative, and resistant to rapid change. They are largely welfare oriented and provide general services. CBOs are more prominent in rural areas, due to a higher need in services and more homogeneous communities.

Experiencing substantial growth after the change of the millennium currently 250 CBOs focus on women's issues. Their size varies with some memberships surpassing 100 and most with far less. They focus on service provision and raising awareness on women's social, economic and political rights. The majority of CBOs, including women's organizations have weak organizational capacity, implemented small projects with their own funds or as sub-grantees with donor funds. Their internal governance structures seldom reflect the interests of women and youth, with most board

members being males. Citizen participation remains shallow. The EU funded study found that the "lack of a strong voice for women and youth on decision-making committees may undermine the ability of CBOs to meet diverse community needs." (Williamson/ Hakki 2010)

While more than half of CBO members are men, most CBOs tend to focus on meeting the needs of female beneficiaries. With a focus on service provision and limited geographical outreach, only few CBOs venture into advocacy on women's rights and gender gaps. Non-Governmental Organizations (NGOs) contrary to CBOs operate at the national and governorate level and include organizations with a clear focus on women's rights or environment.

NGOs are governed by the law of societies. The most politically influential and best resourced NGOs are the so called Royal NGOs that operate under their own law of establishment with significantly more independence and patronage and less government oversight than regular NGOs (i.e. they can receive donor funds directly). The four main Royal NGOs are Jordan River Foundation, Jordanian Hashemite Fund for Human Development (JOHUD), Nour Hussein Foundation, and King Hussein Foundation. The Royal NGOs have powerful Board of Trustees and patrons that sit on national and global policy making bodies. The Royal NGOs employ more than a thousand staff between them and rely on a nation-wide infrastructure. The 2010 European Union study found that the Royal NGOs have several strengths that development agencies can build on for gender equality programming. The Royal NGOs have access to the grass-root level and well established linkages at local communities; they are accepted in traditional rural communities and hence can raise sensitive topics without backlash; they can monitor changes at local level through their national outreach projects and can provide aggregate information to policymakers, and they can build horizontal and vertical alliances to advance women's rights and gender equity. However, they also constitute a significant (privileged) competitor for donor funds for CSOs that fall under Jordanian CSO legislation.

Several NGOs are concerned with Women's rights and are active in advocacy and research. These are MIZAN Group for Human Rights, Adaleh Centre for Human Rights Studies and Arab Renaissance for Democracy and Development (ARDD)-Legal Aid. Membership-based NGOs such as professional associations and chambers of commerce and of industry at governorate level are powerful actors between citizens and the state. Women's interests are represented by the Jordanian Chapter of the International Women's Forum, Jordan Forum for Business and Professional Women and Sisterhood is Global Jordan.

The membership-based NGOs are important actors in policy formulation on women's rights, in project implementation and election processes at both national and municipal level. They are important partners in advocacy efforts and campaigning for women's rights and gender equity. They are also able to mobilize support at the grass-root level for advocacy and national initiatives and inform national public policy making through provision of evidence from the community level. Membership based NGOs can also have a role in monitoring of local government and private sector compliance to gender, social and environmental objectives.

Several membership-based NGOs are umbrella organizations for CSOs. The three umbrella organizations that defend women's interests are the Jordanian National Forum for Women, the Jordanian Women's Union and the General Federation of Jordanian Women have a membership of several thousands and can mobilize tens of thousands for mass campaigns.

The General Union of Voluntary Societies is the umbrella organization for more than a thousand charitable CBOs, including women's organizations. With outreach into governorates and municipalities they play an important role during elections and promotion of women candidates. Their

membership in the semi-governmental body the Jordanian National Commission for Women (JNCW) opens doors to government and a voice in policy making. (Williamson/Hakki 2010)

Since the turn of the millennium another type of NGO emerged, the development professionals NGOs. These, currently more than 100 NGOs, are relatively small, with a clear sectoral focus and often run by technical professionals. They are registered as NGOs with MoSD or as non-profit companies and encompass research and policy centers and think tanks. They deliver research and provide consultancy services to development projects. A substantial number of development professionals NGOs provide technical services to women's CBO's. Their quality of service however varies significantly and most of them depend on donors funds.

International NGOs also have an important role to play on gender equity programming. They have close linkages to their national and international funding partners but also work closely with local NGOs and CBOs. Most International NGOs have gender equality principles that underlie their work or are their core principles. They are important partners in strategy development, policy development, capacity building for local partners and as cooperation partners in gender equality programming.

In recent years thematic networks of NGOs have been formed to develop joint strategies, liaise with policy makers and reach out to regional and international CSOs in the same field. These include a network of women representatives on the municipal councils "Nashmiyat" and "Shama" a network for combating violence against women (Shama - candle). A network of environmental NGOs has also been established recently.

Jordan also has membership in several regional and international organizations for the promotion of women's rights such as the Arab Women Parliamentarians Network for Equality "Pioneers" and aims at increasing women's share in political decision-making. (UN-Women Jordan, 2015) Jordan is also represented in the gender-focused Post 2015 Coalition of Civil Society Organizations that was brought together mid 2015 by UN-Women and the Sisterhood is Global Institute (SIGIn). (UN-Women August 2015). Others are the Arab Women

Organization of Jordan (AWO), Arab Renaissance for Democracy and Development –Legal Aid (ARDD), Women's Learning Partnership for Rights Development and Peace, the Arab International Women's Forum (AIWF), Arab Women's Legal Network, MUSAWA (through AWO, JWU and SIGIn) and others.

Since the beginning of the war in Syria and the large flow of refugees into Jordan, civil society institutions have been forced to shift their work from reform programmes to relief and assistance programmes. Some have moved to work in areas where refugees are located, especially in the north of Jordan near the Syrian border. This has affected the momentum for reform in Jordan (INTRAC, 2014). With social media opening up new channels for activism on women's rights and gender equality several campaigns on different women's rights topics have been initiated. They tend to use digital content and social media as a platform for rallying and mobilizing people around a certain cause. Eventually these causes are adopted by established civil society organizations.

3.2.1 SWOT Analysis

A SWOT Analysis exercise was carried out during a workshop and Figure 6 and Figure 7 below show the Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis for both Al Karak and Sahab communities, which unveiled and helped to spot and decide how help could be provided regarding their strengths, weaknesses, opportunities, and threats.

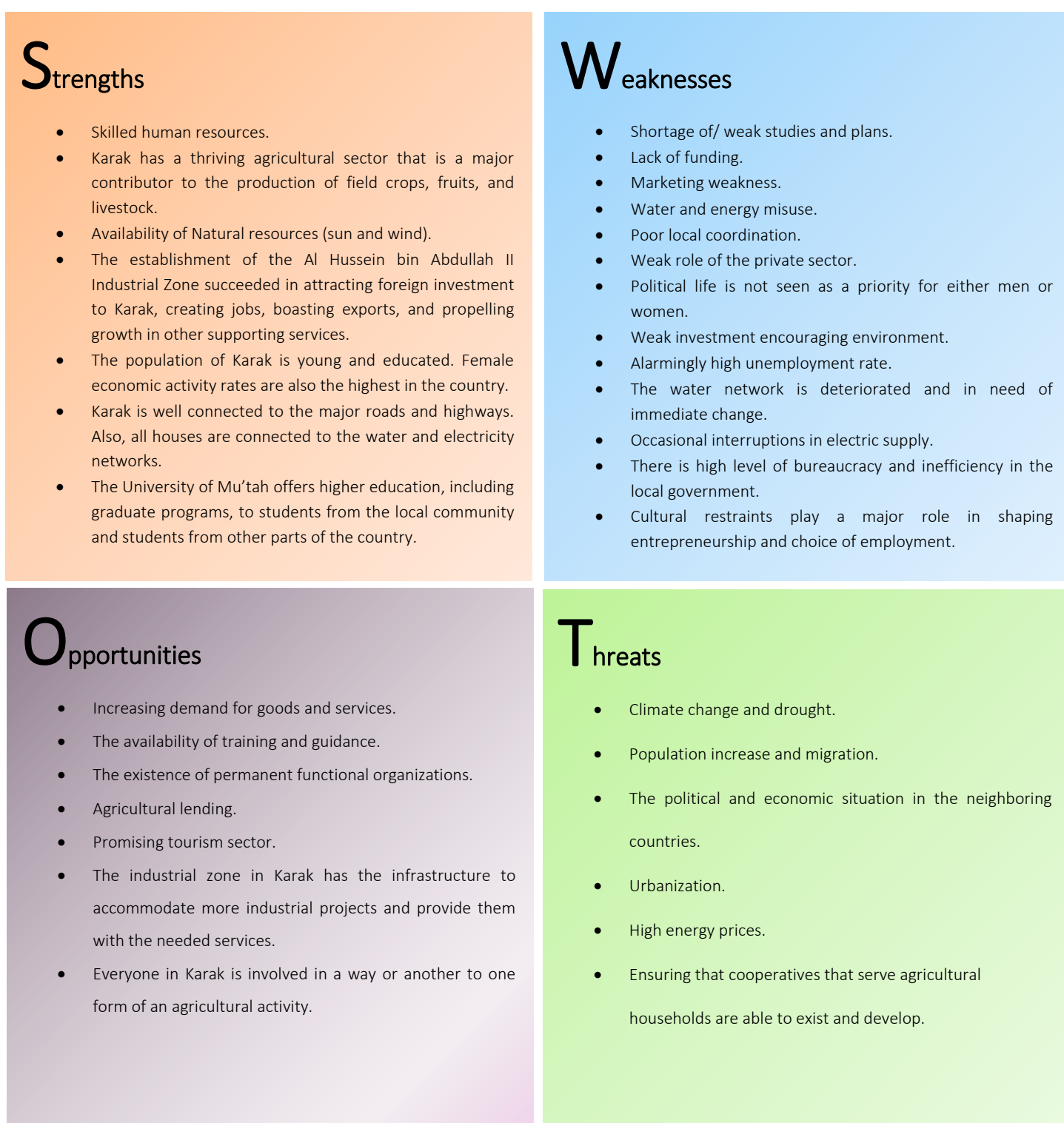


FIGURE 6: SWOT ANALYSIS FOR MONASTIR COMMUNITY



FIGURE 7: SWOT ANALYSIS FOR SAHAB COMMUNITY

3.2.2 Key Proposed Actions to Tackle Gender Gaps and Gender Inequality

Despite commitment and political will in Jordan to reform the public administration and support gender equality; this has not yet translated to balanced representation at the senior levels of the public administration. It is important to build on relevant goals and objectives already in place at the

national level in order to improve women's representation in the public administration by addressing the gender biases identified above. Due to limited sex-disaggregated data it is difficult to identify the drawbacks of gender inequalities, especially those related to promotion, training, leave and fellowships, and to address them accordingly. Sex-disaggregated data – when available – has the potential to benefit a range of initiatives and strengthen awareness and knowledge about existing gender inequalities. Available data clearly suggests a large gender gap in relation to leadership positions in Jordan's public administration, and this is a useful starting point in understanding how best to approach the task of translating policy goals regarding women's representation into reality. Gender equality in the PA cannot be adequately addressed if it is viewed only in relation to improvements in women's work and representation, when it should be viewed as part of democracy, good governance, development, and social welfare; in short, a part of a just and modern public administration. The interviews and focus groups discussions were designed to bring to light any gaps between official policy and actual barriers to women in Jordan.

Analysis of focus groups discussions identified three main areas that emerged as barriers to gender equality at the national level: political representation and economic participation. Analysis and discussion of each point is presented in Annex and summarized below.

1. Political representation: Politics in Jordan largely remain a male domain. Decisions are taken by men and therefore are serving predominantly the male interests and needs. Moreover, decision-making is nontransparent and even with parliamentary approval, resolutions on women's rights (and others) might be declared voted down, as a recent example of the demand for a women's quota in decentralized councils shows that it was declined despite parliamentary approval. (Kuttab, August 2015).

The low participation of women in political decision-making has multiple causes; Jordan's parliament remains dominated by tribal interests and the need to solicit benefits and services for their tribe, rather than to improve the interests of Jordan as a whole. Under these conditions female MPs are not seen as effective in representation as males. Female candidates, with the exception of women from powerful families and tribes, also lack the resources, network access, linkages and powerful backing that men receive. Tribes still prefer male candidates in pre-election selection. Election zoning, despite the July 2012 reform, favors rural, conservative tribal votes over urban voters. Both factors represent significant barriers for women's participation in political decision-making.

2. Economic participation: What is surprising for a country with such a high level of education is the extremely low and declining labour force participation of women. This is of concern to the government and in recent years, donors have increasingly focused their support on the economic empowerment of women. The low labour force participation of women is closely linked to the prevailing patriarchal paradigm and its traditional gender norms and values that limit women's role to the reproductive sphere.

During the focus group discussion women told us they can't work because pre-school care is costly and public transportation does not exist, combined with a minimum wage of 220 Jordanian dinars (US\$310 a month) and they feel it is more economically viable to stay at home. The key problem facing women's employment is the mismatch between their education and the needs of the labor market.

To make real progress on empowering women and girls, work is needed in the following areas:

1. Focus on groups, not only individuals: Women must be given the required political skills to be influential, whether through associational or professional work or through capacity-building

- programmes and trainings, which will be more beneficial if they can create networks between women and explicitly seek to tackle barriers to their leadership.
2. Work with families and communities, not only women: Society decides what roles are befitting to a man or woman and what roles aren't under the name of norms and traditions. These norms are the principal barrier to women's empowerment and to gender equality. Change in gender norms and practices can only be achieved when all parties reach an understanding.
 3. Invest in women's economic power: Women are concentrated in the informal economy, and reforms that help them to move to formal employment are a priority: place of work, regular wages and benefits all matter for women's decision-making power. Informal work and livelihood/economic programmes can raise the level of household income and assets, but they will increase women's decision-making power only if they are explicitly designed to do so.
 4. Invest in women's higher education and capacity development: Higher education and professional expertise increases the credibility and confidence of women leaders and is mandatory for many high-level jobs. Expanding the pool of such women should be a priority but rarely features in women's empowerment and leadership programmes, or in education programmes.

3.2.3 Gender Sensitive Needs

For the purpose of identifying the gender sensitive needs of Al-Karak and Sahab local communities regarding energy, water and food sectors and having a greater impact on women's empowerment; a "gender lens" approach was adopted by conducting various gender analysis tools, extensive interviews with women and girls, Focus Group Discussion (FGD) with representatives from key projects' stakeholders, local community (men, women, youth, and marginalized groups) and civil society, see Figure 8 and Figure 10.

In all interviews and focus group discussions, participants either expressed confusion over the meaning of Gender and Development GAD, or charged that it has been misinterpreted by institutions as a means of side-stepping the more radical emancipatory implications of responding to women-specific dis-privilege. This confusion reflects awareness of the fact that ideologies surrounding gender roles and identities create obstacles to women's equal economic, social, and political participation.

Men and masculinity needs were studied to have a clear idea on power relations between the women and men and during the meetings and sessions an argument was proposed, that removing the prevalent inequalities and injustice within the family can actually strengthen rather than weaken it.

There are obvious differences in women and men focus group discussions: the level of personal sharing is much greater in an all-women workshop. Women are more open to talk about their personal experiences while men are much more guarded. It was found that men are quite happy to deal with abstract and impersonal theories, but they have little experience talking about themselves and their emotions. They seem to suffer from the 'brave boy', 'strong man' syndrome. Men can quite easily talk about the subordination of poor women, but are often unwilling to look at their own families. It was realized that for women, talking about themselves is easy and also a release, because they feel oppressed and seldom find a supportive atmosphere to talk about their experiences.

In contrast, women's workshops are very intense and emotional. Men resist making a shift from the mind to the emotions, from the public to the personal. Another difference is the subtle resistance by men to look at women's subordination as a system. Women, on the other hand find it liberating to look at their subordination in this way. Naming the system, and assessing it dispassionately, is the first

step towards dismantling it. It is in the interest of women to name and change the patriarchal system, but it is not so for men and hence there is resistance and defensiveness among men regarding patriarchy, especially when discussing it in their own personal context.



FIGURE 8: FOCUS GROUP DISCUSSION WITH AL-KARAK COMMUNITY MEMBERS

In all meetings and focus group discussions, it was found that the participants from Al-Karak and Sahab were well aware of, and quite articulate on: women's double burden of work; the active participation of working class women in production, and their contribution to household incomes; the lack of participation by men in child-rearing and household activities; the lack of participation of women in major decisions within the community.

Men expressed that the way they are is not due to mere ill-will, or a masculine conspiracy to overshadow women in society. There are social structures and institutions which reproduce unequal, hierarchical, authoritarian relationships between the sexes. It is a culture based on intolerance. However, in these same relationships, it is also possible to find new 'signs of the times' which show ways of overcoming the negative aspects of these relationships. Inequality between women and men in Al-Karak and Sahab society is mainly caused by the weak participation in public, political, economic or social life; as they established extreme differences in the roles of women and men.

"The water and sanitation crisis contributes to the widening of the gender gap and prevents the empowerment of women" reports the UNDP 2006 Human Development Report for Jordan. In general, water and sanitation services are provided by Water Authority of Jordan WAJ as well as private providers irrespective of the gender of the recipient.

When viewing the roles and responsibilities related to water, sanitation and hygiene, one can see that they are gender-specific. In Al-Karak and Sahab men are the ones in charge of repair and maintenance of WASH facilities, whereas, within the household women are in charge of household hygiene and health, which is intimately connected with household water management; women do household cleaning, provide and prepare food, ensure that tanks and other storage containers are filled during "water day", take care of children's hygiene and hygiene instructions and decide on the allocation of water resources for the different household water uses. Women also increasingly take on the responsibility to complain to WAJ (or water utilities) about problems and pay water bills in WAJ (or water utilities') offices. Men and male children water the garden, clean cars and wash the yards and are generally responsible for payments and other financial matters.

The impact of gender on water use on the household level is illustrated in the case of the "water day", the day where most Jordanian households receive their weekly or bi-weekly water. Women plan and think first of all in terms of family needs. This has an effect on water usage, i.e. during "water day"

water is used excessively and without concerns for rational use. However during the week, care is taken so that the water resources received are sufficient for the family needs. When water is scarce, the first priority are children's needs and the requirements to care for the sick, followed by provision of drinking water and cooking, and then house cleaning, women's hygiene and last men's hygiene and gardening. Increasingly women attempt to plant drought resistant plants because of water shortage. They are role models for the children in terms of all household water management tasks and hygiene and health. Men are role models for dealing with public authorities, water management outside of the house and finance management. (Augustin/Assad, 2009)

The participants revealed that Al-Karak and Sahab suffer from poor service quality in particular irregular water supply that persists and those who can afford it, resort to expensive bottled and tanker water. Due to women's experience in water scarcity and its effect on household health and hygiene, they are potentially good advocates for water conservation and quality.

Only two percent of Jordan's labour force is employed in the agricultural sector. Approximately three quarters of these are men and one quarter women. Official statistics show that women have only a limited role in irrigated agriculture primarily due to the fact that women farmers have serious constraints in accessing the investment that this type of agriculture requires.

With decreased crop yields' productivity, marginalized rural households will need to enhance agricultural productivity, increase irrigation efficiency and develop coping strategies, primarily diversification of livelihood. That implies diversification of agricultural production and processing as well as seeking non-agricultural employment for women and men.

Prevailing cultural norms, a lack of access to resources for women farmers (land, extension, advice, credit, information and marketing channels) and restricted mobility currently create barriers for rural women to realize such coping strategies. Land ownership statistics in Jordan vary but women own between 3 to 4.9 percent of land.

Sahab City is located southeast of the capital Amman and it is considered a commercial gathering point for all surrounding cities and villages, but it is also considered as one of the poorest communities in Jordan with percentage of poverty reaching up to 54%. The current total population of Sahab is 169,000 based on the latest Department of Statistics' report 2016 and hosting 40,000 Syrian refugees. It is a mixed community and has the main following characteristics: poverty, social exclusion, densely populated and limited opportunities for women to join labor force, see Figure 9.

In Sahab and Al Karak, men's role lies mainly in the obligation to provide financially for a family; this is difficult to achieve in a context of poverty and limited employment opportunity. Women in Sahab experience gender roles that cause constraints on their scope to make decisions concerning where they go, how they look, who they mix with, and their access to resources and information. These constraints affect almost every aspect of their daily lives from birth to old age. Increasingly, women are speaking out against this situation, seeking to enlarge the area of their lives over which they have influence. Men, on the other hand, still seek to reinforce them.

Most men in Sahab had negative views concerning women and work. Some rejected it citing; religion, the physical or mental capacity of women, and incompatibility with fulfilling her gender role. Others accepted the idea, but only for jobs that conform to her reproductive role and within a framework laid down by men. But with the difficult economic situations, more men accept a working wife who can 'reduce the burden on her husband'.

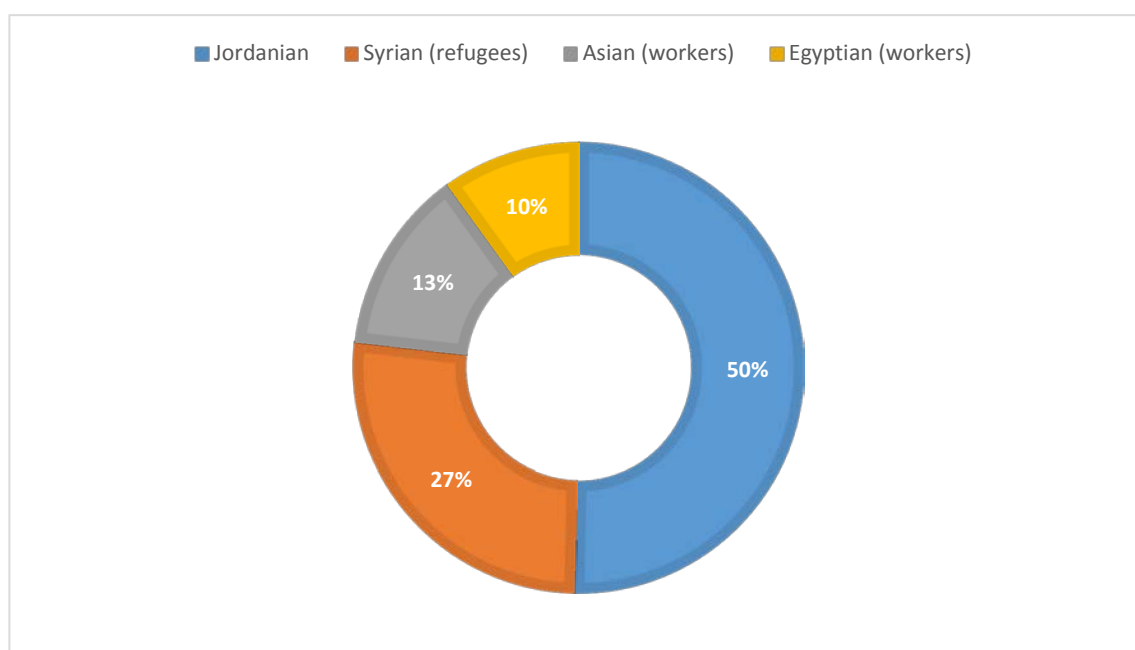


FIGURE 9: SAHAB POPULATION ¹¹⁸⁾

In Sahab, women stories imply that many of them give over their earnings to their husbands in order to secure his permission that she should work. Women who do hand over their earnings are reported as having to ask for pocket money. A woman who spends her earnings without the husband's agreement may be punished. As a result of the above mentioned facts and conditions; some women prefer to work at their homes (cooking and sewing) to stay with their children.

Al-Karak City lies 140 km south of Amman on the ancient King's Highway and is set on a hilltop about 939 m above sea level, surrounded on three sides by a valley. The city's total population is 317,000 in 2015 and hosting 10,000 Syrian refugees.

The economy of Al-Karak is primarily based on agriculture and industry. A large number of women make ghee and Jameed (which is dry yoghurt) at home from sheep and goat milk for domestic consumption. Commercial production of the latter is very limited. Olives are grown for consumption and oil is produced both for domestic and commercial purposes. A number of fruits and vegetables are also used in home food production such as grapes and apples.

Based on the field research, the informal sector in Karak city is mostly led by women in their twenties and thirties. Most run their operation by themselves and very few employ one person. The women of Karak city utilize skills that they have gained through training, or through their traditional way of life. Moreover, some would like to attend training workshops that may add to their knowledge or enhance their product and are even willing to pay for it. For too many, the home-based activity is the major income generator for the family or the individual and there is no other source of income. The average monthly income generated is around JD 45 per month and can reach just below JD 100 per month. Four main categories can identify the skills and products of the informal sector: 1) Dairy production, namely Jameed, 2) hand or machine embroidery as well as sewing traditional dresses, 3) retail trade such as groceries or clothes, 4) other handicraft skills such as wood carving and weaving of carpets. Most informal players sell their products directly from their homes, few of them deal with middlemen, and many still depend on charitable associations to buy their products or view it for them in one-day bazaars.

In both cities, besides the main need for traffic management and parking spaces, community members stressed their need for social services and recreational activities such as public parks, cultural centers for children, and affordable restaurants or coffee shops where a family can spend its time, as well as clubs especially for women.



FIGURE 10: FOCUS GROUP DISCUSSION IN - SAHAB WITH WOMEN TO DISCUSS THEIR CAPACITIES AND VULNERABILITIES

In Sahab and Al-Karak, both men and women reflected that the difficult economic situation was leading to changes in cultural values and that this could play to the women advantage when seeking greater control over their lives. Most women stated that they want more work and job options – especially the opportunity to enter the field of social work. There are some women who are ‘pioneers’ and take up jobs identified as only appropriate to men (e.g. army, police, and engineers) but they face many obstacles – especially community pressure.

The major problems that are deterrents to successful informal entrepreneurial activity in Sahab and Al-Karak are lack of marketing and outreach programs and finance, and absence of a fixed facility from where to display and sell their products in a sustainable manner. Flea markets or an assigned place can solve this problem, and will give informal players more independence and the ability to work from their homes. As for finance, micro-loans are expensive and collateral is required. Therefore, many potential entrepreneurs who are not eligible for such loans, turn to the active NGOs or CBOs or to MoP EPP (Irada) for help in obtaining grants or finance with easier terms, specialized training, as well as support in establishing the business.

Women in Sahab and Al-Karak cities are put at a disadvantage in view of traditions and cultural beliefs that stereotype woman’s roles in the society. They suffer from the same societal confining problems that Jordanian women in general do. One of these problems is lack of mobility which affects their ability to work and the other is cultural habits concerning females which restrict their movement in the street and their access to the few recreational facilities.

Youth, in both cities, has a different mindset than the older generation. They are more willing to change and accept new projects in their city. Yet they have not totally succeeded in breaking out of

the confinements of traditions and the 'Shame Culture' that is widespread in their communities and which prevents men, and even more women, from joining certain types of jobs or venturing into entrepreneurial businesses. Their horizons have to be expanded and their awareness raised on their capabilities and to the opportunities that exist.

It is worth mentioning that most of the Syrian refugees who attended one of the focus group discussions highlighted that the tension between the refugees and the host communities are on the rise. The refugee crisis sharpened vulnerabilities in the Jordanian host communities that predate the Syrian crisis, especially increasing unemployment rates and inflation. While water, healthcare, or solid waste management services are crucial, they do not seem to drive community tension; it is rather access to education, job-opportunities and affordable housing that drive tension on the community level.

Most of refugees live in households around the poverty line. Economic exclusion also correlates with social exclusion; adults in such households are also typically characterized by above-average incidence of unemployment, illiteracy, school dropout, and early marriage.

3.2.4 Water and Food Resource Management and Gender

Jordan is located in an arid to semi-arid zone; weather conditions are severe; and variation in related hydrological parameters such as rainfall, runoff, and evaporation is wide. They vary from day to night, from summer to winter, and from one year to another. As the water resources in Jordan are limited, the threat of water shortages is not something that merely looms into the future. Water shortages are already a reality. Depletion of non-renewable water resources due to over pumping from exploited aquifers is also a serious problem. Consequently, the degradation of water quality due to increasing salinity is taking place.

The efficient management of water resources is crucial if the water imbalance in Jordan is to be addressed and all challenges can be overcome by suitable planning, policy implementation and reducing water losses. Almost all households have access to the public water networks, yet community suffers from water cut-off; one of the problems reported by focus group discussions attendees. Most of the necessary social services in terms of education, health, and communication are provided in both cities but may not be comparable to the standards of similar services in Amman.

In Jordan, as elsewhere, household responsibility for water consumption is still considered to be the responsibility of the female head of house. Women are responsible for cooking, cleaning, bathing children, washing, etc. As a result, they are the ones that decide how much water is consumed around the house. When children get sick whenever water is short and water quality is poor women are also responsible to care for them. Despite their overall household management of water, women do not absolutely control water resources. Both women and men responded in roughly equal proportions that they both can participate in information about making decisions on household water management. In light of this, educational campaigns targeting the users (men, women, boys and girls) and disseminating scientific information about scarcity of water and the necessity for conservation are deficient and should be established.

In another hand; men control the land in agriculture and decision-making power over the sale, rent and exchange of land and the means of production, including large livestock and workers are one third women. Decisions on development planning, large-scale projects and the introduction of technologies and infrastructure are made by male planners without input from rural women or taking into consideration their specific needs.

Recently, however, women have increasingly been making decisions about buying extra water, ordering the waste disposal truck to pick up household waste, and lodging complaints with the water utility. Women, particularly who are heads of their household, have been reported to have difficulties with access to water and dealing with water utilities.

Main Challenges – Al-Karak

Based on the assessment, main challenges for water and food resource management can be summarised in the following:

1. Challenges for Water Resource Management

- Renewable water resources are very limited.
- Only about 35 percent of households are served by a sewerage system due to the limited financial resources for sewerage infrastructure.
- Water is not used efficiently: there are no projects for rainwater harvesting or for the reuse of grey water; and no water-saving tools at municipality, territory, household, institution or large owner level.
- Ageing pipeline infrastructure in the municipal water network and the illegal use of water.
- Water pollution in Wadi Al-Karak area due to dislodging of waste water nearby the Wadi area. This has also affected the underground water and led to its contamination, which in turn has destroyed the agricultural crops there.
- Climate change and desertification due to shortages of water and hot dry weather.
- Lack of sensitization especially among boys at households regarding water saving and conservation practices because it is considered a duty related to women and girls at home as per the cultural norms of Karak local community.
- Schools do not play enough role in sensitizing its students to ensure that they adopt proper practices when using hygienic facilities and water tapes in schools.

2. Challenges for Food Resource Management

- Decrease in crops productivity.
- Women's work in agriculture is mainly unpaid family labor.
- Many farmers left work in their farms to get jobs in the governmental sector due to lack of water and fluctuating income resulting from working in agriculture.
- Due to the deterioration of the agricultural sector, Karak now depends on exporting fruits and vegetables from other governorates and Jordan valley.
- High costs of some types of vegetables and fruits, leaving many families unable to afford them.
- Lack of green houses in Karak due to high costs and inputs needed such as seeds and irrigation techniques.

Main Challenges – Sahab

Based on the assessment, main challenges for water and food resource management can be summarised in the following:

1. Challenges for Water Resources Management

- Renewable water resources are very limited.
- Only one third of households are connected to the sewerage system due to the limited financial resources for sewerage infrastructure.

- Water is not used efficiently: there are no projects for rainwater harvesting or for the reuse of grey water; and no water-saving tools at municipality, territory, household, institution or large owner level.
- Ageing pipeline infrastructure in the municipal water network and the illegal use of water.
- Lack of awareness.

2. Challenges for Food Resources Management

Sahab is a very industrial city as mentioned above and the home to a QIZ (qualifying industrial zone) and is considered a commercial gathering point for all surrounding cities and villages. But it is affected by the challenges facing agriculture and farming community in Jordan.

The Jordanian Agricultural Sector is facing a large number of problems and challenges and its consequences have increased with successive drought years, the low and fluctuating rainfall, the environmental changes and the various risks related to the decline in the role of the agricultural sector in the national economy, the high prices of agricultural inputs, the increased gap between domestic production and requirements of field crops and fodder, which poses a threat to food security, lack of suitable agricultural roads and agricultural machinery that fit the nature of the prevailing farming systems, the modest contribution of the private sector and civil society organizations in agricultural development, low local agricultural employment with high wages of expatriate workers, lack of rehabilitation programs for employment, increase of irrigation water salinity, especially in the Jordan Valley area, and the lack of legislations that allow farmers to dig wells and desalinate brackish waters.

3.2.5 Energy Management and Gender

Natural resources in Jordan are scarce. Around 97% of Jordan's fossil fuel is imported from abroad that is used mainly for power generation and transportation. According to data obtained from the Ministry of Energy and Natural Resources (MEMR), 17% of Jordan's GDP in 2013 was spent on energy. On the other hand, Jordan is blessed with renewable energy resources, particularly solar and wind energies. Jordan has pursued projects to promote the use of solar energy, in the hope of reducing its dependence on imported fuels. These projects seek to implement the appropriate technologies and pilot projects after systematic monitoring and assessing the technological developments.

Almost all households have access to the public electricity, yet community suffers from electricity cuts; a problem that has been reported by focus group discussions attendees. The participants revealed that at Sahab and Al-Karak, women and men have equal access to energy resources and participation in making decision in household energy management but women have less power to control as most energy practitioners and engineers are men so they have more access to energy sources on a national or community level and access to job opportunities is very limited as energy companies are dominant by men.

Discussion with both community members in Sahab and Al-Karak revealed that the use of solar thermal heaters is an economic alternative for water heating in Jordan. The acceptance of this type of energy is mainly due to direct saving and simplicity of use.

Women are most closely linked to management of gas and wood since they use it for cooking and heating. By virtue of being at home more than men, women are more likely to use and manage electricity and kerosene for home heating and lighting.

Some observations on gender and energy were made based on the Longwe- Women's Empowerment Framework. Women and men have almost the same perceptions about the benefits of energy and saving methods and technologies. This sufficient level of awareness accumulated as a result of the difficult economic situation in Jordan.

Main Challenges – Al Karak

Based on the assessment, main challenges for energy resource management can be summarised in the following:

1. High cost of electricity.
2. Some cuts in electricity were faced in Karak during the winter season due to the high consumption caused by electrical heaters in winter.
3. Few families use solar water heaters due to its installation high cost, but the numbers have increased in the last years because of its long term benefit in reducing electricity bills.
4. Lack of awareness among the local community regarding energy efficiency and forms of renewable energy and their impact on economic situation and environment.
5. Very poor knowledge among the local community on the subject of climate change and global warming, its causes and its risks and hazards.
6. Lack of support from the government to switch to renewable energy sources.
7. Lack of existing financing system to support the renewable energy technologies in Karak and in Jordan in general. It is totally dependent on the availability of funds from external donors.

Main Challenges – Al Karak

1. High cost of electricity.
2. Electricity cuts.
3. Electricity theft.
4. Reduced street lighting at night.
5. The National Electric Power Company doesn't have an office in Sahab.
6. Few families use solar water heaters due to its installation high cost.
7. Lack of awareness among the local community regarding energy efficiency and forms of renewable energy and their impact on economic situation and environment.
8. Very poor knowledge among the local community on the subject of climate change and global warming, its causes and its risks and hazards.
9. Lack of support from the government to switch to renewable energy sources.
10. Lack of existing financing system to support the renewable energy technologies in Sahab and in Jordan in general. It is totally dependent on the availability of funds from external donors.

Coping Mechanisms Adopted by Local Community Members in both Communities

With regard to responding to the challenges and pressing needs in energy, energy sectors, these were the measures taken by the community side:

Al-Karak

1. Digging of wells and water harvesting (collection of rainwater during winter).
2. Using artesian wells and rainwater harvesting wells as a major source for irrigation purposes.
3. Using drip irrigation to conserve water.
4. Installation of solar water heaters to use them in water heating to reduce electricity bills.
5. Water and Energy saving practices on household level.
6. Undertake maintenance of water pipes to minimize water leakages.
7. Use of water saving devices to reduce water overconsumption

Sahab

1. Water and Energy saving practices on household level.
2. Undertake maintenance of water pipes to minimize water leakages.
3. Use of water saving devices to reduce water overconsumption.

3.2.6 Community-Based Projects and Initiatives

The interviewed stakeholders and beneficiaries have expressed and suggested the following community based projects and initiatives to help address the encountered challenges and contextually meet the needs of the people in the areas of food, water and energy. These projects ideas and community based initiatives are outlined in Table 6 below.

TABLE 6: SUGGESTED COMMUNITY BASED PROJECTS AND INITIATIVES

Energy	Water	Food
Engage women's NGOs and housewife's to brainstorm about how best to disseminate information on energy saving and roles that women and women's groups may play in further promoting renewable technologies, such as solar energy.	Engage women's NGOs to brainstorm about how best to disseminate information to women about the current status of Monastir's water resources and how individual actions count.	Conduct training workshops for women and girls on the value and techniques of home-made products and also usage of fruit/ vegetables waste to make paste and dried fruits.
Awareness campaigns at community level on the benefits of using energy-efficient light bulbs and units and the concepts of energy efficiency and usage of renewable energy resources.	Awareness campaigns at schools about the importance of saving water for future generations.	Organize group sessions at schools and also at community level targeting women, men, boys and girls on the ingredients of balanced and healthy food as well as health risks/ diseases associated with poor nutrition and eating habits.
Organize workshops and sessions targeting boys and girls at schools and training centres to raise awareness of energy conservation and foster opportunities for boys and girls to learn together.	Training of female and male members on the basics of plumbing so they can fix water leakages from the water pipelines.	Organize exhibitions and showrooms to help in marketing food products and agricultural crops produced by women and men in their farms and/ or houses. (Marketing and outreach to large markets and wholesalers).
Special energy access programs for women for economic empowerment in partnership with the private sector for small projects.	Identify potential water saving devices that may be provided at low cost and that women may easily install and maintain in their homes. Provide this information through media outlets and television broadcasting so it would reach women.	Develop tourism activities that combine nature conservation with food and energy and link it to the livelihoods of the local communities.
Establish an exchange forum and a local network among NGOs and CBOs to regularly share information, experiences and lessons learned among them in all sectors, with particular focus on energy sector as the level of knowledge about it still remains very limited among the civil society.	Promote usage of grey water in irrigation of home gardens. In addition to promote usage of grey water resulting from the washing basins at schools in the irrigation of school gardens.	Revolving Fund is a program which provides funding for households and individuals within the municipality boundaries that wish to undertake any activities related to Energy, Water and food security.
Specific vocational training programs for marginalized groups including people with special needs.	Carry out a campaign among farmers to promote usage of more efficient irrigation methods to reduce water consumption such as drip irrigation.	

4. Conclusion

Women have yet to find their way into Jordan's economy. The characteristics of the female labor force in Jordan that are the results of such limitations as: unemployment and under-employment, wage and non-wage discrimination, and occupational segregation may contribute to women discouragement from participating in the labor force.

Although these are also a global phenomenon, the good level of training and education that women get in Jordan doesn't correlate with the fact that they fall below average among the MENA region and other regions in the world which may indicate that women face unfair obstacles in the workplace. This may affect their decision making to enter (or once they enter, remain in) the work force. The fact that these characteristics persist in their high levels, despite the high level of education, improved legal rights, a proactive and open-minded leadership, and a National Strategy for women, point to the existence of other factors influencing attitudes and policy that continue to play an important role in women's access to opportunities.

One of the main critical market distortions that continue to hinder the ability of Jordan to sustain growth is the mismatch between the output of the education and training systems and the evolving labor market requirements. This has translated into higher unemployment rates. Moreover, for higher and technical education, women tend to specialize in fields that are seen as appropriate for them, and that are often an extension of their roles as wives and mothers.

Stereotyping and attitudes are important in their influence on society's views about women's potential and on women's own self-confidence and ambitions. The effect of stereotyping is not felt directly, but indirectly, as over time it becomes embedded in social attitudes and practices. In education, this effect can be seen when a large number of girls refrain from entering advanced academic, technical, and vocational areas in response to the social and education messages that link achievement in these fields with masculinity. Men are seen as the main providers and breadwinners for their families, while women are inherently better suited for caregiving and social roles. This leads to the belief that men are in greater need of a job and are entitled to higher salaries than women. Similarly, in politics, men are often perceived as natural leaders and women are perceived (and perceive themselves as) "unsuitable" for politics and hence are not interested in running for office and women continue to take on the major responsibilities of childcare, even though they also work outside the home.

In both Sahab and Al-Karak cities, there is a lack of awareness on the connection between gender inequality on one hand and issues such as poverty, human rights, and sustainable development on the other. As a result, women's empowerment and gender relations are often neglected and treated as secondary (rather than as an essential element) to such issues deemed priorities by many organizations. Civil Society Organizations are important partners in advocacy efforts for gender equality and in outreach to local communities for service provision and capacity development.

Despite the fact that women are major consumers of energy, especially at the household level, they are generally underrepresented in the energy sector in Jordan, both in terms of employment in the sector as well as in leadership roles, such as ministerial positions. Male domination within the energy and water sector means that women's priorities for development may not be taken into consideration.

This gender analysis study has unveiled that gender mainstreaming needs serious and tangible efforts and actions to strengthen it at municipality and community levels. Sahab and Al-Karak municipalities were selected by the project to conduct this study in order to understand the gender dynamics and

factors that affect the project stakeholders and beneficiaries and the project integration in Jordan, both at municipality and community levels.

The assessment also highlights the resistance of a large portion of the Jordanian population to rights relating gender equality programming along the lines of CEDAW. This resistance can only be overcome by community-based initiatives that truly benefit local communities and increase the agency of women.

In reaching men, the MINARET project may face a different sort of challenge. Although men's awareness of environmental issues and conservation methods is higher than women's, they do not name individual actions that they themselves could take as being important to conservation of resources. Men and young men in particular, may not appreciate the importance of their own actions in overcoming a collective problem when compared with women. Men, who feel responsible for their families' financial wellbeing, may also view the capital required for investing in conservation technologies as an obstacle, preferring to use this money to pay for daily expenses or to save it for emergencies. This may be particularly true for men who face economic hardships or those who do not own their homes. The challenge, then, would be to motivate men to use and implement their knowledge of conservation methods in their homes and daily lives.

The Syrian refugee crisis illustrates how important a gender lens is for refugee support inside the host communities. It is important to focus on gainful employment opportunities for many men. Quality education is a priority for female and male students and a prerequisite for any future hope for a better life. The experience gained by support actors illustrates how important it is to extend services and support in any form also to the host community to alleviate tensions between both communities.

During the sessions it was noticed that in the Syrian refugee groups young people (especially young women) are keen to volunteer. This is still a largely untapped potential that MINARET, in partnership with local and international NGOs, can build on.

Current MINARET project efforts to promote green jobs often overlook the potential, in the context of creating a green economy, of providing decent work and sustainable livelihoods for women.

Energy and water users faced with energy cuts, water shortages, intermittent water supply and poor water quality are forced to engage in a number of coping strategies that may add cost, time, and labor, reduce energy and water efficiency and affect water quality, as well as, decrease food security and safety and expose users to health risks which in turn have negative consequences on productivity and livelihood options.

Working with local NGOs creates opportunities for women and men to act collectively in their communities disseminating information about promoting conservation technologies. It also engages women and creates a platform for them to work with the community on conservation issues.

Explore learning opportunities with the NGOs, CBOs, and the municipalities whereby women and mothers may learn about environmental issues alongside youth and children. This may be a place where women and their younger children can come to learn about natural resources and conservation methods together. By improving females' understanding of and rationale for conservation, the MINARET project has an opportunity to tap a group with potential of positive behavior change around resource use.

Focal point for gender will help to institutionalize gender within MINARET project and take advantage of opportunities for gender integration that will improve project performance. Gender focal points may be resource people as well as advocates for how to integrate gender within the activities. Local

and civil society organizations are the best positioned to understand and affect behavior surrounding resource use in their communities. A small green initiatives program may be a good vehicle to reach local women, youth and marginalized groups and encourage mobilization efforts from within the community.

The typical enterprise women in Al-Karak invest in is food-processing, and for Sahab, it is sewing with little diversification across loan beneficiaries in a given area. Increasing access to credits for women to purchase renewable energy technologies for domestic use and micro -enterprises is being advocated by the project partners and the municipality. Overall, in most cases access to credit for energy has not particularly improved women's poverty status in any significant way. Nonetheless, improving women entrepreneur's access to credits helps in promoting women. While the idea of extending credit to women is commendable, it should be done in an integrated approach.

Role models are considered to play a vital role in encouraging young people to take specific career paths. Therefore, providing community with positive images of women professionals in the energy and water sectors could be a simple but effective way of encouraging young girls to study appropriate subjects for a career in energy and water. In addition, networking and advocacy by women's groups represent important ways of promoting the acceptance of women as energy and water experts.

A holistic approach in supporting income-generating projects for women needs to be adopted, and the provision of credit for poor women, and take into consideration not to increase the workload of already overburdened women, reduce their personal well-being or their ability to care for their children.

5. Recommendations and Lessons Learned

5.1 Lessons Learned

Based on the observations and results collected throughout the assessments, several lessons learned were compiled, which if taken into consideration could ensure proper implementation of all assessments and activities. Below is a list of these lessons learned:

1. Without proper coordination between the Ministry of Municipal Affairs, JNCW in the capital and the municipalities in the governorates, there will be gaps in the quality of implementation. Also, the ministry's monitoring and evaluation system will be jeopardized.
2. Documentation of previous experiences and projects implemented by the local NGOs and CBOs in Jordan, challenges faced and lessons learned will help them make better choices when designing and choosing new community-based initiatives.
3. Renewable energy, water supply, sanitation and food security for community development are closely interlinked (water-energy-food nexus). This means that any intervention approaches must take into account the interrelations and synergies between these sectors.
4. Women can play a particularly central role in advancing sustainable development and building the green economy, but only if they are educated about their options, encouraged to act and empowered to succeed.
5. Empowering women to become producers of sustainable products also empowers them to become sustainable consumers.
6. Men do play critical roles as providers, supporters and partners and more attention must be paid on the positive role of men.
7. 'Gender' as an area of research and action should be understood as belonging to men and studies of masculinity, as well as to women and feminist studies.
8. The application of gender mainstreaming through nexus approach on strategy, programme and activities level, enables sustainable solutions and contributes to better results in terms of the SDGs.
9. Gender analysis is challenging, and often viewed as donor-led, rather than a pivotal process in understanding the social context in which projects aim to achieve expected results and sustainable impacts.
10. Understanding the community context in terms of power dynamics, opportunities and challenges of men and women to facilitate the ability to achieve and measure change is rarely explored.
11. Conducting stakeholder analysis facilitates integrating gender analysis concepts because it reflects a consideration of the heterogeneity of the different social groups and the associated benefits and burdens.
12. Having women on project teams does not necessarily mean that gender issues will be applied consistently and sufficiently, but does facilitate the implementation of the approach.
13. Whether or not they are formally educated, it is important that female members are active in their participation in energy and water national and local committees.

5.2 Recommendations

Creating opportunities for women to enhance their technical competencies in water and energy management is crucial to the success of the project.

There are several ways with which the MINARET project could boost women's knowledge of water and energy saving methods. First, utilize television programs and other media outlets to widely

disseminate information on conservation methods that may be done at household and individual levels. Second, link up with vocational training centres and schools could be made to provide training programs for girls and women in engineering or sciences related to water and energy conservation. Third, exposure visits of women leaders to different model communities may help women understand their own potential for creating change in their communities. In addition to develop income-generating opportunities for young women and men to promote energy and water saving technologies.

Our nexus approach will give greater emphasis on decentralized and coordinated decision making as the source of solutions, as well as the source of understanding the challenges faced by Sahab and Al-Karak community members. MINARET project will make efforts to create solutions for agricultural water use that support food production, implement renewable energy and energy efficiency pilot actions and small initiatives that support the energy, water and socio-economic sectors.

It is recommended that MINARET project include more direct participation of women in the electrification programmes by ensuring that both women and men are involved in the design and implementation of projects and that they have access to modern energy technologies and credit facilities.

5.2.1 General Recommendations

From the assessment of gender-specific relationships with natural resources and of gender-differentiated impacts on energy, water and food the following recommendations are suggested, in no particular order, that can be addressed in the project implementation process to facilitate the development of effective pilot actions:

1. Access to credit for energy has to improve women's poverty status in any significant way. So improving access to credit through small initiatives should be done in an integrated and holistic approach.
2. Provide training to men and women entrepreneurs to build their technical skills on issues that would improve their abilities to access loans and manage them.
3. Work with NGOs, CBOs and the municipalities to promote and support income generation opportunities for small, women-owned businesses promoting water and energy saving technologies and to provide support in marketing the enterprises' products.
4. Create opportunities for women to enhance their technical competencies in energy, water and food management by conducting vocational trainings in partnership with national and local vocational centers, including supporting their education in science and social subjects to enable them to become energy and water sectors professionals.
5. Conduct awareness session and share success stories of men and women to engage more women in energy and water access programmes.
6. Make men aware of the importance of engaging women to support women in the technical fields such as energy, water and food.
7. Identify leaders from the community who may influence men's willingness to conserve energy and water and engage them in reaching out to men.
8. Target men in motivational campaigns that highlight the importance of individual action.
9. Work with media outlets in setting up campaigns for disseminating information to female audiences on energy and water saving methods.
10. Involving the women in designing projects and educational materials to raise awareness on the benefits of transitioning to this new, more sustainable technology option.

11. Increasing social and economic inclusion by offering equal opportunities to both men and women, and reaching out to those in need.
12. Support the development of a network of women professionals to exchange experiences about overcoming the barriers they face in their work life in the energy and water sectors.
13. Improving energy efficiency and switching to renewable energy technologies in water facilities, in order to decrease power consumption, protect the environment and reduce energy price instabilities in the water sector.
14. Create tools that will increase women involvement and participation in WASH activities.
15. Facilitate gender mainstreaming dialogue in energy, water and food sectors.
16. Assist national institutions to develop gender mainstreaming programs.

5.2.2 Checklist of Core Gender Indicators in Sectors - Issues and questions to help integrate gender equality programming into MINARET objectives, outputs and indicators:

The gender assessment points to continuing pressures on water services. In developing the sectoral objectives, outputs and project lists, the partners could consider the roles women traditionally play in water management. Also, the gender assessment points to high energy costs and increased demand for energy. A checklist was prepared, of core gender indicators in the various sectors and questions to help integrate gender equality through the project in the various sectors, see Table 8.

5.2.3 Capacity Building Needs

Technical training programmes can be designed in the following topics: gender equity and equality, climate change, energy and water resources management so that the community will be more sensitive to women's and men's needs, offered at times and locations compatible with women's family roles, and adapted to women's levels of skills and confidence. Locations need to also take into account women's access and specific constraints in reaching to these locations. Trainers can be coached on gender concerns, or selected for their support of women's enterprises and social advancement. Trainers should also take under consideration that women would feel more comfortable learning new skills in an all-women classroom. It is important also to develop schemes for encouraging and preparing girls early for careers in science and technology.

At the project level, capacity building can mean learning new skills and gaining confidence in defining community problems and designing appropriate solutions. Courses can be given to improve managerial and financial skills, such as marketing and bookkeeping, or to get trainees better acquainted with new energy technologies and how to run them. In terms of policy changes, capacity building may mean promoting and facilitating the involvement of women's organizations in decision-making processes, and expanding development opportunities for their members, see Table 7.

TABLE 7: CAPACITY BUILDING NEEDS FOR MAINSTREAMING GENDER IN ENERGY AND WATER SECTORS

Target Group	Capacity building needs	Means
National policy makers and municipality	<p>Sensitization towards:</p> <ul style="list-style-type: none"> • Openness to try out new methods and tools. • Willingness to make space for and strengthen women staff in an organization's set up. 	<ul style="list-style-type: none"> • Gender sensitive communication and advocacy through media and print messages. • Well-structured sessions and focused interaction with the national policy makers, municipality mayor and staff.

Target Group	Capacity building needs	Means
Implementers of energy and water programmes	<ul style="list-style-type: none"> • Sensitization towards gender issues in energy and water sectors. • Practical tools and techniques to incorporate women's role in planning and implementation. 	<ul style="list-style-type: none"> • Workshops and field visits in local language. • Exchange visits and interaction with regional and national organizations working on gender issues.
Community	<p>For men:</p> <ul style="list-style-type: none"> • Sensitization and assurance that women can meaningfully participate in programmes while respecting their traditionally accepted space and roles. • Willingness to participate in a social women empowerment process. <p>For women:</p> <ul style="list-style-type: none"> • Technical and vocational training around climate change, energy, water and food management. 	<ul style="list-style-type: none"> • Workshops. • Exposure visits. • Focus group discussions. • Role models from men and women. • Social media outlets.
NGOs	<ul style="list-style-type: none"> • Tools and techniques to incorporate women's role in planning orientation towards new methodologies. 	<ul style="list-style-type: none"> • Local level workshops. • Interaction with researchers and policy makers.

TABLE 8: PERFORMANCE INDICATORS AND ISSUES IN THE WATER AND ENERGY SECTORS REGARDING GENDER

Sector			
Water		Energy	
Possible Performance Indicators	Issues and questions	Possible Performance Indicators	Issues and questions
<ul style="list-style-type: none"> Percentage of men and women engaged in initiating, implementing and using WASH services. Performance indicators are disaggregated by sex and age Number of women, men, girls and boys who have access/make use of services. Number of women and men involved in decision-making regarding the location, quality, and types of WASH services. Number of women and men trained in water management and conservation. Number of women and men employed in WASH. Number and type of complaints filed/answered by gender/age. Number of male and female community leaders who 	<ul style="list-style-type: none"> Are the roles of women in water conservation and management addressed and supported in the interventions of the sector? Are current and future assessments designed to disaggregate findings by gender, taking into account different activities and responsibilities and impact of shortages? Is the link between water and sanitation, women's role in health and water management, and health outcomes specifically considered in relevant projects? Do projects promoting community participation in water management specifically address how women and men will be integrated as beneficiaries and leaders? Are efforts to increase job opportunities in the water sector linked to jobs for women and men – with specific strategies and targets to employ both within local communities? Have gender analysis, support, and functions been integrated into projects providing support to the 	<ul style="list-style-type: none"> Performance indicators are disaggregated by sex and age. Energy resources are accessible and convenient to women and girls, taking cultural issues into account. Providers collect data on women and girls' access to and use of energy resources. Number of women involved in energy resource allocation and development decision-making. Number of women trained in energy sector vocational training. Number of women employed in the energy sector. Number and type of complaints filed/answered by gender/age. Number of male and female community leaders sensitized on the vital benefits of switching to clean energy. Number of households using renewable, sustainable, and efficient household energy sources. 	<ul style="list-style-type: none"> Do plans for developing and promoting sustainable energy sources take into account structured support for poor families, ensuring equitable access to new renewable energy sources? Will assessments informing allocations for energy use include an analysis of male and female needs concerning continuous access to electricity? Do assessments address the actions that need to be made to improve access to energy resources at the household level, including female-headed households? Will efforts to expand access support expansion for domestic use and reach rural areas? Are there elements that include efforts to recruit both women and men? Do the project include vocational training for both

Sector			
Water		Energy	
Possible Performance Indicators	Issues and questions	Possible Performance Indicators	Issues and questions
<p>have been sensitized on the best practices of water resources management.</p> <ul style="list-style-type: none"> • Number of male and female headed houses that use water saving devices. • Number of cubic meters (m³) of water being daily consumed in a school that has an average number of 300 boy students. • Number of cubic meters (m³) of water being daily consumed in a school that has an average number of 300 girl students. • Number of male / female farmers that use water saving irrigation methods. 	<p>development/updating of policies, laws etc. pertaining to water and sanitation?</p>	<ul style="list-style-type: none"> • % of women and men in the targeted populations that benefit from using clean energy forms in their local community. • Number of targeted male and female Municipal staff demonstrated good level of understanding of the principles of energy efficiency and renewable energy technologies. • % of houses using energy saving lighting units. • % reduction in the electricity bill for the targeted female and male headed families using solar energy. • Number of women-centred NGOs and CBOs that developed community initiatives in energy management and efficiency. 	<p>men and women responding to energy sector labour needs?</p>

Annexes

Annex 1: Gender Needs and Roles – Al Karak

Water sector

	Women	Men
Needs	<ul style="list-style-type: none"> • Showering IIII • Housecleaning, dish washing, cooking IIII • Wash clothes • Drinking • Improved quality of water, free of any harmful residues • Menstrual hygiene • Watering plants • Regular water supply • Rain harvesting tanks 	<ul style="list-style-type: none"> • Gardening III • Cleaning, shaving, showering II • Car washing • Drinking • Agricultural purposes • Regular water supply (especially in villages) • More water for farms to increase food production • Better water pipes • Rain harvesting tanks
Roles	<ul style="list-style-type: none"> • Assign amounts of water for each task • Reuse grey water, e.g. water used in washing clothes or vegetables can be used to water plants • Rationalization of water consumption • Buy bottled water 	<ul style="list-style-type: none"> • Rationalization of water consumption • Water pipes maintenance at home • Pay water bills

Energy sector

	Women	Men
Needs	<ul style="list-style-type: none"> • women control energy usage in the household; Ironing, cooking, hair -dryer, refrigerator, water heater, TV, radio, lighting, electronic devices, computer, internet • Warm up the house • Transportation • Government to protect electricity lines from vandalism 	<ul style="list-style-type: none"> • Energy for water heating (bathing) II • Usage of Lights, air conditioning, internet, TV, computers and all other electronic devices II • Transportation (fuel / energy) II • Government to protect electricity lines from vandalism
Roles	<ul style="list-style-type: none"> • Encourage children to save power • Rationalize electricity consumption, and head towards renewable energy as much as possible • encourage the community to use solar energy 	<ul style="list-style-type: none"> • Rationalization of electricity consumption • Look for renewable energy resources to reduce consumption of electricity

Annex 2: Gender Needs and Roles – Sahab

Water sector

	Women	Men
Needs	<ul style="list-style-type: none"> • Showering • Housecleaning, dish washing, cooking • Wash clothes • Drinking • Improved quality of water, free of any harmful residues • Menstrual hygiene • Watering plants • Regular water supply • More water 	<ul style="list-style-type: none"> • Gardening • Cleaning, shaving, showering • Drinking • Regular water supply • Good quality of water
Roles	<ul style="list-style-type: none"> • Assign amounts of water for each task • Reuse grey water, e.g. water used in washing clothes or vegetables can be used to water plants • Rationalization of water consumption • Provide backups of water in case of water cuts 	<ul style="list-style-type: none"> • Rationalization of water consumption • Pay water bills • File complaints of water cuts • Buy water

Energy sector

	Women	Men
Needs	<ul style="list-style-type: none"> • Energy usage in; Ironing, cooking, hair -dryer, refrigerator, water heater, TV, radio, lighting, electronic devices • Warm up the house • Safe transportation • Street lights • Protect electricity lines from vandalism • Regular supply of electricity 	<ul style="list-style-type: none"> • Water heating (bathing) • Usage of Lights, TV, and all other electronic devices • Transportation (fuel / energy) • Regular supply of electricity
Roles	<ul style="list-style-type: none"> • Encourage children to save power • Rationalize electricity consumption • Provide solutions in case of electricity cuts 	<ul style="list-style-type: none"> • Rationalization of electricity consumption • Pay bills • File complaints in case of electricity cuts

Annex 3: SWOT Analysis – Al Karak

Strengths

- Skilled human resources.
- Karak has a thriving agricultural sector that is a major contributor to the production of field crops, fruits, and livestock.
- Availability of Natural resources (sun and wind).
- The establishment of the Al Hussein bin Abdullah II Industrial Zone succeeded in attracting foreign investment to Karak, creating jobs, boasting exports, and propelling growth in other supporting services.
- The population of Karak is young and educated. Female economic activity rates are also the highest in the country.
- Karak is well connected to the major roads and highways. Also, all houses are connected to the water and electricity networks.
- The University of Mu'tah offers higher education, including graduate programs, to students from the local community and students from other parts of the country.

Weaknesses

- Shortage of/ weak studies and plans.
- Lack of funding.
- Marketing weakness.
- Water and energy misuse.
- Poor local coordination.
- Weak role of the private sector.
- Political life is not seen as a priority for either men or women.
- Weak investment encouraging environment.
- Alarmingly high unemployment rate.
- The water network is deteriorated and in need of immediate change.
- Occasional interruptions in electric supply.
- There is high level of bureaucracy and inefficiency in the local government.
- Cultural restraints play a major role in shaping entrepreneurship and choice of employment.

Opportunities

- Increasing demand for goods and services.
- The availability of training and guidance.
- The existence of permanent functional organizations.
- Agricultural lending.
- Promising tourism sector.
- The industrial zone in Karak has the infrastructure to accommodate more industrial projects and provide them with the needed services.
- Everyone in Karak is involved in one way or another in agricultural activity.

Threats

- Climate change and drought.
- Population increase and migration.

- The political and economic situation in the neighboring countries.
- Urbanization.
- High energy prices.
- Ensuring that cooperatives that serve agricultural households are able to exist and develop.

Annex 4: SWOT Analysis – Sahab

Strengths

- Skilled human resources.
- Geographical location.
- Industrial zone.

Weaknesses

- The social norms and traditions.
- Negative perceptions and underestimation of work carried out by women.
- Water and energy misuse and environmental pollution.
- Weak transportation system and traffic jams.
- The absence of influential and effective civil society organizations working in women empowerment field and lack of training centers and programs approaching women.
- The weak level of environmental awareness and environmental education within the local communities.
- Some industrial establishments located in residential areas.
- The presence of a large number of expats and refugees.
- There is no Liaison Office of Ministry of Environment.
- Limited municipal budget to manage the environmental crisis.
- Lack of public parks.
- Not all areas are connected with sewerage network.
- The water network is deteriorated and in need of immediate change.
- Occasional interruptions in electrical supply.
- Alarming high unemployment rate.
- Factories and industrial Estate are not affiliated to the responsibility of municipal revenues.

Opportunities

- The governmental orientation towards the green economy and supporting the sustainable development initiatives.
- Educational level rate is high in Sahab.
- Availability of land and empty spaces allow the transfer of factories which are located in residential neighborhoods.
- Sahab generates 85 tons of waste per day.

Threats

- The degradation of ecosystem and the increasing desertification due to urbanization.
- Lack of water resources managing systems.
- High energy prices.
- The consequences of the Syrian asylum crisis.
- Industrial city does not fall under the responsibility of Sahab municipality.

Annex 5: Barriers Analysis 1 – Al Karak and Sahab

Problem: Economic participation

External manifestation:

- Low participation in public, political, economic or social life.
- Financial dependence on male members of the family.

Immediate causes:

- Male domination.
- Low level of education. (Sahab)
- Limited movement due to social norms and improper transportation system.
- Strict social norms and traditions. (less pronounced in Al Karak)
- Women get lower wages compared to men.
- Low access to credit.
- In Sahab, people avoid taking bank loans as it is considered unlawful in Islam.
- Girls seek employments that don't involve mixing with the opposite sex to avoid criticism by the society. (Sahab)

Underlying causes:

- Unstable economic situation.
- Low natural resources in the country.
- Weak industrial sector.
- Low income.
- Unemployment and poverty.
- Women consider social and household responsibilities difficult to reconcile with their careers.

Strategies to address barriers:

- Work with families and communities, not only women: Gender norms that assign particular and unchanging roles to men and women are the principal barrier to women's empowerment and to gender equality.
- Raise women's awareness and educate them on the importance of their role and their ability to produce and achieve their goals.
- Invest in women's higher education and capacity development.
- Gender mainstreaming of recruitment policies.
- Safe roads and proper transportation system.
- Provide equal opportunities to men and women.
- Enhance work conditions for both men and women.

Annex 6: Barriers Analysis 2 – Al Karak and Sahab

Problem: Political representation

External manifestation:

- Women hold only 11.8% of parliamentary seats.
- The managerial positions are mostly held by men.

Immediate causes:

- Jordan's parliament remains dominated by tribal interests that believe men make better political leaders than women.
- Male domination.
- Low level of education. (Sahab)
- Girls seek employments that don't involve mixing with the opposite sex to avoid criticism by the society. (Sahab)

Underlying causes:

- Patriarchal society; raise up girls to be obedient.
- Strict social norms and traditions (less pronounced in Al Karak).
- Low self-esteem.
- Some laws are discriminating to women.
- Lack of faith in women's ability to solve problems and make decisions.
- Lack of encouragement.

Strategies to address barriers:

- Work with families and communities, not only women: Gender norms that assign particular and unchanging roles to men and women are the principal barrier to women's empowerment and to gender equality.
- Bring up kids on the principle of gender equality.
- Raise men's awareness on women's rights and encourage husbands to support their wives in following their dreams.
- Raise women's awareness and educate them on the importance of their role and their ability to produce and achieve their goals.
- Invest in women's higher education and capacity development.
- Gender mainstreaming of recruitment policies.
- Provide equal opportunities to men and women.

Annex 7: Gender Vulnerabilities and Capacities – Al Karak

Water sector

	Vulnerabilities		Capacities	
	Men	Women	Men	Women
Physical	Lack of opportunities	Unequal opportunities	Ready to take field jobs	Control water consumption at home
Social	Nepotism	Employers prefer to hire men over women for field work Gender discrimination in the workplace	Good connections and relations	Ability to influence people around them
Motivational	Low wages	Lower wages than men's Society doesn't trust female power in this field	Strong willpower and desire to make change	Offer loans for building water harvesting tanks (women NGO) Perseverance and desire to work
Risks	Poor quality of water Some houses may not get their weekly supply of water Farmers complain about water shortages	Poor quality of water Some houses may not get their weekly supply of water	Responsible for maintenance of WASH facilities Readiness to take measures that would save water, e.g. building rain harvesting tanks	Readiness to take measures that would save water, e.g. building rain harvesting tanks

Energy sector

	Vulnerabilities		Capacities	
	Men	Women	Men	Women
Physical	Higher risk of getting an electric shock Lack of opportunities	Unequal opportunities	Ready to take field jobs	Control power consumption at home

Social	Nepotism	Employers prefer to hire men over women for field work	Good connections and relations	Ability to influence people around them
		Gender discrimination in the workplace		
Motivational	Low wages	Lower wages than men's	Strong willpower and desire to make a change	Offer energy saving equipment and solar heaters (women's NGO)
		Society doesn't trust female power in this field		Perseverance and desire to work and make a change
				Family support
Risks	Vandalism of electricity lines	Vandalism of electricity lines	Responsible for maintenance	Willingness to use renewable energy
			Willingness to use renewable energy	

Annex 8: Gender Vulnerabilities and Capacities – Sahab

Water sector

	Vulnerabilities		Capacities	
	Men	Women	Men	Women
Physical	Transportations	Transportations and limited freedom of movement	Ability to work freely	Control water consumption at home
	Lack of opportunities			
	Lack of financial support	Unequal opportunities		
Social	Pressured to provide for the family without any help from the wife	Men and women are not supposed to mix	Good connections and relations	Desire to raise more considerate children of women's rights
		Racial discrimination against Syrian refugees		
		Many individuals don't trust female power in this field		
Motivational		Gender discrimination		
	Low wages	Lower wages than men's	Strong willpower and desire to make change	Perseverance and desire to work
		Fear of society's criticism when working in men-dominated fields		Family support
Risks	Poor water quality	Poor water quality	Responsible for maintenance of WASH facilities	Take appropriate measures if water is scarce or cut-off
	Some houses may not get their weekly supply of water	Amount of water provided by the government is not enough		
		Some houses may not get their weekly supply of water		

Energy sector

	Vulnerabilities		Capacities	
	Men	Women	Men	Women
Physical	higher risk of getting an electric shock	Street lights are not always available	Ability to work freely	Control power consumption at home
	lack of opportunities	Unequal opportunities		
	lack of financial support			
Social	See women as unfit for jobs in the energy sector	Men and women are not supposed to mix	Good connections and relations	Desire to raise more considerate children of women's rights
	Pressured to provide for the family without any help from the wife	Racial discrimination against Syrian refugees		
		Many individuals don't trust female power in this field		
Motivational	Low wages	Fear of society's criticism when working in men-dominated fields	Strong well-power and desire to make a change	Perseverance and desire to work and make a change
		Lower wages than men's		Family support
Risks			Responsible for maintenance	Take appropriate measures if electricity is cut-off

Annex 9: Longwe: Access, Control and Participation – Al Karak and Sahab

Water sector

Men's perspective

Level of engagement	Positive	Neutral	Negative
Access	<ul style="list-style-type: none"> Easy to access water 		
Control	<ul style="list-style-type: none"> Men hold most positions in water sector Managerial positions are also held mainly by men 		<ul style="list-style-type: none"> Women control water usage at home
Participation	<ul style="list-style-type: none"> Ability to make decisions Society trusts men more in making decisions 		

Women's perspective

Level of engagement	Positive	Neutral	Negative
Access	<ul style="list-style-type: none"> Easy to access water 		
Control	<ul style="list-style-type: none"> Women control water usage at home Work on projects with NGOs to enhance water saving (Al-Karak) 		<ul style="list-style-type: none"> Employers prefer men over women in jobs requiring field work
Participation	<ul style="list-style-type: none"> Able to make decisions at family level 		<ul style="list-style-type: none"> Society trusts men more in making decisions

Energy sector

Men's perspective

Level of engagement	Positive	Neutral	Negative
Access	<ul style="list-style-type: none"> Easy to access electricity and other forms of energy 		

Control	<ul style="list-style-type: none"> • Men hold most positions in energy sector • Managerial positions are also held mainly by men 	<ul style="list-style-type: none"> • Women control energy usage at home
Participation	<ul style="list-style-type: none"> • Ability to make decisions • Society trusts men more in making decisions 	

Women's perspective

Level of engagement	Positive	Neutral	Negative
Access	<ul style="list-style-type: none"> • Easy to access electricity and other forms of energy 		
Control	<ul style="list-style-type: none"> • Women control energy usage at home • Work on projects with NGOs to promote the use of renewable resources (Al-Karak) 		<ul style="list-style-type: none"> • Employers prefer men over women in jobs requiring field work
Participation	<ul style="list-style-type: none"> • Able to make decisions at family level 		<ul style="list-style-type: none"> • Society trusts men more in making decisions

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