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MADAD 2 EVALUATION

ANNEXES TO THE REPORT

Madad 2 Evaluation - Annexes to the Report

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ANNEX 1-Indicators for Measuring Results

The final evaluation of the programme utilized several indicators to measure the results based on the programme's objectives and the intended outcomes. These indicators were essential for evaluating the programme's success in enhancing the resilience and empowerment of vulnerable women in Jordan. They provided a comprehensive view of the programme's impact across different levels of intervention, from individual empowerment to systemic change in policies and practices. Below are the key indicators used:

A) Outcome Indicators

The table below shows the outcome indicators measured during the evaluation and corresponding sub-questions.

Table 1 Outcome indicators, description of measurement and sub questions of the evaluation

Sub-Questions in Evaluation Matrix	Indicator Description	Measurement
Have the revised legal frameworks, including provisions on sexual harassment and violence against women in the workplace, the abolishment of closed occupations for women, and the issuance of flexi-work arrangements bylaws, been endorsed and implemented?	SO 1.1: Status of legal frameworks including Articles 29 and 69 of the labour code to support women overcome challenges that hinder their economic participation related to the world of work.	This was measured through study of revised article 29 and 69, to see the inclusion of provisions on sexual harassment and violence against women in the workplace, the abolishment of closed occupations for women, and the issuance of flexi-work arrangements bylaws.
How many internal policies, procedures, and regulations have been updated to incorporate gender sensitivity? Can you provide some examples?	SO 1.2: Number of internal policies, procedures and regulations, updated, to be gender sensitive within government directorates.	This was measured by mapping of updated policies, procedures, and regulations that incorporated gender sensitivity, as documented in government reports and official journals.
1. Do you have decision-making responsibilities in your household? 2. How has your role in household decision-	SO 2.1: Percentage of women having decision making responsibilities in the household by age, nationality, persons with	This was measured through survey conducted with the programme beneficiaries to assess changes in household decision-making dynamics.

making changed over the past year?	disabilities, urban/rural, camp/non camp, marital status, and geographic region.	
<p>1. Are you currently employed?</p> <p>2. How long have you been employed since graduating from the UN Women Oasis program?</p>	SO 2.1: Number of targeted women employed 12 months after graduation from UN Women Oasis (EUTF 9), disaggregated by community of origin and persons with disabilities	This was measured by a survey with the women who have graduated from the Oasis programme, asked about the status of their employment. It was triangulate with the programme record.

B) Output Indicators

The table below shows the output indicators measured during the evaluation and corresponding sub-questions.

Table 2 Output indicators, description of measurement and the sub questions of the evaluation

Sub-Questions in Evaluation Matrix	Indicator Description	Measurement
How has the training of officials on gender-sensitive policies impacted the implementation of these policies at the subnational level?	Number of officials from subnational governments and deconcentrated service providers trained on gender-sensitive national and local policy frameworks and mechanisms	Reflects the capacity-building aspect of the programme, crucial for sustainable gender mainstreaming in government actions.
What progress has been made towards achieving the key output targets?	Number of Syrian refugees in camps receiving cash-for-work - Disaggregated by sex	Measured the reach and effectiveness of the cash-for-work programmes in supporting refugee women.
What progress has been made towards achieving the key output targets?	Number of women accessing a work permit within 3 months of UN Women cash-for-work rotation	Tracked the success of efforts to integrate women into the formal labor market post-training and cash-for-work programs.
What progress has been made towards achieving the key output targets?	Number of women trained to open and run MSMEs within 3 months of UN Women cash-for-work rotation	Measured the entrepreneurial impact of the programme, indicating the sustainability of income-generating activities beyond direct programme support.

What progress has been made towards achieving the key output targets?	Number of vulnerable individuals in non-camp settings receiving cash-for-work - Disaggregated by sex and community of origin	Assessed the programme's extension beyond camps into host communities.
What progress has been made towards achieving the key output targets?	Number of Syrian refugees and host communities participating in employability, vocational, and entrepreneurial skills training programmes - Disaggregated by age and nationality	Evaluated the inclusiveness and relevance of the training provided.
What progress has been made towards achieving the key output targets?	Number of women receiving GBV services and referrals through the Oasis centres - Disaggregated by sex and community of origin	Measured the programme's effectiveness in addressing gender-based violence and providing necessary support.
What progress has been made towards achieving the key output targets?	Number of women and girls directly benefiting from civic engagement, and leadership services in camp and non-camp Oasis	Assessed the empowerment aspect of the programme, crucial for long-term societal impact.
To what extent have the program's awareness-raising activities contributed to changing social norms regarding gender roles and women's rights in the communities served?	Number of men engaged in dialogues promoting women's rights and empowerment - Disaggregated by community of origin	Tracked the programme's efforts to involve men in gender equality initiatives, which is vital for changing societal norms.

ANNEX 2 - List of Documents Reviewed

a) UN Evaluation Guidelines

1. UN Women - Code of Conduct for Evaluation Form-Consultants
2. UN Women-Evaluation Handbook-WEB-FINAL
3. GERAAS EQA Matrix
4. UNEG Ethical Guidelines
5. Integrating Human Rights and Gender Equality in Evaluations
6. How to Manage Gender-Responsive Evaluation Handbook

b) MADAD-1 Documents

1. Annexes to the Final evaluation of the Madad programme Phase I
2. EU MADAD Phase I Evaluation report
3. Final Evaluation Brief Madad programme Phase I
4. Jordan Country Summary Madad Phase I

c) MADAD-2 Documents

1. EU Madad 2 Annual Narrative Report 2022
2. Madad 2 Annual Report 2021
3. EUTF Madad QIN Q4 2022 (all target achievements 2021-2023)
4. IBVs SOPs Selection Criteria-Camps
5. TF Madad 2021 T04 249 Annex I DoA and Log frame
6. The Selection Criteria for Host Communities
7. 2021 Assessment of the Impact of COVID-19 on Vulnerable Women in Jordan
8. Communications Final Report EUTF Madad 2021-23
9. TF Madad 2021 Annex III_Budget

d) National/Regional Strategy Documents

1. United Nations Sustainable Development Cooperation Framework
2. UN Women Country Level Strategic Plan Indicator Data
3. UN Women Strategic Plan 2022-2025
4. UN Women Humanitarian Strategy (2022–2025)
5. UN Women Audit Report 2023 Country Office in Jordan
6. Vulnerability Assessment Framework Jordan
7. General Framework for Gender Equality in Jordan
8. Economic Modernization Vision 2022
9. Jordan A National Vision and Strategy 2025
10. The National Strategy for Women 2020 -2025
11. National Social Protection Strategy 2019-2025
12. The Jordan Response Plan (JRP) 2020-2022
13. ROAS Strategic Note 2022-2025
14. Country Portfolio Evaluation Report

ANNEX 3: Sample Size Distribution

The table below outlines the sample size and number of respondents planned for different data collection methods (surveys, FGDs, and KIIs) to gather both quantitative and qualitative data for a comprehensive evaluation of the programme.

Sample Size	Planned	Achieved		
Tool	Targeted Sample	Male	Female	Total Number of Respondents
Surveys	358	10	365	375
FGDs	14	2	13	15
FGD Participants	104	16	107	123
KIIs	23	4	5	09
In-depth Case Studies	04			04

- 1. Surveys:** 375 respondents were contacted out of which 100% responded. The respondents were surveyed through structured quantitative questionnaires. These surveys were administered to the direct beneficiaries of the programme, such as Syrian refugee women and vulnerable Jordanian women.
- 2. FGDs (Focus Group Discussions):** 14 FGDs were planned while 15 FGDs were conducted.
- 3. FGD Participants:** On average, 8 participants participated in each FGD, so the total number of FGD participants 123 individuals. The FGDs gathered qualitative data from beneficiary groups.
- 4. KIIs (Key Informant Interviews):** 9 key informant interviews were conducted with various stakeholders involved in the programme implementation, such as UN Women staff, government officials, partner organizations, etc. These semi-structured interviews provided in-depth insights from key informants.
- 5. Case Studies:** The evaluation helped to capture four case studies, one each for livelihood support and gender perception. For ensuring the confidentiality, GBV survivors were not included in case studies. The cases were identified during surveys and FGDs.

The details of each type of tools and respondents is provided in below sections.

1. Survey

The sample size of 358 was distributed across various locations and outputs as follows:

- Total Population: 5,101
- Sample Size: 358 (9 men and 349 women)
- Actual Data Collected: 375 (10 men and 365 women)

The distribution was further broken down by specific locations and outputs, ensuring coverage across different geographic areas and target groups.

Table 3 Sample Size Distribution for Survey

Output Indicator and Type of Beneficiaries	Location	Sample Size Distribution (Survey)			
		Men	Women	PwDs	Total
2.1-women employed 12 months after graduation from UN Women Oasis (EUTF 9)	Aqaba, Ajloun, Jerash, Karak, Ma'an, Amman, Karak, Tafileh, Irbid, and Mafraq	0	7	1	8
2.1.1-Syrian refugees in camps receiving cash-for-work	Za'atari, Azraq	12	30	5	47
2.1.2-Women accessing a work permit		0	3	0	3
2.1.3-women trained to open and run MSMEs	Irbid, Zarqa and Madaba	0	24	3	27
2.2.1-Vulnerable individuals in non-camp settings receiving cash for work		0	62	6	68
2.2.2-Employability, vocational and entrepreneurial skills training programme		0	33	4	37
2.3.1-GBV services and referrals through the Oasis centres in camps	Za'atari, Azraq	5	52	6	63
2.3.2 and	Muwager, Bassah, Zarqa, Qura Bani Hashem, Turrah, Sammah, Burma at Jarash, Rawabi at Ajloun, Salt (Allan, Magareeb), Jabal Bani Hamed, Madaba Janoubi, Moujeb, Taibeh, EL-Eis, Ein El-Bedah, Shoubak, Um Saihoun, Shallaleh at Aqaba	0	73	8	81
2.3.3-GBV services and referrals through the Oasis centres in host communities					
individuals reached with outreach, information campaigns and awareness sessions					
2.4.1-women and girls directly benefiting from civic engagement, and leadership services in camp and non-camp Oases		0	18	2	20
2.4.2-men engaged in dialogues promoting women's rights and empowerment		2	2	0	4
	Total	19	304	35	358
	Percentage	5%	85%	10%	100%

Table 4 Sample Size Distribution by Location

Governorates	Planned Surveys		Actual Conducted Surveys		
	Districts	Total Planned	Male	Female	Total conducted
AZ-Azraq	Al-Za'atari Refugee Camp Centre, District 7	27	2	31	33
Al Mafraq	Al-Za'atari Refugee Camp Centre, District 3	26	1	29	30
Al Mafraq	Al-Azraq Refugee Camp Centre	27	1	26	27
Al Mafraq	Al-Za'atari Refugee Camp Centre, District 4	26	1	24	25
Ajlun	Al Rawabi, Ajlun	14	2	12	14
Al-balqa	Allan, Salt	14	0	14	14

Aqaba	Alshallaleh, Aqaba	14	0	14	14
Irbid	Alturah, Irbid	14	1	17	18
Jerash	Borma, Jerash	14	0	14	14
Tafieleh	Ein El Bedah, Tafieleh	14	0	14	14
Tafieleh	Eis, Tefiieleh	14	0	15	15
Amman	Elbassa, Amman	14	0	14	14
Madaba	Jabal Bany Hamida, Madaba	14	0	15	15
Madaba	Madaba Al Janoubi, Madaba	14	0	15	15
Al-balqa	Maghareeb Al salt , Salt	14	0	15	15
Al Karak	Moujib, Al Karak	14	0	14	14
Amman	Muwaqqar, Amman	14	0	14	14
AZ-Zaqra	Qura Bani Hashem, Zaqra	14	1	14	15
Irbid	Samma, Irbid	14	1	15	16
Ma'an	Shobak, Ma'an	14	0	13	13
Al Karak	Taibaa, Al Karak	14	0	13	13
Ma'an	UmSayhoun, Ma'an	14	0	13	13
	Total	358	10	365	375

2. Focus Group Discussion

In total, 15 FGDs were conducted with the beneficiaries from various outputs. Each FGD had an average of 8 participants, so in total 123 beneficiaries participated in FGDs. The distribution of number of FGDs is provided in the table below.

Table 5 FGD (numbers) Distribution Across Location

FGDs Distribution Across Location	Sample FGDs			Actual FGDs		
	Men	Women	Total	Men	Women	Total
Taibaa, Al Karak	1	1	2	1	1	2
Alshallaleh, Aqaba	0	1	1	0	1	1
Samma, Irbid	0	1	1	0	1	1
Madaba Al Janoubi, Madaba	0	1	1	0	1	1
Allan, Salt	0	2	2	0	2	2
Borma, Jerash	0	1	1	0	1	1
Eis, Tefiieleh	0	1	1	0	1	1
Shobak, Ma'an	0	1	1	0	1	1
Al-Azraq Refugee Camp Centre	1	0	1	1	0	1
Al Rawabi, Ajlun	0	1	1	0	1	1
Muwaqqar, Amman	0	1	1	0	1	1
Al-Za'atari Refugee Camp Centre, District 3	0	1	1	0	1	1
Jabal Bany Hamida, Madaba	0	0	0	0	1	1
TOTAL	2	12	14	2	12	15

3. Key Informant Interview

In total 9 interviews were conducted from various stakeholders as per their role in the programme. Below is the list of stakeholders to be interviewed.

Table 6 List of Stakeholders for KIIs

Stakeholders	Planned of KIIs	Conducted KIIS
European Commission through the EU Regional Trust Fund in Response to the Syrian Crisis (EUTF)	1	1
UN Women-Programme Staff	4	2
Ministry of Social Development (MoSD)	1	1
Ministry of Labor (MoL)	1	
Ministry of Interior (MOI)	1	
Governorates	4	
World Food Programme (WFP)	1	
United Nations High Commission for Refugees (UNHCR)	1	1
United Nations International Children's Fund (UNICEF)	1	
Private Sector Companies	3	2
Education for Employment (EFE-Jordan)	1	1
Arab Renaissance for Democracy and Development (ARDD)	1	1
UN Country Team (UNCT)	3	
Total	23	9

4. Case Studies:

Case Studies	Number
Livelihood (Female)	1
Gender Perception (Male)	1
Gender Perception (Female)	1
Civic Engagement (Female)	1
Total	4

ANNEX 4: Evaluation Matrix

Evaluation questions	Sub Questions	Evidence to collect	Sources of verification	Means of verification	Assumptions
Relevance					
1. To what extent do the intervention strategies and activities respond to the country context and specific needs/priorities of Syrian and host community beneficiaries, including those who were most vulnerable? How distinct is it compared to similar initiatives by national or development partners?	1.1 To what extent do the intervention strategies and activities respond to the Jordan's socioeconomic context?	1.1.1 Number of programme's policies, procedures, and regulations, updated/responsive to be gender sensitive.	<ul style="list-style-type: none"> UN Women staff Ministries: MoSD, MoI, MoL, MoPIC Governorates Focal Persons Project documents Need Assessments 	<ul style="list-style-type: none"> Desk review. KIIs 	<ul style="list-style-type: none"> Accurate socioeconomic analysis is explained
	1.2 To what extent do the intervention strategies and activities respond to the specific needs/priorities of Syrian and host community beneficiaries, including those who were most vulnerable?	1.2.1 Number of beneficiaries reported that their needs were addressed/not addressed by programme activities disaggregated by sex, age, location, and types of beneficiaries	<ul style="list-style-type: none"> Beneficiaries UN Women staff Government representatives from MoSD, MoI, MoPIC Partners: UNHCR Local NGOs Private sector organizations Project Satisfaction Survey Strategy planning and policy documents 	<ul style="list-style-type: none"> KIIs FGDs Desk review. Survey 	<ul style="list-style-type: none"> Effective needs identification is done for the programme

	1.3 How distinct is the intervention compared to similar initiatives by national or development partners?	1.3.1 Relevance of intervention to best practice in gender responsive action	<ul style="list-style-type: none"> • Sector-specific strategies, policy papers, programme documents, programme lists and related tables. • Partners: UNHCR, ILO, WFP 	<ul style="list-style-type: none"> • Desk review. • KIIs 	<ul style="list-style-type: none"> • The programme followed unique intervention strategies
2. To what extent does UN Women's approach complement and add value to that of other actors in the context of the Jordan Response Plan to the Syria Crisis (JRP)?	2.1 How does UN Women's programme align with and support the strategic objectives of the Jordan Response Plan to the Syria Crisis, particularly in terms of gender equality and women's empowerment?	2.1.1 Number and type of UN Women's programme activities that directly align with the strategic objectives of the JRP.	<ul style="list-style-type: none"> • UN Women staff • Other UN organizations: UNHCR, ILO, WFP • Local NGOs • Private sector organizations • Regional and national documents and other strategy planning and policy documents 	<ul style="list-style-type: none"> • Desk review. • KIIs 	<ul style="list-style-type: none"> • Project is in alignment with JRP objectives
	2.2 How does UN Women's programme foster collaboration and coordination with other actors involved in the JRP to enhance	2.2.1 Instances of responses from other UN entities, NGOs, government bodies, and international organizations on the effectiveness of coordination with UN Women.	<ul style="list-style-type: none"> • UN Women staff • Other UN organizations: UNHCR, ILO, WFP • Local NGOs • Private sector organizations • Regional and national documents and other 	<ul style="list-style-type: none"> • Desk review. • KIIs 	<ul style="list-style-type: none"> • The respondents have knowledge about partnership engagement

	the overall effectiveness and sustainability of the response to the Syria crisis in Jordan including with the UN partners?		strategy planning and policy documents		
3. To what extent the programme has adapted to changing situations and adjusted its strategies based on the evolving refugees' needs and external environment.	3.1 What were the context-specific and gender-related socio-economic changes during the course of the programme?	3.1.1 Instances of reported context-specific and gender-related changes in Jordan.	<ul style="list-style-type: none"> • UN Women programme staff • Ministries: MoSD, Mol, MoL • Partners: UNHCR, ILO, WFP • Private sector organizations • Beneficiaries • Project documents and progress reports 	<ul style="list-style-type: none"> • Desk review. • KIIs • FGDs 	<ul style="list-style-type: none"> • Knowledge of adaptation to socio-economic changes
	3.2 How the programme responded to these changes through revisions in approach and modification in targets?	3.2.1 Instances of reported revisions and modification in approach and targets of the programme. Feedback from the stakeholders	<ul style="list-style-type: none"> • UN Women programme staff • Beneficiaries • Project documents and progress reports. 	<ul style="list-style-type: none"> • Desk review. • KIIs • FGDs 	<ul style="list-style-type: none"> • Information about programme adaptation

Effectiveness					
4. To what extent has the programme reached its planned objectives and targeted results? Which unexpected positive outcomes or negative results have resulted from the implementation of the programme? Which factors influenced the achievement of objectives?	4.1 How effectively has the programme met its specific objectives?	4.1.1 Percentage of targeted vulnerable women who report increased income as a result of participating in the programme.	<ul style="list-style-type: none"> • Beneficiaries • UN Women staff • Ministry: MoSD 	<ul style="list-style-type: none"> • Desk review. • KIs • Survey 	<ul style="list-style-type: none"> • Knowledge of clear programme objectives
	4.2 What progress has been made towards achieving the key output targets?	4.2.1 Number of women accessing cash-for work and work permit within 3 months of UN Women cash-for-work rotation, GBV/referral services, leadership/civic engagement training, disaggregated by sex and community of origin. 4.2.2 Number of women trained to open and run MSMEs within 3 months of UN Women cash-for-work rotation. 4.2.3 Number of Syrian refugees and host communities participating in employability, vocational, and entrepreneurial skills training programmes - Disaggregated by age and nationality	<ul style="list-style-type: none"> • Beneficiaries • UN Women staff 	<ul style="list-style-type: none"> • Training Report planned vs actual results. • KIs • Survey 	<ul style="list-style-type: none"> • Information about the training targets
	4.3 What unexpected positive or	4.3.1 Instances of unintended positive and negative outcomes.	<ul style="list-style-type: none"> • Beneficiaries • UN Women programme staff 	<ul style="list-style-type: none"> • Desk review. • KIs • Survey 	<ul style="list-style-type: none"> • All outcomes are reported

	negative outcomes have emerged from the implementation of the programme?		<ul style="list-style-type: none"> Ministries: MoSD, Mol, MoL 		
	4.4 How do women perceive their resilience to crises and displacement after participating in the programme, and what factors contributed to this perception?	4.4.1 Number of women reporting improved resilience to crises and displacement	<ul style="list-style-type: none"> Beneficiaries 	Survey	<ul style="list-style-type: none"> Unbiased resilience perception reported
	4.5. Which factors influenced the achievement of objectives?	4.5.1 Number of factors reported to influenced the achievement of objectives.	<ul style="list-style-type: none"> UN Women programme staff Ministries: MoSD, Mol, MoL 	<ul style="list-style-type: none"> Desk review. KIIs 	<ul style="list-style-type: none"> All factors that influenced the project are reported
5. To what extent have activities under the programme contributed to women's empowerment (socio,	5.1 How have the programme's activities enhanced women's economic empowerment in Jordan?	5.1.1 Percentage of women mentioning increased socio-economic participation.	<ul style="list-style-type: none"> Beneficiaries UN Women programme staff Ministries: MoSD, MoL 	<ul style="list-style-type: none"> Desk review. KIIs FGDs Survey 	<ul style="list-style-type: none"> Better understanding of socio-economic status

economic and political) in a gender-transformative way, including through awareness raising and changing social norms?	5.2 How effectively has the programme fostered women's political empowerment and participation in decision-making processes within their communities and beyond?	5.2.1 Percentage of beneficiaries reporting an increased women's participation in community decision-making bodies, local governance structures , labour market	<ul style="list-style-type: none"> • Beneficiaries • UN Women programme staff • Ministries: MoSD, MoL 	<ul style="list-style-type: none"> • Desk review. • KIIs • FGDs • Survey 	<ul style="list-style-type: none"> • Improved political participation and reporting
	5.3 To what extent have the programme's awareness-raising activities contributed to changing social norms regarding gender roles and women's rights in the communities served?	5.3.1 Percentage of beneficiaries reporting improved social norms in GBV, Child marriages, and harassment. (set of questions are in data collection tools) 5.3.2 Number of men engaged in dialogues promoting women's rights and empowerment - Disaggregated by community of origin	<ul style="list-style-type: none"> • Beneficiaries and opinion leaders/community/family members • UN Women programme staff • Ministries: MoSD, MoL 	<ul style="list-style-type: none"> • Session Reports planned vs actual results. • KIIs • FGDs • Survey 	<ul style="list-style-type: none"> • Adequate reporting of social norms
6. To what extent was the programme	6.1 To what extent did the programme	6.1.1 Percentage of target beneficiaries reporting improved access to job	<ul style="list-style-type: none"> • Beneficiaries • UN Women staff 	<ul style="list-style-type: none"> • KIIs • Desk review. • Survey 	<ul style="list-style-type: none"> • Employment barriers are

<p>effective in addressing structural barriers to employment, participation, safety, and economic well-being of refugees, displaced, and host communities, and what enabling and limiting factors (internal and external) contributed to the results? What actions are needed to overcome barriers and what opportunities exist for further scaling up?</p>	<p>effectively address structural barriers (laws, or policies) to employment for refugees, displaced and host communities? How?</p>	<p>opportunities, skills training, and entrepreneurship support services, disaggregated by gender, age, and refugee/host community status.</p>	<ul style="list-style-type: none"> • Ministries: MoSD, Mol, MoL, MoPIC • Governorates Focal Persons • Private sector organizations 		<p>identified and reported</p>
<p>6.2 To what extent did the programme effectively address structural barriers (laws, or policies) to community participation of refugees, displaced and host communities? How?</p>	<p>6.2.1 Percentage of target beneficiaries reporting increased involvement in community decision-making processes and leadership roles, disaggregated by gender and refugee/host community status</p>	<p>6.2.1 Percentage of target beneficiaries reporting increased involvement in community decision-making processes and leadership roles, disaggregated by gender and refugee/host community status</p>	<ul style="list-style-type: none"> • Beneficiaries • UN Women staff • Ministries: MoSD, Mol, MoL, MoPIC • Governorates Focal Persons • Private sector organizations 	<ul style="list-style-type: none"> • KIs • Desk review. • Survey 	<ul style="list-style-type: none"> • Potential to identify and address overlooked barriers
<p>6.3 To what extent did the programme effectively address</p>	<p>6.3.1 Percentage of target beneficiaries reporting increased access to education, health and social security for their family</p>	<p>6.3.1 Percentage of target beneficiaries reporting increased access to education, health and social security for their family</p>	<ul style="list-style-type: none"> • Beneficiaries • UN Women staff • Ministries: MoSD, Mol, MoL, MoPIC 	<ul style="list-style-type: none"> • KIs • Desk review. • Survey 	<ul style="list-style-type: none"> • Identified and reported barriers

	<p>structural barriers (laws, or policies) to access to health and education and social security of refugees, displaced and host communities? How?</p>	<p>disaggregated by gender and refugee/host community status</p>	<ul style="list-style-type: none"> • Governorates Focal Persons • Private sector organizations 		
	<p>6.4 To what extent did the programme effectively address structural barriers (national laws or policies) related to women's representation and influence in national decision-making bodies (e.g., parliament, government ministries)? How?</p>	<p>6.4.1 Number of legislative changes and representation statistics</p>	<ul style="list-style-type: none"> • UN Women staff • Ministries: MoSD, Mol, MoL, MoPIC • Governorates Focal Persons 	<ul style="list-style-type: none"> • KIIs • Desk review 	<ul style="list-style-type: none"> • Respondents have adequate information about structural barriers related to women's representation

	6.5 To what extent did the programme effectively address structural barriers (national laws or policies) related to GBV? How?	6.5.1 Number of new laws or amendments to existing laws that address GBV.	<ul style="list-style-type: none"> • UN Women staff • Ministries: MoSD, Mol, MoL, MoPIC • Governorates Focal Persons 	<ul style="list-style-type: none"> • KIIs • Desk review 	<ul style="list-style-type: none"> • Respondents have adequate information about structural barriers related to GBV
	6.6 To what extent did the programme effectively address structural barriers (national laws or policies) related to harassment? How	6.6.1 Number of new laws or amendments to existing laws that address harassment.	<ul style="list-style-type: none"> • UN Women staff • Ministries: MoSD, Mol, MoL, MoPIC • Governorates Focal Persons 	<ul style="list-style-type: none"> • KIIs • Desk review 	<ul style="list-style-type: none"> • Respondents have adequate information about structural barriers related to Harassment
	6.7 To what extent did the programme effectively address structural barriers (national laws or policies) related to child	6.7.1 Number of new laws or amendments to existing laws that address child marriages. 6.7.2 Decrease in the incidence of child marriages in the target areas.	<ul style="list-style-type: none"> • UN Women staff • Ministries: MoSD, Mol, MoL, MoPIC • Governorates Focal Persons 	<ul style="list-style-type: none"> • KIIs • Desk review 	<ul style="list-style-type: none"> • Respondents have adequate information about structural barriers related to child marriages

	marriages? How?				
	6.8 How has the Madad 2 programme influenced women's roles and responsibilities in household decision-making, their participation in the labor market, community and political activities, and their experiences with gender-based violence, harassment, and child marriages in your community?	6.8.1 Number of positive responses showing women's empowerment	<ul style="list-style-type: none"> • Beneficiaries 	<ul style="list-style-type: none"> • FGD 	<ul style="list-style-type: none"> • FGD participants have adequate information about women's empowerment indicators
	6.9 What internal and external factors affected the programme's	6.9.1 Instances of internal and external factors and their affects as reported by the programme staff and MoSD and MoI and MoL staff	<ul style="list-style-type: none"> • UN Women programme staff • Ministries: MoSD, MoI, MoL 	<ul style="list-style-type: none"> • KIIs • Desk review 	<ul style="list-style-type: none"> • Ability for a comprehensive analysis of influencing factors.

	progress in achieving intended results?				
	6.10 How has programme responded to these factors?	6.10.1 The instances of modification or revision in programmes' strategy and target to respond to the factors affected the programme	<ul style="list-style-type: none"> UN Women staff Ministries: MoSD, Mol, MoL 	<ul style="list-style-type: none"> KIIs Desk review. 	<ul style="list-style-type: none"> Knowledge of responsiveness to programme changes.
	6.11 Are there opportunities for scaling up the programme's interventions to benefit a wider population, and what are the key entry points for such expansion?	6.11.1 Number of activities and their impact stated by responded that should be scaled up	<ul style="list-style-type: none"> UN Women staff Private sector organizations Ministries: MoSD, Mol, MoL Beneficiaries 	<ul style="list-style-type: none"> KIIs M&E Reports FGD 	<ul style="list-style-type: none"> Realistic understanding of scalability potential
Efficiency					
7. How well are programme activities and achievements monitored and evaluated?	7.1 To what extent are the M&E mechanisms of the programme effectively capturing the progress	7.1.1 The percentage of programme outcomes for which progress is regularly tracked and reported against the baseline and targets set in the programme's Results and Resources Framework.	<ul style="list-style-type: none"> UN Women programme M&E staff 	<ul style="list-style-type: none"> KIIs Monitoring plan and Reports 	<ul style="list-style-type: none"> M&E implementation plan is available

	towards achieving its intended outcomes?				
	7.2 How effectively are the findings from M&E activities utilized to inform programme adjustments and decision-making?	7.2.1 Number of documented instances where M&E findings have led to adjustments in programme strategies, activities, or resource allocation.	<ul style="list-style-type: none"> UN Women programme M&E staff 	<ul style="list-style-type: none"> Klls Monitoring plan and Reports 	<ul style="list-style-type: none"> Use of M&E findings is in place
	7.3 To what extent activities are monitored and beneficiaries' feedback is taken?	7.3.1 Percentage of beneficiaries reporting that they were contacted by the M&E staff to take their feedback after the programme activities	<ul style="list-style-type: none"> Beneficiaries 	<ul style="list-style-type: none"> Survey Monitoring Reports 	<ul style="list-style-type: none"> Activity monitoring is in place
8. Have human and financial resources been optimally deployed to achieve the results?	8.1 How efficiently have financial resources been utilized in relation to the achievement of key programme outputs and outcomes?	8.1.1 Ratio of actual spending to planned budget across different programme components	<ul style="list-style-type: none"> UN Women programme staff Ministries: MoSD, Mol, MoL, MoPIC 	<ul style="list-style-type: none"> Klls Project financial reports and budgets 	<ul style="list-style-type: none"> Financial resource utilization tracking is done

	8.2 Have human resources been effectively allocated and utilized to support the achievement of the programme's objectives?	8.2.1 Instances of reported staff and skills shortages/underutilised/fully utilised	<ul style="list-style-type: none"> • UN Women programme staff • Ministries: MoSD, MoPIC 	<ul style="list-style-type: none"> • KIs • Monitoring Reports 	<ul style="list-style-type: none"> • Human resource allocation is traceable
9. What role do partnerships play in achieving programme results and are these optimally developed?	9.1 How effectively do partnerships with government agencies, such as the Ministry of Social Development (MoSD) and the Ministry of Labor (MoL), UN Agencies contribute to the implementation and success of the programme?	9.1.1 Number of policy changes or initiatives implemented as a result of collaborations with government agencies.	<ul style="list-style-type: none"> • UN Women programme staff • Ministries: MoSD, MoPIC 	<ul style="list-style-type: none"> • KIs • Project Reports to donor 	<ul style="list-style-type: none"> • Government partnership impact is identifiable
	9.2 How has the training of officials on gender-sensitive policies impacted the	9.2.1 Number of officials from subnational governments trained on gender-sensitive national and local policy frameworks and mechanisms	<ul style="list-style-type: none"> • UN Women programme staff • Ministries: MoSD, MoPIC 	<ul style="list-style-type: none"> • KIs 	<ul style="list-style-type: none"> • Policy implementation training is done

	implementation of these policies at the subnational level?				
	9.3 What is the impact of collaborations with NGOs, private sector companies, and international organizations on the programme's ability to deliver services and achieve its outcomes?	9.3.1 Nature and instances of collaboration reported by partners	<ul style="list-style-type: none"> • UN Women programme staff • Ministries: MoSD, Mol, MoL • Partners: UNHCR, ILO, WFP, UNICEF • Private sector organizations • Local NGOs and clusters 	<ul style="list-style-type: none"> • Kils 	<ul style="list-style-type: none"> • NGO and private sector impact is identifiable
10. Do UN Women's institutional arrangements and mechanisms support efficient and timely humanitarian response in the context of the	10.1 How effectively do UN Women's coordination mechanisms with government and other stakeholders facilitate the implementation of the programme?	10.1.1 Periodicity and outcomes of coordination meetings with stakeholders	<ul style="list-style-type: none"> • UN Women programme staff • Ministries: MoSD, Mol, MoL • Partners: UNHCR, ILO, WFP, UNICEF • Private sector organizations • Local NGOs and clusters 	<ul style="list-style-type: none"> • Kils • Meetings minutes 	<ul style="list-style-type: none"> • Project coordination is documented

implementation of this programme?	10.2 To what extent do UN Women's internal processes and systems enable rapid mobilization of resources and timely response to emerging needs within the programme?	10.2.1 Percentage of beneficiaries reporting timeliness of activities implemented.	<ul style="list-style-type: none"> • UN Women programme staff • Ministries: MoSD, Mol, MoL • Beneficiaries 	<ul style="list-style-type: none"> • KII • Survey • Final Reports to donor 	<ul style="list-style-type: none"> • Resource mobilization capability is reported
Sustainability					
11. What indications are there that the outcomes will be sustained, e.g., through capacities development of partners (systems, structures, staff, etc.)?	11.1 How have the systems and structures of partner organizations been strengthened to support the project's outcomes?	11.1.1 Sustainability plans for systems and structures in government partners	<ul style="list-style-type: none"> • UN Women programme staff • Ministries: MoSD, Mol, MoL 	<ul style="list-style-type: none"> • KIIs • Exit strategy of documents 	<ul style="list-style-type: none"> • new systems and structures are in place
	11.2 What financial resources have been allocated by partner organizations to sustain the	11.2.1 Existence of funding strategies or plans.	<ul style="list-style-type: none"> • UN Women programme staff • Ministries: MoSD, Mol, MoL 	<ul style="list-style-type: none"> • KIIs • Exit strategy of documents 	<ul style="list-style-type: none"> • Partners have access to sufficient fundings

	project's outcomes?				
	11.3 How effectively has the capacity of the Ministry of Social Development (MoSD) and the Ministry of Labor (MoL) been enhanced to implement gender-responsive policies and support women's economic empowerment?	11.3.1 Number of policy changes or new gender-responsive policies implemented by MoSD and MoL as a result of capacity-building activities provided by the programme.	<ul style="list-style-type: none"> • UN Women programme staff • Ministries: MoSD, Mol, MoL 	<ul style="list-style-type: none"> • KIs • Policy reviews (updated) 	<ul style="list-style-type: none"> • Information about institutional capacity
	11.4 To what extent have private sector companies and the partners organizations been equipped to support and sustain the economic empowerment	11.4.1 Number of partners' initiatives continuing to support women's economic empowerment after the programme's conclusion.	<ul style="list-style-type: none"> • UN Women programme staff • Ministries: MoSD, Mol, MoL • ARDD • Private Sector companies 	<ul style="list-style-type: none"> • KIs • Monitoring reports 	<ul style="list-style-type: none"> • Private sector support is available

	of women beyond the programme duration?				
12. Will the programme beneficiaries be able to rely on themselves (be resilient) after funding reduces or is withdrawn?	12.1 To what extent beneficiaries can utilize their knowledge and skill and continue to generate income?	12.1.1 Percentage of beneficiaries who continue to utilize the skills and knowledge gained (e.g., vocational training, entrepreneurship) in their daily activities and income generation, 12 months post-programme completion.	<ul style="list-style-type: none"> • Beneficiaries 	<ul style="list-style-type: none"> • Survey 	<ul style="list-style-type: none"> • Presence of income generation activities
13. To what extent are policy and regulatory frameworks in place that will support the continuation of benefits?	13.1 How comprehensive are the existing legal frameworks, including Articles 29 and 69 of the labour code, in supporting women's economic participation and overcoming challenges that hinder their economic engagement?	13.1.1 The status of legal frameworks including Articles 29 and 69 of the labour code to support women overcome challenges that hinder their economic participation related to the world of work.	<ul style="list-style-type: none"> • UN Women programme staff • Ministries: MoSD, Mol, MoL 	<ul style="list-style-type: none"> • KII • Reviewing the legal documents for amendments or additions that specifically address the economic empowerment of women 	<ul style="list-style-type: none"> • Legal frameworks are available

	13.2 To what extent have internal policies, procedures, and regulations within government directorates been updated to be gender-sensitive and support the economic empowerment of women?	13.2.1 The number of internal policies, procedures, and regulations updated to be gender-sensitive within government directorates.	<ul style="list-style-type: none"> • UN Women programme staff • Ministries: MoSD, Mol, MoL 	<ul style="list-style-type: none"> • KIIs • Review of updated policies, if any. 	<ul style="list-style-type: none"> • Gender-sensitive policies are in place
Gender Equality, Disability Inclusion, and Human Rights					
14. To what extent was a human rights-based approach incorporated in the design and implementation of the programme?	14.1 How were the principles of non-discrimination and equality integrated into the programme design and activities?	14.1.1 Number and description of programme activities specifically designed to address the needs of marginalized groups like women with disabilities and refugees.	<ul style="list-style-type: none"> • UN Women programme staff • All Stakeholders 	<ul style="list-style-type: none"> • KIIs • Project reports (monitoring and donors) 	<ul style="list-style-type: none"> • Integrated non-discrimination and equality principles are explained
	14.2 To what extent were the beneficiaries' rights to participation and	14.2.1 Percentage of programme beneficiaries reporting that they know the complaint and feedback mechanism.	<ul style="list-style-type: none"> • UN Women programme staff • Beneficiaries 	<ul style="list-style-type: none"> • KII • Survey 	<ul style="list-style-type: none"> • Unbiased response for beneficiaries' participation

	access to information ensured during the programme implementation?	17.2.2 Percentage of programme beneficiaries who register complaint are satisfied with complaint redressal mechanism.			and information access
15. To what extent was a gender equality incorporated in the design and implementation of the programme?	15.1 How were gender equality principles integrated into the programme's strategic planning and design phase?	15.1.1 Presence of a gender analysis or assessment that informed the programme's design, detailing how gender considerations were identified and integrated into programme objectives, strategies, and activities.	<ul style="list-style-type: none"> • UN Women programme staff • All Stakeholders 	<ul style="list-style-type: none"> • KII • Project reports (monitoring and donors) 	<ul style="list-style-type: none"> • Knowledge of Incorporating gender equality in strategic planning
16. To what extent does the intervention address the underlying causes of inequality and discrimination, including those experienced by vulnerable group such as women with disabilities within the framework of the leave no-	16.1 How effectively does the programme address social and economic barriers that contribute to inequality and discrimination against women, particularly those with disabilities?	16.1.1 Number of programme initiatives specifically designed to address barriers faced by women with disabilities, such as accessible training facilities, tailored vocational programmes, and targeted employment opportunities.	<ul style="list-style-type: none"> • UN Women staff • All Stakeholders 	<ul style="list-style-type: none"> • KII • Project reports 	<ul style="list-style-type: none"> • Information about programme activities to address social and economic inequality barriers
	16.2 To what extent does the programme promote the	16.2.1 Percentage of women with disabilities among the participants in leadership and decision-making	<ul style="list-style-type: none"> • UN Women staff • All Stakeholders 	<ul style="list-style-type: none"> • KII • Training sessions reports and 	<ul style="list-style-type: none"> • PWDs are identified and a part of

<p>one behind (LNOB) principle?</p>	<p>inclusion and active participation of women with disabilities in decision-making processes related to their economic empowerment and community engagement?</p>	<p>training sessions provided by the programme.</p>		<p>attendance list</p>	<p>programme activities</p>
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ANNEX-5 Data Collection Field Plan

This field plan outlines the specific locations, the number of surveys and FGDs to be a tentative timeline for data collection activities. It also provides a timeline for conducting KIIs.

Table 7 Data Collection Field Plan

Governorate	Districts	No of Surveys	No of FGDs	Jun-24						Jul-24						
				25	26	27	28	29	30	1	2	3	4	5		
Irbid	Samma, Irbid	15	1	SURVEYS	Weekend	FGDs & FIELD KIIs	KIIs									
Irbid	Alturah, Irbid	15														
Ajlun	Al Rawabi, Ajlun	15	1													
Jerash	Borma, Jerash	15	1													
AZ-Zaqra	Qura Bani Hashem, Zaqra	15	0													
Al-balqa	Allan, Salt	15	2													
Al-balqa	Maghareeb Al salt , Salt	15														
Amman	Elbassa, Amman	15	1													
Amman	Muwaqqar, Amman	15														
Madaba	Jabal Bany Hamida, Madaba	15	2													
Madaba	Madaba Al Janoubi, Madaba	15														
Al Karak	Moujib, Al Karak	15	2													
Al Karak	Taibaa, Al Karak	15														
Tafieleh	Ein El Bedah, Tafieleh	15	1													
Tafieleh	Eis, Tefiieleh	15														
Ma'an	Shobak, Ma'an	15	1													
Ma'an	UmSayhoun, Ma'an	15														
Aqaba	Alshallaleh, Aqaba	15	1													
Al Mafraq	Al-Za'atari Refugee Camp Centre, District 3	25	1													
Al Mafraq	Al-Za'atari Refugee Camp Centre, District 4	26														

Al Mafrq	Al-Za'atari Refugee Camp Centre, District 7	27																
AZ-Azraq	Al-Azraq Refugee Camp Centre	27	1															
TOTAL		375	15															

 [ANNEX-6 Data Collection Tools-English.pdf](#)

 [ANNEX-7 Data Collection Tools-Arabic.pdf](#)

ANNEX 8: Case Stories

a) Marvan's Journey: From Desperation to Hope

Case story of a Syrian man whose life is defined by his responsibilities

Marvan, a 40-year-old Syrian man, has lived with his family in the Azraq camp for several years. He is married and has eight dependents, all of whom rely solely on him for their needs. Despite his efforts, Marvan struggled to find work, leaving him without any source of income. This financial instability placed a heavy burden on him, as he had to provide for his large family. The most concerning challenges were meeting his children's basic needs, such as clothing and school supplies, which often forced him to seek help from friends and acquaintances within the camp. The sense of helplessness grew daily, as Marvan felt unable to fulfill his responsibilities as a father and husband.

Marvan's situation began to improve when he learned about a community programme through communication with the community. After, hearing about the programme, he decided to participate, enrolling in Civic Engagement and Leadership Training with Cash-for-Work components. The programme offered him hope, providing an opportunity to improve his family's dire financial situation.

During the programme, Marvan gained valuable knowledge and skills that extended beyond immediate financial relief. The Cash-for-Work component provided him with a steady income, which allowed him to repay debts he had accumulated over time to meet his family's needs. This income also enabled him to plan for future expenses, offering a sense of security he had not felt in years.

In addition to financial support, the programme offered training on gender-based violence (GBV) awareness and civic leadership skills. These sessions were eye-opening for Marvan, who learned about family planning and leadership within the household. He began to apply this knowledge in his daily life, sharing insights with his family and helping them understand the importance of planning and managing resources. This new understanding significantly impacted Marvan's daily life, as he became more equipped to handle family challenges and lead his household effectively.

While participating in the programme, Marvan faced challenges, particularly in balancing his new responsibilities with his existing ones. However, the program's supervisors were supportive, ensuring that services were provided with the highest quality standards. This support helped Marvan overcome obstacles and focus on improving his family's situation.

Marvan's journey is a powerful story of transformation and resilience. From having no income and feeling powerless, he now earns between 100-200 JOD per month, working 42 hours a week. This steady income alleviated some of the financial pressures on his family, enabling him to meet their needs without resorting to borrowing. His role in the family has evolved as well; he has become a

more effective leader and provider, applying the knowledge and skills he gained from the programme.

Today, Marvan's life has improved significantly. The program's impact on his life, rated as moderate by Marvan, has nonetheless been profound. His participation in the programme has not only provided financial relief but also enhanced his understanding of family dynamics and community engagement. He now feels more confident in his ability to support his family and has become a role model within his community, sharing his experiences and encouraging others to participate in similar programs.

Note: Pseudonym is used to hide identify.

b) From Dependence to Independence

The Journey of a Young Jordanian Woman Overcoming Financial Challenges

Oula, a 27-year-old Jordanian woman living in the Allan area, is a dedicated wife and mother of three young children. Her daily life revolved around her family, beginning and ending with household chores and the responsibility of caring for her loved ones. Despite her husband's Her husband's hard work as the sole breadwinner, the rising cost of living placed increasing financial strain on their family. Oula felt helpless as she could not do much to support her family financially. The lack of personal income and social isolation weighed heavily on her, leaving her eager to improve her family's situation but without the necessary tools or opportunities to make a significant change.

Oula's life took a positive turn when she learned about a community-based programme through local outreach efforts. Interested in the possibilities, she decided to participate, enrolling in vocational training and gender-based violence (GBV) services. The programme provided her with the knowledge and skills she needed to start a new chapter in her life.

During the vocational training sessions, Oula acquired valuable skills in sewing and crafts, which became the foundation for her future endeavors. The programme also offered sessions on women's rights and GBV, which played a crucial role in building her self-confidence and improving her communication skills. These new skills empowered her to start a small home-based business designing and sewing clothes, which she initially sold to neighbors and relatives. The income was modest at first, but it was a significant step towards financial independence.

Starting a business was not without its challenges. Oula faced resistance from her husband, who was initially skeptical about her working outside of her traditional household duties. However, she utilized the communication skills she had learned in the programme to discuss and eventually convince him of the importance of supporting her endeavors. Over time, her success in contributing

to the family's income not only improved the financial stress but also earned her husband's respect and support.

Today, Oula's life has transformed remarkably. Her small business has grown, and she now earns more than 200 JOD per month, working 30 hours a week double the hours she worked before joining the programme. She was finally able to access the medical care her child desperately needed and successfully covered the medical expenses that had been postponed for a long time. While the impact of the programme on her life has been gradual, it has provided her with a sense of purpose and empowerment. Oula's role in her household has evolved from being a homemaker to an equal financial contributor, boosting her confidence and independence. Moreover, she has also become a role model in her community, inspiring other women to pursue similar opportunities for personal and economic growth.

Note: Pseudonym is used to hide identify.

c) Asma's Journey: From Uncertainty to Empowerment

A woman's story of life transformation through resilience, skill-building, and community support

In a small village where opportunities were scarce, Asma, a 30-year-old Jordanian woman felt burdened by the responsibility of providing for his two children after a difficult separation. Despite having a bachelor's degree, Asma found herself struggling to secure stable employment. She juggled part-time work in development, but it was not enough to sustain her family. Asma's life was filled with uncertainty as she searched for ways to improve her situation and provide a better future for her children. Her life, though challenging, was driven by a determination to succeed against the odds.

Asma's journey took on a new direction when a friend shared her experience with a community-based programme by Unwomen. The friend had registered and benefited from the programme, which inspired Asma to take a chance and enroll herself. Initially skeptical, Asma didn't expect much, but she was pleasantly surprised when her interview went well, and she was accepted into the programme. This marked the beginning of a transformative experience.

Throughout the programme, Asma participated in various training sessions, including professional beauty training, family and domestic violence awareness, and civic participation. These sessions provided her with practical skills and essential knowledge that went beyond her expectations. She learned not only the technical aspects of beauty services but also how to view her work as a business opportunity in her small village. The program's emphasis on financial management was particularly valuable. Earlier, Asma struggled with managing her income, often spending it without a clear plan. The program's financial literacy component taught her the importance of budgeting, saving, and prioritizing expenses. This newfound knowledge empowered her to make informed financial decisions, benefiting her family.

"Asma believes that the programme could be improved by diversifying the training offerings beyond beauty and sewing, as these markets are becoming saturated. She suggests introducing new skills such as candle making or specialized beauty services like pedicures and manicures, which require more investment but yield higher returns. Additionally, Asma advocates for more comprehensive follow-up programmes that guide participants on the next steps after completing their training, ensuring they have a clear path forward."

Asma faced challenges, particularly in convincing her family, especially her father and brother, of the safety and value of her participation in the programme. Initially, there were concerns about her leaving the house, the safety of the programme environment, and the potential risks to her reputation. However, the program's commitment to safety and support alleviated the concerns of her family. Asma also navigated the rapidly evolving beauty industry. Despite the small and cramped space and limited resources, the quality of the training and the support from her coach made the experience manageable and rewarding.

One of Asma's proudest moments came when she applied what she had learned to give back to her community. She organized a small event where she provided free beauty services to children attending a special celebration. This initiative, though modest, was well-received and reinforced Asma's desire to use her skills to benefit others. It also marked the beginning of her entrepreneurial aspirations.

Today, Asma's life has changed considerably. The programme provided her with a steady income of around 340 dinars and instilled the confidence to explore new opportunities. She now works approximately five hours a day, balancing her job with her responsibilities at home. Asma has become more responsible with her finances, ensuring that her earnings are spent wisely to support her family's needs. Her role within her family has also evolved; she is now empowered and proactive figure, contributing positively to her children's upbringing and future.

Asma has ambitious plans for the future. She dreams of starting her own clothing store. Although she has some reservations about the challenges of entering the job market and establishing a business, she is determined to pursue this goal. Asma also hopes to continue her involvement with the organization, transitioning from a participant to a trainer or coach. She envisions this as an opportunity to give back to the community and support others in similar situations.

Note: Pseudonym is used to hide identify.

d) Aveen's Journey of Empowerment

Turning Challenges into Opportunities: How One Mother's Determination Paved the Way for a Brighter Future

Aveen, a 35-year-old Jordanian woman from the town of Samma in Irbid has faced daunting challenges as a divorced mother caring for her only daughter, who has severe health issues including loss of vision and mobility challenges. Her life was consumed by caregiving, leaving her with little opportunity to pursue personal growth or financial independence. Her situation was further complicated by a lack of job opportunities in her community, particularly for women, and the absence of a safe and supportive workplace. These challenges left Aveen feeling isolated and unable to develop the skills she needed to build a better future for herself and her daughter.

Aveen's turning point came when she discovered a community-based programme through various channels, including community outreach, referrals from other organizations, and social media. Encouraged by the opportunity to change, Aveen decided to participate in several components of the programme, including cash-for-work, vocational, training, entrepreneurship training, GBV services and referrals, and civic engagement and leadership training. The programme provided the support and resources she needed to overcome the barriers she faced.

"To further enhance the programme, Aveen recommends increasing the salary and working hours for participants, as well as establishing a mechanism to finance beneficiaries who have the skills and experience to start their small businesses. She also suggests expanding the programme to include more beneficiaries, thereby extending its positive impact to a larger segment of the community."

Through the programme, Aveen acquired diverse skills that profoundly impacted her life. She developed expertise in the field of beauty through vocational training, which opened up new professional opportunities. She further learned about gender-based violence and the importance of referrals, which enhanced her ability to navigate personal and community challenges. The program's component of time management allowed her to balance her work responsibilities with her caregiving duties at home. This significantly improved her daily life and boosting her self-confidence.

Despite her progress, Aveen faced challenges in the way, particularly in balancing her work with her daughter's needs. A significant challenge she encountered was a reduction in salary and working hours, which initially posed financial difficulties. Despite this, Aveen remained determined and flexible, using the skills she had gained to navigate these obstacles.

Aveen's remarkable journey culminated in her transition from a participant to a trainer at the centre where she first enrolled. This role not reflects her growth and success but also positions her as an inspiration for others. As a trainer, Aveen not only imparted technical skills but also became a

mentor and role model for others, sharing her experiences and encouraging other women to pursue their dreams.

Today, Aveen's life is a reflection of her hard work and resilience. The program's impact on her life has been profound. She actively contributes to her household and community, confidently addressing issues and providing support to those in need. Her knowledge of dealing with cases of violence and referrals processes have increased her sense of agency, enabling her to positively influence her community.

Aveen dreams of starting her own business in the beauty industry, leveraging the skills and experience she gained from the programme. She envisions creating job opportunities for other women in her community, thereby contributing to the local economy and fostering financial independence for others. Aveen also hopes to expand her business beyond Jordan, ensuring a better future for her daughter and other marginalized individuals.

Note: Pseudonym is used to hide identify.

ANNEX 9: Terms of Reference

a) Background

UN Women is the UN organization dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide. UN Women supports UN Member States as they set global standards for achieving gender equality and works with governments and civil society to design laws, policies, programmes, and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life, focusing on four strategic priorities: Women lead, participate in and benefit equally from governance systems; Women have income security, decent work and economic autonomy; All women and girls live a life free from all forms of violence; Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action. UN Women also coordinates and promotes the UN system's work in advancing gender equality.

These terms of reference (ToR) were prepared by the UN Women Jordan Country Office based upon an initial document review and consultation with donor stakeholders from the EU Delegation to the Hashemite Kingdom of Jordan. The purpose of these terms of reference is to provide key information to stakeholders about the evaluation, to guide the evaluation team and to specify expectations during the various phases of the evaluation. UN Women is seeking the services of a consultancy firm to conduct a final evaluation of the programme: "Resilience and Empowerment of Vulnerable Women: The Future of Jordan's Growth and Stability", funded by the European Union Regional Trust Fund in Response to the Syrian crisis (the EU Madad Fund). The evaluation process will need to be completed by August 2024 at the latest.

b) Context

Jordan, despite a strong record in human development, has faced significant economic challenges in the past decade, intensified by regional instability and exacerbated by the COVID-19 pandemic. The unemployment rate, particularly among young people aged 15-30 (of whom 49.5% are women), is high, with female labour-force participation among the lowest globally.

The country has been significantly affected by the Syrian crisis, hosting a substantial number of refugees. With 11 million inhabitants, the country accommodates 659,457 registered refugees¹, likely double when considering unregistered refugees in host communities as most Syrian refugees live in Jordanian communities rather than in camps. Of the Syrian refugee population outside camps (523,793), 50.3% are female. Of the Syrian refugee population inside camps (135,664), 49.8% are female.² The influx, coupled with rapid population growth and urbanization, has continued to strain Jordan's infrastructure, and public services. Economic growth has been stagnant, marked by low labour force participation and a segmented labour market.

¹ Jordan department of Statistics (Jan 2019) *Estimated Population of 2018 and some selected Data*. UNHCR (30 Sept 2023) *Document - Syrian Refugees in Jordan*.

² Ibid.

Gender inequality in the labour market is a fundamental challenge. The large gender gap constrains economic output and fosters disparities in income distribution. Social norms pose obstacles to women's economic empowerment, including beliefs about appropriate work, lack of childcare, transport challenges, and poor working conditions. Vulnerable Jordanian and refugee women face heightened economic challenges, with an unemployment rate of 22.3%³, and female-headed households struggle to access livelihood opportunities. Jordan grapples with gender equality challenges, ranking 126th globally in the 2023 Global Gender Gap Report.

While Jordan has initiated efforts for economic recovery, unemployment rates persist. The economic downturn at the household level increases negative coping mechanisms and gender-based violence (GBV).⁴ Social attitudes remain permissive of gender-based violence, with 68.7 percent of men and 42 percent of women believing it is justified for a man to beat his wife in some circumstances⁵. Child marriage is also a concern, accounting for 10.6% of registered marriages in Jordan in 2021⁶. Within refugee camps, child marriages constitute 50%-60% of registered unions.

Violence against women is pervasive, with 21% of ever-married women aged 15-49 experiencing physical violence⁷. Psychological abuse is the most reported form, followed by physical assault and denial of resources. Women with disabilities are up to 10 times more likely to experience sexual violence and face societal restrictions, forcing some families to hide members with disabilities. Children with disabilities, 85%-95% of whom lack access to general education, confront long-term challenges in societal inclusion and employability⁸. Addressing these challenges is essential for the safety, well-being, and rights of vulnerable groups in Jordan.

Jordan's political and security significance in the region is underscored by ongoing instability in neighbouring countries, emphasizing its strategic importance. Despite maintaining social cohesion between refugees and Jordanians, the situation is now at risk due to a challenging economic crisis. The crisis has led to insecurity and social tension, resulting in protests, violence, drug trafficking, and consumption. Cuts in humanitarian support intensify pressure on social cohesion, particularly in poverty pockets where refugees reside. Jordan's resilience is tested by economic challenges, social tensions, and reduced humanitarian funding, [requiring immediate support to protect vulnerable populations and maintain social cohesion.](#)

c) Programme overview

"Resilience and Empowerment of Vulnerable Women: The Future of Jordan's Growth and Stability" is an integrated programme that targets both displaced Syrian women and girls and host-country nationals in Jordan. It works to address the call of the European Union Regional Trust Fund to the Syria Crisis (the EU Madad Fund) to, inter alia, involve women in crisis prevention, conflict management, peacebuilding and to help protect women in gender-based violence, especially sexual abuse. The project is the second phase of funding received by UN Women in Jordan through the EU Madad Fund. The first was through the regional

³ Department of Statistics, Jordan

⁴ The Hashemite Kingdom of Jordan, *Jordan Population and Family Health Survey 2017-2018*, March 2019

⁵ Ibid.

⁶ UNFPA (2022) Jordan GBV IMS Annual Report 2021

⁷ The Hashemite Kingdom of Jordan, *Jordan Population and Family Health Survey 2017-2018*, March 2019

⁸ [Humanity and Inclusion \(2022\) Country Card Jordan](#)

programme "Strengthening the Resilience of Syrian Women and Girls and Host Communities in Iraq, Jordan and Turkey".

The project builds on the work UN Women has been doing in strengthening resilience of Syrian affected women in refugee camps and host communities through protection, economic empowerment and increased civic engagement. In 2012, at the start of the Syrian crisis, UN Women Jordan Country Office developed a unique model to respond to the urgent needs of vulnerable Syrian refugee women and girls in camp settings in Jordan. This model, the Oasis centre, has been directly implemented by UN Women since 2012 and has evolved over time to address the needs of the context. Currently, each Oasis centre (4 in camp settings and 18 in non-camp settings) provides three integrated lines of services to women meeting vulnerability criteria, both Syrian refugee and Jordanian:

1. **Livelihood and women's economic empowerment:** providing women with cash for work opportunities as an incentive to get them into the centre, and then securing livelihoods opportunities through additional technical and vocational training, entrepreneurship skills and business grants, mentoring, job placements and support with work permit applications and establishment of cooperatives and businesses, including home-based businesses;
2. **Protection:** providing women working in the centre and in the community with protection, prevention, referrals, and awareness-raising, and working with men and boys in the community on changing attitudes towards violence; and
3. **Leadership and participation:** spurring civic engagement and education opportunities for women and girls in the community.

The Oasis model provides these three service streams in a holistic manner designed to empower vulnerable women in their personal lives and household dynamics; improve their self-esteem and dignity; translate into sustainable job placements and income generation; reduce their experiences of violence; and engage them in their communities. These efforts target the most vulnerable women in Jordan, both Syrian refugee and Jordanian, through partnerships with UNHCR and MOSD on vulnerability assessments.

The **expected impact** of the programme is to strengthen the resilience of Syrian and host community women, girls, and their communities to conflict, displacement and other crises in Jordan. The programme has two main outcomes and five outputs as listed below⁹:

Outcome 1: MoSD, MoI, and governorates have strategies and instruments in place to implement gender responsive policies to support women's economic empowerment:

Output 1.1: Strengthened capacity of MOSD, governorates and other national stakeholders to mainstream gender into humanitarian action, resilience building and sustainable development initiatives.

Outcome 2: Syrian and Jordanian women in camps and host communities have strengthened livelihoods:

Output 2.1: Oasis in refugee camps and cash-for-work strengthened and livelihoods for vulnerable Syrian refugee women secured.

⁹ Please see Annex 3: Logical framework, for detailed information on indicators and targets.

Output 2.2: Oasis and cash-for-work supported and livelihoods for vulnerable Jordanian women and Syrian refugees in non-camp settings secured.

Output 2.3: Stakeholders on prevention, protection and service delivery related to GBV for vulnerable women in both camp and non-camp settings are convened to provide GBV services and referrals.

Output 2.4: Participation, civic engagement and leadership skills development for refugee women and vulnerable Jordanian women are strengthened.

The approach of this programme clearly draws links between women's empowerment, sustainable development and Jordan's security and stability, while leveraging operational activities to contribute to UN Women's normative and coordination mandates. In order to respond to the national context, the Oasis model employs a "resilience and empowerment" approach, designed to build the short- and medium-term resilience of Syrian refugee and vulnerable Jordanian women, while also promoting the long-term enabling environment for empowerment and Jordan's sustainable development. It will equally support the evidence base, and knowledge needed to advocate for, and implement, needed normative and policy frameworks and change social norms. The approach recognizes that change can take time, and therefore takes a parallel approach – utilizing humanitarian-focused initiatives for early interventions (such as cash-for-work) but designed in a way that allows them to seamlessly shift into sustainable development-oriented approaches.

This programme is funded by the EU Madad Trust Fund and fully aligned against the Strategic Note for 2018-2022 of UN Women Jordan, Outcome 4.2. *UN Women Jordan has a humanitarian and resilience pooled fund that includes contributions from other current donors to the Oasis model and there is full alignment and no overlap or duplication between the pooled fund and the EU Madad contribution.*

The European Union through its Regional Trust Fund to the Syria Crisis (the EU Madad Fund Phase 2) contributed EUR 7,000,000. The programme is implemented by UN Women in Jordan and the project's duration is 36 months, from February 2021 to February 2024.

d) Project beneficiaries and key stakeholders

Direct beneficiaries include Syrian refugee women, vulnerable Jordanian women, children benefiting from childcare and afterschool services, as well as behavioural change among men beneficiaries and strengthened capacity of key sub-national government authorities. During the implementation of the programme, a total of 12,019 Oasis beneficiaries have been reached directly with livelihood, protection, and empowerment services, and around 60,000 have been reached indirectly. The programme's livelihood services assisted 3,216 women and men through incentive-based volunteering, and an additional 1,793 beneficiaries underwent employability, vocational, and entrepreneurial training in both camps and host communities. Furthermore, 6,002 Oasis beneficiaries received support in the form of protection awareness training and case referral services. Lastly, 930 women participated in civic engagement and leadership training, and 78 men attended behaviour change sessions. Data shows that 378 women have gained employment 12 months following their graduation from the Oasis programme. Finally, in order to strengthen

capacity of key sub-national government authorities several training sessions on gender sensitive national and local policy frameworks have been held with a total of 192 officials attending¹⁰.

The Oasis programme embodies strategic partnership, collaborating with both governmental and non-governmental entities. Significant governmental collaborations include the Ministry of Social Development, the Ministry for Planning and International Cooperation, the Ministry of Labor and Industry, alongside various governorates, and local authorities. Key United Nations partners in this endeavor are United Nations High Commissioner for Refugees (UNHCR), the World Food Programme (WFP), and the International Labor Organization (ILO). Additionally, UN Women engages with local NGOs such as the Arab Renaissance for Democracy and Development – ARDD and Education for Employment – EFE Jordan, as well as with the private sector. This project leverages existing strong collaborations, focusing on national ownership and long-term sustainability.

The Oasis programme underwent an evaluation by an independent consultant company during the years 2018 and 2019, covering phases I and II. Furthermore, the regional initiative of the EU Madad Fund, titled "Strengthening the Resilience of Syrian Women and Girls and Host Communities in Iraq, Jordan, and Turkey," was independently evaluated in 2020. This initiative, which took place from 2018 to 2020, was the first phase of funding provided to the Oasis programme through the EU Madad Fund.

e) Evaluation purpose and objectives

The main purpose of this final evaluation is to assess the performance of the programme and achievement of results, recognizing the different needs and priorities of crises-affected populations both in camps and non-camp settings. The evaluation will employ relevant OECD/DAC evaluation criteria including those of relevance, effectiveness, efficiency, sustainability, impact (likelihood of), and gender equality and human rights.

While assessment of the performance and progress of the programme is the priority of the evaluation, the evaluation will also pay particular considerations to the processes and nature of interventions to connect them with identified longer-term changes, to determine which elements work well in which contexts, and which would be worth replicating or scaling up. In addition, the evaluation will assess the level of synergy and multiplying effect between the various activities implemented by this programme and the extent of synergies and multiplying opportunities with other UN Women and partners' projects along the humanitarian-development continuum.

Specifically, the objectives of this evaluation are to:

- Assess the **relevance** of the programme objectives, strategy and approach at the local, central and regional level as well as UN Women's comparative advantage/added value in this area as compared with key partners;
- Assess **effectiveness** and a potential measurable impact of the programme intervention on Jordan;

¹⁰ Results Monitoring System (RMS) of UN Women Jordan Country Office. Extracted 21 January 2024.

- Assess **organizational efficiency** and **coordination** mechanisms in progressing towards the achievement of the programme results;
- Assess the **connectedness** and **sustainability** of the results and the intervention in advancing gender equality in Jordan;
- Identify and document **lessons learned, good practices and innovations, success stories and challenges** within the programme, to inform future work of UN Women with refugees, displaced people and host communities.
- Analyse how **human rights approach and gender equality principles** are integrated in implementation.
- Provide **actionable recommendations** with respect to the development of future programmes.

Use of evaluation: The findings will be used to inform future programmatic decisions, organizational learning and accountability as well as for the identification of good practices to strengthening the resilience of Syrian women and girls and host communities in Jordan. The evaluation of the “Resilience and Empowerment of Vulnerable Women: The Future of Jordan’s Growth and Stability” programme will significantly complement the Country Portfolio Evaluation (CPE), which was conducted from September 2022 to August 2023. It will offer a more targeted and detailed analysis of specific interventions under this programme. While the CPE provided a comprehensive overview of all programmes operating within the UN Women Country Office in Jordan, this programme evaluation will facilitate a deeper exploration of the effectiveness, efficiency, relevance, and sustainability of this programme. This focused scrutiny will allow stakeholders to pinpoint strengths, weaknesses, and areas for improvement at a more nuanced level, informing strategic decision-making, resource allocation, and programme design adjustments with enhanced precision and efficacy.

Targeted users of the evaluation: The targeted users of the evaluation are UN Women Senior Management at country level, programme staff, and key stakeholders (donors, humanitarian actors, government entities, other regional actors, UN system) working on the Syrian response.

f) Evaluation scope, design and questions

Evaluation scope

The evaluation shall cover all aspects of the programme’s implementation in Oasis centres in Za’atari and Azraq refugee camps, as well as in 18 Oasis centres in host communities, located in 11 governorates in Jordan. The evaluation shall cover the entire programme period from February 2021 to February 2024. The evaluation will need to be conducted in five months, starting from April 2024 and completed by August 2024 at the latest.

g) Evaluation methodology

The evaluation will use a wide stream of data collection and analysis methods, which include a combination of portfolio analysis, desk-based review, a series of online and onsite interviews and survey with relevant stakeholders, beneficiaries, coordinators of the programme. In guiding the evaluation process for this programme, utilizing qualitative methodologies will offer a nuanced perspective on its impact. This involves

going beyond numerical data to capture the depth of individuals' experiences, perceptions, and narratives. Prioritizing methods such as interviews, focus groups, and participant observations will enable evaluators to uncover the complex ways in which the programme has influenced both individuals and communities. Additionally, the evaluation should focus on assessing the programme's long-term and transformative effects, recognizing that genuine change often evolves gradually and extends beyond immediate outcomes. Therefore, evaluators should employ longitudinal approaches, monitoring shifts in behaviour, attitudes, and community dynamics over time. By adhering to these guidelines, the evaluation will not only provide a comprehensive understanding of the programme's impact but also offer valuable insights for future planning and implementation.

The evaluation will be a gender-responsive evaluation and it will use a theory-based approach and contribution analysis methodology. The evaluation team is expected to undertake a broader examination of the programme logical framework and results chain to gain an understanding of the conditions that affect results; to identify those strategies that are effective; to collect information that helped adaptation or lack thereof; and should the desired results not materialize, to ascertain whether this was because of programme design, implementation, or external factors beyond the control of the programme. The evaluation may adapt its approach and methods to suit the varied contextual and programmatic focus of the different interventions.

In general, the evaluation will be a transparent and participatory process involving relevant stakeholders and partners in the countries. The evaluation will be based on gender and human rights principles and adhere to the United Nations Evaluation Group (UNEG) [Norms and Standards](#) and [Ethical Code of Conduct](#) and [UN Women Evaluation Policy](#) and [guidelines](#). Methodological rigor and report quality will be ensured through the Evaluation Management Group (EMG).

h) Evaluation questions

Questions under OECD/DAC evaluation criteria, including relevance, effectiveness, efficiency, sustainability, and impact (likelihood of) will be answered by the evaluation. Considering the mandates to incorporate human rights and gender equality in all its work and the UN Women Evaluation Policy, which promotes the integration of women's rights and gender equality principles, these dimensions will have a special attention in this evaluation and will be considered under each evaluation criterion. In addition, a gender equality, disability inclusion, and human rights criteria will be included.

At inception stage, the evaluation team is expected to develop an evaluation matrix summarizing key questions, indicators, sources of information and methodology to guide the analysis and triangulation. Final evaluation matrix will be validated by the evaluation manager and the evaluation reference group constituted in the framework of this evaluation processes and approved in the evaluation inception report.

The evaluation will in general seeks to answer the follow key questions:

Relevance

- To what extent do the intervention strategies and activities respond to the country context and specific needs/priorities of Syrian and host community beneficiaries, including those who were

most vulnerable? How distinct is it compared to similar initiatives by national or development partners?

- To what extent does UN Women's approach complement and add value to that of other actors in the context of the Jordan Response Plan to the Syria Crisis (JRP)?
- To what extent has the programme applied flexibility, context-specificity, and the need to adjust strategies over time, as circumstances and evidence evolve in light of the fluidity of the humanitarian situation and the changing external environment?

Effectiveness

- To what extent has the programme reached its planned objectives and targeted results? Which unexpected positive outcomes or negative results have resulted from the implementation of the program?
- To what extent have activities under the programme contributed to women's empowerment (socio, economic and political) in a gender-transformative way, including through awareness raising and changing social norms?
- To what extent was the programme effective in addressing structural barriers to employment, participation, safety and economic wellbeing of refugees, displaced and host communities?
- What are enabling and limiting factors (internal and external) that contribute to the achievement of results and what actions need to be taken to overcome any barriers that limit progress? Are there any opportunities and entry points for further scaling up?

Efficiency

- What are the achievements and constraints of the programme? How well are project activities and achievements monitored and evaluated?
- Have human and financial resources been optimally deployed to achieve the results? What role do partnerships play in achieving programme results and are these optimally developed?
- Do UN Women's institutional arrangements and mechanisms support efficient and timely humanitarian response in the context of the implementation of this programme?

Sustainability

- What indications are there that the outcomes will be sustained, e.g., through requisite capacities (systems, structures, staff, etc.)? Will the programme beneficiaries be able to rely on themselves (be resilient) after funding reduces or is withdrawn?
- To what extent are policy and regulatory frameworks in place that will support the continuation of benefits? To what extent was capacity of partners developed in order to ensure sustainability of efforts and benefits?

Gender equality, disability inclusion, and human rights

- To what extent was a human rights-based approach and gender equality incorporated in the design and implementation of the programme?
- To what extent does the intervention address the underlying causes of inequality and discrimination, including those experienced by vulnerable group such as women with disabilities within the framework of the LNOB principle?

i) Phases of the evaluation process

The evaluation process will include the following stages:

1. **Preparation:** gathering and analysing programme data, conceptualizing the evaluation approach, internal consultations on the approach, preparing the TOR, establishment of the evaluation management's structure, stakeholders mapping and selection of evaluation team.
2. **Inception:** consultations between the evaluation team and the Steering Committee, programme portfolio review, light evaluability assessment and boundary analysis, finalization of stakeholder mapping, inception meetings, review of the result logics, analysis of information relevant to the initiative, finalization of evaluation methodology and preparation and validation of inception report.
3. **Data collection and analysis:** in-depth desk research, in-depth review of the programme documents and monitoring frameworks, in-depth online interviews as necessary, staff and partner survey/s, and onsite data collection and field visits to Za'atari and Azraq refugee camps, as well as selected host communities. De-briefing sessions with the key in-country stakeholders will be organized to present emerging trends/ preliminary findings and to build ownership of the findings with programme counterparts.
4. **Analysis, validation and synthesis stage:** analysis of data and interpretation of findings and drafting and validation of an evaluation report and other communication products.
5. **Dissemination and follow-up:** once the evaluation is completed, UN Women is responsible for the development of a Management Response to evaluation recommendations within 6 weeks after the final approval of the evaluation report, publishing the evaluation report, uploading the final evaluation report on the UN Women GATE website and the dissemination of evaluation findings amongst key stakeholders.

The evaluation team will be responsible for phases 2, 3 and 4 with the support of UN Women while UN Women is entirely responsible for phases 1 and 5.

The evaluation team is responsible for the following deliverables:

- **Inception report:** The evaluation team will present a refined scope, a detailed outline of the evaluation design and methodology, stakeholder mapping and stakeholder selection for data gathering, a sampling strategy for more in-depth analysis of various aspects of the performance of the programme as well as a strategy for collecting, analysing and aggregating different sources of data. The report will include an evaluation matrix, finalization of the schedule for country visits and stakeholder interviews and detailed work plan.
- **Presentation of preliminary findings:** A PowerPoint presentation detailing the emerging findings of the evaluation will be shared with the evaluation task managers for feedback. The revised presentation will be delivered to the reference groups for comment and validation. The evaluation team will incorporate the feedback received into the draft report.

- **Draft evaluation report:** the first draft report which includes background, methodology, limitations, findings, conclusions, lessons learned and recommendations sections. The report must be in line with the [GERAAS](#) criterion on structure and clarity of reporting, which can be ensured through the [GERAAS evaluation report quality assessment checklist](#).
- **Final evaluation report:** The final report will include a concise Executive Summary and annexes detailing the methodological approach/analytical products developed during the course of the evaluation.
- All completed **tools** and **datasets** making up the different lines of evidence should be made available to the Evaluation Management Group upon request (including field notes, transcribed highlights from interviews and focus group discussions, details from quantitative analysis).
- **Evaluation communication products:** A PowerPoint/Prezi presentation of the final key evaluation findings and recommendations, and a 2-pager/infographics on the final key findings, lessons learned and recommendations.

All products such as inception, draft and final reports will be validated by the evaluation reference group and the evaluation management group. The evaluation team will maintain an audit trail of the comments received and provide a response on how the comments were addressed in the final inception report.

Tasks/deliverables	Expected delivery date	% of Payment
Inception phase		20%
Desk review of background documentation	April 2024	
Inception meeting	April 2024	
Inception report (including two rounds of revision)	April 2024	
Data collection phase¹¹		40%
Additional documents review, (online) interviews	May 2024	
Visit to programme sites and in-depth data collection, debriefing with ERG and ERG	June 2024	
Analysis and reporting phase		40%
Presentation of preliminary findings	June 2024	
Draft report (including two rounds of revision) and case study summaries	July 2024	
Final report, final case study summaries and evaluation communication products (brief PPT, two-pager)	August 2024	
Final presentation of the evaluation	August 2024	

¹¹ As part of the inception phase, a more detailed evaluation timeline will be charted out by the evaluation team for the interviews as part of onsite data collection.

ANNEX-10 Ethical Standards Checklist

Based on the UNEG Ethical Guidelines and the provided sources, the evaluators followed this comprehensive checklist to ensure ethical guidelines are fully adhered to during the evaluation of the Madad 2 programme, along with an explanation of its administration:

Ethical Principle	Checklist Item
Independence and Impartiality	<ul style="list-style-type: none"> ○ Conflict of Interest Disclosure: Ensure the whole evaluation team including data collectors disclose any potential conflicts of interest in writing. ○ Independence of Judgment: Evaluators must maintain independence of judgment and report any undue pressure to the Evaluation Management Group. ○ Balanced Data Collection: Collect data from a diverse range of stakeholders to ensure a balanced perspective.
Credibility	<ul style="list-style-type: none"> ○ Transparent Methodology: Clearly described the evaluation methodology, including methods, techniques, and limitations. ○ Justified Conclusions: Ensure that conclusions and recommendations are explicitly justified and based solely on the evaluation findings and backed up with evidence. ○ Data Validation: Validate data through triangulation of multiple sources and methods.
Honesty and Integrity	<ul style="list-style-type: none"> ○ Accurate Representation: Accurately present procedures, data, and findings without bias. ○ Prevent Misuse: Take steps to prevent or correct any misuse of the evaluation work by others.
Respect for Dignity and Diversity	<ul style="list-style-type: none"> ○ Cultural Sensitivity: Respect cultural norms, customs, beliefs, and practices during data collection. ○ Minimize Disruption: Conduct data collection in a manner that minimizes disruption and respects participants' privacy.
Rights of Participants	<ul style="list-style-type: none"> ○ Informed Consent: Ensure participants are fully informed about the purpose, scope, and use of the evaluation data they provide. ○ Fair Selection: Select participants fairly, ensuring inclusion of vulnerable or marginalized groups. ○ Confidentiality: Maintain confidentiality of sensitive information that could identify participants.
Avoidance of Harm	<ul style="list-style-type: none"> ○ Risk Minimization: Identify and minimize risks and burdens to participants.

	<ul style="list-style-type: none"> ○ Protection from Negative Impacts: Implement measures to protect participants from negative impacts of critical evaluation findings.
Transparency	<ul style="list-style-type: none"> ○ Clear Communication: Clearly communicate the purpose of the evaluation, criteria applied, and intended use of findings to stakeholders.
Accountability	<ul style="list-style-type: none"> ○ Timely Completion: Complete the evaluation deliverables within the agreed timeframe and budget. ○ Fiscal Prudence: Exercise prudence in fiscal decision-making to ensure value for money.
Reporting Wrongdoing	<ul style="list-style-type: none"> ○ Report Misconduct: Report any evidence of wrongdoing or unethical conduct to the appropriate oversight authority.
Administration of the Checklist During the Evaluation of Madad 2 Programme	
Preparation Phase	<ul style="list-style-type: none"> ○ Training and Orientation: Conduct training sessions for the evaluation team on the UNEG ethical guidelines and the checklist. ○ Conflict of Interest Declaration: Collect written conflict of interest declarations from all evaluation team members. ○ Stakeholder Mapping: Identify and map all relevant stakeholders to ensure diverse data collection.
Data Collection Phase	<ul style="list-style-type: none"> ○ Informed Consent: Obtain informed consent from all participants, explaining the purpose, scope, and use of the evaluation data. ○ Cultural Sensitivity: Train data collectors on cultural sensitivity and respect for local customs and practices. ○ Confidentiality Protocols: Establish and follow strict confidentiality protocols to protect sensitive information.
Data Analysis Phase	<ul style="list-style-type: none"> ○ Triangulation: Use triangulation methods to validate data from multiple sources. ○ Transparent Reporting: Ensure that the methodology, findings, and limitations are clearly described in the evaluation report.
Reporting Phase	<ul style="list-style-type: none"> ○ Stakeholder Consultation: Share draft findings with stakeholders for feedback and validation. ○ Justified Recommendations: Ensure that all recommendations are based solely on the evaluation findings and are explicitly justified.
Post-Evaluation Phase	<ul style="list-style-type: none"> ○ Feedback Mechanism: Provide UN Women and other stakeholders opportunity to provide feedback on evaluation report. ○ Dissemination: Disseminate the final evaluation report to all relevant stakeholders through UN Women.

ANNEX-11 Informed Consent Checklist

This checklist was used to ensure that all ethical considerations related to informed consent are addressed and that participants are fully informed about the evaluation process, their rights, and any potential risks or benefits associated with their participation.

Checklist Item	Yes	No
Enumerator's Introduction: Enumerator introduces him/herself including affiliation.	<input type="checkbox"/>	<input type="checkbox"/>
Purpose of Evaluation: Describes the purpose of the evaluation and data collection.	<input type="checkbox"/>	<input type="checkbox"/>
Language and Clarity: Consent is administered in a language that the participant understands, and that excludes jargon or confusing language, ensuring that phrasing is clear, comprehensible, and concise.	<input type="checkbox"/>	<input type="checkbox"/>
Voluntary Participation: Statement of voluntary nature of participation and duration.	<input type="checkbox"/>	<input type="checkbox"/>
Confidentiality: Statement on the confidential nature of participation to the extent possible.	<input type="checkbox"/>	<input type="checkbox"/>
Contact Information: Contact information is provided for further questions about their rights as participants.	<input type="checkbox"/>	<input type="checkbox"/>
Questions and Consent: Space for questions and verbal/written consent (yes/no).	<input type="checkbox"/>	<input type="checkbox"/>
Procedures Description (Vulnerable Populations/Sensitive Topics): Description of overall procedures to be followed, including selection of persons for voluntary participation.	<input type="checkbox"/>	<input type="checkbox"/>
Benefits Description (Vulnerable Populations/Sensitive Topics): The individual and global benefits of the evaluation are described, as well as the contents of the survey/interview/focus group (i.e., demographics, education, savings behaviors, etc.).	<input type="checkbox"/>	<input type="checkbox"/>
Risks Statement (Vulnerable Populations/Sensitive Topics): A statement that the consultation or procedures may involve risks to the subjects (that are currently unforeseeable), and adequate description of such risks or discomforts (i.e., if some questions make respondents feel uncomfortable).	<input type="checkbox"/>	<input type="checkbox"/>
Costs Statement (Vulnerable Populations/Sensitive Topics): Clearly state if there are any costs associated with participation, and if so, specify what they are.	<input type="checkbox"/>	<input type="checkbox"/>

Recording Procedures (Vulnerable Populations/Sensitive Topics): Procedures for any recording including: - If recordings will be taken and what type (audio/video). - When and why the recordings will be taken. - How the recordings will be kept confidential and when they will be destroyed. - Whether being recorded in this manner is a requirement of participation, and if not, how participants can express that they would not like to participate.	<input type="checkbox"/>	<input type="checkbox"/>
Future Use of Information (Vulnerable Populations/Sensitive Topics): A statement about whether participants' information might be stripped of identifiers and used for future evaluation/research.	<input type="checkbox"/>	<input type="checkbox"/>
Compensation (Vulnerable Populations/Sensitive Topics): Any compensation for participation, such as a payment or gift.	<input type="checkbox"/>	<input type="checkbox"/>
Withdrawal Statement (Vulnerable Populations/Sensitive Topics): Statement that refusal to participate or withdrawal at any time will not lead to penalty or loss of benefits.	<input type="checkbox"/>	<input type="checkbox"/>

ANNEX 12 – Demographic Profile of Evaluation Participants

a) Survey

In total 375 surveys (10 males and 365 females) were conducted from various groups of beneficiaries. The details of each group are provided in the below sections:

1. **Age Group:** Shows the distribution of respondents across different age ranges.

Age Group	Male	Percentage	Female	Percentage	Total	Percentage
18 to 24	1	10%	53	15%	54	14%
35 to 44	5	50%	166	45%	171	46%
45 to 54	2	20%	30	8%	32	9%

25 to 34	2	20%	114	31%	116	31%
55 and above	0	0%	1	0%	1	0%
Under 18	0	0%	1	0%	1	0%
Total	10	100%	365	100%	375	100%

2. **Nationality:** Indicates the nationalities of the survey participants.

Nationality	Male	Percentage	Female	Percentage	Total	Percentage
Syrian	5	50%	129	35%	134	36%
Jordanian	5	50%	235	64%	240	64%
Sudanese	0	0%	1	0%	1	0%
Total	10	100%	365	100%	375	100%

3. **Camp and Non-Camp Settings:** Illustrates the living situations of respondents.

Camp and Non-Camp Settings	Male	Percentage	Female	Percentage	Total	Percentage
In Camp	5	50%	110	30%	115	31%
Non-Camp	5	50%	255	70%	260	69%
Total	10	100%	365	100%	375	100%

4. **Locations:** Lists the specific areas where respondents are from.

Locations	Male	Percentage	Female	Percentage	Total	Percentage
Al-Za'atari Refugee Camp Centre, District 7	2	20%	31	8%	33	9%
Al-Za'atari Refugee Camp Centre, District 3	1	10%	29	8%	30	8%
Al-Azraq Refugee Camp Centre	1	10%	26	7%	27	7%
Al-Za'atari Refugee Camp Centre, District 4	1	10%	24	7%	25	7%
Maghareeb Al salt , Salt	2	20%	12	3%	14	4%
Elbassa, Amman	0	0%	14	4%	14	4%
Allan, Salt	0	0%	14	4%	14	4%
Moujib, Al Karak	1	10%	17	5%	18	5%
Alshallaleh, Aqaba	0	0%	14	4%	14	4%
Eis, Tefiieleh	0	0%	14	4%	14	4%
Qura Bani Hashem, Zaqra	0	0%	15	4%	15	4%
UmSayhoun, Ma'an	0	0%	14	4%	14	4%
Shobak, Ma'an	0	0%	15	4%	15	4%
Al Rawabi, Ajlun	0	0%	15	4%	15	4%
Muwaqqar, Amman	0	0%	15	4%	15	4%
Jabal Bany Hamida, Madaba	0	0%	14	4%	14	4%

Borma, Jerash	0	0%	14	4%	14	4%
Alturah, Irbid	1	10%	14	4%	15	4%
Taibaa, Al Karak	1	10%	15	4%	16	4%
Samma, Irbid	0	0%	13	4%	13	3%
Madaba Al Janoubi, Madaba	0	0%	13	4%	13	3%
Ein El Bedah, Tafieleh	0	0%	13	4%	13	3%
Total	10	100%	365	100%	375	100%

5. **Type of Services:** Outlines the different services accessed by participants.

Type of Services	Male	Percentage	Female	Percentage	Total	Percentage
Livelihood Services	4	40%	170	47%	174	46%
Protection Services	3	30%	144	39%	147	39%
Civic Engagement or Leadership Skills Development	3	30%	51	14%	54	14%
Total	10	100%	365	100%	375	100%

6. **Place of Living:** Categorizes respondents as living in rural or urban areas.

Place of Living	Male	Percentage	Female	Percentage	Total	Percentage
Rural	10	100%	283	78%	293	78%
Urban	0	0%	82	22%	82	22%
Total	10	100%	365	100%	375	100%

7. **Marital Status:** Presents the marital status of survey participants.

Marital Status	Male	Percentage	Female	Percentage	Total	Percentage
Single	1	10%	56	15%	57	15%
Married	8	80%	243	67%	251	67%
Divorced	0	0%	46	13%	46	12%
Widow/Widower	1	10%	20	5%	21	6%
Total	10	100%	365	100%	375	100%

8. **Disability:** Indicates the proportion of respondents with and without disabilities.

With and without Disability	Male	Percentage	Female	Percentage	Total	Percentage
Persons with Disability	1	10%	26	7%	27	7%
Persons without Disability	9	90%	339	93%	348	93%
Total	10	100%	365	100%	375	100%

b) Focus Group Discussion

The table below shows the distribution of FGDs by programme services across male and female participants for different programme outcomes.

Programme Services	Male			Female			Total Participants	
	#FGDs	Participants	Percentage	#FGDs	Participants	Percentage	Total	Percentage
Civic Engagement or Leadership Skills Development	2	16	100%	1	7	6%	23	18%
Protection Services	0	0	0%	6	55	48%	55	42%
Livelihood Services	0	0	0%	6	52	46%	52	40%
Total	2	16	100%	13	114	100%	130	100%

Below are the details of FGDs by location.

Locations	Male			Female			Total Participants	
	#FGDs	Participants	Percentage	#FGDs	Participants	Percentage	Total	Percentage
Taibaa, Al Karak	1	8	50%	1	8	8%	2	13%
Alshallaleh, Aqaba	0	0	0%	1	11	8%	1	7%
Samma, Irbid	0	0	0%	1	8	8%	1	7%
Al-Azraq Refugee Camp Centre	1	8	50%	0	0	0%	1	7%
Madaba Al Janoubi, Madaba	0	0	0%	1	8	8%	1	7%
Allan, Salt	0	0	0%	2	15	15%	2	13%
Borma, Jerash	0	0	0%	1	10	8%	1	7%
Eis, Tefiieleh	0	0	0%	1	8	8%	1	7%
Shobak, Ma'an	0	0	0%	1	12	8%	1	7%
Muwaqqar, Amman	0	0	0%	1	8	8%	1	7%
Al Rawabi, Ajlun	0	0	0%	1	8	8%	1	7%
Jabal Bany Hamida, Madaba	0	0	0%	1	7	8%	1	7%
Zatari Refugee Camp	0	0	0%	1	11	8%	1	7%
Total	2	16	100%	13	114	100%	15	100%

c) Key Informant Interviews

Below is the list of Key informants.

Position of the Respondent	Organization
1. Programme Officer for Social Inclusion, EU Delegation to Jordan	European Commission through the EU Regional Trust Fund in Response to the Syrian Crisis (EUTF)
2. Programme Manager and Thematic Lead on Women's Economic Empowerment	UN Women-Programme Staff
3. Programme Analyst	UN Women-Programme Staff
4. Coordinator for ISWG	United Nations High Commission for Refugees (UNHCR)
5. Project Specialist	Education for Employment (EFE-Jordan)
6. Programme Manager of Livelihood and Economic Protection Program, Arab Renaissance for Democracy and Development	Arab Renaissance for Democracy and Development (ARDD)
7. Assistant Secretary General, Ministry of Social Development	Ministry of Social Development (MoSD)
8. General Manager	Irbid Chamber of Industry
9. Sr. HR Executive	Gia Apparels Industries

d) Case Stories

In total, 4 case stories (1 with man and 3 with women) were developed from various locations, annexed to the report.

ANNEX 13 – Contribution Analysis Table

Changes analyzed by the evaluation	Links to UN Women programme	Other contributory factors	Plausible contribution by UN Women	Evidence of change	GE and HR implication
Increased economic empowerment and resilience of vulnerable women	Oasis model providing cash-for-work, skills training, and entrepreneurship support	Government policies supporting women's economic participation; Other NGO livelihood programs	Provided comprehensive support through Oasis centres; Partnered with private sector for job placements	67% women employed or self-employed	Increased women's economic independence and decision-making power
Enhanced protection and awareness of GBV services	GBV awareness sessions and referral services provided through Oasis centres	Government and NGO GBV prevention efforts	Conducted 72 GBV awareness sessions reaching 6,712 women and 17 men; Provided case management to 161 women	Increased awareness of GBV services; More women accessing protection services	Improved women's safety and access to support services
Strengthened women's leadership and civic engagement	Leadership and civic engagement training provided	Government policies promoting women's participation	Trained 930 women on civic engagement and leadership	Women taking on more leadership roles in community	Increased women's voice and participation in decision-making
Changes in social norms around gender roles	Engaged men in dialogues on women's rights; Awareness raising on child marriage	Broader societal shifts in gender norms	Trained 6 male master trainers on gender norms change	Survey data showing some shifts in attitudes on GBV, child marriage but concrete measurable changes in social norms was not evident.	Contributed to more equitable gender norms and relations

ANNEX 14 – Human Resources Allocation

The human resources allocation for the programme, as provided in the budget and justification document, was structured to ensure effective oversight, management, and implementation of the programme's activities. The allocation covered various roles, each with specific responsibilities and a defined percentage of their time dedicated to the programme. Below is a detailed breakdown:

1. Head of Programmes (P4) - 25% Allocation

The Head of Programmes allocated 25% of their time to the programme, with an annual cost of EUR 51,000, totaling EUR 153,000 over three years. This role involved providing overall oversight and strategic direction for the programme, ensuring alignment with UN Women's objectives and the effective coordination of activities.

2. Programme Management Specialist (P3) - 50% Allocation

The Programme Management Specialist dedicated 50% of their time to the programme, with an annual cost of EUR 85,000, totaling EUR 255,000 over three years. This specialist was responsible for the daily management of the programme, overseeing the implementation of activities, and ensuring that the programme met its objectives and timelines.

3. Women's Economic Empowerment Programme Specialist (NOB) - 100% Allocation

This specialist, fully dedicated to the programme, incurred an annual cost of EUR 84,666, totaling EUR 254,000 over three years. The role of this position was to provide technical expertise in women's economic empowerment and livelihoods, designing and implementing activities that enhanced the economic opportunities for women beneficiaries.

4. Institutional Capacity Development Specialist (NOC) - 25% Allocation

Allocated 25% of the time, this specialist cost EUR 32,000 annually, totaling EUR 96,000 over three years. They provided technical support to government partners, focusing on building institutional capacity to mainstream gender into policies and practices.

5. Senior Camp Assistant - 100% Allocation

Fully dedicated to the programme, the Senior Camp Assistant's role cost EUR 31,666 annually, totaling EUR 95,000 over three years. This position was crucial for overseeing the operations of the four Oasis centres in the refugee camps, ensuring that services were delivered effectively to the beneficiaries.

6. Field Assistants (2) - 100% Allocation

Two Field Assistants, each fully dedicated to the programme, cost EUR 28,667 annually per assistant, totaling EUR 86,000 over three years. They were responsible for overseeing the Oasis centres in host communities, ensuring smooth operations and effective service delivery.

7. Communications and Advocacy Assistant - 33% Allocation

This assistant, allocated 33% of time, cost EUR 2,400 annually, totaling EUR 7,200 over three years. The role of this position was to support the programme's communications activities, including the development and dissemination of advocacy materials.

8. Security Associate - 50% Allocation

The Security Associate, dedicating 50% of the time, cost EUR 23,334 annually, totaling EUR 70,000 over three years. This position was responsible for ensuring the safety and security of the Oasis centres in both camp and non-camp settings.

9. Driver - 100% Allocation

Fully dedicated to the programme, the Driver's role cost EUR 18,164 annually, totaling EUR 54,492 over three years. It supported the local transport needs of the programme staff, facilitating movement between different programme sites.

10. Programme Finance Associate - 100% Allocation

This associate, fully dedicated to the programme, cost EUR 50,000 annually, totaling EUR 150,000 over three years. This associate provided financial management and administrative support, ensuring that the programme's financial operations were conducted efficiently and in compliance with UN Women's standards.

11. Procurement Associate - 50% Allocation

The Procurement Associate, dedicating 50% of their time, cost EUR 25,000 annually, totaling EUR 75,000 over three years. This position supported the procurement activities of the programme, given the significant procurement.

ANNEX 15- Stakeholders Role

The key stakeholders involved in the implementation of the programme and their roles are provided in the table below:

Stakeholders	Role and Contribution in the Programme
Direct Beneficiaries	The direct beneficiaries are integral to the programme's objectives, that aim to enhance their resilience, economic empowerment, and overall well-being within both camp and non-camp settings across Jordan. These include: 1) Syrian Refugee Women 2) Vulnerable Jordanian Women 3) Children and Men
European Commission through the EU Regional Trust Fund in Response to the Syrian Crisis (EUTF)	EU provided financial support for the implementation of the programme and collaborated with UN Women and other stakeholders to ensure that the programme aligns with broader strategic goals, such as promoting gender equality, women's empowerment, and sustainable development. The EU's strategic input helped shape the programme's objectives and outcomes. The EU was involved in monitoring the progress and impact of the programme and worked closely with UN Women, the Government of Jordan, and other partners to coordinate efforts and maximize the impact of the programme.
UN Women	UN Women served as the primary implementing partner, overseeing the programme's overall execution and coordination. It provided technical assistance and capacity building to government counterparts. UN Women also utilized the Oasis model to enhance the livelihoods of vulnerable Syrian refugee and Jordanian women.
Ministry of Social Development (MoSD)	MoSD closely collaborated with UN Women as a pivotal government ally in programme implementation. Its responsibilities included integrating gender considerations into policies and initiatives related to humanitarian efforts, resilience enhancement, and sustainable development. Additionally, MoSD extended support through its extensive network of community centres across the nation.
Ministry of Labor (MoL)	MoL partnered with UN Women to strengthen women's economic empowerment initiatives. Its tasks included revising legal frameworks such as Articles 29 and 69 of the labor code to enhance support for women's economic engagement.

Ministry of Interior (MOI)	MOI was involved in governance and operational priorities related to the Oasis model. The MoI, along with the MoSD and MoL, was engaged in discussions about the collective roles of different Ministries in managing the Oasis Model. This included considerations on governance, financial, technical, participatory, and ownership issues to ensure the long-term sustainability of the Oasis model.
Governorates	UN Women worked with governorates and MoSD to implement gender-responsive policies at the local level.
World Food Programme (WFP)	WFP supported the programme by employing innovative technologies such as the OneCard platform for distributing cash entitlements. WFP also utilized blockchain technology to aid Syrian refugee women involved in UN Women's cash-for-work initiatives in Za'atari and Azraq refugee camps.
United Nations High Commission for Refugees (UNHCR)	UNHCR played a pivotal role in the programme by identifying and referring vulnerable Syrian refugee women, particularly through the Oasis Centres. UNHCR also provided essential assistance in navigating the legal complexities of refugee status in Jordan.
United Nations International Children's Fund (UNICEF)	UNICEF collaborated with UN Women to distribute baby kits to new mothers. These kits were produced by women beneficiaries engaged in cash-for-work activities at the Oasis centres. The distribution of these kits was coordinated through clinics in both Za'atari and Azraq camps, ensuring that new mothers are better equipped to take care of their newborns' basic needs.
Private Sector Companies	Private sector companies collaborated closely with UN Women to enhance the economic empowerment of women through the Women's Empowerment Principles (WEPs) network.
Education for Employment (EFE-Jordan)	As a CSO, EFE played the role primarily through its contributions to vocational training, job placement services, entrepreneurship support, and capacity building and empowerment of Syrian refugees and host community women.
Arab Renaissance for Democracy and Development (ARDD)	As a CSO, ARDD collaborated with UN Women to engage both women and men in dialogues and training sessions focused on gender norms, women's rights, and empowerment.

UN Country Team (UNCT)	UN Women worked closely with the UN Country Team (UNCT) to bolster the capacities of national institutions and relevant stakeholders in implementing gender-responsive policies and practices across humanitarian and development sectors.
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ANNEX 16: Target Vs Achievement Table¹²

Output	Activity	Target	Achievement
1.1	Amendment of Labour Law articles	Amendment in Articles 29 and 69	Articles 29 and 69 amended
1.2	Finalization of key policies	3 policies	3 policies finalized
Output 1.1	Training of government staff	150 staff members	192 staff members (124 women, 68 men)
2.1	Sustainable employment (12 months)	2,767 women	378 women
2.1.1	Cash for work	800 women	1,739 women
2.1.2	Work permits for Syrian women	300 women	250 women
2.1.3	Training on opening and running MSMEs	150 women	1,219 women (265 Syrians, 953 Jordanians)
2.2.1	Cash for work in non-camp settings	1,350 women	3,242 women (668 Syrian, 2,674 Jordanian, out of which 100 PwDs)
2.2.2	Employability, vocational, and entrepreneurial skills training	1,350 women	1,739 women (395 Syrian, 1,292 Jordanian)
2.3.1	GBV awareness-raising in camps	1,500 Syrian women	2,965 Syrian refugees (2,914 women and 51 men)
	GBV services in camps	300 women and men	96 women and men reached through GBV services
2.3.2	GBV awareness-raising in host community	300 women	3,986 women (3,630 Jordanians, 340 Syrians, 16 Yemeni)
	GBV and referral services in host community	60 women	92 women (73 Jordanian, 19 Syrians)
2.4.1	Civic engagement and leadership services	1,200 women and girls	930 women and girls
2.4.2	Dialogues promoting women's rights and empowerment	600 men	72 men (69 Jordanians, 3 Syrians)

¹² Quarterly Information Note (QIN)_TF MADAD/2023/T04

ANNEX 17: Raw Data Set ([Click here to see the Raw Data](#))