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UN WOMEN

GENDER DEVELOPMENT NEEDS IN TAFILAH

Baseline Report

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INTRODUCTION

OVERVIEW

This baseline study is part of a project entitled 'Empowering the Women of Tafilah through Gender Advocacy and Civic Engagement.' The overall goal of this project is to enhance civic engagement by creating a local, grassroots community of women who are able to advocate for the gender needs of their communities and have the knowledge and skills to hold local policy and decision makers accountable when their policies and development plans lack gender sensitivity.

In order to do so, the first phase of the project was to conduct a baseline assessment to shed light on the gender development needs of the governorate of Tafilah with a specific focus on each of the seven districts of Tafilah. The baseline outlines:

- Gender development projects have been conducted in Tafilah over the past 5 years.
- The strengths and capabilities of the local women to organize themselves into effective, even informal, advocacy groups.
- The developmental needs of Tafilah are from the perspective of local women.

METHODOLOGY

This baseline used qualitative and quantitative methods and is based on:

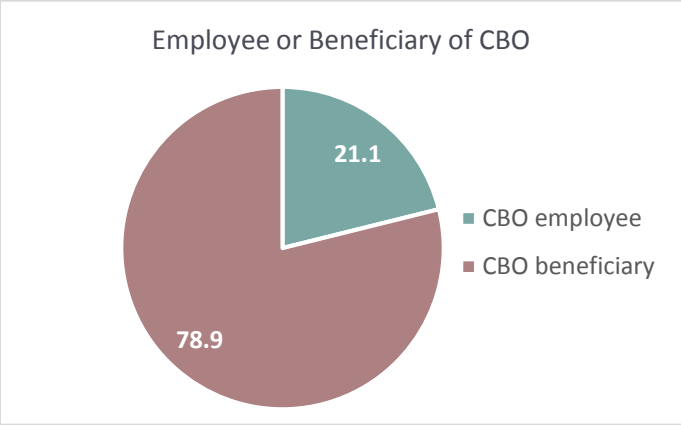
- A desk review of development projects and gender issues in Tafilah.
- Seven focus group discussions, one in each district, with local women leaders, women members of local and municipality's councils, community-based organizations (CBO) representatives, and MoSD centers.
- Ten in-depth-interviews with women's rights activists; members of local, municipality and decentralization councils; representatives of women's associations and the JNCW-LEAD Program.
- A quantitative survey with 311 workers in civil society organizations and beneficiaries, randomly selected from the seven districts in Tafilah.

Research design

Qualitative and quantitative research was conducted in the seven districts of Tafilah: Al Qassaba, Al Hasa, Eima, Ain Al Bayda, Buseira, Qadissiya, and Garandal. The research was conducted with individuals above the age of 18. They gave their informed consent and were guaranteed confidentiality and the protection of their privacy.

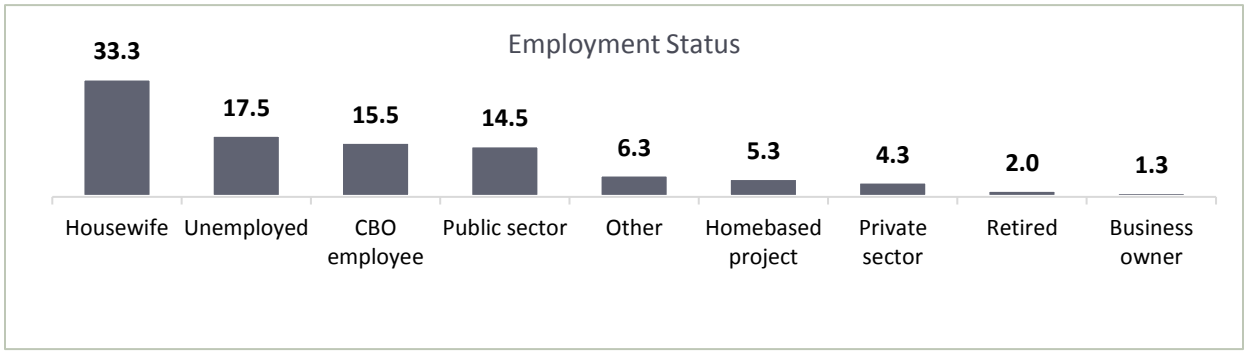
Quantitative Sample

The quantitative survey was conducted with 311 workers in civil society organizations (CSOs) and beneficiaries, randomly selected from the seven target areas.

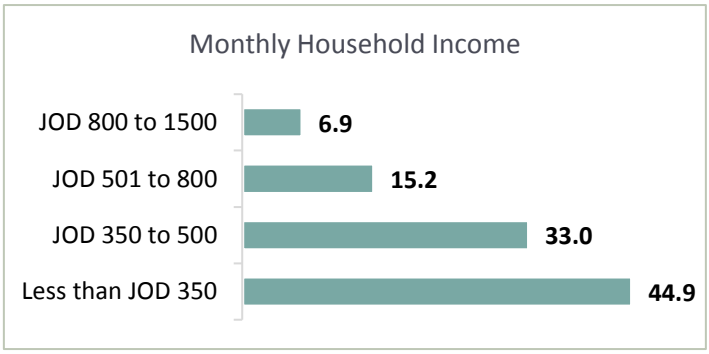


78.9% of the sample was made up of CBO beneficiaries and 21.1% with CBO employees. While the sample selection was random, 94.4% of the sample was female and only 5.6% was male. This is because the civil society sector – and especially community-based organizations – is predominantly female dominated. Not many men are employees or beneficiaries of CSOs and CBOs.

43.2% of respondents were in the 22-34 age group and 29.4% were in the 35-45 age category. As for their educational attainment, 76.6% of respondents have a Tawjihi degree or higher. Only 6.6% of respondents are illiterate. 59.4% of the respondents are married and 33.7% are single. The rest are either divorced or widowed.



As for the employment status of respondents, 33.3% of the sample reported being housewives, followed by unemployed (17.5%), CBO employee (15.5%) and public sector employee (14.5%). Only 1.3% of respondents were business owners. Around 50% of the sample earner a monthly income of less than 350 Jordanian Dinars, and only 6.9% earned between 800 and 1,500 Jordanian Dinars.



REVIEW OF DEVELOPMENT PROJECTS IN TAFILAH

Tafileh is one of the governorates located in the South of Jordan. It is bordered by Karak Governorate to the north, Ma'an and Aqaba Governorates to the east and south. Tafileh includes one of the most important nature reserves in the Middle East; the Dana Biosphere Reserve. It is located about 180 km of Amman, Jordan's capital. Tafileh governorate is divided into three administrative divisions: Capital Department (Al-Qasaba), Buseirah Department, and Al-Hasa Department.

According to the Jordan National Census of the year 2015, Tafilah Governorate had a population of 96291. The male to female ratio was 51 to 49, Jordanian citizens to non-Jordanians ratio were 92% to 8%, and urban residents to rural residents' ratio was 62% to 38%.

The Jordan National Census of the year 2015 shows that the highest proportion of youth in the 15-29 age group was in Tafileh. The highest ratio of non-Jordanians working in governmental institutions is in Amman, while the lowest is in Tafileh. Moreover, Tafileh ranked first on unemployment rates among economically active females by 40.7%, and 16.2% among males in the governorate. Males rely on jobs in public security, military, civil defense, or in factories, such as the cement factory. There is only one university in Tafileh; Tafila Technical University.

Over the last five years, several gender development projects were conducted in Tafilah and/or included community members from Tafilah. These projects targeted specific issues and were implemented in collaboration with and funded by several national and international organizations. A detailed list of projects can be found in **Annex 1**.

Political empowerment: in 2018, two main projects focusing on the political empowerment of women were launched in Tafilah. They aimed to advance the participation of women in local councils and enable them to assume leadership positions. Activities in these projects mostly involve capacity building of civil society organizations on gender issues, decentralization, civic engagement, managing successful electoral campaigns and social communication skills. They also involve dialogue sessions with roundtable discussions.

Economic empowerment: the majority of development projects in Tafilah focused on economic empowerment. Most of these projects involved training and capacity building that focused on business development and management, starting micro-projects and developing soft skills and so on. For the most part, some of these programs targeted women and others targeted youth. Other economic projects involved the opening of a business incubator in Tafilah, creating an online platform to link youth with training opportunities, the distribution of sewing machines to women and girls and establishing new job opportunities in factories.

Networks: there are two main networks with outreach to Tafilah. Nashmiyat network is a national network for women in local government in Jordan. It has relations to exchange experience and coordinate with the Al-Arabiya Network in local government that has announced that Nashmiyat targets women in the current councils because of their experience and leadership, in addition to supporting those wishing to run municipal elections. It also aims to coordinate efforts, share experiences, connect with similar Arab networks, and find ways to support projects that serve women. The Mosawa network is an umbrella

organization that includes representatives of civil society organizations. It is managed by the Arab Women's Association. . It works to build the capacity of women leaders by continuous training, raising efficiency through the implementation of joint development projects, developing channels for sharing information, developing performance and introducing ways to achieve equality and empowerment of women at global, regional and local levels.

Family planning and reproductive health: one USAID-funded project focused on family planning. The project aimed to increase the demand for family planning and reproductive health services and to improve and to improve and enhance health services. The project chose the Al-Hasa district to start its work in Tafilah in cooperation with the Ministry of Health, the Supreme Council for Population and the National Family Planning Campaign, while focusing on the health of the Jordanian family and the safety of its members, especially women and men, as well as youth and related groups that have an impact on family planning practices.

Media: Hamish: "Hamish" (margin) is an initiative that was launched in the governorates of Tafilah and Maan to address the phenomenon of publishing rumors, news and fabricated stories without verifying their sources and their validity that have become destructive in many communities.

Environment: one project targets Dana Nature Reserve aims to raise awareness of visitors to the village of Dana to understand nature and minimize the human impact on nature. It also works to strengthen the capacity of local youth to be active citizens and to support the environmental conservation efforts. The other two projects involve wind farms and aim to cover the national demand for electricity, enhance awareness on renewable energy and create significant employment opportunities for qualified workers.

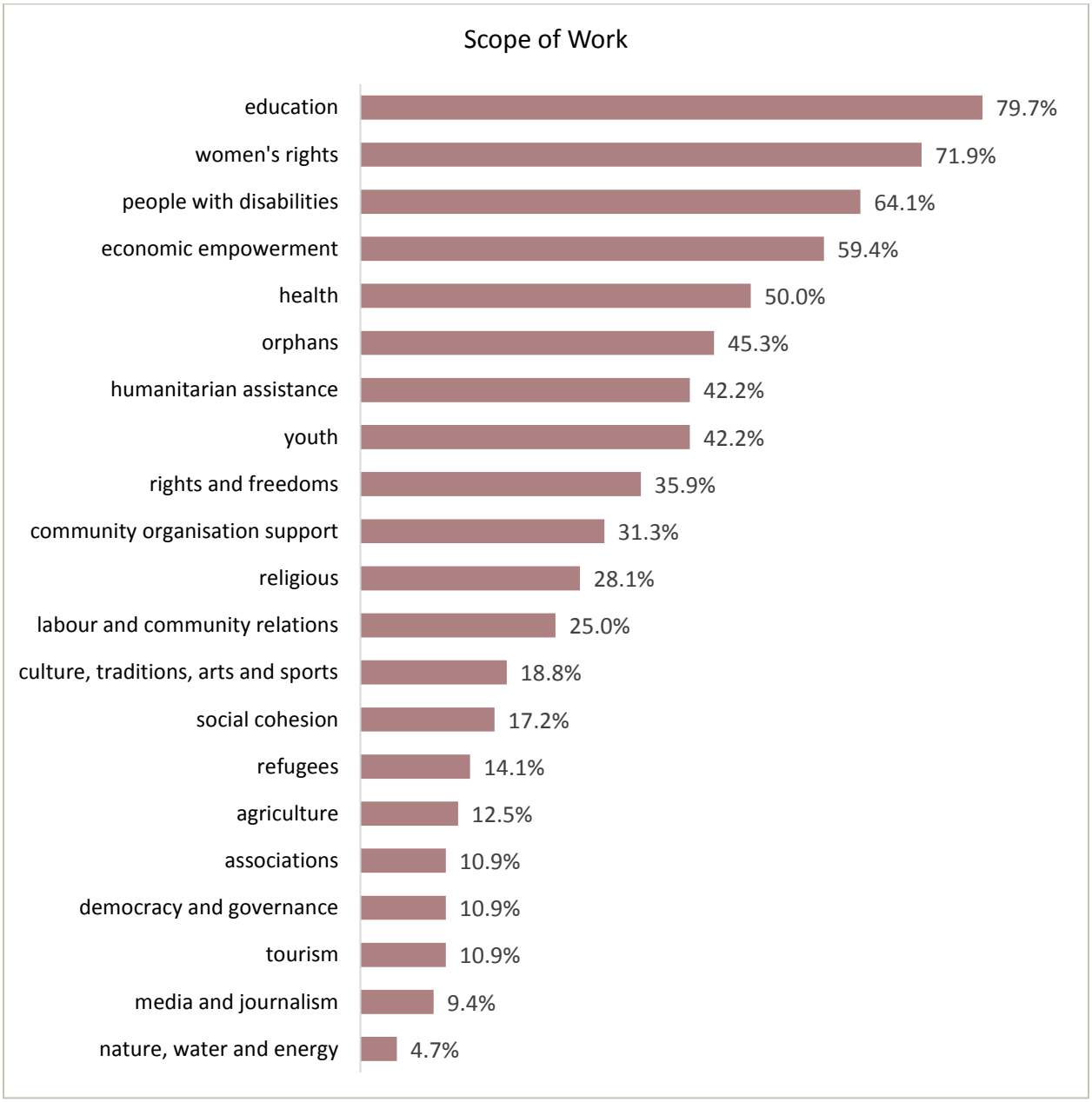
Education: one educational project targeting Tafilah was found, which aimed to bring back to schools, females who dropped out at an early age.

Citizenship and volunteering: some projects targeted youth and aimed to create a culture of volunteerism and positive community participations. They included conferences, dialogue sessions and volunteering initiatives.

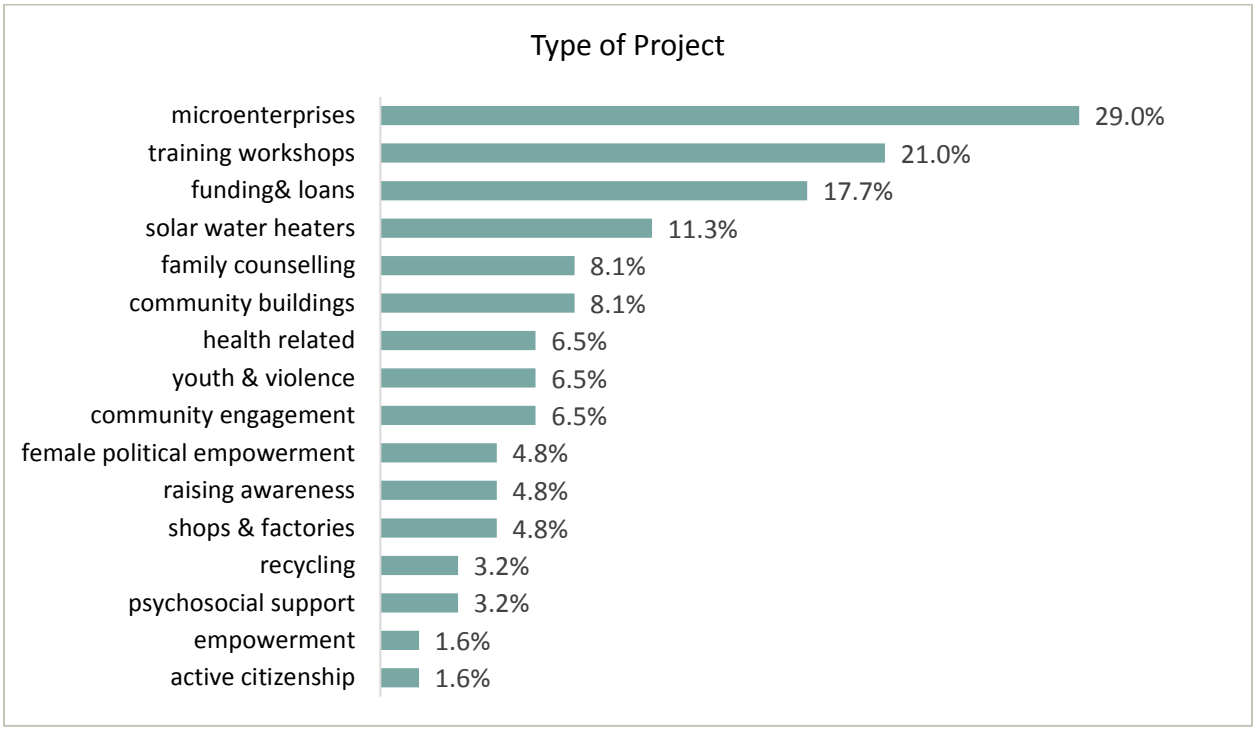
CBO ACTIVITIES IN TAFILAH

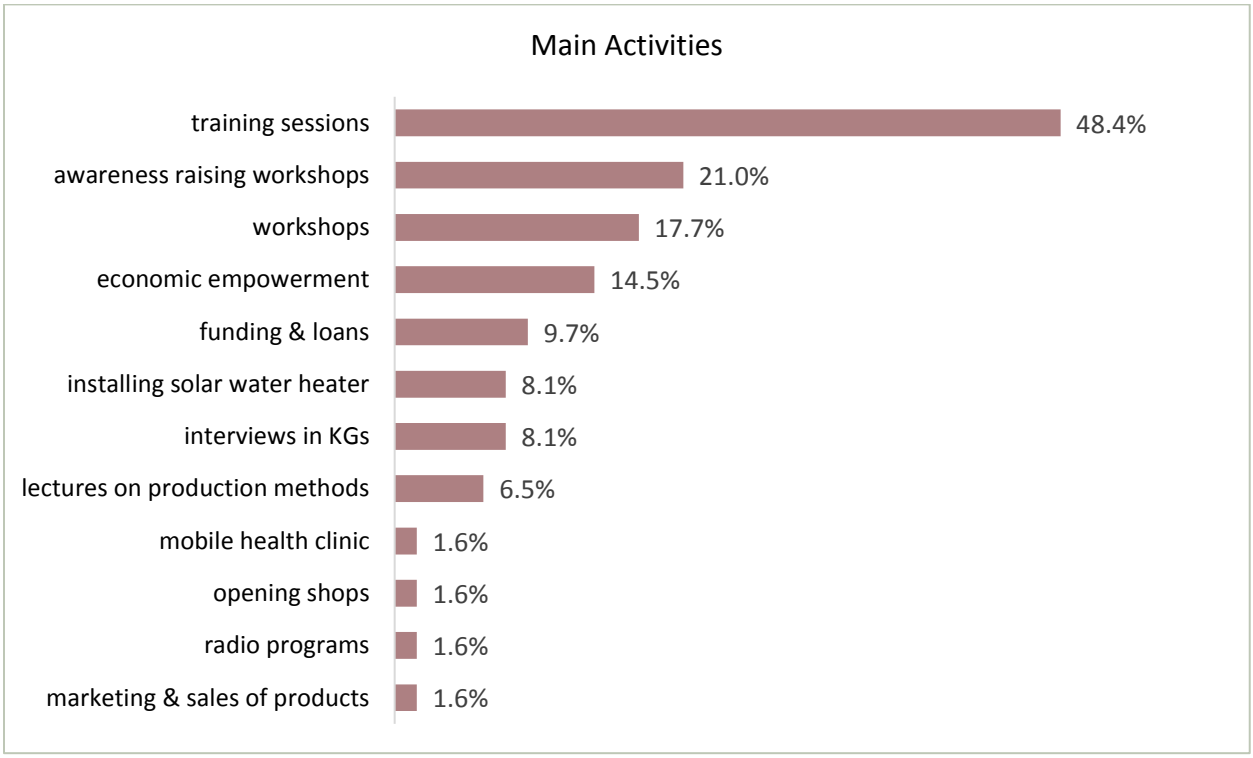
CBO SCOPE OF WORK

81.3% of organizations were community non-profit organizations. The majority of employees as well as board of directors in these organizations are women. Their scope of work mainly focused on education, women's rights, people with disabilities, economic empowerment, and health, while a small proportion of organizations target the environment, energy, and water.

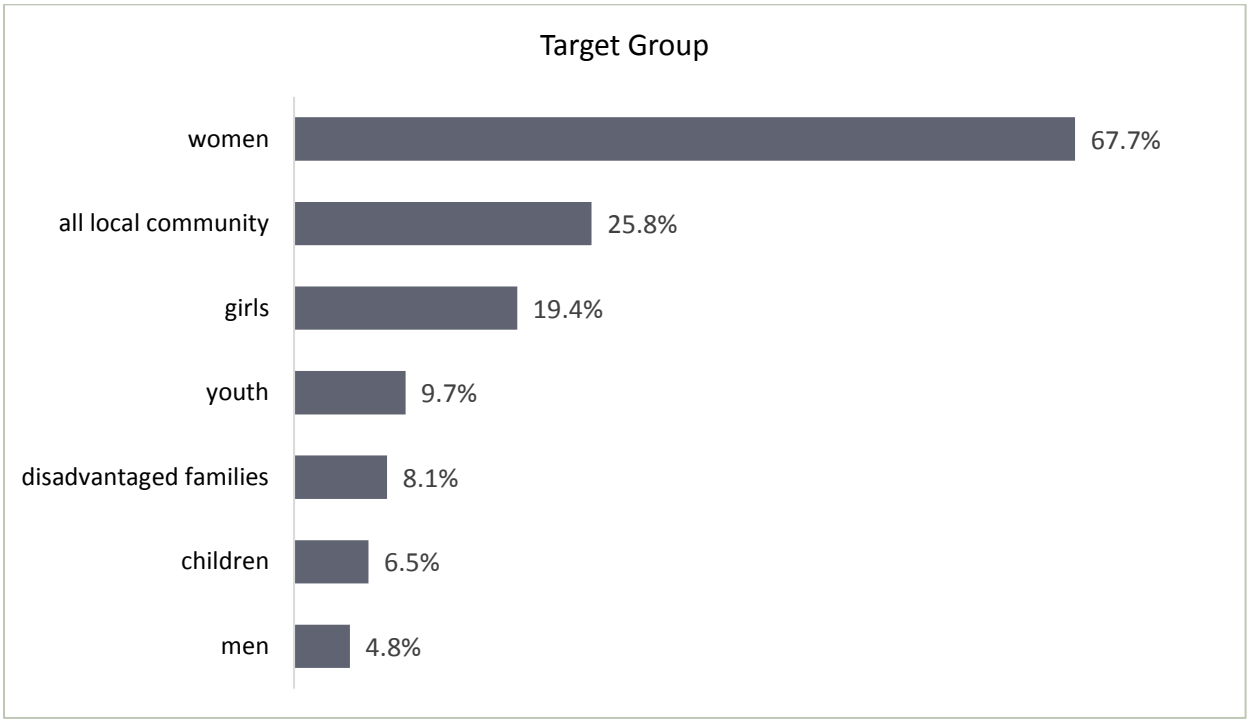


The CBOs activities mostly focus on training, awareness raising and capacity building, mostly relating to microenterprises and micro lending. Other areas of work include community building, family counselling, health and youth. Very few CBO activities focus on the political empowerment of women.



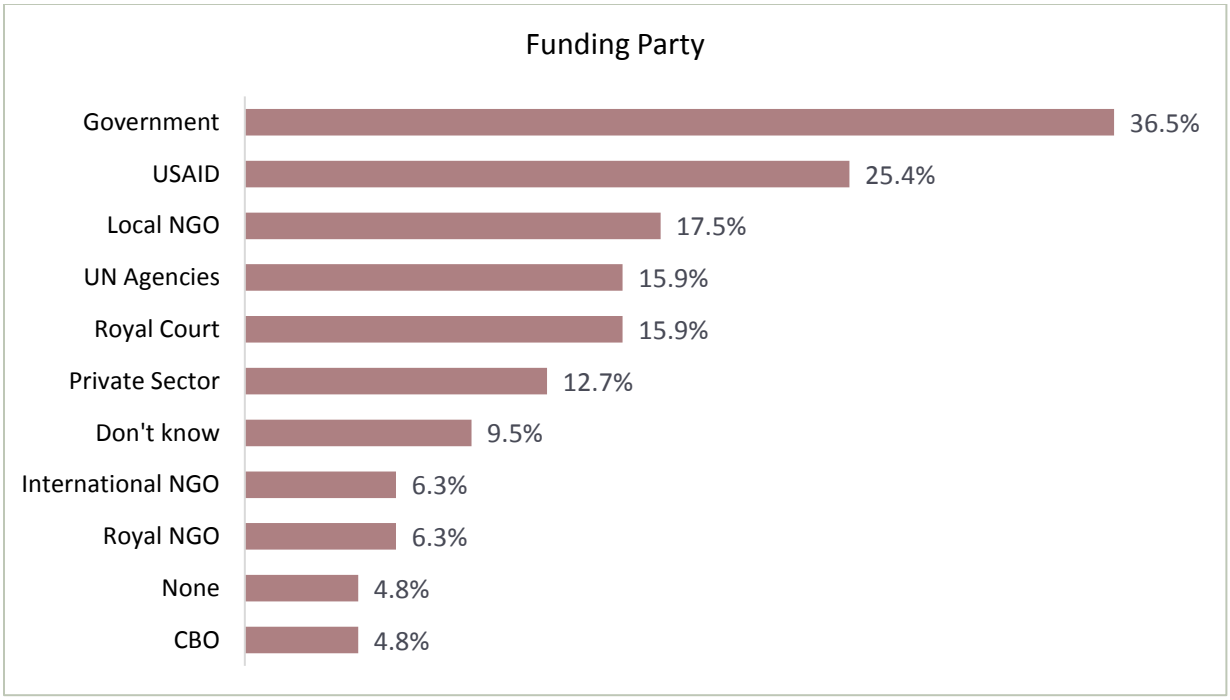


As previously mentioned, the majority of CBO beneficiaries are women. 25.8% implement projects and initiatives that target the entire community, 19.4% target girls, and 9.7% target youth.

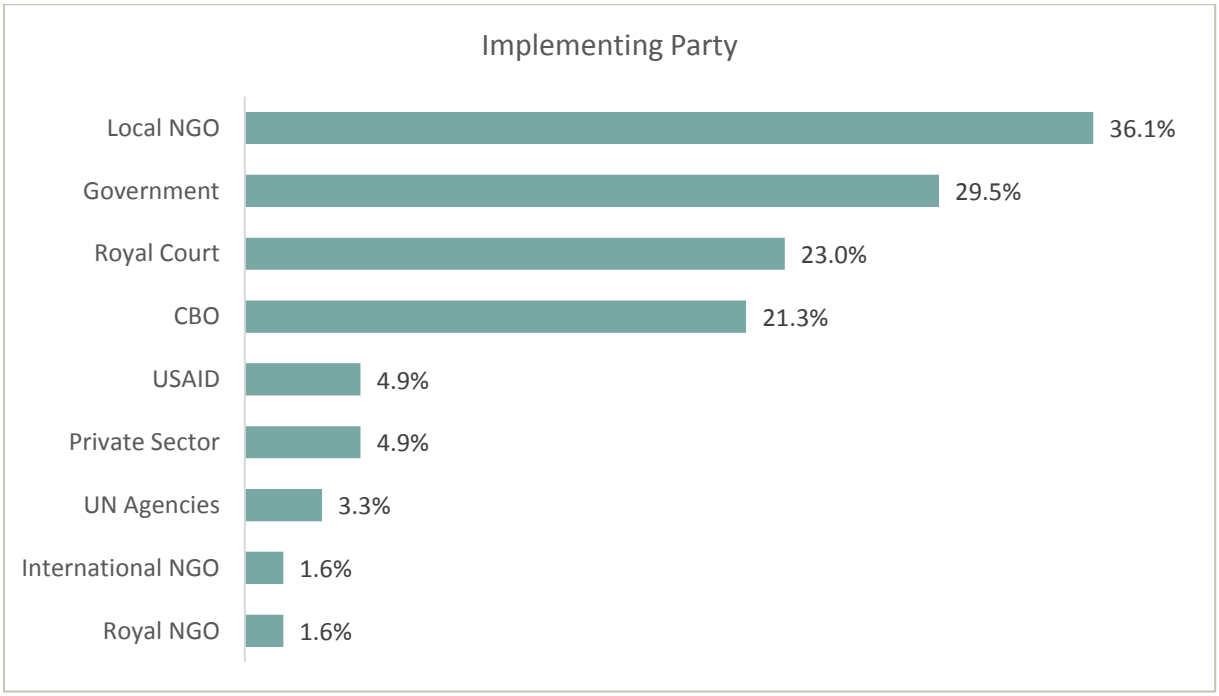


CBOS SOURCE OF FUNDING

Overall, CBOs in the seven areas receive funding from: government (36.5%), USAID (25.4%) as well as UN agencies, as well as from the Royal Court and the private sector. Around 9.5% of respondents did not know the CBOs' sources of funding. However, there are some disparities in the different areas. For example, in Al Hassa the top source of funding comes from the government (61.5%), in Al Eiss around 50% of funding is from USAID and 33.3% from UN agencies, and in Eimah 66.7% of their funding comes from UN agencies.



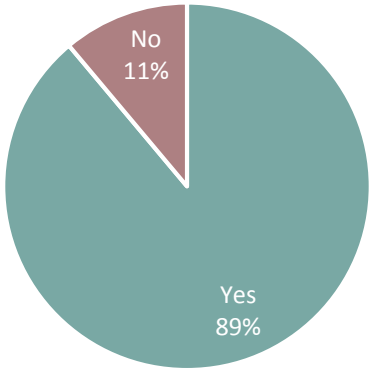
In terms of collaboration, most CBOs collaborate with local NGOs, the government, or the Royal Court. However, looking at each area separately, there are also disparities in terms of collaboration.



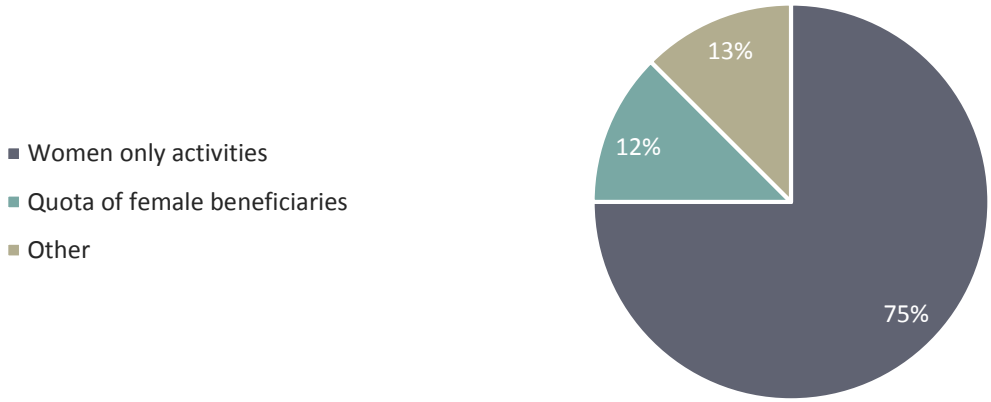
INCLUSION OF WOMEN

Respondents were asked about the involvement of women in activities, decision making as well as advocacy and policy formulation on the community level. 89% of respondents stated that organizations provide the opportunity for women to benefit from their services. To ensure that, 75% stated that CBOs implement women only activities.

Does the organisation facilitate the opportunity for women to benefit from the activities and services provided through the organisation?



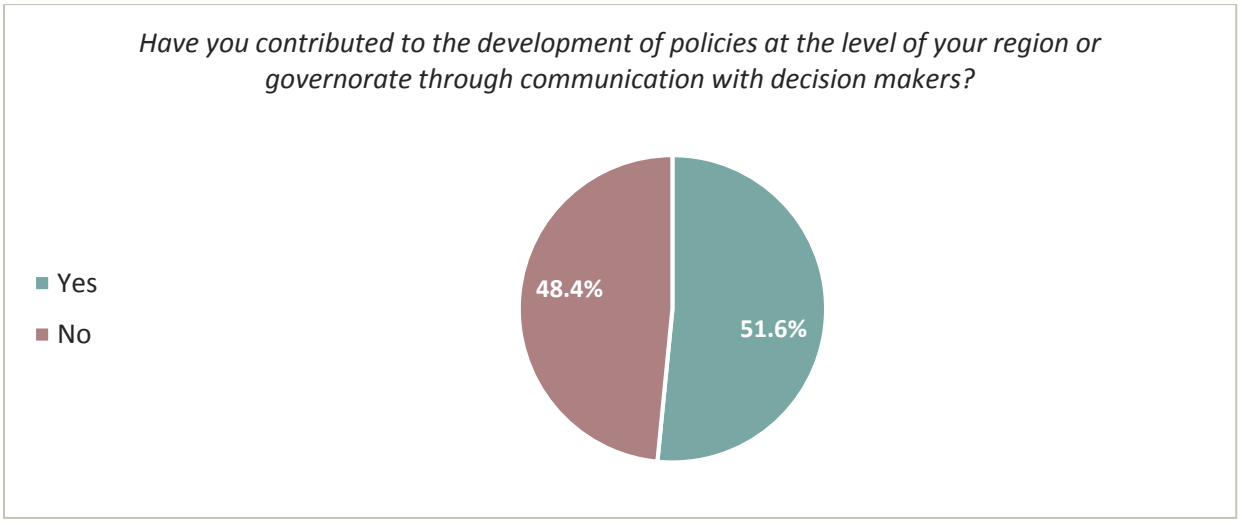
What are the safeguards used by the organisation to help women find suitable opportunities to benefit from the services and activities they offer?

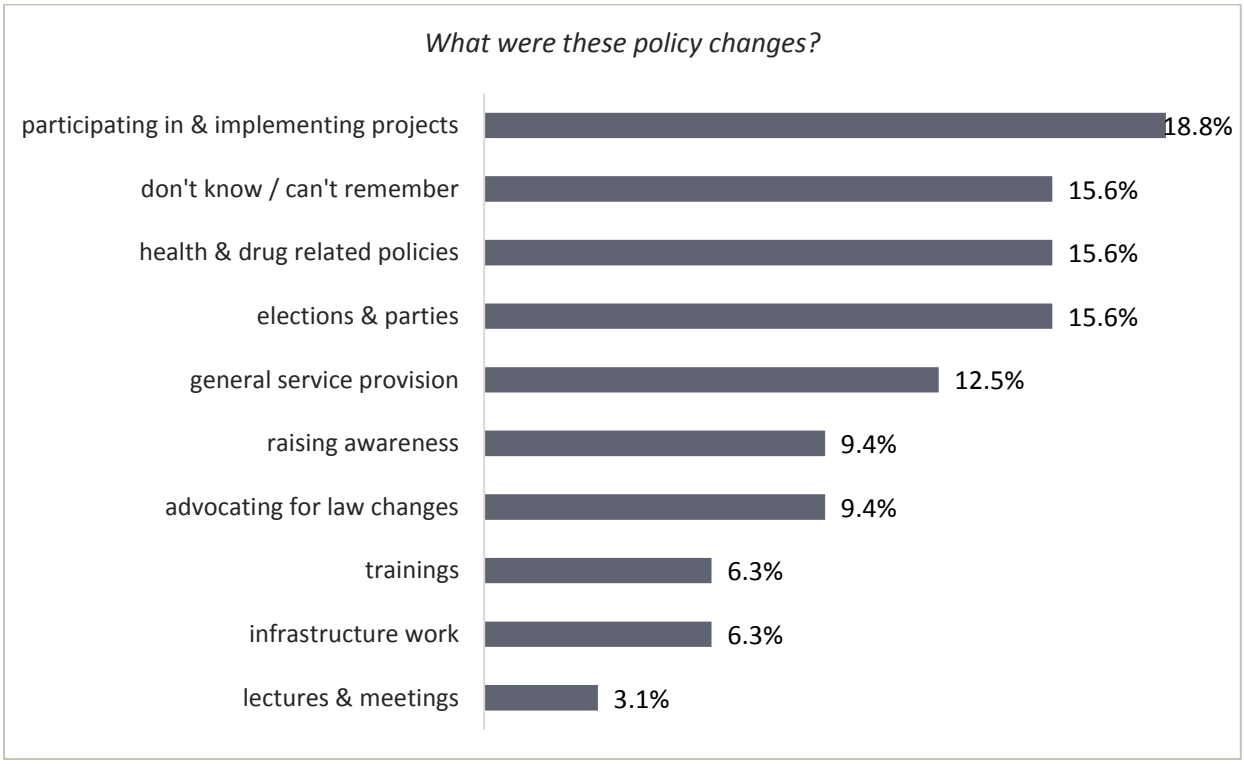


The respondents were asked if women participated in meetings with decisions makers. 76.6% of them stated that they did. Around 50% of these meetings focused on prioritizing services required by citizens. While this indicates a large involvement of women – 40.8% of respondents stated that women were in charge of preparing the subjects of these meetings, 34.7% did not know what role women played in these

meetings, and only 12.2% said that women were in charge of guiding the discussions. The remaining mentioned administrative tasks.

The respondents were also asked whether they contributed to the development of policies at the level of the region or governorate. 51.6% of answered that they did, but when asked about what the policy changes involved, most of them mentioned participating in and implementing projects rather than actual policy formulation.

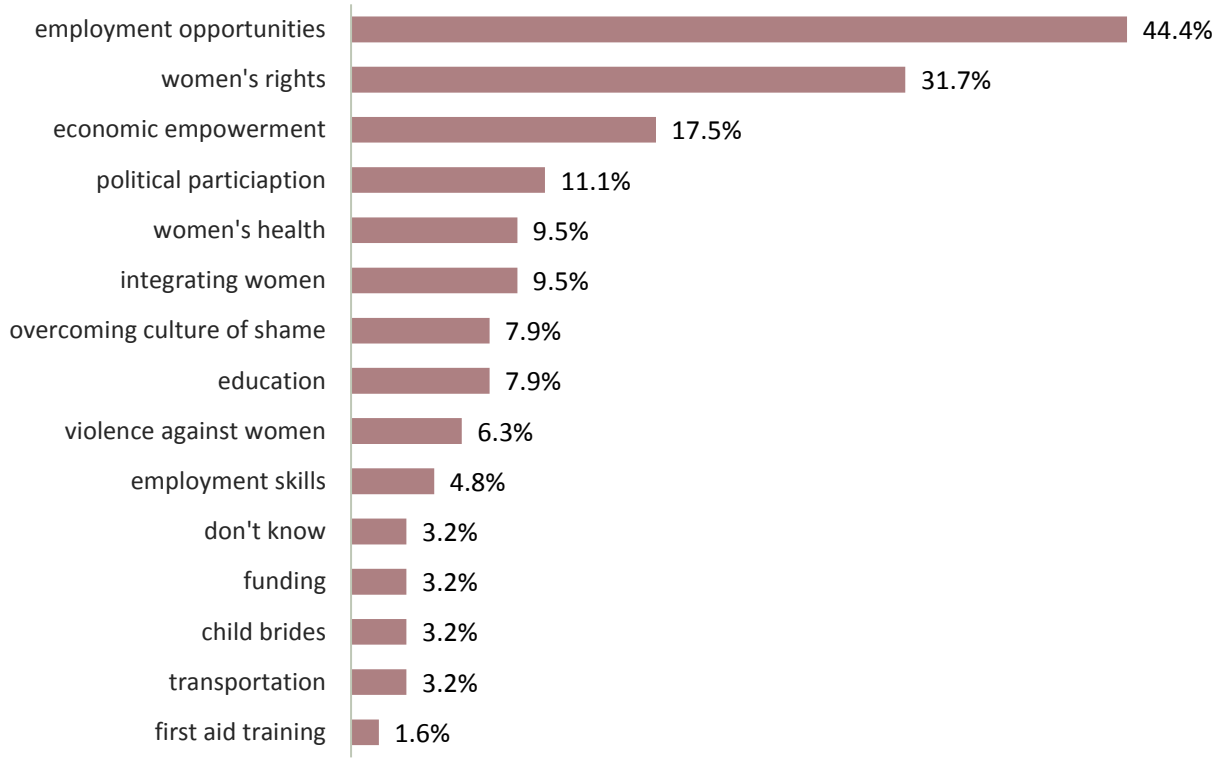




GENDER NEEDS AND PRIROTIES OF WOMEN IN TAFILAH

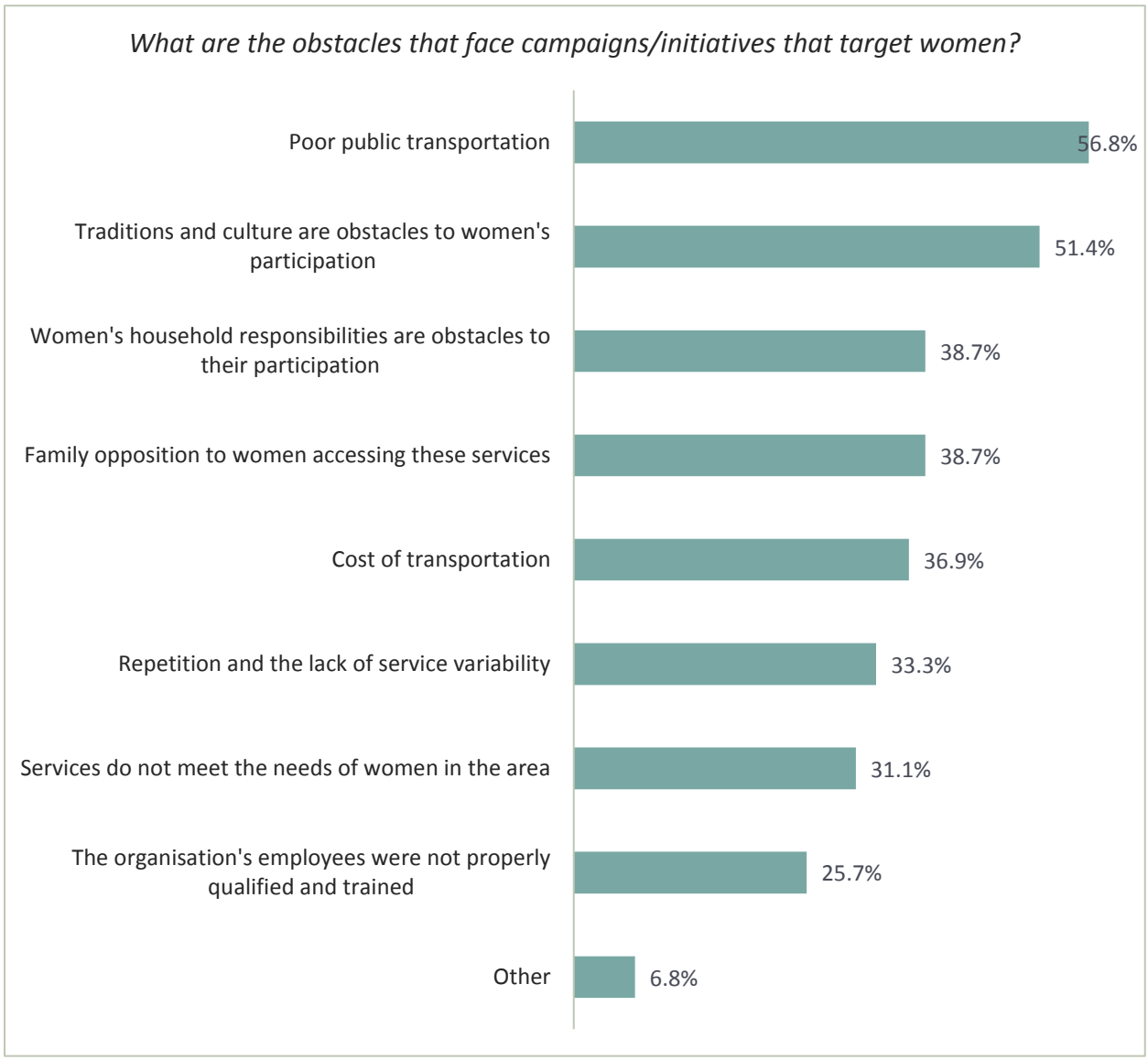
OVERALL ISSUES AND OBSTACLES

What are the three most important issues for women that require awareness raising and advocacy?



Respondents were asked about the three most important issues in Tafilah that require awareness raising and advocacy overall, and then about priority issues specific to women. In both questions employment and economic opportunities were found to be the top priority cited. Looking at issues specific to women, the three with the highest percentages are employment opportunities, women's rights and economic empowerment, followed by political participation and health.

Over the last five years, several gender development projects were conducted in Tafilah targeting women, focusing on economic and political empowerment, citizenship and volunteering, family planning and reproductive health, tourism and archaeology amongst others. The top cited obstacles that these campaigns and initiatives faced, from respondents' point of view, were poor public transportation, culture and traditions that limit women's participation in the community, and women's household responsibilities.


What are the obstacles that face campaigns/initiatives that target women?
Poor public transportation
56.8%
Traditions and culture are obstacles to women's participation
51.4%
Women's household responsibilities are obstacles to their participation
38.7%
Family opposition to women accessing these services
38.7%
Cost of transportation
36.9%
Repetition and the lack of service variability
33.3%
Services do not meet the needs of women in the area
31.1%
The organisation's employees were not properly qualified and trained
25.7%
Other
6.8%

There are several gender issues that were found across all seven districts in Tafilah, mostly relating to the economic participation of women. This was one of the most address issues in the focus groups discussions where participants spoke about several barriers to women's economic participation and the challenges that they face in starting home-based businesses:

Lack of job opportunities: while many females and males are graduating in the different districts of Tafilah, not all are able to secure jobs after finishing their education. This is because the public sector is saturated and the private sector is unable to employ these graduates. This could be due to a skills mismatch or the weakness of the private sector overall, as mentioned by women participants in the FGDs. As a result, many males join the army or move to other governorates, such as the capital Amman, to find employment. Females on the other hand remain unemployed due to other reasons such as customs and traditions.

> "The problem is with the jobs here. I mean, one might finish university with an excellent or very good GPA, yet doesn't find a job for 10 years. How come?" Female; Emiah

Customs and traditions: certain customs and traditions pose challenges for females to work in Al-Qasaba. Women are required to work within certain hours – mainly during the day and before sunset. Their mobility is also more limited than men, as very few families would allow women to move to other governorates for work. Additionally, some also face difficulty in using public transportation such as the bus, because of fear of mixing with men. While women are starting to integrate into public life, there still seems to be a lot of emphasis placed on women's reputation and many families worry about what is said about the women in their families.

> "The majority of women are university graduates who are unemployed because they are not allowed to work in Tafilah unless specific conditions are satisfied, such as returning home before it is night time, and working in a place where there are no males". Female; Al-Qasaba
>
> "Families worry about their daughters, their number one priority is one's morals and reputation. They still care about their tribe and what a guy might say about a girl." Female; Buseirah

Micro-loans for home-based businesses: because of the difficult economic conditions, many women resort to taking micro-loans to help with the household income. There are several problems with this issue. First, a woman needs a guarantor in order to receive micro-loans from organizations. In many cases this guarantor has to be the head of the household – the husband – and the women said that some husbands do not approve of their wives starting a business and refuse to sign. Second, many women who take these loans do not have the skills or knowledge to establish home-based business and thereby their businesses do not succeed. Some even take these loans for the wrong reasons, such as paying rent or monthly expenses. As a result, some women are unable to pay back these loans and end up facing legal and

> "Some women who were not able to pay and their husbands divorced them for this" Female, Al-Qasaba
>
> "She takes the 500 or 1000 JDs and God knows what her project is. She might pay off debts, pay for someone's engagement or wedding, or provide for her family. The loan's burden would be on the woman and she doesn't pay it back. Now, most of the women are summoned to the court." Female; Hasa

financial repercussions. This creates conflict between families – especially when the husband is the guarantor – and sometimes leads to divorce.

Marketing and managing home-based businesses: Many women spoke about the challenges that they face after establishing their home-based business and especially when it comes to management and marketing. They stated that competition is very fierce which makes it difficult for them to survive. They particularly face challenges in marketing their products, as there are not many marketing channels available to them. Additionally, many expressed that women do not know how to utilize social media effectively. Many of them do not have project management skills such as budgeting, monitoring and evaluation.

> "Support, follow-up and assessment are the most important steps to me in projects. There is severe competition; if you establish any project, you will find out that somebody has established another project similar to yours after a short while." Female, Al-Qasaba
>
> "We asked the municipality to establish a market for us during the meeting that was held with the municipality and the decentralization council. We reviewed the findings and found that women requested the establishment of a popular market to market their products. There is an intention to establish it." Member of the Municipal Council
>
> "Women are not aware of the importance of social media and don't know how to market their products. There should be marketing courses for women, maybe then their projects will be more successful" Female, Buseirah

According to the municipal council members who were individually interviewed, the tasks of the municipal council are linked to monitoring the labor market. The municipal council can contribute to overcoming the marketing obstacle by providing charitable bazaars or providing a popular market for marketing women's products. This was one of the most important recommendations of the joint meeting between the municipal council and the decentralized council.

There were other gender issues that were found in all seven districts, not relating to economic empowerment including:

> "Unfortunately, some directors of the departments in municipal or provincial councils oppose women's movements regardless of their area of work. Although these directors have advanced degrees, as soon as they find out that it's a women's association, they oppose them." Activist in Al-Qasaba
>
> "I started an association with 16 educated and unemployed females, they fought us and even started threatening us and our fathers saying that this association will ruin their wives and daughters. They filed a complaint against me multiple times"

Lack of cooperation between CSOs and local councils: Other issues that were mentioned include the lack of cooperation and collaboration between CSOs and local councils. They maintained that the interests of councils remain male-oriented. Additionally, participants **from** Hasa stated that there this is strong opposition from the local community to female participation in local councils and clear opposition from men to the advocacy and promotion of women's rights.

One example they mentioned during the focus groups was an initiative called “Shari’na” (our street) which aimed to reroute some streets in Al-Qasaba. However, the organizers faced obstacles regarding addressing and facing relevant government departments, such as the governor, the municipality, and the Traffic Department. This initiative wasn’t successful despite gathering 4,500 signatures from the local residents.

Lack of political influence of female members of municipal councils: female members of municipal councils who were interviewed said that think that they still have little influence. While they put pressure regarding some pressing issues in Tafilah, such as allocating amounts of the budget funds for the education sector in the outskirts of Tafilah or building a women’s social-cultural club, they claimed that these attempts have failed. One of the reasons why women in municipal and decentralized councils have little influence is the lack of agreement between them. Additionally, it was expressed that women in elected councils require capacity building on many skills that they lack including designing and implementing advocacy campaigns, preparing policy documents, legal skills, communication skills need to develop skills in the legal field and skills to communicate with the local community. Thereby, even if more women were placed in municipal and local council, they will not be influential due to their skill set.

The participants in focus group discussions spoke about some collaborations with the municipalities and local councils that actually succeeded. There were successful attempts to partner up with decision makers in Hasa, including cooperating with the mayor, to build a nursery school in the municipality for the employees based on article 72 of the Labor Law. The nursery school was prepared and only lacks furniture. Another successful initiative that had a positive impact was done through working with the transportation director to operate the bus station and improving the internal transportation. Currently, the work is in progress and is expected to be done in a short period.

AL QASABA

In addition to the issues mentioned previously, participants from Al-Qasaba spoke about other gender issues that were problematic in their area including:

Poor transport system: the women spoke about the limited transport system in their area. They said that the transportation system was weak and only operated for limited periods of time. This poses a problem for women especially with the conservative customs and traditions that limit the mobility of women.

Exploitation by private sector: the women of Al-Qasaba spoke about the exploitation that women who work in factories face. They expressed that women have long working hours and bad working conditions. They are poorly treated and underpaid. While factories provide employment opportunities for the communities in Tafilah, many families do not allow their daughters/wives to work there because of the conditions.

Health issues: the community in Al-Qasaba suffers from serious health issues, such as the prevalence of Multiple Sclerosis (MS) and breast cancer, the latter a result to Tafilah's proximity to the Dimona reactor. Additionally, Tafilah doesn't have a specialized center for the treatment of such cases, or for the early detection of breast cancer, which increases the patients' suffering and makes it more expensive for them, as these services are only available in Amman.

> "There's a female cancer patient that doesn't work and her husband is retired… It costs her 100 JDs to go to Amman because they don't have a car. They sometimes take the bus to go to Amman, but because they treat her with chemotherapy or radioactive iodine, she'd be exhausted. So they rent a car to get back home, which costs them 60 JDs to rent" Member of a decentralized council

Main Gender Issues in Al-Qasaba

- High unemployment rates among males and females due to lack of job opportunities in the public and private sectors in Al-Qasaba.
- Many women established home based businesses but face challenges in marketing their products.
- Women support their families by resorting to micro-loans but face legal issues and debt when they cannot pay the loans back.
- Exploitation of women working in the private sector, especially in factories (long working hours and harsh working conditions).
- Women lack project management skills and their projects are not based on feasibility studies.
- Women in Al-Qasaba are not familiar with services provided by government institutions.
- Lack of social clubs and recreational facilities for women and children.
- Lack of networking between CSOs and local councils.
- High rates of multiple sclerosis (MS) and breast cancer cases in light of the absence of specialized health institutions for the treatment of such cases, or for their early detection.

Limited access to higher education: Women and girls of Eimah spoke of the significant challenges females face in gaining access to higher education due to Eimah's remote location away from the governorate capital, and also due to the inaccessibility of affordable public transportation.

Lack of health services: Participants spoke of the lack of a comprehensive health center containing all specializations and competencies in Eimah, including gynecology and pediatrics. Therefore, citizens resort to distant health facilities where they suffer from lengthy procedures and irregular appointments.

> "When it comes to the maternity services sector, mothers spend their whole pregnancy without seeing a doctor, and a midwife delivers their baby" Female; Eimah

Lack of Training Centers and representation: Participants from Eimah spoke of the lack of cultural or vocational training centers, in addition to the scarcity of development projects. Organizations pay insufficient attention to Eimah and its problems in the absence of any women's associations in the area. Moreover, the representation of women and female activists in networks, such as Mosawa and Nashmiat is very low.

Private sector challenges: Lack of factories: No use of agricultural and livestock resources in building dairy, cheese, and pickles factories that could contribute to providing women with job opportunities.

> "We hope they create projects for the employment of labor, especially sewing projects. I mean, they can build us a factory" Female; Eimah

Main Gender Issues in Eimah

- Depriving girls from higher education because of the remoteness of the higher education institutions, coupled with weak and expensive public transport system.
- Lack of comprehensive and specialized health centers, including gynecology and pediatrics. As a result, women fall victim to lengthy procedures and irregular appointments.
- Very poor mother and child health services.
- No use of agricultural and livestock resources in building dairy, cheese, and pickles factories that could contribute to providing women with job opportunities.
- Lack of social clubs and recreational facilities for women and children.
- The absence of a knowledge station to contribute in enhancing the youth skills in the area.
- No public parks.
- Lack of vocational training centers that offer training to women.
- Absence of women's organizations.
- Lack of employment opportunities.
- Poor product marketing opportunities
- Weak private sector in the area.

AL QADISIEH

Lack of recreational facilities: Participants from Al Qadisieh spoke of the lack of a sports and social club for women and children. A request for one has been submitted to decision makers, such as the governorate capital and the decentralized council; however, the request was not met.

Negative perception of women: The female activists think that in spite of the many means of empowerment they obtained, they find themselves ineffectual due to their lack of confidence in their ability to make a change, as well as decision-makers' and society's perception of women in terms of not accepting their opinion. The capacity of women who work in the city council to make a change is still weak, despite the fact that they have good representation; there are 6 female municipality members.

> "It's impossible to achieve equality with men in village" Female; Al Qadisieh

Inheritance rights: Women in Qadissiyeh also talked about challenges faced regarding rights of inheritance

> "Only males have the right of inheritance. If they want to give her some of the money she inherited, they give her a small amount of money as a favor" Female; Al Qadisieh

CSOs representatives also expressed that the focus is still on the governorate capital, while there is neglect of the remaining areas.

Main Gender Issues in Al Qadisieh

- Lack of social clubs and recreational facilities for women and children.
- High unemployment rates among males and females.
- Poor public transportation system.
- Challenges in the educational system.
- Depriving women of their rights of inheritance.
- Patriarchy and gender inequality due to the structure of the village community.
- Women support their families by resorting to micro-loans but face legal issues and debt when they cannot pay the loans back. This also results in spousal problems and separation.
- Poor infrastructure is a key factor in the failure of the projects implemented by women. Women resort to using the phone or the internet to facilitate their projects.
- Development projects focus on the governorate capital and neglects the remaining areas.

Ineffective communication: One of the major supporters of CSOs in Buseirah is the Royal Court. This area, just like other areas, suffers from the concentration of the private sector in Al-Qasaba (governorate capital). There was communication between women's organizations in the area and decision makers about the creation of development projects, but these conversations have no materialized yet.

Lack of awareness: Women in focus groups noted that it's a patriarchal community in Buseirah, therefore, development programs and projects must target males to raise their awareness of women's rights.

> "We need to raise the awareness of males more than the females. As a female, I know my rights and would like to do many things, but men still interfere with women's decisions" Female; Buseirah

Lack of specific training programs: Women in Buseirah noted that there is a need in providing awareness raising programs about how to enable women to become decision makers and participate in the decision making process in addition to programs regarding women's rights.

> "Many other girls and I attend lectures. We've never heard about a lecture that tells us how to make decisions and participate in decision-making. There's a weakness in this aspect. To have awareness raising lectures about women's rights and duties"

Main Gender Issues in Buseirah

- High unemployment rates among males and females, despite the high level of education
- The poor public transport system
- The difficult access to health institutions due to the poor and expensive public transport system
- Health institutions need rehabilitation in terms of specializations competencies, and equipment
- The infrastructure gets worse during winter
- The low salaries that can't cover the costs of the basic needs, such as education, health, and medicine
- Women contribute in supporting the family income by resorting to loans to start projects that mainly depend on the agricultural sector; however, there is high probability that they default on the loan which lead to legal problems that could result in the separation of the spouses
- The area lacks nursery schools. Many past attempts to establish one have failed for reasons including the requirements for establishing a nursey school and the complex procedures
- The communication between CSOs and decision makers is yet poor and ineffective

Lack of health services: Participants stated that Al Hassa suffers from the lack of a comprehensive health center providing mother and child health services with birthing rooms. The nearest hospital to Hasa that has a maternity unit is 40 Kilometers away, which puts the mother and the fetus in real danger.

Lack of secondary schools and training centers: There's a real shortage of secondary schools in key areas in Hassa, according to participants, which deprives many straight-A female students from completing their education and exposes them to early marriage. Hassa also lacks vocational training institutions.

Poor transportation system: Participants also talked about exploitation and harassment when it comes to transportation. Females who go to college have a hard time finding public transportation and are exploited by private buses. Females also face harassment on the desert highway.

Lack of awareness raising programs: In light of the communal society, there's an importance and an urgent need to raise the awareness of women and girls in Hassa of their most basic rights, such as their right of inheritance.

Unemployment and exploitation: Participants noted that despite the high level of education, there are high rates of unemployment. As a result, many unemployed males resort to drugs. Moreover, and because of unemployment, many females are exploited in factories, which contradicts the Labor Law.

"Some girls couldn't attend the classes and had to stay home, while some got married. Those who kept home moved to a tent and started raising sheep"

"I can't find a bus to go to college. Sadly, those who pick up people with their own buses exploit us so much"

"I used to work in a factory in Al-Karak, we used to work from 5am till 6:30pm. We had one hour break, including the time for praying. We didn't have chairs and they wouldn't let us sit down. It was very exhausting. I worked there for 10 days then I couldn't tolerate it and quit"

Main Gender Issues in Al-Hasa

- Lack of an equipped health center that has a maternity unit or provides mother/ child health services.
- The prevalence of early marriage.
- Poor transport system and the unsafety of the main road for women and girls.
- Empowering women in the legal frameworks to be effective in the elected councils
- Raising women's awareness of their rights, especially their right of inheritance.
- High unemployment rates among males and females.
- The weakness of the vocational training sector
- Girls dropping out of school at the secondary level because of the lack of secondary schools.
- Difficult working conditions in the private sector for women, especially in factories.
- The need to provide public parks and clubs for women and children.

Participants said that there is a lack of literature on Ayn al-Bayda's socio-economic needs and thereby it is difficult for them to identify issues that require advocacy campaigns.

> "They tell us that they talk to the men and they don't respond, while they talk to us and we do. People were very comfortable"

Lack of training programs: Participants said that female representatives of women in Ayn al-Bayda succeeded in being part of the municipal, local, and decentralized councils. These female representatives need adequate training to be effective and influential before the elections. The community believes that women in municipal councils are more responsive to the area's needs.

Lack of decision-making power: There's a view that women's blocs can put pressure on the municipal councils; however, participants find that decisions remain central in Amman. One of the main administrative claims for the area is making Ayn al-Bayda a district, which ensures the allocation of a budget for the area's development.

Drugs and violation of rights: The area is also affected by the spread of drugs, cases of domestic violence, and violation of women's right of inheritance**.**

Lack of health services: Regarding the health aspect, the area lacks a comprehensive health center providing mother and child health services, and the early detection of breast cancer.

Poor infrastructure: Participants noted that the area suffers from a poor sewerage system, thus families pay high monthly payments to dispose wastewater; the area could suffer from poor sanitary conditions, which might lead to groundwater contamination.

Main Gender Issues in Ain Al-Bayda

- Spread of drugs and domestic violence.
- Women support their families by resorting to micro-loans but face legal issues and debt when they cannot pay the loans back.
- Female representatives of women in municipal, local, and decentralized councils need adequate training to be effective and influential.
- Women in Ayn al-Bayda face obstacles regarding obtaining their right of inheritance
- Women's blocs can put pressure on the municipal councils; however, Amman is the center of decision-making.
- High unemployment rates among males and females.
- Infrastructure problems, especially with the sewerage system.
- The lack of mother and child health services.
- Administrative claims to make Ayn al-Bayda a district.
- The high incidence of breast cancer, with the lack of early detection services.
- Limited university majors that suit females in Tafilah University, such as nursing.
- Weak private sector. There's only one factory for an Indian investor

GHARANDAL

Lack of funding: Participants said that one of the significant problems encountered in Gharandal is that funding is concentrated on Al-Qasaba. Therefore, CSOs turn to obtain support from the Royal Court and the Ministry of Planning, especially for funding micro projects. In light of the inadequate local and foreign funding, CSOs greatly depend on voluntary services.

Lack of health services: The area lacks a comprehensive health center providing mother and child health services, where it mainly depends on the military hospital. The poor and expensive transport system creates an obstacle to receiving health services in other areas, in light of the families' difficult economic condition.

> "Yes, when women go to Tafilah to give birth, some women deliver their babies on their way to Tafilah, especially in winter, they are forced

Lack of nursery schools: Participants said Gharandal lacks nursery schools. There were attempts to license nursery schools, but those attempts failed. One of the solutions is going to nursery schools in Buseirah.

Main Gender Issues in Gharandal

- Funding is concentrated in Al-Qasaba and neglecting the outskirts.
- Women support their families by resorting to micro-loans but face legal issues and debt when they cannot pay the loans back.
- Weak communication between CSOs and the local councils.
- The private sector's contribution to the area's development remains very weak.
- High unemployment rates among males and females.
- Poor infrastructure and transportation system.
- Organizations' staff needs more training.
- The need to licensing nursery schools.
- Women's socials roles prevent them from being economically and politically enabled.

CONCLUSION

Quantitative and qualitative data shows that the following main focuses describe Tafilah needs:

Economic Empowerment: Women in Tafilah try supporting their families economically in many respects, such as direct support through borrowing money from lending institutions which could lead to legal risks due to the default on the loan and lack of awareness of these risks and lack of skills in financial planning. Furthermore, it was noted that women turn to home-based businesses to use the area's agricultural and animal resources; however, they are incapable of marketing their products.

Infrastructure: most areas in Tafilah suffer from poor infrastructure, including the streets, public transport, and lack of social clubs and knowledge stations. This deprives women of enrollment in

educational institutions, integration into the labor market, or access to public services, such as health services.

Health Sector: the study shows the need for the rehabilitation of the health sector in Tafileh. It was clear that there is pressure on the health services in Tafileh Governorate, mainly relying on Prince Zeid Al-Hussein Military Hospital, and that there is a shortage of medical staff including gynecology, mental health, and dentistry. Moreover, there is a need to rehabilitate the comprehensive health center's buildings and equipment. There is a reliance on specialized medical staff from Amman.

Empowerment of Elected Women: the necessity of implementing regular and periodic programs to empower elected women in municipal and decentralized councils and upgrade their skills to be influential in development policy-making across Tafileh.

Communication Channels: the need for activating the communication channels among development units in municipalities, civil society organizations in general, and women's institutions, in particular, to contribute to influence development policy-making and reflect communities' needs. This contributes to build bridges of trust with decision-makers and local communities.

The following are the main recommendations as what the CBOs and women need to focus on:

- Establish a comprehensive procedures to activate oversight on labor markets, which will encourage women's inclusion in the labor market, enhance equality in work conditions including equal wages for the same kind of work, and limit exploiting women in the private sector, especially in factories where they have to work for long hours and according to certain conditions.
- Direct donors' strategies and plans toward implementing development projects all Tafilah districts, because funding is concentrated on Qasaba of Al Tafilah.
- Direct private sector to activate its economic role and to open branches on Tafilah districts, because private institutions are concentrated in Qasaba of Al Tafilah. This would decrease percentage of unemployment among males and females outside Tafilah governorate.
- Establish a mechanism for promoting home-based business with respect to legislation and to providing marketing channels for these products at the district and governorate levels. There should be also health inspector from the municipality for home made products like dairy products and soap. Women working from home must also have sufficient information about how to market their products like packaging and pricing.
- Conduct extensive awareness programs for women in order to limit the phenomenon of indebted women through establishing rules for granting loans and how to disburse these loans and ways of follow up to ensure women's ability to repay the debt, in addition to clarifying legal issues in case of default.
- Enhance networking among CSOs and local, municipal and decentralized councils, provide adequate training for women in these councils, provide training on advocacy campaigns

as well as the legal framework and how to establish policies and run CSOs to have an effective role in elected councils.

- Enhance the infrastructure, especially the sewerage system, public transportation and roads' network and their lightening to enable women to access public services.
- Match specializations in higher education institutions with the needs of local market in order to decrease unemployment among females and males, and show more interest in vocational training and in directing the youth towards vocational specializations.
- Improve health services in primary and comprehensive health centers in terms of maternal and child care, psychological health, and having qualified males and females' staff, as well as providing medical equipment with periodic maintenance.
- Establish socio-cultural center for women and children and information station to enhance the skills of the youth outside the governorate center, and establish women associations on the outskirts of the governorate, in addition to enhance women's contribution in establishing kindergartens all over the governorate.

ANNEX 1

Political Empowerment

- **Political participation of women**: in 2018, the Tafilah Women Charitable Society launched a project to promote comprehensive and active participation of women in the political field. The project is funded by the European Union and in cooperation with the National Center for Human Rights. The project aims to advance women's participation in local councils and reduce gender inequality. The project will build the capacity of civil society organizations to enhance gender equality as well as conduct workshops on how to effectively manage electoral campaign within the local councils. Additionally, a roundtable discussion will be held at the local level in the presence of a number of decision makers in Tafilah governorate.[1]

- **Empowering women to play leadership roles:** in 2018, The Arab Women's Organization (AWO), in collaboration with the Canadian Federation Forum, and launched the project "Empowering women to play leadership roles" in provincial, municipal, local and political councils. The project aims to enable women to assume leadership positions by increasing their participation in local governance and influencing policies. The project targets 840 women elected to join local councils, and become members of local associations and 160 political parties in Karak, Tafilah, Madaba and Balqa governorates. The project activities include 24 dialogue sessions and 8 two-day training workshops on decentralization, civic education, social communication skills, and leadership of women.[2]

Economic Empowerment

- **Tafilah Business Incubator**: the Tafilah Business Incubator of the Noor Al Hussein Foundation was established in cooperation with the Ministry of the Interior within the framework of the Local Economic Development Promotion Project financed by the European Union. It is the first specialized business development incubator to contribute to sustainable community development by providing logistical and technical support to entrepreneurs with entrepreneurial ideas in establishing small and medium-sized development projects that promote economic development and establish private development projects for individuals or institutions. The Tafilah Business Incubator was able to contribute to the development of the business after carrying out about 80 training courses as well as providing technical consultations to about 1500 citizens applying for grants from the European Union.[3]

- **Employment of women in Buseira**: in 2017, the project of the Traditional Fashion Company, the foreign investment in cooperation with the Ministry of Labor, cost 1.752 JOD million, which in its final stages was aimed at employing 700 girls from the Buseira district, one of the Kingdom's pockets of poverty.[4]

- **Training young men and women**: in 2016, USAID and Jordan's Manpower Development Project, together with the Tafilah Chamber of Commerce and the Traditional Fashion Company, trained 250 young men and women in Tafilah. The training provided 100 male participants with the skills of maintenance of smart devices that enable them to launch and manage their own projects in

the future, and 150 female participants training in the field of industrial tailoring to meet the needs of the local market of women's competencies.[5]

- **Empowering women through economic guidance**: Partners Jordan in cooperation with the Partners for Democratic Change Network, with funding from the European Union, implemented a project that empowered women in economically disadvantaged areas to further their political and economic participation. The project involved mentorship and guidance from 12 business women to 12 women in disadvantaged areas around Jordan establishing small projects.[6]
- **Promoting Local Development**: this project was implemented between 2012 and 2017 under the supervision of the Directorate of Local Development in the Ministry of the Interior, and funded by the European Union. The number of grants provided in the governorate of Tafilah alone reached up to 12, of which five projects are led by women, and one given to Jarf Al-Darawish Women Association. The objective of the program was to achieve local economic development.[7]
- **Youth Participation and Employment Program:** launched by the The Danish-Arab Partnership Program in Tafilah the project aims to implement training and operational programs for youth in cooperation with local organizations. Funded by the Danish Ministry of Foreign Affairs, the project targets young male and female Jordanians and Syrians between 18-35 in Karak, Tafilah, Balqa, and Madaba governorates, which are areas characterized by limited employment opportunities and community participation. The project aims to enhance the life and technical skills of young people to enhance their engagement in society through specialized training and work to increase the ability of employers, institutions and the society to support young people and employ them through training and fellowship programs; develop online platforms that link youth to education and training opportunities, as well as support dialogue between youth groups, public and private institutions and businesses; and spread a common understanding of the importance of involving young people in the labor market.[8]
- **Maharat workshops**: The Arab Bank sponsored and supported a series of activities and programs implemented by the Business Development Center in Tafilah. The activities serve graduates from the governorate and students of Tafilah Technical University, as well as a number of young male and female community members, under the umbrella of the Center's main initiatives and programs: Skills for Training and Employment, and Youth Entrepreneurship Skills programs. The focus of this cooperation is supporting the efforts of the Business Development Center to build capacity and enhance skills of students and fresh graduates, support entrepreneurs in enhancing the efficiency and competitiveness of their projects. To date, 25 students from Tafilah have benefited from this cooperation. They have joined the 'Skills' (Maharat) training workshop to bridge the gap between the academic and work stages, and the 'Skills' workshops to develop the concepts of youth entrepreneurship.[9]
- **Youth for the Future**: is an initiative which includes a group of Jordanian youth from various local sectors and involves them in an extensive workshop with the participation of the local community in Tafilah governorate to discuss the needs of Tafilah governorate in the health, educational, agricultural, commercial, and tourism sectors. At the top of these problems are poverty and

unemployment in addition to investing in touristic and important sites in Tafilah. This initiative aimed to develop young people and encourage them to engage in targeted training programs. The initiative started with the establishment of voluntary programs, including the construction of aesthetic landmarks at the entrances to the city of Tafilah, improving the Circle of the Contractors Union and tree planting along main roads, as well as the establishment of a park and library in Al-Ain Al-Bayda, rehabilitation of Sheikh Hamad Al- Jazi, and a campaign for maintenance of the houses of some needy families.[10]

- **Women's Economic Empowerment Program:** The Women's Association of Ahl al Himmeh in Tafilah distributed sewing machines and cloth accessories to 20 women and girls who mastered the skill of sewing and designing clothes, with the support of the Jordanian Hashemite Charity Organization. This aimed to help women, especially in Al-Ais region, advance their profession and skills to secure a stable income.[11]

- **Sustainable Self-Employment Training Program**: This program was implemented by Jordan Education for Employment (JEFE) and aimed to address the problem of youth unemployment and poverty alleviation in Jordan through the provision of training programs on employment and self-employment for marginalized youth. The program provided automotive mechanics, heating, ventilation and air conditioning specialized training programs, as well as training on small-scale projects for young people from Tafilah and Karak. The program provided guidance and funding for the top 12 business ideas in Tafilah and Karak.[12]

- **Job opportunities in factories**: As part of the development projects launched by the government, Basira Textile Factory affiliated to the Traditional Clothing Fashion Company was established in 2017. It provided 450 jobs for women in Tafilah and is expected to provide 700 women with jobs when the factory's full capacity is reached. In 2017, the Arwaim textile factory was expanded with funding from the Royal Initiatives Fund, providing about 300 new jobs. The number of female workers at the factory increased to 500. This project was implemented in partnership between the Royal Hashemite Court, the Ministry of Labor and the private sector in three phases.[13]

Education

- **Hakki Atalm**: In 2017, the Islamic Center Association and Development Programs Department organized the 'Hakki Atalm' initiative, which was launched by the Association in cooperation with the US Agency for International Development (USAID) in Jarf Al-Darawish area in Tafilah governorate. The initiative aimed to bring back to schools, females who dropped out of school at an early age.[14]

Citizenship and Volunteering

- **Enhancing Active Communities in Ain Al-Bayda**: in 2017, this project which was implemented by the USAID Community Participation Project in Tafilah governorate, witnessed broad participation by the local community. It aimed to combat negative phenomena and promote a culture of volunteerism and positive community participation. The project involved several interventions, one of which was the rehabilitation of the Youth center and conducting different lectures to raise awareness on community issues.[15]

- **Women in Tafilah: Challenges and Opportunities**: this conference was organized by USAID in Tafilah with the participation of members of the development team of Al-Mansoura and Al-Teen communities aiming to identify the main obstacles that stand in the way of achieving women's goals and future visions so they can serve their community.[16]

- **Tafilah Youth Directorate Initiatives**: More than 2,000 young men and women took part in the youth initiatives and activities carried out by the Tafila Youth Directorate in various areas of the governorate in Al-Hasa, Basira, Qadisiya, Tafila, Grandal, and Al Ain Al-Bayda. The activities included developmental thinking among young people from the contents of the Amman Mission, which focused on dialogue with others, moderation, tolerance, and the role of the Hashemites in promoting the bright image of Islam and the preservation of Islamic sites. Discussions focused on the educational and religious aspect of the Amman Mission. Workshops were held focusing on the educational and national aspects of the Scouts and Guidance Movement, and its role in serving the local community through the public service and voluntary work.[17]

- **Future Leaders Program**: The Youth Committee of the Jordan Hashemite Fund / Queen Alia Center for Social Work in Tafilah launched the Future Leaders Program with the participation of 50 male and female students from various schools in the governorate to train them on basic life skills, leadership, time management, mental and physical health, youth initiatives, voluntary work, dialogue, and debates.[18]

Networking

- **Makana 3:** CARE International, in cooperation with the Dutch Embassy in Amman and the General Union of Charitable Associations, has been part of the project to promote the voice of Jordanian women and advocacy initiatives "Makana 3" in targeting five charitable organization to achieve equality between men and women in local communities in Jordan, including Tafilah. It contributed to supporting rural women. This project reached around 1,000 women in Tafilah through the associations of Grandal, Al-Ais, Al Ain Al-Bayda, Queen Zain Al Sharaf and Al Qadisiyah in cooperation with the Federation of Tafilah Associations. Groups, teams, and a women's affairs unit were formed and surveys were developed in five communities. A number of "Makana 3" coordinators confirmed that the project has worked on forming a base of volunteer work groups and networking with the acting groups in the region and providing women with the necessary knowledge, skills and mechanisms to enable them to claim their rights.[19]

- **Nashmiyat Netwrok**: The Knowledge Network for Women in the Municipal Councils (Nashmiyat) operates under the umbrella of the National Women's Caucus in cooperation with the National Committee for Women's Affairs, with the support of the Municipal Development and the Promotion of Popular Participation Program. Nashmiyat is a national network for women in local government in Jordan. It has relations to exchange experience and coordinate with the Al-Arabiya Network in local government that has announced that Nashmiyat targets women in the current councils because of their experience and leadership, in addition to supporting those wishing to run municipal elections. It also aims to coordinate efforts, share experiences, connect with similar Arab networks, and find ways to support projects that serve women. The establishment of

Nashmiyat Network was the result of the efforts made by the Committee to support women in municipalities, which was accompanied by an information campaign to motivate the community to elect women. This has finally led women to achieve a significant presence in their municipal councils and the presence of representative women from Nashmiyat Network in Tafilah governorate.

- **The Mosawa Network**: is an umbrella organization that includes representatives of civil society organizations. It is managed by the Arab Women's Association. The Mosawa Network looks forward to the elimination of all forms of discrimination against women in the workplace and is concerned with women's issues, defending the principle of equal opportunities and the economic empowerment of women. It works to build the capacity of women leaders by continuous training, raising efficiency through the implementation of joint development projects, developing channels for sharing information, developing performance and introducing ways to achieve equality and empowerment of women at global, regional and local levels.

Family Planning and Reproductive Health

- **Communication for Family Happiness**: was a USAID-funded project to support national efforts to improve family health and achieve economic and social well-being. The project aimed to increase the demand for family planning and reproductive health services and to improve and to improve and enhance health services. The project chose the Al-Hasa district to start its work in Tafilah in cooperation with the Ministry of Health, the Supreme Council for Population and the National Family Planning Campaign, while focusing on the health of the Jordanian family and the safety of its members, especially women and men, as well as youth and related groups that have an impact on family planning practices.[20]

Media

- Hamish: "Hamish" (margin) is an initiative that was launched in the governorates of Tafilah and Maan to address the phenomenon of publishing rumors, news and fabricated stories without verifying their sources and their validity that have become destructive in many communities.[21]

Environment

- **The Tafilah wind farm**: has provided a new platform for renewable energy projects in the Middle East. The Jordanian project will cover 3% of the national demand for electricity and will create significant employment opportunities for qualified workers and for private investment, as Tafilah has a significant cross-border impact on the growing business opportunities in the region.

- **Al Riyah (Wind) Farm**, located in Tafilah Governorate, is part of Jordan's energy strategy and regional goals in clean energy. Jordan has set an ambitious target of 10% of total renewable energy by 2020, of which wind energy will account for 66.6%. The project is in line with the principles of regional dialogue because it will contribute to reducing the country's large dependence on energy imports while developing renewable energy generation. It will also create jobs and training opportunities in Tafilah governorate, which will improve access to energy, increase energy security, and reduce greenhouse gas emissions.[22]

- Environmental projects included targeting the Dana Nature Reserve, 200 km south of Amman and 55 km north of Petra, Jordan. It is habitat to 1,000 different species of animals and plants, and it's the place where ecotourism is offered to locals and international visitors through the local cooperation. It aims to raise awareness of visitors to the village of Dana, understand nature and minimize the human impact on nature. It also works to strengthen the capacity of local youth to be active citizens and to support the environmental conservation efforts. Moreover, it targets women and children by providing an opportunity for awareness and training to contribute to the empowerment of women! The Promising Women's Program from Tafilah is also aimed at promoting efforts that make women play their role in sustainable development and contribute to social, economic and environmental development through management skills training.[23]

Tourism and Archaeology

- Tafilah is considered one of the richest tourism and archaeological areas, as it enjoys various tourism components which can be classified in four types of tourism: medical tourism due to the existence of hot water in the areas of Afra and Barbita, religious tourism due to the existence of the shrines of the Companions, the historical and heritage tourism due to the existence of the castle of Tafilah and Dana Nature Reserve area as well as the proximity of Tafilah to the Petra tourist area.

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