



المملكة الأردنية الهاشمية
THE HASHEMITE KINGDOM OF JORDAN

Action Plan of the National Strategy for Women in Jordan 2023-2025



Justice & Equality for Inclusive Development

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Executive Summary

In March 2020, the Government of Jordan endorsed the National Strategy for Women in Jordan (2020-2025), which is the national framework through which national efforts to develop policies and programs that promote the rights of women and girls and enable them to be fully and effectively engaged in society. The strategy developed using a participatory approach is built on priorities agreed upon through broad national consultations. In addition, it is in line with the 2030 SDGs, in particular SDG 5 on gender equality and women empowerment (GEWE), and other relevant objectives. The strategy provides a framework for inclusive and effective action, through setting policies and directing budgets and funds towards the priorities agreed upon.



Figure 1: Strategic Goals of the National Strategy for Women in Jordan 2020-2025.

The Government of Jordan adhered to developing an Action Plan and M&E frameworks and mechanisms to ensure this plan is properly implemented and monitored until 2025. The Action Plan was developed using a participatory approach and a holistic and integrated vision of roles to ensure building a national consensus vision aiming at institutionalizing a framework that engages stakeholders, government entities, civil society organizations, and the private sector in the implementation of the National Strategy for Women in Jordan, while ensuring the Action Plan includes initiatives that contribute to achieving the four objectives of the Strategy. It is worth mentioning that different Action entities can share the same initiative or program, which in turn fosters building effective partnerships between different institutions and complementarity of roles, directing resources and funds through gender-responsive budgets, enhancing the capacity of institutions to carry out their roles, and providing data and monitoring implementation to effectively contribute to achieving inclusive and sustainable development at the national level.

The methodology for preparing the Action Plan of the National Strategy for Women in Jordan consisted of several phases during which collaborative planning and implementation were undertaken. The intersections among the National Strategy for Women in Jordan, the Government Indicative Executive Program (GIEP), and the sectoral and institutional plans, as well as relevant gaps and recommendations, were identified. The Cabinet decided to form a ministerial team to initiate a program that implements the outputs of the Economic Modernization Vision. It was also decided to form 22 sectoral teams for the main theme of the Economic Modernization Vision, including a group on women empowerment, particularly since that the Vision aims at doubling Women's participation rate to reach 28% over the next decade. A team was formed and deployed to manage the operation of the NSW Action Plan, followed by the formation of a technical team (sector teams) of gender focal points (GEP) and the representatives of planning directorates in the relevant ministries, with the aim of engaging all relevant ministries and entities in preparatory workshops. In addition, meetings and visits to relevant institutions and ministries to develop the interventions required for the Action Plan as well as consultation meetings with the private sector and civil society to define priorities and projects were conducted.

The NSW Action Plan, derived from the GIEP programs and plans, was developed after the relevant interventions, programs, and projects were grouped into a standardized document classified based on the objectives, outputs, and interventions of the Strategy to facilitate the monitoring and the implementation of the plan and updating it accordingly. To ensure that the Action Plan of the National Strategy for Women in Jordan is in line with the outputs of the Royal Committee for the Modernization of the Political System, the Economic Modernization Vision, and the Public Sector Modernization Roadmap, the National Committee collaborated with the technical teams to develop implementation programs for the three modernization paths under the supervision of the Ministry of Planning and International Cooperation and the Inter-Ministerial Committee for Women's Empowerment. Accordingly, it has been agreed for the NSW Action Plan to consist of six pillars: Economic empowerment, political empowerment and participation in decision-making, human rights, confrontation of violence against women and girls, community culture, and gender mainstreaming at the institutional level in the public and private sectors.

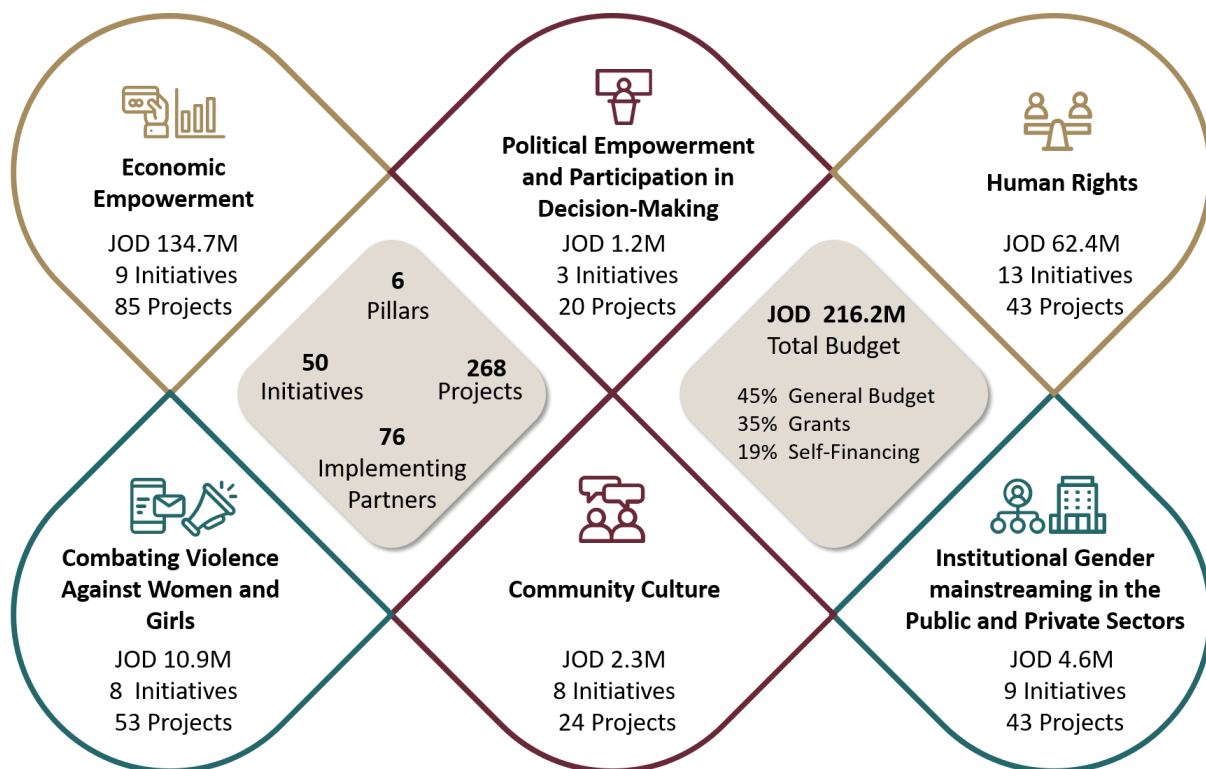


Figure 2: Summary of the National Strategy for Women in Jordan Action Plan (2023-2025)

The Action Plan is a reference document for national priorities on women’s issues, designed based on the outputs of various workshops, consultation meetings with stakeholders, projects of relevant gender-responsive ministries and government entities, and projects of civil society and the private sector. Furthermore, the Action Plan is a guidance document for policymakers and relevant donor entities concerned with women’s issues, where the plan shall be implemented on an annual basis. In addition, budgetary reallocation over the various pillars of the Action Plan would help in future planning and directing resources and funds towards the priorities previously set.

The Action Plan includes (50) initiatives and (268) programs and projects carried out through 76 implementing partners. The total cost of the programs and projects of the NSW Action Plan (2023-2025) reached approximately JD 216.2 million, (45%) of which is general budget funded, (35%) of which is funded by external grants, and (19%) of which is self-funded, with a group of jointly-funded projects by the general budget and external grants and proposed projects are still in need of funding.

The programs and projects were distributed across the four strategic goals of the Strategy. Strategic Goal 1 projects cost (Women and girls are able to exercise

their economic, political and human rights and freely lead and participate in society.) amounts to JD 198.3 million approximately, and includes the economic empowerment pillar (JD 134.7 million), political empowerment and participation in decision-making pillar (JD 1.2 million) and human rights pillar (JD 62.4 million). Strategic Goal 2 projects cost (Women and girls enjoy a life free of all forms of violence), including the combating of violence against women and girls pillar, amounts to JD 10.9 million approximately. Strategic Goal 3 projects cost (Positive gender norms, roles and attitudes support gender equality and women empowerment.), including the community culture pillar, amounts to JD 2.3 million approximately. Finally, Strategic Goal 4 cost (Institutions are executing and sustaining, policies, structures and services that support GEWE in alignment with Jordan's national and international commitments.), including the gender mainstreaming pillar at the institutional level in the public and private sectors, amounts to JD 4.6 million approximately. The cost of programs and projects implemented during 2022 amounted to JD 94.3 million approximately, broken down across the pillars of the NSW Action Plan.

For the purposes of monitoring the implementation of the plan, the Operation Management Team oversees the progress of the plan and coordinates with partners to provide the necessary and updated data periodically, to measure the progress towards the implementation of the plan's interventions, initiatives, and projects and their contribution to the objectives of the Strategy. To this end, the change in the indicators set for the Action Plan, broken down by objectives, outputs, and interventions outlined in Table 3, will be monitored.

1. Introduction

In March 2020, the Government of Jordan endorsed the National Strategy for Women in Jordan (2020-2025), which is the national framework through which national efforts to develop policies and programs that promote the rights of women and girls and enable them to participate fully and effectively in society-are monitored. The strategy developed using a participatory approach is built on priorities agreed upon through broad national consultations. In addition, it is in line with the 2030 SDGs, in particular SDG 5 on gender equality and women empowerment (GEWE), and other relevant objectives. The strategy provides a framework for inclusive and effective action, through setting policies and channeling budgets and funds towards the priorities agreed upon. The Government of Jordan adhered to developing an Action Plan and M&E frameworks and mechanisms to ensure this plan is properly implemented and monitored until 2025.

In response to the Royal vision of modernization that includes the three political, economic, and administrative reforms, and coinciding with the adoption of the gender mainstreaming policy (GMS), national efforts have been directed towards gender mainstreaming at all stages of the design and implementation of all Action strategies and plans.

The process of preparing the NSW Action Plan has gone through three phases, including the phase of integrating the overall framework of the NSW with government Action programs, followed by the consultation phase with the technical team of ministries, civil society, and the private sector, and the phase of aligning the Plan's initiatives, programs and projects with the priorities and initiatives of the three modernization pathways.

A team was formed to manage the operation of the NSW Action Plan, co-chaired by the Secretary-General of the Ministry of Planning and International Cooperation and the Secretary-General of the Jordanian National Commission for Women (JNCW), with the Department of Statistics, the Higher Population Council and UN Women as its members. In addition, a technical team was formed representing (40) ministries and government institutions and included gender focal points (GEP) and institutional directors of planning and development, to find intersections among the NSW and the Action programs of the modernization paths. Programs and projects within the Action Plan of the Strategy were classified into six main pillars, including: Economic empowerment, political

empowerment and participation in decision-making, human rights, combating of violence against women and girls, community culture, and gender mainstreaming at the institutional level in the public and private sectors.

The pillars of the Action Plan also included (50) initiatives (shown in Figure 4) and (268) programs and projects, costing a total of JD 216.2 million. The table below shows the total initiatives, projects, and total cost broken down by the Strategy Goals and pillars for 2023-2025.

Table 1: Initiatives, projects, and total cost by strategic goal and pillar

| Strategic Goal | Pillar | Number of Initiatives | Project Count | Total Cost (million dinars) |
|---|---|-----------------------|---------------|-----------------------------|
| Strategic Goal 1: Women and girls are able to exercise their economic, political and human rights and freely lead and participate in society. | Economic empowerment | 9 | 85 | 134.7 |
| | Political empowerment and participation in decision-making | 3 | 20 | 1.2 |
| | Human Rights | 13 | 43 | 62.4 |
| Strategic Goal Two: Women and girls have a life free of all forms of gender-based violence | Combating of violence against women and girls | 8 | 53 | 10.9 |
| Strategic Goal 3: Positive gender norms, roles and attitudes support gender equality and women empowerment. | Community Culture | 8 | 24 | 2.3 |
| Strategic Goal 4: Institutions are executing and sustaining, policies, structures and services that support GEWE in alignment with Jordan's national and international commitments. | Mainstreaming gender at the institutional level in the public and private sectors | 9 | 43 | 4.6 |
| TOTAL | | 50 | 268 | 216.2 |

The NSW Action Plan was based on the national and international commitments and documents, most notably, the Jordanian Constitution, International human rights conventions and declarations, the 2030 Sustainable Development Goals Agenda, and the Comprehensive National Plan for Human Rights (2025-2026). It has also taken into account the outputs of the political, economic, and administrative modernization pathways represented in the outputs of the Royal Committee for the Modernization of the Political System, the Public Sector Modernization Roadmap, and other various sectoral strategies and plans.



Figure 3: Reference frameworks to develop the National Strategy for Women in Jordan Action Plan (2025–2023)

Figure 4: Pillars and Initiatives of the National Strategy for Women in Jordan Action Plan 2023-2025

| Economic Empowerment | | | | | | | | |
|--|--|--|---|---|---|--|--|--|
| a. Decent Work Environment | | | | | b. Entrepreneurship | | | |
| Review policies and legislation governing the labor market to ensure a family-friendly work environment | Develop mechanisms to raise women's participation in the formal economy | Provide a supportive and safe work environment for women to work | Capacity building for women and girls to increase their employment opportunities in different sectors | Raise legal awareness of women workers about their labour rights to enable them to benefit from protection measures against potential violations and make informed decisions in this regard.. | Reviewing legislation and procedures related to entrepreneurship in order to encourage women to establish their own businesses | Supporting women's entrepreneurship and developing women-owned or managed businesses | Facilitating access to finance for women entrepreneurs | Capacity building and skills upgrading of women owners of micro, small and medium enterprises and members of cooperative societies to start and sustain their businesses |
| Political Empowerment and Participation in Decision-Making | | | | | | | | |
| Reviewing legislation and policies to contribute to increasing the representation of women and persons with disabilities in elected and appointed councils and government committees. (Action Plan for the outputs of the Royal Committee for the Modernization of the Political System), and expanding the use of affirmative actions for women in different sectors and companies. | | | | | Capacity building of women's leadership skills to enhance their effective and impactful role in formal and informal institutions and private sector and to raise community awareness about the importance of active participation in public and political life. | | | Preparing youth leaders to enhance their participation in public life |
| Human Rights | | | | | | | | |
| a. Health Care and Education | | | | b. Transportation | c. Infrastructure | | | |
| Review policies and legislation supporting reproductive and sexual health concepts for all | Develop a unified and integrated reproductive and sexual health services package, covering | | Promoting the enrolment of persons | Provide safe and responsive means of transportation for women and | Providing family-friendly public services, spaces and buildings that meet the special | Updating building standards and codes for | Facilitating women's and girls' access to | |

| | | | | | | | |
|--|---|--|--|--|--|--|---|
| groups and evaluate the impact of their implementation, including in crises and emergency situations (Action Plan of the National Strategy for Reproductive and Sexual Health) | reproductive and sexual health and capacity building components (Action Plan of the National Strategy for Reproductive and Sexual Health) | with disabilities in school and university education | girls, including women with disabilities and the elderly, at the governorate and remote areas | needs of women and girls, especially those with disabilities and the elderly. | facilities to take into account the needs of women and girls, including people with disabilities and the elderly | water, sanitation, electricity and information technology services | |
| d. Safe Communities | e. Equal Citizenship and Access to Justice | | | | | | |
| Activating the role of women in achieving safe societies | Review legislation to ensure equal citizenship and non-discrimination | Developing legal aid services for women and girls to take into account their needs and expanding the base of beneficiaries | Raising community awareness of the rule of law and legal aid services | Developing gender-responsive social protection policies that include women and girls from the most vulnerable groups (Action Plan of the Outputs of the Royal Committee for the Modernization of the Political System) | Preparing studies and research on the status of women and girls from the most vulnerable and proposing solutions and recommendations | | |
| Combating Violence against Women and Girls | | | | | | | |
| Develop and implement effective policies and mechanisms to confront violence against women and review relevant legislation | Strengthen protection and aftercare services, including the existence of a sufficient number of shelters for survivors of gender-based violence, to ensure the privacy of dealing with survivors. | Raising the capacity of service providers to ensure a timely and effective response to cases of gender-based violence | Conduct awareness programs, and provide financial, legal, health, and psychological aid that meet the survivors' needs to confront and overcome the negative effect of violence. | Strengthening mechanisms to prevent violence within the family | Raising community awareness about gender-based violence in its various forms | Review legislation to enhance the response to violence in the public and digital spheres | Organizing community awareness campaigns and outreach programs at the national and local levels, and through traditional and social media outlets |

| Community Culture | | | | | | | | |
|--|---|---|--|---|---|--|--|---|
| a. Education | | | b. Media | | | c. Religious Discourse | d. Networking and Coalitions | |
| Review school curricula content to be more gender-sensitive | Institutional capacity building in educational sector towards integrating gender concepts in programs and courses. | Develop training manuals that help workers in education sector to promote positive image of men and women roles | Developing media policies and strategies on women's issues | Capacity building of media professionals on gender mainstreaming in media coverage | Organizing media campaigns at the national and local levels and through the use of social media and audio-visual and written media on the importance of confronting gender-based discrimination | Developing and implementing awareness programs on positive trends and behaviors at the governorate level through religious discourse | Forming alliances and networks to raise awareness about the positive impact of gender equality and the importance of women's active role to build affluent and prosperous societies. | |
| Gender mainstreaming at the Institutional Level in Public and Private Sectors | | | | | | | | |
| Institutionalize the process of monitoring and analyzing gender – sensitive disaggregated, data horizontally, vertically and in a participatory manner with relevant institutions and sectors. | Development of the National Index of Women's Economic Participation (Women's Empowerment Initiatives in Economic Modernization) | Establishment of the Women's Observatory in Jordan | Building the capacity of workers in national and official institutions to analyze data and statistics scientifically (one of the initiatives of the Public Sector Modernization Map) | Integrate the National Strategy for Women (2020-2025) into national policies, strategies and plans. (Action Plan of the Outputs of the Royal Committee for the Modernization of the Political System) | Support and strengthen the capacities of ministries and government institutions to adopt gender-responsive policies and tools | Establishing a legal framework for the national machinery for women that guarantees sustainability, legal personality, and financial and administrative independence (Action Plan of the Outputs of the Royal Committee for the Modernization of the Political System) | Capacity building and skills development of civil society organizations to enhance their role in achieving national priorities | Networking and building coalitions among entities promoting women and girls empowerment, including private sector and civil society organizations |

The initiatives and projects of the Action Plan of the National Strategy for Women in Jordan 2023-2025 intersect with the executive programs of the modernization pathways in several pillars, as shown below:

Economic Empowerment

1. “Women-in-Manufacturing” initiative (Economic Modernization Vision)
2. Promoting the establishment of institutional and non-institutional nurseries (Women Strategy in Economic Modernization Vision)
3. Gender Equality Seal for the Private Sector (Women Strategy in Economic Modernization Vision)
4. Amending legislation and policies governing work in a gender-sensitive manner (Action Plan for the Outputs of the Royal Committee to Modernize the Political System)
5. Supporting the establishment of women-owned electronic stores (Women Strategy in Economic Modernization Vision)

Political Empowerment and Participation in Decision-making pillar

1. Amending legislation and policies to contribute to increasing the representation of women and persons with disabilities (PWDs) in elected and appointed councils and government commissions, (Action Plan for the Outputs of the Royal Committee to Modernize the Political System), and expanding the use of positive interim measures in different sectors and firms.
2. Developing programs aimed at raising community awareness about legislative amendments (Action Plan for the Outputs of the Royal Committee to Modernize the Political System)
3. Amending the system of financial contribution to support political parties to ensure that women have equitable access to all party resources, particularly the financial resources (Action Plan for the Outputs of the Royal Committee to Modernize the Political System)

Human Rights pillar

Developing gender-responsive social protection policies that include the most vulnerable women and girls (Action Plan for the Outputs of the Royal Committee to Modernize the Political System)

Gender Mainstreaming at the Institutional Level in Public and Private Sectors pillar

1. Developing the national composite index of women’s economic engagement (Women Strategy in Economic Modernization Vision)

2. Integrating the National Strategy for Women (2020-2025) into national policies, strategies and plans (Action Plan for the Outputs of the Royal Committee to Modernize the Political System)
3. Gender Equity Seal for the Public Sector (Women's Empowerment Initiatives in the Vision of Economic Modernization)
4. Establishing a legal framework for a national machinery that ensures sustainability, legal personality, and financial and administrative independence (Action Plan for the Outputs of the Royal Committee to Modernize the Political System)

2. Action Plan Methodology and Action Steps

The methodology for developing the costed Action Plan was based on a collaborative participatory approach between the Ministry of Planning, the Jordanian National Commission for Women, and the technical team to develop the Action Plan of the National Strategy for Women in Jordan, consisting of gender and planning focal points from all relevant ministries and entities, and the representatives of the private sector and civil society.

The following figure illustrates the phases of developing the Action Plan of the National Strategy for Women in Jordan:

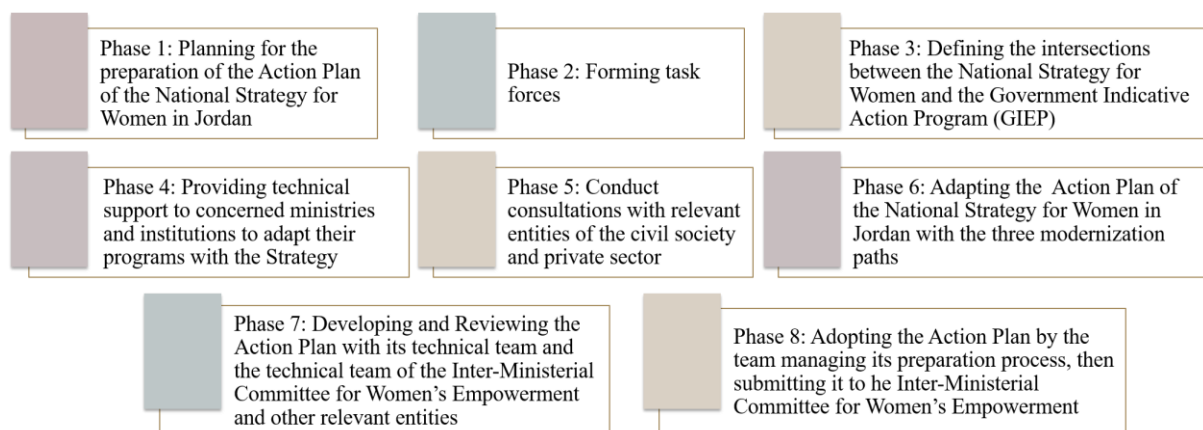


Figure 5: Phases of developing and adopting the Action Plan of the National Strategy for Women in Jordan (2023-2025)

The methodology for developing the Action Plan consisted of several phases, which began with planning and agreeing on the methodology with the Ministry of Planning and International Cooperation, followed by the formation of relevant teams to align the National Strategy for Women with the GIEP, through providing technical support in collaboration with UN Women in Jordan, and the relevant

ministries and stakeholders to align their programs and projects with the strategy, and engaging the institutions of the private sector and the civil society. Accordingly, the Action Plan was developed and reviewed with the technical team and civil society and adopted and approved by the Ministry of Planning and International Cooperation and the Inter-Ministerial Committee for Women's Empowerment.

Adoption of the Action Plan of the National Strategy for Women in Jordan (2023-2025):

Based on the outcomes of the consultation meetings attended by approximately (70) representatives of the government technical team, private sector organizations, civil society, and the media sector, a meeting was held with the Operation Management Team and the Secretaries-General of a number of ministries¹ where the final draft of the Action Plan was presented. Subsequently, the proposals and recommendations on the amendment of the program, project, and indicator matrix to finalize the Action Plan of the strategy for 2023-2025 were incorporated, with M&E reports outlining the achievements of 2022, to be submitted to the Ministry of Planning and International Cooperation as the implementing agency, in cooperation with the Jordanian National Commission for Women, by the Prime Minister's Letter **No. (21/11/8/5205) dated (28/2/2021)**, and then submitted to the Inter-Ministerial Committee for Women's Empowerment to proceed with the approval process.

3. Key Lessons Learned

In light of the methodology adopted by harmonizing and consolidating the national efforts of all sectors in the process of preparing the Action Plan of the National Strategy for Women in Jordan, the key lessons learned and recommendations are presented here:

- The participatory approaches and networking among the various public and private sectors and the civil society have had an impact on the overall finalization of the Action Plan to document all the efforts towards implementing the objectives and priorities of the National Strategy for Women in Jordan (2020-2025).

¹ The meeting was attended by the Secretaries-General of the following ministries: The Ministry of Digital Economy and Entrepreneurship, Ministry of Labour, Ministry of Social Development, Ministry of Education, Ministry of Higher Education and Scientific Research, Ministry of Health and Ministry of Awqaf and Islamic Affairs

- The formation of the operation management team under the supervision of the Ministry of Planning and International Cooperation and the technical team for the development of the Action Plan of the National Strategy for Women, in addition to the monitoring and support of the Inter-Ministerial Committee for Women's Empowerment for this process, have increased the commitment and engagement of various relevant entities, as well as significantly contributing to raising the awareness about the importance of gender mainstreaming and Women's Empowerment in all strategies, plans, and programs of action.
- The approach adopted in the Action Plan has contributed to promoting the role of the ministries and government institutions in achieving the objectives of the strategy and enabling them to read and analyze the projects and indicators and learn how to develop their Action Plan and programs based on disaggregated data that reflects the situation on the ground and shows the gaps in meeting the needs of various groups of society, particularly women and girls, in a sustainable and inclusive manner, and adhering to the gender mainstreaming policy in the public sector.
- Coordination with the Ministry of Planning and International Cooperation has allowed access to the details of the programs and projects implemented by the ministries in accordance with the project card templates identifying the indicative financial categories and amounts allocated for implementation. In addition, it has allowed the ministries to be aware of the budget ceilings according to the budget law communications between May and July of each year.
- The distribution of the size and cost of (the implemented, new, or proposed) projects and programs to the outputs of the strategy as per the six pillars of the plan has helped to determine the contribution to the implementation of each objective and highlighted the pillars where funding is concentrated, thus directing efforts towards the least implemented outputs for an effective distribution of programs and budgets to achieve equality, justice , and equal opportunities at all levels.
- The indicators of the Economic Modernization Vision and its Strategy for Women's Empowerment, the Outputs of the Royal Committee for the Modernization of the Political System, the Public Sector Modernization Roadmap have played an important role in setting national priorities and informing the M&E framework for the Action Plan.

- The preparation of the M&E framework for the Action Plan faced challenges related to the difficulty of monitoring baseline values and targets due to the lack of (37) indicators and data as **shown in Table 4**.
- All stakeholders should cooperate in updating the Action Plan of the National Strategy for Women in Jordan to ensure that it is aligned with national efforts based on the implementation of the three modernization pathways and synchronized with the preparation of the annual budgets of relevant ministries and entities allowing for the addition of programs and projects proposals to the plan initiatives.

4. Cost of the Action Plan of the National Strategy for Women in Jordan (2023-2025)

The total program and project costs of the Action Plan of the National Strategy for Women in Jordan amounted to approximately JD (216.2) million distributed across the four Goals of the strategy, as shown in Table 2 below, which includes the costs of projects to be funded by the general budget and by external grants and self-funded.

It is worth mentioning that there are (65) unfunded projects, of which (21) projects' costs are estimated at JD (10.8) million, i.e., (5%) of the total estimated cost of the plan.

Table 2: NSW Action Plan Cost of the Action Plan by source of funding

| Strategic Goal | General Budget (in JD, thousands) | External Grants (in JD, thousands) | Self-financing (in JD, thousands) |
|-------------------|--------------------------------------|---------------------------------------|--------------------------------------|
| Goal 1 | 89,704 | 67,922 | 39,946 |
| Goal 2 | 3,887 | 5,140 | 0.600 |
| Goal 3 | 1,020 | 0.163 | 0.465 |
| Goal 4 | 2,325 | 2,069 | 0.026 |
| Total | 96,936 | 75,294 | 41,037 |
| Percentage | 45% | 35% | 19% |

5. Assumptions and Potentials

The Action Plan will contribute to strengthening and supporting the outcomes and outputs to realize the desired vision of the National Strategy of Women 2020-2025 when the following possible potentials are available:

- Advancement in the development of policies, legislation, and actions in support of the empowerment and promotion of rights of women within the framework of the Nation Strategy for Women and in line with the implementation of the programs and projects in the various initiatives of the Action Plan.
- Effective implementation of interventions, programs, and projects within the specified timeframe.
- Stakeholder engagement in the coordination and implementation of relevant interventions.
- Implementation of modernization pathways initiatives intersecting with the Action Plan of the National Strategy for Women.
- Availability of transparent and sector-segmented data to monitor results-oriented progress.
- Allocation of funding for the implementation of the interventions in the Action Plan.

6. Programs and Projects Matrix of the National Strategy for Women in Jordan Action Plan 2023-2025

| Strategic Goal 1: Women and girls are able to access their human, economic and political rights to participate and lead freely in a society free of gender-based discrimination | | | | | | | | | |
|---|--|-----------------------|--------------------------|---|---|-------------|-------------|-------------|--------------|
| Indicators | Baseline Value | Baseline Year | Target Value 2025 | | | | | | |
| Revised Economic participation among women aged 15 years and above (statistics) % | 14.0 | 2021 | 20 | | | | | | |
| Unemployment rate among women aged 15 years and above (statistics/ part of Indicator 8.5.2 of the Agenda for Sustainable Development Goals) | 30.7 | 2021 | 25 | | | | | | |
| Percentage of women in the legislature (part of Indicator 16.7.1 of the Agenda of Sustainable Development Indicator) % | 15.4 | 2020 | 25 | | | | | | |
| Percentage of women in managerial positions (Indicator 5.5.2 and part of Indicator 16.7.1 of the Agenda of Sustainable Development Goals) % | 60.3 | 2020 | 63 | | | | | | |
| Percentage of women in the judiciary (part of Indicator 16.7.1 of the Agenda of Sustainable Development Goals) % | 15.4 | 2021 | 35 | | | | | | |
| Percentage of women of reproductive age (aged 15-49) whose need for family planning in modern ways was satisfied (Indicator 3.7.1 of the Agenda of Sustainable Development Goals) % | 56.7 | 2019 | 65 | | | | | | |
| Output 1.1: Further women and girls have equal opportunities for participation and leadership in public life and in the Labour market and are economically independent in order to make financial decisions freely | | | | | | | | | |
| Economic Empowerment pillar | | | | | | | | | |
| A. Decent Working Environment | | | | | | | | | |
| Intervention 1.1.1 Increasing decent work opportunities for women in the public, private, community, security and military sectors to ensure that the working environment is free from gender-based discrimination | | | | | | | | | |
| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Review policies and legislation governing the labor market to ensure a family-friendly work environment | Evaluation study of the implementation of Flexible Working Arrangements regulations and guidelines in public sector institutions | Not Available | New | The Higher Population Council | | | 30 | | 30 |
| | Pre-impact assessment report on women's motivation to enter the Labour market/flexible working system | World Bank | Finished | Ministry of Labor | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-------------|---|----------------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | Study and summary of policies for women's withdrawal from Labour market and sexual and reproductive health within the context of the repercussions of the COVID-19 crisis | Share-Net | Continuous | The Higher Population Council | 11 | 3 | 0 | 0 | 14 |
| | Updating legislative demands to include relevant economic legislation | Funding not required | New | Inter-Ministerial Committee for Women's Empowerment Ministry of Labour Jordanian National Commission for Women National Committee for Pay Equity (NCPE) Civil Society Organizations | 0 | 0 | 0 | 0 | 0 |
| | Developing inspection policies and procedures to ensure the implementation of the relevant labor code articles and the Persons with Disabilities Act | Not Available | Proposed | Ministry of Labor Jordanian National Commission for Women The Higher Council for the Rights of Persons with Disabilities International Labor Organization | | | | | |
| | Implementing gender-responsive policies through digital wage transformation (Mashreq Gender Facility MGF) | World Bank | Continuous | Ministry of Labour Central Bank of Jordan | 0 | 80 | 0 | 0 | 80 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-------------|--|----------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | Developing a national document for the elimination of violence and harassment in the world of work | ILO | Continuous | Ministry of Labour Jordanian National Commission for Women | | | | | |
| | Developing a position paper on the need to ratify the Eliminating Harassment and Violence in the World of Work Convention No. “190” | ILO (SIDA) | New | ILO | | | | | |
| | Developing a policy and action plan that provide protection against harassment in the water sector working environment, through the outreach program and the development of reporting mechanisms | Self-financing | New | Ministry of Water and Irrigation | | | | | |
| | Conducting a legal analysis of the national legislations and aligning it with Convention No. 190 | ILO (SIDA) | Continuous | Ministry of Labour Jordanian National Commission for Women (JNCW) Jordan Chamber of Industry Jordan Chamber of Commerce General Federation of Jordanian Trade Unions (GFJTU) ILO | | | | | |
| | Providing mechanisms to promote safety in the world of work, including a guidance | World Bank | Continuous | Ministry of Labour | 0 | 0 | 130 | 0 | 130 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|--|-------------------|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | document for the private sector to provide protection against violence and harassment (Mashreq Gender Facility MGF) | | | | | | | | |
| | Implementing the Action Plan of the Jordanian National Committee for Pay Equity (NCPE) | ILO | Continuous | Ministry of Labour Jordanian National Commission for Women | 350 | 0 | 0 | 0 | 350 |
| Develop mechanisms to raise women's participation in the formal economy | Monitoring and analyzing the realities of promising sectors that provide employment opportunities for women through providing a women-friendly work environment and orienting technical support programs to be gender-responsive | USAID/ Makanti | New | Inter-Ministerial Committee for Women's Empowerment Jordanian National Commission for Women Social and Economic Council Policy Lab | | | | | |
| | Developing a policy paper on mechanisms to catalyze the transition of female workers and entrepreneurs to the formal economy | USAID/ Makanti | New | Jordanian National Commission for Women Social and Economic Council Policy Lab | | | | | |
| | Expanding promising sectors to create job opportunities for women based on an assessment of the experience of productive branch units (Mashreq Gender Facility MGF) | World Bank | Continuous | Ministry of Labour | | | | | |
| | Reviewing the legislations and procedures related to the registration and licensing of | Not Available | New | Business and Professional Women Association | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--|--|------------------------------|----------------|--|--|-------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | home-based businesses, and proposing incentives to promote the transition to the formal economy (Action Plan of the Closing Gender Gap Accelerator Initiative) | | | | | | | | |
| | Sustainability ++ (organization and integration of Jordanian, non-Jordanian, and workers of both sexes under social security) | ILO Norway Netherlands | Continuous | Social Security Corporation ILO | 0 | 10000 | 0 | 0 | 10000 |
| | Developing a legal framework and a tool to measure the gender pay gap | GIZ ILO | New | Jordanian Nation Committee for Pay Equity, Ministry of Labour The Jordanian National Commission for Women (JNCW) | | | | | |
| | Women in Manufacturing Initiative (Economic Modernization Vision Initiatives) | Not Available | New | Inter-Ministerial Committee for Women's Empowerment Ministry of Industry, Trade and Supply Chambers of Industry and Commerce | | | | | |
| Provide a supportive and safe work environment for women to work | Promoting the establishment of institutional and non-institutional nurseries (Women's Empowerment Initiatives in the Economic Modernization Vision) | Not Available | New | Inter-Ministerial Committee for Women's Empowerment Ministry of Social Development | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-------------|---|----------------|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | Operationalizing the National Framework for Nurseries in Jordan | ILO Norway | Continuous | Ministry of Social Development ILO, SADAQA | 47 | 43 | 0 | 0 | 90 |
| | Supporting the institutional nurseries of the Ministry of Social Development in collaboration with the ILO to operate 3 nurseries in Ma'an, Jerash, and Al-Ruwaished | ILO (SIDA) | Continuous | Ministry of Social Development | 58 | 0 | 0 | 0 | 58 |
| | Establishing a nursery for female workers in the Ministry of Tourism and Antiquities | Not Available | New | Ministry of Tourism and Antiquities | | | | | |
| | Supporting home nurseries in East Amman, Irbid, and Zarqa | WUSC | New | National Council for Family Affairs (NCFA), Ministry of Social Development | 0 | 75 | 0 | 0 | 75 |
| | Early Childhood Development (ECD)/ Ahlan Simsim program to support the training of girls in the nursery profession | IRC | New | National Council of Family Affairs (NCFA) | 0 | 179 | 0 | 0 | 179 |
| | Strengthening the care economy that includes developing the ECD roadmap at the policy-making level, Capacity building of the National Early Childhood Development Team and networking, and assessing elderly care (Mashreq Gender Facility MGF) | World Bank | Continuous | National Council for Family Affairs | 0 | 400 | 0 | 0 | 400 |
| | Developing a practical and comprehensive methodology to | Donor | Continuous | International Finance corporation (IFC) | 0 | 130 | 0 | 0 | 130 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-------------|--|----------------------|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | guide firms to assess gender diversity and measure equal remuneration | | | | | | | | |
| | Instructing firms to adhere to the principle of equal pay, and provide technical support to concerned entities to exercise the oversight role over private firms (Jordan Closing Gender Gap Accelerators Initiative) | Not Available | New | Business and Professional Women Association | | | | | |
| | Protecting remuneration rights and leave benefits for private sector teachers in Jordan | ILO (Norway) | Continuous | Jordanian National Commission for Women, Ministry of Labour Ahel Organization ILO | 9 | 10 | 0 | 0 | 19 |
| | Empowering women in the Labour market and changing negative societal attitudes toward women's work | Government of Cyprus | Continuous | Jordanian National Commission for Women World Bank | 85 | 0 | 0 | 0 | 85 |
| | Gender Equity Seal for the Private Sector (Women's Empowerment Initiatives in the Vision of Economic Modernization) | Not Available | New | Inter-Ministerial Committee for Women's Empowerment | | | | | |
| | Providing technical support to private sector firms to review and amend internal human resources systems to be responsive to gender and decent working environment standards | Self-financing | Continuous | Ministry of Industry, Trade and Supply Chambers of Industry and Commerce Jordan Enterprise Development | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-------------|--|--|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | | | | Corporation Business and Professional Women Association National Information Technology Center | | | | | |
| | Mainstreaming gender in vocational training policies (The Outputs of the Royal Committee to Modernize the Political System Action Plan 21-23) | Not Available | New | Vocational Training Corporation | | | | | |
| | Developing a guide for the implementation of UN Women's Empowerment Principles (WEPS) in the private sector and conducting outreach workshops for firms, employer representatives, and workers such as the Chambers of Industry, Commerce, trade unions, labour unions, and business associations) | National Information Technology Center | Proposed | Jordanian National Commission for Women UN-Women | | | | | |
| | Assessing the reality of the situation of women working in the tourism sector and their working conditions | Not Available | New | Ministry of Tourism and Antiquities Department of Statistics Jordan Strategy Forum | | | | | |
| | Creating a friendly environment for women working in water sector institutions | General Budget USAID | New | Ministry of Water and Irrigation | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|--|-----------------|----------------|---|--|-------|-------|-------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | | Donors | | | | | | | |
| Capacity building for women and girls to increase their employment opportunities in different sectors | Project of Future Professions Curriculum and Programs | Donor | New | Vocational Training Corporation | 0 | 100 | 100 | 0 | 200 |
| | National Employment Program / targeting 35% of females (21,000 female employment opportunities) | General Budget | Continuous | Ministry of Labour | 10000 | 30000 | 20000 | 20000 | 80000 |
| | Activating female and PWDs participation in training programs | General Budget | Continuous | Vocational Training Corporation | 120 | 105 | 105 | 0 | 330 |
| | Youth, Technology, and Jobs | World Bank Loan | Continuous | Ministry of Digital Economy and Entrepreneurship | 1,500 | 1,500 | 1,500 | 0 | 4500 |
| | Training and employment programs for agricultural and tourism faculty graduates | ILO UN-Women | New | Jordanian National Commission for Women Ministry of Tourism and Antiquities Ministry of Agriculture | 0 | 10 | 0 | 0 | 10 |
| | Training for employment purposes, supporting and motivating students for training targets (student transport allowance), 35% of beneficiaries are female | General Budget | Continuous | Vocational Training Corporation | 1,250 | 1,250 | 1,250 | 1,250 | 5000 |
| | Refinement and development of skills to prepare women for the future work environment (Closing Gender Gap Accelerator Initiative in Jordan) | Not Available | New | Business and Professional Women Association | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--|--|-------------------|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | Job-Seeker Program | Donor | Continuous | Development and Employment Fund | 1386 | 1232 | 1164 | 0 | 3782 |
| Raise legal awareness of women workers about their labour rights to enable them to benefit from protection measures against potential violations and make informed decisions in this regard. | "Aware" Legal Outreach Center to raise awareness about Labour rights in the Jordanian Labour law for workers and employers | ILO Norway (SIDA) | Continuous | ILO - Confederation of Trade Unions - National Committee for Pay Equity Ministry of Labour | 19.5 | 59 | 0 | 0 | 78.5 |
| | Implementing outreach campaigns on women's economic rights | General Budget | Continuous | The Jordanian National Commission for Women (JNCW) | 5 | 5 | 5 | 5 | 20 |
| | Outreach and Career Guidance | Not Available | Continuous | Vocational Training Corporation | | | | | |

B. Entrepreneurship

Intervention 1.1.2: Supporting women's entrepreneurship and building their capacity to own property and access financial resources to start their own businesses

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|---|----------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Reviewing legislation and procedures related to entrepreneurship to encourage women to start their own businesses | Updating regulations on legislative demands, including legislation on entrepreneurship and small and medium enterprises | General Budget | Continuous | Jordanian National Commission for Women Civil Society Organizations | | | | | |
| | Facilitating the registration and licensing of household chores for service | Donor -WBG | Continuous | Ministry of Local Administration (MoLA) | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|---|-------------------------------------|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | providers, including website and application forms, and training municipal staff (Mashreq Gender Facility MGF) | | | | | | | | |
| Supporting women's entrepreneurship and developing of women-owned or managed businesses | Women's Economic Empowerment project to recover from COVID-19 to introduce the concept of Women's Empowerment | Donor | Continuous | Ministry of Tourism and Antiquities | | | | | |
| | Women's Economic Empowerment to Recover from COVID-19 through raising awareness about and providing education on legal and economic opportunities | Canadian Fund for Local Initiatives | | Jordan Forum for Business & Professional Women | | | | | |
| | Business Clinic for Kindergarten and Nursery Owners | ILO (SIDA) | Continuous | Ministry of Social Development, Banks Association ILO | 150 | 0 | 0 | 0 | 150 |
| | Networking programs among women employed in the tourism sector and private sector service providers | Not Available | New | Ministry of Tourism and Antiquities Private Sector Tourism Firms | | | | | |
| | Establishing a Women's Council in the Tourism Sector | Not Available | New | Ministry of Tourism and Antiquities Private Sector Tourism Firms | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-------------|---|----------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | Networking women entrepreneurs in child care with Finance/Investment Priorities (IFC) | Donor | New | International Finance Corporation | | | | | |
| | Study on the concentration of businesswomen and pilot projects in Jordan entitled “Engaging Women in Entrepreneurship and Exports and Promoting their Readiness for Exports” | Donor | Continuous | International Finance Corporation | | | | | |
| | Supporting female participation in export entrepreneurship by raising their readiness and facilitating their entry into global export chains (Action Plan of the Closing Gender Gap Accelerator Initiative) | Not Available | New | Business and Professional Women Association | | | | | |
| | Supporting micro enterprises to turn into small enterprises and investing in small enterprises that have a chance to grow through investment funds | Self-financing | Continuous | Jordan Enterprise Development Corporation | 1,000 | 500 | 0 | 0 | 1500 |
| | Project of Empowerment of MENA Businesswomen to have access to business and | Donor | Continuous | the center for Arab women training and research | 15 | 0 | 0 | 0 | 15 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-------------|--|------------------------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | markets on an equal footing with men | | | | | | | | |
| | Women-owned Small and Medium Enterprises (SMEs) Platform in the Tourism Sector | Not Available | New | Ministry of Tourism and Antiquities Ministry of Digital Economy and Entrepreneurship Private Sector | | | | | |
| | Project of Increasing Poor Rural Household Income | General/Decentralized Budget | Continuous | Ministry of Agriculture | 150 | 150 | 150 | 150 | 600 |
| | Creating the Permanent Exhibition for Rural Products in Amman | UNDP | New | Ministry of Agriculture | 1000 | 1000 | 0 | 0 | 2000 |
| | Creating the Permanent Exhibition for Rural Products in Irbid | General Budget | New | Ministry of Agriculture, Greater Irbid Municipality | 500 | 500 | 0 | 0 | 1000 |
| | Soil-Free Agriculture Projects | Donor | Continuous | Ministry of Agriculture | 350 | 200 | 0 | 0 | 550 |
| | Supporting the establishment of women-owned electronic stores (Women's Empowerment Initiatives in the Economic Modernization Vision) | Not Available | New | Inter-Ministerial Committee for Women's Empowerment | | | | | |
| | E-Commerce Growth Project in Jordan initiated by Makane Platform (Informal Livelihoods | USAID | Continuous | Better Business Crown Foundation Ministry of Social Development Ministry of Culture | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--|---|----------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | Advancement Activity [Iqlaa]) | | | / Directorate of Cultural Promotion and Marketing | | | | | |
| | E-Commerce Growth Project through empowering 50 small business owners across the kingdom | Self-financing | Continuous | Better Business Micro fund for Women Safwa Islamic Bank Education for Employment- Jordan (EFE- Jordan) | | | | | |
| | Providing counseling and support services to female entrepreneurs and business owners, through the establishment of women empowerment units in the Chambers of Industry and Commerce, as well as in business associations | Not Available | Proposed | Jordanian National Commission for Women Ministry of Industry and Trade Chambers of Industry, Commerce and Business Associations | | | | | |
| Facilitating access to finance for women entrepreneurs | Developing a manual of funding services for female entrepreneurs and businesswomen and providing outreach services and introducing the requirements and obligations of access to funding | ILO (SIDA) | Proposed | Jordanian National Commission for Women Central Bank of Jordan Association of Banks in Jordan Micro fund for Women | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--|---|----------------|----------------|---|--|-------|-------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | | | | Women's Business Associations | | | | | |
| | Developing a policy paper entitled "Women Pilot Projects Access to Funding in Jordan" | Donor | Continuous | Jordan Forum For Business & Professional Women (JFBPW) Equity Coalition | | | | | |
| | Study on MSMEs Initiative | Donor | Continuous | economical and social council (ecosoc) | | | | | |
| | Work-from-Home Program (indirect funding) | Self-financing | Continuous | Development and Employment Fund | 0 | 2,112 | 2,328 | 0 | 4440 |
| | Pilot Project Finance Program | Donor | Continuous | Development and Employment Fund | 2618 | 1408 | 1746 | 0 | 5772 |
| | Rural Finance Program | Self-financing | Continuous | Agricultural Credit Institution | 3000 | 3000 | 3000 | 3000 | 12000 |
| | Program of Small Loans to Limit Poverty and Unemployment/Anti-Poverty Project Funding Loans | Self-financing | Continuous | Agricultural Credit Institution | 8000 | 8000 | 8000 | 8000 | 32000 |
| | Supporting Women's Empowerment Projects /Women's Project Funding Loans | Self-financing | Continuous | Agricultural Credit Institution | 8000 | 0 | 0 | 0 | 8000 |
| Capacity building and skills upgrading women owners of micro, small and medium (MSMEs) enterprises and | Supporting and developing Home Based Business | General Budget | Continuous | Jordan Enterprise Development Corporation | 100 | 100 | 100 | 0 | 300 |
| | Building the capacity of higher education institutions and universities | Not Available | New | Ministry of Higher Education and Scientific Research | 0 | 125 | 125 | 0 | 250 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|--|-------------------------------|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| members of cooperative societies to start and sustain their businesses. | regarding mechanisms that align education outcomes with the labor market demands, while taking the gender perspective into consideration | | | and Jordanian Higher Education Institutions | | | | | |
| | Project of Raising Professional Education Teachers' Efficiency for the Use and Training of Modern Appliances and Equipment | General Budget + Donor + Loan | Continuous | Ministry of Education | 26 | 26 | 20 | 0 | 72 |
| | Building the capacity of working female students through vocational programs that align with the labor market demands | Not Available | New | Ministry of Higher Education and Scientific Research and Jordanian Higher Education Institutions | 0 | 125 | 125 | 0 | 250 |
| | Promoting entrepreneurship concepts for female students in universities through business incubators | Not Available | New | Jordanian National Commission for Women Official Universities | | | | | |
| | Implementing women's financial awareness-raising and education programs | Self-financing | Continuous | Central Bank of Jordan | 0 | 2 | 2 | 2 | 6 |
| | Raising businesswomen insurance awareness of insurance products and insurance benefits | Self-financing | New | Central Bank of Jordan | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-------------|--|-----------------------------------|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | Supporting and enhancing the capacity of women's local community associations to contribute to social and economic development | Not Available | New | Jordan Forum For Business & Professional Women (JFBPW) | | | | | |
| | Enhancing the digital skills of female entrepreneurs | International Finance Corporation | New | Jordanian National Commission for Women | | | | | |

Political empowerment and participation in decision-making

Intervention 1.1.3: Increasing women's access to leadership positions in the public, private, community, security, military and political sectors without discrimination

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|---|----------------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Reviewing legislation and policies to contribute to increasing the representation of women and persons with disabilities in elected and appointed councils and government committees. (Action Plan for the outputs of the Royal Committee for the Modernization | Updating the list of legislative demands to include the amendment of relevant legislation to increase the representation of women (30%) and PWDs in elected and appointed councils and government commissions, as well as elected councils of different sectors | General Budget | Continuous | The Jordanian National Commission for Women (JNCW) | 0 | 0 | 0 | 0 | 0 |
| | Amending the system of financial contribution to supporting political parties to ensure that women have equitable access to all party resources, particularly the financial resources (The Action Plan for the | Funding not required | New | Ministry of Political and Parliamentary Affairs Independent Commission for Election | 0 | 0 | 0 | 0 | 0 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|---|----------------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| of the Political System), and expanding the use of affirmative actions for women in different sectors and companies. | Outputs of the Royal Committee to Modernize the Political System) | | | | | | | | |
| | Legal analysis and study to add gender quotas in firms' decision-making positions | ILO (SIDA) | Continuous | Jordanian Nation Committee for Pay Equity Ministry of Labour The Jordanian National Commission for Women (JNCW) ILO and WoBs | 35 | 0 | 0 | 0 | 35 |
| | Developing a proposal to amend government policies and instructions on the formation of committees to ensure women's engagement in decision making | Funding not required | New | Jordanian National Commission for Women National Team for Gender Mainstreaming | 0 | 0 | 0 | 0 | 0 |
| Capacity building of women's leadership skills to enhance their effective and impactful role in formal and informal institutions and private sector and to raise community awareness about the importance of active participation in public and political life. | "She Leads" project | Donor | Continuous | Jordan River Foundation | 52 | 0 | 0 | 0 | 52 |
| | Capacity building of female members of municipal and provincial councils to enhance their leadership and decision-making skills, as well as the identification of the local community needs | Not Available | New | Ministry of Local Administration (MoLA) | | 50 | | | 50 |
| | Program of Women's Political Empowerment to enhance their participation in the electoral and party process as candidates and voters/capacity and organization of community outreach campaigns | General Budget | Continuous | Jordanian National Commission for Women Ministry of Political and Parliamentary Affairs | 15 | 15 | 15 | 15 | 60 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-------------|--|----------------------|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | | | | Independent Electoral Commission | | | | | |
| | Raising awareness about increasing women's representation in government commissions that are in charge of the economic growth or employment for leadership, planning, and decision-making positions at the ministerial level (Closing Gender Gap Accelerator Initiative in Jordan) | Not Available | New | Business and Professional Women Association | | | | | |
| | Project of Increasing the number of Jordanian women on boards of listed companies with a focus on the banking sector | ILO (SIDA) | Continuous | Association of Women in Decision-Making Positions | 70 | 0 | 0 | 0 | 70 |
| | Supporting women leaders in local boards for an effective political participation | BMZ-GIZ | Continuous | Jordanian National Commission for Women National Forum for Women | 35 | 35 | 0 | 0 | 70 |
| | Program of Capacity Building for Female Members of the Parliament | Forum of Federations | New | Ministry of Political and Parliament Affairs | 25 | 25 | 25 | 25 | 100 |
| | Program of Women's Political Empowerment (raising awareness about the importance of parliamentary and municipal participation as candidates and elected members) | General Budget | Continuous | Ministry of Awqaf and Islamic Affairs | 150 | 150 | 150 | 150 | 600 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|---|----------------------------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | Program of Capacity Building for Female Members of Jordanian Political Parties | Forum of Federations | Finished | Ministry of Political and Parliament Affairs | | | | | |
| | Enhancing women's and youth's political and public participation and their role in Jordan's second centennial | Hanns Seidel and Konrad Adenauer | Finished | Ministry of Political and Parliament Affairs | | | | | |
| | Female Future Program | Donor | Continuous | Jordan Forum for Business & Professional Women Jordan Chamber of Industry Confederation of Norwegian Enterprise (NHO) | | | | | |
| | Monitoring cases of electoral violence against women | FES | Continuous | Karak Castle Center For Consultations & Training | | | | | |
| Preparing youth leaders to enhance their participation in public life | National Young Leaders' Empowerment Project (Nashami) Women Leaders' Empowerment in Ministries | General Budget | Continuous | Ministry of Youth | 140 | 143 | 140 | 0 | 423 |
| | Outreach programs on laws governing political actions oriented towards all groups of society | Self-financing | Continuous | Independent Commission for Election | | | | | |
| | Project of Introducing the Outputs of the Royal Committee to Modernize the Political System to Citizens, particularly youth and women | Donor | Continuous | Ministry of Political and Parliament Affairs | 0 | 0 | 0 | 0 | 0 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-------------|---|----------------|----------------|------------------------------------|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | Constructing and equipping Jerash Youth Center | General Budget | Continuous | Ministry of Youth | 0 | 50 | 150 | 150 | 350 |
| | Partnership for Youth | USAID | Continuous | Ministry of Youth | 373 | 0 | 0 | 0 | 373 |
| | Adaptable and Socially and Economically Enabled Youth | NOVO NORDISK | Continuous | Jordan River Foundation | 1,123 | 0 | 0 | 0 | 1123 |

Human Rights Pillar

Output 1.2: Increasing the number of women and girls with access to basic services and infrastructure appropriate to their specific needs, including humanitarian, recovery, and security services, and contributing to their achievement

A. Health Care and Education

Intervention 1.2.1: Providing physical and psychological health needs and better access to health and family planning services for women and girls, particularly those services relevant to sexual and reproductive health

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|--|----------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Review policies and legislation supporting reproductive and sexual health concepts for all groups and evaluate the impact of their implementation, including in crises and emergency situations (The Action Plan of the National Reproductive and Sexual Health Strategy) | Listing of policies and legislations required to serve the needs of reproductive and sexual health, particularly for those most vulnerable to abuse, such as the persons with disabilities | Not Available | New | The Higher Council for the Rights of Persons with Disabilities Ministry of Social Development Committee of experts from relevant institutions | | | | | |
| | Amendment of the midwifery profession & maternal and child care law, No. (7) of 1959 | Not Available | New | Jordanian Nursing Council | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|---|----------------|----------------|--|--|-------|-------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | Integrating reproductive and sexual health services into the emergency plan, in collaboration with the Jordanian Ministry of Health Crisis Management Unit | Not Available | New | Ministry of Health | | | | | |
| | Knowledge Platform for Research on Sexual and Reproductive Health and Rights (SRHR) in Jordan | Share-Net | Continuous | The Higher Population Council | 34 | 35 | 35 | 0 | 104 |
| | Monitoring the implementation of the Action Plan of the National Reproductive and Sexual Health Strategy | UNFPA | New | The Higher Population Council | 8 | 7 | 0 | 0 | 15 |
| Develop a unified and integrated reproductive and sexual health services package covering reproductive and sexual health and capacity building components (Action Plan of the National Reproductive and Sexual Health Strategy) | Providing comprehensive sexual and reproductive health services, preventing gender-based violence and responding to vulnerable groups and Syrian refugees in Jordan | UNFPA | Continuous | Ministry of Social Development Institute for Family Health / King Hussein Foundation | 1,200 | 1,200 | 1,200 | 1200 | 4800 |
| | Establishing specialized clinics for young people that provide reproductive and sexual health services | Donor | Continuous | Ministry of Health | | | | | |
| | Women's Physical and Mental Health Program | Self-financing | Continuous | Ministry of Awqaf and Islamic Affairs | 0 | 120 | 120 | 120 | 360 |
| | Training health staff on protocols for reproductive and sexual health services | Donor | Continuous | Ministry of Health National Training Team | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|--|--|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | Providing integrated and high-quality reproductive and sexual health information and services to young Jordanian women (aged 19-36) in all governorates of the Kingdom | Hivos | Continuous | Arab Network for Civic Education (ANHRE) | 0 | 208 | 208 | 0 | 416 |
| | Youth-friendly national standards for reproductive and sexual health services | UNFPA Institute for Family Health | Continuous | The Higher Population Council | 15 | 1 | 0 | 0 | 16 |
| Promoting the enrolment of persons with disabilities in school and university education | Developing a distance-education platform to promote the PWDs, particularly females, access to school and university education | National Information Technology Center | Continuous | Ministry of Social Development Higher Council for the Rights of Persons with Disabilities Arab Women's Legal Network | | | | | |

Intervention 1.2.2: Empowering women and girls to have access to sustainable opportunities and natural resources by providing infrastructure responsive to the needs of women and girls, including those with disabilities

B. Transportation

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|--|----------------|----------------|--------------------------------------|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Provide safe and responsive transportation means for women and girls, including those with disabilities and the elderly | Transportation Program | Self-financing | Continuous | Development and Employment Fund | 625 | 352 | 388 | 0 | 1365 |
| | E-Control Systems for Public Transport in Departure and Access Points (CCTV) Project | General Budget | Continuous | Land Transport Regulatory Commission | 100 | 100 | 100 | 50 | 350 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--------------------------------------|--|------------------------|----------------|--|--|--------|--------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| at the governorates and remote areas | Implementing intelligent transportation system to improve the quality of public transport services (Phase 1 Jerash and Official University Lines) | General Budget | New | Land Transport Regulatory Commission | 900 | 1,500 | 1,815 | 0 | 4215 |
| | Providing technical support to partners to enhance the PWD'S access to buildings, public spaces and use of transportation and technology | General Budget | Continuous | The Higher Council for the Rights of Persons with Disabilities Ministry of Social Development | 37 | 37 | 37 | 0 | 111 |
| | Amman-Zarqa Bus Rapid Transit Project (Note: Funded by a finance lease from the Social Security Investment Fund Gulf Grant (19 million)) | General Budget + Donor | Continuous | Ministry of Transport Greater Amman Municipality Road Transport Regulatory Authority | 28,600 | 21,000 | 21,575 | 0 | 71175 |
| | Developing an institutional transportation system for the staff of the public and private sectors by providing enterprise-owned buses to inter-staff areas and access and departure points | General Budget + Donor | New | Ministry of Transport | | | | | |
| | Mwaslti Application Project (implementing the code of conduct of public transportation users, employees, and operators for passengers) | World Bank | Continuous | Ministry of Transport Land Transport Regulatory Commission Jordanian National | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-------------|--|----------------|----------------|------------------------------------|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | | | | Commission for Women | | | | | |
| | Virtual Training Project (developing technical and remote training technology) | General Budget | Continuous | Vocational Training Corporation | 160 | 150 | 150 | 0 | 460 |

C. Infrastructure

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|--|----------------|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Providing family-friendly public services, spaces and buildings that meet the special needs of women and girls, specially those with disabilities and the elderly | Women-Friendly Centers Project | UNFPA | Continuous | National Woman's Health Care Center (NWHCC) and Health Care Accreditation Council (HCAC) | 20 | 20 | 0 | 0 | 40 |
| | Project of Disability-friendly Centers for Sexual and Reproductive health, Gender-Based Violence and Rehabilitation Services | General Budget | Continuous | Higher Council for the Rights of Persons with Disabilities Institute for Family Health, Ministry of Social Development | 300 | 300 | 300 | 0 | 900 |
| Updating building standards and codes for facilities to take into account the needs of women and girls, including people with disabilities and the elderly | Monitoring the implementation of the National Plan for Rectifying Existing Buildings and Public Facilities | General Budget | Continuous | The Higher Council for the Rights of Persons with Disabilities | 36 | 36 | 36 | 0 | 108 |
| | Developing a proposal for the standards to rehabilitate the buildings of institutions, firms, and public spaces to be responsive to the needs of | Self-financing | Proposed | Jordanian National Commission for Women Amman Municipality Ministry of Social Development Ministry of Local | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|--|-------------------------|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | women and girls, including those with disabilities | | | Administration Higher Council for the Rights of Persons with Disabilities | | | | | |
| | Assessing the main buildings of water sector institutions to enhance their accessibility to staff and employees with disabilities or recipients of service | General Budget USAID | New | Ministry of Water and Irrigation | | | | | |
| Facilitating women and girls' access to water, sanitation, electricity, and information technology services | A study to provide a support package for female-headed households in order to deliver water, sanitation, and electricity services to their homes | Not Available | Proposed | Jordanian National Commission for Women National Aid Fund Ministry of Energy and Mineral Resources Ministry of Water and Irrigation | | | | | |
| | Enhancing women's participation in all training programs and special outreach workshops in water resource management and climate change and its impact | Donor | Continuous | Ministry of Water and Irrigation | | | | | |
| | Implementing awareness-raising programs for women and girls in order to access E-services, including E-wallets | Not Available | Proposed | Jordanian National Commission for Women Ministry of Digital Economy and Entrepreneurship Civil Society Organizations | | | | | |

| D. Safe Communities | | | | | | | | | |
|--|---|---------------------------|----------------|---|--|------|------|------|-------|
| 1.2.3 Empowering women to actively participate in safe societies and in preventing and reducing violent extremism and improving women's service in crises and disasters, whether by prevention, protection, recovery or humanitarian response | | | | | | | | | |
| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Activating the role of women in achieving safe societies | Adopting and implementing the Jordanian National Action Plan for the Implementation of UN Security Council resolution 1325 on Women, Peace and Security (2023-2025) | General Budget and Donors | Continuous | Jordanian National Commission for Women Ministry of Social Development Inter-Ministerial Committee for Women's Empowerment Higher Steering Committee National Coalition for the Jordanian National Action Plan for the Implementation of UN Security Council resolution 1325 on Women, Peace and Security | | | | | |

| E. Equal citizenship and access to justice | | | | | | | | | |
|---|--|----------------|----------------|--|--|------|------|------|-------|
| Output 1.3 Increasing women and girls' access to justice to ensure equality and equity between members of society and within the family and empowering the most vulnerable female individuals to access basic social needs | | | | | | | | | |
| 1.3.1 Enabling all women and girls to have access to justice and exercise their human and constitutional rights without discrimination to promote equal citizenship in rights and duties | | | | | | | | | |
| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Review legislation to ensure equal citizenship and non-discrimination | Updating the list of legislative demands | General Budget | Continuous | Jordanian National Commission for Women Minister of State for Legal Affairs and legislations and Opinion Bureau | 1 | 3 | 3 | 3 | 10 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--|---|----------------|----------------|--|--|-------|-------|-------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | | | | Civil Society Organizations | | | | | |
| Developing legal aid services for women and girls to take into account their needs and expanding the base of beneficiaries | Automating legal aid actions | Spanish Grant | Continuous | Ministry of Justice | 130 | 0 | 0 | 0 | 130 |
| | Expanding the beneficiary base of legal aid services | General Budget | Continuous | Ministry of Justice | 450 | 450 | 450 | 0 | 1350 |
| | Applying remote trials to juvenile courts and development rehabilitation centers/Applying remote trials and hear witnesses to right claim cases | General Budget | Continuous | Ministry of Justice | 0 | 200 | 200 | 0 | 400 |
| | Human Anti-trafficking Project | Not Available | Continuous | Ministry of Social Development and Human Trafficking Unit of the Public Security Directorate Ministry of Justice Ministry of Labor | 2,223 | 2,500 | 2,500 | 2,500 | 9723 |
| | CCTV Technology for witnesses | UNHCR | Continuous | National Council for Family Affairs | 36 | 0 | 0 | 0 | 36 |
| Raising community awareness of the rule of law and legal aid services | Implementing an outreach program about the rule of law the for Ministry of Justice and court staff | Donor | Continuous | Ministry of Justice | 10 | 10 | 10 | 10 | 40 |
| | Implementing an outreach program about community sanctions and legal aid | Spanish Grant | Continuous | Ministry of Justice Ministry of Social Development | 8 | 8 | 8 | 8 | 32 |
| | Implementing awareness-raising programs about legal aid services | Not Available | Proposed | Jordanian National Commission for Women | 0 | 5 | 5 | 5 | 15 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|--|----------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | | | | Civil Society Organizations | | | | | |
| | Developing guidelines to court proceedings and litigation, and the exercise of women's constitutional and human rights | Not Available | Proposed | Jordanian National Commission for Women Civil Society Organizations | 0 | 10 | 5 | 0 | 15 |
| Developing gender-responsive social protection policies that include women and girls from the most vulnerable groups (Action Plan for the Outputs of the Royal Committee to Modernize the Political System) | Developing gender-responsive social protection policies | Not Available | New | Ministry of Social Development | | | | | |
| | Facilitating PWDs' access to justice by introducing amendments to 5 courts of the Ministry of Justice to be disability friendly | General Budget | Continuous | Ministry of Justice Higher Council for the Rights of Persons with Disabilities Ministry of public Works and housing | 10 | 10 | 10 | 10 | 40 |
| Preparing studies and research on the status of women and girls from the most vulnerable and proposing solutions and recommendations | Gender-responsive study of the reality of Persons with Disabilities in the labor market (Public and Private Sectors) | Not Available | Proposed | The Higher Council for the Rights of Persons with Disabilities | 0 | 100 | 0 | 0 | 100 |
| | Social protection program for the management and implementation of social protection programs for women and relevant issues in education, health, women with disabilities, elderly women, women and poverty, women with basic needs and special challenges, and children | General Budget | Continuous | Jordanian National Commission for Women Ministry of Social Development | 17 | 17 | 17 | 17 | 68 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-------------|--|----------------|----------------|---------------------------------------|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | Rehabilitation and productivity projects (securing income for poor households enables them to live with dignity sparing them to ask for help, reduces the unemployment rate, and promotes economic development in society) | Self-financing | Continuous | Ministry of Awqaf and Islamic Affairs | 0 | 300 | 300 | 300 | 900 |

| Strategic Goal 2: Women and girls enjoy a life free of all forms of violence. | | | | | | | | | |
|---|---|----------------|----------------|--|--|------|------|----------------|---------------|
| Indicators | | | | | | | | Baseline Value | Baseline Year |
| Percentage of women and girls aged 15 and above who have experienced physical, sexual, or psychological violence from a current or former spouse during the preceding 12 months, broken down by the form of violence and age (Indicator 5.2.1 of the Agenda of Sustainable Development Goals) | | | | | | | | 16.10% | 2019 |
| Percentage of women and girls aged 15 and above who have experienced GBV from persons other than the spouse during the previous 12 months, broken down by age and location of violence (Indicator 5.2.2 of the Agenda of Sustainable Development Goals) | | | | | | | | 12.70% | 2019 |
| Combating Violence against Women and Girls Pillar | | | | | | | | | |
| Output 2.1: Effective prevention, protection, and response mechanisms for GBV in the private, public, and digital space | | | | | | | | | |
| Intervention 2.1.1: Ensuring the availability of accessible and high-quality policies and services to respond to and prevent GBV | | | | | | | | | |
| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Develop and implement effective policies and mechanisms to confront violence against women and | Updating and executing the National Matrix of Priorities Action Plan to enhance the Protection System against Gender-based Violence, Family Violence, and achieving Child welfare (2021-2023), in | Not Available | New | National Council for Family Affairs The National Team for Family Protection | 0 | 300 | 300 | 300 | 900 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-----------------------------|---|--|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| review relevant legislation | addition to preparing periodic reports | | | | | | | | |
| | Project of Girls' After-Care Program (Note: Funded by the Purchasing Association Services indicator in collaboration with Princess Taghreed Institute to oversee the after-care services for the social welfare home and the home for adolescent girls graduates) | General Budget | Continuous | Ministry of Social Development | 120 | 150 | 150 | 150 | 570 |
| | Family Violence Services Package Development Plan | UNFPA | Continuous | National Council for Family Affairs | 13 | 0 | 0 | 0 | 13 |
| | Monitoring the implementation of the National Plan to Limit Child Marriage | UNFPA | Continuous | National Council for Family Affairs | 29 | 0 | 0 | 0 | 29 |
| | Intending-to-Marry Shelter Beneficiaries Project Social Welfare Home Graduates | General Budget | Continuous | Ministry of Social Development | 20 | 20 | 20 | 20 | 80 |
| | Automating action for dealing with cases of domestic violence | UNICEF | Continuous | National Council for Family Affairs | 78 | 0 | 0 | 0 | 78 |
| | Developing the Policies and Procedures Manual for the workers at "Dar Amneh" (first shelter for women who are under threat of death from their own families for help and support). | National Information Technology Center | Continuous | Arab Women's Legal Network Ministry of Social Development | | | | | |
| | Manual of Domestic Violence Investigation and Prosecution Procedures, Procedural Guide for the Application of Dispute | National Information Technology Center | Continuous | Legal Network for Arab Women Ministry of Social Development | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-------------|--|----------------|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | Resolution in Domestic Violence Cases, and Measures Annexed to the Ratification of Resolution | | | Family Protection Department | | | | | |
| | A Manual for Employers to Provide Protection Against Violence and Harassment by the National Team for Protection Against Violence and Harassment | ILO (SIDA) | New | Ministry of Labor Jordanian National Commission for Women ILO | | | | | |
| | National Comprehensive Report to estimate the economic cost of GBV at the survivor and service provider level | UNFPA | Continuous | Jordanian National Commission for Women General Statistics Department (GBD), ESCWA, Ministry of Social Development Inter-Ministerial Committee for Women's Empowerment | 200 | 10 | 0 | 0 | 210 |
| | Creating an early-detection system for Gender-based Violence, Family Violence and Child Protection cases | Not Available | New | Ministry of Social Development Family and Juvenile Protection Department | | | | | |
| | activating the necessary regulations, precautionary measures, and alternate sanctions in Court judgments (National Matrix of Priorities Action Plan to enhance the | Not Available | New | Ministry of Justice Judicial Council | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-------------|---|---|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | protection system against Gender-based Violence and Family Violence, as well as achieving Child welfare (2021-2023) | | | | | | | | |
| | Expanding response to Gender-based Family Violence | Not Available | New | Public Security Directorate/ Family and Juvenile Protection Department Ministry of Social Development | | | | | |
| | Developing a case management methodology in community centers/child protection services for the most vulnerable groups of the population in Jordan | United Nations Children's Fund (UNICEF) | Finished | Jordan River Foundation and Ministry of Social Development | 749 | 0 | 0 | 0 | 749 |
| | Enhancing prevention and response services for at-risk children and GBV survivors | Donor | Finished | Jordan River Foundation - Ministry of Social Development | 737 | 0 | 0 | 0 | 737 |
| | Supporting prevention and protection against gender violence systems | European Union | Continuous | Family and Juvenile Protection Department | | | | | |
| | Examining the legislative framework on violence within the family and providing appropriate protection to survivors of domestic violence and supporting systems, to prevent any form of maiming or abuse of women within the family | Not Available | New | Ministry of Social Development The Jordanian National Commission for Women (JNCW) National Council for Family Affairs | 0 | 150 | 0 | 0 | 0 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|--|---------------------------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | Legislative Framework Modernization Project related to violence within the family, by means of panel discussions and focus group meeting with relevant entities | Not Available | New | Jordanian National Commission for Women National Council for Family Affairs Ministry of Social Development Family and Juvenile Protection Department | 0 | 100 | 150 | 0 | 0 |
| Strengthen protection and aftercare services, including the existence of a sufficient number of shelters for survivors of gender-based violence, to ensure the privacy of dealing with survivors. | Enhancing prevention and response services for at-risk children and GBV survivors | General Budget | Continuous | Public Security Directorate/ Family and Juvenile Protection Department / Ministry of Social Development | 0 | 0 | 0 | 0 | 0 |
| | Reducing the risk of sexual and gender-based violence and improving the quality of response | General Budget | Continuous | Public Security Directorate/ Family and Juvenile Protection Department | 0 | 0 | 0 | 0 | 0 |
| | Improving the comprehensive protection system for Syrian and Jordanian women refugees that survived GBV and were affected by the Syrian humanitarian crisis and Covid-19 pandemic in Irbid Governorate | Municipality of Cantabria/Spain | Continuous | Ministry of Social Development/ Counter Trafficking Unit, Arab Women's Organization (AWO) | 59 | 0 | 0 | 0 | 59 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--|---|---|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | Response to Gender-based Domestic Violence | UNFPA | Continuous | Ministry of Health Ministry of Social Development | 67 | 0 | 0 | 0 | 67 |
| | "Izdihar" project for the rehabilitation of women and girls survivors of economic, social, and health violence, particularly those in poor and marginalized communities | General Union of Voluntary Societies care International | Continuous | Families Development Association | 0 | 0 | 0 | 0 | 0 |
| | Project of Protection and Development of Syrian Refugees and Jordanian Women | La Alianza Hispana | Continuous | Family Welfare Charitable Society | 3 | 0 | 0 | 0 | 3 |
| | Engaging women in providing services to battered women and mainstreaming gender in all programs responsive to the needs of the less privileged persons | Trust Fund to End Violence against Women UNTF | Continuous | Arab Women's Organization (AWO) Ministry of Social Development | 250 | 250 | 200 | 0 | 700 |
| | Providing innovative national response to promote and diversify helpline and remote case management services/Providing response to child protection needs; Child Labour and Child marriage, through comprehensive prevention and intervention services for refugees and host communities in the vulnerable governorates of Jordan | UNOCHA | Finished | Jordan River Foundation Ministry of Social Development | 106 | 0 | 0 | 0 | 106 |
| Raising the capacity of service providers to ensure a timely and | Developing and building the capacity of male and female workers handling violence cases in the social sector | Not Available | New | National Team for Family Protection | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--|---|--|----------------|---|--|-------|-------|-------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| effective response to cases of gender-based violence | Implementing a specialized/comprehensive training program in accordance with the Justice Sector Violence Response Training Needs Survey | Not Available | New | Judicial Council Ministry of Justice | | | | | |
| | Implementing a specialized/comprehensive training program in accordance with the Social Services Sector Violence Response Training Needs Survey | Not Available | New | Judicial Council Ministry of Justice Ministry of Social Development | | | | | |
| | Staffing family protection social service offices with social workers and psychologists (Agreement with the Royal Medical Services on satisfying offices with 18 psychologists) | General Budget | New | Ministry of Social Development | 0 | 22 | 22 | 22 | 66 |
| | Reducing the risk of sexual and gender-based violence and improving the quality of response | UNHCR | Continuous | Institute for Family Health / King Hussein Foundation Ministry of Social Development | 1,560 | 1,560 | 1,560 | 1,560 | 6240 |
| | Providing training for judges, staff of Family Protection Department, and those involved in investigative and prosecution procedures relevant to domestic violence cases | National Information Technology Center | Continuous | Arab Women's Legal Network Family and Juvenile Protection Department Ministry of Social Development | | | | | |
| Conduct awareness programs, and | You have the right to choose - Assert your right (on the conditions | Netherlands Embassy | Continuous | Institute for Family Health / | 100 | 0 | 0 | 0 | 100 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--|---|----------------|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| provide financial, legal, health, and psychological aid that meet the survivors' needs to confront and overcome the negative effect of violence. | of marriage contracts for men and women) | | | King Hussein Foundation | | | | | |
| | Providing community education and outreach programs through community centers and implementing the annual Goodwill Campaign | Donor | Continuous | The Jordanian Hashemite Fund for Human (JOHUD) | | | | | |

2.1.2 Resilience and prevention of gender-based violence within the family while addressing negative power relations in the family leading to it

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--|---|--------------------|----------------|---|--|-------|-------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Strengthening mechanisms to prevent violence within the family | Caring for and protecting the rights families, children, and the elderly | General Budget | Continuous | Ministry of Social Development | 764 | 1,120 | 1,120 | 1120 | 4,124 |
| | Caring for and Protecting Juveniles and Community Security Project. | General Budget | Continuous | Ministry of Social Development | 530 | 560 | 600 | 600 | 2,290 |
| | Adopting a social inclusion approach by "engaging men and boys" and "champions of change" in providing integrated quality information and services relevant to sexual and reproductive health and gender-based violence | Save The Children | New | Institute for Family Health / King Hussein Foundation Ministry of Health | 220 | 0 | 0 | 0 | 220 |
| | Engaging men in preventing violence against women | La Alianza Hispana | Continuous | Qudrat Association for Community | 10 | 0 | 0 | 0 | 10 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--|--|-------------------------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | | | | Development, Al-Mafraq | | | | | |
| | Gender equality (qualifying a group of girls, women, and men through workshops and courses on social media skills) | European Union /Women's Union | Continuous | Qudrat Association for Community Development, Al-Mafraq | 20 | 0 | 0 | 0 | 20 |
| | Towards a Safe Family Initiative (developing a training manual on the protection of women and children) | Self-finance | Continuous | Ministry of Awqaf and Islamic Affairs | 0 | 100 | 100 | 100 | 300 |
| | Intending-to-Marry Programs (qualifying the intending-to-marry persons to have stable families) | Self-finance | Continuous | Ministry of Awqaf and Islamic Affairs | 0 | 100 | 100 | 100 | 300 |
| | Parenting Program (to enable parents and caregivers to create a supportive, stimulating, and safe environment for their children at home) | Self-finance | Continuous | Ministry of Awqaf and Islamic Affairs | 0 | 150 | 150 | 150 | 450 |
| Raising community awareness about GBV in its various forms | Creating and implementing a multi-sectoral national awareness (awareness-raising, cultural, civil) campaign about prevention and response to violence (National Matrix of Priorities Action Plan to enhance the protection system against Gender-based Violence and Family Violence, as well as achieving Child welfare 2021-2023) | Not Available | New | National Family Protection Group Ministry of Culture Ministry of Youth Ministry of Labour Ministry of Social Development Family and Juvenile Protection Department Official Media | | | | | |
| | Institutionalizing and implementing The Better Parenting Program in Jordan | Not Available | New | Ministry of Education Ministry of Social Development | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-------------|--|----------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | (National Matrix of Priorities Action Plan to enhance the protection system against Gender-based Violence and Family Violence, as well as achieving Child welfare 2021-2023) | | | Family and Juvenile Protection Department Ministry of Health Ministry of Awqaf and Islamic Affairs Civil Society Organizations | | | | | |

2.1.3 Strengthening the concept of respectful relationships that reject GBV within societies and addressing its different dimensions in public and digital spaces

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--|--|----------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2022 | 2023 | |
| Review legislation to enhance the response to violence in public and digital spheres | Study on the legislative framework regarding Gender-based Violence in public places, including workplace and cyberspace | Not Available | New | Jordanian National Commission for Women National Council for Family Affairs Cybercrime Unit | 0 | 150 | 0 | 0 | 150 |
| | Develop the legislative framework on Gender-based Violence in public spaces, including workplaces and through cyberspace | Not Available | New | Jordanian National Commission for Women National Council for Family Affairs Cybercrime Unit | 0 | 100 | 150 | 50 | 300 |
| Organizing community awareness campaigns and outreach programs at the national and local levels, and through | Conducting outreach lectures on domestic and gender-based violence | Self-financing | Continuous | Family and Juvenile Protection Department Ministry of Social Development | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--------------------------------------|---|--|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2022 | 2023 | |
| traditional and social media outlets | Women and Children Protection Against Violence Program, 16 Days of Activism Against Gender-Based Violence (creating an appropriate family environment to protect women and children against violence) | Self-financing | Continuous | Family and Juvenile Protection Department Ministry of Social Development | | | | | |
| | Developing and disseminating outreach materials on confronting GBV using social media | National Information Technology Center | Continuous | Arab Women's Legal Network Cybercrime Unit | 0 | 0 | 0 | 0 | 0 |
| | Strengthening women's capacity for advocacy and coordination to prevent GBV in the MENA region | SDC/CAFI Swiss Government | Continuous | Arab Women's Association (AWO) | 155 | 0 | 0 | 0 | 155 |
| | Conducting women and outreach sessions (gender-awareness raising on violence and safe referral) | International Rescue Committee | Continuous | Qudrat Association for Community Development | 0 | 0 | 0 | 0 | 0 |
| | Implementing the 16 Days of Activism Against Gender-Based Violence | General Budget Donor | Continuous | Jordanian National Commission for Women National Team for Family Protection Against Violence Network for Combating Violence against Women (SHAMAA) | 5 | 5 | 5 | 5 | 20 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-------------|--|------------------------|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2022 | 2023 | |
| | Social Empowerment Lobbying Plan | General Budget | Continuous | The Jordanian National Commission for Women (JNCW) | 5 | 5 | 5 | 5 | 20 |
| | Women and Children Protection Against Violence Program (16 Days of Activism Against Gender-Based Violence) (creating a favorable environment at home to protect women and children against violence) | General Budget | Continuous | Ministry of Awqaf and Islamic Affairs | 0 | 100 | 100 | 100 | 300 |
| | Conducting awareness-raising sessions for university students and training trainers on the legal framework for protection against domestic violence | US Department of State | Continuous | Arab Women's Legal Network | 0 | 0 | 0 | 0 | 0 |
| | Conducting awareness-raising sessions for school students about domestic violence, its forms, and methods of reporting it | US Department of State | Continuous | Ministry of Education Arab Women's Legal Network | 0 | 0 | 0 | 0 | 0 |

| Strategic Goal 3: Norms, attitudes and positive social roles support gender equality and women's empowerment | |
|---|-----------------------|
| Indicators | Baseline Value |
| Percentage of women, girls, men, and boys who assert possessing knowledge, behaviors, and positive attitudes towards gender equality and women's empowerment (through a survey) | Not Available |
| Community Culture pillar | |
| Output 3.1: Norms and positive social norms and roles included in formal education, informal sources of learning, media, religious discourse, and micro-societies | |

A. Education

Intervention 3.1.1: Ensuring that the content of school curricula and informal sources of learning are sensitive to different gender needs, promoting concepts of equity, gender equality and women's empowerment, and ensuring quality and access to education sources

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--|---|----------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Review school curricula to be more gender sensitive | Reviewing curricula and training content to introduce gender awareness, and to train the teachers' cadre | Not Available | Continuous | Ministry of Education | | | | | |
| | "Protect ED" is a school curriculum for safety, health, balanced life and social learning, and human rights principles | self finance | Continuous | Jordan's Intelligence | | | | | |
| | Study and summarization of procedures related to the integration of sexual and reproductive health concepts into the Ministry of Education policies | Not Available | New | The Higher Population Council | 0 | 0 | 25 | 0 | 25 |
| Institutional capacity building in educational sector towards integrating gender concepts in programs and courses. | Male and female teacher training project on gender integration in education and the school environment | Not Available | New | Ministry of Education | 25 | 25 | 25 | 25 | 100 |
| | Introducing a university course about the principles of human rights, equality, justice and non-violence | Not Available | New | Ministry of Higher Education and Scientific Research Accreditation Commission for Higher Education Higher Education Institutions Higher Education Institutions | 0 | 50 | 0 | 0 | 50 |

| | | | | | | | | | |
|---|--|----------------|-----|---|-----|-----|-----|----|-----|
| | Building the capacity of higher education institutions and universities on gender mainstreaming in educational programs, courses and curricula | Not Available | New | Ministry of Higher Education and Scientific Research Higher Education Institutions | 0 | 125 | 125 | 0 | 250 |
| Develop training manuals that help workers in education sector to promote positive image of men and women roles | Training program to build the capacity of kindergarten female teachers on integrating gender concepts into teaching methods | Not Available | New | Ministry of Education | 50 | 50 | 50 | 50 | 200 |
| | Developing a distance-education platform to promote the PWDs, particularly females, access to school and university education | General Budget | New | The Higher Council for the Rights of Persons with Disabilities | 0 | 50 | 50 | 0 | 100 |
| | “Act With Her” giving adolescent girls and boys the necessary knowledge and life skills | Pathfinder | New | Institute for Family Health / King Hussein Foundation | 110 | 100 | 0 | 0 | 210 |

B. Media

Intervention 3.1.2: Countering stereotypes of women's and men's roles and negative social norms prevailing in traditional and community mainstream media discourse

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--|--|--|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Developing media policies and strategies on women's issues | Developing a national media strategy for women and their issues | Not Available | Proposed | Media Planning Unit/Prime Ministry Inter-Ministerial Committee for Women's Empowerment | 0 | 100 | 0 | 0 | 100 |
| Capacity building of media professionals on gender | Training media personnel to cover domestic violence issues in a professional and useful manner for victims | National Information Technology Center | Continuous | Arab Women's Legal Network Ministry of Communication | | | | | |

| | | | | | | | | | |
|--|---|--|------------|---|--|--|--|--|--|
| mainstreaming in media coverage | Conducting media decision-makers' advocacy session on the importance of covering domestic violence issues in the media | National Information Technology Center | Continuous | Arab Women's Legal Network Ministry of Communication | | | | | |
| Organizing media campaigns at the national and local levels and through the use of social media, visual, audio, and written media on the importance of confronting gender-based discrimination | Organizing the 16 Days of Activism Against Gender-Based Violence advocacy campaign through Network for Combating Violence against Women (SHAMAA) and Youth Network (Al-nuwat al-shababiya) at the local level | General Budget Donor | Continuous | The Jordanian National Commission for Women (JNCW) Ministry of Communication | | | | | |

c. Religious Discourse

Intervention 3.1.3: Promoting positive attitudes and behaviors through community leaders, religious leaders, religious discourse, and campaigns in support of justice, gender equality, and women's empowerment

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--|--|----------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Developing and implementing awareness programs on positive trends and behaviors at the governorate level through religious discourse | Women's Cultural and Media Empowerment Program | Self-finance | Continuous | Ministry of Awqaf and Islamic Affairs | 150 | 150 | 150 | 150 | 600 |
| | Countering Radicalization and Intellectual Extremism Against Women Program | General Budget | Continuous | Ministry of Awqaf and Islamic Affairs | 200 | 200 | 200 | 200 | 800 |
| | National Program for Community Culture Development | General Budget | Continuous | Ministry of Culture | 15 | 20 | 20 | 0 | 55 |
| | Women's Physical and Mental Health Programs | Self-finance | Continuous | Ministry of Awqaf and Islamic Affairs Ministry of Health | 0 | 120 | 120 | 120 | 360 |

| | | | | | | | | | |
|--|--|--------|------------|------|-----|---|---|---|-----|
| | Limiting Marriage of Under-18 and Promoting Positive Masculinity Project | (RDPP) | Continuous | JNCW | 180 | 0 | 0 | 0 | 180 |
|--|--|--------|------------|------|-----|---|---|---|-----|

D. Networking and Coalitions

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--|--|--|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Forming alliances and networks to raise awareness about the positive impact of gender equality and the importance of women's active role to build affluent and prosperous societies. | National Youth Leadership Forums | General Budget | Continuous | Ministry of Youth | 40 | 40 | 40 | 0 | 120 |
| | Youth Initiatives | General Budget | Continuous | Ministry of Youth | 100 | 100 | 100 | 0 | 300 |
| | Skills building and Civic Engagement | General Budget | Continuous | Ministry of Youth | 1,400 | 0 | 0 | 0 | 1400 |
| | Arab Capitals' Youth Meeting | League of Arab States' Grant | Continuous | Ministry of Youth | 21 | 21 | 21 | 21 | 84 |
| | Strengthening partnership with community institutions and international organizations interested in women's issues | self finance | New | Estarta The Private Sector | 5 | 5 | 5 | 5 | 20 |
| | Youth 4 Equality - in East Amman, Zarqa, Ajloun, Jerash, Tafieleh, Mafrag | Spanish Agency for International Development Cooperation (AECID) | Continuous | JNCW Arab Foundation for Sustainable Development "Ruwwad" | 46 | 45 | 0 | 0 | 91 |

Strategic Goal 4 Institutions are executing and sustaining, policies, structures and services that support GEWE in alignment with Jordan's national and international commitments.

| Indicators | Baseline Value | Baseline Year |
|---|----------------|---------------|
| A comprehensive statistical system with sex-disaggregated information, statistics and data (Indicator 2.1.1 of the Arab Women's Agenda and part of SDG Indicator 17.18.1) | None | 2021 |

| Mechanisms adopted by government institutions (both vertically and horizontally) that ensure the development and implementation of gender-responsive policies, legislation, services, plans, and programs (Indicator 2.3.1 of the Arab Women's Agenda) | None | 2021 | | | | | | | |
|--|--|--|----------------|---|--|------|------|------|-------|
| A system to earmark and track public allocations for gender equality and women's empowerment (SDG Indicator 5.C.1) | None | 2021 | | | | | | | |
| Mechanisms to monitor and evaluate Jordan's commitment to implementing its national and international commitments for women (part of SDG Indicator 17.16.1) | None | 2021 | | | | | | | |
| Number of implemented recommendations of the Committee on the Elimination of All Forms of Discrimination against Women (CEDAW) and recommendations of the universal periodic review on the human rights of women (out of 149 recommendations) | 3items | 2020 | | | | | | | |
| Gender Mainstreaming at the Institutional Level in Public and Private Sectors | | | | | | | | | |
| Output 4.1: Formal institutions have effective accountability frameworks and the capacity to develop and implement policies, legislation, services, and earmark resources to support the achievement of justice, gender equality, and women's empowerment | | | | | | | | | |
| 4.1.1 Developing, facilitating, and ensuring access to disaggregated and gender-sensitive data to support evidence-based decision-making, advocacy, and accountability on gender equality and women's empowerment | | | | | | | | | |
| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Institutionalize the process of monitoring and analyzing gender – sensitive disaggregated, data horizontally, vertically and in a participatory manner with relevant institutions and sectors. | Developing Labour Market Data System | Donor | New | Ministry of Labor | 500 | 750 | 750 | 0 | 2000 |
| | Family Expenditure and Income Survey | General Budget | Continuous | Department of Statistics | 900 | 850 | 825 | 0 | 2575 |
| | Employment and Unemployment | General Budget | Continuous | Department of Statistics | 135 | 135 | 135 | 0 | 405 |
| | New Job Opportunities | General Budget | Continuous | Department of Statistics | 180 | 180 | 180 | 0 | 540 |
| | Developing mechanisms to link gender data produced by the private sector with the Department of Statistics | self finance | Proposed | Department of Statistics The Private Sector | | | | | |
| | Monitoring and evaluating the national list of SDG gender indicators | National Information Technology Center | New | Jordanian National Commission for Women Department of Statistics | 0 | 10 | 10 | 10 | 30 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-------------|---|---|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | A market study to measure the level of financial culture in the Kingdom periodically (every 5 years) | Self-finance/ Central Bank of Jordan | New | Central Bank of Jordan | 0 | 20 | 0 | 0 | 20 |
| | Establishing a monitoring observatory for femicide cases | Not Available | New | Inter-Ministerial Committee for Women's Empowerment | | | | | |
| | Establishing a monitoring observatory for violence against women and girls | Not Available | New | Inter-Ministerial Committee for Women's Empowerment National Team for Family Protection Ministry of social development | | | | | |
| | Financial Inclusion Survey 2022 | World Bank | Continuous | Central Bank of Jordan | 270 | 0 | 0 | 0 | 270 |
| | Developing and implementing an action plan to improve Jordan's rank in the Global Gender Gap Index (Women's Strategy for the Economic Modernization Vision) | Not Available | New | Inter-Ministerial Committee for Women's Empowerment | | | | | |
| | Monitoring cases of violence and harassment at work | ILO | New | Jordanian National Commission for Women Department of Statistics International Labor Organization | 0 | 100 | 0 | 0 | 100 |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|--|----------------|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | Creating employment database and linking graduates to employers | General Budget | Continuous | Vocational Training Corporation | 0 | 20 | 0 | 0 | 20 |
| | Building a gender database for the water sector and its services | USAID | New | Ministry of Water and Irrigation | | | | | |
| Development of the National Index of Women's Economic Participation (Women's Empowerment Initiatives in Economic Modernization) | Developing a national indicator to monitor women's economic participation, especially in emerging sectors | Not Available | New | Inter-Ministerial Committee for Women's Empowerment | | | | | |
| Establishment of the Women's Observatory in Jordan | Developing the design, components, and construction and operational requirements of the Observatory, including data and information collection mechanisms and partnership with relevant agencies | USAID/MAKANATI | New | Inter-Ministerial Committee for Women's Empowerment National Team for Family Protection Ministry of social development | | | | | |
| | Preparing and publishing periodic reports on women's reality and relevant indicators and developing an e-system | USAID/MAKANATI | New | Inter-Ministerial Committee for Women's Empowerment National Team for Family Protection Ministry of social development | | | | | |

| Initiatives | Projects | Funding Source | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--|---|----------------------|----------------|--|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Capacity building of staff in national and official institutions to analyze data and statistics scientifically (from the initiatives of the Roadmap for Public Sector Modernization) | Ministry Support Project to implement the gender mainstreaming policy (in partnership with the Ministry of Industry, Trade and Supply, Ministry of Digital Economy and Entrepreneurship, Jordan's Central Bank, Jordan Chamber of Industry, General Union For Workers In Food Industries Jordan, Intaj Association) | GIZ | Continuous | The Jordanian National Commission for Women (JNCW) | 140 | 0 | 0 | 0 | 140 |
| | Raising awareness workshops on women empowerment in the tourism sector for the Ministry of Tourism and Antiquities staff, and develop their capacity on data analysis | Not Available | New | Ministry of Tourism and Antiquities Jordanian National Commission for Women | | | | | |
| | Strengthening the capacity of reporting agencies to assess Jordan's implementation of its national and international commitments | Funding not required | Continuous | The Jordanian National Commission for Women (JNCW) | | | | | |
| | Building the capacity of provincial and municipal councilors regarding the population and gender dimension | Not Available | New | The Higher Population Council Ministry of Local Administration (MoLA) | 0 | 80 | 20 | 0 | 100 |

4.1.2 Implementing sensitive and gender-responsive government and national policies and budgets, including accountability frameworks and mechanisms, at the vertical and horizontal levels

| Initiatives | Projects | Funding Resource | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|---|------------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Integrate the National Strategy for Women (2020-2025) into national policies, strategies and plans (Action Plan for the Outputs of the Royal Committee to Modernize the Political System) | Revising national policies, strategies and plans of government institutions and ministries, and making amendments in accordance with the National Women's Strategy 2020-2025 (The Action Plan for the outputs of the Royal Committee to Modernize the Political System) | Not Available | New | Jordanian National Commission for Women | | | | | |
| | Developing the M&E system for the National Strategy for Women in Jordan (2020-2025) and publishing periodic reports | Donor | New | Jordanian National Commission for Women | | | | | |
| | Ensuring that municipal plans respond to population and gender dimensions | UNFPA | Finished | The Higher Population Council Ministry of Local Administration (MoLA) | 6 | 0 | 0 | 0 | 6 |
| | Implementing the Integrity and Anti-Corruption Commission Plan For Women's Empowerment, as aligned with Jordan's National Strategy for Women | Not Available | New | Integrity and Anti-Corruption Commission | 0 | 100 | 0 | 0 | 100 |
| | Monitoring the implementation of the Gender Mainstreaming Policy Action Plan (2021) | USAID/Tawazon | Continuous | Jordanian National Commission for Women National Team for Gender Mainstreaming | | | | | |

| Initiatives | Projects | Funding Resource | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|---|--|--|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Support and strengthen the capacities of ministries and government institutions to adopt gender-responsive policies and tools | Capacity building of relevant ministries and government and national institutions at both the national and local levels; operationalizing the gender-responsive budget network to monitor and implement the recommendations of the Ministries and Government Institutions Survey report, and enabling ministries to adopt and apply methods, models, and tools to develop gender-responsive budgets. | National Information Technology Center | New | Jordanian National Commission for Women General Budget Department Ministries members of the Gender-Responsive Network | 0 | 116 | 95 | 0 | 212 |
| | Developing policies to earmark, monitor, and track financial allocations for gender equality and women's empowerment programs and closing the gender gap | National Information Technology Center | New | Ministry of Planning and International Cooperation (MOPIC) | | | | | |
| | Developing the Gender Mainstreaming Policy in the Ministry of Labour | National Information Technology Center | New | Ministry of Labor | | | | | |
| | Developing the Gender Mainstreaming Policy in the water sector | USAID | New | Ministry of Water and Irrigation | | | | | |
| | Conducting qualifying programs for women workers in the water sector to enable them to participate in decision-making and developing gender-responsive policies | General Budget USAID | Continuous | Ministry of Water and Irrigation | | | | | |
| | Developing a gender mainstreaming policy Action Plan to promote greater women's economic participation | Not Available | New | Ministry of Labor | | | | | |

| Initiatives | Projects | Funding Resource | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|-------------|--|-------------------------|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| | (Implementation Program for The Vision of Economic Modernization) | | | | | | | | |
| | Reviewing and evaluating the Gender Mainstreaming Plan of the Ministry of Tourism | Not Available | New | Ministry of Tourism and Antiquities Jordanian National Commission for Women | | | | | |
| | Capacity building of female water sector staff regarding the concepts of gender, gender equality, and sexual harassment in the working environment | General Budget USAID | Continuous | Ministry of Water and Irrigation | | | | | |
| | Capacity building of the Ministry of Environment staff regarding gender and gender equality concepts | General Budget | New | Ministry of Environment | | | | | |
| | Gender Mainstreaming in the Public Sector Project | USAID/ Tawazon | Continuous | Jordanian National Commission for Women National Team for Gender Mainstreaming | | | | | |
| | Gender Equity Seal for the Public Sector (Women's Empowerment Initiatives in the Vision of Economic Modernization) | Not Available | New | Inter-Ministerial Committee for Women's Empowerment | | | | | |
| | Conducting qualifying programs for women leaders to enable them to participate in decision-making and developing gender-responsive policies | Self Finance | Continuous | Central Bank of Jordan | 0 | 2 | 2 | 2 | 6 |

4.1.3 Promoting the public- private-community work at the national and local levels to adopt a gender-responsive participatory approach

| Initiatives | Projects | Funding Resource | Project Status | Entities and Implementing Partners | Indicative Resources (thousands of JODs) | | | | Total |
|--|--|--|----------------|---|--|------|------|------|-------|
| | | | | | 2022 | 2023 | 2024 | 2025 | |
| Establishing a legal framework for the national machinery for women that guarantees sustainability, legal personality, and financial and administrative independence(Action Plan for the Outputs of the Royal Committee to Modernize the Political System) | Adopting a legal framework for the National Women's Machinery and developing legislation governing the operation of the National Women's Machinery | Funding not required | New | Jordanian National Committee for Women-Legislation and Opinion Bureau-Minister of State for Legal Affairs | 0 | 0 | 0 | 0 | 0 |
| Capacity building and skills development of civil society organizations to enhance their role in achieving national priorities | Strengthening the capacity of Jordanian civil society to lobby and defend women's rights and prevent gender-based violence | AIDOS | Continuous | Institute for Family Health / King Hussein Foundation | 60 | 0 | 0 | 0 | 60 |
| | Strengthening the role of civil society through comprehensive strategies to prevent violent extremism with a gender focus | Aps | New | Institute for Family Health / King Hussein Foundation | 30 | 0 | 0 | 0 | 30 |
| | Increasing community participation in humanitarian response and educational and economic opportunity | National Information Technology Center | Continuous | Arab Women's Association (AWO) | 145 | 0 | 0 | 0 | 145 |

| | | | | | | | | | |
|---|---|--------------------|------------|---|---|---|---|---|---|
| Networking and building coalitions among entities promoting women and girls empowerment, including private sector and civil society organizations | Establishing the Network for Combating Violence against Women (SHAMAA) and Al-Nuwat Al-Shababiya Youth Network and updating its action plan | Plan International | New | Jordanian National Commission for Women | 0 | 0 | 0 | 0 | 0 |
| | Establishing the National Coalition "Equity" (to create a supportive and equitable work environment for women entrepreneurs) | Donor | Continuous | Jordan Forum for Business & Professional Women Equity Coalition | 0 | 0 | 0 | 0 | 0 |

Table 3: M&E Indicators for the Action Plan of the National Strategy for Women in Jordan 2023-2025

| Strategic Goal 1: Women and girls are able to exercise their economic, political and human rights and freely lead and participate in society. | | | | | | |
|---|--|--------------------|-------------|--------------------|---|----------------------------|
| # | Indicator | Baseline | Year | Target 2025 | Data Source | Reporting Frequency |
| 1 | Revised Economic participation among women aged 15 years and above % | 14.0 | 2021 | 20 ² | DOS/Labor Force Survey | Annual |
| 2 | Unemployment rate among women aged 15 years and above (statistics/ part of SDG Indicator 8.5.2) % | 30.7 | 2021 | 25 | DOS/Labor Force Survey | Annual |
| 3 | Proportion of women in the legislatures (part of SDG Indicator 16.7.1) | 15.40 ³ | 2020 | 25 | Ministry of Political and Parliament Affairs | Annual |
| 4 | Proportion of women in managerial positions (SDG Indicator 5.5.2 and part of SDG Indicator 16.7.1) | 60.3 ⁴ | 2021 | 61 | DOS/ Labor Force Survey | Annual |
| 5 | Proportion of women in judiciary (part of SDG Indicator 16.7.1) % | 27.7 | 2021 | 35 | Administrative registers - The Judicial Council | Annual |
| 6 | Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods (SDG Indicator 3.7.1) | 56.7 | 2018 | 65 | DOS/DHS | 5 years |
| Output 1.1: Further women and girls have equal opportunities for participation and leadership in public life and in the labor market and are economically independent in order to make financial decisions freely | | | | | | |
| Intervention 1.1.1: Increasing decent work opportunities for women in the public, private, community, security and military sectors to ensure that the working environment is free from gender-based discrimination | | | | | | |
| # | Indicator | Baseline | Year | Target 2025 | Data Source | Reporting Frequency |
| 7 | Ratio of gender pay gap (public and private sectors) (part of SDG Indicator 8.5.1) | 12.1 14.6 | 2019 | 8 | DOS/ Employment Survey | Annual |
| 7. a | Percentage of pay gap in the public sector | 13.2 | 2019 | 8 | DOS/Employment Survey | Annual |

² Based on the Economic Modernization Vision targets

³Second Voluntary National Review Report 2022 (Data of the Department of Statistics DOS, 2020) <https://jordan.un.org/ar/42127-tqryr-alastrad-altwy-alwtny-llardn-hwl-ajndt-altnmyt-almstdamt-2030>

⁴ Second Voluntary National Review Report 2022 <https://jordan.un.org/ar/42127-tqryr-alastrad-altwy-alwtny-llardn-hwl-ajndt-altnmyt-almstdamt-2030>

| 7b | Percentage of pay gap in the public sector | 18.0 | 2019 | 10 | DOS/Employment Survey | Annual |
|---|---|----------|------|-------------|--|---------------------|
| Intervention 1.1.2: Supporting women's entrepreneurship and building their capacity to own property and access financial resources to start their own businesses | | | | | | |
| # | Indicator | Baseline | Year | Target 2025 | Data Source | Reporting Frequency |
| 8 | Percentage of female entrepreneurs or self-employed women (percentage in the formal and informal sectors) Employers with regular employees (female %) | 1.2 | 2021 | TBD | DOS/Labor Force Survey | Annual |
| 9 | Percentage of female entrepreneurs or self-employed women (percentage in the formal and informal sectors) Employers without regular employees (female %) | 2.2 | 2021 | TBD | DOS/Labor Force Survey | Annual |
| 10 | Percentage of women landowners | 18.6 | 2021 | 20 | Administrative registers - Department of Land & Survey | Annual |
| 11 | Percentage of women apartment owners | 24.0 | 2021 | 25 | Administrative registers - Department of Land & Survey | Annual |
| 12 | Relative distribution of currently married women aged 15-49 who own houses | 6.1 | 2018 | TBD | DOS/DHS | 5 years |
| 13 | Relative distribution of currently married women aged 15-49 who own lands | 3.2 | 2018 | TBD | DOS/DHS | 5 years |
| Intervention 1.1.3: Increasing women's access to leadership positions in the public, private, community, security, military and political sectors without discrimination | | | | | | |
| # | Indicator | Baseline | Year | Target 2025 | Data Source | Reporting Frequency |
| 14 | Proportion of women in ministerial positions (SDGs Indicator 3.2.5 and part of Indicator 5.5.2) % | 9.1 | 2021 | 15 | Administrative Records - Prime Ministry | Annual |
| 15.A | Proportion of seats held by women in the Parliament (Indicator 3.2.2 and part of SDG Indicator 5.5.1) House of Representatives | 11.5 | 2021 | 20 | Administrative Records - Independent Commission for Election | Annual |
| 15.B | Proportion of seats held by women in the Parliament (Indicator 3.2.2 and part of SDG Indicator 5.5.1) Senate | 10.8 | 2021 | 20 | Administrative Records - Independent Commission for Election | Annual |

| | | | | | | |
|----|--|-------|------|---------------------------|---|---------|
| 16 | Percentage of women in the Judicial Council and Constitutional Court | 11.0 | 2021 | 15 | Official Website of the Constitutional Court, List of Members | Annual |
| 17 | Proportion of seats held by women in (a) national parliaments and (b) local governments (Indicators 3.2.10/3.2.11 of Arab Women's Agenda and part of SDG Indicator 5.5.1) | %27.8 | 2019 | 30% | Administrative records of the Independent Commission for Election | Annual |
| 18 | Proportion of women in leadership positions of the military and security sectors (part of Objective 1 Indicators of the Jordanian National Action Plan for the Implementation of UN Security Council resolution 1325 on Women, Peace and Security) | 1.64% | 2021 | 4% | JONAP Framework | Annual |
| 19 | Percentage of women ambassadors | 11.1 | 2021 | 15 | Administrative Records - Ministry of Foreign Affairs | Annual |
| 20 | Percentage of women members of political parties | 34.7 | 2021 | 20%* Number of parties | Administrative Records - Independent Commission for Election | Annual |
| 21 | National proportion of unmet need for family planning services (part of the National Reproductive and Sexual Health Strategy indicators) | 14 | 2017 | 8 | DOS/DHS | 5 years |
| 22 | Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care (SDG Indicator 5.6.1) | 58.2 | 2018 | 65 | DOS/DHS | 5 years |
| 23 | Desired reproductive rate (part of the National Reproductive and Sexual Health Strategy indicators) | 2.7 | 2018 | 2.5 | DOS/DHS | 5 years |
| 24 | Proportion of population using safely managed drinking water services (SDG Indicator 6.1.1) | 98 | 2019 | 100 | Department of Statistics/SDG Indicators | 5 years |
| 25 | Proportion of population with access to electricity (SDG Indicator 7.1.1) | 99 | 2020 | 100 | Department of Statistics/SDG Indicators | 5 years |
| 26 | Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities(SDG Indicator 11.2.1) | 13 | 2022 | 20 | Department of Statistics/SDG Indicators | 5 years |

| | | | | | | |
|----|---|------|------------|-----|---|---------|
| 27 | Proportion of population covered by a mobile network, by technology (Indicator 1.C.9 of the Agenda for Sustainable Development) | 90 | 2017 | 95 | Department of Statistics/ SDG Indicators | 5 years |
| 28 | Proportion of women using the internet (Indicator 4.3.6 of the Arab Women's Agenda and SDG Indicator 17.8.1) | 76.5 | 2018 | 80 | DOS/DHS | 5 years |
| 29 | Proportion of women in leadership positions of the military and security sectors (part of Objective 1 Indicators of the Jordanian National Action Plan for the Implementation of UN Security Council resolution 1325 on Women, Peace and Security) in administrative sectors from 1.98% to 3% | - | 1.98 | 3% | Public Security Directorate | Annual |
| 30 | Proportion of women in peacekeeping operations (part of Objective 1 Indicators of the Jordanian National Action Plan for the Implementation of UN Security Council resolution 1325 on Women, Peace and Security) Increased female representation in peacekeeping operations by 30% by 2024 | - | 21.1 %- | 30% | Public Security Directorate | Annual |

Strategic Goal 2: Women and girls enjoy a life free of all forms of violence.

| # | Indicator | Baseline | Year | Target 2025 | Data Source | Reporting Frequency |
|----|---|----------|------|-------------|-------------|---------------------|
| 31 | Proportion of ever-partnered women aged 15-49 years subjected to any psychological (emotional) violence by a current or former intimate partner in the previous 12 months, 15-49 age group | 16.1 | 2018 | 10% | DOS/DHS | Every 5 years |
| 32 | Proportion of ever-partnered women aged 15-49 years subjected to any physical violence by a current or former intimate partner in the previous 12 months, 15-49 age group | 12.7 | 2018 | 6% | DOS/DHS | Every 5 years |
| 33 | Proportion of ever-partnered women aged 15-49 years subjected to sexual violence by a current or former intimate partner in the previous 12 months, 15-49 age group | 3.3 | 2018 | 2.3% | DOS/DHS | Every 5 years |
| 34 | Proportion of ever-partnered women aged 15-49 years subjected to physical, sexual, or psychological violence by a current or former intimate partner in the previous 12 months, 15-49 age group | 20.4 | 2018 | 15% | DOS/DHS | Every 5 years |

| | | | | | | |
|----|---|------|------|-----------|--|--|
| 35 | A national strategy for protection from violence against women (Indicator 6.2.1 of the Arab Women's Agenda) | None | None | Available | Ministry of Social Development National Commission for Women Family and Juvenile Protection Department National Council of Family Affairs (NCFA) National Team for Family Protection | |
|----|---|------|------|-----------|--|--|

| Output 2.1 Effective prevention, protection, and response mechanisms for GBV in the private, public, and digital spaces | | | | | | |
|---|--|--------------------|------|-------------|---|---------------------|
| Intervention 2.1.1 Ensuring the availability of accessible and high-quality policies and services to respond to and prevent GBV | | | | | | |
| # | Indicator | Baseline | Year | Target 2025 | Data Source | Reporting Frequency |
| 36 | Number of reporting of violence against women and girls in a given year (Indicator 6.3.2 of the Arab Women's Agenda and part of SDG Indicator 16.3.1) | 34095 ⁵ | 2021 | TBD | Report of the National Family Protection Group Against Violence | Annual |
| 37 | Number of reporting of domestic violence against women and girls to the Department of Family Protection and Juveniles | 15214 ⁶ | 2021 | TBD | Family and Juvenile Protection Department | Annual |
| 38 | Proportion of women aged 20-24 years who were married or in a union before age 15 (SDG Indicator 5.3.1) | 1.5 | 2018 | 1 | DOS/DHS | Every 5 years |
| 39 | Proportion of women aged 20-24 years who were married or in a union before age 18 (SDG Indicator 5.3.1) | 9.7 | 2018 | 5 | DOS/DHS | Every 5 years |
| 40 | Proportion of female enrollment in education, training, vocational and technical qualification programs | 32 ⁷ | 2021 | 50 | Ministry of Education Vocational Training Corporation | Annual |
| 41 | A media observatory and regional and national reports on women's media coverage (regional indicator responding to Indicator 2.6.3 Arab Women's Agenda) | None | 2021 | Available | JNCW Media Planning Unit/PM | Annual |

⁵ Report of the National Family Protection Group Against Violence 2021

⁶ Report of the National Family Protection Group against Violence 2021

⁷ Vocational Training Corporation - Annual Report 2021 https://vtc.gov.jo/ebv4.0/root_storage/ar/eb_list_page/new2021-0.pdf

Table 4: List of unmonitored indicators for the Action Plan of the National Strategy for Women in Jordan

| Strategic Goal 1: Women and girls are able to exercise their economic, political and human rights and freely lead and participate in society. | | |
|--|---|---------------------|
| Intervention 1.1.3: Increasing women's access to leadership positions in the public, private, community, security, military and political sectors without discrimination | | |
| Indicator | Data Source | Reporting Frequency |
| Proportion of women board members of registered firms (Indicator 4.3.8 Arab Women's Agenda) | Registers of the Ministry of Industry, Trade and Supply | Annual |
| Output 1.3 Increasing women and girls' access to justice to ensure equality and equity between members of society and within the family and empowering the most vulnerable female individuals to access basic social needs | | |
| Intervention 1.3.1 Enabling all women and girls to have access to justice and exercise their human and constitutional rights without discrimination to promote equal citizenship in rights and duties | | |
| Proportion of women benefiting from legal aid (through a survey) | Survey | - |
| Number of programs implemented under women's legal empowerment in a given year (Indicator 1.3.6 Arab Women's Agenda) | Survey | - |
| Number of qualifying and training programs for officers and security forces on human rights and women's rights in a given year (Indicator 1.4.2 Arab Women's Agenda) | Public Security Directorate | |
| Intervention 1.3.2 Promoting justice and equity within the family and among its members and ensuring the child's best interests | | |
| Proportion of women and men respondents who believe they have good and healthy family relationships and participate in crucial decision-making (survey) | Survey | - |
| Degree of satisfaction of women and men with laws affecting family life (requires a specific survey that specifies the unjust legislation from the respondents point of view) | Survey | - |
| Proportion of time spent on unpaid domestic and care work, by sex, age and location (SDG Indicator 5.4.1) | Survey | - |
| Intervention 1.3.3 Addressing the special needs of the most vulnerable females in society and within the family and ensuring that they have access to social protection services, procedures, and systems | | |
| Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable (SDG Indicator 1.3.1) | Ministry of Social Development | Annual |
| Fatal and non-fatal occupational injuries, by sex and migrant status (SDG Indicator 8.1.1) | Ministry of Labor | Annual |

| Strategic Goal 2: Women and girls enjoy a life free of all forms of violence. | | |
|--|---|---------------------|
| Indicator | Data Source | Reporting Frequency |
| Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence (SDG Indicator 5.2.2) | DOS/ DHS MOSD | Every 5 years |
| Output 2.1 Effective prevention, protection, and response mechanisms for GBV in the private, public, and digital spaces | | |
| Intervention 2.1.1 Ensuring the availability of accessible and high-quality policies and services to respond to and prevent GBV | | |
| Number of GBV reported cases on referred under the reporting and referral system in a given year (Indicator 6.4.3 Arab Women's Agenda) | Family and Juvenile Protection Department | Annual |
| Intervention 2.1.2 Resilience and prevention of gender-based violence within the family while addressing negative power relations in the family leading to it | | |
| Proportion of women subjected to any form of economic violence by a family member in a given year (through a survey - JNCW Study on Economic Violence Against Women) | Survey | - |
| Intervention 2.1.3 Strengthening the concept of respectful relationships that reject GBV within societies and addressing its different dimensions in public and digital spaces | | |
| Proportion of women subjected to any form of economic violence in the workplace (Study on Economic Violence Against Women) | Survey | - |
| Proportion of victims of physical or sexual harassment, by sex, age, the position of persons with disabilities, and the place of occurrence in the previous 12 months (Indicator 11.7.2 Arab Women's Agenda) | Survey | - |
| Proportion of women in senior decision-making positions and female activists in public life subjected to any form of political violence (survey) | Survey | - |
| Strategic Goal 3 Positive gender norms, roles and attitudes support gender equality and women empowerment. | | |
| Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation (SDG Indicator 16.2.2 and Indicator 6 Arab Women's Agenda) | Counter- trafficking Unit /Public Security Directorate | Annual |
| Proportion of women, girls, men, and boys who assert possessing knowledge, behaviors, and positive attitudes towards gender equality and women's empowerment (through a survey) | JNCW | Every two years |

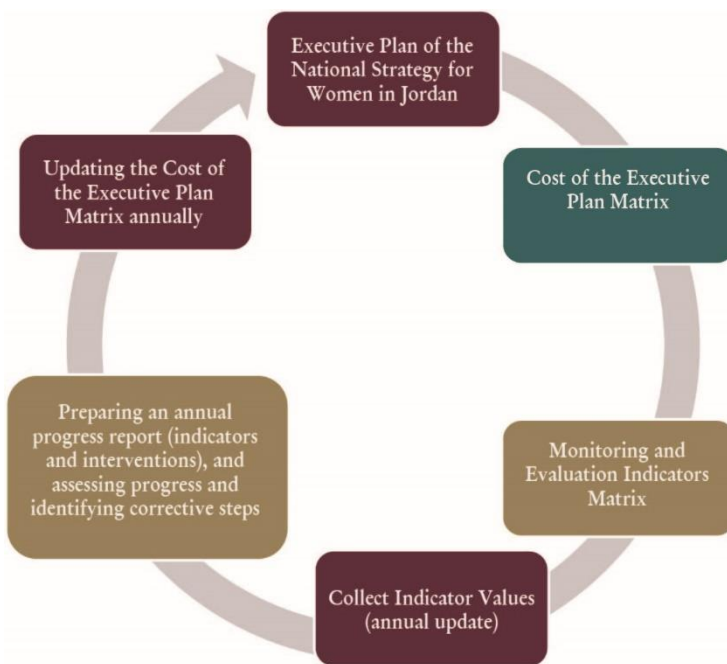
| | | |
|--|----------------------------------|----------------------------|
| Number of complaints to the National Centre for Human Rights on human rights violations based on the basis of a ground of discrimination prohibited under international human rights law (SDG Indicator 16.b.1) | National Centre for Human Rights | Annual |
| Output 3.1 Norms and positive social norms and roles included in formal education, informal sources of learning, media, religious discourse, and micro-societies | | |
| Number of educational policies adopted curricula responsive to the concepts of justice and gender equality and the Women, Peace and Security (WPS) Agenda (part of Objective 4 of the National Action Plan for the Implementation of UN Security Council resolution 1325 on Women, Peace and Security) | Ministry of Education | Annual |
| Proportion of 15-year-old high school students with a consistent level of knowledge in the fields of gender equality and human rights (Indicator 5.4.20 of the Arab Women's Agenda) | Ministry of Education | - |
| Number of media programs for gender-based discrimination: and women's rights in a given year (Indicator 2.6.1 of Arab Women's Agenda) | JNCW | |
| Proportion of women, men, and youth who corrected their misconceptions about tolerance, acceptance of others, and gender roles in Islam (JONAP framework) (A Survey) | Survey | Every two years |
| Strategic Goal 4 Institutions are executing and sustaining, policies, structures and services that support GEWE in alignment with Jordan's national and international commitments. | | |
| Indicator | Data Source | Reporting Frequency |
| A comprehensive statistical system with sex-disaggregated information, statistics and data (Indicator 2.1.1 of the Arab Women's Agenda and part of SDG Indicator 17.18.1) | DOS | Annual |
| Establishment of the Jordan Women's Observatory provides comprehensive data on the status of women in Jordan | JNCW | Annual |
| Mechanisms adopted by government institutions (both vertically and horizontally) ensure the development and implementation of gender-responsive policies, legislation, services, plans, and programs (Indicator 2.3.1 Arab Women's Agenda) | JNCW | Annual |
| A system to earmark and track public allocations for gender equality and women's empowerment (SDG Indicator 5.c.1) | Ministry of Finance | Annual |
| Mechanisms to monitor and evaluate Jordan's commitment to implementing its national and international commitments for women (SDG Indicator 17.16.1) | JNCW | Annual |

| | | |
|--|--------------------|----------------------------|
| Number of implemented recommendations of the Committee on the Elimination of All Forms of Discrimination against Women (CEDAW) and recommendations of the universal periodic review on the human rights of women | JNCW | Annual |
| Output 4.1 Formal institutions have effective accountability frameworks and the capacity to develop and implement policies, legislation, services, and earmark resources to support the achievement of justice, gender equality, and women's empowerment | | |
| Indicator | Data Source | Reporting Frequency |
| Proportion of SDG gender-responsive indicators and indicators on women in national plans whose statistical data are collected and disseminated (Statistics) | JNCW | Annual |
| Number of institutions endorsed and implemented gender mainstreaming plans to develop their internal and external policies, plans, and programs of work (Indicator 2.2.1 of the Arab Women's Agenda) | JNCW | Annual |
| Proportion of government institutions with gender focal points or units | JNCW | Annual |
| Proportion of government capital and recurrent spending allocated to sectors that benefit women in a given year | MOPIC | Annual |
| Number of M&E reports on Jordan's commitment to implement its national and international commitments for women | MOPIC | Annual |
| Number of networks, alliances, or partnerships involving women's stakeholders from the public, private, and community sectors at the national or local levels to fulfill any national and international commitments related to women | JNCW | Annual |

Table 5: Jordan's Status in International Indicators on Women (2021-2022)

| Indicator | Jordan's Scores | Gender Sub-Indicators | |
|--|--|---|-----------------------|
| Gender Pay Gap Indicator (2022) | Global Ranking: 122/ 146 States Score: 0.639 | Economic participation and opportunity: 0.537 | |
| | | Enrollment in Education: 0.993 | |
| | | Health and Survival: 0.957 | |
| | | Political Empowerment 0.069 | |
| Women, Business and the Law index, 2022 | Score: 46.9 | Commuting: 25 | Parenting: 40 |
| | | Workplace: 0 | Entrepreneurship: 100 |
| | | Pay: 75 | Assets: 40 |
| | | Marriage: 20 | Pension: 75 |
| Global Talent Competitiveness (2021) | Global Ranking: 63/ 134 States Score: 47.08 | Acquiring Global Knowledge Skills: 78 | |
| | | Keeping Talents: 57 | |
| | | Empowerment: 45 | |
| | | Development: 78 | |
| Social Progress Indicator (2021) | Global Ranking: 83/ 168 States | Achieved Score: 68.77 | |
| Social Progress Sub-Indicators | | | |
| Basic Human Needs: 86.95 | Maternal Mortality Ratio: 21 (Deaths/100,000 Births) Violent Death: 3 out of (100,000 Deaths) | | |
| Basics for Life in Dignity 66.69 | Proportion of Females not Enrolled in Education: 0.12 % of Females Gender Equality in Secondary Education: 0.05 (Non Equality) | | |
| Opportunity: 52.67 | Property Rights of Women: 3.9 (5: Full rights) Early marriage, female proportion: 7.44% Need Met for Family Planning Methods: 55.9% Gender Equality in Political Power: 0.96 (5: Full Equality) Proportion of Highly-Educated Women: 0.59% | | |

7. M&E Mechanism for the Action Plan of the National Strategy for Women 2023-2025



With a view to consolidating efforts towards achieving the objectives of the Action Plan of the National Strategy for Women in Jordan, the implementation of the plan will be monitored and its progress will be assessed through conducting a periodic review and updating the indicators of the Action plan towards achieving the interventions as per the main pillars . The indicators will be updated in line with the indicators modernized by the Ministry of

Planning and International Cooperation and relevant stakeholders as well as the surveys of the Department of Statistics.

In this regard, an evaluation report will be issued showing the level of progress in the implementation of interventions and initiatives and the effectiveness of initiatives, projects, and funding priorities in improving the indicators of the outcomes, thus sharing the results of the M&E report with the Inter-Ministerial Committee for Women’s Empowerment and with various relevant stakeholders to identify the necessary corrective steps.

Table (3) shows the monitored indicators, broken down by objectives, outputs, and interventions whose changes will be monitored for the M&E of the Action Plan. It is worth noting that there is a set of indicators necessary to monitor the progress and achievements in the programs and projects relevant to the GBV pillar. However, they are not currently monitored and require developed mechanisms for survey, measurement, and resource allocation.

Monitoring of the Action Plan of the National Strategy for Women implementation is based on the distribution of roles and responsibilities across partners to ensure coordinated efforts. Below is a table showing the roles of

partners involved in monitoring the Action Plan of the National Strategy for Women, as shown in Table 4.

Table 6: Key stakeholders involved in following-up the NSW Action Plan

| Stakeholders | Roles and responsibilities |
|--|---|
| Inter-Ministerial Committee for Women's Empowerment | <ul style="list-style-type: none"> • Reviewing completion reports of implementing the costed Action Plan of the National Strategy for Women in Jordan and guiding ministries and stakeholders on the importance of committing to the implementation of the Action Plan interventions. • Adopting the annual update of the costed Action Plan. |
| Ministry of Planning and International Cooperation (MOPIC) | <ul style="list-style-type: none"> • Providing data on progress in implementing projects and interventions relevant to women's empowerment in Action programs for visions of modernization, and any other relevant national programs. • Adopting national priorities associated with the strategy and initiatives of the Action Plan to optimize funding opportunities. |
| The Jordanian National Commission for Women (JNCW) | <ul style="list-style-type: none"> • Developing an M&E system for the plan and providing guidance to ministries to use the system and enter and update the data periodically. • Preparing the annual completion report in collaboration and coordination with the implementing partners and submitting it to the Operation Management Team, followed by receiving feedback and conducting the required reviews as recommended by the team. • Monitoring the technical team of the Inter-Ministerial Committee for Women's Empowerment to review and update the Action Plan in coordination with the Operation Management Team. |
| Technical team to monitor the Action Plan of the National Strategy for Women | <ul style="list-style-type: none"> • Collecting, providing data, and developing relevant initiatives on an annual basis through meetings organized by the Jordanian National Commission for Women. • Providing the necessary support to ensure monitoring the decisions of the Inter-Ministerial Committee and the relevant strategies and plans in the respective ministries. • Implementing the projects and interventions relevant to achieving the objectives of the women's strategy to empower women and achieve the outputs and outcomes of the National Strategy for Women included in the costed Action Plan. • Working with the JNCW team to prepare the annual M&E report on the implementation of the costed Action Plan for the National Strategy for Women to be presented to the Operation Management Team. • Annually updating the projects and interventions relevant to the National Strategy for Women and achieving the outputs and outcomes of the strategy and integrating them in the costed Action plan. • Providing data on the progress in the implementation of projects and interventions relevant to women's empowerment and achievement of the outputs and outcomes of the National Strategy for Women that was integrated in the costed Action plan. |

Appendixes

Annex 1: List of technical teams to prepare the Action Plan for the National Strategy for Women in Jordan

| Working groups | Thematic area | Entity |
|---|--|---|
| Political Development, Rule of Law and Anti-Corruption | Political development Legislation and Justice Media and Communication | Ministry of Political and Parliament Affairs |
| | | Ministry of Justice |
| | | Integrity and Anti-Corruption Commission |
| | | Ministry of Interior |
| Infrastructure Services | Water and Sanitation- Energy and Mineral Resources Transportation - Housing Local Development - Decentralization | Ministry of Environment |
| | | Ministry of Water and Irrigation |
| | | Ministry of Energy and Mineral Resources |
| | | Ministry of Transport |
| | | Ministry of Public Works and Housing |
| | | Ministry of Local Administration |
| Social Services | Health Social Protection and Community Responsibility | Ministry of Social Development |
| | | Public Security Directorate |
| | | The Higher Population Council |
| | | The Higher Council for the Rights of Persons with Disabilities |
| | | Ministry of Interior |
| | | Ministry of Health |
| | | Housing and Urban Development Corporation |
| | | National Council for Family Affairs |
| Structural Reform and Economy | Public Finance Financial services Public Sector Development and Government Services | Ministry of Finance |
| | | Central Bank of Jordan |
| | | Department of Institutional Development and Policies/Prime Ministry |
| | | Ministry of Planning and International Cooperation |
| | | Ministry of Digital Economy and Entrepreneurship |
| | | Department of Statistics |
| | | Minister of Foreign Affairs |
| Catalyzing Investment and Productive Sectors | Industry and Trade - Entrepreneurship - SMEs Business Environment and Investment - Agriculture Tourism and Public Antiquities Public-Private Partnership Projects | Ministry of Labor |
| | | Ministry of Digital Economy and Entrepreneurship |
| | | Ministry of Industry, Trade and Supply Investment Commission |
| | | Ministry of Agriculture |
| | | Social Security Corporation |
| | | Income and Sales Tax Department/ Ministry of Finance |
| | | Ministry of Tourism and Antiquities |
| | | Ministry of Culture |
| Multisectoral Development (education, employment, and youth) | Culture Public Education Employment and Vocational and Technical Training Youth and Sports Boosting Productivity and Fighting Poverty | Ministry of Higher Education and Scientific Research |
| | | Jordan Media Institute |
| | | Ministry of Awqaf and Islamic Affairs |
| | | Vocational Training Corporation |
| | | Ministry of Education |
| | | Media Commission/Prime Ministry |
| | | Ministry of Youth |

Annex 2: List of Documents and References

List of revised documents and references for the development of the Action Plan of the National Strategy for Women in Jordan 2020-2025

1. Sustainable Development Agenda 2030
2. Beijing Declaration and Platform for Action 1995
3. Convention on the Elimination of all Forms of Discrimination against Women (CEDAW)
4. Cairo International Conference on Population and Development Outputs 1994
5. Nairobi Summit ICPD+25: Accelerating the Promise 2019
6. Government Indicative Action Program (2021-2024)
7. Comprehensive National Plan for Human Rights, 2016-2025
8. National Framework for Family Protection against Violence 2016
9. Jordanian National Action Plan for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security
10. Results of the survey on the Jordanian National Action Plan (JONAP) for the Implementation of UN Security Council Resolution 1325, gender roles, women in decision-making, GBV, baseline 2020
11. Gender Mainstreaming Strategy for the Jordanian Armed Forces - Arab Army 2021-2024
12. Gender Mainstreaming Strategy and Action Plan of the Public Security Directorate in Jordan 2021-2024
13. National Reproductive and Sexual Health Strategy 2020-2030
14. MoH Communication Strategic Plan for Family Planning 2019-2023
15. National Population Strategy 2021-2030
16. National Action Plan for Implementing the Recommendations of the “Child Marriage in Jordan” Study to Limit the Marriage of Individuals under the Age of 18 in Jordan 2018-2023
17. National Strategy for Human Resources 2016-2025
18. Ministry of Education Strategic Plan 2018-2022
19. National Strategy for Senior Citizens 2018-2022
20. National Social Protection Strategy 2019-2025
21. National Youth Strategy 2019-2025
22. Sector Policy for Promoting Gender Equality and Women’s Empowerment 2020-2022
23. Jordanian Women – Participatory Approach in Dialogue and Action – Study of Political, Economic, and Social Participation of Jordanian Women – 2019 / Jordanian National Commission for Women
24. Study - Women's Informal Work in Jordan, Challenges of Household Enterprises During the COVID-19 Crisis
25. Assessment of the Impact of COVID-19 on Vulnerable Women in Jordan, 2021
26. Assessment of gender statistics in Jordan
27. Study - Impact of COVID-19 on Health, Domestic Violence, and Economy in Jordan by Gender
28. Study of Auditing Gender Mainstreaming in the Partner Institutions from the Perspective of "Participatory Gender Audit" Methodology
29. Legal framework for Dealing with Domestic Violence Issues
30. Operational Framework for Institutional Capacity Development for Gender Integration at the National Level
31. Family Protection Department Yearbook 2020
32. Outputs of the Political Modernization System and the Economic Modernization Vision
33. Roadmap for Public Sector Modernization
34. Economic Modernization Vision and its Strategy for Women’s Empowerment and Action Program for the Vision of Economic Modernization