



Expanding political participation, comprehensively at the national level, is an ambition that requires urging some social groups, especially youth and women, to participate in elections, to be involved in the different fields of public service and to assume leadership in them.

The status we aspire for Jordan to have, at the Arab and international levels, in connection with freedoms and political openness, requires hard work and effort from all those concerned to entrench the culture of democracy, adopt dialogue as a means for civilisational outreach, and maximize grass-roots participation in an environment governed by tolerance, freedom of opinion and the promotion of innovation.

His Majesty, King of Hashemite Kingdom of Jordan King Abdullah II Ben Al Hussein

(Speech from the Throne at the opening of the second ordinary session of the 15th parliament, 2008)





“I am confident that Jordanian women are contributing significantly to their country’s prosperity and to shaping their country’s future. This constantly reminds us of the need to be attentive to women at the grassroots level who are the main focus of our efforts to empower Jordanian women. They are the basis for the political participation process and are the foundation of the economic and social transformation process that our beloved country is witnessing.”

Her Royal Highness Princess Basma Bint Talal

(Launching of the National Seminar for Jordanian Women with the title of “the Future for Jordanian Women all over the Kingdom, June 3rd 2005)



## The Vision

A Jordanian woman capable of performing her different roles and duties whether socially, legally, politically or economically; a woman who enjoys, abilities, knowledge, skills, and equality in value, dignity and rights in a life void of all forms of discrimination and violence based on the gender; who effectively participates in all aspects of the Jordanian society including formulating policies and decision making, and who is an active force of sustainable development and progress of Jordan toward a democratic state, in a society dominated by justice, equality and equal opportunities between both genders.



## The Purpose of Strategy

To maintain the achievements made by the Jordanian women in accessing and acquiring resources and rights granted to them by the constitution and humanity, to work in a systematic methodological way to raise the status of women and handling her issues all over the kingdom, and to empower women and invest her capabilities in different aspects. It is also to eliminate all forms of discrimination against them in legislations, policies, plans, programs and national budgets in practice and application, besides grass-root social culture supporting the women equity, empowering her, promoting programs and services submitted to her, making it easily accessible and of top quality. This in addition to induce positive tangible transformation in the status of women in order and to achieve their effective and equal participation with men in all political, economic, social and cultural life, and to achieve effective protection for them against poverty and violence by following the multi dimensional and multi specialties participatory aspect based on human rights, with participation of all concerned sectors, grass-root the rules of good governance, and excellence and quality assurance in the performance of societies working for empowering women.



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## **Introduction**

The Jordanian National Commission for Women Affairs was established on 1992 in appreciation of her role, expressing the Jordan response to the needs of women and society, and emphasizing the seriousness of our country commitment to execution of its national, Arab and international policies and pledges, including commitment to find national mechanism seeking rise of women, promotion of her economic, social and political participation, maintenance of her gains, defending her rights in order to achieve higher level of protection, social justice, effective participation, and equality.

Of the most prominent tasks of the Jordanian National Commission for Women Affairs was the set up of the National Strategy for Women, work to modernize and develop it, following up its execution and enhancing it periodically through presenting consultations and technical expertise to concerned official and non official institutions, following up the submitted periodic reports and analyzing it using the social gender perspective, evaluation of all achievements and comparing it to approved indicators upon setting up the strategy to measure the extent of progress, studying difficulties and problems facing the implementation of strategy and working to find solutions for it in cooperation with concerned institutions.

The National Strategy for Women was set up in Jordan for the years (2012- 2015), adopting the participatory methodology after examining statistics, reports, strategies, plans, and national programs, analyzing the evaluative studies and summing up of indicators reflected by regional, national and international reports, together with reviewing studies aimed at analyzing and auditing processes of merging the social gender in all various sectors and public and private institutions.

It was clear that Jordan has taken wide steps during the last years in many achievements on the level of economic and social policies and legislations that contributed in the improvement of the women in Jordan in all fields, specially which are related to the educational achievements with its quantitative dimension represented in the higher rates of girls enrollment in various educational stages than boys as well as its qualitative dimension represented in the distinguished results of academic achievement for female students and their excellence over their peers of male students. It is also related to apparent progress in providing the free and comprehensive health care for especially motherhood and childhood; elders and those infected with chronic diseases, or in the field of legislations, its amendments, development, approval of new legislations, adoption of policies guaranteeing meeting women needs and releasing their powers to serve their families, local communities and home country and that enforce, respect and protect their human rights. This is in addition to achievements witnessed by Jordan in the field of expansion and variation in guiding, rehabilitative and remedial programs and services, besides training programs directed towards women which are provided by governmental bodies and civil community organizations in different region at the kingdom.

Despite all these achievements, there still many challenges to be faced to reach the level of our ambition in promotion of the Jordanian women status. In the economic and political fields, the participation of women is still below the ambitions as the percentage of women participation in labor market doesn't exceed 14.7% which is the minimum percent in the region, while only one woman won the parliament elections for the years of 2007 and 2010 outside the frame of quota. Moreover, there is a need to change the society culture to become supportive to equality and empowerment of women, as well as working continually to develop legislations to be enhancing and supportive to the role of women in sustainable development.

Dashing from this point, we are now asked than any other time to emphasize the type, efficiency and seriousness of women participation and empowering her economically and politically. This is in addition to intensifying our efforts through developing an integrated system of legislations, policies, supportive services, programs, plans, and budgets that aim at overcoming challenges that hinder the women progress towards equality, participation, equity and equal opportunities between both genders.

We are taking the opportunity of achieving the National Strategy for Jordanian Women for the years of 2012-2015 that the Jordanian National Commission for Women Affairs cared for launching on the occasion of 20 years passage since its establishment which resulted in detailed strategic plan and computed executive plan using programming of balanced performance cards in addition to document including the regenerative projects prepared by participatory methodology; to express out deep appreciation to all official and private institutions, organizations of civil community, and academic and media institutions that participated in different stages of building this strategy to empower women and promotion of our dear country and achieving its highness and elevation under the Hashemite banner by leadership of HRH King Abdullah II Ben Al Hussein. May Allah protect him!

Jordanian National Commission for Women Affairs

### **Evaluation of the National Strategy for Jordanian Women 2006- 2010**

Out of confidence of the Jordanian National Commission for Women Affairs in the importance and necessity of follow up and evaluation as a basis for sound planning processes and good follow up for strategy execution, it periodically review its activities, programs, plans, documents as well as tracking the Jordanian Women status within national and international changes to cope with the latest updates and to participate in civilized, cultural and scientific development and progress in the Hashemite Kingdom of Jordan. Accordingly, the commission evaluated and completely reviewed the National Strategy for Jordanian Women 2006- 2010 with the aim of defining its effect through detecting achievements done on the standard of Jordanian women empowerment legally, politically, socially, culturally and in media. It is also on the level of combining of concept of social gender in the public life in a way guaranteeing equal opportunities for Jordanian women and through standing on the most important obstacles and challenges limiting the chances of achieving the whole set of objective in the expired strategy.

Comprehensive evaluative report was set and it was shown that Jordan was able to achieve many strategy objectives especially in amending laws that involve discrimination against women, enhancing women educational opportunities, promoting her health care, limiting violence against her, providing legal protection to women; sheltering services, consultancy and legal help. There was also relative improvement in the status of women with special needs, the poor and those who take custody of their families, in securing the food safety and health environment for women, increasing her economic opportunities, raising the level of her participation in the public affairs, and raising her issues on media but with various degree of success. The combination of social gender was established in many governmental institutions and there was much work and contact with a number of private institutions for this purpose. The government adopted the concept of budget responding to needs of both man and woman (sensitive to social gender), while statistics and data were developed and classified according to social gender.

The strategy execution has resulted in positive effects on women status generally; but it wasn't able to solve the rooted reasons in traditions and common culture which still hindering the women progress and need continued and long term efforts to modify and develop. Though there is higher political will supporting the promotion of women status, but the fact of women and society look to her role and position didn't respond completely with the aspirations of the political leadership. Thus, improvement was slow and gradual with many difficulties in many fields. The international economic and financial crisis has its impact on the Jordanian economy, the matter that affected the right of individual in appropriate standard of living. The consequences were more on women sector due to the gap in unemployment and work percents between men and women.

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Moreover, lack of specialty and complexity of roles among governmental and nongovernmental organizations led to undermining the effect of programs and projects targeting women. In addition, the duality of efforts and roles and repetition of programs led to consuming little available resources, to shortage of resources and cadres at some companies, limitedness of expertise in the process of effect detection

and reports preparations, lack of coordination between the parties concerned with executing the strategy objectives, weakening of follow up systems and absence of clear mechanisms for information exchange and documentation. Also, lack of cooperation and coordination hindered competition between some institutions, the matter that affected the quality and transparency of information and even hiding it sometimes which led to loss of opportunity to detect it, document, and take into consideration upon detecting achievements, measuring effects or tracking challenges and difficulties.

The reliance of programs and projects of civil community institutions almost completely on finance from the donating parties led to fluctuation in securing and executing programs and services and sometimes improvisation in choice of projects and giving priority to compete on finance, the matter that hindered the long term planning and lack of sustainability of these projects.

Despite these difficulties and variance in degrees of success in achieving the set objectives in the strategy, but there are many achievements in every field which contributed to a great extent in raising women issues on the national level and put it on the top priorities of many parties concerned with the developmental process and occurrence of changes in the women status in the society.

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Of the most important factors of success is the integrated, legislative, political, economic, social and informational approach to strategy. This is besides membership of different parties concerned with implementation of strategy objectives of ministries and governmental and nongovernmental institutions in the Jordanian National Commission for Women Affairs which are authorized to follow up strategy execution and supervise the involvement of all concerned teams through establishing communication network with governmental institutions, coordinating commission of the nongovernmental organizations, Sham'a Network for Fighting violence against women, legal and informational teamwork, National Coalition for Women Support in Elections, National Commission for Decision Execution Following-up No. 1325, Women Commission and Political Parties, Professional and Academic Women Forums, Nashimat Network for Women in Municipal Councils, other commissions and specialized teams, in addition to membership of National Commission in many councils, bodies, and interim and permanent national commissions concerned with various fields and cooperation with it to secure express of visions and needs of women, the matter that acquired the commission and its efforts large credibility nationally.

The detailed evaluative report has detected the achievements and failures as well as the reasons and factors. It also suggested some recommendations and in light of this information and results, the National Strategy for Jordanian Women was set for the years (2012- 2015) with new scientific methodology, taking into consideration the results of the evaluative report and detected the reality of women through wide participatory process the reality of women, her opportunities, challenges, priorities according to visions of men and women in the field and in different governorates. This is above the vision of all partners with the aim of enhancing the culminating building on national achievements for empowering women in all levels, and through targeting fields which suffer from lack in achievement, besides adopting integrated system of primary and cross sectional axes including general and secondary objectives for each axis which can be measured and applied and including tools of

detection, follow-up and assessment during 2012-2015 and considering the exerted efforts and available data in 2011 as the foundation year and preparation year for setting the new strategy and adoption of necessary tools for following it up.

### **Methodology of setting and developing the strategy and its bases**

Basing on the decision of the cabinet which includes the authorization of the Jordanian National Commission for Women Affairs with following up the execution of National Strategy for Jordanian Women, updating and developing it, the National Commission has led the process of setting and developing the National Strategy for Jordanian Women (2012-2015) which based on the provisions of the Jordanian constitution and international agreements of human rights approved by the kingdom, together with declarations, resolutions, standards, plans, programs, nationally approved methods whether Arab, regionally or internationally, and that based also on principles of Islamic laws, human rights guaranteed by Divine Religions, international legislations and our Arab values that call for respecting the human dignity. Dashing from the higher political will that pushes toward enhancing the reform path for change and development, necessity of all citizens' participation in development, and the importance of the women role as she is a basic pillar in development and sustainability, the participatory approach was approved in setting this strategy and its drafts were submitted through workshops and seminars about the reality of women and priorities. It has presented the specialized studies- in a series of workshops held in the north, middle and in the south of the Kingdom, to a number of representatives of government and nongovernmental organizations and to specialists and concerned persons for discussion. It was supervised by a higher directive commission and technical teamwork with specialized and expert leadership in strategic planning. All notices of members and partners were considered and suggested amendments were performed. This is in addition to recommendations coming from review of studies results that aimed at auditing the fact of social gender and assessment results of National Strategy for Women Affairs (2006-2010) which was expired, besides the process of combining the social gender in all various sectors and private and public institutions.

Of the primary bases in setting the strategy is benefiting from approved references and available opportunities, including:

- 1- Higher political well represented in the Hashemite leadership supporting and pushing toward women progress in all fields.
- 2- Principles of Jordanian constitutions which represent the true warranty to activate the right of equality in rights and duties between all Jordanian whether men or women.

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- 3- Strategies, plans, and national programs including in its axes the necessity of women participation in development with its economic, political, social and cultural dimensions like: national agenda, initiative of we are all Jordan, and the developmental executive programs.
- 4- Jordan commitment to deep root the state of law, institutions and approved international agreements concerned with human rights and the necessity of planned and organized sought to achieve the objectives of the developmental millennium, which can be interpreted practically by formulating the strategies and national programs and plans basing on these objectives, as Jordan has approved many international agreements of human rights, including: the elimination of all forms of discrimination against women (Women

Agreement), child's rights, the two international pledges concerned with economic, social, and cultural human rights and political and civil rights, international agreement for elimination of all forms of race discrimination, and the anti torture international agreement.

- 5- Jordanian government adoption of national strategies for women and approving it.
- 6- The big role played by various authorities, institutions and sectors in the country and the wide network of organizations of civil communities to achieve equality between the two sexes.

After a comprehensive review and assessment of the status of the Jordanian women to define its fact and priorities, besides setting positive points to maximize its effect and defining the gaps to overcome it by setting plans and programs, thus the following needs were determined to be adopted by strategy:

- 1- Securing better and more just opportunities to warrant the effective participation of women till she represents gradually a percent of not less than (30%) as a minimum in all locations of setting policies, decision making, different authorities and sectors, and in various elected and concerned councils and bodies.
- 2- Warranty of economic equal opportunities to achieve larger participation of women in various national economic sectors and raising the percent of her participation in setting policies and economic decision making.

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- 3- The Importance of the social cultural role to be supportive to women equality and her empowerment and that denounce discrimination in various fields and the necessity of adoption of trends and positive stances that contribute in forming a positive image on the status and important role of women in change and building of her society.
- 4- Legislations, policies, national programs and plans and its consideration of the social gender and achievement of equality, equity and equal opportunities between the two sexes.
- 5- The cumulative achievements achieved by the women movement and necessity of building over it.
- 6- Benefiting from the area of freedom and democracy to work for raising the women status generally.
- 7- The need to secure the transparent and sensitive statistics to the social gender in different life fields and sectors related to woman and her empowerment as possessing these digital indicators will help in setting policies, decision making, setting plans and designing programs and projects according to the real needs of women. Thus, it will lead to quality performance, effectively managing resources, and providing services equally which will contribute in achieving the desired aims for women sectors.
- 8- The available part of opportunities of women reach to justice and the role of organizations of civil community which are concerned with providing programs and services in this field.
- 9- The infrastructure of the information technology and communication sector in the kingdom and the huge capabilities secured by this sector. Out of the national strategy of 2012-2015, there emerged a strategic plan which included national, strategic, and institutional objectives and indicators related to each

axis or field of strategy work. It also included secondary executive plans and projects for each axis and field; together with results, outputs and indicators targeting the coming year, with determining the responsible parties on the level of achieving all these indicators, and resources concerned with providing all related data of various governmental and nongovernmental institutions and civil community organizations. All these activities, results and outputs were computed since the beginning according to specialized programs designed for this purpose and shown according to the system of "Balanced Performance Evaluation Card".

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It is hoped that this strategy and its results of strategic plan and regenerative projects to be abundant base and referential frame contributing in development of policies, plans and programs that target promotion of Jordanian women status and grassroots her effective participation in public life with its various fields and dimensions, besides increasing her participation in setting policies and decision making in governmental, nongovernmental, official and national institutions and achieving the positive change toward improvement of the citizen life from all different axes.

**Strategy Axes:**

Dashing from the results of evaluative studies and indicators reflected by the national and regional reports regarding the achievements done on the national level with respect to achievement of National Strategy for Jordanian Women (2006-2010) and its various axes; and in light of analyzing the reality of women sector, discussions and results of the National Campaign for Dialogue which was executed by kingdom governorates about the women status and her priorities with the participation of official, private, academic, informational concerned sectors and civil community organizations within the frame of caring for women empowerment in various fields, the National Strategy for Jordanian Women (2012-2015) included the following axes:

Axis (1): Social empowerment (human security and social protection). It includes many domains:

- 1- Women and education (Pre higher education, higher education, and occupational training).
- 2- Women and health.
- 3- Violence against women.
- 4- Women, environment and climate changes
- 5- A woman with basic needs and special challenges and this includes the handicapped woman and elder women.

Axis (2): Political empowerment of women and participation in the public life. It includes women in leading and decision making positions.

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Axis (3): Economic empowerment of women. It includes the following categories: working women, businesswomen, women working from home or in irregular work, poor women, and family supporter women.

Cross-Sectional Axes:

They are axes which objectives should be included within the strategy axes and domains. It includes:

Axis (1): Social Culture Supporting Women Empowerment.

Axis (2): Media, Information Technology and Communications.

Axis (3): Merging gender in the national legislations, policies, plans, programs and budgets.

Axis (4): Institutional development for organization working in women empowerment framework. It includes reasonable rule, quality assurance, excellence, fairness, knowledge management, strengthening permanent education community, scientific research, following-up and evaluation, motivating finance and building partnerships).

## Social Empowerment

(Human Security and Social Protection)

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Social empowerment includes five main domains:

Woman and education "Pre higher Education, higher education and vocational training", Woman and health, violence against woman, environment and climate change, woman of basic needs and special challenges.

Domain (1): Woman and education (Pre higher education, higher education and vocational training).

Jordan realized distinguish achievements on regional and Arab level which represented in quantitative dimension by increasing the rate of girls' enrollment to different educational stages more than male as the percent of girls to boys reached 97.3% -95.5% for 2006-2011 in elementary school. As for secondary school, the percentage is 101.5% -109.7% for the same years. The achievements also represented in qualitative dimension by distinguished results of girls in educational achievements and their superiority according to the results of national tests in various fields of research and educational levels with increase in the rate of females enrollment to different education stages, elementary, secondary and university/bachelor and high diploma in comparison to male in general, and even in the centers of adult learning and illiteracy.

This is in addition to variation of institutions of Higher Education\ universities, whose number is 30 universities, institutions and private academies which provide various programs, majors and scientific degrees as the rate of girls to boys in university stages reached 100.3%-104.8% for the years 2006-2011. This was also accompanied with establishing research centers specialized in woman studies like: Woman Studies Center\Jordan University and Princess Basma Center for Jordanian woman studies/ Yarmouk University.

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But there is still reduction in the rates of females enrollment to the programs of higher education specially PH.D in comparison to males, besides lack of harmony of basis of admission in educational programs, vocational training and higher education with desires of learners, their readiness and abilities, the matter that leads to graduation of students with no skills complying with their aspiration, choices, requirements, criteria and needs of labor market rather than its effect in increasing unemployment rate as well as low rates of women representation as members in Educational Staff of Jordanian universities.

This calls for the necessity of strengthening and coordinating efforts to pass challenges associated with developing the educational system with its all axes, to reflect its effects on students, male or female, through caring for quality of learning and its output in different educational stages and levels, especially in the field of developing vocational training and education and its programs according to the needs of labor market, changing the negative social directions which limit the educational options of woman, increasing the provision of learning before school " preschool education", especially in remote regions (lower growth and more needs), as well as developing curricula suitable for social and economic changes and social gender with concepts and provision of international agreements of human rights and providing programs of training and qualification for teachers to raise their abilities.

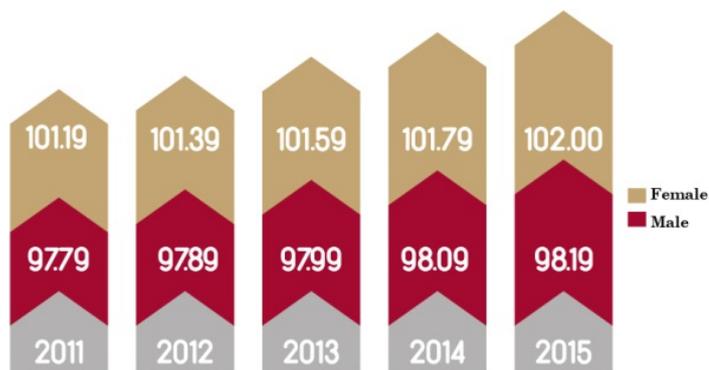
General objective:

Educated woman with efficiency and special skills able to continue in learning to the extreme limit according to her interests, abilities and desires during her all age stages to achieve sustainable vocational growth to effectively participate in building society and achieving sustainable development.

Sub-Objective:

- Developed educational system for all education stages including pre-elementary, elementary and secondary stages, with high quality, stimulating and attracting for women education in all ages.

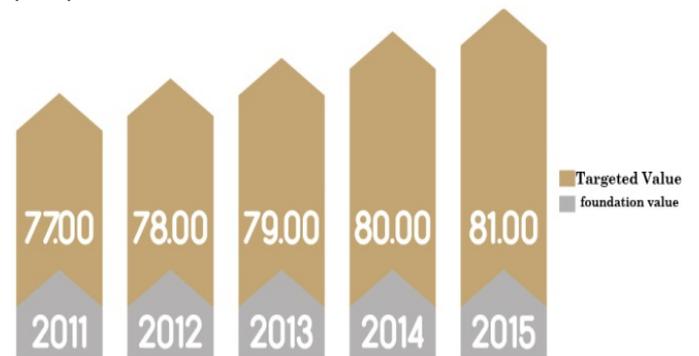
Indicator: Total enrollment rate for students in basic education according to gender



Foundation year

Targeted value

Indicator: Curriculums, school books and manuals rate that have been developed according to social gender perspective



Foundation year

Targeted value

Indicator: Total enrollment rate for students in secondary education according to gender

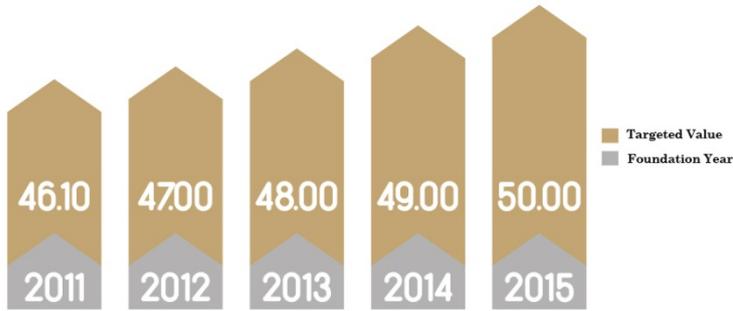


Foundation year

Targeted value

- Women enrolled in higher education programs of all specialties, especially those having clear genders gap therein with increasing rates.

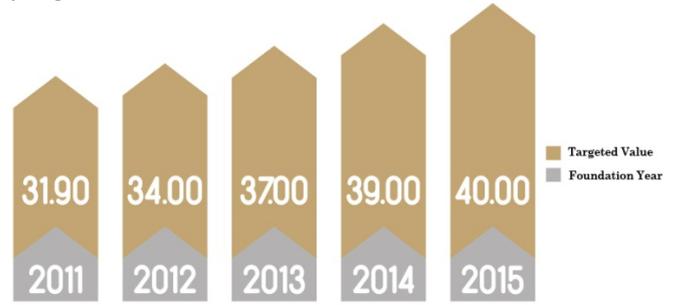
Indicator: Women enrollment rate in different M.A. programs



Foundation year

Targeted value

Indicator: Women enrollment rate in different Ph.D. programs

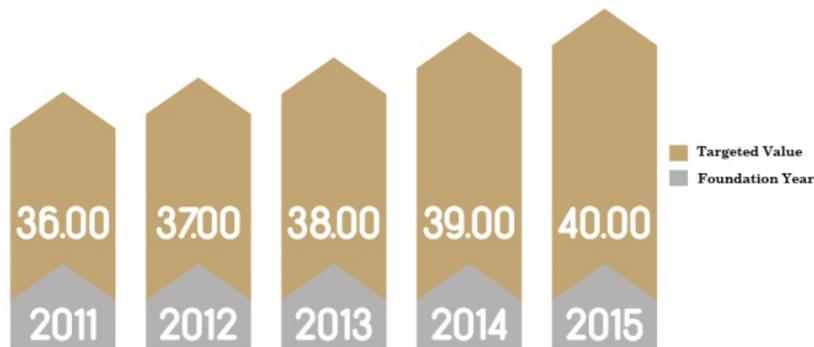


Foundation year

Targeted value

- Diverse vocational education and training, available with equal opportunities between both genders according to labor market requirements.

Indicator: Women enrollment rate in education and training, vocational and technical qualification programs



Foundation year

Targeted value

## Domain (2): Woman & Health

Health care is a right to every citizen whether male or female and is considered among the requirements needed for improving the life of citizen to be able to work and produce. There is no doubt that Jordan has done clear achievements in the field of health care as the health care system in Jordan occupies higher rank than other countries in the region. Also, indicators of health care are considered the best in the region and conform to the international standards. Governments went to care for reproductive health for women in the frame of demographic policy and care for family planning by increasing the number of health units and centers, family planning services, and improvement of health care level oriented to motherhood and childhood care.

Government has paid special attention to woman and child health through many national projects and programs. All these efforts and many others led to decrease in mortality rates and increase the expected life span for both genders as it is increase for females at birth to reach 74.2 years, while the rate of mothers' mortality decrease to 19 cases among 100000 deliveries.

Jordan also reported important achievements in reducing mortality rates of children and babies less than 5 years old from 39 cases per 1000 live new born in 1990 to 28 cases per 1000 live new born in 2009 due to comprehensive insurance policies, health programs, obligatory comprehensive vaccination for children, and spread of education among mothers.

But there is an urgent need to focus on problems facing health care activities for women, at the top of which: increase of disease rates due to pregnancy, mortality of fetus, increase of breast cancer rates, fluctuation of fertility rates than expected and convergent pregnancy, the matter that adds to potential low health status for women and which requires setting health policies aim at limiting such problems to enable women to perform their roles in the community on an equal footing with men.

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It is worth mentioning that the health field in the national strategy for women is operating in parallel with the demographic opportunities to invest the same in ideal manner as the demographic opportunity aims at reducing the total reproduction rate to reach in 2030 achievements of the demographic opportunity which means the number of supporters shall be more than dependents

General objective:

The Jordanian women enjoy health care in all her age phases, effectively and with high quality, according to international standards with its different types including preventive, therapeutic, rehabilitation, promotion of health programs and services provided, and to guarantee easy access thereto and to improve its quality

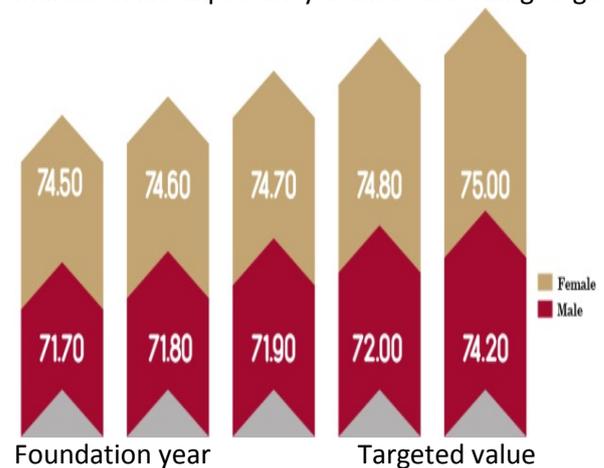
Sub-Objective:

- Primary health care services available to women in all their age phases

Indicator: Children mortality rate (less than 5 years old) for each 1000 live new born according to gender



Indicator: life expectancy at birth according to gender



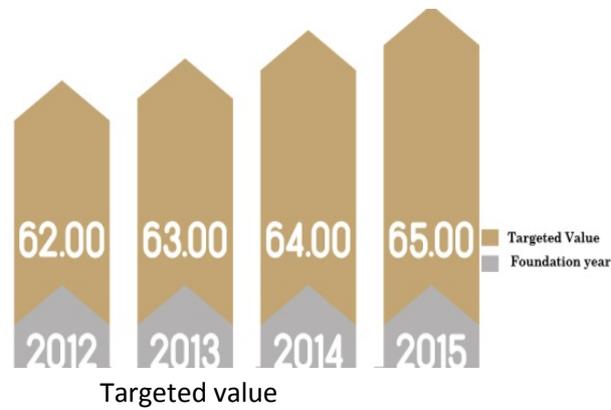
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Indicator: Mother's mortality rate (per 10000 deliveries)

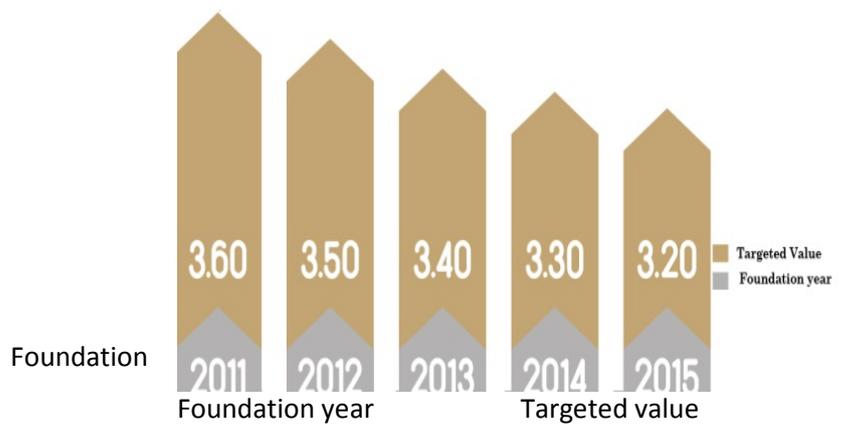


ve and continuous reproductive health programs, in quantity and quality reflected in total reproduction\ fertility rate n.

Indicator: Women rate that apply separation between births



Indicator: Total reproduction\ fertility rate



al policies developed for investment of demographic opportunities and translating the same into clear work plans and s.

Domain (3): Violence against women

Despite the increase in the general social awareness regarding this problem, reasons and impacts on community reflected in increase of disclosure rate from one hand and care of governmental and nongovernmental organizations from the other hand, it led to the development of a series of organizations to confront this social problem, besides establishing special centers to face the same and deal with its impacts, the most prominent among which is the existence of organizations that receive complaints and delight its

impacts like “Family Protection Directorate” or work coordination between the concerned parties like “Fighting Violence against Women Network – Sham’a” under the umbrella of the Jordanian National Commission for Women Affairs. This is in addition to developing supportive legislation for women which act as a mean of prevention and protection from violence and transgression, especially trade in people who are mainly women; or in the frame of the family.

There is still urgent need to condense efforts secure transparent statistics and support women access to justice and coordination with civil community organizations concerned with providing programs and services to women suffering from violence, securing the social and psychological care and shelter to child suffering from violence, defining its programs, services, activities and initiatives, and applying strategies, policies and national legislations on the field specially the Juvenile Act to warrant proper protection, care and just trail for Juvenile. This is in addition to development and activation of Protection Act against the familial violence, issuing “Children rights Act”, and working to change the social orientations that reflect violence and neglect it, noting that most programs, services and activities facing violence against women are still related to external finance and grants, the matter the raise the issue of sustainability for these programs and services.

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**General Objective:**

A woman that enjoys protection from violence based on gender, secure and stable in the family, at work and the community with effective contribution from all concerned sectors, taking into consideration that fighting violence against women is national participatory responsibility

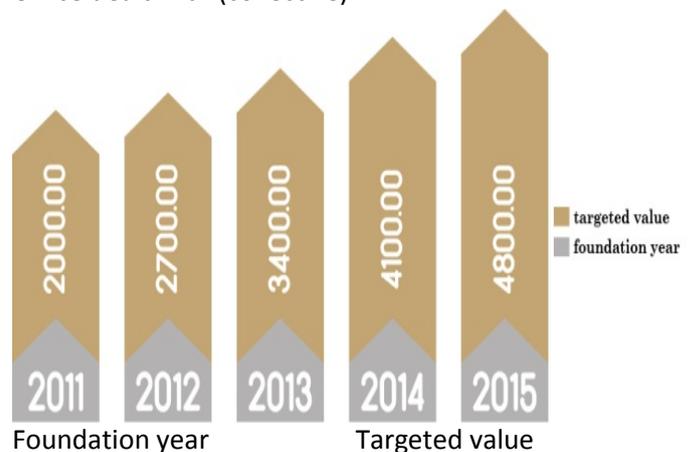
**Sub-objective:**

- A child enjoys psychological, social and legislative protection against abuse in the family, school and community
- A woman enjoys psychological, social and legislative protection against violence based on gender in family, at work and the community in all her age phases

Indicator: Number of social studies and services provided to familial violence cases from the Social Service Office in the Family Protection Directorate and its sections



Indicator: Number of cases that the Women Complaints Office dealt with (collective)



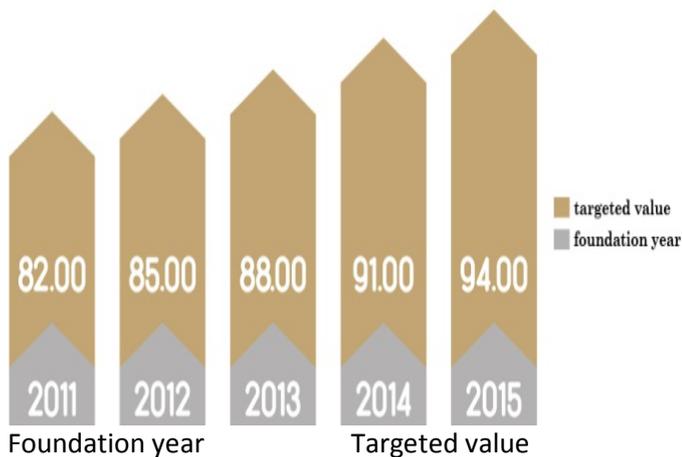
Indicator: Familial violence cases rate treated from the total registered cases\ Ministry of Social Development



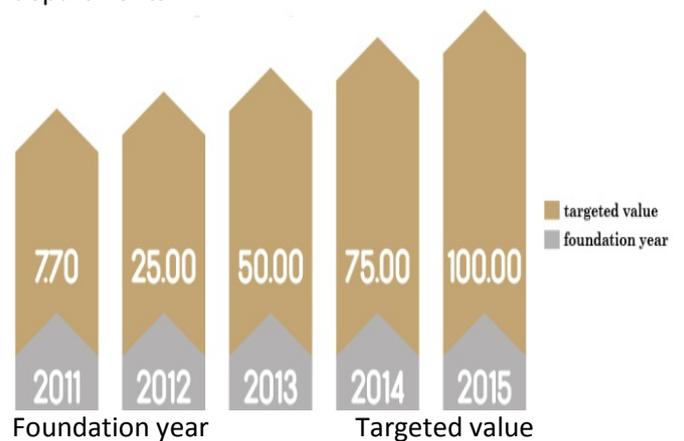
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- The approach of the managements, organizations and networks concerned with fighting violence against women, is based on human rights according to participatory curve considering that as "participatory national responsibility"

Indicator: Fighting violence against women network "Sham'a" members number



Indicator: "Sham'a" network members rate participating in the database of the National Register for Women Complaints Office and the participating departments



Domain (4): Women, Environment and Climate Change:

The international attention in the environment and climate change issues increased in the last two decades, and national and international claims to encounter environment problems effectively increased as well due to wars and disputes witnessed in the area with their

negative effects on both the individual and the family which led to gradual decrease in renewable and non-renewable wealth.

Since the environmental pollution is considered one of the most important risk sources on human and organisms health in general, the Jordanian national polices concentrate their efforts to develop such domain during the last year by enacting the environment protection law for 2006 and the issuing a set of environmental regulations according to such law.

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These different policies cared for the Jordanian women in its plans. The executive plan of Ministry of Environment strategy for 2007-2010 has included a dimension for merging women and youth in activities and projects of the Ministry of Environment; noting the big role played by women with regard to the effective use of the natural resources and its sustainability. It was reflected by the feminine successful stories in sustainable management of resources. Moreover, participation of the Jordanian women in this field was clear due to rise of the number of women enrolled the higher education programs in environment specialties and participation in the awareness programs.

Challenges facing women in this field are clear in its direct impact in environmental pollution with its various kinds, the effect of using different chemical substances, low rate of women in decision making positions related environment and climate change, in addition to lack of direct detection of environment and climate change effect on family and women particularly, together with lack of statistics in this field for classification according to social gender, increase of water, soil, and air pollution rates due to lack of general awareness of matters related to environment and how to maintain and preserve it. From here came the importance of empowering women in this field and enhancing its role.

General objective:

Jordanian women active and able to protect environment and develop its resources.

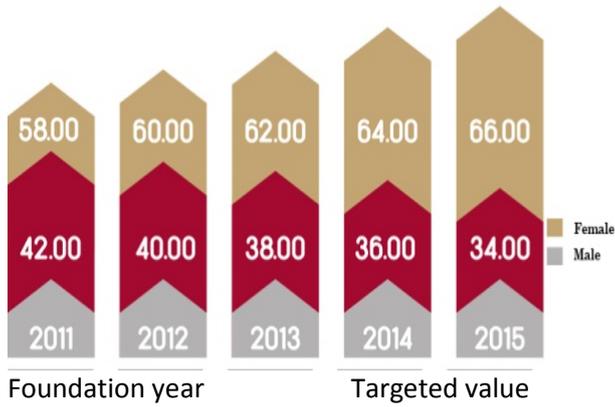
34

Sub-objectives according to targeted categories:

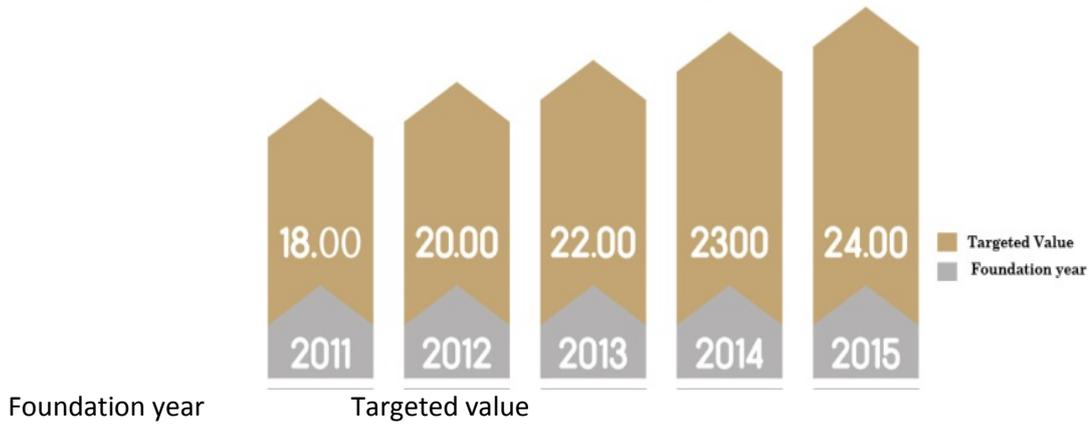
Young Jordanian women skills and knowledge in school and university are growing to maintain environment safety.

Indicator: Relative distribution for enrolled male\ female in scientific specialties related to environment, environment protection, and sustainable management for resources in in university of Jordan according to gender

Indicator: The rate of female students associated to environmental school clubs and committees of total associated female students



Indicator: Women participation rate in environmental workshops, symposiums and conferences: regionally, nationally and internationally



- Jordanian women are participating effectively and increasingly in different fields of environment sector of management and protection.

Indicator: Number of agricultural associations with women leadership effective in environment investment in ideal manner

Indicator: Relative distribution for male\female workers in environment sector at different aspects and specialties according to gender



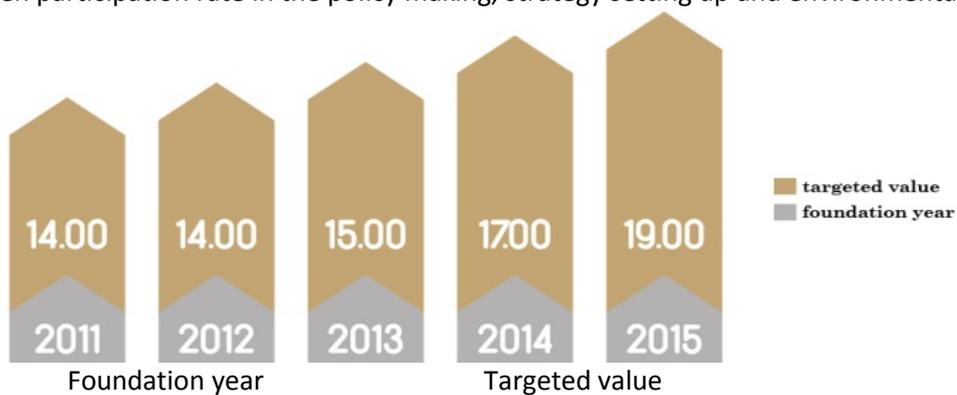
Indicator: ladies rate in decision making positions who adopted issues related to climate change



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- National policies, strategies and decisions related to climate changes which are sensitive to Jordanian women needs.

Indicator: Women participation rate in the policy making, strategy setting up and environmental decision-making



#### Domain (5): Women with Basic Needs and Special Challenges

Individual needs are grown as the human security grows, while the basic needs for individuals appear by providing food security, decent house, health care, especially in handicapped and old age cases to guarantee stability and safe future.

Although, the importance of making suitable and healthy housing available increased, women opportunities especially house wives still very little due to social concepts and trends that prevent her from possessing the resources that enable her to obtain her property rights, productivity resources, suitable housing and food security.

Therefore, it is essential to develop the legislations policies, procedures and circumstances that contribute and allow poor women to obtain such rights

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Handicapped women also need special policies to observe their requirements, improve their living conditions, help them to merge into the community, and to participate in the development according to their capabilities and abilities.

Furthermore, seniority stage is considered one of the age phases that has its own importance and privacy in human life especially women. Due to the biological, psychological, social and vocational changes that she gone through; this requires development of strategies and programs to meet their needs and guarantee their rights, and to enable them to contribute to achieve sustainable development in their communities as far as possible. Improving health conditions in the community leads to increasing the expected age upon birth and reducing mothers' mortality rates, and increase senior women rate to the total number of women, which increase the need for more attention to the different requirements for this category.

The ability of all individuals at all times, economic and physical conditions to obtain healthy and safe foods that meet the complete physical needs including energy and food elements to enable individuals to enjoy health and activity. Food security according to international definition

General objective:

National organizations capable to meet human rights for women especially senior and poor women (especially housewives) and handicapped women.

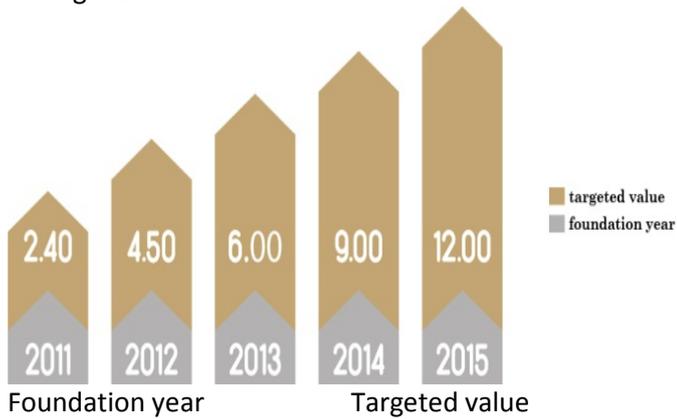
Sub-objectives:

- National policies related to housing and sensitive to senior, poor and handicapped women needs

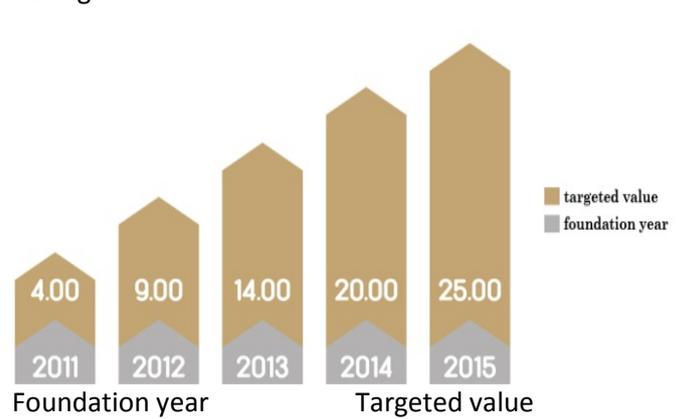
Indicator: Women rate who obtained loans to finance security of proper housing of the total number of those

Indicator: Beneficiary women rate of housing projects and Royal honored women of the total number of those

having loans



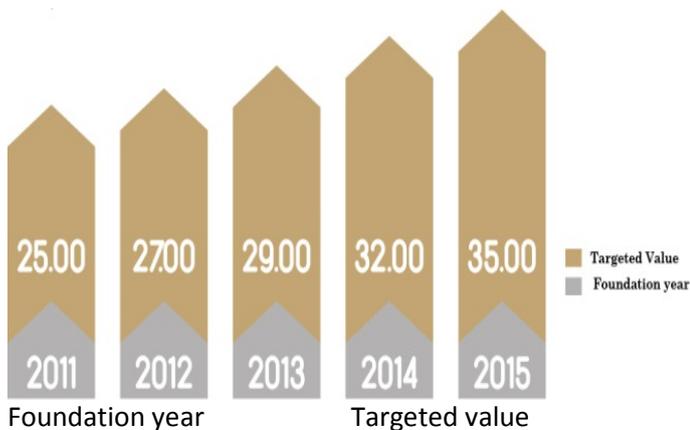
having loans



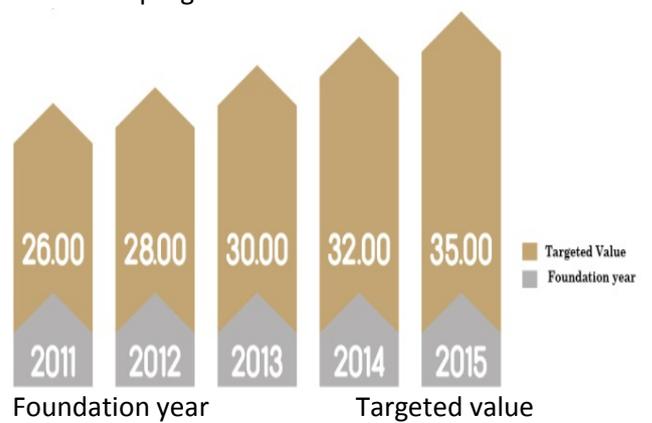
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- Women of old age, poor and handicapped categories capable and able to obtain their rights and safe, suitable and healthy food that meets the complete body needs at all times.

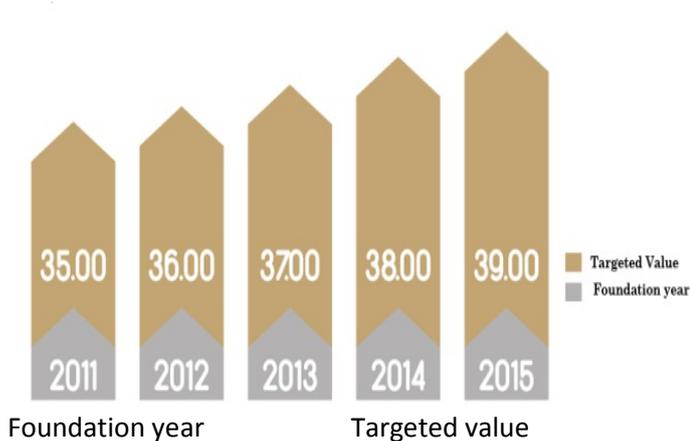
Indicator: Handicapped women rate included in labor market



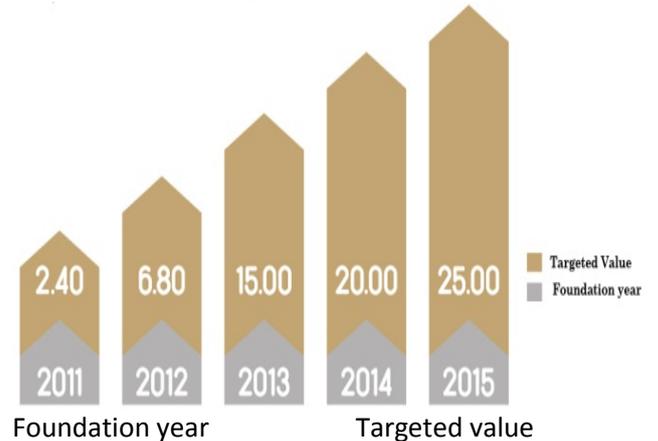
Indicator: Handicapped girls rate included into education programs



Indicator: Handicapped persons employment rate of total vocationally trained persons, Male\ Female



Indicator: Women participation rate in policy making and decision making position related to food security



## Political Empowerment for Women and Participation in Public Life

Democracy is measured by the citizens' empowerment with their various genders and religion from managing their public life affairs and participation in decision making. Although women form the half of the Jordanian society, but she is still as a minority due to her less political representation in decision making positions, which is considered one of violation faces of the democratic system the kingdom sought to apply. It is also considered one of the most prominent indicators reflecting the weak response of the political systems to requirements of development and women needs, or at least it indicates to community hesitation in recognizing women capabilities and citizenship, the matter that requires some interference to limit the cultural obstacles arising from the traditional education which still form clearly unseen boundaries hindering women progress and her real enjoyment with legally guaranteed rights, opportunities and freedom.

National policies during the last years sought to take temporary positive measures and procedures aiming at securing women representation in various positions to achieve the desired rates in all fields. During the last years, the kingdom has witnessed wide movements from organizations concerned with women, which all raised the percentage of women representation in decision making positions whether through quota or gaining seats by competition. This is in addition to seeking behind accessing capabilities and abilities to form pressing force in different councils to protect gains and rights of women and update necessary legislations to achieve more progress to it.

But these achievements are still beyond the national ambition which aims at reaching a percent of women participation in national and local councils and different decision making positions of not less than 30% as a minimum and gradually till the participation be equal between both genders to achieve the constitutional equality principles and Jordan commitment to approved international agreements and resolutions.

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Women participation reached 11.7% in the Upper House and 10.8% in the Parliament. The law of Municipalities was amended to let the women rate become 25% instead of 20%, 12.4% in the Judicial Authority, and 8% in higher class jobs. But it doesn't exceed 1.3% in the chamber of commerce, 8.5% in the chamber of industry, 4.9% in syndicates' councils, and 29.1% in political parties rather than the limited participation for women in cabinet and committees concerned with setting policies in different sectors and fields.

Despite all these exerted efforts, there still some dominant trends that sees the role of women as unilateral and limited in the scope of family and that doesn't recognize her social role, the matter that hinders continuity and progress in public life activities till decision making positions. All this refers to the importance of hard working to achieve increase in complete women participation in various fields of life with developing her abilities to realize the main general objectives represented in:

Raising the representation rate to not less than 30% as a minimum.

(According to many resolutions, recommendations, regional and international programs approved by the kingdom and its commitment with its applications like “Beijing work methodology, 1995” and “program and framework of Istanbul and Morocco”).

General objective:

Jordanian women effective and able in decision making positions and opportunity available and deliberate for her gradual access to representation rate of not less than 30% as a minimum in all policy making and decision-making positions in different authorities and sectors and in different councils and elected and appointed agencies.

Indicator: Women representation rate in the Upper House



Indicator: Women representation rate in the Parliament



Indicator: Women representation rate in the committees concerned with policy making, setting up legislation, and decision making related to political reform



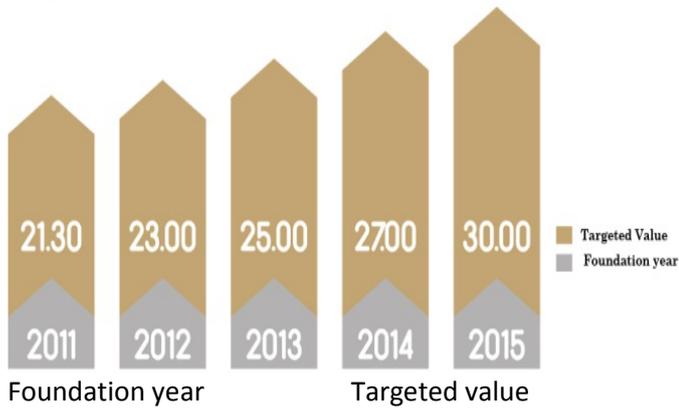
Indicator: Women representation rate in political parties



Sub-Objective:

- Jordanian women enable to participate effectively with a rate of not less than (30%) in both the Upper and Lower houses.

Indicator: Female lawyers rate of the total number of male and female lawyers



Indicator: Women rate of total male\ female occupants of leading jobs (in general) in the judicial authority



Indicator: Women representation rate in judicial authority

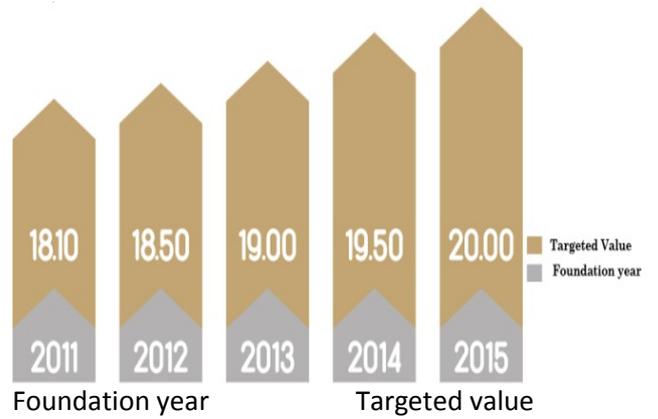


- Jordanian women represented in the judicial body and in different judicial agencies such as the judicial council, the constitutional court, public prosecution and inspection institution.

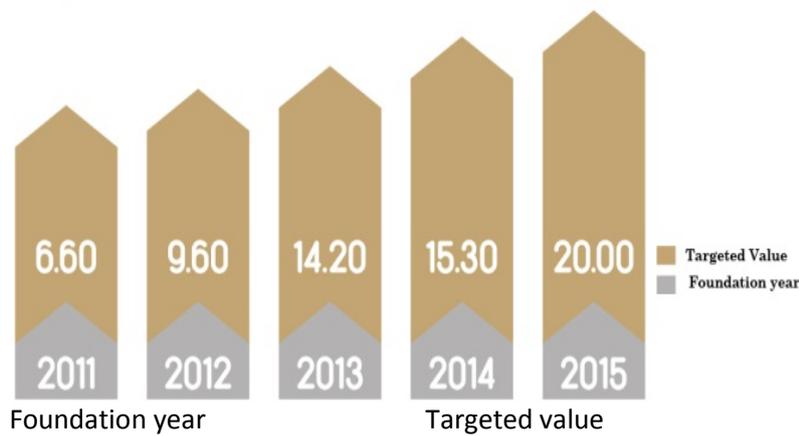
Indicator: Women representation rate in municipality councils membership



Indicator: Women representation rate in the diplomatic corps (at all levels)



Indicator: women representation rate in the ministerial corps

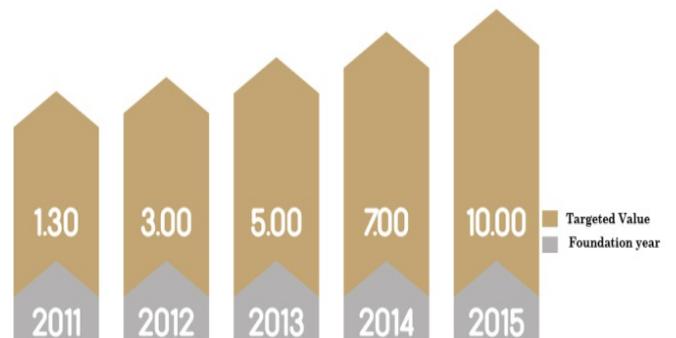


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- Jordanian women participating effectively in different leading positions, in the executive authority and in the municipality councils' membership.

Indicator: Women representation rate in labor

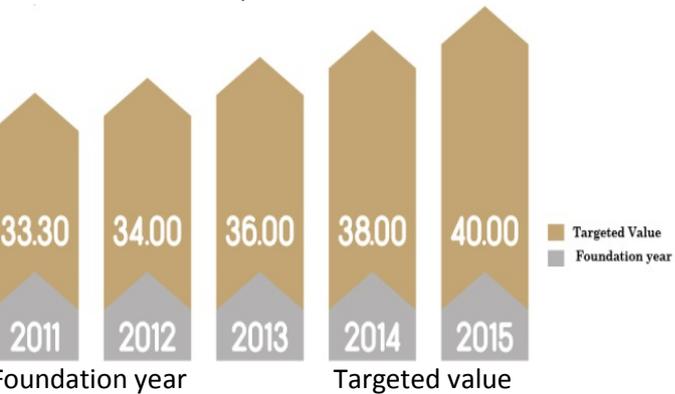
Indicator: Women representation rate in the chamber of commerce



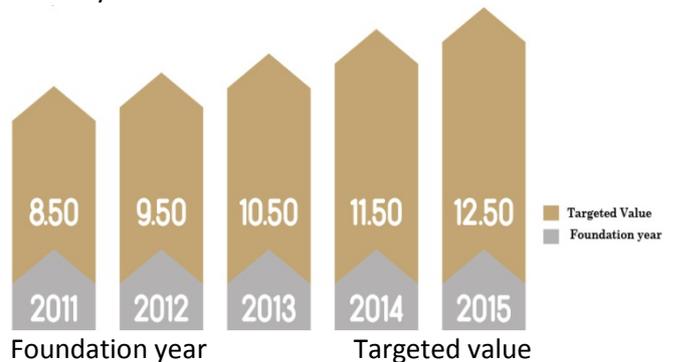


Foundation year Targeted value

Indicator: Women representation rate in vocational unions



Indicator: Women representation rate in chamber of industry



- Jordanian women effective and enabled in political parties as well as the civil community organizations as members and in the leading position.

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### Axis (3): Economic Empowerment for Women

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Economic empowerment for women is considered a basic element in pushing forward the social development. Efforts of the kingdom have grown in this field during the last years through enhancing the role of women in various faces of economic activities as the most important developmental priorities; dashing from the firm belief that women constitute the half of the society and that is a vital and important part of working human resources in developing it.

“Jordanian citizens are equal before law. No discrimination among them due to language, race, or religion” - Article 6\ Jordanian Constitution

Economic empowerment depends on the enhancement of the women role to practice its rights as employer, worker, housewife, and family supporter without neglecting the role of

the poor women and the effective participation in various fields. Thus, Jordan has paid the attention to set policies aiming at activating the women economic participation with grass-rooting environmental legislative pillars guaranteeing equality between men and women in a way achieving greater participation for women in the economic activity, including focus on this matter in the national strategy for operation.

However, there still the rate of women economic participation in the labor market as low because it is currently 14.7% with raising the women unemployment rate which reached 21.7% in comparable to 10.4% for men. This is may be due to many reasons and factors, including the necessity of securing environment friendly requirements which support the work of women and necessary supporting services, women awareness of her international rights, fairness in salaries and narrowing the gap between males and females in this field.

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Most policies and plans did not observe women economic participation in irregular labor market, while businesswomen face several difficulties. Therefore, the general objective for this axis:

General Objective:

Equal and suitable economic opportunities to achieve greater participation for women in different national economic sectors, in policy making and economic decision making.

Indicator: Business women rate who have their own firms

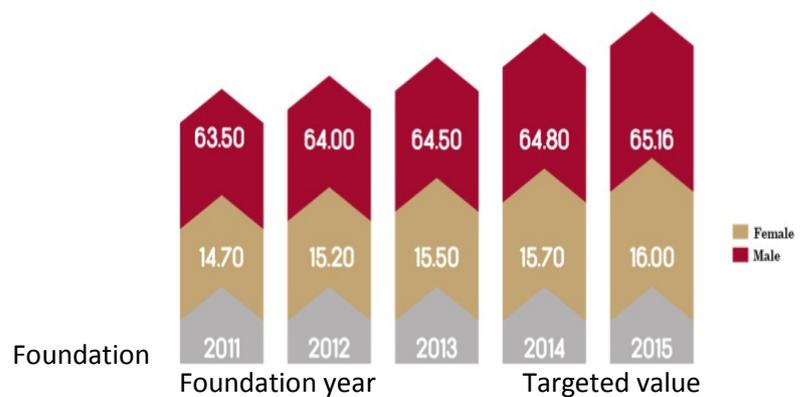


ectives:

Indicator: Unemployment rate for Jordanian people of 15 years old and more according to gender



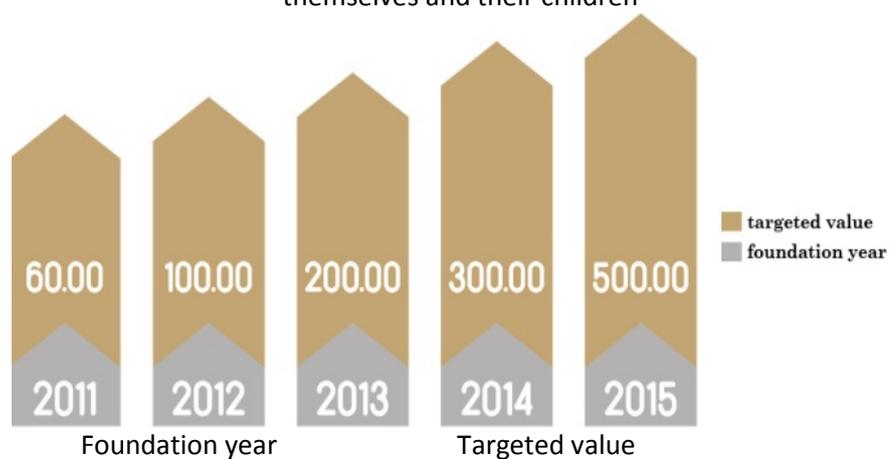
Indicator: Economic participation rate for Jordanian people of 15 years old and more according to gender



- Opportunities and options for women participation in different economic activity levels and domains, as well as in economic policy and decision making positions and leading private businesses.

- Economic policies with positive effect provide job opportunities for poor women and improve her income.

Indicator: Number of family supporters of females who obtained easy loans to fund productive or housing project for themselves and their children



Cross-Sectional Axes

- Better protection and more opportunities for women working from home or in irregular labor sector.
- Woman who is family supporter enjoys social and economic stability and security.

All what was mentioned of previous different axes, which dealt as a whole with the necessity of enhancing women participation opportunities in sustainable development, were not to be

realized completely without securing supporting fields “cross-sectional axes”; that facilitate and ease the chances for reach the desired aim of each axis. These cross-sectional axes are represented in four domains which are: social culture supporting women empowerment, media, information technology and communications, observance of social gender in national legislations, policies, plans, programs and budgets with auditing and following it up, and the institutional development of organizations working in the frame of women empowerment.

**General Objective:**

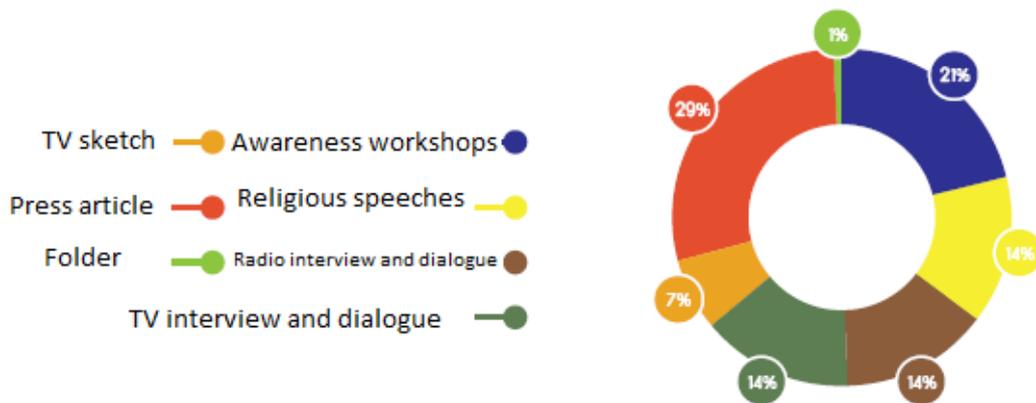
Supportive environment for women empowerment, fighting discrimination based on social gender in various fields, participating in enhancing positive image about the women status and her various social roles through positive social culture, legislations observing the needs of the gender, media supporting the women’s issue, and advanced governmental and non governmental institutions working in participatory approach to enabling women to be effective in change operations and comprehensive sustainable development of her society. The general objective is achieved through a set of sub-objectives for each axis of the cross-sectional axes. They are:

**Axis (1): Social Culture Supporting Women Empowerment**

**Sub- objectives:**

- Legal culture and national legislations enhancing and securing human rights in general and women rights in particular, conforming to the approved international agreements.

Indicator: Annual activities targeting spread of legal culture related to protection of gained or inherited women rights in land, housing for the period of 2012- 2015.

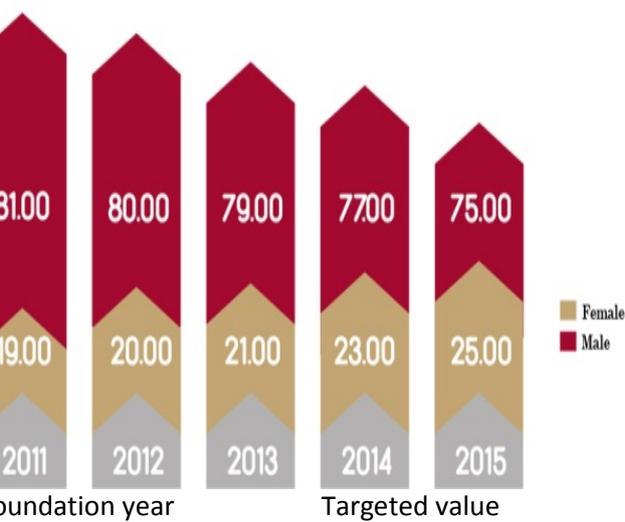


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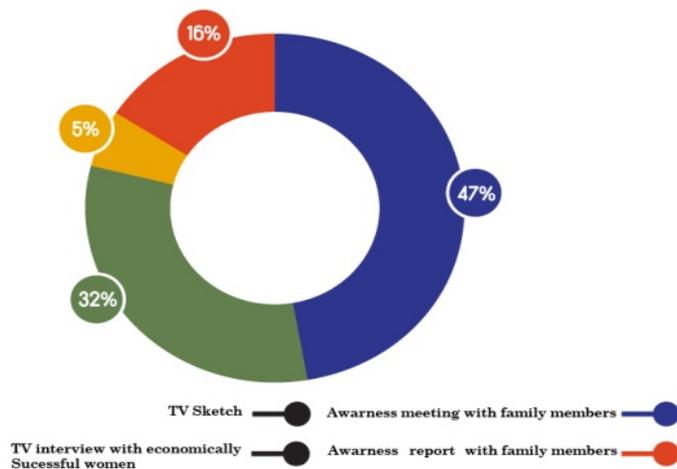
- Social culture supporting women economic independence, supporting her rights in ownership and work, and her role as equal partner in rights and obligations in all domains.

Indicator: Proportional distribution for land ownership according to owner gender

Indicator: Targeted annual activities for spreading social culture to support women work, showing her role in her capacity as equal partner in all domains 2012- 2015



Indicator: Proportional distribution for securities\ shares according to owner gender

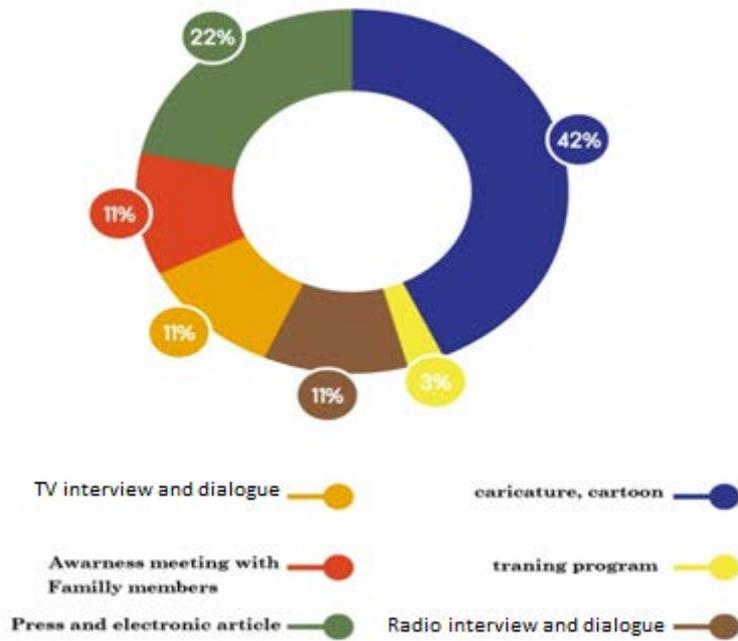


Indicator: Proportional distribution for apartments ownership according to owner



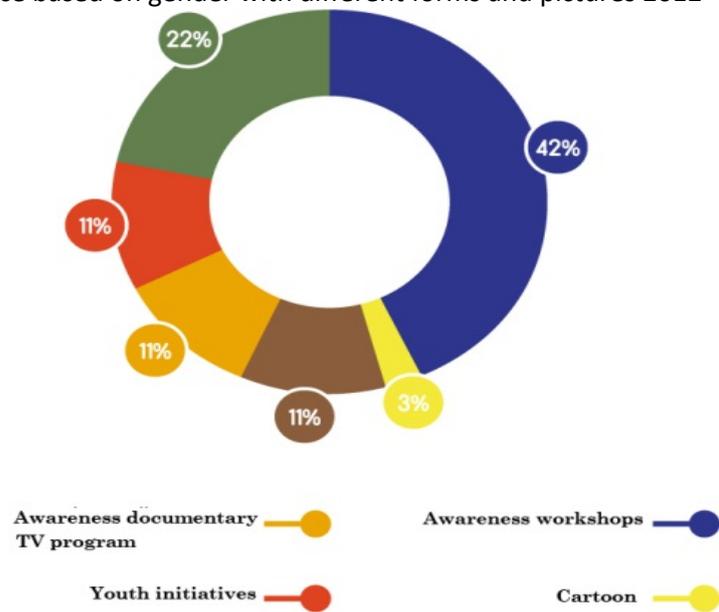
- Social culture supporting women to takeover decision making and policy making positions in different sectors.

Indicator: Annual activities targeting spread and grass rooting culture supporting women to takeover decisions and policies making positions in different sectors for the period 2012-2015



- Stead social culture rejecting violence based on gender with its different forms and pictures.

Indicator: Annual activities targeting spread and grass rooting social culture rejecting violence based on gender with different forms and pictures 2012- 2015



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Axis (2): Media, Information Technology and Communications

Sub-Objectives:

- Positive image for women in media, showing her role as equal partner in all domains.

Indicator: Radio and TV programs and articles rate still reflecting stereotype for women



Indicator: Number of printed materials and publications prepared and published to introduce creative women



Indicator: Number of media personnel who obtain (media prize for supporting women)

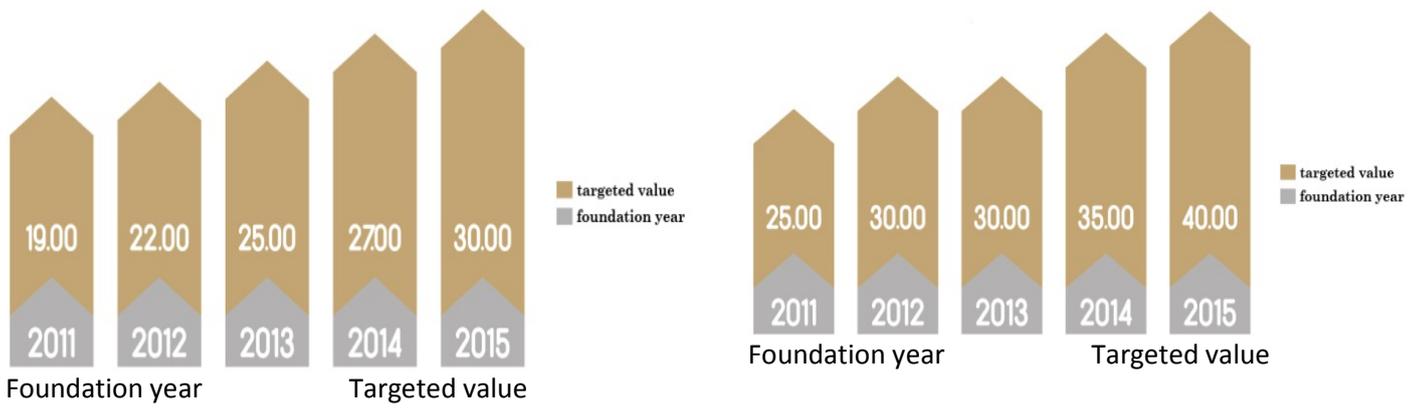


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- Women are vocationally qualified and participate effectively in the media message, in media policy and decisions making positions.

Indicator: Female media personnel rate working in different means of media sector

Indicator: Number of female media personnel participated in media conferences\ seminars\ workshops inside Jordan and abroad



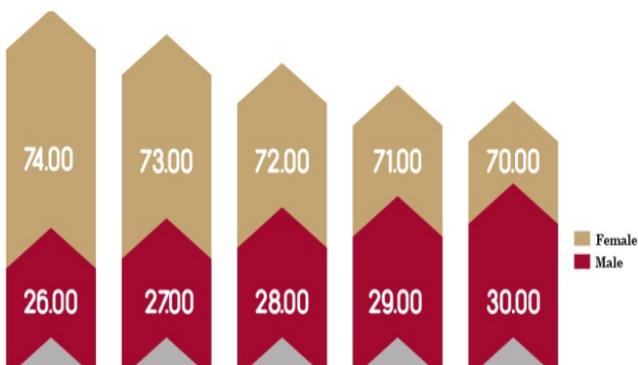
Indicator: Rate of members of women in Journalists union



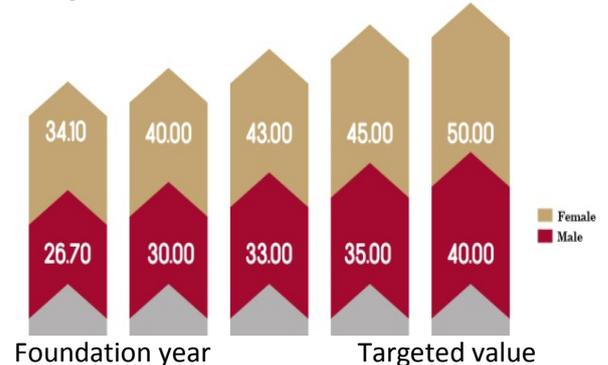
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- Jordanian women working and applying information technology and communications with effectiveness and high skill.

Indicator: Proportional distribution for workers in information technology and communications sector at different levels



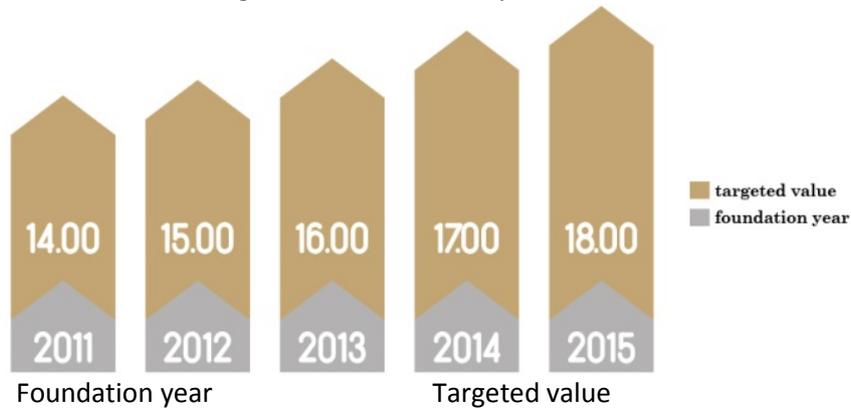
Indicator: Proportional distribution for individuals (15 years old and more) according to internet application and gender



Foundation year

Targeted value

Indicator: Women rate in senior management in the Ministry of Communications and Information Technology



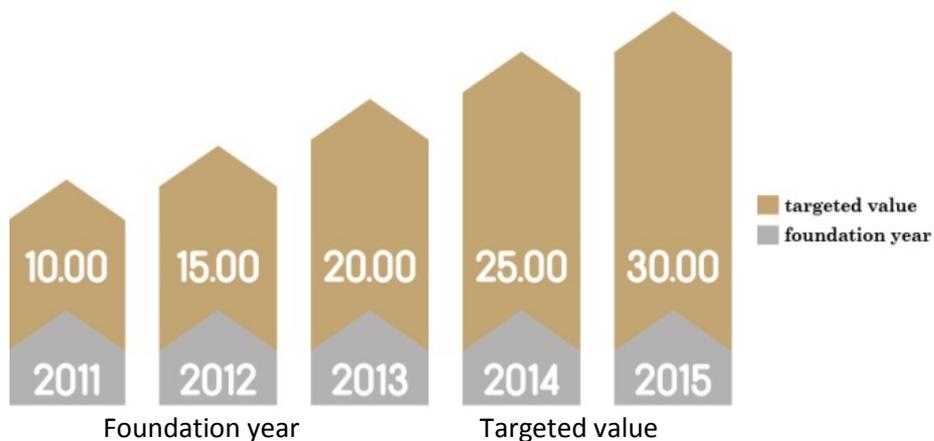
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Axis (3): Merging gender in the national legislations, policies, plans, programs and budgets.

Sub-Objectives:

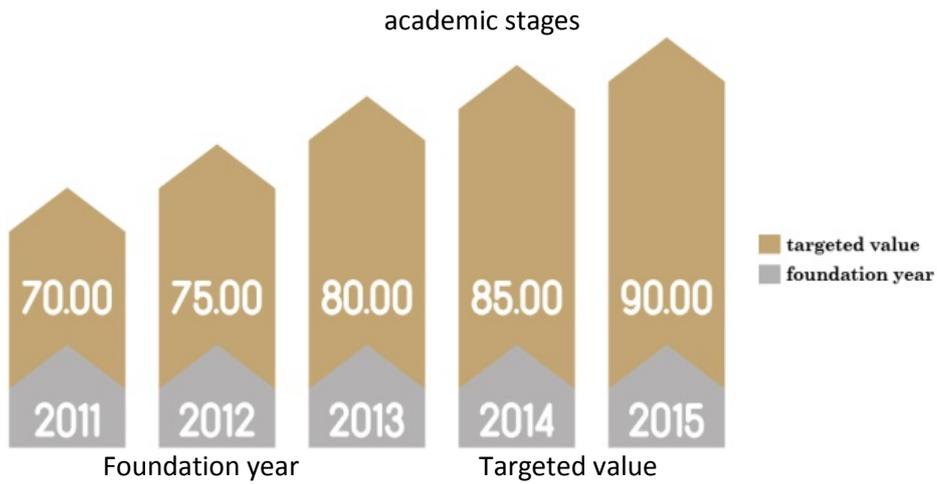
- National legislations achieving justice and equality, developed to suit community requirements, protecting human rights and achieving equal opportunities between citizens

Indicator: Rate of cases that relied on women agreement and (child rights) agreement as legal reference during pleading in courts and before judicial authorities



- National policies observing gender, updated and in harmony with deep scientific studies and accompanying developments, updates and best practices.

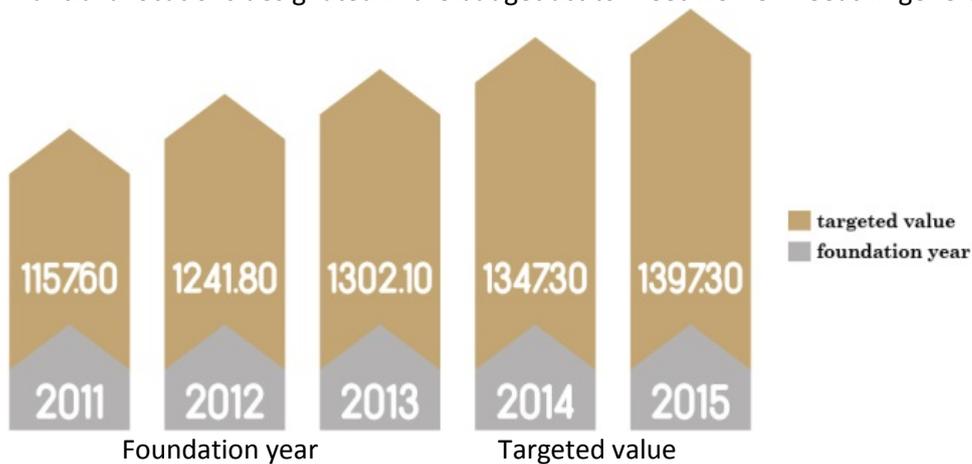
Indicator: School curriculums rate that include law principles, human rights, women and child rights therein according to



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- National plans, programs and budgets observing male and female needs with justice, and accompanying developments, updates and best practices.

Indicator: Financial allocations designated in the budget act to meet women needs in general (million JD)



Axis (4): Institutional development for organization working in women empowerment framework

Sub-Objectives:

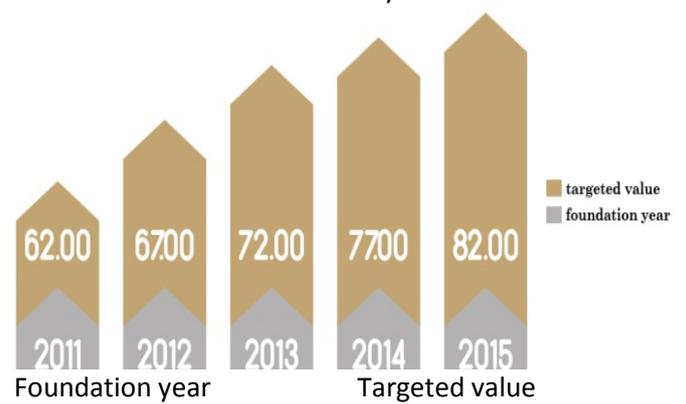
- Organization working in women empowerment framework distinguished in performance, supporting reasonable rule according to advanced and developed standards warranting quality and excellence in performance in order to achieve transparency, integrity and justice.
- Effective organizations working in women empowerment framework in knowledge management and strengthening permanent education community.

-Resources invested efficiently and effectively with participatory approach to employ available human, knowledgeable, technical, financial and material resources therein quantitatively and qualitatively.

Indicator: Number of strategic companies built with civil community organizations working in women empowerment framework in the Arab world



Indicator: Number of memorandum of understanding signed by Women Complaints Office with "Sham'a" network members – collectively



- Organizations working in women empowerment framework able to assess her institutional status and promote her performance within its available capabilities and resources.

## Strategy Implementation, Management, and Following-up Mechanisms

One of the prominent tasks assigned to the Jordanian National Commission for Women Affairs is preparation of the National Strategy for Women, updating, developing, following-up and evaluating it periodically through providing advisory and technical experiences to relative official and non-official institutions, following up submitted periodic reports, analyzing it using social gender perspective, evaluating all achievements and comparing it to approved indicators when preparing strategy to measure the extent of progress, study difficulties and problems facing execution of strategy and find solutions for it in cooperating with concerned institutions.

The committee is liable for submitting reports about the extent of progress in achieving the objectives of strategy, results achieved, challenges hindering some achievements to overcome it, and precautions intended to contribute in achieving the same. This strategy has been developed according to the system of balanced performance cards, while all achievements like strategy, plans, projects and products of the work have been computed since the beginning according to specialized programming designed for this purpose and used globally and in the Arab world. It is (START AND GO) programming, the matter which is intended to facilitate following up achievement of desired objectives of strategy within its years.

From this point, the importance of performing necessary periodical revisions for strategy by the commission became clear in order to follow up the extent of progress achieved in execution, specially that the recognition of this strategy reflects the awareness and political commitment with woman issues, and the importance of her active participation in comprehensive community development in all its axes. It also represents the basic step for putting it into effect, the matter that requires mobilizing the necessary resources through continual coordination and effective partnership between the Jordanian National Commission for Women Affairs and different governmental authorities that could provide financial and technical support for programs and projects for woman, besides allocating special budget to execute the project of strategy for next years.

This is in addition to activation of coordination with donor authorities and organizations concerned with woman affairs and negotiating with it to gather financing through the commission presentation of the deferent projects of strategy to financing authorities to consider it according to its competency, scope of work and fields of interest.

This strategy includes integrated training program to introduce its plans and projects and how to prepare reports of following up and evaluation for measuring the extent of progress and achievement in light of strategy objectives, with participation of male and female

representatives of official governments, civil community organizations and private, academic and media institutions, specially the members of committees, networks and cooperated teamwork under the Jordanian National Commission for Women Affairs.

#### Development Mechanisms of Cooperation and Coordination Relationships with Partners

To activate the processes of executing the strategy and its objectives with its various axes and fields and facilitating its follow up, the Jordanian National Commission for Women Affairs commits to develop mechanisms and strong, methodological and sustainable work relationships with all partners who are divided to four different levels but related in manner that enhance the relationship of partnership and cooperation:

Level One: With governmental institutions through:

- Enhancing partnership between Jordanian National Commission for Women Affairs and governmental ministries and departments on the base of integrating different concerned authorities and establishing the bases of partnership and active coordination with these institutions, helping the National Committee to convert and translate its policies, orientations and strategies to clear work programs to be merged in programs and work plans of institutions and executive governmental bodies, together with highlighting the positive effect of these partnerships.
- Working to approve and recognize "policy of auditing the social gender" as regular and continual governmental policy that the Jordanian National Commission for Women Affairs follows up its implementation as a tool of following-up, control, evaluation and development to merge social gender in the official sector.

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- Activation of coordination with governmental institutions to develop and approve objective, transparent and standardized measures to choose the leaders among all administrative level according to measures of efficiency, experience and qualification from one hand, and working to promote women in career ladder through providing suitable programs and opportunities from the other hand to enable her of strong competition, reach high positions in her ministries and institutions, and contribute effectively in setting policies and decision making related to different sectors and fields.
- Developing and establishing clear policy and vision for ministries, institutions and governmental departments concerning systems and processes of delegation and participation in internal and external training courses, provided that it should include the necessity of female representation in all fields and considering geographically distribution of opportunities.

- Working to provide databases classified according to social gender in all governmental ministries, institutions and departments, provided that should include all work axes in representative level and resources and include all information and data related to analyzing tools of social gender (like employees affairs like age, learning level, category, class, salary, vacations, courses, rewards and evaluation etc.) to facilitate referring to it In the case of conducting studies and researches related to analyzing and auditing social gender, help in making decisions concerning merging the social gender effectively and facilitate the process of following-up, evaluation and strategic planning.
- Continuing the work of legal literacy and raising the legal awareness for employees and workers in different governmental ministries, institutions and departments in the governorates to introduce their rights and duties in general, and publishing law knowledge concerning woman rights through introduction of Jordanian legislations and international and Arab agreements concerning rights of the woman in particular, and benefit from employing information technology and communications within this frame.
- Studying the extent of considering social gender in legislations (laws, regulations, instructions and decisions) approved and applied in different governmental ministries, institutions and departments, updating and developing it to contribute in better gains of woman, following up the application of these legislations to make sure of its execution in order not to have any discrimination against women and suggesting laws, regulations and new instructions which contribute in blockade gender gaps.

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- Performing studies of periodic quantity and quality following up to evaluate the progress of different governmental ministries and departments in merging social gender and overcoming the quality gaps in coordination between the Jordanian National Commission for Women Affairs and these governmental institutions.
- Studying the ways of providing possible administrative and legislative facilitation for employees in their environment of work which is positively reflected on their efficiency and effectiveness in the work, including securing the supportive services.
- Improving and developing the organizational framework for units concerned with woman or equal opportunities units in governmental institutions, either concerning structure, tasks, powers, programs or activities and working for Institutionalization, sustainability of these units and supporting it institutionally and technically, besides enhancing its role to effectively perform its task and facilitate the process of relating these units with basic decision makers in the governmental ministries, institutions and departments, raising its ability as technical advisory bodies for them, concerning mechanisms of merging social gender in the policies, plans and work programs of governmental institutions, granting the contribution of woman in setting policies, planning of projects and following up the process of strategy implementation.
- Expansion in applying budget responding to social gender in different governmental ministries, institutions and governmental departments gradually to include the dimension of social gender in every stage of budget.

Implementing the abovementioned directions help in achieving the objectives of this strategy.

Level Two: With civil community organizations through:

- Enhancing the relationships of networking, backing, and supporting with civil community organizations about issues and priorities of woman.
- Building strategic federation with civil community organizations to support policies and joint orientations between the Jordanian National Commission for Women Affairs and these organizations and support the efforts aiming at improving the woman status in general.
- Building institutionalized and individual abilities for civil community organizations to enhance its activation in applying general policies to develop woman and enable her, at the top of them is this strategy with its all axes, domains and objectives.

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- Developing mechanisms of work to activate partnership and cooperation relationships with civil community organizations to enhance its effectiveness and achieve its sustainability through involving these organizations in setting the executive programs and projects and providing the necessary technical support to it.
- Following up programs and work plans of civil community organizations, and evaluating it with regard of targeting the development of woman according to policies, general orientations of strategy, strategic plan for women empowerment and new regenerative projects arising from it.
- Defining the necessary criteria of methods and means of pressure and influence in issues of developing women and organized merging of social gender.
- Enhancing cooperation between National Commission and these organizations relying on relationship credibility, through establishing basic principles of social work, approving code of ethics aiming at enhancing the role of each one of it in overcoming obstacles and duality of programs and services, achieving coordination between efforts, and maximize it.
- Working to develop and approve advanced criteria to assure quality and distinguished performance in organizations working in the frame of woman empowerment to achieve transparency, fairness and justice.
- Working for evaluating the institutional situation for organizations working in the frame of woman empowerment, studying the extent of success in achieving the related objectives of strategy and how to develop its performance within available capabilities and resources in methodological scientific framework based on employing knowledge, research and experience to support these organizations.
- Enhancing participatory approach with civil community organizations to effectively and efficiently invest its available human, knowledgeable, technical, financial and material resources therein, employ it to develop the performance level of organizations working in woman empowerment and improve the programs and services provided quantitatively and qualitatively.

Level Three: With institutions of private sectors through:

- Involving the institutions of private sectors in forming and implementing the strategies, programs and relative plans to woman empowerment and enhancing its participation in labor market and in national economic activities.
- Encouraging the private sector to invest in new regenerative projects for developing the woman, enabling her and building her ability.
- Encouraging the private sector to attract female workers to work in different jobs and works and at all levels.
- Involving great companies and owners of capitals in supporting the issues of woman from the perspective of activation of the social responsibility for companies.
- Working to develop suitable mechanisms to enhance woman participation in the business sector, involving them in middle and small institutions and raising their representation in chambers of commerce and industry and other business organizations.
- Working to develop suitable mechanisms to activate the participation of woman in setting policies and making decision and to reach leading positions, councils and committees in all different institutions of private sector.

Level Four: With international donor organizations through:

- Developing coordination mechanisms with international partners in the frame of developing woman and her status through benefitting from the efforts of international organizations in securing experiences and necessary technical advisory to support abilities and enhancing institutional structure of organizations and institutions that advocate the issues of woman and social gender.
- Considering the international organizations as a strategic partner and ally supporting woman issues according to national priorities.
- Enhancing the cooperation and coordination between Jordanian government, national commission and international organizations concerned with merging social gender and auditing it.
- Coordinating with international donor organizations to report to civil community organizations concerned with woman empowerment the priorities and fields of interest for every donor organization, mechanism of preparing projects and application to these organizations to get suitable finance for its needs.

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This summary of strategy was prepared on the basis of documents of the National Strategy for Jordanian Women for 2012- 2015, which was prepared by the Jordanian National Commission for Women Affairs.

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