

The Jordanian National Commission for Women

**National Programme of Action for the Advancement
of Jordanian Women 1998-2002**

**Within the Framework of the Follow-Up to the
Implementation of the Plan of Action
and Recommendations of the
IV International Conference on Women
Beijing 1995**

1998

**National Programme of Action for the
Advancement of Jordanian Women 1998 - 2002**

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Section One Introduction

The report of the Fourth World Conference on Women held in Beijing 1995 states in paragraph 297 "governments should start as soon as possible, and ideally before the end of 1995, to develop a strategy for implementation of the Platform for Action. This task should be achieved in the form of a programme of action and specific executive activities by the end of 1996".

Sequentially at the fifteenth session of the Arab Council of Ministers for Social Affairs in September 1996 the outcome of the Beijing Conference and the content of paragraph 297 was considered. The Council identified poverty, decision making and family as priority areas for women in the Arab States. It was resolved that the Arab States would implement it by preparing an Arab Programme of Action and the adoption of a follow-up mechanism for its implementation. *Inter alia*, as a starting point it was agreed all member states would prepare National Programmes of Action.

The Jordanian National Commission for Women (JNCW) was established by the Jordanian Government in 1992 as the focal point for public policy formulation with the mandate to mainstream women's issues in the development process and establish mechanisms and process of co-ordination, net working and monitoring. Its functions are annexed at I.

The Jordanian National Commission for Women (JNCW) being the institutional mechanism at the national level for the advancement of women is the responsible authority for implementation of the Beijing Platform of Action which calls for formulation of the Jordanian Strategy and Programme of Action.

JNCW is chaired by HRH Princess Basma Bint Talal and its membership consists of the highest level of authority in government and of civil society representatives of NGO's, academic, research and professional institutions. As such, it has the requisite commitment at the political level, this was duly reflected in the commitments for action made by the Jordanian delegation in its statements at the Beijing Conference.

Addressing its responsibilities, JNCW has formulated this document titled "National Programme of Action for the Advancement of Jordanian Women (1998 - 2002)". It is hereinafter called the National Programme of Action. The thrust of the document endeavours to mainstream women as an integral part of political, economic, social and cultural development.

It is structured in the following sections :

1. Introduction
2. Global Background
3. The Current Situation of Jordanian Women : Realities & Challenges
4. The National Strategy for Women in Jordan
5. The Theoretical Framework
6. Framework of Action : Priority Goals and Objectives
7. Mechanisms & Institutions
8. Proposed Activities.

EPILOGUE

The National Programme of Action is derived from the global Beijing Platform for Action and is based on the Jordanian National Strategy for Women adopted in 1993.

This document, the National Programme of Action for the Advancement of Jordanian Women 1998 - 2002, is reflective of Jordan's belief that as the Beijing Platform for Action states "The Fourth World Conference on Women was a Conference of national and international commitment and action".

Section Two Global Background

The issue of the advancement of women and the development of their status to the level they deserve by considering them as effective elements and full partners in development and social progress has become one of the most important issues of modern times and continues to occupy the minds of intellectuals, governments, international institutions and bodies. This issue with its various dimensions and ramifications has been on the agendas of successive international conferences, whether governmental or non-governmental, since the start of the 1990s: The International Conference on Education for All (1990); The International Conference on the Environment and Development (1992); The Conference on Human Rights (1993); The World Conference on Population and Development (1994) and the World Summit Conference on Social Development (1995). Women's issues were the central theme of the Fourth Conference on Women which was held in Beijing, 4-15 September, 1995.

Women's issues have developed and changed as have conceptions of women's status and aspects of their roles at every stage of the women's movement and at every phase of social development to take on a form, content and dimension in line with the various phases. At the same time, women's issues and claims have differed at each stage or period from one geographical region or society to another because of cultural differences and level of development.

In the post-Beijing stage, present day women's issues and particularly in the Arab region, have taken on new dimensions, forms and magnitudes resulting from and connected to the rapid changes and developments on the socio-economic and political arena, both internationally and in the Arab region. The present time is full of changes, challenges and problems, the most important of which are: the freeing of the economy and the unleashing of market forces which influence and mould economic relations and social conditions, the associated aggravation of the crisis of unemployment and growing poverty, and the adoption by a number of countries of economic reform and structural adjustment programmes. Similarly, we are currently witnessing a sharp escalation in the debt crisis in many countries, accelerating moves to create large economic blocs and towards the adoption of policies and practices which are more democratic and more cognisant of human rights, whether for men or women, in employment, medical care and effective participation in all walks of life and the enjoyment of such rights in dignity. Also growing on the political stage are calls for peace, for the conservation of resources and the environment and the prudent use of environmental resources without causing harm to or the depletion of the environment. This is with the aim of raising people's awareness, educating the population, warning of the dangers of population growth and the adoption of necessary and appropriate policies to ensure that population growth is within the limits dictated by resources and the cultural background of the communities in question.

In the light of these major international changes with their ramifications on the regional and country levels and their economic, social, cultural and political effects in various spheres of life for individuals, families and communities, issues of women's status and role have acquired a more comprehensive and profound conceptual thinking. Thus, the issue of equality with men is not only justified by women having the physical, mental and psychological capacities to do any work or shoulder any responsibility which men can but also by the fact that women are complete human beings with rights, independence, freedom and capacity to give irrespective of the status of men and without comparison with men. The development of the status and position of women cannot just be measured by comparison with the status and role of men in all areas. Rather, this development must express itself, in terms of level and content, through indicators and direct evidence from the specific periods which have witnessed the development and change in the status and position of women and in isolation from the position and role of men.

Despite the importance of numerical indicators such as rates and percentages in measuring change in socio-economic phenomena, including women's participation in employment, education, leadership, economic and political action and social life, it is worth pointing out the level and nature of the participation on a scale from the simplest jobs to the leadership and entrepreneurial levels. For example, integrating women into society and the development process will not simply come about by providing education and employment opportunities, rather the education of women must be a manifestation of social development in its entirety and of all members of society. Such education must have more than just a material incentive for the family and the economy - it should be an instrument for self realisation, for a widening of life's horizons and for the expansion of women's scope of relations. The same is true of women's employment. It is not enough to increase the rate of women's participation in productive and economic activity; her participation must extend to all productive fields and at all levels which will express the development of their personalities and capacities to participate effectively in the numerous development fields including planning and decision-making at the level of the family, institutions and society.

The main objective of social, economic and cultural development is the improvement in standards of living, quality of life, reinforcing the dignity of the individual, the attainment of human rights and the elimination of all forms of discrimination against the individual. Thus, the family, as the basic social unit, its members and particularly the women of the family, must enjoy care and protection through legislation and appropriate programmes and policies which place women at the heart of the development process through full integration in political, economic, social and cultural life, and through equality between the sexes. In this context it is worth stressing the importance of bridging the gap between the recognition of the rights and roles of women in legislation and laws and the actual practice of society towards women and the reality of their personal situation in various social institutions.

The documents of international women's conferences contain recommendations and plans of action which cover all women's issues. Declarations of principles have been issued obliging communities, institutions and countries to advance the causes of this half of humanity and to strive for development, the achievement of equality and justice by all available methods and means including planning, policy formulation, the preparation of special programmes and following-up implementation. This process began with the Mexico City Conference to mark the International Women's Year in 1975 following which the United Nations announced the World Decade for Women 1976-1985 and at which the international community adopted the Mexico Declaration on women's equality and their participation in development and peace and the international plan of action to implement the objectives of the International Women's Year. This was followed by the mid-decade 1980 Copenhagen Conference and the end of decade 1985 Nairobi Conference which evaluated the progress and achievements of the international community in implementing the objectives of the World Decade in the areas of equality, development and peace, in addition to adding topics for action in women's development and the drawing up of a comprehensive document entitled "The Nairobi Forward-Looking Strategies for Women's Progress to the Year 2000" which is used by governments and non-governmental organisations as a basic reference document for the international community in the advancement of women, their rights and full and effective participation in national development and human progress. Finally, the Fourth International Conference on Women which was held in Beijing in 1995 reaffirms commitments at national and international level to implement the Platform for Action for the Advancement of Women.

Despite these persistent efforts and the emphasis on intentions and commitments laid down in various declarations of principles, plans of action, resolutions, legislation and laws at the national, regional and international levels, the situation of women, their roles, status and level of participation in the growth and development of their societies is still below the level required. There is a wide gulf between the hopes, aspirations, the wording of national and international documents, commitments and undertakings on the one hand and indicators of the current situation of women on the other situation.

On this basis came the invitation to follow-up the implementation of the International Platform for Action for the Advancement of Women, which was adopted by the 1995 Beijing Conference, and to translate the directives and recommendations thereof into action by preparing specific national plans of action including projects and activities which focus on national priorities in the sphere of comprehensive and continuous social development, the advancement of women, the liberation of their energies and their integration into the development process.

Section Three

The Current Situation of Jordanian Women: Reality & Challenges

The 1994 Population Census shows that women constitute 48 per cent of the population of Jordan and number 1,959,700. From the table below, which shows the age and sex distribution of the population, it is clear that young girls (under 15 years of age) make up 42.3 per cent of the total female population while older women (65 and over) represent 1.6 per cent of the total female population. Women of child bearing age (15-49) make up 47.1 per cent of the total female population. It is also clear from the table that the gender ratio in most age groups is in favour of men.

This young composition of the female population precisely mirrors the demographic structure of Jordan as a whole: the proportion of children (under 15 years of age) is 41.7 per cent; the percentage of elderly people (65 years of age and over) is 2.6 per cent of the total population according to the 1994 census. The population is doubling every nineteen years as a result of a rise in the fertility rate (4.6 children per woman) and a fall in the mortality rate, which among infants is 34 per 1000. Life expectancy at birth is 70 years for a woman and 66 years for a man.

**Distribution of the Jordanian Population by Age and Sex.
Based on the Survey Accompanying the 1994 Census.**

Age	Males	Females	Total
0-4	15.00	15.00	15.00
5-9	14.00	13.90	14.00
10-14	13.40	13.40	13.40
15-19	12.30	11.80	12.10
20-24	10.70	10.40	10.50
25-29	8.20	8.30	8.20
30-34	5.90	6.20	6.00
35-39	4.10	4.50	4.30
40-44	3.20	3.50	3.40
45-49	3.00	3.40	3.20
50-54	3.10	2.90	3.00
55-59	2.50	2.30	2.40
60-64	1.90	1.80	1.80
65-69	1.20	1.00	1.10
70-74	0.70	0.80	0.80
75	0.80	0.80	0.80
Total	100.00	100.00	100.00

(Source: Department of statistics. The Survey Accompanying the 1994 Census. Amman, October 1995. p.28.)

The demographic situation of Jordan as a whole, and particularly with regard to women, has experienced significant changes over the past two decades. According to the 1979 census, the total number of women was around 1,810,002 representing 47.7 per cent of the total population.

The table below shows the age distribution of Jordanian women in 1979 and 1994.

Age Distribution of Jordanian Women: 1979 compared with 1994.

Age Group	As a Percentage of the Total Population in 1979	As a Percentage of the Total Population in 1994
Under 15	25.30	20.20
15-49	19.90	22.20
Over 50	4.10	4.40

It is noticeable that the percentage of women in the under 15 age group has dropped by 5.1% while the percentage for the 15-49 age group has risen by 3.3%. This is attributed to a reduction in fertility rates in the period 1979-1994. In comparison the percentage of women in the over 50 age group has risen by 0.3%.

The average family size in Jordan has fallen from 6.8 persons in 1979 to 6.2 in 1994. This applies to all families in the Kingdom and in all governorates with the exception of: Mafraq in the north and three governorates in the south: Tafila, Ma'an and Aqaba where the average family size has risen slightly.

Birth Rates

Birth rates in Jordan are gradually falling. According to the 1979 census, the birth rate among women of "child bearing age" (15-49) was around 7.5, 6 in 1987 and 4.6 in 1994 according to the results of the survey accompanying the 1994 Census.

With regard to the average age at time of first marriage there has been a slight rise among women from 21.1 years according to the 1979 census to 24.3 in 1987 then 23.7 in 1994. This is an increase of 3.6 years over the 1979 figure. With regard to marital status the number of married women has fallen from 64.3% in the 1979 census to 57.8% according to the 1994 census. In comparison the number of unmarried women has risen from 26.4% in 1979 to 33.6% in 1994. The percentage of divorced women has remained as it was with a slight increase of 0.1% recorded in 1994.

Mortality Rates

There has been a significant reduction in the infant mortality rate among females from 67 per 1000 in the 1979 census to 37.3 per 1000 in the 1994 survey. The child mortality rate among females (1-4 years of age) has fallen to 5.6 per 1000 according to the survey accompanying the 1994 Census while it was approximately 10 per 1000 in the 1979 Census. This reduction can be attributed to several factors most important of which are the availability of primary health care services, an improvement in levels of health care and its availability now throughout the whole country. The maternal mortality rate remains high in Jordan: 60 per 100,000 births according to a demographic survey for the period 1990-95 carried out by the Department of Statistics, the Ministry of Health and the Al-Bashir Hospital. Despite this, the mortality rate is expected to fall to 40 per 100,000 by 1997 as a result of an increase in the percentage of women using contraception. Although there are no precise estimates for birth related deaths during the 1980s and before, it is likely that in the mid 1970s the mortality rate was around 150 per 100,000.

From the above we can conclude:

1. Fertility rates among Jordanian women remain high until the present time. This imposes a health, social and financial burden on both the mother and the family.
2. The rise in the proportion of unmarried women (34% according to the 1994 census) and the increase in age of marriage (23.7 years), have known social consequences.
3. Infant mortality rates among females is on the decline in Jordan and is attributed to the national child survival programme.
4. Pregnancy- and birth- related deaths remain high (60 per 100,000 of live births). The loss of a mother has psychological and social consequences for the family which may be reflected negatively on the education, health and nutrition of children and may lead to homelessness, deviant behaviour and crime.

Marital Status, Divorce and Widowhood

Marital status including divorce and widowhood is one of the most important socio-demographic characteristics of a population. From a comparison between the 1979 and 1994 censuses with regard to marital status, divorce and widowhood we note a rise in the percentage of the unmarried population which is equal for men and women. The percentage of unmarried women has risen from 26.4 per cent in 1979 to 33.6 per cent in 1994. This is attributable to a number of factors including deferment of the age at marriage due to enrolment in higher education and various other economic and social factors.

On the other hand, the percentage of married women has fallen from 64.3 per cent in 1979 to 58.7 per cent in 1994, i.e. a fall of 6.5 per cent. The divorce rate among women has remained relatively stable with a rise of only 0.1 per cent for 1994. This is

attributable to the stability of the Jordanian family which is governed by customs, traditions and primarily religion, in addition to other socio-economic factors such as education and heightened awareness. The percentage of widowed women has fallen from 8.4 per cent in 1979 to 6.3 per cent in 1994, i.e. a decrease of 2.1 per cent.

**Distribution of Jordan's Population aged 15
and above by Marital Status and Sex, 1989 and 1994 Censuses.**

Marital Status	1989			1994		
	Total %	Male %	Female %	Total %	Male %	Female %
Unmarried	33.00	39.20	26.40	39.90	45.60	33.60
Married	61.80	59.50	64.30	55.00	52.50	57.80
Divorced	0.60	0.30	0.90	0.70	0.30	1.00
Widowed	4.60	1.00	8.40	3.30	0.60	6.30
Separated	-	-	-	0.20	0.10	0.30
Unknown	-	-	-	0.90	0.90	1.00
Total	100.00	100.00	100.00	100.00	100.00	100.00

Education Level

Jordan has made major progress in the field of education in recent decades with women making outstanding advances. The most important indicators of this progress at various levels of education are given below.

Illiteracy

The illiteracy rate among women (15 and over) has fallen from 48.2 per cent according to the 1979 census to 20.7 per cent in 1994. Despite this fall, the illiteracy rate among women remains high in comparison to men among whom the illiteracy rate in 1994 was 7.5 per cent. In other words, the rate of illiteracy among women is three times higher than that of men.

Basic Education

The annual growth rate for girls entering primary education has fallen by almost one half: from 4.23 per cent in the 1987/88 school year to 2.22 per cent in 1994/95. The figure for secondary education has remained stable at 7.11 for the 1987/88 school year and 7.18 per cent in 1994/95. With regard to the drop-out rate among girls, for the first four grades of primary school the drop-out rate is very low. It then gradually rises to 8 per cent in the tenth grade of primary school. It then increases four and a half times to 34.2 per cent in the second grade of secondary school. The average drop-out rate among girls at the secondary school stage is 19.2 per cent. The fact that girls drop-out of school is largely due to early marriage and perhaps also to them learning practical skills such as dress making, tailoring and other similar occupations.

Statistics from the Ministry of Education indicate that the total enrolment of girls until the seventh grade of primary education ranges between 100 and 106 per cent. It then gradually falls to 82.6 per cent in the tenth grade which is probably due to the girls leaving to find an occupation. In the first grade of secondary school the enrolment is 74 per cent as against 68 per cent in the second year of secondary education. In comparison with the percentage of enrolment among boys, that of the girls is higher with 70.8 per cent being the average for the secondary level. However, there is a significant difference between the rate of enrolment among girls in secondary school and the final years of primary school.

Community College and University Education

The percentage of female students holding middle level diplomas has risen from 2.5 per cent in 1979 to 10.4 per cent in 1994, almost a fourfold increase. At the same time the percentage of female students with university degrees has increased from 1 per cent in 1979 to 4.4 per cent in 1994, i.e. an increase of four and a half times. The percentage of female students enrolled in human science faculties is three times that for science colleges and other vocational colleges. This is reflected in the higher rates of unemployment among female graduates of humanities.

To summarise, we can say that Jordanian women face fundamental problems in education:

- a) A rise in the illiteracy rate which requires a priority of effort to overcome this problem. The illiteracy rate is still too high among women.
- b) A rise in school drop-out rates, particularly in secondary education where it reaches 19.2 per cent.
- c) A fall in secondary school enrolment rates to 70.8 per cent on average. It is anticipated that this will rise to the basic level rate of 80-85 per cent.
- d) An increase in the number of female university graduates. Effects of the Gulf War, immigration and other factors have combined to cause unemployment which is particularly noticeable among female community college graduates.

**Distribution of the Population
aged 15 and above by Level of Education and Sex.**

1979 and 1994 Censuses.

	1979			1994		
	Male %	Female %	Total %	Male %	Female %	Total %
Illiterate	18.90	48.20	33.50	7.50	20.70	14.00
Literate	18.20	10.80	14.50	7.60	6.10	6.90
Primary	23.10	16.50	19.80	17.20	14.40	15.80
Preparatory	20.70	14.30	17.50	29.80	26.00	27.90
Secondary	11.00	6.70	8.90	18.60	17.10	17.90
Middle School Diploma	3.30	2.50	2.90	8.20	10.40	9.30
Baccalaureate and Higher	4.80	1.00	2.90	10.30	4.40	7.40
Unknown	-	-	-	0.80	0.90	0.80
Total	100.00	100.00	100.00	100.00	100.00	100.00

Women's Participation in the Work Force

Over the past three decades women's rate of participation in the work force has improved. Nevertheless, the rate of participation is low in comparison with that of women in developed countries and many developing countries.

Employment statistics for Jordan indicate that the participation rate of women in the labour market aged 15 and over has risen from 3.1 per cent in 1952 to 7.5 per cent in 1979 to 9 per cent in 1987 and to 15.5 per cent according to the survey accompanying the 1994 Census. As a proportion of the entire labour force, the percentage of employed women has risen from 5 per cent in 1952 to 6.6 per cent in 1979 to 9.6 per cent according to the survey accompanying the 1994 Census. These percentages and indicators show that men constitute the great majority of Jordan's labour force. According to the 1979 census, unemployment among women was low at 1 per cent but in 1994 had risen to 6 per cent.

**Distribution of the Labour Force (15 years of age
and above in Jordan) by Sex for the Years 1979 and 1994.**

	1979			1994		
	Male	Female	Total	Male	Female	Total
The Kingdom	92.50	7.50	100.00	84.50	15.50	100.00
Employed	84.40	6.60	91.00	69.30	9.60	78.90
Unemployed	8.10	0.90	9.00	15.20	5.90	21.10

Participation in Economic Activity

The rate of participation of the resident population of Jordan in economic activity was around 45.9 per cent according to the 1979 Census while for women the participation rate in economic activity was approximately 7 per cent. This is evidence of women's lack of participation in economic activity. In addition, the rate of women's participation among the Jordanian population was 6.4 per cent.

Although women's participation in production is low, it was even lower in the past. The results of the 1994 Census indicate that women's participation in economic activity has almost doubled, going from approximately 7 per cent in 1979 to 15.3 per cent in 1994. Similarly, women's participation at the level of the Jordanian population has risen from 4.6 per cent in 1979 to 14.8 per cent in 1994.

The rate of women's participation in economic activity according to urban and rural areas in 1979 was 8.9 per cent for urban areas and 3.3 per cent for rural areas as against 16.6 per cent and 12.1 per cent respectively for 1994.

Women Employed according to Economic Activity

The statistics on women according to economic activity from the 1979 Census and the survey accompanying the 1994 Census reveal the following:

The highest proportion of the female labour force is concentrated in public administration (government institutions) and defence (the armed forces). This is followed by the industrial sector due to the large number of industrial production facilities in Jordan. In third place comes the financial services sector, insurance and real estate. The trade, restaurant and hotel sector occupy fourth place. This is in the service sector and is probably due to the expansion of education in Community Colleges.

As in other developing countries, in Jordan the involvement and interaction of a number of socio-economic factors continue to limit the increase in opportunities for employing women and their entry into the labour market. Perhaps the most important factors are the slow down in economic growth and the problem of unemployment since the mid 1980s which has become worse since the Gulf War. Other equally important factors affecting the availability of employment opportunities for women and their continuing participation are the influences of customs and traditions and the socio-cultural heritage, particularly in rural areas.

Early marriage, repeated pregnancies and an increase in the family burdens which women have to shoulder are some of the most prominent manifestations of the customs, traditions and socio-cultural heritage referred to above.

Distribution of Employed Persons by Sex and Economic Activity.
From the 1979 Census and the Survey Accompanying the 1994 Census.

Economic Activity	1979			1994		
	Male %	Female %	Total %	Male %	Female %	Total %
Agriculture & Fishing	12.10	1.20	11.30	8.50	2.90	7.80
Mining & Quarrying	1.60	0.10	1.50	1.70	0.20	1.60
Industry	8.10	6.40	7.90	11.90	6.40	11.20
Electricity, Water, Gas	0.60	0.10	0.60	1.70	0.50	1.50
Construction	16.90	0.70	15.70	9.70	0.90	8.60
Commerce, Restaurants, Hotels	10.80	2.90	10.20	17.80	4.40	16.20
Transport, Storage, Communications	7.10	0.50	6.60	8.90	2.90	8.20
Financial Services, Insurance, Real Estate	1.80	4.40	2.00	3.90	5.30	4.10
Administration and Defence	41.00	83.50	44.10	33.90	66.50	37.90
Other	0.00	0.20	0.10	2.00	10.00	2.90
Total	100.00	100.00	100.00	100.00	100.00	100.00

Female Unemployment in the Jordanian Labour Market

The proportion of women in the labour market is still no more than around 10 per cent, which, in comparison with the developed countries and even some developing countries, is very low.

When dealing with the issue of female unemployment in the Jordanian labour market, we must take into account the age composition of unemployed women. This can be clarified as follows:

1. Unemployment among women is concentrated in the 15-29 age group.
2. The rate of unemployment among the most productive age group (30-39) is almost equal between men and women.
3. The lowest female unemployment rate is among women in the 40-49 age group.

4. The highest rate of female unemployment is among those who have completed Middle level Diploma followed by those who have Secondary School Diplomas but who are not enrolled in Community Colleges or Universities.

The results of the 1979 Census indicate that the rate of female unemployment was 11.7 per cent of the total economically active population while the results of the survey accompanying the 1994 Census indicate a rate of female unemployment for the over 18 age group as 32.3 per cent taking into account that the results of the demographic survey (Employment and Unemployment 1994) indicate that the rate of female unemployment is 29.5 per cent.

It is clear that Jordanian women have made tangible progress in the employment field as shown by indicators in various sectors such as education, office work and health. According to the Ministry of Education, women now account for 59 per cent of the total employed in the teaching profession. It seems that the socio-economic development experienced by Jordan throughout the 1970s, 1980s and the first half of the 1990s has had important effects on women, raising their rates of participation in production and economic activity even though most of this participation has been confined largely to the service and administrative sectors.

These indicators also show that Jordanian working women face social obstacles and various forms of pressure which prevent their career development. These obstacles are as follows :

1. Illiteracy is still high among women, particularly in rural areas;
2. Women do not have the opportunities to participate in institutional occupations as the bias in favour of men is clear in this area;
3. Women's lack of training and qualifications to develop skills and expertise to enable them to enter the labour market in the various fields of production, including industry.
4. There is a clear failure to deal with the legal aspects of women's rights. Laws and regulations must be drafted to encourage and give women opportunities.

Women, Legislation and their Decision-Making role.

Legislation has helped women to participate in the economic and social development of Jordan. Men and women are equal under the Jordanian Constitution¹. The Constitution also grants women their full rights and provides

¹ Women in the Jordanian Constitution:

Article 23 of the Jordanian Constitution of 1953 stipulates that employment is the right of all citizens and that the State must provide employment for the citizens for the direction and development of the national economy. The Constitution further stipulates that the State must protect employment and draw up employment legislation based on six principles, one of which is: the creation of conditions for the employment of women and youth. Contrary to the brevity and generalities of the provisions of other

opportunities for them in various fields in exactly the same way as it grants them to men. Subsequent laws and regulations have enshrined the spirit and philosophy of the Constitution and have stressed women's rights and their equality in all fields with men and have stipulated the privileges conferred on women by virtue of motherhood. Jordanian legislation has stipulated that women are entitled to exercise various economic, social, educational and political activities without incurring any discrimination. In addition, there is legislation which makes special provisions for working women to protect their rights and gains. However, there are still some laws which contain articles that are discriminatory against women. JNCW's legal Committee is reviewing all legislation and suggesting amendments to remove any such discrimination.

In general, one can say that Jordanian legislation is not the major obstacle to Jordanian women participating more positively and effectively in development. The Constitution, Labour Law and other regulations such as the civil service statute treat women on the same basis as men except in situations such as their entitlement to special periods of leave linked to their status as mothers. Nevertheless, women's participation in development is still below the level required, or desired, whether by using indicators of rates of participation in work, education or fertility rates. Similarly, women in Jordan do not occupy high decision making positions with the exception of four women who have held ministerial posts in various governments at various times. Other exceptions include women judges, the woman who won a seat in the parliamentary elections of 1993, and three women appointed to the senate in 1997.

It seems that women's participation in work or in holding public office is not governed by the written texts of legislation but by the unwritten concepts adopted by society and disseminated by the prevailing cultural norms, which continue to prevent women's career advancement in the manner of their colleagues of the opposite sex.

The second obstacle is viewed by some as due to society's stereotyped image of women and their participation in public life, while others view it as stemming from women's own mind set which women in general hold of their role and participation in society. In either case, work is viewed as not a psychological necessity of life for the vast majority of women. Society and women still prefer the traditional role with the opportunity of some partial and limited involvement in public life.

This is closely linked to women's pattern of employment - a pattern which can be described as unstable and irregular. Women are interested in work in their twenties then give it up in their thirties. In other words, they are inclined to go to

constitutions in this regard, the Jordanian Constitution contains detailed provisions related to employment. It has, therefore, been binding on all legislation and laws relating to employment, personal status, medical insurance, social security, etc. to take into account the provisions of the Constitution and embody them in clear and straight forward provisions.

work before marriage and then withdraw to the home after marriage and having children. This limits their experience of public life.

In this regard one cannot ignore what has previously been mentioned, namely that large numbers of female college and university graduates are looking for work but cannot find any. In other words, the low level of women's participation in work is attributable in some cases to the lack of work opportunities rather than to women being reluctant to work. This adds another cause to those which have to be taken into consideration when discussing women's non-participation in public life.

Consequently, any effort, policy or programme in this field and at this level must be within an integrated and coherent framework. This requires:

- 1) Completion of the procedural steps to implement legislation relating to women. International and regional resolutions have stressed the importance of drafting legislation and introducing necessary amendments to various legislation relating to women to empower them to participate in development, change and economic and social progress. The advancement of women cannot be achieved unless there is the legal umbrella to protect them from injustice and discrimination. Legislation is the fundamental starting point for any meaningful change. In this regard one should mention the necessity of dealing with certain issues relating to several laws including pension, health insurance, income tax and the personal status code and the extent to which it provides a woman and her children with security and moral and material stability as a protection against delinquency and destitution.
- 2) Making women aware of their various legal, professional and political rights under legislation in force and to encourage women to exercise and benefit from these rights.
- 3) The creation and development of a new understanding among women of their role in society and public life. This should be within a framework of positivity, efficiency and stability ensuring that women remain in work, continue in public life and overcome the obstacles which prevent them doing so.
- 4) A political will to push women's participation forward through giving them important and high level posts in order to stop the belief spreading that some posts are only for men and that women lack the appropriate qualities and qualifications.
- 5) The diffusion and practice of democratic principles in order to encourage women to participate by word and deed in directing public life in the public interest.

- 6) The encouragement of unrestricted competition between men and women in order to empower them to advance in their careers on the basis of equality - as stated in the Constitution - for which women are qualified by their potential capacities and abilities regardless of any other considerations.

Summary

The results of the 1994 census, and their comparison with the figures for the year 1979 reveal the following:

1. The number of females in Jordan is currently two million, and the females of working age constitute 48% of the total; this rate draws the attention to the youthful composition of the population and the high rate of dependency.
2. The rate of fertility of the Jordanian woman is 4.6 births per woman, and in spite of the high decline in the general average for Jordan compared to 1979, it is still among the highest rates in the world, and is higher in the rural areas and some governorates. This rate draws attention to the size and long duration of the family burdens of women of reproductive age, and to the required size of the necessary health services to meet the reproductive needs, in addition to its effect on the high rate of population growth.
3. The average family size is 6.2 persons and in spite of the decline compared to 1979, the decline rates are not in harmony, since family size in some rural regions and some governorates is still higher than the general average. However, this statistic does not reveal the reality of the effect of the extended family (i.e. the tribe) on the upbringing and living style of the individual, especially in rural areas and some governorates. There has been a decrease in the effect of the extended family, and this has been accompanied by a decrease in the safety network and social care that the family provides for the individual, without being replaced by a network and national care services. This led to a rise in the number of divorce, abandonment, singlehood and widowhood cases among women who, in most cases, do not have the means to support themselves and their families.
4. The rate of infant mortality was estimated in 1994 to be around 34 per thousand, and the female life expectancy at birth is 70 years. These health indicators reveal a big improvement compared to the situation 15 years ago, and it is one of the reasons of the young age structure of the population. However the scope of difference in these rates is very large, from one region to the other, and is much below the general average in the rural areas and some governorates, because of the unbalanced spread of services and health awareness.
5. Jordan enjoys good education indicators compared to neighbouring countries, and has progressed in this respect during the last fifteen years: still, 20% of women in Jordan are illiterate. The main improvement in education is in the

increased rate of those who completed the secondary and preparatory education, and who constituted in 1994 about 45% of the total number of educated females. While the rate of those who hold degrees of first diploma and higher is about only 16% of the total; there is a difference in these indicators according to the regions, where illiteracy and limited education are mainly concentrated in some rural areas and governorates. Jordan faces another educational problem in that the education system did not contribute in providing work opportunities for the educated females, including those who obtained technical diplomas, because of defects in the educational structure.

6. Women's participation the labour force is around 16% only of the total labour force since the highest rate of those of working age are "housewives" outside the labour force. However, women actually working constitute 10% of the total labour force, against 6% registered as unemployed, meaning that the rate of unemployment among women is higher than 38%. The situation has improved compared to 1979, where the rate of women in the labour force was only 7.5% of adults, considering that the rate of 16% for a country like Jordan is rather low. The negative dimensions of these low rates are not reflected only on women, but on the dependency ratio for the male adults, which results from the youthful composition of the population, the limited participation of women almost doubles the dependency rate on males, which doubles the size of the economic burden of the population in a country with limited economic potentials and high development requirements such as Jordan. It is therefore clear that women's participation is a national necessity before being an issue restricted to women.
7. There has been an improvement in the method of calculating women's participation in labour force, however, there is still a failure that leads to the continuous bias in estimating the real size of working women, as well as in calculating the number of unemployed. The rate of participation estimated at 16% is only for those who are of working age and may be the result of the routine statistical treatment of the other 86% considered as "housewives", that is, they do not work; nor wish to work. There is also a probability that the figures of those who actually work do not include the number of those who work in the informal sector. As for the officially unemployed, they are concentrated in the age category 15-39 years, which reflects the tendency to consider those whose age has exceeded forty and do not work as being outside the labour force, especially if not educated. This conceals the fact the large numbers of older women, especially within the poor classes need to work to support their families.
8. For those who are considered officially unemployed, most of them are from the age category 15-39, are educated, including those who underwent vocational training, but for skills that are not needed. Those who work in the organized sector are concentrated in the posts that are traditionally for women, i.e. the

sector of administration (and defence) which absorbs 66.5% of the total female workers.

9. The economic problems that Jordan was subject to during the last decade have lead to the increased number of people living under the poverty line, without providing a safety network and social care that would enable them to fulfil their basic needs. Women constitute a large category of the poor, especially a category suffering from social problems such as divorce, abandonment, singlehood, and old age. Several of them are responsible for providing a living for their children. In spite of the fact that the term "poverty" reflects the economic dimension of their situation, it does however conceal the fact that this category also suffers from health problems, illiteracy, limited education, and the culture and style of living that deprive them from the ability to overcome their reality.
10. The Jordanian Constitution stipulates that men and women are equal, especially concerning their right to work. During the last fifteen years, several laws that protect the rights of the working women were enacted including the recognition of her right to maternal leave. The civil service regulations also stipulate her equality in work and promotion. In spite of the improvement in the field of law-making, yet the actual benefit from equality rights is still limited and is not reflected in the daily state of affairs of the majority of women, particularly the most vulnerable. Many of the women do not endeavour to benefit from such opportunities either due to being unaware of their availability or because taking advantage of such opportunities involves new costs and risks. However there are still laws which need to be reviewed, particularly in the personal status field.
11. A slight change, symbolic sometimes, has occurred in women's participation in decision-making positions, as one woman won in the parliamentary elections, and women ministers, judges and members in the Upper House of Parliament were appointed. However, women are nearly absent from the positions of decision making, at the administration and local leaderships levels, and in the financial, economic and politics sectors. In fact, there is still some hidden resistance against her reaching these positions. Remedying this problem and breaking these serious and manifold obstacles will require an intensive effort including an intentional corrective and political intervention.
12. Despite an accumulation of studies and data as well as awareness in respect of the basic aspects related to women's situation in health, education and work; these studies, data and awareness are still limited in other domains, particularly in such areas where limited progress took place.
13. An accumulation of experience and institutionalized structures took place in some areas, specifically basic ones such as health and education as the result of

the organized efforts throughout the last fifteen to twenty years. However, the institutionalized structure to deal with women's situation is still not so advanced in other fields.

Section Four The National Strategy for Women in Jordan

Introduction

To optimize the participation of women in economic, social and political life, the Jordanian National Commission for Women was formed in 1992. Heading the list of priorities in the work of this Commission has been the drawing up of a National Strategy for Women in Jordan. Such a strategy is envisaged as the focal point towards which all national efforts, whatever their orientations and fields of activity, would ultimately lead.

The Strategy is distinguished by the fact that it was the outcome of a number of studies, meetings and seminars conducted throughout the Kingdom, in which a large number of men and women representing a wide sector of society took part. All these efforts culminated in a national conference held in June 1993. The conference adopted the fully integrated National Strategy for Women which combines modernity with respect for our national heritage. It endeavours to enhance the status of women in Jordan and support their role in the reconstruction of society, the consolidation of social progress and the realization of social development.

The National Strategy for Women in Jordan can be likened to a Strategic Plan and provides the policy framework for the Programme of Action. It sets out the principles, has six component elements all of which promote women's role and status in society and identifies implementation mechanisms. It articulates Jordan's public policy on advancement of women and is therefore an essential element in implementation of the Beijing Platform of Action.

Fundamental Principles of the National Strategy for Women

1. The National Strategy for Women principally builds on the provisions of the Jordanian Constitution and the Jordanian National Charter. The Strategy is further founded on the principles of Islamic Jurisprudence, the values of Arab and Muslim society, and the principles of human rights.
2. In its aims, procedures and the mechanisms of its implementation, the National Strategy for Women is consistent with the genuine values of Arab society and its higher ideals, aspirations and desire for progress and development.
3. The National Strategy for Women seeks to promote the cohesion and unity of the family as the basic social cell on which society as a whole is based, and as the natural environment where the individual is nurtured and educated, and where his or her personality is developed.
4. Dealing with women's issues proceeds from the fact that women constitute half of society and that, within a framework of equality and balance between rights and obligations, they are the child-rearers and the partners of the other half of society.
5. The role and status of women are legislatively, politically, socially and economically an end-product of a comprehensive developmental process at both the national and pan-Arab levels. Consequently, efforts must be positively and

systematically exerted in an endeavour to optimize the effectiveness of women's role, to enhance their status in society, and to remove all forms of discrimination against them.

6. The National Strategy for Women complements the national strategy for comprehensive development in all dimensions, social, economic, political and cultural. It is also consistent with other relevant regional and international strategies.
7. Well-balanced development requires that women play an active role, equitably sharing both rights and obligations. Development further entails taking cognizance of social and economic disparity in terms of the various social strata in all regions of the Kingdom.
8. The qualitative and quantitative development of the educational process and the promotion within such a process of self-sufficiency, effectiveness and equitable distribution are basic preconditions for the optimal effectiveness of the contribution and role of women in society.

Component Elements of the National Strategy for Women

a. The Field of Legislation

Objectives:

1. Raising awareness among members of Jordanian society in general and women in particular regarding women's legal rights and obligations, and the need to improve laws and regulations pertaining to the role of women both within the family and in society, and to enhance this role by all available means.
2. Enacting new legislation or amending existing laws in a way that contributes to the elimination of all forms of discrimination against women in all fields, and the enhancement of the role of women in the reconstruction and progress of society.
3. Seeking to enact legislation which ensures that women can exercise their political, economic, social and cultural rights as enshrined in Islamic Jurisprudence. This legislation would also safeguard women's legal and constitutional rights to equality, education, counselling, training and employment opportunities.

Measures:

1. Conducting a comprehensive study of the laws and regulations in force with the aim of identifying what legal amendments are needed in order to eliminate all forms of discrimination against women. In this endeavour, a system of priorities will have to be worked out, and the participation in the process of both sexes from the public and private sectors is to be encouraged.
2. Seeking to amend laws and regulations which are prejudicial to women's rights and interests, with the aim of eliminating all forms of discrimination against women, enhancing their role in society and improving their situation in it. This legislation includes the laws pertaining to nationality, civil status, pension.

- social security, health insurance, labour and professional associations /trade unions.
3. Seeking to amend the law of personal status in such a way as to safeguard women's interests in harmony with Sharia'a law. This would be effected through independent interpretation and reliance on the opinion of legal experts, compatible with the requirements of the modern age and the current state of development.
 4. Enacting legislation or amending current laws in such a way as to eliminate all forms of discrimination against women and to render these laws compatible with international covenants relevant to women's issues and rights, while preserving the unique cultural identity of Jordanian society. Official bodies would also be urged to sign and ratify all other relevant agreements.
 5. Widening the participation of women, at both the local and national level, in the preparation of studies relating to the enacting or amendment of legislation.
 6. Utilizing the mass media in raising the awareness of society in general and women in particular regarding issues of law and jurisprudence relevant to women, and regarding the necessary measures that would enable women to exercise their rights in a variety of spheres, including the convening of workshops and seminars and the production of bulletins and other publications.
 7. Making more widely available facilities and services aimed at providing women with assistance in the fields of employment, investment and legal counseling.

b. The Field of Politics

Objectives:

1. Developing the participation of women in all aspects of political life, including participation in the policy-making process and appointment to leading public positions.
2. Raising awareness regarding the importance of increased women's participation in political life with the aim of consolidating the development of democracy and the progress of society.
3. Supporting the struggle of Arab women to gain their rights, and of Palestinian women under Zionist occupation to achieve liberation and self-determination.

Measures:

Utilizing the mass media, the convening of seminars and workshops and the use of public forums and the institutions and channels of democratic action, in order to enhance the participation of women in all spheres of political action and raise the level of awareness regarding the importance of women's roles in democratic life. This measure specifically involves:

1. Participating in the drawing up and implementation of government policies at all levels, and achieving equal status in making appointments and granting promotions to positions of leadership.
2. Participating in the membership of the various organizations and institutions within local authorities and the various administrative departments.
3. Exercising political rights and obligations, performing an effective role in the democratic process and encouraging the nomination and election of women to local councils and to parliament.
4. Raising the awareness of society in general and of women in particular regarding women's political, social, economic and cultural rights and their role in the sphere of political action.
5. Raising the awareness of women and persuading them to exercise an effective role in political parties and professional associations/ trade unions, so that they can become an effective pressure group in society. The level of awareness among women regarding issues of human rights and fundamental freedoms must also be raised.

- c. **The Field of Economics**

Objectives:

1. Increasing the participation of women in the labour force, and guaranteeing that they are not discriminated against in employment in all spheres and sectors of work.
2. Extending the necessary assistance to encourage women's entry into and continued participation in the labour market by encouraging and developing support services.

Measures:

1. Embarking on media campaigns to make the concept of a working woman socially acceptable, particularly in non-traditional sectors, and providing women with the necessary training to work in such fields.
2. Encouraging government institutions to take the initiative in developing their own procedures and approaches with the aim of increasing women's occupational qualifications and helping them to reach higher administrative, leadership and political positions.
3. Reviewing employment procedures in government institutions so as to prevent discrimination against women in the making of appointments and to encourage women to apply for such openings.
4. Raising the awareness of employers, directors and heads of administrative units regarding the need to eliminate all forms of discrimination against women in the spheres of employment, training, and occupational advancement. Upward mobility must also be encouraged, particularly among women who work in the middle and lower professional strata where the majority of working women are placed.

5. Ensuring the implementation of laws relating to non-discrimination between men and women with regard to wages when similar jobs are performed.
6. Making available to women counselling services relating to their sphere of employment, and the institution of proper legal channels through which women can achieve their rights.
7. Enhancing women's participation in professional associations and trade unions at all levels, and encouraging women's fora and publications.
8. Encouraging self-employment among women, making available to them wider facilities for loans, and taking the necessary measures to minimize investment and production risks.
9. Making available the necessary support services to working women, and in particular encouraging the establishment and development of nurseries and kindergartens which are to be provided with improved levels of supervision. These facilities would encourage women to opt for and continue in the job market, making use of the various legislative provisions contained in the Labour Law.
10. Safeguarding the rights of women working in seasonal, part-time and ad hoc jobs, which constitute a large market for the employment of poor women, particularly in urban areas. Adherence to suitable employment conditions, in accordance with the provisions of labour legislation, must also be guaranteed.
11. Providing women with alternative markets in which they can sell and control their own products.
12. Providing an infrastructure that supports the basic role of rural women in agriculture and livestock production, encourages them to take a more active part in satisfying the daily needs of the family, and channels the efforts of the various local community associations in promoting this trend by providing these organizations with the necessary institutional support: financial, technical, and administrative.
13. Putting on special programmes for the re-training and preparation of young women seeking employment with the aim of catering to the need for a qualified labour force in diverse economic sectors.
14. Attaching special importance to the participation of women in the planning and implementation of food security programmes, and the preparation of clear plans to achieve this aim within a national food policy that promotes self-sufficiency in the production of food.
15. Taking the necessary measures to secure safety and health among working women in their place of work, and creating the proper conditions for making this possible.

d. The Social Field :

Objectives:

1. Enhancing the status and role of women within the family and in society, and developing social attitudes which strengthen the role of women in social development.
2. Providing support to women in special categories such as women who head households and older women, and extending special care and attention to handicapped women.

Measures:

1. Attaching special importance to issues relating to the development of and care for women from childhood through adolescence to womanhood and motherhood.
2. Making more prominent the comprehensive role which women play in the development of society, encompassing both traditional and non-traditional dimensions, and gearing both school education and media attention to supporting this role.
3. Raising the awareness of women and educating them regarding the nature of their rights and obligations, promoting sound social concepts and behaviour and counteracting negative practices.
4. Raising the awareness of women and educating them in issues relating to environmental problems, in matters of energy, and rationalization in the use of water, by drawing attention to the role of women in the preservation of the environment and a more prudent use of energy.
5. Raising the awareness of women and educating them in issues relating to reproduction and positive practices in this domain. The school curriculum and the media will be used to achieve this aim, and families will be encouraged to opt for intervals between pregnancies and for breast feeding.
6. Examining problems relating to the social and health problems of ageing among women, with the aim of prescribing remedies by initiating the necessary policies and programmes of action.
7. Paying special attention to women-headed households and examining the issues relating to this social phenomenon with the aim of initiating policies and programmes that prescribe solutions. With the aim of enhancing the social and economic status of women who are single parents, attention must also be given to providing such families with adequate social support to enable these women to achieve and maintain economic independence, and to eliminating all obstacles that prevent these single parents from availing themselves of credit and loan facilities and other benefits.
8. Increasing efforts aimed at raising social awareness regarding manifestations of violence to which women can be subjected both inside and outside the home, including mental as well as physical harassment and bodily harm. Legal follow-up services will be provided when necessary, and legal advisory

services will be extended to women in need of such assistance. Support services will also be provided where necessary, such as the provision of shelter and protection.

9. Providing handicapped women with special services, including social rehabilitation and professional re-training, with the aim of facilitating their participation in all aspects of daily life and their re-integration into society.
10. Providing poor women with special services with the aim of improving their social, physical and educational conditions and those of their families.

u. The Educational Field

Objectives:

1. Developing and improving educational services throughout the Kingdom.
2. Optimizing the effectiveness of the educational system in promoting a positive image of women and their status both within the family and in society, and in emphasizing the role which women play in social development.

Measures:

1. Endeavouring to present a more balanced view of the family in general, and of women and young girls in particular, in school textbooks and curricula. This will be achieved by making more prominent the image of the productive working woman who takes an active part in the various fields of development inside the home and outside, within the cultural framework of society. Such an image will be presented alongside that of the woman as a child bearer and rearer and as housewife.
2. Widening the provision of vocational education and training for women, particularly in those fields which urgently need the participation of women, such as agriculture, industry and the service sector.
3. Developing educational and professional advisory and counselling services in educational and public relations institutions in order to encourage young girls to choose educational, academic and vocational courses that are compatible with their individual abilities, on the one hand, and with the requirements of the job market on the other.
4. Widening the dissemination of educational and professional services and facilities as important elements of general education in the early stages for both boys and girls. These services will include basic vocational skills, information and trends in sectors as varied as agriculture, industry and the services.
5. Curbing truancy among schoolgirls, particularly in the early school years of basic education, throughout the Kingdom but especially in poorer and rural areas.
6. Supporting the Ministry of Education plan for lowering the general illiteracy rate among over-15s from 17% to 8%, and among females from 24% to 10%, by the year 2000.

7. Concentrating in particular on the various aspects of health, family, population and environmental education in scho

Implementation Mechanisms

The tasks of planning, implementing and assessing the various components of the National Strategy for Women are the responsibility of public and private bodies concerned with women's issues, each according to its competence and sphere of activities. This is achieved through drawing up plans, taking the necessary measures, embarking on a variety of activities and implementing the various programmes and projects, all of which would lead to the successful realization of the aims of the Strategy. The Jordanian National Commission for Women, on the other hand, will be responsible for following up and assessing the implementation of the Strategy through the following methods and procedures:

1. The Jordanian National Commission for Women seeks to enhance the role of women as an effective pressure group in Jordanian society. The Commission also seeks to gain the support of the various social strata, agencies and groups and to mobilize these as effective pressure groups working on issues of concern to women. This will be achieved by highlighting such issues, remedying negative aspects and promoting more positive ones.
2. JNCW seeks to include women's issues and the necessary measures for dealing with these issues in all social and economic development plans. To attain this objective, necessary contacts will be established and full participation in the drawing up of the various development plans secured.
3. JNCW draws up an annual executive plan of work which includes the various measures, activities and projects to be implemented during the year in the light of current priorities and conditions.
4. In accordance with the tasks with which it is entrusted, JNCW requires the various public and private bodies involved to submit regular annual reports. To facilitate follow-up, assessment, and the initiation of studies, these reports will outline objectives achieved and activities initiated, with the aim of realizing the ultimate goals of the Strategy. The reports will also include the various fields of activity relating to teaching, training, work, health, social and political development, public relations, legislation, etc.
5. Once every two or three years, JNCW carries out a periodic assessment of the plans and achievements made as well as the difficulties encountered in the endeavour to achieve the aims of the Strategy. This exercise is conducted through carrying out the necessary assessment studies and discussing these in seminars and specialist workshops in which relevant public and private bodies participate.
6. JNCW supports and encourages the convening of conferences, seminars and workshops relating to women's issues, and the commissioning of studies, data-gathering and the documentation of information in this field.
7. JNCW seeks to form committees and create working groups throughout the Kingdom, aimed at following-up on measures, activities and projects adopted in the endeavour to achieve the aims of the Strategy in the various domains.
8. With the aim of increasing work and training opportunities available to women and improving working conditions, JNCW seeks to initiate channels of communication

and dialogue with the various bodies concerned with women's issues from both the public and private sectors.

9. With the aim of exchanging information and experience and embarking on joint activities, JNCW seeks to initiate contacts and open up channels of communication with the various regional and international organizations and bodies, particularly Arab and Islamic ones, which address women's issues, seek to improve the situation of women and enhance their role in society.

Section Five The Theoretical Framework

Since the seventies, the international community has realized that the differences between men's and women's status involve injustice and prejudice, and has also realized that this situation has social, cultural and political dimensions as well as historical and international ones which contributed in spreading and deep-rooting its basic traits. This demonstrated the need for an international multilateral effort to implement detailed national programs and plans within a framework of regional and international collaboration. Such efforts began in an organized and extensive manner in Mexico Conference and extended up to the Beijing Conference.

The first plans aimed at dealing with women's position from a central focus which is the realization of justice and equality in all areas which reveal bias and discrimination. These plans were changed and adjusted in the light of the progress achieved.

The international work programs were based on strategies which also changed with the maturing experience. These early strategies concentrated on eliminating obstacles which stand in the way of realizing justice and equality particularly in legislation, education, work and health areas, as well as awareness, information, studies and building of institutionalized structures as important instruments of change. In spite of the progress achieved as the result of eliminating much of the major obstacles, especially in health, education, work and legal fields, it was discovered that the elimination of barriers is not sufficient to insure women's benefit. This calls for finding out the failure in such a strategy and its replacement by one of empowerment in order to focus on increasing women's capabilities to benefit from the available opportunities as well as creating new ones.

Jordan adopted these objectives and strategies, and proceeded to benefit from the international efforts, in defining its goals and setting its national plans. It also strove to cooperate regionally and internationally to realize these goals.

Jordan introduced major changes in women's affairs, particularly in health and education and to a lesser extent, in the employment and legislation fields, whereas progress remained limited in decision making and participation in public life. Jordan also produced a considerable amount of studies, statistics, institutionalized structures, awareness and information in many fields. However, this progress is still below the level of our aspiration, and women's situation in Jordan needs persistent efforts to remedy the inadequacy.

Furthermore, we may attribute the progress that took place in Jordan to a group of reasons some of which are related to the practical objectives and the resources available for their accomplishment, as well as to the fact that the objectives of the women programmes are in conformity with those of national development. This was concluded

when reviewing the findings related to health and education: since the national development schemes of Jordan gave priority to health and education, and the presence of an explicit plan for the improvement of women's status in such fields led to the dedication of all potentials to benefit from the national development schemes, which was reflected in the significant improvement of these indicators.

The important causes of the setback that took place, and which needed to be taken into account when setting the present programme are:

1. Jordan's limited resources, whether economic or institutional, compared to its burdens. This called for prioritizing the objectives by taking into consideration the available institutionalized resources. One of the major results of this problem is the unbalanced progress occurring in specific areas at the State level, especially in education and health, though not restricted to them. The scarcity of resources led to different levels of improvement from one area to another; and some regions, particularly the rural and remote areas, continued to face deterioration, exceeding the national average. Another result of this scarcity of resources is the disparity of maturity in institutional experiences, as some institutions and organizations were able to provide structures, studies, statistics and good staff, whereas others still suffer from the limitation of these requirements. This situation necessitates that the present programme takes into account this disparity, and depends on the institutions themselves to set their priorities and activities in the light of their resources, and help them develop their institutionalized structures. This also calls for focusing the efforts on major subjects to avoid wasting potentials.
2. The great and crucial impact of the national, political and economic factors on the scope of accomplishment of the objectives; the wars witnessed by the region contributed considerably in undermining women's goals amongst the national goals and priorities as well as restricting the support and commitment of the political leaderships to women's objectives. Similarly, this applies to the effect of the economic factors. A major cause for failing to realize some of the objectives is the general economic situation in Jordan which was negatively affected by the economic and international crises. However, we may consider the economic situation to be the major cause of the limited improvement in the employment rates of women, and in the increase of the number of women who are below the poverty line. Moreover, the economic situation affected the other objectives due to the reduction of the financial resources provided for their implementation. These elements still have great weight and crucial impact and consequently require that the present programme of action take into account the economic situation of Jordan and rely primarily on women's potentials and government and non-government bodies. It also calls for reducing reliance on direct political corrective support to the minimum levels and limiting it to the important issues.
3. The significant impact of the social and cultural factors in achieving women's goals and their benefit from what has been realized; the areas where great progress was

achieved are those in which the women's goals are in harmony with the family goals, as in the case of health and education. As to the field where progress was less, as in employment and to a great extent personal status law, they are the fields where women's objectives are in conflict with the prevailing social situation. This conflict hindered the achievement of these goals. This situation highlighted and emphasized the need to remedy the issues subject to the social and cultural factors within a framework which helps in confronting the possible contradictions, as this requires the inclusion in the program of an item related to the "family" to tackle these overlapping issues.

4. The immense overlap of the various elements related to women which need to be treated in an integral multidimensional manner and not as separate factors. This is quite obvious for the two aims of education and employment for example, though the aim of education is not only to qualify for income generating jobs, yet work for the women who need it represents a basic goal in a country like Jordan with its limited economic resources and which still does not provide adequate social care. However, in Jordan education, including vocational education, does not guarantee a job opportunity for the educated woman. Similarly this applies in a larger and more complicated extent, to the problem of the increasing number of poor people. Employment aims did not take into account the overlapping impacts of the social and economic set of factors, wholly and partially, which led to a high number of the economically active as well as poor people. Once more, this situation confirmed the need to handle the complex aims within a multi-dimensional framework. This calls for treating the educational and employment issues as one area, and adding another area for poverty to remedy the complex and overlapping impacts of this serious complicated and human issue.
5. The nature of the international outlook for remedying women's situation, which underlined universal joint features, and overlooked the regional and local features which are of great importance in the Arab region, especially in the field of personal status. These features have regional dimensions that require handling the matter within a regional co-operation framework. Considering the prime priority given to the "Family" as a social unit by the Arab states, and social welfare as the responsibility of the state, and the potential complicated impacts of these concerns on women; it was imperative to deal with objectives which have impacts on the family, balancing Arab characteristics and ensuring that they are handled harmoniously with international priorities.

The above analysis calls for the adoption of the following strategies when setting the programme of work:

1. To focus on a fewer number of issues than that stated in the Platform for Action (Beijing Program) in order to focus on the important aspects and to avoid wasting efforts. It was decided that the program would contain six issues which embrace Jordan's major objectives from the Beijing Program which are: the family,

empowerment, equality and justice, participation in decision making, poverty and environment protection.

2. To select the areas which allow multidimensional handling of overlapping issues, such as those of family, poverty, equality and justice.
3. To restrict the work which requires corrective, compensatory, direct and political support to the field of women's participation in decision making and public life.
4. To give particular attention to the national and regional priorities and particularities, especially if they differ from the international ones, such as family issues, in addition to poverty and the environment.
5. To continue relying on the existing institutions, taking into consideration the disparity of their experience and to support them in acquiring adequate experience.

Themes, Issues, and Scope of work for the National Programme of Action for the Advancement of Jordanian Women

Issues and policies relating to women are not only social in nature and implications but they also interact and have a multiplicity of dimensions. Therefore, the best approach for research into these issues and the most appropriate methodology for their analysis is an interdisciplinary one. Research into women's issues from the social, economic, political, legislative or cultural perspectives should not be done in isolation from the other perspectives. Human phenomena are interdependent and interlinked but in the context of women's issues are even more interwoven. Consequently, their most useful analysis requires a comprehensive, integrated and multidisciplinary perspective.

Some believe that the analysis of women's issues/policies and programmes for the advancement of women can be done in a compartmentalised manner, that is, dealing with women's issues under headings such as *Women and the Economy*, *Women and Education*, *Women and Work*, *Women and the Media*, *Women and the Environment*, etc. Such a compartmentalised approach can be justified from the point of view of bureaucratic expediency: a given programme or commitment on women's issues is linked to a state-controlled institution, body or ministry or a competent authority set up for that purpose by that institution or body which is responsible for the management of government business in one field or another. So, women's employment issues fall under the umbrella and responsibility of the Ministry of Labour and labour law. Similarly, women's health issues come under the responsibility of the Ministry of Health and other medical institutions and bodies.

However, this approach, although direct and easier to implement from the administrative point of view, is deficient when it comes to the analysis of the content of issues and the measurement of success and results: objectivity and the necessary scientific accuracy are lacking. That is, improving the status of women in education

cannot be viewed as an end which can be attained by adopting given educational policies backed up by specific laws and legislation. For any change achieved on this level is also linked to issues of reproductive health, the influence of the deferred age at marriage, the type of education the woman receives, the extent of her relationship with the labour market and national development needs. The education of women involves a change in their views and attitudes towards family issues, the upbringing of children and the role of women in social change, etc. Therefore, improving the status of women in education requires that the issue be dealt with within a more comprehensive and integrated framework to include educational, population, health and employment policies and development plans and trends - taking into account the issue of how these policies are to be integrated - and in so doing strive for objectivity and credibility in measuring success at this level. A one-sided/compartmentalised approach may lead to tangible success and significant progress in the status of women in a given sector yet could lead to frustrations and reversals in women's status in other sectors and fields unless these other factors are taken into account within a comprehensive framework at the outset when drawing up plans and programmes. This can only be achieved by viewing and dealing with women's issues, both in research and in the field, as interdisciplinary themes.

In accordance with the above conceptual framework, the reports, plans and recommendations of recent international conferences, including the 1994 International Conference on Population and Development, the Social Development Summit (1995) and the Fourth International Conference on Women (Beijing, 1995) were reviewed and most of the issues relating to women were brought together. These were then classified under the various interdisciplinary themes. Those themes which were viewed as being at the top of the scale of priorities and of most concern for the Arab region were chosen. Common denominators for issues relating to the advancement of women and the improvement of their status and role were established for governmental and non-governmental efforts in Arab countries as shown in the matrix below.

Matrix of Themes and Issues Intersected by Field of Action

Themes & Issues	Field of Action				
	Studies	Education/ Training/ Employment	Institutional Building	Media & Awareness/ Information & Statistics	Services
1. Family Issues					
2. Empowering women & promoting their abilities					
3. Equality & Justice					
4. Participation in the decision-making process					
5. Environment					
6. Poverty					

The following methodology was also adopted in proposing the projects included in this programme:

1. To involve the largest number possible of governmental and non-governmental parties in setting projects relevant to their functions and the groups they serve. The participating organizations that contributed to drawing this programme included 19 governmental institutions and 37 non-governmental ones, together with the National Commission responsible for co-ordination and follow-up. The governmental institutions list includes five universities located in governorates far from the capital, which serve rural communities.
2. To depend on the implementing institutions to propose projects in light of their own diagnoses and potentials. Accordingly, work was carried out separately with each participating party to define the projects which the parties believe to be feasible and required, in the light of its awareness of the situation and prospects, as well as in light of the central objectives and priorities already approved.
3. To harmonize the projects and their implementation through technical assistance provided to various parties to enable them to crystallize their project. The technical assistance included preparation of a framework to propose projects with direct activities for improving the situation of women in addition to capacity building projects, and technical requirements such as studies and statistics.

The major areas of concern of the programme are:

Family Issues

The family is defined as the basic cell or unit of society. It is the fundamental constituent of the social fabric. In general terms, the notion of "the family" covers relationships of consanguinity or affinity, participation in the home, role distribution and division of labour within the home and the rearing of children. In view of cultural, traditional, social, and economic differences there is no universal definition of the term "family" even within a single society; criteria for family membership vary as do the relationships between the individual family member and the home according to the various stages of life and the economic opportunities available. Similarly, the division of labour and the distribution of productive and consumer roles are dependent on the dominant type of socio-economic system. Cultural background, traditions and customs play a major role in the differing child rearing models. In this framework, the woman is a family member who has her own existence, independence and human rights in the same way as any other member. This is the individual and personal dimension of a woman as a human being with her own status. A woman, in the framework of the family is an element and basic constituent of this social unit who interrelates with the other members of the family,

is influenced by them and in turn influences them. Her relations with them interconnect within the framework of laws, customs and the socio-economic system to define her status and roles. This is the social, cultural and economic dimension of a woman's status and her role within the family and, by extension, in the wider community. In view of the continuous economic, social and cultural change which the family is being subjected to, issues of dignity, equality, security, quality of life, standard and mode of living for every member of the family, and also for the family itself as the basic social unit, will change accordingly as will the role of the family in the development process. Similarly, the status of the members of the family, their standing and their relationships with each other and with the surrounding social environment will be subject to change over time. The need to maintain the stability and cohesion of the family environment in order to provide the appropriate conditions for child development - children being seen as individuals enjoying their independent human qualities - and the fact that the family is the basic social entity which interacts with others mean that women are at the heart of family and community development. The advancement of women and their being given the status appropriate to them as mothers and full partners in leading and running the affairs of the family mean that women have a crucial role to play in the overall development of society.

Accordingly, family issues, as one of the most fundamental themes relating to women and their advancement, subsume a large number of topics, the most important of which are: Women's reproductive health, including family planning and women's rights in this field; Women's rights to have their basic needs met; Issues of discrimination and violence against women; Issues relating to bringing up children; Women's responsibilities in and rights to participation in guidance and decision-making with regard to the family and children; Issues relating to productive activities, earning an income and deciding on expenditure; the management of all family affairs on an equal footing with men.

Until the mid 1960s, the Jordanian family was an extended family. Since then there has been a gradual change in the life and social conditions of the family. This change is in line with the major changes in the geographical distribution of population between rural and urban areas following the increase in internal migration and urbanisation. As a consequence, 79 per cent of the population now live in urban areas. This period of change has been accompanied by changes in the pattern of Jordanian family life away from a rural pattern towards a white-collar pattern in non-agricultural sectors. This has created a clear shift towards the nuclear family since the mid 1960s. This change has made demands on and influenced basic services such as health, education, housing and other vital amenities.

Most Jordanian families are still headed by a man who, in the period prior to the 1970s would manage the affairs of the family on his own. In the last two decades, however, there has been a change in this area with women improving their social status,

entering the labour market and developing their educational, social and legal status. Some women have assumed important responsibilities in the political, executive and legislative fields (ministries, parliament and the judiciary). This has led to a partnership between men and women in managing family affairs. Sometimes the wife will shoulder the whole burden of family responsibilities, particularly if the husband is absent for long periods.

Empowering women and promoting their abilities

Although the term "Women's Empowerment" is recent and has no clearly defined and agreed definition, it is possible to identify five basic elements conveyed by the concept:

1. Making women more aware of themselves and their self worth;
2. The right of women to have access to opportunities, resources and services, including education, medical care and employment;
3. The right of women to control and direct their lives relying on their own abilities and capacities both inside and outside of the home;
4. The provision of alternatives and choices for women and the right to make their own decision in matters which concern them in complete freedom and independence.
5. Supporting women's capacities as a fundamental and influential factor in directing social change for the creation of an equitable socio-economic order on the national and international levels.

Equality and Justice

Laws and legislation are a legitimate and basic tool for the implementation of development programmes and activities. They are the legal umbrella under which society, and the activities thereof, together with the relations between its members are ordered. This includes their rights and obligations. Laws and legislation which enshrine the rights of women in all fields, including the civil and personal status legislation, constitute one of the basic pillars in the realisation of justice and equality and are an indispensable framework of reference for programmes and activities implemented with the aim of advancing the status and position of women.

Participation in the Decision-Making Process

This theme involves defining women's positions of leadership and decision-making at various levels: from senior positions in government, the executive, the legislature and the judiciary to leadership positions at the local community level, in civil society and private sector institutions.

The intention in prioritising this theme is for women to participate in decision-making, policy formulation and to have their views, opinions and needs taken into account so that they will be aware of the content of these policies and decisions and

the effects they will have on their lives. As a consequence of this, women will be more ready and willing to implement them in order to achieve the desired objectives.

Included within political involvement and decision-making are a number of rights, activities and practices, including women's right to vote and to present themselves as candidates and to exercise these rights in all election processes to Parliament, professional associations, boards of companies, local government, unions and other representative bodies in the administrative fields. This participation should be on a basis of equality with men without any form of discrimination or bias. Linked to women's participation *per se* are the preparation and training of women and the provision of opportunities for women. This involves supporting women's self-confidence to become effective participants alongside men on the basis of real equality with regard to appointments, nominations and promotions.

The real value and benefit of legislation and regulations lie in their being implemented both in letter and spirit. The likelihood of their implementation and their extent and level of success, that is, empowering women to attain equal rights with men, require adequate preparation and the creation of a social, psychological and political climate to permit the acceptance of changes and developments at the level of cultural values, traditions and prevailing ideas. This can be achieved through national awareness-raising campaigns, the media and education.

Poverty

Poverty is central to thinking on development although its importance has changed from one stage to another. Recently, poverty and its elimination have come to occupy a high position on the scale of national, regional and international priorities. All international conferences held in the first half of the 1990s to discuss social development, population, refugees, the environment and women's issues have given it priority. Similarly, in the Arab Declaration on Social Development and the Arab Statement on the Rights of the Family and in the Arab Plan of Action which was drawn up in preparation for the Fourth International Conference on Women held in Beijing in 1995, Arab countries have committed themselves to the eradication of poverty. The Plan of Action contained a clearly defined objective which provided for "the eradication of poverty, the elimination of its causes and the minimisation of its effects on women within the framework of comprehensive development based on certain principles with self-reliance, particularly for women who head their families, being paramount."

It has become accepted by all those involved in development, whether as individuals or institutions at the national, regional and international levels that the achievement of sustainable development necessarily requires combating the phenomenon of poverty and its causes by considering it a priority issue on the list of development priorities.

Poverty is a complex phenomenon with economic, social, cultural, political and environmental dimensions. As a result, agreement on a definitive definition of poverty is still a long way off and may even be impossible. However, the common definition may be sufficient in this context: Poverty is that state in which the individual or family is unable to own sufficient resources to meet basic needs. Alternatively: Poverty is when the level of income or expenditure is insufficient to meet the basic needs of life. Poverty is that state in which the individual or the family is deprived of the required minimum of food consumption, state of health, education and appropriate housing and has neither property nor savings. All of this makes the individual or the family more exposed and vulnerable to change and external upheavals.

Whether poverty is absolute or abject, deep-rooted or recent or whatever definition is used based on a given standard or indicator, poverty is the same from the point of view of appreciating the position of the poor individual and poor family and of preparing programmes and activities aiming to combat and eliminate poverty.

Poverty is the result of diverse causes including: the results of macro-level economic policies and development strategies; imbalance in the distribution of wealth and resources; the inequality and deprivation of population groups or individuals; armed conflicts and wars; injustice in administrative practices, employment and other rights; the inability of certain individuals, such as women or families, to have access to resources and to savings/credit mechanisms and institutions; etc.

Environment

The use and management of natural resources, particularly water and energy, is directly linked to sustainable development, rational consumption and protection of the environment. Women in particular have a direct role in this issue as, in developing countries (and this includes the Arab countries), women are responsible for the provision of water and energy and the management of family affairs, particularly in rural areas. In view of the scarcity of these resources and the growth in population in most Arab countries, the prudent consumption of these resources has become a pressing issue and a political and administrative necessity. Accordingly, women are at the heart of protecting resources, preventing wastage and in rationalising consumption in such a way as to ensure their renewability and continuity.

Similarly, unguided and irresponsible consumption destroys the environment. On the same basis, as women are responsible for running the family's daily life, including the mode and pattern of consumption in preparing food and removing waste, etc., making women aware of environmental issues and how their daily activities affect the environment can play a major role in protecting and preserving the environment.

Similarly, when women are absent or excluded from involvement in legislation, planning and decision-making with regard to the use of natural resources

and the protection of the environment, they and their family suffer adverse effects on their health and quality of life in both the family and community environments.

Section Six

Framework of Action : Priority Goals and Objectives

In pursuance of its international commitments to implement the Platform for Action immediately after the Beijing Conference, JNCW identified the most important issues relating to Jordanian women. The outcome of this exercise is the basis of the National Programme of Action Activities. It is structured on the twelve Strategic Objectives of the Platform of Action as follows :

1. Women and Poverty

- The formulation of policies to deal with the adverse effects of the foreign debt and interest rates which increase the burdens on women.
- Raising women's awareness of their inheritance and property rights in order to improve their economic position.
- The provision of loans and the necessary training for small-scale development projects for women.

2. Education and Training

- Dropping-out of school. This turns young girls into illiterates as does leaving school for an early marriage or agricultural work to help the family.
- The distance of schools from where pupils live. This prevents their continuing attendance because of traditional customs.
- Illiteracy: despite its highest incidence being in the older age group (over 40) and in the countryside, literacy programmes must be developed and intensified. It must be appropriate to the needs of the local community in which the women live.
- The involvement of women in decision making on education and training.
- The provision of training for women in all regions particularly with regard to the use of advanced technology, retraining and on-the-job training and the necessity for the programme to keep up with the needs of the market.

3. Women and Health

- The need to provide health services to women in all stages of their lives.
- Emphasis on providing higher levels of training for health sector workers particularly in nursing.
- The protection of women health workers, particularly mothers, pregnant women and nursing mothers, from occupational health risks.

4. Women and Violence

- Emphasis on the legal provisions which protect women who are victims of violence and the guaranteeing of their rights.
- The provision of health services, shelters and programmes to help women subjected to violence.

5. Women and Armed Conflict

- The involvement of women in decisions regarding peace and the positive consequences of peace.

6. Women and the Economy

- Developing laws and legislation with emphasis on their implementation in such a way as to guarantee women their rights with regard to work, wages, promotion and decision making (e.g. labour law, social security, etc.)
- Developing laws and legislation relating to women's ownership of land and other property and assets to enable women to gain access to economic resources and participate in development to encourage them to set up small-scale income-generating development projects.
- The participation of women in drawing policies and planning development programmes.
- Increasing women's skill levels through occupational, administrative and marketing training.
- The provision of support services for women.

7. Women in Positions of Power and Decision-Making

- Supporting of women to reach governmental and other political positions.
- The provision of skill-development programmes in leadership, planning and policy-making.

8. Institutional Mechanisms for the Advancement of Women

- The need to support national machinery and bodies concerned with the advancement of women.
- The appointment of liaison officers in institutions and the creation of networks of contacts to follow-up, review and evaluate policies, legislation and programmes related to women in such institutions.
- The regular provision of statistical information about women.

9. Human Rights of Women

- The support and creation of national institutions for the protection of human rights and the provision of information related thereto.
- Guaranteeing rights regardless of sex, language, religion or race.

10. Women and the Media

- The encouragement of women's participation in formulating policies and media planning, in addition to communication research and programmes.
- Improving media programmes and increasing the number of those aimed at women. Also increasing women's participation in the preparation and production of media programmes while ensuring that such programmes are not inconsistent with religious beliefs and customs.

11. Women and the Environment

- Participation at all levels in the formulation of environmental policies and programmes.
- Reducing pollution risks particularly to women.
- Carrying out research into the effects of environmental degradation on women.
- Securing the provision of potable water and sewage systems for everyone by the year 2000.

12. The Girl Child

- Guaranteeing the rights of the girl child to nationality, full social care at all stages of life, and the rights of inheritance.
- Raising the age of marriage and the provision of information and statistics about children to understand their circumstances better.
- The elimination of all forms of discrimination against the girl child.
- Ensuring that the girl child is not abused or exploited both psychologically and physically.
- Providing care and catering to the needs of disabled girls.

Section Seven

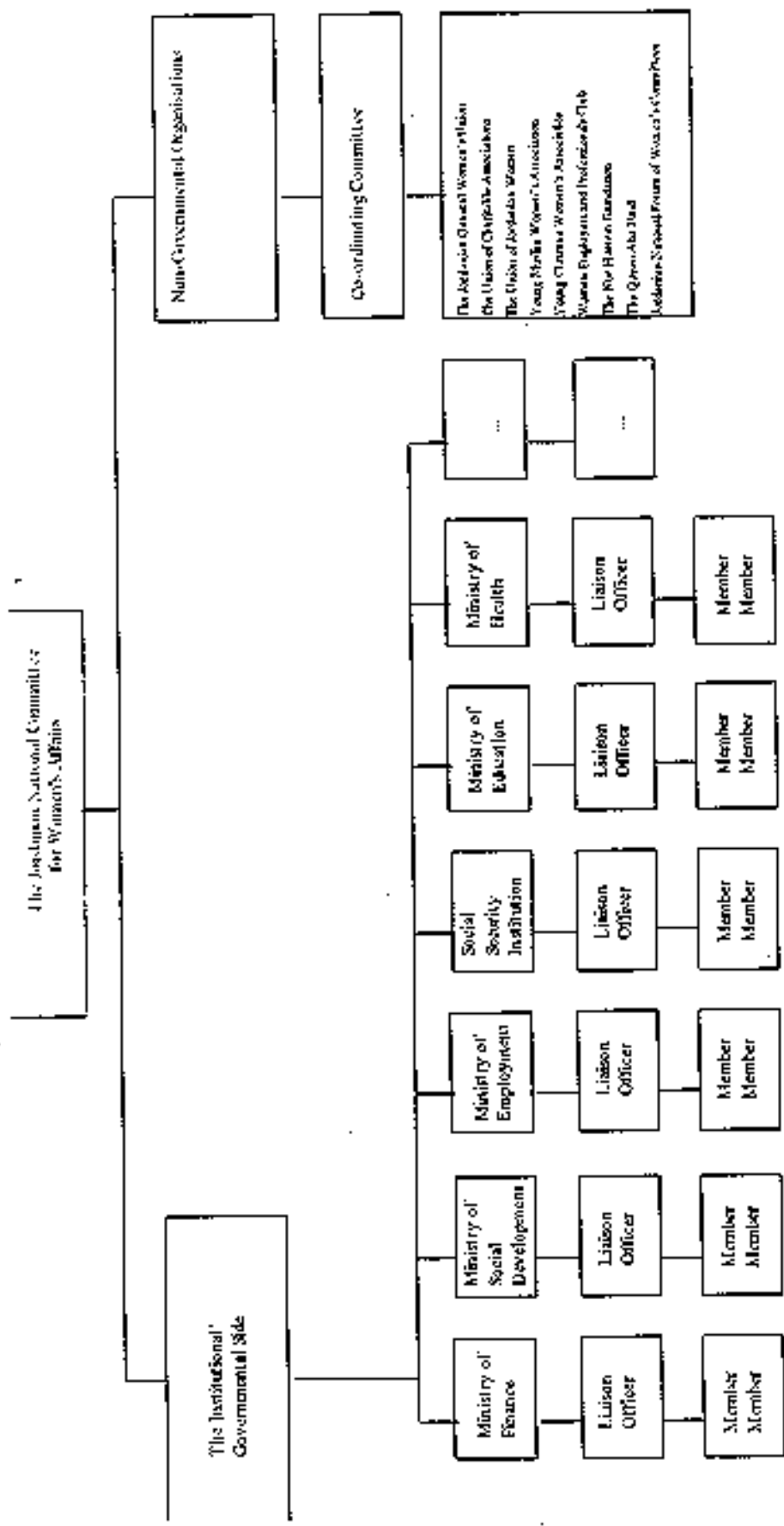
National Machineries and Institutions

JNCW has the lead role in the country for co-ordinating, monitoring and assessing progress of the National Programme of Action. This document is intended to serve as a catalyst which puts into motion a range of activities which implement the Beijing Platform for Action through governmental organizations, NGO's and the private sector.

Measures taken by the Jordanian National Commission for Women to Follow-Up the Platform for Action through the Jordanian National Programme of Action (1998 - 2002) :

The Jordanian National Commission for Women, in association with government bodies and non-governmental organisations, resolved to develop a short term (2 year) national plan of action and a five-year medium term plan of action building on the international plan within the framework of the National Strategy for Women.

Thus, JNCW approached twenty seven ministries and governmental and academic institutions with a view to setting up committees composed of three director-level members. The head of the committee will act as liaison officer with the General Secretariat of the Jordanian National Commission for Women to co-ordinate on the implementation of the comprehensive National Programme of Action, which is based on the International Declaration for the Advancement of Women adopted by the 1995 Beijing Conference, in the manner schematically shown below.



The Jordanian National Committee for Women's Affairs

The Jordanian National Committee for Women's Affairs was established under the presidency of H.H.H Princess Basma as a platform for policies related to women on 12 March 1992 by a decision of the Prime Minister. Its members include representatives of the public and private sectors. The Council also has a statute which states its objectives and missions.

- Firstly: To improve the social position of women.
 - Secondly: To further and develop the position of women in economic life.
 - Thirdly: To improve the legal position of women.
 - Fourthly: To achieve as wide a participation as possible for women in political life.
- The General Secretariat has its headquarters at the Queen Alia Fund for Voluntary Social Work. At accordance with its function of the Committee, Her Royal Highness reconstituted the Committee after a period of three years in order to broaden the representation of sectors with active involvement in the fields of women's development. Membership of the Committee is characterised by the all-inclusive nature of its representation of the public and private sectors concerned with women's issues. Contemporary development needs have been taken into account in the new membership of the Committee.

Section Eight Proposed Activities

The National Programme of Action for the Advancement of Jordanian Women can be an important take off point for women. Its importance follows from the measures, objectives and mechanisms which have been used in preparing this document. It has been customary when preparing such documents to undertake a comprehensive review of the issues and recommendations. However, past experience has shown that this macro approach is characterised by excessive generalisation and a loss of focus on what is "important" or "possible" to achieve during the implementation of the programme of action.

In order to ensure a focus in defining the projects within the programmes for the advancement of Jordanian women, the adopted six themes was the outcome of the discussions held with various bodies. In so doing, a balance was struck between Jordan's particular needs as revealed by past experience and practice and the international trends laid down at the Beijing Conference.

The six themes are:

1. Family Issues.
2. Empowering women and promoting their abilities.
3. Equality and Justice.
4. Participation in the Decision-Making Process.
5. Environment.
6. Poverty.

Proposed Master Plan and Activities

As the co-ordinating body of the National Programme of Action, JNCW was responsible for formulating the Master Plan of the National Programme of Action. It being a synthesis of the various sections of this document it provides an important planning base and monitoring tool.

From the very outset the participatory consultative process was used in the preparation of these programmes to secure the widest possible participation of the various institutions involved in the women's sector. Nineteen public bodies have been involved: ministries, institutions and funds. Through discussion and consultation, these bodies have responded to the request to clearly formulate their proposed projects for the next phase. Numerous meetings have been held to arrive at the best possible formulas for the implementation of these projects.

In addition, non-governmental agencies have prepared their plans of action on the basis of the results of twelve workshops organised for this purpose. These plans

of action have been an important input in choosing and preparing the projects contained in the National Programme of Action for the Advancement of Women.

Jordan's programme of action includes 106 different projects within the above mentioned six areas, in addition to two general projects for follow-up and evaluation: the first to carry out an evaluation and analyses of the government and non government organizations role in implementing the national program; and the Second to hold a national conference in the second half of the year 2000, to assess the achievements realized up to that date. These projects will be carried out by 19 government institution and 26 NGOs in co-operation with JNCW. Some projects are designed for specified geographical areas (governorate and city) and some are for Jordan as a whole, according to the nature of the party which is undertaking the implementation of the projects and the population they serve. The annexes include a list of these projects, based on the executing party and the cost. The characteristics of these projects are as follows based on the area of concern:

1. **The family:** This aims at dealing with the position of women within the frame of their role as members of a family. The reason for this is to provide a frame which takes into account the family impacts on women's aims. Much of these are related to health and reproduction without being restricted to them.

Considering the recent interest in this area, the institutionalized structures are still inadequate to cope with the needs of women as family members, so the project list includes a number of projects for the building of institutions, particularly, service centres and offices for family guidance, psychological rehabilitation. It also contains projects for the building of care and guest homes for the multi-disabled persons, orphans, children and a club for the female child.

The program includes a number of services projects to promote and expand the activities of existing institutions, including activities for health promotion, lifestyles, care of pregnant mothers, early detection of breast and cervix cancer, care of handicapped girls, in addition to the project of combating family violence and the project family, social and legal advice. As to the studies, the scope includes a project for carrying out a study on domestic violence against women in Jordan and another on young girl's use of drugs. At the awareness and information level, the program includes three projects which focus on awareness, one concentrates on promoting health awareness, the second on population awareness and reproduction and a third focuses on media and integration of awareness in population and family planning issues.

2. **Empowering women and promoting their abilities:** This area concentrates on promoting and strengthening women's abilities through giving them access to education and work.

The program includes five projects for the building of institutions to empower women. One of these projects is to establish a consulting centre for small projects; another for the building of embroidery model training ateliers and projects for nurseries and kindergartens.

It also includes seven training projects, which focus on training women on specific skills such as training on the usage of computers, book-keeping for small projects, food manufacturing, teaching in the basic education stage in addition to a project for the elimination of illiteracy and qualification for work.

In the research field, the program contains eight projects for carrying out studies; of which two are extended studies to determine women's demographic characteristics in the light of two surveys implemented in 1995 and 1996, which would provide major features of women's living conditions and work. The other proposed studies include a review of the minimum wages of the private sector, a survey of training requirements of women working in government departments; two studies for following-up of secondary and vocational education graduates; in addition to studies on female drop-out from schools and literacy centres.

At the awareness and information level, the program includes a project directed to developing and promoting women's vocational awareness.

As for services activities, the program contains seven projects: one is for improving the position of women in development, and two project for enabling women to establish business incubators in addition to literacy and vocational guidance.

3. Equality and justice: This area aims at realizing the basic objective of women's programs, which is the realization of equality and justice in general, and pays particular attention to issues of legislation and awareness of women's rights.

The program contains a number of projects for the building of institutions which serve women's status and right to equality, including projects for the building of counselling centres for raising awareness of rights, in addition to projects for establishing a centre for studies on women, another for information and documentation, model centres for young girls and a museum for Moslem women.

As to the awareness and information level, the program includes four projects directed in particular, to women's awareness of their legal and legislative rights, and one of the projects especially targets rural women, in addition to a project for the building of a data base on women in the field of information

As to the studies, the program contains two studies, one about women's image in school curricula and textbooks, the other on women's image in the University textbooks, as well as two other studies, one of them on rural women's status and the other on women sports in Jordan.

In the field of services, the program includes two projects on women's human rights.

4. Participation in the Decision Making Process:

The basic aim of this is to extend women's participation in the decision-making process, in various fields, beginning with political participation. The program contains a number of extensive projects which combine both practical and awareness aspects at the same time.

Concerning the institutional structure, the program includes a project for starting a regional institution for democracy, which provides legal counseling. As to the level of activities directed to support women reaching leading positions, the program contains three projects aimed particularly at supporting women in the parliamentary elections, a fourth project is to train women and prepare them for political work, and a fifth project for preparing them to participate in local administration. The program also includes two projects directed to women in administrative positions, concerned with training women on leadership and administrative skills in both the private and public sectors.

As for media activities, the program includes a project for compilation of a skills directory of Jordanian women.

5. Environment:

The basic aim of this area is to promote and enhance women's efficiency in utilizing natural resources, to increase their contribution in recycling and re-use of products and structures, as well as to develop their environmental awareness. This program includes a project for training girls to work in the field of environmental awareness, and another for training them to establish small, environmental and income generating projects.

It also contains other projects dedicated to training, including a project for training girls to extract silver from used films, another for touristic use of old rural houses. It also includes a set of projects particularly for training rural women on efficient environment utilization, such as training on the proper use of pesticides, fertilizers and irrigation.

At the awareness level, the program includes a project directed particularly at developing environmental awareness.

6. Poverty:

This aims at dealing with the problem of poverty as a multi-dimensional phenomenon, which reflects rural women's conditions and those of women living in poor slum areas, without being restricted to them.

The program contains 25 projects, 14 of them are for non-rural women and 11 for rural women. These projects aim at training women to qualify them to work or for the establishment of special projects. It also includes projects to provide concessional loans for women to provide them with technical and administrative qualifications.

The program includes four projects to establish institutions to confront various aspects of the poverty phenomenon, out of which is a project for starting a center for training and employing the graduates of community colleges, another for the economic and cultural development of rural women, another for teaching handicrafts and a fourth for establishing a sewing atelier.

At the level of activities directed to assist women searching for work, the program includes two projects to assist women in how to establish their own projects, three credit projects, 11 projects for training on special skills such as training on dairy products, silver work and embroidery, leather, sewing, agricultural products, poultry, husbandry etc...

In addition to these training projects the program includes two general projects, one to create work opportunities for women and the other to train on income generating activities, some of the projects of training on income generating activities, are directed specifically for the rural women or those who work in agriculture, while the others are for those who do not work in this field.

The program also includes four projects for studies, two studies on rural women; one for the development of the existing agricultural credit programs for improving women's benefits of these programs and the second, to study rural women's requirements of these projects, the third study is on creating a fund for small projects for women, and the fourth for establishing a women's credit unit.

General : Evaluation and Follow-up

The program includes two projects for the evaluation and follow-up of the program implementation. The first project stipulates the performance of an evaluative study of what has been realized of the Beijing objectives up to the year 2000, whereas the second project aims at holding a national conference for

governmental and non-governmental organizations to discuss the findings of the evaluation.

EPILOGUE

This document, the National Programme of Action, is a translation of the commitments made by Jordan at the Beijing Conference. It has been prepared through an extensive process which has extended over a two year period. It is the collective effort of institutions, official and NGO bodies, the Jordanian National Commission for Women served as the mechanism for this dialogue. The preparation of a large number of projects is reflective of Jordanian intent to translate the Platform of Action into concrete action. In pursuance of the strong belief in Jordan of the need to strengthen institutions of civil society, proposed projects under the National Programme of Action will be implemented jointly by government, NGOs and institutions. This co-operation will strengthen the ties and working relationships with the NGO community.

This National Programme of Action is an endeavour to implement strategies and determine action in support of the Platform of Action which is viewed in Jordan as a powerful agenda for the empowerment of women. The commitment, belief and intellectual conviction of HRH Princess Basma Bint Talal is recognized as the moving spirit in bringing to Jordanian women, concrete action which will change their individual lives, strengthen the family and create more harmonious gender relations in society.

Annex I

The Jordanian National Commission for Women

Jordan was one of the first Arab countries to respond to the United Nations' call for establishing a national committee concerned with women-related issues.

The Jordanian National Commission for Women (JNCW) was established by the Jordanian government (Cabinet decision on March 12, 1992) to serve as a reference body entrusted with drawing up general policies and identifying the priorities of women in Jordan.

JNCW succeeded in pooling and co-ordinating efforts aimed at formulating a national strategy for women in Jordan through a series of public conferences in which all the Jordanian public and private institutions and individuals concerned with women's issues took part. The strategy was approved on June 29, 1993, and was later endorsed by the government on October 30, 1993.

To further enhance the role of JNCW, the Cabinet issued a decision on September 21, 1996, delegating it to carry out the following role and responsibilities:

- 1: 1. Define general policies related to women in all areas and identify priorities, plans and programmes in both government and non-government sectors.
2. Follow up the implementation, revise and advance the National Strategy for Women.
3. Study existing legislation and any draft laws and other by-laws related to women to ensure that they do not discriminate against women, in co-ordination with the relevant concerned parties.
4. Propose laws and by-laws in all areas that advance women and are not discriminatory.
5. Strengthen contacts and exchange information and expertise, as well as carry out activities related to women's issues and the improvement of women's status at National, Arab, and International levels.
6. Participate in formulating plans and strategies aimed at fostering development and the advancement of women in all related sectors.

7. Participate in committees, official and consultative bodies formed by the government dealing directly or indirectly with women related issues.
 8. Follow up the implementation of laws and by-laws to ensure that they are implemented and do not discriminate against women, as well as to follow up the implementation of policies and activities related to women adopted by national plans and programmes.
 9. Form a network between the Jordanian National Commission for Women (JNCW) and Ministries and public institutions in order to carry out the objectives of JNCW.
 10. Form a committee of women's non-governmental organization (NGOs), known as the Co-ordinating Committee of Women's Non-Governmental Organizations, whose role, objectives, and methods of work will be drawn up by regulations issued by JNCW.
- b: JNCW shall be considered the authority on women's issues and activities by all the public sector and in this regard, should be consulted by all Official parties before any related actions or decisions are taken.
 - c: JNCW shall be delegated to represent the Kingdom in bodies, conferences, and meetings related to women's affairs at National, Arab and International levels.
 - d: JNCW shall present its reports and recommendations for appropriate actions to be taken to the Prime Minister.

Annex II
List of Governmental and Non-Governmental Organizations

Governmental Organizations :

1. The Ministry of Education
2. The Ministry of Social Development
3. The Ministry of Health and Health Care
4. The Ministry of Youth
5. The Ministry of Justice
6. The Ministry of Information
7. The Ministry of Labour
8. The Ministry of Municipal and Rural Affairs and the Environment
9. The Jordan Institute for Public Administration
10. The Ministry of Agriculture
11. The Vocational Training Corporation
12. The Development and Employment Fund
13. Department of Statistics
14. Agricultural Credit Corporation
15. Al al-Bayt University
16. Mu'tah University
17. Yarmouk University
18. Jordan University of Science and Technology
19. The Hashemite University

NGOs :

1. Al-Aqsa Welfare Society/Madaba
2. Arab Women Organization of Jordan
3. Young Women's Christian Association (Y.W.C.A.)/Amman
4. Young Women's Christian Association (Y.W.C.A.)/Madaba
5. Eidoun Women's Society
6. Al-Fuheis Working Women's Society

7. National Association for the Mentally Handicapped
8. Housewives' Society /Zarqa
9. Jordanian Women's Union
10. Women's Association for Eradication of Illiteracy
11. Jordanian National Forum for Women
12. Marj Al-Hamam Women Society
13. Human Forum for Women's Rights
14. Business and Professional Women's Club
15. Nour Al-Hussein Foundation
16. Queen Alia Fund for Social Development
17. Saqr Quraish Charity Society
18. Circassian Charitable Society
19. Al-Nahda Women Society/Souf
20. The Jordanian Psychiatric Rehabilitation Society
21. Society for the Development and Rehabilitation of the Rural Women
22. Um Al-Qura Society for Social Development
23. General Federation of Jordanian Women/ Jarash Branch
24. Wadi Al-Urdon Women's Society
25. Jerash Women's Society
26. Jordanian Women's Development Society

Annex III

Summary of the Proposed Projects for the Programme of Action

Official Sector :

I. The Ministry of Education (7 Projects):

1. An Analytical Study of the Image of Women and the Family in School Curricula and Textbooks.
2. The Development of a Vocational Guidance Programme for Young Girls.
3. Training Female Vocational Training Teachers for Primary Schools.
4. A Comprehensive Study of Female Secondary School Leavers on the basis of the New Curricula.
5. Case Study of Young Girls who Drop-Out of School.
6. Case Study of Young Girls who Drop-Out of Anti-Illiteracy Programmes.
7. The Eradication of Illiteracy in the District of Wadi Musa.

II. The Ministry of Social Development (4 Projects):

8. A Feasibility Study on the Creation of a Fund to Support Small-Scale Projects for Women.
9. Setting up a Family Advice and Guidance Office in the Amman Governorate.
10. Awarding Loans for the Creation and Development of Home Gardens in the Rural Regions.
11. The Creation of Three Model Embroidery Training Workshops in the Ministry's Community Development Centres.

III. Ministry of Health and Health Care (3 Projects):

12. Early Detection of Breast Cancer and Cervical Cancer.
13. Health care for Pregnant Women.
14. Project for Improving Health Care for Young Disabled Women.

IV. Ministry of Youth (3 Projects):

15. A Study on Drug use among Young Women.
16. A Study on Sports for Women in Jordan.

17. Three Model Centres for Young Women.

V. Ministry of Justice (1 Project):

18. The Establishment of Women's Advice and Awareness-Raising Centres: Informing Women of their Legal Rights and Obligations under Secular and Religious Laws.

VI. Ministry of Information (2 Projects):

19. Working Women: "Rights and Duties".
20. Creation of a Data Base on Women in Media.

VII. Ministry of Labour (1 Project):

21. Study on Minimum Wages for Women Working in the Private Sector.

VIII. The Ministry of Municipal and Rural Affairs and the Environments (3 Projects):

22. Awareness-Raising and Training Programmes in Women's Participation in Local Government.
23. The Creation of Economic and Cultural Development Centres for Rural Women.
24. Raising Environmental Awareness.

IX. The Jordan Institute for Public Administration (2 Projects):

25. Management Training for Women Executives in the Private and Public Sectors.
26. Compilation of a Skills Directory of Jordanian Women.

X. The Ministry of Agriculture (11 Projects):

27. Training Rural Women in the Optimal Use of Agricultural Pesticides and Herbicides.
28. Training Rural Women to Follow Sound Irrigation Techniques by Using Modern Irrigation Methods.
29. Training Rural Women to Process Agricultural Products Using Modern Techniques.

30. Training Rural Women in Bee Keeping.
31. Training Rural Women in the Rearing of Farm Animals.
32. Training Rural Women in the Rearing of Poultry and Rabbits.
33. Training Rural Women in Modern Techniques Used in Harvesting, Grading and Packing Agricultural Produce.
34. Training Rural Women in the Techniques of Appropriate Fertiliser Use.
35. Raising Rural Women's Awareness of Legislation in Force and How it Affects Their Rights.
36. Study of the Development of an Agricultural Credit Programme to Provide Loans to Female Heads of Household and Non-Land Owning Women.
37. Field Studies on the Situation of Rural Women.

XI. The Vocational Training Corporation (3 Projects):

38. Raising Women's Vocational Awareness.
39. Study on Vocational Needs; Graduate Follow-Up.
40. Increasing Vocational Training Opportunities for Women.

XII. The Development and Employment Fund (3 Projects):

41. Feasibility Study on the Creation of Credit Units in the Jordanian Women's National Forum.
42. A Study of the Project Needs of Rural Women..
43. How to Start a Project.

XIII. Agricultural Credit Corporation (2 Projects):

44. Credit for Women to purchase Agricultural Land.
45. Rural Women's Credit and Development.

XIV. Department of Statistics (2 Projects):

46. An Analytical Study of Demographic, Social and Economic Characteristics, Measurement of Trends and the Public Life of Jordanian Women (From the 1995 Survey of Living standards).

47. An Analytical Study of the Social and Economic Characteristics of Jordanian Women (From the 1996 Survey of Employment, Unemployment and Incomes).

XVI. Al al-Bayt University (5 Projects):

48. Survey of Training Needs of Women Working in Government Departments in the Governorate of Al-Mafraq.
49. Training Women to Use Computer in Al-Mafraq Governorate.
50. Training Rural Women in Bookkeeping for Small-Scale Projects.
51. The Image of Women in the Books and General Curricula Requirements of Jordanian Universities.
52. Moslem Women's Museum

XVII. The Hashemite University (1 Project):

53. Improving the Position of Jordanian Women in the District of Al-Hashiniyya for Development, Educational and Training Purposes.

XVIII. Jordan University of Science & Technology (3 Projects):

54. Early Detection of Breast Cancer through Instruction and Self-Examination in Kufr Youba/Irbid.
55. Improving Health and Promoting Health Life Styles among Women in the Province of Al-Ramtha/Irbid.
56. Violence against Women in the Governorate of Irbid.

XIX. Yarmouk University (1 Project):

57. Programme for Raising Awareness of Women's Legal and Legislative Rights.

XX. Mu'tah University (1 Project):

58. Creation of a Women's Study Centre at the University of Mu'tah.

NGO Sector :

I. Al-Aqsa Welfare Society/Madaba (3 Projects):

1. Supporting women in Parliamentary Elections.
2. Early Detection of Breast and Cervical Cancers.
3. Eradication of Illiteracy.

II. Arab Women Organization of Jordan (4 Projects):

4. Campaigns to Raise Awareness of Population Issues and Family Planning.
5. Training Young Women to Work in the Field of Environmental Awareness in Poor Rural Areas.
6. Intensive Training Courses for Women's political participation.
7. Establishing vocational training and employment centre for community college female graduates .

III. Young Women's Christian Association (YWCA)/Amman (1 Project):

8. A family Advice Center in Al-Baq'a Camp to Provide Advice to Women in Numerous Fields.

IV. Young Women's Christian Association (YWCA)/Madaba (2 Projects):

9. Vocational Training : Supporting Small-Scale Income Generating Project.
10. A Club for the Girl Child.

V. Eidoun Women's Society (1 Project):

11. Training courses in the Processing of Food Stuffs at Home.

VI. Al-Fuheis Working Women's Society (2 Projects):

12. Opening Model Day-Nursery in Al-Fuheis.
13. Clothes Making Factory.

VII. National Association for the Mentally Handicapped (1 Project):

14. Hostel for the Multi-Disabled.

VIII. Housewives' Society /Zarqa (1 Project):

15. Combating Domestic Violence in the Governorate Al-Zarqa.

IX. Jordanian Women's Union (2 Projects):

16. Children's Reception Center.
17. Courses for the Eradication of Legal Illiteracy.

X. Women's Association for Eradication of Illiteracy (1 Project):

18. Incorporating Population and Family Planning Issues in the Association programmes.

XI. Jordanian National Forum for Women (5 Projects):

19. Making Use of Old Properties in the Countryside for Touristic Purposes by Opening Restaurants.
20. The Participation of Jordanian Women in the Democratic Process.
21. Defending Human Rights : Advisory Services for Women.
22. Raising Women's Health Awareness.
23. Extracting Silver from Used X-ray films.

XII. Marj Al-Hamam Women Society (1 Project):

24. Modernising the Crèche and Opening a Kindergarten.

XIII. Human Forum for Women's Rights (1 Project):

25. A study on Violence against Women in Jordan.

XIV. Business and Professional Women's Club (7 Projects):

26. Industrial Incubator Services.
27. The National Democratic Programme.
28. A Family, Social and Legal Advice Bureau for Women.
29. Business Incubator Services.
30. The Information and Documentation Centre for Women's Studies.
31. Regional Training Institute for Democracy and Legal Advice.
32. Advice Centre for Small-Business.

XV. Noor Al-Hussein Foundation (4 Projects):

33. Training Women in Leadership and Management Skills.
34. Helping Women Start their Own Projects.
35. A Family and Legal Advice Centre.
36. Creating Employment Opportunities for Women.

XVI. Queen Alia Fund for Social Development (1 Project):

37. Raising the Awareness of Rural Women in the South of Jordan.

XVII. Saqr Ouraysh Charity Society (1 Project):

38. Leather Work Training Project.

XVIII. Circassian Charity able Society (2 Projects):

39. Training Courses on Carrying out Productive Income-Generating projects.
40. Computer Courses for women graduates.

XIX. Al-Nahda Women's Society/Souf (1 Project):

41. Income-Generating Activities.

XX. The Jordanian Psychiatric Rehabilitation Society (1 Project):

42. Mental Rehabilitation Project.

XXI. Society for the Development and Rehabilitation of Rural Women (2 Projects):

43. Creating a Craft Training Center.

XXII. Um Al-Oura Society for Social Development (1 Project):

44. Abu-Alanda Nursery and Kindergarten.

XXIII. General Federation of Jordanian Women /Jarash Branch (1 Project):

45. Processing Milk Products.

XXIV. Wadi Al-Urdon Women's Society (1 Project):

16. An Orphanage.

XXV. Jerash Women's Society (1 Project):

17. Needle Work and Embroidery.

XXVI. Jordanian Women's Development Society (1 Project):

18. Glass Painting.

Annex IV
Financial Implications of the Projects Proposed
for the National Programme of Action

Family Issues

	Implementing Agency	Project	Field of action	Cost JD
1	Noor Al-Hussein Foundation	A family and legal advice center	Institutional Building	50,000
2	Business and Professional Women's Club	A family, social and legal advice bureau for women	Services	55,000
3	Young Women's Christian Association/Amman	A family advice center in Al-Baq'a camp	Institutional Building	14,900
4	Ministry of Social Development	A family advice and guidance office in Amman governorate	Institutional Building	62,400
5	Jordanian Psychiatric Rehabilitation Society	Mental rehabilitation	Institutional Building	277,250
6	Al-Aqsa Welfare Society/Madaba	Early detection of breast and cervical cancers	Services	6,000
7	Jordanian Women's Union	Children's reception center	Institutional Building	30,000
8	Young Women's Christian Association/Madaba	Club for girl child	Institutional Building	5,100
9	National Association for the Mentally Handicapped	Hostel for the multi-disabled	Institutional Building	65,500
10	Wadi Al-Urdon Women's Society	An orphanage	Institutional Building	21,775
11	Housewives' Society/Zarqa	Combating family violence in the governorate of Zarqa	Services	20,000
12	Jordan University of Science & Technology	Early detection of breast cancer in Kufr Youbat/Arbid	Services	70,000
13	Jordan University of Science & Technology	Improving health & promoting health life styles among women in Ramtha governorate	Services	96,000
14	Ministry of Health & Health Care	Early detection of breast and cervical cancers	Services	754,000
15	Ministry of Health & Health Care	Health care for pregnant women	Services	520,000
16	Ministry of Health & Health Care	Improving health care for young disabled women	Services	460,000
17	Jordanian National Forum for Women	Raising women's health awareness	Awareness / Media	500,000
18	Arab Women Organization of Jordan	Raise Awareness of population issues and family planning	Awareness / Media	288,000
19	Women's Association for Eradication of Illiteracy	Incorporating population and family planning issues in the association programmes	Awareness / Media	50,000
20	Human Forum for Women's Rights	A study on violence against women in Jordan	Studies	27,900
21	Ministry of Youth	A study on drug use among young women	Studies	5,000

Women's empowerment

	Implementing Agency	Project	Field of action	Cost JD
1	Business and Professional Women's Club	Advice center for small-Business	Institutional Building	64,000
2	Ministry of Social Development	Creation of three model embroidery training workshops in the ministry's community development centers	Institutional Building	17,000
3	Um Al-Qura Society for Social Development	Abu-Alanda nursery and Kindergarten	Institutional Building	31,840
4	Al-Fuheis Working Women's Society	Opening model day-nursery in Fuheis	Institutional Building	5,000
5	Marj At-Hamam Women Society	Modernising the creche and opening a kindergarten	Institutional Building	22,000
6	The Hashemite University	Improving the position of Jordanian women in the district of Al-Hashimiyya for development, educational and training purposes	Services	35,000
7	Business and Professional Women's Club	Business incubator services	Services	322,000
8	Business and Professional Women's Club	Industrial incubator services	Services	545,000
9	Queen Alia Fund for Social Development	Raising the awareness of rural women in the south of Jordan	Services	175,450
10	Jordanian Women's Union	Courses for the eradication of legal illiteracy	Services	30,000
11	The Ministry of Education	Eradication of illiteracy in the district of Wadi Musa	Services	93,200
12	The Ministry of Education	The development of vocational guidance programme for young girls	Services	27,000
13	Al al-Bayt University	Training women to use computer in Al-Mafraq governorate	Training	135,200
14	Al al-Bayt University	Training rural women in bookkeeping for small-scale projects	Training	37,000
15	Circassian Charitable Society	Computer courses for women graduates	Training	24,200
16	Eidoun women's Society	Training courses in the processing of food stuffs at home	Training	16,700
17	Al-Aqsa Welfare Society/Madaba	Eradication of illiteracy	Training	3,000
18	The Vocational Training Corporation	Increasing vocational training opportunities for women	Training	4,000,000

Women's Empowerment

	Implementing Agency	Project	Field of action	Cost JD
19	The Ministry of Education	Training female vocational training teachers for primary schools	Training	106,000
20	The Vocational Training Corporation	Raising women's vocational awareness	Awareness / Media	5,000
21	Department of Statistics	An analytical study of demographic, social and economic characteristics, measurement of trends and the public life of Jordanian women	Studies	3,000
22	Department of Statistics	An analytical study of the social and economic characteristics of Jordanian women	Studies	3,000
23	Ministry of Labour	Study on minimum wages for women working in the private sector	Studies	69,000
24	Al al-Bayt University	Survey of training needs of women working in government departments in the governorate of Al-Mafraq	Studies	6,000
25	The Vocational Training Corporation	Study on vocational needs; graduates follow-up	Studies	30,000
26	The Ministry of Education	A comprehensive study of female secondary school leavers on the basis of the new curricula	Studies	27,000
27	The Ministry of Education	Case study of young girls who drop-out of school	Studies	13,000
28	The Ministry of Education	Case study of young girls who drop-out of literacy programmes	Studies	13,000

Equality & Justice

	Implementing Agency	Project	Field of action	Cost JD
1	Ministry of Justice	Establishment of women's advice and awareness-raising centers	Institutional Building	21,480
2	Mu'tah University	Creation of a women's study center	Institutional Building	96,000
3	Business and Professional Women's Club	The information and documentation center for women's studies	Institutional Building	35,000
4	Ministry of Youth	Three model centers for young women	Institutional Building	408,000
5	Al al-Bayt University	Moslem women's museum	Institutional Building	280,000
6	Jordanian National Forum for Women	Defending human rights: advisory services for women	Services	500,000
7	Yarmouk University	Programme for raising awareness of women's legal and legislative rights	Awareness / Media	65,000
8	Ministry of Information	Working women: rights and duties	Awareness / Media	6,000
9	Ministry of Agriculture	Raising rural women's awareness of legislation in force and how it affects their rights	Awareness / Media	100,000
10	Al al-Bayt University	The image of women in the books and general curricula requirements of Jordanian universities	Studies	30,000
11	Ministry of Education	An analytical study of the image of women and the family in school curricula and textbooks	Studies	27,000
12	Ministry of Agriculture	Field studies on the situation of rural women	Studies	35,000
13	Ministry of Youth	A study on sports for women in Jordan	Studies	5,000
14	Jordan University of Science & Technology	Violence against women in the governorate of Irbid	Services	30,000
15	Ministry of Information	Creation of a data base on women in media	Statistics / Information	12,000

Participation in Decision Making Process

	Implementing Agency	Project	Field of action	Cost JD
1	Business & Professional Women's Club	Regional training institute for democracy and legal advice	Institutional Building	450,000
2	Jordanian National Forum for Women	Participation of Jordanian women in the democratic process	Services	250,000
3	Al-Aqsa Welfare Society / Mudaba	Supporting women in parliamentary elections	Training	3,000
4	Business & Professional Women's Club	The national democratic programme	Services	54,000
5	Arab Women Organization of Jordan	Intensive training courses for women's political participation	Training	90,400
6	Noor Al-Hussein Foundation	Training women in leadership and management skills	Training	100,000
7	Jordan Institute for Public Administration	Management training for women executives in the private and public sectors	Training	12,000
8	Jordan Institute for Public Administration	Compilation of a skills directory of Jordanian women	Statistics / Information	10,000
9	Ministry of Municipal and Rural Affairs and the Environment	Awareness-raising and training programme in women's participation in local government	Awareness / Media	170,000

Poverty

	Implementing Agency	Project	Field of action	Cost JD
1	Arab Women Organization of Jordan	Establishing vocational training and employment center for community college female graduates	Institutional Building	135,000
2	Society for the Development and Rehabilitation of Rural Women	Creating a craft training center	Institutional Building	14,700
3	Al-Fulcis Working Women's Society	Clothes making factory	Institutional Building	20,000
4	The Development and Employment Fund	Feasibility study on the creation of a credit unit in the Jordanian National Forum for Women	Studies	10,000
5	Ministry of Social Development	A feasibility study on the creation of a fund to support small-scale projects for women	Studies	5,000
6	The Development and Employment Fund	How to start a project	Training	36,000
7	Noor Al-Hussein Foundation	Helping women start their own projects	Employment	100,000
8	Noor Al-Hussein Foundation	Creating employment opportunities for women	Services	300,000
9	General Federation of Jordanian Women / Jerash	Processing milk products	Employment	31,800
10	Jordanian Women's Development Society	Glass painting	Training	3,035
11	Jerash Women's Society	Needle work and embroidery	Training	9,545
12	Sagr Quraysh Charity Society	Leather work training project	Training	120,000
13	Circassian Charitable Society	Training courses on carrying out productive income-generating projects	Training	25,000
14	Al-Nahda Women's Society/ Souf	Income generating activities	Employment	40,000
15	Ministry of Municipal and Rural Affairs and the Environment	Creation of economic and cultural development centers for rural women	Institutional Building	300,000
16	Agricultural Credit Corporation	Credit for women to purchase agricultural land	Services	250,000
17	Agricultural Credit Corporation	Rural women's credit and development	Employment	500,000
18	Ministry of Social Development	Loans for the creation and development of home gardens in the rural regions	Employment	120,000
19	Ministry of Agriculture	Training rural women to process agricultural products	Training	200,000
20	Ministry of Agriculture	Training rural women in bee keeping	Training	200,000
21	Ministry of Agriculture	Training rural women in the rearing of farm animals	Training	660,000

Poverty

	Implementing Agency	Project	Field of action	Cost JD
22	Ministry of Agriculture	Training rural women in the rearing of poultry and rabbits	Training	230,000
23	Ministry of Agriculture	Training rural women in modern techniques used in harvesting, gardening and packing agricultural produce	Training	200,000
24	Ministry of Agriculture	Study of the development of an agricultural credit programme to provide loans to female heads of household and non-land owning women	Studies	10,000
25	Development and Employment Fund	A study of the project needs of rural women	Studies	12,000

Environment

	Implementing Agency	Project	Field of action	Cost JD
1	Jordanian National Forum for Women	Making use of old properties in the countryside for touristic purposes by opening restaurants	Services	200,000
2	Jordanian National Forum for Women	Extracting silver from used X-ray films	Employment	30,000
3	Young Women's Christian Association /Madaba	Vocational training: supporting small-scale income generating project	Training	3,100
4	Arab Women Organization of Jordan	Training young women to work in the field of environmental awareness in poor rural areas	Training	53,100
5	Ministry of Agriculture	Training rural women on the optimal use of agricultural pesticides and herbicides	Training	204,000
6	Ministry of Agriculture	Training rural women to follow sound irrigation techniques by using modern irrigation methods	Training	230,000
7	Ministry of Agriculture	Training rural women in the techniques of appropriate fertilizer use	Training	150,000
8	Ministry of Municipal and Rural Affairs and the Environment	Raising environmental awareness	Awareness / Media	104,000

General: Monitoring & Evaluation

	Implementing Agency	Project	Field of action	Cost JD
1	Ministries, etc. and Non Governmental Organizations	An analytical and evaluative study of the role of governmental and non governmental organizations in carrying out the national programme to follow-up the Beijing conference. (Second half of the year 2000)	Studies	35,400
2	Ministries, etc. and Non Governmental Organizations	The general national conference of governmental and non-governmental organizations on the evaluation of achievements for the period 1995-2000. (Second half of the year 2000)	Services	35,400

Annex V
Matrix of Projects Proposed for
the Advancement of Women by Theme/Field of Action

Themes and Issues	Fields of Action				
	Studies	Education/ Training / Employment	Institutional Building	Awareness & Media / Statistics & Information	Services
Family Issues	A Study on drug use among young women		A Family and legal advice center	Raising women's health awareness	A family, social and legal advice bureau for women
	A study on violence against women in Jordan		A Family advice center in Al-Baq'a Camp	Raise awareness of population issues and family planning	Early detection of breast and cervical cancers
			A family advice and guidance office in Amman governorate	Incorporating population and family planning issues in the association programmes	Combating family violence in the governorate of Zarqa
			Mental rehabilitation		Early detection of breast cancer in Kfir Yauhar tribal
			Children reception centre		Improving health and promoting health life styles among women in Ramtha governorate
			Club for girl child		Early detection of breast and cervical cancers
			Home for multi-disabled		Health care for pregnant women
			An Orphanage		Improving health care for young disabled women

Centres and Institutes	Fields of Action				
	Studies	Education/ Training / Employment	Institutional Building	Awareness & Media / Statistics & Information	Services
Women's Empowerment and raising their abilities	An analytical study of demographic, social and economic characteristics, measurement of trends and the public life of Jordanian women (from the 1995 survey of living standards)	Training women to use computer in Al-Madina governorate	Advice centre for small business	Raising women's vocational awareness	Business incubator services
	An analytical study of the social and economic characteristics of Jordanian women (from the 1996 survey of employment, unemployment and incomes)	Training rural women in bookkeeping for small-scale projects	Creation of three model embroidery training workshops in the Ministry of Social Development community development centres		Industrial incubator services
	Study on minimum wages for women working in the private sector	Computer courses for women graduates	Ahu-Alanda nursery and kindergarten		Raising the awareness of rural women in the south of Jordan
	Survey of training needs of women working in government departments in the governorate of Al-Madina	Training courses in the processing of food stuffs at home	Opening model day nursery in Al-Fuheis		Courses for the eradication of legal illiteracy
	Study on vocational needs: graduate follow-up	Eradication of illiteracy	Modernising the Masjid Al-Haram Women Society creche and opening a kindergarten		Eradication of illiteracy in the district of Wadi Musa
	A comprehensive study of female secondary school leavers on the basis of the new curricula	Increasing vocational training opportunities for women	Advice Centre for Small-Business		The development of vocational guidance programme for young girls
	Case study of young girls who drop-out of schools	Training female vocational training teachers for primary schools			
	Case study of young girls who drop-out of literacy programmes				

Themes and Issues	Fields of Action				
	Studies	Education/ Training / Employment	Institutional Building	Awareness & Media / Statistics & Information	Services
Equality and Justice	The image of women in the books and general curricula requirements of Jordanian universities		Establishment of women's advice and awareness-raising centres	Programme for raising awareness of women's legal and legislative rights	Defending human rights advisory services for women
	An analytical study of the image of women and the family in school curricula and textbooks		Creation of women's studies center	Working women: "Rights and Duties"	Violence against women in the governance of Irbid
	Field studies on the situation of rural women		The information and documentation centre for women's studies	Raising rural women's awareness of legislation in force and how it affects their rights	
	A study on sports for women in Jordan		Three model centres for young women Moslem women's museum	Creation of a data base on women in media	
Participation in Decision Making Process		Supporting women in parliamentary elections	Regional training institute for democracy and legal advice	Compilation of a skills directory of Jordanian women	Participation of Jordanian women in the democratic process
		Interactive training courses for women's political participation		Awareness-raising and training programme in women's participation in local government	The national democratic programme
		Training women in leadership and management skills			
		Management training for women executives in the private and public sectors			
Environment		Training rural women in the optimal use of agricultural pesticides and herbicides		Raising environmental awareness	Making use of old properties in the countryside for tourism purposes by opening restaurants
		Training rural women to follow sound irrigation techniques by using modern irrigation methods			
		Training rural women in the techniques of appropriate fertilizer use			
		Training young women to work in the field of environmental awareness raising in poor rural areas			
		Extracting silver from used X-ray films			
		Vocational training supporting small-scale income generating project			

Themes and Issues	Fields of Action				
	Studies	Education/ Training / Employment	Institutional Building	Awareness & Media / Statistics & Information	Services
Poverty	A feasibility study on the creation of a fund to support small-scale projects for women	How to start a project	Establishing vocational training and employment centre for community college female graduates		Creating employment opportunities for women
	Study of the development of an agricultural credit programme to provide loans to female heads of household and small land owning women	Helping women start their own projects	Creating a craft training center		Credit for women to purchase agricultural land
	A study of the project needs of rural women	Processing milk products	Clothes making factory		
	Feasibility study on the creation of a credit unit in the Jordanian National Forum for Women	Citrus painting			
		Needle work and embroidery	Creation of economic and cultural development centers for rural women		
		Leather work training project			
		Training courses on carrying out productive income-generating projects			
		Income generating activities			
		Rural women's credit and development			
		Loans for the creation and development of home gardens in the rural regions			
		Training rural women to process agricultural products			
		Training rural women in bee keeping			
		Training rural women in the rearing of farm animals			
		Training rural women in the rearing of poultry and rabbits			
		Training rural women in modern techniques used in harvesting, gardening and packing agricultural produce			

Themes and Issues	Fields of Action				
	Studies	Education/ Training / Employment	Institutional Building	Awareness & Media / Statistics & Information	Services
General Projects: Monitoring and Evaluation	An Analytical and Evaluative Study of the Role of Governmental and Non-Governmental Organisations in Carrying Out the National Programme to Follow-Up the Beijing Conference. (Second Half of the Year 2000.)				
	The General National Conference of Governmental and Non-Governmental Organisations on the Evaluation of Achievements for the Period 1995-2000. (Second Half of the Year 2000.)				

Annex VI
Financial Implications of the Projects Proposed
for the National Programme of Action
on the Governmental Level

Family Issues

	Implementing Agency	Project	Field of action	Cost JD
1	Ministry of Social Development	A family advice and guidance office in Amman governorate	Institutional Building	62,400
2	Jordan University of Science & Technology	Early detection of breast cancer in Kufr Youba/Irbid	Services	70,000
3	Jordan University of Science & Technology	Improving health & promoting health life styles among women in Ramtha governorate	Services	96,000
4	Ministry of Health & Health Care	Early detection of breast and cervical cancers	Services	754,000
5	Ministry of Health & Health Care	Health care for pregnant women	Services	520,000
6	Ministry of Health & Health Care	Improving health care for young disabled women	Services	460,000
7	Ministry of Youth	A study on drug use among young women	Studies	5,000

Women's empowerment

	Implementing Agency	Project	Field of action	Cost JD
1	Ministry of Social Development	Creation of three model embroidery training workshops in the ministry's community development centers	Institutional Building	17,000
2	The Hashemite University	Improving the position of Jordanian women in the district of Al-Hashimiyya for development, educational and training purposes	Services	35,000
3	The Ministry of Education	Eradication of illiteracy in the district of Wadi Musa	Services	93,200
4	The Ministry of Education	The development of vocational guidance programme for young girls	Services	27,000
5	Al al-Bayt University	Training women to use computer in Al-Mafraq governorate	Training	133,200
6	Al al-Bayt University	Training rural women in bookkeeping for small-scale projects	Training	37,000
7	The Vocational Training Corporation	Increasing vocational training opportunities for women	Training	4,000,000

Women's Empowerment

	Implementing Agency	Project	Field of action	Cost JD
8	The Ministry of Education	Training female vocational training teachers for primary schools	Training	106,000
9	The Vocational Training Corporation	Raising women's vocational awareness	Awareness / Media	3,000
10	Department of Statistics	An analytical study of demographic, social and economic characteristics, measurement of trends and the public life of Jordanian women	Studies	3,000
11	Department of Statistics	An analytical study of the social and economic characteristics of Jordanian women	Studies	3,000
12	Ministry of Labour	Study on minimum wages for women working in the private sector	Studies	69,000
13	Al al-Bayt University	Survey of training needs of women working in government departments in the governorate of Al-Mafraq	Studies	6,000
14	The Vocational Training Corporation	Study on vocational needs; graduates follow-up	Studies	30,000
15	The Ministry of Education	A comprehensive study of female secondary school leavers on the basis of the new curricula	Studies	27,000
16	The Ministry of Education	Case study of young girls who drop-out of school	Studies	13,000
17	The Ministry of Education	Case study of young girls who drop-out of literacy programmes	Studies	13,000

Equality & Justice

	Implementing Agency	Project	Field of action	Cost JD
1	Ministry of Justice	Establishment of women's advice and awareness-raising centers	Institutional Building	21,480
2	Mutah University	Creation of a women's study center	Institutional Building	96,000
3	Ministry of Youth	Three model centers for young women	Institutional Building	408,000
4	Al al-Bayt University	Moslem women's museum	Institutional Building	280,000
5	Yarmouk University	Programme for raising awareness of women's legal and legislative rights	Awareness / Media	65,000
6	Ministry of Information	Working women: rights and duties	Awareness / Media	6,000
7	Ministry of Agriculture	Raising rural women's awareness of legislation in force and how it affects their rights	Awareness / Media	100,000
8	Al al-Bayt University	The image of women in the books and general curricula requirements of Jordanian universities	Studies	30,000
9	Ministry of Education	An analytical study of the image of women and the family in school curricula and textbooks	Studies	27,000
10	Ministry of Agriculture	Field studies on the situation of rural women	Studies	35,000
11	Ministry of Youth	A study on sports for women in Jordan	Studies	5,000
12	Jordan University of Science & Technology	Violence against women in the governorate of Irbid	Services	30,000
13	Ministry of Information	Creation of a data base on women in media	Statistics / Information	12,000

Participation in Decision Making Process

	Implementing Agency	Project	Field of action	Cost JD
1	Jordan Institute for Public Administration	Management training for women executives in the private and public sectors	Training	12,000
2	Jordan Institute for Public Administration	Compilation of a skills directory of Jordanian women	Statistics / Information	10,000
3	Ministry of Municipal and Rural Affairs and the Environment	Awareness-raising and training programme in women's participation in local government	Awareness / Media	170,000

Poverty

	Implementing Agency	Project	Field of action	Cost JD
1	The Development and Employment Fund	Feasibility study on the creation of a credit unit in the Jordanian National Forum for Women	Studies	10,000
2	Ministry of Social Development	A feasibility study on the creation of a fund to support small-scale projects for women	Studies	5,000
3	The Development and Employment Fund	How to start a project	Training	36,000
4	Ministry of Municipal and Rural Affairs and the Environment	Creation of economic and cultural development centers for rural women	Institutional Building	300,000
5	Agricultural Credit Corporation	Credit for women to purchase agricultural land	Services	250,000
6	Agricultural Credit Corporation	Rural women's credit and development	Employment	500,000
7	Ministry of Social Development	Loans for the creation and development of home gardens in the rural regions	Employment	120,000
8	Ministry of Agriculture	Training rural women to process agricultural products	Training	200,000
9	Ministry of Agriculture	Training rural women in bee keeping	Training	200,000
10	Ministry of Agriculture	Training rural women in the rearing of farm animals	Training	660,000
11	Ministry of Agriculture	Training rural women in the rearing of poultry and rabbits	Training	230,000
12	Ministry of Agriculture	Training rural women in modern techniques used in harvesting, gardening and packing agricultural produce	Training	200,000
13	Ministry of Agriculture	Study of the development of an agricultural credit programme to provide loans to female head of household and non-land owning women	Studies	10,000
14	Development and Employment Fund	A study of the project needs of rural women	Studies	12,000

Environment

	Implementing Agency	Project	Field of action	Cost JD
1	Ministry of Agriculture	Training rural women on the optimal use of agricultural pesticides and herbicides	Training	204,000
2	Ministry of Agriculture	Training rural women to follow sound irrigation techniques by using modern irrigation methods	Training	230,000
3	Ministry of Agriculture	Training rural women in the techniques of appropriate fertilizer use	Training	150,000
4	Ministry of Municipal and Rural Affairs and the Environment	Raising environmental awareness	Awareness / Media	104,000

General: Monitoring & Evaluation

	Implementing Agency	Project	Field of action	Cost JD
1	Ministries, etc. and Non Governmental Organizations	An analytical and evaluative study of the role of governmental and non governmental organizations in carrying out the national programme to follow-up the Beijing conference. (Second half of the year 2000)	Studies	35,400
2	Ministries, etc. and Non Governmental Organizations	The general national conference of governmental and non-governmental organizations on the evaluation of achievements for the period 1995-2000. (Second half of the year 2000)	Services	35,400

Annex VII
Financial Implications of the Projects Proposed
for the National Programme of Action
on the NGO Level

Family Issues

	Implementing Agency	Project	Field of action	Cost JD
1	Noor Al-Hussein Foundation	A family and legal advice center	Institutional Building	50,000
2	Business and Professional Women's Club	A family, social and legal advice bureau for women	Services	55,000
3	Young Women's Christian Association/Amman	A family advice center in Al-Baq'a camp	Institutional Building	14,900
4	Jordanian Psychiatric Rehabilitation Society	Mental rehabilitation	Institutional Building	277,250
5	Al-Aqsa Welfare Society/Madaba	Early detection of breast and cervical cancers	Services	6,000
6	Jordanian Women's Union	Children's reception center	Institutional Building	30,000
7	Young Women's Christian Association/Madaba	Club for girl child	Institutional Building	5,100
8	National Association for the Mentally Handicapped	Hostel for the multi-disabled	Institutional Building	63,300
9	Wadi Al-Urdon Women's Society	An orphanage	Institutional Building	21,775
10	Housewives' Society/Zarqa	Combating family violence in the governorate of Zarqa	Services	20,000
11	Jordanian National Forum for Women	Raising women's health awareness	Awareness / Media	500,000
12	Arab Women Organization of Jordan	Raise Awareness of population issues and family planning	Awareness / Media	288,000
13	Women's Association for Eradication of Illiteracy	Incorporating population and family planning issues in the association programmes	Awareness / Media	50,000
14	Human Forum for Women's Rights	A study on violence against-women in Jordan	Studies	27,900

Women's empowerment

	Implementing Agency	Project	Field of action	Cost JD
1	Business and Professional Women's Club	Advice center for small-Business	Institutional Building	64,000
2	Umm Al-Qura Society for Social Development	Abn-Alanda nursery and Kindergarten	Institutional Building	31,840
3	Al-Fuleis Working Women's Society	Opening model day-nursery in Fuleis	Institutional Building	5,000
4	Maj Al-Haram Women Society	Modernising the creche and opening a kindergarten	Institutional Building	22,000
5	Business and Professional Women's Club	Business incubator services	Services	322,000
6	Business and Professional Women's Club	Industrial incubator services	Services	545,000
7	Queen Alia Fund for Social Development	Raising the awareness of rural women in the south of Jordan	Services	175,450
8	Jordanian Women's Union	Courses for the eradication of legal illiteracy	Services	30,000
9	Circassian Charitable Society	Computer courses for women graduates	Training	24,200
10	Eidoun women's Society	Training courses in the processing of food stuffs at home	Training	16,700
11	Al-Aqsa Welfare Society/Madaba	Eradication of illiteracy	Training	3,000

Equality & Justice

	Implementing Agency	Project	Field of action	Cost JD
1	Business and Professional Women's Club	The information and documentation center for women's studies	Institutional Building	35,000
2	Jordanian National Forum for Women	Defending human rights: advisory services for women	Services	500,000

Participation in Decision Making Process

	Implementing Agency	Project	Field of action	Cost JD
1	Business & Professional Women's Club	Regional training institute for democracy and legal advice	Institutional Building	450,000
2	Jordanian National Forum for Women	Participation of Jordanian women in the democratic process	Services	250,000
3	Al-Aqsa Welfare Society / Madaba	Supporting women in parliamentary elections	Training	3,000
4	Business & Professional Women's Club	The national democratic programme	Services	54,000
5	Arab Women Organization of Jordan	Intensive training courses for women's political participation	Training	90,400
6	Noor Al-Hussein Foundation	Training women in leadership and management skills	Training	100,000

Poverty

	Implementing Agency	Project	Field of action	Cost JD
1	Arab Women Organization of Jordan	Establishing vocational training and employment center for community college female graduates	Institutional Building	135,000
2	Society for the Development and Rehabilitation of Rural Women	Creating a craft training center	Institutional Building	14,700
3	Al-Fuheis Working Women's Society	Clothes making factory	Institutional Building	20,000
4	Noor Al-Hussein Foundation	Helping women start their own projects	Employment	100,000
5	Noor Al-Hussein Foundation	Creating employment opportunities for women	Services	300,000
6	General Federation of Jordanian Women / Jerash	Processing milk products	Employment	31,800
7	Jordanian Women's Development Society	Glass painting	Training	3,035
8	Jerash Women's Society	Needle work and embroidery	Training	9,545
9	Sagr Quraysh Charity Society	Leather work training project	Training	120,000
10	Circassian Charitable Society	Training courses on carrying out productive income-generating projects	Training	25,000
11	Al-Nahda Women's Society/ Souf	Income generating activities	Employment	40,000

Environment

	Implementing Agency	Project	Field of action	Cost JD
1	Jordanian National Forum for Women	Making use of old properties in the countryside for touristic purposes by opening restaurants	Services	200,000
2	Jordanian National Forum for Women	Extracting silver from used X-ray films	Employment	30,000
3	Young Women's Christian Association /Madaba	Vocational training: supporting small-scale income generating project.	Training	3,100
4	Arab Women Organization of Jordan	Training young women to work in the field of environmental awareness in poor rural areas	Training	53,100

General: Monitoring & Evaluation

	Implementing Agency	Project	Field of action	Cost JD
1	Ministries, etc. and Non Governmental Organizations	An analytical and evaluative study of the role of governmental and non governmental organizations in carrying out the national programme to follow-up the Beijing conference. (Second half of the year 2000)	Studies	35,400
2	Ministries, etc. and Non Governmental Organizations	The general national conference of governmental and non-governmental organizations on the evaluation of achievements for the period 1995-2000. (Second half of the year 2000)	Services	35,400

The Jordanian National Commission for Women

**National Programme of Action for the Advancement
of Jordanian Women 1998-2002
Within the Framework of the Follow-Up to the
Implementation of the Plan of Action
and Recommendations of the
IV International Conference on Women
Beijing 1995**

**Annex I
Concept Papers of Projects Proposed
for the National Programme of Action
on the Governmental Level**



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Project No. 1

Themes and Issues:

Equality and Justice / Studies.

1. Project Title:

Analytical study of the image of women and the family in school curricula and text-books.

2. Project Justifications:

Global economic and social developments have led to changes in communities, which in turn have affected women as a whole and their role in particular. Women's role is no longer limited to household chores; the development process requires involvement of all community members including women, particularly due to the many important capabilities they enjoy equally with men. Women's involvement and success in all walks of life is testimony to this.

Several questions arise on women's image and status as reflected by school curricula and textbooks. Women are only shown playing the role of mothers and housewives, while they do play other vital roles in the comprehensive development process.

3. Project Goals:

This study seeks to identify, through the respective roles presented, the images portrayed in Jordanian school curricula and text-books, of women and the family in general, and of young women in particular. In other words, the study will answer the following questions:

1. What is the image portrayed of women in text-books and curricula for the following subjects: Arabic Language, Vocational Education, and National Education for the First, Fifth and Tenth basic grades.
2. What is the image portrayed of young women in of Arabic Language, Vocational Education and National Education for the aforementioned grades?
3. What is the image portrayed of the family in general in Arabic Language, Vocational Education and National Education in the above-mentioned grades?

4. Target Group:

1. Students in the educational system.
2. Women and young women in particular, and the Jordanian family in general.

5. Project Description:

The scope of this project lies within the Educational Policy adopted in designing school curricula and textbooks. For the purposes of implementing this project, a study will be conducted on the image of women and of the family in several school text-books : Arabic Language, Vocational education and National Education for the basic grades 1st, 5th, 10th. These grades have been selected due to their particular relevance in the formation of students' personalities.

6. Executing Agency:

Ministry of Education/General Directorate of Educational Research and Studies in cooperation with the General Directorate of Curricula.

7. **Expected Outcome:**

Projecting a balanced image of women and young women in Jordanian school curricula and text-books.

8. **Budget:**

	<u>Jordanian Dinars</u>
- Principal Researcher (Researcher × 5,000JD)	5,000
- Researcher (3 Researchers × 2,500 JD)	7,500
- Assistant Researcher (3 Assistant Researchers × 1,000 JD)	3,000
- Data analysis	500
- Typing and stationary	500
- Miscellaneous	500
Total	17,000

Project No. 2

Themes and Issues:

Women's Empowerment /Services.

1. Project Title:

The development of a vocational guidance programme for young girls.

2. Project Justifications:

Young women's enrollment in vocational education programs is below desired levels. This is due to young women's and their families' lack of awareness of the fields and significance of vocational education in comprehensive development. This has led to limited active engagement of young women in the Jordanian labor market. Female teachers, school principals and educational advisors are currently not qualified sufficiently for appropriate guidance and enlightenment of students. They should all follow vocational guidance programs in an organized, scientific and meaningful manner.

3. Project Goals:

Increasing the rate of enrollment of young women in vocational education through the following:

1. Educational campaigns in the field of vocational education among basic stage female students.
2. Upgrading female teachers' capabilities in the field of vocational guidance through training.
3. Upgrading educational advisors' capabilities in the field of vocational guidance through training.
4. Upgrading female school principals' capabilities in the field of vocational education through training.

4. Target Group:

1. Basic Education Stage Female Students.
2. Vocational Education Female Teachers.
3. Female Principals of Basic Education Schools.

5. Project Description:

Disseminating vocational awareness and vocational education among female students and their parents through seminars and information releases directed at female teachers, advisors and school principals. In addition, specialized one day per week courses over four months will be held for to the aforementioned groups.

6. Executing Agency:

Ministry of Education/The General Directorate of Vocational Education

7. Expected Outcome:

Increased enrollment of young women in vocational education and consequently participation of women in the Jordanian labor market.

3. Budget:

	<u>Jordanian Dinars</u>
- Production of Information Materials	4,500
- Trainers Reimbursements	1,600
- Stationary & other requirements	2,500
- Miscellaneous & project appraisal	4,000
Total	27,000

Project No. 3

Themes and Issues:

Women's Empowerment / Training.

1. Project Title:

Training female vocational training teachers for the primary schools.

2. Project Justifications:

Vocational Education Curricula are to be applied in some grades of basic education from the beginning of the next school year 97/98.

The curricula include five vocational fields for female students, namely: Agriculture, Industry, Commerce, Home Economics, Health and Safety. Teachers of these subjects are qualified in only one of these fields (bearing in mind the general background they have in the other fields). This will be reflected in the teachers' performance and on the students opting for the field mastered by their teachers. This requires extending further training courses in vocational fields in which the teachers concerned are not specialised.

3. Project Goals:

This project aims at training vocational education teachers in the following vocational fields: Industry, Agriculture, Commerce, Health and Safety.

4. Target Group:

1. Vocational Education teachers of the basic education stage.
2. Female Vocational Education students of the basic education stage.

5. Project Description:

This project lies within the Vocational Training of Female Teachers through specialized workshops, where 30 workshops are to be held in Jordan at the rate of 8 weeks per workshop. 500 Female Vocational Education teachers will benefit from these workshops.

6. Executing Agency:

Ministry of Education/General Directorate of Vocational Education.

7. Expected Outcome:

- * Raising effectiveness of female basic education stage vocational education teachers of in all vocational education fields pertaining to females.
- * Providing real opportunities for female students to choose from different vocational fields.
- * Increased enrollment of female students with the selection of different vocational fields that are suitable to their preferences and capabilities.

8. Budget:

	<u>Jordanian Dinars</u>
- Trainers Fees	30,000
- Basic Training Materials	60,000
- Stationary	2,000
- Technical Supervision	10,000
- Transportation	1,000
- Accommodation for Trainees from Remote Regions	2,000
- Other	1,000

Total	106,000

Project No. 4

Themes and Issues:

Women's Empowerment /Studies.

1. Project Title:

A comprehensive study of female vocational secondary school graduates on the basis of the new curricula.

2. Project Justifications:

Implementation of new syllabi in comprehensive vocational secondary education began in the school year 1995-1996. But the current experience and the course of this educational trend have revealed the need to:

1. Validate female graduates' skills efficiency in the labor market.
2. Validate market demand for these occupations.
3. Develop and upgrade skills to suit labor market requirements.
4. Increase employment opportunities for female graduates.
5. Increase female enrollment in Vocational Education.
6. Modify new Curricula and syllabi during the experimental phase to suit market requirements

3. Project Goals:

1. Identifying market trends regarding quality and performance of female graduates.
2. Modifying new syllabi and curricula during the experimental phase in accordance with labor market demands.

4. Target Group:

Female Vocational Education Students and Graduates of Comprehensive Vocational Secondary Education.

5. Project Description:

Through project implementation, the study will be conducted along with the required preparation of questionnaires, identifying the sample, gathering and analyzing data. Meanwhile, media campaigns will also be launched to secure a response to questionnaires. Female graduates will be followed-up and employers will be interviewed, keeping in mind the scope of the project, namely: Educational Policy, Female Vocational Education Policy in particular, and designing relevant curricula and text-books.

6. Executing Agency:

Ministry of Education/General Directorate of Vocational Education

7. Expected Outcome:

Empowering women to work efficiently; enhancing women's vocational capabilities in accordance with local labor market requirements; reducing imported labor; and raising the economic status of women.

8. Budget:

	<u>Jordanian Dinars</u>
- Principal researcher (Researcher × 3,000 JD)	3,000
- Researcher (3 Researchers × 2,500 JD)	10,000
- Assistant Researcher (8 Assist. Researcher × 1,000 JD)	8,000
- Data Analysis	1,000
- Typing and stationary	1,000
- Miscellaneous	1,000

Total	27,000

Project No. 5

Themes and Issues:

Women's Empowerment/ Studies.

1. Project Title:

Young girls who drop-out of school (Case study).

2. Project Justifications:

The female education drop-out rate is causing concern both for families and the community as a whole. This phenomenon mostly evident in rural and remote regions. This reduces female involvement in local community development, which requires, in order to be active and effective, accessibility to a satisfactory level of education and the acquisition of a variety of essential skills.

The significance of the study lies in tackling the female dropout problem. It gains additional significance through focusing on an educational zone where this problem is noticeably on the rise and on the implementation which will help methodology employed for arriving at recommendations and solutions reduce school drop-out cases in this particular (educational) zone.

3. Project Goals:

The study aims at investigating causes and factors leading to girls dropping out of school in one educational zone, to be selected according to drop-out rates. Thus the study attempts to answer the following questions:

1. What are the personal reasons leading to female students dropping out of schools in the selected educational zone?
2. What are the social reasons leading to female students dropping out of schools in the selected zone?
3. What are the economic reasons leading to female students dropping out of schools in the selected zone?

4. Target Group:

1. Young women in the educational zone under study, and similar zones in particular.
2. The local community in the educational zone under study and similar communities in general.

5. Project Description:

This project lies within the scope of the educational policy, particularly the policy adopted for young women's education in Jordan. Through this project, a study will be conducted in a zone to be specified for the purpose of performing a case study according to interviews and available data.

6. Executing Agency:

Ministry of Education/General Directorate of Educational Research and Studies in cooperation with the General Directorate of General Education.

7. Expected Outcome:

Reaching practical, realistic recommendations and solutions, beneficial to reducing the female school drop-out rate in the educational zone under study and in similar educational zones.

8. Budget:

	<u>Jordanian Dinars</u>
- Principal Researcher (Researcher × 4,000 JD)	4,000
- Researcher (2 Researchers × 2,500JD)	5,000
- Assistant Researcher (4 Assist. Researchers × 500 JD)	2,000
- Data analysis	500
- Typing and Stationary	500
- Transportation	500
- Miscellaneous	500
Total	<hr/> 13,000

Project No. 6

Themes and Issues:

Women's Empowerment/ Studies.

1. Project Title:

Young girls who drop out of anti-illiteracy programmes. (Case study).

2. Project Justifications:

The Ministry of Education annually establishes several literacy centers for young women. In so doing, the Ministry provides sufficient facilities and expends the necessary funds.

Some of these centers attract considerable numbers of young women, with high attendance rates. In other centers, however, enrollment rates start satisfactorily, but soon after teaching commences, female students drop out. Dropping out is usually seen during the school year, or in a discontinuation of education in following years. Such a phenomenon requires investigation in order to have an insight in to the underlying factors disrupting attendance of young women in literacy centers.

3. Project Goals:

The study aims at identifying literacy centers with high drop-out rates in order to identify the underlying reasons through answering the following two questions:

1. Which literacy centers have high drop-out rates among women?
2. What are the reasons behind young women dropping out of these centers?

4. Target Group:

1. Illiterate young women in regions to be specified.
2. The local community in these regions.

5. Project Description:

This project lies in the context of the Educational Policy, particularly the part concerned with eliminating illiteracy among young women. Through this project, and according to interviews and available data, a region is to be specified for the purpose of conducting a case study.

6. Executing Agency:

Ministry of Education/General Directorate of Educational Research and Studies in cooperation with the General Directorate of General Education.

7. Expected Outcome:

Curbing young women's drop out rates from literacy centers and increasing enrollment rates.

3. **Budget:**

	<u>Jordanian Dinars</u>
- Principal Researcher (Researcher × 4,000 JD)	4,000
- Researcher (2 Researchers × 2,500 JD)	5,000
- Assistant Researcher (4 assist. researchers × 500JD)	2,000
- Data Analysis	500
- Typing and stationary	500
- Transportation	500
- Miscellaneous	500
Total	<hr/> 13,000

Project No. 7

Themes and Issues:

Women's Empowerment /Services.

1. Project Title:

The eradication of illiteracy in the district of Wadi Musa.

2. Project Justifications:

1. The region of Wadi Musa enjoys touristic and archeological potentials.
2. A number of governmental and non-governmental bodies have already been established and are engaged in development activities. Examples of such bodies are: Social Development Centers, The Queen Alia' Fund for Voluntary Social Action, Charitable Societies. The presence of these bodies will support the purposes of this project.

3. Project Goals:

General Goal:

Overcoming the problem of illiteracy in the Wadi Musa region by lowering its rate from 20% to 7% by raising the inhabitants' education up to the level of mastering reading, writing, and arithmetic skills.

Specific Goals:

1. Raising the inhabitants' vocational standards in the fields of farming and cattle raising.
2. Providing education in subjects suitable for the elderly such as social and health education and subjects suitable for economic activities in the region (tourism and cattle raising), bearing in mind the touristic attractions in the region, especially the renowned City of Petra lying within the vicinity of Wadi Musa, which have resulted in increasing numbers of tourists.

4. Target Group:

Illiterate persons in the over 15 age group.

5. Project Description:

For the implementation of this project, the following measures will be taken:

1. Holding literacy courses for young men and women in the Wadi Musa region for different age groups.
2. Holding courses to provide students with various skills in the fields of tailoring and dressmaking, weaving, typing, flowers arranging, handicrafts, family planning, and general health.

6. Executing Agency:

Ministry of Education

7. Expected Outcome:

Eliminating illiteracy and providing around 3,500 males and females with the essential vocational skills for their involvement in development programs.

8. Budget:

Phases of Project	Study and Survey JD	Training Teachers JD	Teaching Materials JD	Transportation Costs JD	Incentives for Students JD	Workers' Wages JD	Total JD
1997	3,000	8,000	5,000	1,000	3,000	23,000	42,000
1998	--	--	--	600	2,000	23,000	25,600
1999	--	--	--	600	2,000	23,000	25,600
Sub Total	3,000	8,000	5,000	2,200	6,000	69,000	
Total							93,200

Project No. 8

Themes and Issues:

The Eradication of Poverty/ Studies.

1. Project Title:

A feasibility study on the creation of Ministry of Social Development Fund to support small-scale projects for women.

2. Project Justifications:

1. Lack of community interest in women's sector within the productive field.
2. Lack of employment opportunities for women.
3. Wide scale unemployment among women.
4. The Jordanian community is needs women's involvement to improve socio-economic status of the community and support the national economy.
5. Lack of previous studies on the feasibility of such a fund.

3. Project Goals:

1. Investigating the means of activating the productive role of women in the national economy.
2. Identifying available employment opportunities for women in the Jordanian economy.
3. Gaining are insight into market demand for different occupations and manpower related to women.
4. Formulating the Fund's goals and regulations, management and action its mechanisms, and developing a clear vision on the issue.

4. Target Group:

The women's sector in different regions of the Kingdom.

5. Project Description:

Assigning a group of specialized researchers to conduct a feasibility study on establishing a fund to support small enterprises for women, to be subject to the Ministry of Social Development. The study should tackle :

1. Assess the Fund's of financial requirements.
2. Assess the possibility of establishing the fund within the structure of the Ministry or any other alternative means.
3. Propose that structure and mechanism of action of the fund.
4. Assess a kind of projects requiring financial support through the Fund.

6. Executing Agency:

Ministry of Social Development.

7. Expected Outcome:

1. Identifying feasibility of establishing such a Fund.
2. Identifying the nature of required projects.
3. Formulating a comprehensive vision of the proposed Fund.

8. **Budget:**

	<u>Jordanian Dinars</u>
- Project Director (1 Director × 500 JD × 2 Months)	1,000
- Researcher (12 Researchers × 100 JD × 2 Months)	2,400
- Data Programmes	150
- Data Analyst	150
- Stationary and Other Materials	500
- Transportation and other costs	800
Total	<u>5,000</u>

Project No. 2

Themes and Issues:

Family Issues/Institutional Building.

1. Project Title:

Setting up a family advice and guidance office in the Amman governorate.

2. Project Justifications:

1. The impact of political, economic and social changes that have taken place in the Jordanian community is reflected in social problems that require solutions.
2. Several family problems have emerged (divorce, depravity, addiction, school drop-outs, violence against women and children, family break ups, etc.).
3. The change in the roles of both men and women, and in intra family relations.
4. The lack of counseling centers and qualified staff specialized in family issues.

3. Project Goals:

1. Raising women's awareness of their rights and obligations and means of dealing with problems.
2. Protecting families from breaking up.
3. Solving family problems if and when they occur.
4. Providing specialized counseling services : psychological, social and legal.
5. Providing a temporary shelter to accommodate and protect victims of violence.
6. Reform laws dealing with violence in the family.
7. Training qualified and specialized staff in the field of family counseling.

4. Target Group:

1. Women facing social problems.
2. Women facing physical and psychological violence.
3. Women in general.

5. Project Description:

Establishing a center in the Amman governorate. This entails renting a building with 6 rooms to be used as offices, a hall to be used for various activities and equipped for holding lectures and seminars, in addition to three rooms furnished to provide accommodation. It also entails recruiting a director and two sociologists, two psychologists, one legal specialist, one female gynecologist, one mass media specialist, one female employee and one driver.

6. Executing Agency:

Ministry of Social Development.

7. Expected Outcome:

1. Raising awareness among women.
2. Curbing social problems (divorce, family break ups, school drop outs, violence against women).
3. Curbing the numbers of homeless children.
4. Raising community awareness in relation to the center's activities.
5. Providing trained and qualified staff in the field of family counseling.

8. Budget:

	<u>Jordanian Dinars</u>
- Employees' Salaries (6 in number)	20,400
- Training Allocations	5,000
- Rent	6,000
- Equipment	5,000
- Furniture	3,000
- Car	15,000
- Supplies	3,000
- Other Expenses	5,000
Total	<hr/> 62,400

Project No. 10

Themes and Issues:

The Eradication of Poverty/ Employment.

1- Project Title:

Awarding loans for the creation and development of residential gardens in rural regions.

2- Project Justifications:

1. Rural families lack interest in such projects.
2. Availability of unused gardens.
3. Low socio-economic standard of living of rural families requires economic resources.
4. Rural families' needs for various foodstuffs is regularly unmet due to high food prices.

3- Project Goals:

1. Securing the needs of rural families for basic vegetable and fruit requirements.
2. Achieving self-sufficiency for beneficiary rural families in local rural communities.
3. Promoting vegetable and fruit farming.
4. Utilizing available resources in local rural communities (land, labor, water).

4- Target Group:

Ten underprivileged rural families headed by women in each governorate who are capable (own a residential garden), and willing to execute the project.

5- Project Description:

The project is intended to be implemented in all governorates by ten rural families in each which are headed by women and who have residential gardens at their disposal. The project will be carried out by all family members. Each family is to be provided with all requirements for establishing a suitable residential garden (water reservoir, drip irrigation pipes, agricultural tools, seeds, fertilizers, pesticides). All funds are repayable loans. A study is underway to formulate mechanisms for extending and repaying loans in order to secure the durability of the fund.

6- Executing Agency:

Social Development Departments in the various administrative divisions of the Kingdom.

7- Expected Outcome:

1. Achieving food self-sufficiency to beneficiary underprivileged families.
2. Improving the health, economic, and social situation of beneficiary families.
3. Establishing a durable source of funding through repaid loans with the purpose of repeating the project in other local communities.

8- Budget:

	<u>Jordanian Dinars</u>
<u>Value of loans per governorate</u> (1,000 JD per family x 10 families per governorate)	10,000
<u>Value of loans in all governorates</u> (10,000 JD per governorate x 12 governorates)	120,000

Project No. 11

Themes and Issues:

Women's Empowerment /Institutional Building.

1- Project Title:

The creation of three model embroidery training workshops in local community.

2- Project Justification:

1. A large number of young women (including those who are unemployed) can be trained in income-generating occupations.
2. Low economic status of targeted families.
3. Local Community Development Centres which are already established and interested in such occupations are capable of providing suitable space for these projects.

3- Project Goals:

1. Providing employment opportunities for a number of young women who have been well-trained for selected occupations.
2. Improving the socio-economic situation of families of young women benefiting from the project.
3. Enhancing the concept of productive work and self-reliance as the most feasible solution to overcome poverty and unemployment among young women.

4- Target Group:

Young women members of low income families willing to enroll in- the project's training courses.

5- Project Description:

Establishing and developing training workshops through: purchasing embroidery, interfacing and sewing machines; developing training programs in the field of hand and machine embroidery for the purpose of tailoring bed sheets and covers; supplying workshops with furniture and other necessary tools; and recruiting female trainers qualified in the aforementioned occupations. Two rooms are to be set aside for this workshop in each of the following centers: Thiban, Kreimeh, Sama El Sarhan.

6- Executing Agency:

Ministry of Social Development through the three aforementioned Local Community Development Centers.

7- Expected Outcome:

1. Providing employment opportunities for young women who have mastered skills related to the project.
2. Training young women who are skilled enough to work in the project field.

8- Budget:**Jordanian Dinars****Cost of Single Project****Capital Cost:**

- Various Machines
- Project Requirements
- Raw Materials

6,650

2,950

1,060

Operating Costs:

- Salaries
- Other expenses

5,400

1,000

Total Cost per Project:

17,060

Total Cost of Three Projects :**(17,060 JD × 3 projects)****51,180**

Project No. 12

Themes and Issues:

Family Issues/Services.

1- Project Title:

Early detection of breast cancers and cervical cancer.

2- Project Justifications:

Breast and cervical cancer have the highest incidence amongst malignant tumors in women. They rank first and second in the world. New registered cases of these diseases have reached 450,000, while mortality cases have reached 300,000. This rise in morbidity and mortality with their attached high costs occurs in the case of late detection of the disease. On the other hand, early detection of such carcinomas by Primary Health Care (preventive) is considered an effective means in reducing rates of morbidity and mortality. Statistics of the Irradiation Therapy Center of the Ministry of Health, which is the sole provider of such treatment (in Jordan), indicate that 17% of female patients treated are afflicted with the same diseases. This has caused several needs to emerge: identifying the size and requirements of this health problem; lack of information on prevalence rates and incidence; insufficiency of necessary equipment and training of staff concerned; lack of awareness among targeted women of the importance of periodic check ups at suitable times.

3- Project Goals:

General goal:

Reducing morbidity and mortality rates due to cervical and breast cancer and improving the quality of life of afflicted patients.

Specific Goals:

1. Identifying incidence and prevalence rates of cervical and breast cancers in Jordan during the period (1997-2002) for women in the age group 35-60.
2. Covering 80% of women of targeted age group with early detection.
3. Reducing the morbidity rate by 20% in next 15 years.
4. Reducing the mortality rate due to these carcinomas by 10% in the next 15 years.

4- Target Group:

Women in various regions of the Kingdom in the age group 35-60.

6- Project Description:

1. Conducting a comprehensive analytical study of the current situation.
2. Establishing specialized pilot units through health centers and hospitals complete with a data base and clear records to be subject to The National Center Registry Centre.
3. Training and qualifying the medical staff concerned throughout the Kingdom.
4. Providing the units with the necessary tools and equipment.
5. Public awareness raising campaigns and seminars through various aspects of the mass media.

6- Executing Agency:

Ministry of Health, Royal Medical Services, Faculties of Medicine in Jordanian Universities.

7- Expected Outcome:

1. Identifying the scale of the problem.
2. Early detection and treatment of cases which would lead to reducing morbidity and mortality rates.
3. Reducing financial, psychological and social toll paid by individuals, the community and the government.
4. Monitoring and assessing the project during the period (1997-2002).

8- Budget:

	<u>Jordanian Dinars</u>
- Comprehensive analytic study	80,000
- Workshops	10,000
- Experts	44,000
- Medical and Office Expenses	400,000
- Information Campaigns, Seminars, Publications	30,000
- Miscellaneous (Computer, Records, Files, Stationary, etc.)	100,000
Total Cost	754,000

Project No. 13

Themes and Issues:

Family Issues/Services.

1- Project Title:

Health care for pregnant women.

2- Project Justifications:

Jordan has achieved noticeable progress in maternal health care services where maternal mortality has been estimated at 40-60 per 100,000 live births. But Jordan still looks forward to further reducing this rate to reach its counterpart in developed countries (10 per 100,000 live births). Although the Ministry of Health has adopted a policy of comprehensive coverage of maternal and child health care services, annual statistics at the Ministry indicate low utilization rates of maternal health services. The percentage of newly pregnant women utilizing health care services is no more than 40% of the total number of beneficiaries of health care services. This leads us to assume the possibility of reduced quality and dissatisfaction with the services provided. Lack of awareness and education of the hazards of repeated pregnancies, and the prevalence of anemia and malnutrition among pregnant women, which raises the mortality rate due to child bearing complications.

3- Project Goals:

1. Increasing prenatal health care cover by 25% in 5 years.
2. Training 95% of staff working in maternal health care services throughout the Kingdom during the project term.
3. Adopting quality standards of maternal health care services in order to apply them at the end of the project. (Protocol and guidebook).
4. Improving the nutritional status of pregnant women in remote rural regions.

4- Target Group:

Pregnant women and females of child bearing age.

5- Project Description:

- Conducting a comprehensive analytical study of the current situation regarding maternal health care services.
- Holding workshops for training and preparing staff working in the field of maternal health care services and practising filling out special forms for monitoring the nutritional status of pregnant women.
- Launching public awareness raising campaigns through the various mass media, and holding seminars in maternal and child health care centers with the participation of targeted groups.
- Nutritional support through Maternal and Child Health Care Centers.
- Forming a national committee of experts to draw up maternal health care quality standards.

6- Executing Agency:

Ministry of Health.

7- Expected Outcome:

1. Increased cover of prenatal health services due to increased tendency to utilize Maternal and Child Care Centers' services.
2. Applying quality standards of health care services which would reflect positively on the standard of services provided and on lowering maternal mortality and morbidity rates during pregnancies.

3. Improved maternal health and nutritional status during pregnancies which would reflect positively on the health of infants.

8- Budget:

	<u>Jordanian Dinars</u>
- Comprehensive Analytical Study	50,000
- Workshops	240,000
- Experts and Consultants	60,000
- Media Campaigns, Seminars, Educational Programs, Publications	30,000
- Prenatal Nutritional Support	100,000
- Other expenses	40,000
Total Cost	520,000

Project No. 14

Themes and Issues:

Family Issues/Services.

1- Project Title:

Improving health care for young disabled women.

2- Project Justifications:

It is estimated that the number of disabled people (of various types) in Jordan is around 350,000 to 400,000. In other words, about 10% of the population. The actual size of the problem in Jordan is still unspecified despite various studies and surveys. The same studies and surveys indicate that about 70% of disabled people are below 20, and the male to female ratio is 3:2.

It is imperative to identify the size of the problem on the national level and to examine causes and types of disability, along with various medical and rehabilitation aspects of services provided for the targeted group. This is due to several reasons including: lack of sufficient information on causes and categorization of disability, and on the availability and quality of health services provided; high cost of following up and treating disabled people in specialized centres; the importance of drawing up comprehensive preventive policies.

3- Project Goals:

General Goal:

Improving comprehensive health care provided to young disabled women.

Specific Goals:

1. Identifying the needs of disabled young women after examining the scale of the problem during the first year of the project.
2. Increasing health care services cover provided by the Ministry of Health (the sole diagnostic center in Amman, Mother and Child centers).
3. Applying and emphasising quality services by adopting special criteria for child development, inoculation and marriage counseling.
4. The comprehensive integration of young disabled women into the community and the integration of health services into other services needed by this group (education, special needs).

4- Target Group:

Young women afflicted with various types of disability within the 10 - 25 age groups.

5- Project Description:

- Field study for the purpose of identifying the scale of the problems.
- Holding central workshops for rehabilitation and training of trainers from all governorates on important aspects early detection of handicaps and rehabilitation.
- Holding workshops for service staff : midwives, doctors, nurses in Mother and Child and health centers.
- Public awareness raising campaigns on preventive aspects and early detection, follow-up, and rehabilitation of such cases. In addition, educational publications will be issued and special seminars for parents and the group will be held.

6- Executing Agency:

Ministry of Health and the Private Sector.

7- Expected Outcome:

1. Improving the quality and number of health care services provided to young disabled women.
2. Increase cover and attendance rates at Ministry of Health centres providing these services.
3. Full integration of disabled young women into the community.
4. Reducing the high cost of therapy for the disabled through early detection programmes, preventive care, and rehabilitation.

8- Budget:

	<u>Jordanian Dinars</u>
- Analytical study	60,000
- Trainers' Workshop	20,000
- Health Staff	144,000
- Experts	70,000
- Media and Information Campaigns	30,000
- Equipment and Apparatus for Therapy and Rehabilitation	100,000
- Other Miscellaneous Expenses	36,000
Total	460,000

Project No. 15

Themes and Issues:

Family Issues/ Studies.

1- Project Title:

Study on drug use among young women.

2- Project Justification:

The lack of any studies or statistics on the issue of drug abuse among young women despite its prevalence in various forms among young men and women. Some features of drug abuse and prevalence have emerged in schools and universities. A study therefore is necessary in order to investigate causes of drug abuse among young women, the problems they face, and the influence of social and economic factors.

3. Project Goals:

1. Protection against drug abuse risks.
2. Identifying proposed solutions to problems facing young women.
3. Attempting to arrive at a common ground and an understanding of young women.
4. Explaining the risks and side effects of drug abuse.

4. Target Group:

Young women of various age groups.

5- Project Description:

- Forming a committee of researchers from the various authorities concerned, such as : Ministry of Health, the Ministry of Youth, Psychologists, etc.
- Compiling data and specifying the needs.
- Conducting the study.

6- Executing Agency:

Ministry of Youth.

7- Expected Outcome:

Protecting and enlightening young women on the risks of drug abuse.

8- Budget:

	<u>Jordanian Dinars</u>
- Cost of Study:	
Experts : Educators, Health Specialists, Islamic Shari'a scholars (500 JD per expert × 4 experts)	2,000
- Technical and Administrative Costs (Typing and Questionnaires, etc.)	1,500
- Miscellaneous	1,500
Total	5,000

Project No. 16

Themes and Issues:

Equality and Justice/ Studies.

1- Project Title:

A study on sport for women in Jordan.

2- Project Justification:

1. The women's sports movement in Jordan is under-developed.
2. Lack of studies dealing with the issue.
3. Improving women's sports among Jordanian women.
4. Raising the awareness of women on the importance of athletics.

3- Project Goals:

1. Raising women's awareness about the importance of exercise.
2. Removing social and psychological barriers hindering women's participation in sports.
3. Encouraging young women's participation in sports.

4- Target Group:

All young women in the Kingdom.

5- Project Description:

- Forming a committee of researchers from the various bodies concerned, e.g. the Ministry of Health, the Ministry of Youth, Physical Education, etc.
- Collecting data and identifying needs.
- Conducting the study.

6- Executing Agency:

Ministry of Youth.

7- Expected Outcome:

Improving the women's sports movement in Jordan.

8- Budget:

	<u>Jordanian Dinars</u>
- Cost of Study: Experts (500 JD per expert × 4 Experts)	2,000
- Technical and Administrative Costs (typing and Questionnaires, etc.)	1,500
- Miscellaneous	1,500
Total	<hr/> 5,000

Project No. 17

Themes and Issues:

Equality and Justice/Institutional Building.

1- Project Title:

Creation of three model centers for young women.

2- Project Justification:

Lack of model female youth centers in most regions of high population and youth density in the Kingdom.

3- Project Goals:

1. Activating the role of young women and women in local communities, wise use of spare time, developing capabilities, providing vocational and technical skills, nurturing appreciation of handicrafts.
2. Training young women in handicrafts and raising their awareness through lectures and seminars in health, political and socio-economic life.
3. Raising awareness of women on the importance of physical and mental health and providing easily accessible sports and recreation facilities.

4- Target Group:

Young women of all age groups.

5- Project Description:

Establishing three centers in (rbid, Abu Nuseir, and Tafleh. This would require:

1. Establishing, furnishing and equipping centers.
2. Training qualified female supervisors and trainers.

6- Executing Agency:

Ministry of Youth.

7- Expected Outcome:

Higher awareness and improve life skills and benefits among young women due to increased attendance at to model centers.

8- Budget:

	<u>Jordanian Dinars</u>
• Estimated Cost per Building =100,000 JD (100,00 JD × 3 Centers)	300,000
• Cost of Purchasing Furniture per Centre=35,000 JD (35,000 JD × 3 Centers)	105,000
• Cost of Training Female Trainers	3,000
Total Cost	408,000

Project No. 18

Themes and Issues:

Equality and Justice/Institutional Building.

1- Project Title:

The creation of women's advice and awareness-raising centers : information women of their legal rights and obligations under secular and religious law.

2- Project Justification:

Discrimination against women is evident in political, social and economic life. Meanwhile, women are ignorant of their legitimate rights. This lack of legal and legislative awareness requires information and guidance on already legally secured rights, and those that require amending. There is also a need to remove features of discrimination against women and to provide assistance to women with special needs and guidance in seeking their rights by sound legal methods.

3- Project Goals:

Activating the legislative aspect of the National Strategy through a deep commitment to promoting and protecting women's rights and status. This would be arrived at by means of securing women's equal involvement in all issues of concern to the community (political, social or cultural), and eliminating all kinds of discrimination and violence against women through providing insight and guidance on rights already secured by law, and on rights that need to be claimed.

4- Target Group:

Jordanian Women throughout the country.

5- Project Description:

The project will begin by establishing three centers within the Courts of First Instance in Amman, Irbid, and Ma'an starting from 1/1/1997 (the first year of the project). The project will be extended to the remainder of these courts or to Reconciliation Courts in these regions where Courts of First Instance are not established. By the end of the project 13 centres should have been created.

Each center will be made up of a relatively large hall with one full time legal and one social advisors who will be present continuously. They (both will be female) will provide free consultation, counseling and guidance and arrange for monthly lectures on issues of concern to women in general.

6- Executing Agency:

Ministry of Justice in cooperation with other ministries concerned : Ministry of Social Development, Ministry of Information, Women's Federations and National Societies.

7- Expected Outcome:

- Raising awareness among women and increased involvement in public life.
- Community acceptance of the new role of women.
- Covering all regions of the kingdom (Badia and Rural regions).
- Women's involvement in exchanging ideas and making decisions.
- Providing assistance and guidance to women in settling problems.

Budget:

	<u>Jordanian Dinars</u>
- Equipping Halls (3 Halls × 2,000)	6,000
- Advisors salaries (2 Advisors/ hall × 3 Halls × 2,400 JD)	14,400
- Lecturers' honorarium (30 JD × 3 Lecturers × 12 Months)	1,080
Total Cost	<hr/> 21,480

Project No. 19

Themes and Issues:

Equality and Justice / Media and Awareness.

1- Project Title:

Working women: "Rights and Duties".

2- Project Justification:

1. Many working women lack legal knowledge.
2. Seeking to amend laws hindering women's progress in fields of employment.

3- Project Goals:

1. Raising women's awareness of rights and seeking to amend articles believed to negatively affect women's participation in fields of employment.
2. Encouraging women's involvement in employment and productive fields.
3. Informing women through radio broadcasts and women's clubs and societies of these issues.
4. Explaining all issues related to the labor law in the public and private sectors.

4- Target Group:

Working women in particular and women in general.

5- Project Description:

Working women are ignorant of their rights secured by the various labor laws and regulations. The project aims to broadcast a five minute radio program of 90 episodes to tackle all such issues in a meaningful and scientific method. In addition to the benefit of recording the material on cassettes and circulating them to women's centers established throughout the Kingdom. "Listening and Discussion" groups will thus be formed.

6- Executing Agency:

The Radio and Television Corporation/Radio.

7- Expected Outcome:

- Raising awareness among women on labor laws.
- Increasing the percentage of working women.
- Improving working conditions for women.

8- Budget:

	<u>Jordanian Dinars</u>
- Production: (This includes preparing the scientific material, directing and presentation)	4,500
- Recording and Purchasing Cassette Tapes (for distribution among centers)	1,000
- Unforeseen Expenses	500
Total Cost	6,000

Project No. 20

Themes and Issues:

Equality and Justice /Information and Statistics.

1- Project Title:

Creation of a data base on women in media.

2- Project Justification:

Information and studies on women and social issues are not easily accessible from original sources, leading to obstacles to program production.

3- Project Goals:

1. Providing information to people involved in and producers of women's, family and social programs.
2. Increasing the availability of information to media and production personnel in this field.
3. Improving the quality of radio and television programs.

4- Target Group:

Radio and Television Corporation staff working in this field.

5- Project Description:

- Conducting a feasibility study on establishing a data base and its relevant administrative and technical structure.
- Compiling studies and research from specialized sources in the field and secure accessibility to staff.
- Providing relevant equipment.
- Training program staff and employees in the use of equipment.

6- Executing Agency:

Radio and Television Corporation/Radio.

7- Expected Outcome:

1. Improved standards of programs on women's, family and social programs.
2. Increased knowledge and information among program staff in this field.

8. Budget:

	<u>Jordanian Dinars</u>
- "Advanced" computers (2 Units × 2500)	5,000
- Training Staff (4 Staff × 3 Months)	1,000
- Expert for One Month's Duration	5,000
- Miscellaneous	1,000
Total Cost	12,000

Project No. 21

Themes and Issues:

Women's Empowerment/ Studies.

1- Project Title:

Study on minimum wages for women working in the private sector.

2- Project Justification:

- Deficiency of data and information available on minimum wages in Jordan, bearing in mind that Jordanian Labor Law No. 8 for the year 1996 has authorized the Minister of Labor to a set minimum wage.
- Lack of a occupational descriptions and classifications for the various occupations and sectors in which women work.
- Lack of a general policy on wages in general and on female workers in particular.
- The discrepancies witnessed in the Jordanian labor market.
- The competition of imported labor with women working in low-skill productive occupations.

3- Project Goals:

- Compilation of relevant data and information for decision makers in order to facilitate drawing up a clear strategy for setting women workers' minimum wages.
- Assisting in regulating wages in the labor market and achieving equitable competition between males and females.
- Providing relative stability for working women especially married women.
- Protecting women workers as regards wages.

4- Target Group:

Women workers in all production sectors in addition to private sector institutions and sectors involved in employing women.

5- Project Description:

First Phase:

The study will be based on statistics and information gathered by 4 field committees each constituting of 4 persons using questionnaires especially designed for the purpose of the study by the technical committee with the assistance of an expert. The study will adopt the sample survey method.

Second Phase:

The technical committee will compile and process the data using computers. Data will also be processed through statistical and descriptive methods. Specialists will be invited to a workshop in order to present and discuss the results of the study.

6- Executing Agency:

Ministry of Labor.

7- Expected Outcome:

- Providing relevant data and information on minimum wages for women working in the private sector.
- Identifying a specific strategy leading to drawing up a general policy on minimum wages for women working in the private sector.
- Identifying suitable wage protection mechanisms for working women.

- Identifying causes behind male and female wage differentials, in order to achieve equality in employment and wages.

8- Budget:

	<u>Jordanian Dinars</u>
- Expert	15,000
- Technical Committee	12,000
- Field Committees	25,000
- Administration and Typing	2,000
- Miscellaneous (Car, etc.)	5,000
- Investigative Tour for Two Persons	5,000
- Workshop to Discuss Results of Study	5,000
	<hr/>
Total Cost	69,000

Project No. 22

Themes and Issues:

Participation in Decision-Making Processes/ Media and Awareness.

1- Project Title:

Awareness-raising and training programmes in women participation in local government.

2- Project Justifications:

Due to the significant role women play in the active participation in local government through involvement in municipal elections both as candidates and as an informed voters, women require awareness raising, training and insight into laws and regulations relevant to local government and its various aspects. This program aims at increasing women's involvement in decision-making positions.

3- Project Goals:

The project aims at: increasing women's awareness of the laws and regulations of local government; of the important role of local councils in the life and development of the community; of the influence of women, both as candidates and voters, in electing local council members and achieving women's demands as members of the local community, and in raising women's standards of living.

4- Target Group:

Jordanian Women in General.

5- Project Description:

Holding workshops, lectures and seminars on local government laws, the role of local councils in development and the responsibilities of local council members. These meetings will also tackle women's obligations as local community members, as candidates and voters and project women's role in local government through the media.

6- Executing Agency:

Ministry of Municipal, Rural and Environmental Affairs.

7- Expected Outcomes:

1. Women will become more familiar with the laws and regulations on local government and aspects where Jordanian women can participate.
2. Women will attain positions of leadership in local government and decision-making.

8- Budget:

Jordanian Dinars

1. At the Kingdom Level. This requires:	
a. one annual workshop hosting women from all regions of the country.	30,000
b. Information and awareness raising through publications, television, radio, posters.	20,000
2. At the governorate level. This requires: lectures, seminars, (and stationary), to be held 5 times a year in each governorate at a cost of 2,000 JD per Lecture (2,000 × 5) = 10,000 JD Accordingly, gross the total cost all governorates is : 10,000 JD X 12 governorates	120,000
Total Cost	170,000

Project No. 23

Themes and Issues:

Eradication of Poverty/Institutional Building.

1- Project Title:

The creation of economic and cultural development centers for rural women.

2- Project Justifications:

Although women play a vital role and constitute half the community, a large part of their capabilities is wasted and their participation in the production process is limited. On the other hand, it is imperative to utilize all available resources. Therefore, it is essential to increase women's involvement in social and productive. The emphasis of these projects is on rural regions to create a balance in social development and curtail social, economic and cultural imbalances among women throughout community.

3- Project Goals:

1. Social, economic and cultural development of rural women through these centers.
2. Preparing women to identify feasible projects which will benefit women's development in local communities.
3. Identifying leadership among women in local communities capable of guide and leading women in their regions.

4- Target Group:

Jordanian Women in Rural and Badia Regions.

5- Project Description:

Establishing and equipping social, economic and cultural women development centers to render the aforementioned services, through holding workshops (3-4 on average for each activity) and drawing up a program for the following activities:

- a. Social activities: providing a variety of programs including literacy, education and awareness raising, health and environmental awareness raising, and home economics.
- b. Development activities: Training programs to raise women's involvement levels in development and increase women's involvement in decisions concerning plans for local communities.
- c. Economic activities: Small-Scale productive projects, handicrafts production projects, recreational projects, rural women's hobbies development, developing beneficial use of residential gardens and those of local councils.

6- Executing Agency:

Ministry of Municipal, Rural and Environmental Affairs.

7- Expected Outcome:

1. Raise women's involvement levels in all fields of local community development.
2. Raise women awareness in various fields : the environment, health, social issues, property regulations, the economy.

3- Budget:

Jordanian Dinars

- Set up and Equipment Costs	275,500
- Training Women Trainers	6,000
- Workshops for Center Beneficiaries(12)	18,500
Total Cost	300,000

Project No. 24

Themes and Issues:

Environment/ Media and Awareness.

1- Project Title:

Raising environmental awareness.

2- Project Justifications:

Women have a major role in the social and economic fields. They can play an active role in environmental protection and use of natural resources through the management of their own small environment in their capacity as housewives.

3- Project Goals:

General goal:

Raising environmental awareness and developing women's skills in environmental protection.

Specific goals:

1. Developing and increasing environmental awareness among women.
2. Developing women's skills in discarding of solid household waste and in separating of waste material for recycling or reuse in optimal ways.
3. Assigning an organizational and leadership role to women to secure better involvement in environmental protection activities.
4. Enabling housewives to foster environmental awareness in their children.

4- Target Group:

Jordanian women in general.

5- Project Description:

A. Holding workshops, seminars and lectures in the following fields, in coordination with local and foreign experts:

1. Management of household waste/recycling and reuse.
2. Rationing domestic water consumption.
3. Preservation of surrounding environment and ways of handling chemicals.
4. The role of the housewife in enlightening her children on ways of dealing with the environment.

B. Launching public awareness raising campaigns through television and radio, and circulating special publications on the environment and means of protection and preservation.

C. Executing model environmental projects in neighboring regions, e.g. waste separation, reuse and recycling.

6- Executing Agency:

General Corporation for Environmental Protection.

7- Expected Outcome:

1. Raising environmental awareness among women.
2. Increasing women's involvement in environmental protection.
3. Optimal use of natural environmental resources.
4. Creating a generation which is aware of the importance of environmental preservation.
5. Creating a grass-roots base with women as the cornerstone for environmental protection.

3- Budget:

Jordanian Dinars

1. Training Workshop Cost. It is proposed to hold 12 workshops annually (one monthly) a cost of 2,000 JD including lecturers, holding the workshop, premises, stationary and publications :	24,000
2. Information Costs: These include Publications, Posters, Radio and Television, Environmental Contests	30,000
3. Executing Model Environmental Project in a Village	50,000
Total Cost	<u>104,000</u>

Project No. 25

Themes and Issues:

Participation in Decision-Making Processes/ Training.

1- Project Title:

Management training for women executives in private and public sectors.

2- Project Justifications:

Women's participation in leadership positions in public and private sectors is low. This is demonstrated in the low number of women occupying leading positions in comparison to men and the insufficient management training extended to women. This is clearly apparent when reviewing records and lists of participants on training programs held by various training bodies in Jordan, in the forefront of which is the Institute of Public Administration.

3- Project Goals:

Assisting women to progress in their work and occupy leadership positions through developing a package of skills: leadership, negotiation, research, communication, decision-making and mass communication.

4- Target Group:

Women employees in public and private sectors. This will also be reflected in performance of establishments in general.

5- Project Description:

The project includes holding the following training workshops:

1. Developing leadership skills.
2. Developing negotiation skills.
3. Developing scientific research and analysis skills.
4. Developing decision-making skills.
5. Developing communication skills.
6. Developing mass communication skills.

6- Executing Agency:

The Institute of Public Administration.

7- Expected Outcome:

Creating a base of trained women qualified to hold leading positions.

8- Budget:

The project includes holding six training workshops each with the cost of (2,000) JD covering cost of trainers and organizing the workshops. Thus the Gross Cost is 12,000JD.

Project No. 26

Themes and Issues:

Participation in Decision-Making Processes/Information and Statistics.

1- Project Title:

Compilation of a skills directory of Jordanian competent women.

2- Project Justifications:

The percentage of competent Jordanian women has increased during the past years. Meanwhile, no reference is available on Jordanian women's qualifications and expertise. Therefore, a data base on women is essential to make such information accessible to interested parties. This will lead to increased opportunities for women's involvement in activities taking place in Jordan.

3- Project Goals:

Establishing a data base on competent Jordanian women, providing essential information on educational degrees, practical training and fields of experience and expertise in order to facilitate women's involvement in all spheres of activity.

4- Target Group:

Competent Jordanian women in public and private sectors.

5- Project Description:

The project involves issuing a directory of competent Jordanian women. For the achievement of this end, the following is required: data gathering team, a data input team, two experts: one to be charged with drawing up the project blueprint; designing the project questionnaire; and training the data gathering team. The second will provide assistance in preparing the final form of the directory. Computers and the relevant software are also required.

6- Executing Agency:

Institute of Public Administration.

7- Expected Outcome:

Establishing a data base of competent Jordanian women.

8- Budget:

10,000 JD covering expenses of two experts, the data collecting team, the data input team, and the required equipment.

Project No. 27

Themes and Issues:

Environment/Training.

1- Project Title:

Training rural women in the optimal use of agricultural pesticides and herbicides.

2- Project Justifications:

The increased use of pesticides in Jordan whether in sheltered or uncovered farming methods. Imported pesticides totaled 1206.30 tons during 1995 worth 2829.2 thousand Dinars.

Therefore the project justification is:

1. Rural women's health is at risk due to the misuse of pesticides.
2. High pesticide residue percentage on agricultural produce.
3. Environmental pollution due to pesticides.

3- Project Goals:

Protecting rural women's health against risks of pesticide misuse through:

1. Protection against environmental pollution.
2. Protection against water sources pollution.
3. Improving the quality and exportability of food products in relation to internationally acceptable pesticide residue percentages.

4- Target Group:

Rural women working in the field of irrigated farming.

5- Project Description:

1. Training rural women on the optimal use of pesticides.
2. Catering for rural women's health and reducing the adverse effects of pesticides.
3. Environmental protection.
4. Empowering and enhancing rural women's self-development through providing relevant information on dealing with pesticides. The four above mentioned points can be achieved through:
 - Delivering lectures to rural women.
 - Training courses for rural women.
 - Public awareness raising campaigns (the press, radio programs, television programs) directed at rural women.

6- Executing Agency:

Ministry of Agriculture.

7- Expected Outcome:

- Improving rural women's awareness level on dealing with pesticides and on personal and public health protection.
- Improving the quality of agricultural produce through reducing the pesticide residue percentages.

8. Budget:

	<u>Jordanian Dinars</u>
- 25 training courses per 500 rural women	100,000
- Agricultural Guidance Program (Meetings, Conferences, etc.)	50,000
- Awareness Raising Campaigns (Radio, television, etc.)	24,000
- Publications	<u>30,000</u>
Total Cost	204,000

Project No. 28

Themes and Issues:

Environment/ Training .

1- Project Title:

Training rural women to follow sound irrigation by using modern irrigation methods.

2- Project Justification:

While water resources available to the agricultural sector are scarce, water requirements for agricultural purposes totaled about 800 million cubic meters in 1991. This is expected to rise to 1088 in 1995, at a time when water requirements in this sector should not be allowed to exceed this figure until the year 2005. The project justification therefore is the following:

- Scarce availability of water and water resources.
- Non-use of suitable economic irrigation methods for different crops.
- Limitation of expanding irrigated farming.
- Vital role of women in traditional irrigation processes.

3- Project Goals:

Increasing water use efficiency through:

1. Raising women's awareness of suitable irrigation methods.
2. Rationing water use.

4- Target Group:

Rural women and families in general.

5- Project Description:

Safeguarding lasting use of natural resources and environmental protection by means of:

1. Holding training courses for rural women.
2. Holding workshops for rural women.
3. Publications and information campaigns.

6- Executing Agency:

Ministry of Agriculture.

7- Expected Outcome:

1. Increased water use efficiency among rural women in agriculture.
2. Necessary knowledge and expertise and appropriate use of water among women.

8- Budget:

	<u>Jordanian Dinars</u>
- Training Courses (20)	150,000
- Workshops (24)	50,000
- Information Campaigns and Publications	<u>30,000</u>
Total Cost	230,000

Project No. 29

Themes and Issues:

The Eradication of Poverty/ Training.

1- Project Title:

Training rural women to process agricultural products using modern techniques.

2- Project Justification:

The lack of scientific knowledge among rural women on the means of preserving agricultural produce (vegetables, fruits and milk) leads to these products deteriorating. In Addition, the opportunity of low cost, round the year balanced nutrition that could be achieved at times of seasonal low prices is wasted. The project therefore attempts to:

1. Benefit from agricultural produce at seasons of low cost and abundance.
2. Improve family nutritional status.
3. Improve family income level.

3- Project Goals:

1. Training rural women on the use of modern technology in agricultural produce processing and preserving methods in order to provide for a balanced, sound and healthy nutrition the year at minimal cost.
2. Improving the nutritional pattern for the family.
3. Participate in solving the unemployment problem among women and increase family income.

4- Target Group:

Rural women in particular and the family in general.

5- Project Description:

Reducing family expenses which is reflected positively in increasing income, improving family nutrition and improving health by means of:

- Holding training courses in project administration (management and finance) including fund raising and dealing with lending establishments.
- Publications.
- Media campaigns.

6- Executing Agency:

Ministry of Agriculture.

7- Expected Outcome:

1. Providing required skills, and technical and management expertise for rural women in particular and women in general for processing and preserving foods.
2. Advance nutritional pattern of the family.
3. Increasing family income.

8- Budget:

<u>Jordanian Dinars</u>	
- Training courses (12)	150,000
- Media campaigns	20,000
- Publications	<u>30,000</u>
Total Cost	200,000

Project No. 30

Themes and Issues:

Eradication of Poverty/ Training.

1- Project Title:

Training rural women in bee keeping.

2- Project Justification:

The Kingdom's production of honey totals 20% of consumption. Honey is expensive and is often beyond the reach of families. On the other hand, environmental conditions are clearly and readily available for bee keeping.

Therefore, project justification is:

Increasing honey production, thus increasing family income and improving nutrition levels and the productivity of agricultural crops.

3- Project Goals:

Increasing family income through:

1. Informing and training rural women in bee keeping.
2. Improving nutritional status of families.
3. Increasing agricultural productivity.

4- Target Group:

Rural women.

5- Project Description:

Increasing rural families' income through holding training courses for rural women on bee keeping, in addition to media campaigns, publications and any other educational aid that could lead to expanding this activity, thus increasing rural family income.

6- Executing Agency:

Ministry of Agriculture.

7- Expected Outcome:

1. Improving family income through rural women's involvement.
2. Improving nutritional status.

8- Budget:

	<u>Jordanian Dinars</u>
- Training Courses (20)	150,000
- Media Campaigns	30,000
- Publications	<u>20,000</u>
Total Cost	200,000

Project No. 31

Themes and Issues:

Eradication of Poverty/ Training.

1- Project Title:

Training rural women in the rearing of farm animals.

2- Project Justification:

The Kingdom's self sufficiency in red meat is 35%, in milk 50%. This is negatively reflected in the nutritional status of women and families and in the high prices of agricultural produce.

The project justification therefore is:

Diversify rural family income sources and income levels and improve level of nutrition.

3- Project Goals:

Providing foods of high nutritional value and improving rural family income through:

1. Training women in raising animals.
2. Providing milk, dairy products and red meat for rural families.
3. Improving rural family income levels.

4- Target Group:

Rural women.

5- Project Description:

Improving the incomes of rural women and families, and improving levels of nutrition. This will be done through holding training courses and granting loans for expanding and improving the raising farm animals. This is of particular relevance to underprivileged rural families.

6- Executing Agency:

Ministry of Agriculture.

7- Expected Outcome:

Improving and diversifying rural family income sources.

B- Budget:

	<u>Jordanian Dinars</u>
- Loans (500 women)	500,000
- Training Courses (25 women)	100,000
- Information Campaigns	30,000
- Publications	<u>30,000</u>
Total Cost	660,000

Project No. 32

Themes and Issues:

Eradication of Poverty/ Training.

1- Project Title:

Training rural women in the rearing of poultry and rabbits.

2- Project Justification:

The limited amounts of rabbit meat produced in the country, the lack of shops selling poultry meat or eggs for domestic purposes in villages and remote regions and the availability of family left-overs suitable for feeding rabbits and poultry. The project is involved in increasing family income and improving nutrition levels.

3- Project Goals:

Improve family income and nutrition levels by training women to breed rabbits and poultry at the family level and to use family left-overs as animal feed.

4- Target Group:

Rural women.

5- Project Description:

Improving income level and nutrition levels of families through:

1. Training women in raising poultry and rabbits at the family level and using family left-overs as animal feed.
2. Providing loans in cash in kind.

6- Executing Agency:

Ministry of Agriculture.

7-Expected Outcome:

1. Improving and diversifying sources of family income.
2. Raising nutritional awareness.

3- Budget:

	<u>Jordanian Dinars</u>
- Loans in cash and in kind (1000JD per family)	100,000
- Training Courses (20 courses)	100,000
- Publications and Media Campaigns	<u>30,000</u>
Total Cost	230,000

Project No. 33

Themes and Issues:

Eradication of Poverty/ Training.

1- Project Title:

Training rural women in Modern techniques used in harvesting, grading and packing agricultural produce.

2- Project Justification:

A large proportion of agricultural produce is ruined due to the lack of rural women not using suitable methods for harvesting, grading, and packaging. This is negatively reflected in the local marketability and exportability of crops. Therefore, the project will act on improving women's income levels by improving productive efficiency in packaging and grading, and creating new employment opportunities. Consequently, the quality of agricultural-produce in the market will be improved.

3- Project Goals:

1. Developing women's capabilities to employ modern methods in harvesting, grading, and packaging crops.
2. Improving women's income.
3. Increasing value of agricultural products.

4- Target Group:

Rural women in various regions of the Kingdom.

5- Project Description:

Increasing income from agricultural products by reducing the damaged portion and improving quality and marketability. This will improve family income and increase employment opportunities for women through:

- Training courses.
- Media campaigns.
- Publications.

6- Executing Agency:

Ministry of Agriculture/ Agricultural Marketing Organization.

7- Expected Outcome:

1. Increase employment opportunities for efficient rural women.
2. Improve women's and family incomes.
3. Increase the value and marketability of agricultural products.

8- Budget:

	<u>Jordanian Dinars</u>
- Training Courses (20)	150,000
- Media Campaigns	20,000
- Publications	30,000
Total Cost	200,000

Project No. 34

Themes and Issues:

Environment/ Training.

1- Project Title:

Training rural women in the techniques of appropriate fertilizer use.

2- Project Justification:

Jordanian fertilizers are imports continuously on the rise totaling 48911 tons in 1993. Fertilizers are used in large amounts without sufficient knowledge and awareness of suitable kinds and quantities. Thus, the project justification is:

Lack of knowledge and awareness among rural women on suitable fertilizing processes and the impact of fertilizers on plants, soil and the environment.

3- Project Goals:

Increase fertilizer use efficiency through:

1. Increasing rural women's capabilities in using suitable fertilizing programs.
2. Increasing rural families' income through optimal use of fertilizers.
3. Improving the environment and preserving natural resources.

4- Target Group:

Rural women.

5- Project Description:

Increasing income from agriculture. This will be positively reflected in raising rural women's income and awareness levels and reducing the impact on the environment impacts, through holding training courses and workshops, launching media campaigns and publications directed at rural women.

6- Executing Agency:

Ministry of Agriculture.

7- Expected Outcome:

- Improved levels of income, efficiency and awareness of rural women.
- Improved arable land productivity.
- Preservation of the environment.

8- Budget:

	<u>Jordanian Dinars</u>
- Training courses (25)	100,000
- Publications	30,000
- Media Campaigns	<u>20,000</u>
Total Cost	150,000

Project No. 35

Themes and Issues:

Equality and Justice / Media and Awareness.

1- Project Title:

Raising rural women's awareness of legislation in force and how it affects their rights.

2- Project Justification:

Rural women in particular are at a disadvantage in being unaware of their rights as stipulated in labor, social security, inheritance and tax laws. They are also unaware of the mechanisms for establishing cooperative societies for rural women.

The project justification, therefore, is:

1. Raising rural women's awareness and knowledge about their rights and the laws which are in force.
2. Informing rural women about the advantages of enrolling in rural women cooperative societies.

3- Project Goals:

Raising rural women's awareness of the means of establishing rural women's cooperatives through:

1. Raising rural women's awareness.
2. Encouraging rural women to establish rural women's cooperatives.

4- Target Group:

Rural women.

5- Project Description:

Increasing the involvement of rural women in social and economic life in rural regions through holding training courses, launching media campaigns targeting rural women in order to attain rights stipulated in law.

6- Executing Agency:

Ministry of Agriculture.

7- Expected Outcome:

Heightened awareness among rural women of their stipulated rights. This will enable them to seek improvements in their status and establish rural women's cooperatives.

8- Budget:

	<u>Jordanian Dinars</u>
- Training courses (25)	50,000
- Publications	<u>50,000</u>
Total Cost	100,000

Project No. 36

Themes and Issues:

The Eradication of Poverty/ Studies.

1- Project Title:

Study of the development of an agricultural credit programme to provide loans to female heads of household and non-land owning women.

2- Project Justifications:

The usual practice of "Loans for Agricultural Purposes" lending establishments is to require certain collateral (land or real estate). This constitutes an obstacle for non-land owning women who seek such loans. This study aims at providing solutions and recommendations rendering such loans accessible to rural women.

3- Project Goals:

Amending legislation pertaining to granting loans in a manner that would make of soft loans to non-land owning women accessible.

4- Target Group:

Non-land owning rural women.

5- Project Description:

Conducting a study aiming at developing a Loan for Agricultural Purposes system and providing recommendations and solutions to provide accessibility of such loans to non land owning rural women. Conducting the study requires forming committees on which the institutions concerned will be represented.

6- Executing Agency:

Ministry of Agriculture.

7- Expected Outcome:

The amendment and development of a system of loans for agricultural purposes in order to secure such loans to rural housewives and non-land owning women for the establishment of agricultural projects which will increase family income.

8- Budget:

	<u>Jordanian Dinars</u>
- Forming Committees	8,000
- Experts	1,500
- Stationary and Administrative Expenses	<u>500</u>
Total Cost	10,000

Project No. 37

Themes and Issues:

Equality and Justice/ Studies.

1- Project Title:

Field studies on the situation of rural women.

2- Project Justifications:

Lack of sufficient comprehensive studies on rural women throughout the Kingdom (at the village level) that serve decision-making on issues concerning improving the status of rural women.

3- Project Goals:

To make available essential data and information on rural women for sound decision-making.

4- Target Group:

Rural women in the Kingdom.

5- Project Description:

Conducting a sample field study of several villages in the Kingdom in order to identify the current situation, problems and obstacles facing rural women and the means of solving these problems. This entails forming various committees with the task of filling out relevant questionnaires, and analyzing information from questionnaires.

6- Executing Agency:

Ministry of Agriculture.

7- Expected Outcome:

Providing essential data and studies on situation of rural women for the decision maker in order to improve women's status and execute policies pertaining to women.

8- Budget:

	<u>Jordanian Dinars</u>
- Experts and Technical committees	20,000
- Equipment and Materials	5,000
- Various Technical and Administrative Cost	10,000
Total Cost	35,000

Project No. 38

Themes and Issues:

Women's Empowerment /Media and Awareness.

1- Project Title:

Raising women's vocational awareness.

2- Project Justifications:

- The abstention of women from vocational employment requires the institution to act to change these attitudes through seeking to provide for employment and training opportunities or the benefit from already existing ones.
- Lack of complementarity with information and awareness raising institutions on action towards improving such attitudes concerning vocational employment.
- The prevalence of negative attitudes in the community in relation to vocational employment especially among parents.

3- Project Goals:

Raising the community's awareness in general and women's and parents' in particular as to the relevance of women engaging in vocational occupations and enhancing complementarity among the institutions concerned .

4- Target Group:

Women and parents in various sectors of the community.

5- Project Description:

1. Organizing the holding of specialized seminar on integrating women into vocational occupations.
2. Holding awareness raising workshops for female employees in establishments concerned with providing guidance to women.
3. Designing, printing, and circulating publications directed at women.

6- Executing Agency:

Vocational Training Institute.

7-Expected Outcome:

- Raising women's awareness about enrolling in vocational employment.
- Increasing enrollment for available training opportunities.
- Changing attitudes of parents towards females working in vocational employment.

8- Budget: To be spent over 5 years (1996-2000)

	<u>Jordanian Dinars</u>
- Specialized Seminar	1,000
- Publications	<u>4,000</u>
Total Cost	5,000

Project No. 39

Themes and Issues:

Women's Empowerment / Studies.

1- Project Title:

Study on the vocational needs; female-graduate follow-up.

2- Project Justifications:

- a. Lack of data and information on qualitative and quantitative training requirements of women in Jordan.
- b. Ambiguity of women's attitudes towards participating in vocational occupations.
- c. Negative attitudes of employers towards employing females in vocational occupations in their establishments.
- d. Lack of comprehensive information on female graduate vocational training programs that are or were provided by the Vocational Training Institution.

3- Project Goals:

- a. Providing information and a data base on the requirements of vocationally trained women.
- b. Drawing up a strategic plan to increase vocational training opportunities provided for women at various sites.
- c. Identifying the current situation women graduates of vocational training programs concerning the practice of their occupation after graduation.

4- Target Group:

- Female school students/10th graders.
- Work and production sites employing or representing future vocational employment opportunities for females.
- Female employees and housewives.
- Female graduates of vocational training programs/Vocational Apprenticeship.

5- Project Description:

1. Conducting eight field survey studies on training requirements during the years (96-99) in each of Zarqa, Balqa', Madaba, Jerash, Ajloun, Elmafraq, Elkarak, Ma'an.
2. Conducting a follow-up study on female graduates of vocational training centers of the Institution. Conducting the study includes the following:
 - Designing study forms and questionnaires.
 - Training a research and data gathering team.
 - Analyzing results and drafting recommendations.

6- Executing Agency:

Vocational Training Institute.

7- Expected Outcome:

- Identifying skilled females labor requirements qualitatively and quantitatively (per specialty).
- Identifying the current status of available training facilities offered by the labor and production markets.
- Identifying employers' attitudes concerning employing females.
- Identifying the current status of female graduates of vocational training programs concerning their engagement in vocational employment.

8- Budget: to be spent over 5 years (1996-2000)

Jordanian Dinars

• Training Needs studies (3,000 JD × 8 studies)	24,000
• Female Graduates Follow-up Study	<u>6,000</u>
Total Cost	30,000

Project No. 40

Themes and Issues:

Women's Empowerment / Training.

1- Project Title:

Increase vocational training opportunities for women.

2- Project Justifications:

- a. Lack of vocational training opportunities for women.
- b. Harmonisation with state policies aiming at expanding the basis of women's involvement in vocational education and training programs at the secondary stage of education to 35% of secondary education female students by the year 2000.
- c. Imbalance in the distribution of training services in relation to demographic distribution and development in Jordan.

3- Project Goals:

- Providing training facilities including establishing centers in various developmental regions of the Kingdom.
- Adapting available training specialties in accordance with the developmental and social requirements of trained vocational labor especially in productive family projects.
- Complementarity with educational and training institutions in the public and private sectors and in non-governmental organizations.

4- Target Group:

- Female student graduates of the basic education stage.
- Working women and housewives.
- Developmental industry in the region including the male labor force in these industries.

5- Project Description:

Based upon the study to be conducted in the previous project (No: 42) concerned with surveying vocational requirements in the targeted regions, the following measures will be taken:

1. Establishing eight female vocational training centers with a capacity of around 1200 female trainees annually through:
 - a. Drawing up and executing construction plans.
 - b. Equipping and operating centers.
2. Coordinating with employers and establishments concerned for the purpose of increasing training and employment opportunities for women.

6- Executing Agency:

Vocational Training Institute.

7- Expected Outcome:

- Training 1200 female vocational trainees/students annually.
- An increase in women taking up available vocational employment opportunities.
- Women's orientation towards establishing and operating productive projects.

8- Budget: to be spent over 5 years (1996-2000)

<u>Cost per Center</u>	<u>Jordanian Dinars</u>
- Construction	250,000
- Equipment	250,000
Sub Total	<u>500,000</u>
Total Cost (8 Centers × 500,000 JD)	4,000,000

Project No. 41

Themes and Issues:

The Eradication of Poverty/ Studies.

1- Project Title:

Feasibility study on the creation of credit units in the Jordanian National Forum for Women (JNFW).

2- Project Justifications:

Examining viability of the Forum playing a mediating role in extending loans.

3- Project Goals:

1. Reaching the largest number of targeted women groups.
2. Increasing women's orientation towards utilizing loans.

4- Target Group:

1. Unemployed women.
2. New women graduates who want to establish their own businesses.

5- Project Description:

The number of regular women members of the National Forum for Women is about 100,000. Mobilizing a portion of this number into establishing private projects is an achievement on its own. Thus a study will be conducted through a questionnaire and information provided to measure the need for such a unit.

6- Executing Agency:

Development and Employment Fund.

7- Expected Outcome:

- Increase women's orientation towards utilizing loans.
- Elimination of poverty and unemployment among women.

8- Budget:

Cost of conducting the study: 10,000 JD.

Project No. 42

Themes and Issues:

The Eradication of Poverty/ Studies.

1- Project Title:

Study of the projects needs for rural women.

2- Project Justifications:

1. Lack of studies identifying projects needed for rural women.
2. Identify projects needed for rural women.

3- Project Goals:

1. Identifying projects needed for rural women.
2. Funding required projects in order to reach targeted groups.

4- Target Group:

1. Rural women through the Kingdom.
2. Unemployed women.

5- Project Description:

Special projects are needed for the large numbers of women in rural regions. Therefore, a team will conduct field visits to identify needed projects through a questionnaire or interviews using "the participatory quick survey method".

6- Executing Agency:

Development and Employment Fund.

7- Expected Outcome:

1. Identification of projects required for women.
2. Identification of types of projects required in rural regions.

8- Budget:

This project costs around 12,000 JD. i.e. 1,000 JD per governorate (12).

Project No. 43

Themes and Issues:

Eradication of Poverty / Training.

1- Project Title:

How to start a project.

2- Project Justifications:

1. Women as a sector need such courses and projects.
2. Most women lack project starting know-how.

3- Project Goals:

1. Training women in establishing their own projects.
2. Eliminating poverty and unemployment among women.
3. Mobilizing the highest possible number of women to establish their own projects.

4- Target Group:

1. Unemployed women.
2. Women on low incomes.

5- Project Description:

The majority of unemployed women need training courses on establishing their own businesses. The project team will hold several courses in various parts of the Kingdom for this purpose for 50 women participants per course. The total number of women participants in all governorates will be 600.

6- Executing Agency:

Development and Employment Fund.

7- Expected Outcome:

1. Increased number of women starting their own businesses.
2. Increased women's orientation towards utilizing loans.

8-Budget:

This project will cost about 36,000 JD, i.e. 3,000 JD per governorate (12).

Project No. 44

Theme & Field

Eradication of Poverty/Services.

I. Project Name

Credit for women to purchase agricultural land.

II. Project Rationale

Few women are able to purchase land to set up projects or to preserve their inheritance rights and their share of their inheritance particularly with regard to land. This normally forces them to cede their rights to their male relatives or to sell their share at a nominal price under pressure from the men of the family because they (i.e. the women) lack financial liquidity.

III. Project Objectives

1. Provide loans for rural women to purchase land to set up income-generating projects to provide them with the means to lead a dignified life.
2. Empower rural women to preserve their share of land held in common with their male relatives in the title deeds to the land.
3. Empower women to participate in the use, management and preservation of natural resources.
4. Justice, equality and the empowerment of women to obtain decent accommodation and give them the possibility of acquiring land and give them agricultural loans to empower them to obtain access to these natural resources including their inheritance rights.
5. Empowering women to gain access to economic resources including land ownership and property rights.

IV. Beneficiary Groups

Rural women who wish to own agricultural land or to increase the agricultural land they already own to set up a productive and viable project on it.

V. Project Description

This project is to encourage women to obtain credit to purchase agricultural land or to collectivise ownership of agricultural land with partners by purchasing their partners' share of the land to enable them to exploit the land for productive income-generating projects to combat poverty and hunger. In addition, women will be empowered to gain access to economic resources including land, land ownership rights and property.

VI. Implementing Agency

Agricultural Credit Corporation.

VII. Anticipated Results

1. The advancement of women and the raising of their socio-economic status and level of health.
2. Justice, equality and empowering women to obtain decent accommodation and land and to raise their standard of living.
3. Stopping women selling their share of the land to their male relatives or strangers at a nominal price which is not in accord with the rights of women.
4. Stopping the dividing up of agricultural land and increasing the agricultural land holding of rural women would raise women's economic status and their standard of living.
5. To enable rural women to work on agricultural income-generating projects, to diversify sources of income and combat poverty and unemployment.

VIII. Project Budget

It is expected that demand from women for loans to purchase agricultural land will be relatively low at the beginning of the project costing 250,000 Dinars in the first year to finance some 50 projects. Demand for these loans is expected to rise in the following years rising to 500,000 Dinars in the third year and thereafter. Therefore, the cost of the project over five years is expected to be 3.75 million Dinars.

Project No. 45

Theme & Field

Eradication of Poverty/ Employment.

I. Project Name

Rural women's credit and development programme.

II. Project Rationale

As a result of the experience of the Agricultural Credit Foundation (ACF) with credit programmes for rural families, the increasing demand from the targeted poor rural families and the insufficient funds from the ACF allocated annually to support this programme which barely meet a half of the increasing demand for loans under the programme and particularly requests for loans from women, there is a need to restructure the fund allocation for this programme and target funds to strengthen the availability of economic opportunities for women to meet their basic needs in productive fields and diversify sources of income particularly for women who live in poverty and particularly after the agreement in principle to the projects proposed by the Ministry of Agriculture on the training of women in small-scale productive projects (Project Nos. 34, 35, 36 and 37). The justifications for the project are therefore:

1. Increasing demand for agricultural credit among rural women.
2. The inability of the ACF to meet all the requests for loans particularly when it is the sole official body at the present time providing agricultural loans to both individuals and co-operatives.
3. Encouraging and supporting women to work for themselves and to undertake small-scale projects and to strengthen the means by which women can obtain credit and capital which will guarantee their economic stability, combat poverty and raise their and their family's standard of living.
4. Agreement in principle by the Jordanian National Women's Committee to the projects put forward by the Ministry of Agriculture which stress the need for non-land holding female heads of household to be given loans. This will be done by undertaking a study to develop loan programmes for this group of women or by providing a body which will have the finance to offer loans to women who have been trained to carry out small-scale productive projects as proposed in projects of the Ministry of Agriculture (Project Nos. 34, 35, 36 and 37).

III. Project Objectives

Provide funds and supporting the means by which women can obtain agricultural credit and capital by encouraging and supporting women in working for themselves in undertaking small-scale income generating projects by providing finance to set up the following projects:

1. Rearing sheep, cattle and poultry.
2. Bee keeping and honey production.
3. Manufacture of vegetable and animal agricultural projects.
4. Cleaning, canning and packaging of vegetable produce.
5. Growing medicinal and aromatic plants. (Using greenhouses, irrigation or both)
6. Any agricultural activity which gives a profitable return for women.

IV. Beneficiary Groups

Rural women particularly women with large families who are able to work and want to take advantage of this programme and have been trained under the training programmes of the Ministry of Agriculture (Project Nos. 34, 35, 36 and 37).

V. Project Description

The project seeks to provide the necessary liquidity to support such a project by concentrating on the role of women in diversifying sources of rural family income. The project also aims to transform rural families from food consumers to food producers and reduce poverty by raising the standard of living of rural women by increasing employment opportunities, reducing unemployment and by using the under-used energies of women in productive projects by enabling them to obtain loans to set up income-generating agricultural projects.

VI. Implementing Agency

Agricultural Credit Corporation through its 20 branches located throughout the Kingdom.

VII. Anticipated Results

1. Achieving the goal of equal opportunities in obtaining loans and agricultural credit.
2. Raising the standard of living of rural families particularly for women.
3. Reducing the rate of unemployment and poverty among groups of women.
4. Raising the social and health level of the family by improving the quality of agricultural produce produced by rural women.
5. Strengthening the role of women in increasing family income which will raise her status within the family and enable her to participate in decision and policy making on the family in the same way as men.
6. Strengthening food security on the family and national levels and the implementation of the programme of action on nutrition which was adopted by the international conference on nutrition and reducing malnutrition.

VIII. Project Budget

1. The ACF will provide all the administrative and executive services through its network of branches throughout the Kingdom together with its vehicles, equipment and prerequisites.
2. During the first year of the programme demand is expected to rise to one million dinars in requests for loans from rural women.
3. Demand could increase by 500,000 Dinars annually after the first year of the project for five years. The total cost of the project will therefore be 7 million dinars over the five-year life of the project.

Project No. 46

Theme & Field

Women's Empowerment/ Studies.

I. Project Name

An analytical study of demographic, social and economic characteristics, measurement of trends and the public life of Jordanian women. (From the 1995 Survey of Living Conditions in Jordan.)

II. Project Rationale

There is a lack of data and information linking demographic and socio-economic variables with one another with regard to Jordanian women. Linking such changes together will give us a clear image of the situation of women in Jordanian society both in the urban and rural environments. Such a linkage will also answer numerous questions about the real situation of women in Jordan in all fields. In addition, measuring the trends and the public life of women is an important topic about which not enough has been written in Jordan. Such a measurement will show us clearly what women are thinking, their attitudes and their views on issues concerning society as a whole and women in particular.

III. Project Objectives

1. To provide comprehensive data on the attitudes of Jordanian women regarding membership of cultural and social clubs, their participation in election campaigns and voting in addition to the extent of their listening to the radio, watching television and their opinions on other issues.
2. To determine how much freedom is given to Jordanian women to go out to various places alone or accompanied.
3. To determine the views of Jordanian women on sensitive topics such as the choice of a husband for a daughter: Is it the family's choice or the daughter's? What is the minimum appropriate age for girls to marry?
4. To provide demographic data on women (age, fertility, etc.).
5. To provide sociological data on women (education, marital status).
6. To provide detailed economic data on women (rates of participation in economic activity, housework, (unpaid work) income of working women, economic activity in which women predominate, occupations, etc.).
7. To determine the social problems suffered by Jordanian women in addition to the obstacles which women face and prevent them from participation in the labour market.
8. To determine women's rates of unemployment according to variables such as: age, education level, marital status and length of unemployment.

IV. Beneficiary Groups

Women throughout the Kingdom in the event that the results of the study are translated into action by social planners.

V. Project Description

Stage One:

Analysis of the data of the study and their description according to the most up to date analytical systems. Socio-economic and demographic variables will be linked to provide detailed results in this field.

Stage Two:

Holding a workshop to announce the results to which specialists and other concerned parties will be invited.

VI. Implementing Agency

Department of Statistics/The Computer Department (allocation permitting).

VII. Anticipated Results

1. Drawing up a clear strategy for Jordanian Women through identifying general trends and linking demographic and socio-economic variables in order for Jordanian women to participate more effectively in development projects.
2. Establishing criteria and sound foundations in the field of Jordanian women's participation in the political and media fields.
3. Highlighting the problems and obstacles which prevent women from participating in economic activity and attempting to overcome these by various methods and means.
4. Revealing the influence of the education variable on fertility and economic participation.

VIII. Project Budget

Data Analysis: 3,000 Dinars.

Project No. 47

Theme & Field

Women's Empowerment/ Studies.

I. Project Name

An analytical study of the social and economic characteristics of Jordanian Women. (From the 1996 Survey of Employment, Unemployment and Income.)

II. Project Rationale

Few are the studies on the socio-economic characteristics of Jordanian women. There is a lack of data and information on the socio-economic situation of women and the extent of women's effective participation in the labour force. In addition, there is a lack of information about women's work in the home and the reasons for the decline in Jordanian women's participation in economic activity.

III. Project Objectives

1. To determine the socio-economic characteristics of Jordanian women through a data analysis of earlier studies.
2. To provide data to assist policy developers and decision-makers to draw up strategies to help increase the level of participation of women in economic life.
3. To determine the problems and obstacles standing in the way of Jordanian women.

IV. Beneficiary Groups

Women throughout the Kingdom and researchers on women's issues, population, family and unemployment issues, social planners and decision-makers on the governmental and non-governmental levels.

V. Project Description

Stage One:

Data analysis of this study following the most up to date analytical systems through a team specialised in this type of analysis in addition to linking the variables together to produce detailed results about these characteristics.

Stage Two:

Holding a workshop to announce the results to which specialists and other concerned parties will be invited.

VI. Implementing Agency

Department of Statistics/The Computer Department (allocation permitting).

VII. Anticipated Results

1. Highlighting the role of education as a factor influencing all other changes.
2. Identifying the real situation of women's participation in the labour market and determining the extent of women's participation in the work force and rates of unemployment.
3. Highlighting the role of women in women's economic participation particularly work done in the home (unpaid work).
4. Drawing up a clear strategy in line with women's actual economic position: attempting to increase women's participation in the Jordanian economy and their consequent integration in various development projects.

VIII. Project Budget

Data Analysis: 3,000 Dinars.

Project No. 48

Theme & Field

Women's Empowerment/ Studies.

I. Project Name

Survey of training needs of women working in government departments in the governorate of Al-Mafraq.

II. Project Rationale

Women working in government departments and institutions in Jordan in general and in the Governorate of Al-Mafraq in particular face a number of problems perhaps the most important of which is that the posts they occupy are secondary and humdrum while their opportunities for promotion and career development particularly towards administrative and leadership posts in these institutions are limited. Although there are social and cultural factors and considerations which are believed to play an important role in hindering career development for women working in the public sector, the lack of training and the failure of the training programmes of the various agencies of state to respond and be sensitive to working women's training needs limit opportunities for women to advance professionally in comparison to the better opportunities which these programmes give to men working in these departments and institutions. Thus, such a study can reveal the kinds of training programmes which can help empower women and strengthen women's career opportunities in government posts in the Governorate of Al-Mafraq.

III. Project Objectives

1. To identify the training needs of women working in government departments and institutions in the Governorate of Al-Mafraq.
2. To propose a training programme in line with the training needs of women working in government agencies in the Governorate of Al-Mafraq.

IV. Beneficiary Groups

Women working in government departments in the Governorate of Al-Mafraq.

V. Project Description

VI. Implementing Agency

Al-Bayt University/Faculty of Economics and Administration

VII. Anticipated Results

VIII. Project Budget

a) Photocopying of Forms:	700 Dinars
b) Research Assistants Salary (Distribution of Questionnaires):	2,000 Dinars
c) Transport:	2,000 Dinars
d) Salaries and Expenses for Entering and Analysing Data on the Computer:	600 Dinars
e) Stationery:	300 Dinars
f) Printing:	400 Dinars
Total:	6000 Dinars

Project No. 49

Theme & Field

Women's Empowerment/Training.

I. Project Name

Training women to use computer in the governorate of Al-Mafraq

II. Project Rationale

III. Project Objectives

Training women in the Governorate of Al-Mafraq to use computers, *Windows, Excel, Word* and *Dos* software and to acquire the necessary skills to gain access to employment opportunities and to escape unemployment and poverty.

IV. Beneficiary Groups

Female secondary school leavers (Passes and Failures), female graduates of Community Colleges and unemployed university graduates.

V. Project Description

VI. Implementing Agency

Al-Bayt University/Advice & Consultation Bureau.

VII. Anticipated Results

1. Teaching trainees computer literacy skills.
2. Improve women's training qualifications and provide them with the skills to obtain employment.
3. Earning an income and escaping from poverty.

VIII. Project Budget

8 Training Sessions / 200 women. Each course lasts 3 months.

Computer Equipment (50):	60,000 Dinars
Trainers' Salaries; 8 Sessions x 8,400 Dinars :	67,200 Dinars
Printed Materials for 8 Sessions x 250 Dinars:	2,000 Dinars
Other Expenses (Telephones, etc.):	6,000 Dinars
Total:	135,200 Dinars

Project No. 50

Theme & Field

Women's Empowerment/ Training.

I. Project Name

Training rural women in bookkeeping for small-scale projects.

II. Project Rationale

Accounting practice with small-scale projects differs from that used for large-scale projects in terms of scale, objectives and the kinds of income and expenditure. As a rule, students of accounting are not given in-depth experience of this subject in community colleges or in universities. On the other hand, rural women's knowledge of accounting is for the most part slight or non-existent. With women for the most part investing in small-scale projects, such projects require a sound accounting system to enable the project to know its assets and debts as well as the results of its activities and, stage by stage, its financial situation. Accordingly, training rural women in accounting for small-scale projects is a pressing need.

III. Project Objectives

IV. Beneficiary Groups

Rural women in the Governorate of Al-Mafraq and neighbouring governorates.

V. Project Description

VI. Implementing Agency

Al-Bayt University/Advice & Consultation Bureau.

VII. Anticipated Results

Familiarising participating women with accounting, its importance and basic principles.
Familiarising participating women with basic accounting principles and bookkeeping.
Familiarising participating women with the stages of the accounting cycle.
Enabling participating women to prepare accounts for small-scale projects
Training participating women in various accounting practices for small-scale projects.

VIII. Project Budget

4 Training Courses/25 women per course/3 months per course.	
Trainers' Salaries (4 Sessions x 8,000 Dinars):	32,000
Printed Materials (4 Sessions x 250 Dinars):	1,000
Other Expenses (Transport, etc.):	4,000
Total:	37,000 Dinars

Project No. 51

Theme & Field

Equality and Justice / Studies.

I. Project Name

The image of women in the books and general curriculum requirements of Jordanian universities.

II. Project Rationale

An examination of the content of the set books and general curriculum requirements of Jordanian universities. Assessing the accuracy of the image of and the information about women presented to female students in the set books and general curriculum requirements. Proposing alternative optional materials for female students.

The project will also compare the images of women in the set books of the various Jordanian universities. It will also compare these images with images appropriate to the roles of women today. The project will identify the various images of women in the different university environments. The study will also propose ways to make up for deficiencies in meeting the health, educational and family needs of female students.

III. Project Objectives

1. Providing an education for women which is compatible with the set requirements of Jordanian universities.
2. Dealing with the negative or biased image of women in curricula and set-books.
3. Highlighting the role of women in weaving the social fabric to disseminate a higher level of cultural and democratic awareness.
4. Addressing the specific needs of female students.
5. Changing the distorted image of women.

IV. Beneficiary Groups

Female University Students.

V. Project Description

Finding out the image of women in the set-books and general curriculum requirements of Jordanian Universities.

VI. Implementing Agency

Al Bayt University.

VII. Anticipated Results

1. An effective future role for women in building a modern society.
2. Improving the image of women in university curricula.
3. Empowering and raising the morale of women.
4. Reviewing the curricula and set-books in Jordanian Universities.

VIII. Project Budget

A group of 20 researchers to study secondary and university level books:	13,000
Expert	10,000
Training and Printing Committee:	3,000
Administrative Committee:	2,000
Other Expenses and Transport:	2,000
Total Cost:	30,000

Project No. 52

Theme & Field

Women's Empowerment /Institutional Building.

I. Project Name

"The Moslem Women's Museum."

II. Project Rationale

The justifications include the following based on the achievements of women in the last five decades in the different aspects of life which reflect awareness of her social role and effective participation in building the society and the future of its generations:

1. The need of the contemporary women and the parties concerned with the women issues for the museum as a modern way of knowing the intellectual and social heritage of the Moslem woman across ages, and to benefit from its scientific information in building the present and the future.
2. The need of the researchers to know the important and different aspects of the women issues as interesting subjects for study and research.
3. The project itself is a pioneer scientific act. Al Beit University is the party capable of adopting this project that is in accordance with its scientific mission and global Islamic progress. Only Iraq was similarly interested in this matter regarding the Iraqi women only.

III. Project Objectives

1. To find a scientific information method - through the museum - to express the heritage of the civilized Moslem woman across the past historic ages which would reflect - in its different forms, means and subjects - the situation of the woman, her roles and effective participation in building the Moslem society in the different ages and life aspects: social, political, economic, cultural, construction, and religions, taking into consideration that the woman has been a constructive and change factor in the society together with men.
2. To build a database about the Moslem woman, which will motivate researchers to prepare studies and scientific researches on women, particularly for the M.A and Ph.D. stages.
3. The museum would be a historic and cultural reference for the contemporary woman and a grid for her to look forward towards the seen and far future.
4. To deepen the social awareness of the woman cultural role in building and change.

IV. Beneficiary Groups

1. Women in all Islamic countries.
2. All women organizations and societies.
3. The centres of studies and research and the institutions concerned with women issues.
4. History archeology social science sections in the universities.

V. Project Description

~ The implementation of the project requires the following :

1. Specialized scientific requirements that include:
 - a) Forming a specialized work team in the field of history, archeology and sociology to prepare a working paper to implement the project that includes the following: -
 - a) To determine the goals of the project (as stated above).
 - b) To determine the work means and ways.

- c) To determine the stages of its implementation.
 - d) To determine its financial costs.
2. Financial requirements that include:
- a) Providing a special building for the museum.
 - b) Providing display requirements for displaying the museum materials.
 - c) Providing a hall for the library specialized about women.
 - d) Providing a specialist in drawing, calligraphy and ornaments to implement the required works.
3. Administrative requirements that include:
- a) An administrative employee (Secretariat) for the typing, correspondence and follow-up purposes.
 - b) Providing an English and Arabic typewriter.
 - c) Providing the work requirements including the photocopying machine.

VI. Implementing Agency

Al - Beit University.

VII. Anticipated Results

To establish the museum and to build a database by the provision of books, periodicals, and printed material, concerning the Moslem woman in order to form a specialized library in the museum as an important part of it.

VIII. Project Budget

The estimated cost of the project is around JD 280.000.

Project No. 53

Theme & Field

Women's Empowerment/Services.

I. Project Name

Improving the Position of Jordanian Women in the District of Al-Hashimiyya for Developmental, Educational and Training Purposes.

II. Project Rationale

1. Initial information indicates a decline in family and women's living standards in the region.
2. A decline in education levels and the spread of illiteracy.
3. The deteriorating situation in women's occupational and training levels.

III. Project Objectives

1. To develop women's training and vocational awareness to empower them and to enable them to demonstrate their productive capacities for the family by activating mothers' councils.
2. To understand the educational and work situation of women, its causes and consequences.
3. To assist in finding solutions to women's problems (childhood, adolescence, wife and mother and old age) by investigating the situation with regard to kindergartens, clubs for teenage girls, mothers' unions and the role of elderly women where appropriate.

IV. Beneficiary Groups

Women in the region around the Al-Hashimiyya University such as the villages of Gharisa, Umm Al-Salih, Al-Zaitiyya in the district of Al-Hashimiyya/the Province of Qasba al-Zarqa as a model for the creation of healthy villages.

V. Project Description

The project is divided into three stages:

Stage One:

- a) Research and field study phase through questionnaires and data collection for the five selected villages to investigate the situation of women in all its aspects.
- b) Setting up workshops to investigate the situation of the family in general.

Stage Two:

Evaluation of data to identify valid results (by using up to date techniques) production of statistics and their analysis by a specialised team.

Stage Three:

Selection of a model village from the villages under study and beginning to apply a comprehensive programme to improve the position of women in the region.

VI. Implementing Agency

The Hashemite University.

VII. Anticipated Results

1. Improvement in women's psychological state to help them understand family problems and the ways of dealing with them.
2. Helping housewives to improve the material situation of the family through women's involvement in earning family income after their vocational training particularly through work in the home during their free time.

3. Raising women's self and psychological awareness in the region through making them aware of their role, rights and rightful status which will help them to play a more effective role in the family and community as a whole.
4. Helping to raise women's educational level and also helping them to obtain employment after education within their local community.

VIII. Project Budget

Field and Technical Committees:	10,000
Questionnaires and Printed Materials:	5,000
Workshop:	10,000
Experts:	5,000
Sundry Items:	5,000
Total:	35,000

Project No. 54

Theme & Field

Family Issues/Services.

I. Project Name

Early detection of breast cancer through instruction and self-examination in Kufr Youba/Irbid.

II. Project Rationale

Breast cancer is one of the most important threats to the lives of women with the number suffering from this disease increasing daily. According to statistics from 1995, breast cancer in Jordan is the most prevalent of the various forms of cancer with 269 cases of breast cancer out of a total of 1396 forms of cancer. Of these 269 cases, 257 affected women. The highest incidence is in the 55-59 age group. Despite this, the early detection of breast cancer through preventive care is the key to the successful treatment of this cancer.

One of the most effective methods of early detection is teaching women how to examine themselves as most research indicates that the likelihood of women carrying out the examination increases in proportion to their self confidence in their ability to undertake the self examination correctly enabling them to detect any possible changes in the breast.

III. Project Objectives

General Objective: Making 85% of women in the 20-60 age group in Kufr Youba aware of early detection and increasing knowledge of how to carry out self-examination of the breast correctly.

Particular Objectives:

1. Measuring women's awareness of self-examination of the breast in the 20-60 age group in the target region.
2. Raising women's awareness of the importance of the early detection of breast cancer.
3. Increasing the percentage of women who carry out monthly breast examinations.
4. Assessing women's self-examination of their breasts after being instructed individually in the technique.
5. Assessing to what extent women have continued to examine their breasts six months after the instruction and awareness raising.

IV. Beneficiary Groups

Approximately 2,500 women in the 20-60 age group in the Kufr Youba region.

V. Project Description

- Designing questionnaires to assess women's understanding of self-examination of the breasts and the importance of the early detection of breast cancer.
- Designing publications and holding seminars on breast cancer and techniques for early detection.
- Training a group of female nurses from the local community who will examine and teach women in the correct methods of self-examination of the breasts.
- Providing a location and equipment.
- Training women in the correct methods for breast self-examination and re-examination by the women themselves.
- Assessing women's understanding and evaluating how well they examine their breasts after instruction in the examination techniques.

VI. Implementing Agency

Jordan University of Science and Technology and the Ministry of Health.

VII. Anticipated Results

1. Early detection and referral for treatment leading to a fall in mortality rates.
2. Raising women's awareness of the importance of early detection and the positive effect of regular self-examination of the breasts which will lead to a fall in the incidence of breast cancer.
3. Increase women's self-confidence in their abilities to detect any changes in the breasts early on, minimise fears and psychological pressures which will encourage them to regularly examine their breasts.
4. Empower women to maintain their health and the health of the community.
5. Kafir Youba should become a model to be followed in the implementation of the programme throughout the Kingdom.

VIII. Project Budget

Year One:

- | | |
|--|-------|
| 1. Comprehensive Survey: | 5,000 |
| 2. Local Women Experts and Epidemiologists: | 3,000 |
| 3. Sundry Items (Computer, Printer, Stationery, Printing, Telephones, Questionnaires): | 7,000 |

Year Two:

- | | |
|--|--------|
| 1. Media Campaigns, Publications, Seminars: | 10,000 |
| 2. Special Equipment: | 6,000 |
| 3. Training Women from the Local Community: | 3,000 |
| 4. Local Community and Public Health Experts: | 6,000 |
| 5. Sundry Items (Correspondence, Printing, Telephones, Transport): | 2,000 |

Year Three:

- | | |
|--|--------|
| 1. Publications and Seminars: | 11,000 |
| 2. Specialised Technical Committees : | 4,000 |
| 3. Experts: | 4,000 |
| 4. Evaluation and Feedback Studies: | 6,000 |
| 5. Sundry Items (Stationery, Telephones, Correspondence, Transport): | 3,000 |

Total:	70,000
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Project No. 55

Theme & Field
Family Issues/Services.

I. Project Name

Improving health and promoting health lifestyles among women in the province of Al-Ramtha/Irbid.

II. Project Rationale

Any efforts to raise levels of health must begin with women and the family by stimulating women's spirit of initiative. Providing women with health education is therefore of the utmost importance. A young girl or woman acting in a healthy manner in applying healthy practices reinforces health just as women acting in a manner contrary to the principles of good health such as overeating, polluting the environment or smoking is harmful to their health and the health of their families. Making women effectively involved in solving health problems can only be done by raising awareness and providing them with health information. This can be done by firstly promoting a healthy lifestyle, secondly warning of the health risks of not following a healthy lifestyle, and then developing women's health awareness and expertise to enable them to look after themselves and their families thereby producing positive results in a qualitative improvement in their and their families' lives.

Therefore, and in line with the recommendations of the Beijing Conference which focused on "stressing the right of girls and young women, and particularly rural women, to enjoy the highest levels of health," a project to improve health and promote a healthy lifestyle for women is one way to encourage women to adopt a healthy lifestyle. It will also help women look after their own health and that of their families.

Jordan lacks information on the effects of an unhealthy lifestyle. In addition, Ministry of Health statistics indicate that 27% of deaths among adult women in the period 1980-88 was attributable to heart and arterial disease and blood pressure related disorders. Epidemiologists emphasize that the main cause of such deaths is the widespread unhealthy lifestyle. Consequently, changing unhealthy lifestyles among women, such as giving up smoking, taking more physical exercise and healthier eating will have positive economic, social and perhaps environmental effects for Jordan. It will also promote health awareness and provide women and their families with the necessary health information.

III. Project Objectives

General Objectives:

1. Identifying the dominant health-lifestyle patterns among young girls and women in the district of Al-Ramtha.
2. Propagating the ideas of a healthy lifestyle.
3. Propagating and raising women's awareness of health issues.

Specific Objectives:

Short Term Objectives:

1. Providing data on the health situation of young girls and women in the district of Al-Ramtha over a year.
2. Providing data on the lifestyles of young girls and women in the district of Al-Ramtha over a year.
3. Reducing the number of women who smoke over two years.
4. Raising the nutrition standards of poor families over one year.

Medium-Term Objectives:

1. Adopting healthy eating habits for well-off families over two years.
2. Acceptance of physical exercise among women over two years.
3. Making women accept the positive effects of looking after themselves. This includes regular health checks and assessment of their levels of fitness over three years.

IV. Beneficiary Groups

Young girls and women over the age of 21 in the district of Al-Ramtha (Population: 78,996).

V. Project Description

Stage One: Evaluation including the following:

- a) Survey via a multiple-choice questionnaire.
- b) Interviewing sample families.

Stage Two:

Identify unhealthy lifestyle patterns in the district.

- a) Contacting women to confirm they identify with our objectives and will participate in identifying unhealthy aspects of their lifestyles.
- b) Classification of the main aspects of an unhealthy lifestyle.

Stage Three: Beginning with high risk problems (unhealthy lifestyles):

- a) Establishing desired aims.
- b) Drawing up a timetable for implementation.

Stage Four: Implementation of the programme, including:

- a) Programme to disseminate health information to increase the amount of health information available and promote a healthy lifestyle.
- b) Programme to change unhealthy lifestyles on the basis of the results from Stage One, such as:
Implementation of a weight reduction programme.
Implementation of a healthy eating programme.
Implementation of a Stop Smoking programme.
Implementation of an exercise programme.

Stage Five: Evaluation of the implemented programme:

- a) Continuous assessment.
- b) Feedback from women who took part on the programme to identify how far the objectives of the project have been achieved.

VI. Implementing Agency

Jordan University of Science and Technology/College of Nursing and the Ministry of Health.

VII. Anticipated Results

Enabling women, after providing them with positive health information and informing them of the dangers of unhealthy living, to:

1. Overcome their own and their families' health problems.
2. Reduce health risks.
3. Raise levels of health in the district.
4. Rely on themselves to look after their and their families' health.
5. Identify and change an unhealthy lifestyle.
6. Propagate healthy living ideas both in the family and in society.
7. Reduce the financial burdens on the family and society.

VIII. Project Budget

Year One:

1. Comprehensive Survey:	10,000
2. Epidemiologists, Community Nursing (Local):	5,000
3. Sundry Items (Computer, Printer, Stationery, Printing, Telephone):	7,000

Year Two:

1. Media Campaigns, Publications, Seminars:	10,000
2. Special Equipment:	5,000
3. Training Women from the Local Community:	5,000
4. Community Nursing & Public Health Experts (Local):	10,000
5. Sundry Items (Correspondence, Printing, Telephone, Transport):	2,000

Year Three:

1. Lifestyle Changing Programme:	10,000
2. Publications and Seminars:	10,000
3. Technicians to Implement the Programme:	15,000
4. Assessment and Feedback:	5,000
5. Sundry Items (Stationery, Telephone, Correspondence, Transport):	2,000

Total: 96,000 Dinars

Project No. 56

Theme & Field

Equality and Justice /Services.

I. Project Name

Violence against women in the governorate of Irbid.

II. Project Rationale

It has been shown that violence against women is a social and health problem which has an impact on the individual, the family and society as a whole. Research in other societies has analysed all forms of violence whether physical, psychological or sexual in great detail. On occasion it has been possible to limit and identify violence in its early stages before it grows into a social problem.

In Jordan, however, information on violence against women is insufficient. In addition, a 1995 report on Jordan indicates that the cases of violence against women which reach the authorities concerned are only a fraction of the cases which actually occur. Forms of documented violence in Jordan are primarily rape associated murder and rape itself. Consequently, specialists in this field require more in-depth research into this problem. The present research will focus on violence perpetrated by husbands against their wives. This is an important factor in family relations and social structure. Identifying the characteristics, forms and effects of violence (physical, psychological and sexual) together with their associated socio-economic effects is the basis for determining the extent of the problem in Jordan and overcoming it as far as possible.

III. Project Objectives

The general aim of the study is to:

1. Identify the scale and dimensions of the problem of marital violence in Irbid.
2. Form a social support group on the basis of the results of the research.

Specific Objectives:

1. Identify the characteristics and forms of physical, sexual and psychological violence perpetrated by husbands against their wives.
2. Identify the demographic characteristics of families in which violence occurs such as social, psychological, economic and other characteristics.
3. Measure women's physical and psychological responses to the violence against them.
4. Identify the means and measures to which women resort when exposed to violence.
5. Provide social and psychological support mechanisms for women and families subjected to violence.
6. An awareness raising campaign against violence targeting both women and men.

IV. Beneficiary Groups

Married women who have been the victims of violence from their husbands in the Governorate of Irbid.

V. Project Description

To achieve its aims the study will follow a Grounded Theory Approach. The study will be conducted in three stages over three years.

Stage One:

1. Design a general plan for the study and a detailed plan to define the plan of action.
2. Identify a sample of women to whom the conditions of the study apply.
3. Arrange the legal procedures to permit interviewers to interview these women in person.
4. Train a group of researchers qualified to collect the data.

Stage Two:

1. Begin to assemble the data from the women covered by the study.
2. Initial analysis of the data to identify areas which require clarification.
3. Repeat and finalise the interviews.
4. Final analysis of the data.
5. Prepare the final report.

Stage Three:

1. Begin to form the social support group which will meet women's need for information and the means of dealing with violence and its role with regard to other family members.
2. Prepare publications and printed materials required by health and social workers for the success of the support group.

VI. Implementing Agency

Jordan Science and Technology University/The College of Nursing.

VII. Anticipated Results

1. Understanding the forms and characteristics of violence against women in the Governorate of Irbid.
2. Understanding the means which women resort to when exposed to violence in order to provide social support mechanisms.
3. Raising women's awareness of the forms and types of violence in order for them to identify them in their early stages and take the necessary measures.
4. Empowering women to search for information and the right ways to stop violence against them.
5. Formation of a social support group of women who have been or are being subjected to violence from their husbands.
6. Reducing the psychological and social problems affecting other family members by protecting children from violence.

VIII. Project Budget

Stage One:

Preparatory Stage:

1. Designing and Preparing the Study:

Preparing a Detailed Questionnaire (Identifying Research on the Midline Procedure + Printing + Stationery + Laptop Computer): 5,000

2. Cost of Training Researchers and

Defining the Legal Procedure for the Study:

(Communications + Telephone Calls + Printing): 3,000

Stage Two:

1. Data Collection (Audio tapes + Stationery): 2,000
2. Data Collection Costs: 2,000
3. Data Analysis (Analysts): 3,000
4. Preparing the Report (Stationery + Printing + Photocopying): 2,000

Stage Three:

1. Forming a Social Support Group: 8.000

2. (Telephone + Publications + Printed Materials + Seminars): 5.000

Total: 30,000 Dinars

Theme & Field

Equality and Justice / Media and Awareness.

I. Project Name:

Programme for raising awareness of women's legal and legislative rights.

II. Project Rationale

1. It is a mistaken belief that the idea that "A woman's place is in the home" is one of the principles of Islam and that isolating women from the fields of education and work is an application of the teachings of Islam.
2. Bringing up children is an enormous responsibility which usually falls on the shoulders of the mother. Consequently, making women aware of their rights and obligations is vital in enabling them to fulfil their duties in bringing up the next generation.
3. Raising awareness of the need to educate women to meet the needs of society through women's necessary roles in the fields of medicine and nursing and other humanitarian professions. (There is a saying: In Islam a Muslim woman should first go to a Muslim woman doctor. If one is not available, then she should see a male doctor provided he is a Muslim.)
4. The current economic situation makes it incumbent upon us to encourage women to contribute to the family's income alongside her father, brother or husband.
5. The imbalances in the Jordanian labour market with the absence of local labour which is almost confined to immigrant labour (particularly in relation to productive occupations requiring specific skills).

III. Project Goals

1. Raising Jordanian women's awareness of their rights to education and employment, thereby expanding women's horizons and enabling them to bring up their children in a sound manner on the principle that "Woman is a place of learning".
2. Eradication of any erroneous conceptions about the role of women and their right to education and employment.
3. Raising the Jordanian family's awareness of the importance of women's participation in the labour market and production.
4. Providing the Jordanian labour market with skilled or unskilled labour by encouraging families to involve their female members to work at and away from home.
5. To increase Jordanian family income by making family members aware of the importance of women working alongside men and encouraging them to translate this into action.

IV. Beneficiary Groups

Jordanian young girls over the age of twelve and women. (In the long term: The Jordanian family and Jordanian society in general.)

V. Project Description

The project consists of creating a mechanism to sensitise Jordanian families in order to raise levels of awareness of women's rights and the importance of their role in supporting the family both morally and materially. This will be done by training a group of committees to visit families to raise awareness and provide guidance. At the same time a wide scale campaign will be launched in the written, audio and visual media to support the work of these committees and to encourage people to accept and benefit from the expertise which these committees have to offer.

It is expected that the project will undertake an evaluative study consisting of distributing questionnaires or holding personal meetings with members of the community to find out how far

they have been affected by the project and to what extent it has changed people's views of women. The project will also evaluate to what extent women have been encouraged to enter education and the labour market and to take up productive activities both in and outside of the home.

VI. Implementing Agency
Yarmouk University.

VII. Anticipated Results

1. Raising Jordanian women's awareness of their rights and how this can have a positive effect on their current and future performance of their roles both in and outside of the home particularly in the areas of education and raising a right-minded and aware generation on sound principles.
2. Increasing people's acceptance among families of the idea of giving their daughters opportunities to become involved in the labour market both in and outside of the home in a way which does not conflict with the tolerant principles of Islam.
3. Raising the living standards of Jordanian families through the involvement of a larger number of women in the labour market and productive activities.

VIII. Project Budget

Expert(s) to co-ordinate and constitute the appropriate mechanism for the work:	10,000
Field committees for visits and awareness raising, holding meetings (mini-sessions):	15,000
Printed Matter, Publications and Media Campaigns (written, audio and visual):	25,000
Post-Project Review Committee:	7,000
Sundry Expenses (Transport, Computer, etc.):	8,000
Total:	65,000

Project No. 58

Theme & Field

Equality and Justice/Institutional Building.

I. Project Name

Creation of a women's study centre at the University of Mu'ta.

II. Project Rationale

1. Absence of higher education opportunities in women's affairs.
2. Absence of specialised centres for women's studies.
3. Absence of a mechanism to activate the role of women in issues related to their participation in the life of society.

III. Project Objectives

1. Activating the role of women in various fields of action.
2. Increasing women's opportunities in participation in raising family income.
3. Supporting women to enable them to attain effective leadership positions in various fields.
4. Providing the appropriate academic structure to give women the necessary and appropriate skills.
5. Enabling women to adapt to economic, social and political changes.
6. Raising the awareness of women's issues in the local society.

IV. Beneficiary Groups

All those who benefit from research and studies.
The women's sector in Jordan in particular.

V. Project Description

The creation of a women's study centre which will be the first of its kind in the region and will undertake the following tasks:

1. Award higher academic certificates.
2. Carry out various studies related to the vital role of women in various development fields.
3. Participate in applying the resolutions of international conferences on women and population.

VI. Implementing Agency

The University of Mu'ta/Sociology Department.

VII. Anticipated Results

1. Creation of an academic body for awarding higher certificates in women's studies.
2. Enable women to play an effective role in managing their affairs.
3. Giving women the necessary skills for them to adapt to the social, economic and political changes around them.

VIII. Project Budget

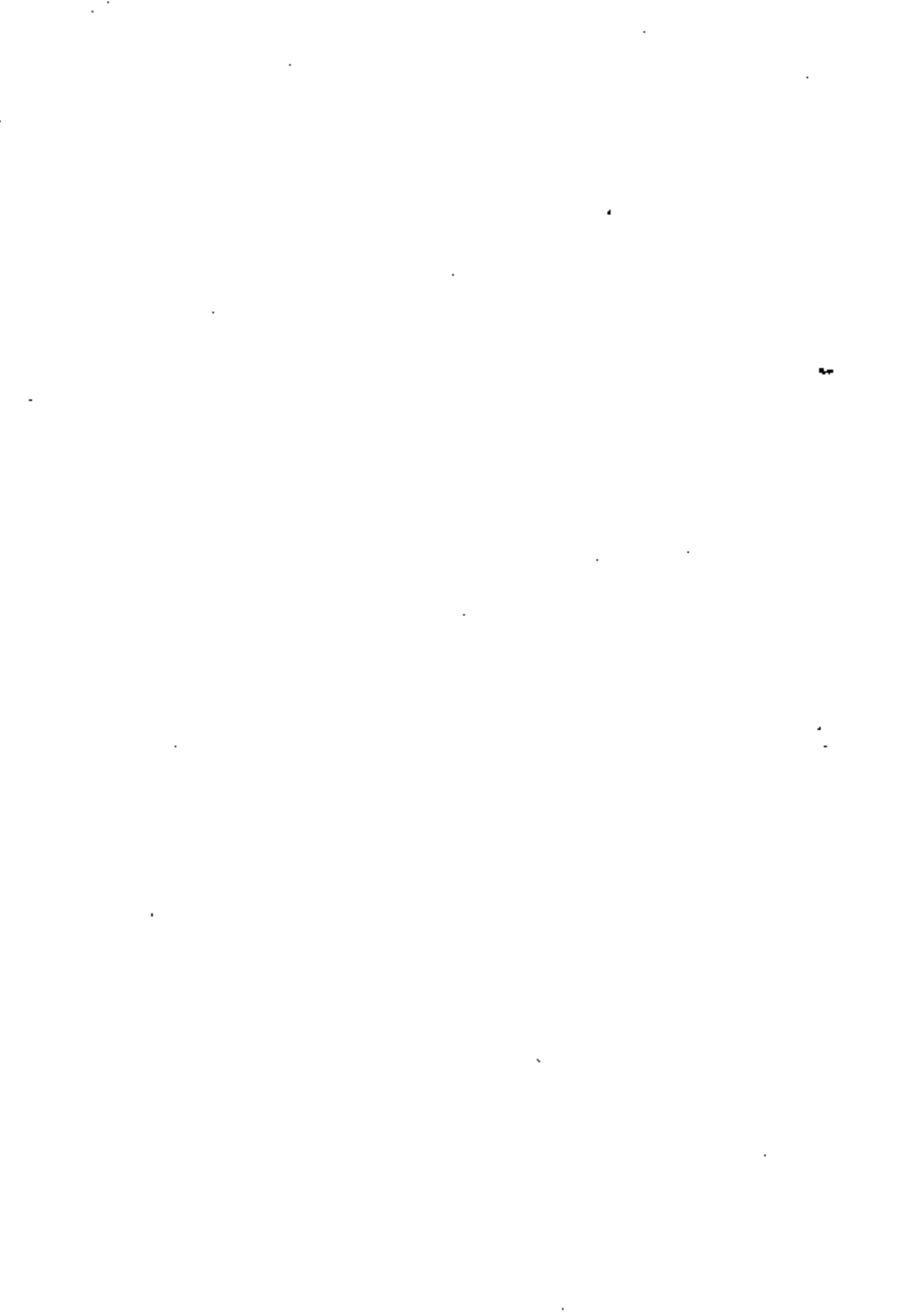
1. Computer laboratory and teaching sessions:	45,000
2. Audio-visual skills laboratory:	18,000
3. Technical skills laboratory:	13,000
4. Field studies:	20,000

Note: Item No. 4 is repeated for the first five years of the life of the centre.

The Jordanian National Commission for Women

**National Programme of Action for the Advancement
of Jordanian Women 1998-2002
Within the Framework of the Follow-Up to the
Implementation of the Plan of Action
and Recommendations of the
IV International Conference on Women
Beijing 1995**

**Annex II
Concept Papers of Projects Proposed
for the National Programme of Action
on the Non-Governmental Level**



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Project No. 1

Theme & Field

Participation in Decision-Making Processes/ Training.

I. Project Name:

Supporting women in parliamentary elections.

II. Project Rationale

1. Women's ignorance of their rights.
2. The small number of women who participate in elections.
3. Insufficient expertise on the methods, techniques, skills and planning involved in elections

III. Project Goals

1. Overall Objective: Help and guide women to reach decision-making positions and further their participation in politics.
2. Other Objectives:
 - Raise women's awareness of the election process.
 - Raise women's awareness of their rights.
 - Training women to develop their administrative, planning, communication and organizational skills.

IV. Beneficiary Groups

Women election candidates.

V. Project Description

- a) Raising women's awareness of laws and legislation.
- b) Raising women's awareness of communication skills.
- c) Raising women's awareness of election campaign management.
- d) Training women to design programmes, posters and slogans.
- e) Training women in successful and effective campaign management.

VI. Implementing Agency

Al-Aqsa Welfare Society/Ma'daba

VII. Anticipated Results

1. Increasing women's participation in political life.
2. Changing society's negative attitudes towards the role of women; making the role of women acceptable and highlighting women's role.

VIII. Project Budget

Total: 3.000

Project No. 2

Theme & Field

Family Issues / services.

I. Project Name:

Early detection of breast and cervical cancers.

II. Project Rationale

1. Breast and cervical cancers are widespread. Early detection will reduce the incidence of these diseases and reduce mortality rates. Early detection will limit the scale of the problem and will increase women's awareness of the disease and its treatment.

III. Project Goals

1. Overall Objective: Reduce the incidence of and deaths from these diseases.
Improve the situation and quality of life of sufferers.
2. Other Objectives: Limit the spread of these diseases.
Screen 50% of women.
Reduce the incidence by 30%.
Reduce mortality rates.

IV. Beneficiary Groups

Women in the 30-60 age group.

V. Project Description

1. Comprehensive study of the issue.
2. Create specialised units in health centres, clinics and family protection and planning associations in the Governorate.
3. Assisting in training medical personnel.
4. Providing the necessary equipment and materials.

VI. Implementing Agency

Al-Aqsa Welfare Society/Ma'daba.

VII. Anticipated Results

1. Identifying the scale of the problem.
2. Early detection reducing incidence and mortality rates.
3. Reducing financial burdens on sufferers.
4. Improving the psychological and social state of sufferers.

VIII. Project Budget

Total: 6,000

Project No. 3

Theme & Field

Women's Empowerment/ Training.

I. Project Name:

Eradication of illiteracy.

II. Project Rationale

1. Rising **illiteracy** rates in the Governorate of Ma'daba.
2. Achieving the goal of the Al-Aqsa Charitable Foundation.
3. The existence of a large number of official and public institutions contributing to the success of the project in Ma'daba

III. Project Goals

1. Overall Objective: Overcoming the problem of illiteracy among women in Ma'daba.
2. Particular Objectives: Teaching **illiterate** women subjects appropriate to their age:
 1. Health Issues; 2 Economic Issues; 3. Social Issues; 4. Education Issues; 5. Vocational Issues.

IV. Beneficiary Groups

Illiterate Women in the 18-40 age group.

V. Project Description

1. Anti-illiteracy sessions.
2. Skills-development sessions in:
 - Dressmaking
 - Handicrafts
 - Floristry
 - Knitting

VI. Implementing Agency

Al-Aqsa Welfare Society/Ma'daba.

VII. Anticipated Results

Eradication of illiteracy among 3% of women in Ma'daba, providing them with necessary skills and making them aware of subjects appropriate to their age.

VIII. Project Budget

Total: 3.000

Project No. 4

Theme & Field

Family Issues/Media and Awareness.

I. Project Name:

Campaigns to raise awareness of population issues and family planning.

II. Project Rationale

Government policies seeking to create a balance between population growth and human resources lack the support of people living in poor areas. In addition, most poor areas lack family planning services. This deprives women of basic services which would give them the opportunity to apply their incomplete understanding of how to plan and space pregnancies. Since it is preferable to begin awareness raising among young people from an early age, the question of raising awareness of population issues and disseminating information among the young about contemporary diseases must be faced.

III. Project Goals

- Raising awareness among 60,000 women of child bearing age in a number of poor areas (3 areas in Amman, 2 areas in Al-Aghwar and an area in the Governorate of Ma'daba) of the importance of population issues, family health and environmental health.
- Reinforcing the capacities of family planning clinics in the campaign areas.
- Training 60 young women as advisers and 12 young women as supervisors to carry out an awareness raising campaign over two years.
- Disseminating information on the reciprocal relationship between resources, the environment and population by producing training pamphlets and mass awareness programmes.

IV. Beneficiary Groups

Women of childbearing age and young people from poor families in a number of urban and rural areas of Amman, Al-Aghwar and Ma'daba.

V. Project Description

- Training a team of 12 supervisors and 60 advisers to manage the awareness raising campaign on population and family planning issues.
- Preparing educational materials for advisers and supervisors for use as a manual during the campaign.
- Raising awareness through home visits, holding public meetings for women in homes, schools and association centres over a two year period.
- Create and raise the standing of family planning clinics to provide a direct service to women in the selected urban, rural and bedouin areas.

VI. Implementing Agency

Arab Women Organization of Jordan in co-operation with the Family Planning Association.

VII. Anticipated Results

1. Raising awareness among Jordanian families of the importance of the spaced pregnancy option.
2. Raising women's awareness of the need to visit family planning clinics and get into the habit of consulting the doctor on family health matters and the correct use of contraception.
3. Opening 6 new family planning clinics and raising their standing in the target areas.
4. Issuing pamphlets to supervisors and advisers to be used by everyone working in the field of raising awareness of population issues.

VIII. Project Budget

First: Training Supervisors and Advisers:

Three Workshops for Supervisors (12 Supervisors) (3 x 4,000): =	12,000
12 Workshops for Women Advisers (60 Advisers) (12 x 4,000) =	48,000

Total:	60,000
Second: Publicity Materials:	
Advice Booklets:	12,000
Posters:	4,000
Television Films:	22,000
Total:	38,000
Third: Awareness Raising:	
Fourth: Management of a two-year awareness raising campaign in 6 areas carried out by 60 advisers: $60,000 \times 3 = 180,000$	
Fifth: Setting up 2 family planning clinics:	20,000
Overall Total:	288,000 Dinars

Project No. 5

Theme & Field

Environment/ Training.

I. Project Name:

Training young women to work in the field of environmental awareness raising in poor rural areas.

II. Project Rationale

Jordanian rural areas are suffering from a decline in the level of general awareness of the causes of environmental degradation and how to limit it. This has caused extensive migration from the countryside into the towns. As women, by virtue of their knowledge of managing household affairs, are able to participate in rationalising the consumption of resources, it is necessary to provide them with the necessary skills to spread awareness of the best means of stopping the depletion of resources and halting degradation of the environment rural women also lack environmental and population programmes linking family size with environmental health.

III. Project Goals

- Training local leaderships of rural women to carry out awareness raising campaigns.
- Increasing awareness of the importance of participating in environmental and population programmes.
- Increasing participation of all members of the family in environmental protection projects such as increasing tree planting, pesticide- and herbicide- free agriculture, using proper irrigation and ground-cultivation techniques.
- Increasing awareness of the relationship between a large increase in population and environmental degradation.

IV. Beneficiary Groups

Poor rural families in 6 selected areas in Al-Aghwar, the Governorates of Ma'daba and Al-Karak.

V. Project Description

Starting to prepare local leaderships through training workshops on how to carry out awareness raising campaigns to reach a popular base. Preparing publicity materials such as training pamphlets, television programmes, videos films. Next, a wide scale campaign targeting poor families (a door-to-door campaign) will be launched in which family members will be talked to, particularly housewives, about the need to link natural resources, the environment and population in order to stop urban migration and to repopulate the rural areas.

VI. Implementing Agency

Arab Women of Jordan in co-operation with the Family Planning Association.

VII. Anticipated Results

1. Increased awareness among rural women in the villages of Central Al-Aghwar and the Governorates of Ma'daba and Al-Karak on the best use of environmental resources.
2. Increased awareness among rural women on the importance of environmental health.
3. Increased awareness in families of practical measures to protect the environment such as _____ in rural areas, correct ground cultivation techniques and reforestation.

VIII. Project Budget

First: Training:

6 Training workshops for local leaderships; 6 x 3,000; = 18,000

Second: Publicity Material:

Training Pamphlets, video field, posters: = 17,100

Third: The Campaign:

60 Young women x 25 Dinars: =

18,000

Overall Total:

53,100 Dinars

Project No. 6

Theme & Field

Participation in Decision-Making Processes/ Training.

I. Project Name:

Intensive training courses to prepare women politically and increase awareness of participation in elections as voters and candidates.

II. Project Rationale

Despite women's major advances in education and employment, since the resumption of democracy in Jordan there has been a marked lack of participation by women in parliamentary elections both as voters and candidates. In addition, there are serious deficiencies in women's understanding of the forms of government and the legislative procedure. Since 1989 there has been no increase in the number of women voting or standing as candidates and women continue to lack understanding of the skills necessary for political participation. Women's exclusion from political participation will last for as long as they are discriminated against.

III. Project Goals

Involvement in explaining the principles of democracy.
Increased awareness at the leadership level of the need for women to be in decision-making positions.
Develop fields in which women can participate politically.
Increase women's involvement in the 1997 elections both as voters and candidates.
Increase women's involvement in incorporating issues of women's rights in public affairs.

IV. Beneficiary Groups

Women in local leaderships, candidates, leaderships at all levels and the Jordanian public as a whole.

V. Project Description

Holding a series of workshops to train women in local communities and women candidates in lobbying skills, forming alliances, negotiating skills and preparing election campaigns. They will also be trained in activities seeking to abolish discrimination against women, spread awareness of women's rights as an aspect of human rights and linking them with the priorities of national action.
Prepare media materials targeting decision-makers and the general public as a whole to encourage them to vote women into the next parliament. In addition, a study will be made to show the extent of women's participation in the elections as voters and candidates.

VI. Implementing Agency

Arab Women Organization of Jordan in co-operation with the Centre for Strategic Studies of the University of Jordan.

VII. Anticipated Results

1. Increased participation of women in the 1997 elections both as voters and candidates.
2. Develop women's leadership capabilities and the skills necessary to further women's participation in the democratic process.
3. Raise general awareness of the principles of democracy.
4. Raise the awareness of women at the grassroots of women's rights and the need for women to participate in reaching decision-making positions.

VIII. Project Budget

First: Training:

Communication Skills:	6 x Workshops @ 4,000	= 24,000
Lobbying and Negotiation Skills:	5 x Workshops @ 1,000	= 5,000
Election Campaign Management:	3 x Workshops @ 1,000	= 6,000 [sic]
Designing Election Programmes:		

Media Campaigns:	3 x Workshops @ 1,000 =	3,000
Total:		= 44,000 [sic]Dinars
Second: Publicity:		
Posters and Pictures:	6 x 3,000	= 18,000
T.V. Films & Radio Programmes:		= 2,000
Total:		= 38,000 [sic]Dinars
Third: Door to Door Canvassing:		
Two weeks: 60 Women x 14 Days x 10 Dinars		= 8,400
Total		= 8,400
Overall Total:		= 90,400 [sic]Dinars

Project No. 7

Theme & Field

Eradication of Poverty/Training

I. Project Name:

Establishment of a work and training center for female graduates from the community colleges.

II. Project Rationale

The Jordanian National Report which was prepared prior to the fourth woman convention held in Beijing stipulated : "It was revealed that 7.5% of the total girls who seek jobs in Jordan are graduates from community colleges."

The high rate of unemployment among the educated girls is due to the fact that training in the community colleges concentrated on the education professions especially training teachers which resulted in a severe unemployment problem among educated girls. Hence, the Arab women society deemed appropriate to provide training on professions available in the local market as training on clerical and secretarial works. Since the poor girls cannot search for work in the proper places, by themselves , the society thought that it would be beneficial to set up a center for girls employment which would be a link between employers (banks, big companies, establishments. ...etc) and trained girls who seek employment.

III. Project Goals

1. To train girls graduated from community colleges (20-26) on professions required in the local market especially the clerical and secretarial jobs.
2. To improve the efficiency of girls in English language to help them find clerical jobs in most of the public institutes , banks and foreign embassies which require English language .
3. To help girls find jobs by contacting employers and arranging interviews.
4. To know the local market needs.
5. To provide job opportunities in order to eliminate poverty among women.

IV. Beneficiary Groups

Girls who seek jobs and who have completed different majors in the community colleges 20-26 year of age in Amman , Madaba and Karak.

V. Project Description

- To hold training courses on using the computer.
- To hold training courses to strengthen the English language .
- To hold training courses on clerical skills.
- To establish and employment center to help the girls find a suitable job.

VI. Implementing Agency

The Arab Women Society in Jordan in cooperation with the vocational training institute.

VII. Anticipated Results

1. Training on clerical skills, English language , and computer for female graduates from the community colleges.
2. Training on keeping up with the local market requirements by being acquainted with the newly required skills.
3. To set up a work centre for the poor girls to provide a free service for finding jobs in the banks, institutes, private schools...etc. for the girls who have received training.

VIII. Project Budget

- Conducting secretarial training courses every three months in Amman.	
4 course X 15 girls	20,000
- in Madaba 4 Courses X 15 girls	20,000
- Conducting in Karak 4 Courses X 15 girls	20,000

Total 180 girls **JD 60,000**

- Conducting a clerical skills course every 3 months in Amman	
4 Courses X 15 girls	10,000
- Conducting in Madaba	
4 Courses X 15 girls	10,000
- Conducting in Karak	
4 courses X 15 girls	10,000

Total 180 girls **JD 30,000**

Conducting courses on English language skill , for the period of 3 months in Amman .

4 courses X 15 girls	5000
In Madaba 4 courses X 15 girls	5000
In Karak 4 Courses X 15 girls	5000

Total 180 girls **JD 15000**

To set up a work centre (to lease a centre, employ a principal and secretary, equip and furnish the centre) JD 130,000

Total Amount **JD 135000**

Project No. 8

Theme & Field

Family Issues/ Institutional Building.

I. Project Name:

A family advice centre in the Al-Baq'a Encampment to provide advice to women in numerous fields.

II. Project Rationale

There is an urgent need among women in the Al-Baq'a encampment for advice services in the social, cultural, legal, health and economic fields - a need which is not being met by civil and governmental institutions. We have realised the need for this centre following the request of beneficiaries of other projects run by the Christian Young Women's Association in the Al-Baq'a encampment: a vocational training and employment centre for women, a charity bakery and services for mothers, e.g. a kindergarten.

III. Project Goals

The aims of the project are in line with the goals of the Christian Young Women's Association in raising women's awareness, and involvement in raising their social, economic and educational levels.

1. Raising women's awareness about all issues relating to the family and the community particularly social, legal and cultural issues, etc.
2. Helping women understand how to benefit from programmes and services provided by civil and/or governmental institutions, e.g. health insurance, retirement, charity commissions, national assistance, small-scale productive projects, etc. Co-ordination and/or co-operation with the authorities concerned to facilitate the provision of these services to the inhabitants of the encampment.
3. Raising women's awareness of the needs of the disabled and how to deal with them and benefit from the services provided for them by civil and/or governmental institutions.
4. Raising women's and young girls' awareness of their rights as citizens, workers and housewives based on the principles of equality, participation, equal opportunities and human rights.
5. Seeking to involve women in the development of the local community and to raise women's social standing to enable them to optimise their creative and productive energies.
6. Providing women with the skills, knowledge and expertise to enable them to participate in raising the standard of living of their families and safeguarding the well-being and stability of its members.
7. Organising lectures, training sessions and workshops in order to implement the goals of the project.

IV. Beneficiary Groups

The services provided through this project are directly targeted at women of all ages and girl children. In its turn the project will have a positive effect on all members of the family.

V. Project Description

This project will provide social, educational, legal, health and development services under the supervision of two legal experts who have sufficient expertise in the field of family advice who will work on specific days in the morning and evening in accordance with an organised timetable. The assistance of socio-psychologists and health experts will be called upon when necessary. The timetable will include lectures to give information and advice to as many women as possible. In addition, quarterly training sessions and workshops will be held on one of the areas covered by the project which will be attended by 25-30 women.

VI. Implementing Agency

Young Women Christian Association YWCA/Amman.

VII. Anticipated Results

1. Increasing women's awareness of all issues relating to them which will have a positive effect on them and their families.
2. Forming committees made up of women and young girls from the local community to assist in implementing the Centre's programmes as they come from the region and can easily contact their community directly.

3. Giving women more self confidence to enable them to play more advanced roles in their family and/or public life.
4. Reduce families' social, legal and economic problems through the programmes implemented by the Centre.

VIII. Project Budget

Estimated budget for one year.

Salaries of Legal Experts:	4,800
Remuneration for Lecturers and Volunteers:	3,500
Training Sessions & Workshops:	2,500
Travel Allowance:	1,500
Sundry Items: Stationery, Publications, Telephone, etc.:	2,600
Total:	14,900

Project No. 9

Theme & Field

Environment/Training.

I. Project Name:

Vocational training; supporting small-scale home-based income-generating projects: "drying and preserving fruit, producing other food requirements".

II. Project Rationale

In the urban areas on the outskirts of Madba and in many neighboring rural communities there are large numbers of adult women from large low-income families. Most of them do not work outside of the home but have a lot of free time throughout the day. However, they lack advice, the skills and the encouragement to start a small-scale project which would raise their status and increase their families' income. At the same time, there are cultural restrictions such as the opposition to taking up employment in the labour market on the one hand and the lack of local training opportunities on the other.

III. Project Goals

1. Giving advice, encouragement and the necessary technical skills to train participants to embark on diverse income-generating activities which are economically viable and low-cost.
2. Finding productive and serious employment opportunities for unemployed women.

IV. Beneficiary Groups

Adult women who are unemployed or not in secondary or higher education in one of the urban areas of Madba and rural communities in the immediate vicinity.

V. Project Description

The project requires a number of women experts and the materials and supplies necessary to train participants in the following skills:

1. Drying and preserving local fruits particularly those which are abundant and inexpensive in summer and which can be preserved for a long period which have a high nutritional value for the producing family which will sell them. For example: drying grapes (raisins, etc.), figs and other summer fruits such as apricots, etc. Also included are: hors d'oeuvres, spices, preserving olives, etc.
2. Other products can be added depending on:
 - a) the kind and number of trainers and volunteers.
 - b) the necessary training materials.
 - c) the necessary training equipment.
 - d) the time available for training.

The Fund's experts and advisers will be used in all of the above.

VI. Implementing Agency

Young Women Christian Association YWCA/Amman.

VII. Anticipated Results

The involvement of participants on the completion of their training in various economic activities in the form of small-scale home-based projects which do not require major capital investment but do use available and inexpensive resources: time, human and family resources and local raw materials. It is expected that these projects will produce goods required by the local market and earn the project-workers an income.

VIII. Project Budget

Statement	Expenditure	Income
Primary Materials:	800,000	
Labour Force:	600,000	
Training Session Leader:	1,200,000	
Diverse Expenses:	500,000	
Income Forecast:		1,000,000
Host Association's Support:		1,500,000
Deficit:		600,000
	3,100,000	3,100,000

Project No. 10

Theme & Field

Family Issues/ Institutional Building.

I. Project Name:

A club for girl child.

II. Project Rationale

In Ma'daba and its outskirts many children aged 5-14 have no playgrounds or clubs to play sport or take part in cultural activities. Without playgrounds, amusement centres, recreation grounds, clubs or areas for them, girl children and their families are discriminated against and are forced to travel three quarters of an hour into the capital to carry out a given activity. This is a violation of children's rights, particularly girl children's rights.

III. Project Goals

1. Preparing a place for girl children to spend their free time.
2. Providing services for girl children to carry out specific activities such as: drawing, reading, playing computer games and playing intellectually stimulating games such as chess.
3. Playing sports such as tennis and badminton.
4. Creating a modern woman able to adapt to the next century - a woman who is self reliant and aware of her rights and duties.

IV. Beneficiary Groups

Girl children aged 5-14.

V. Project Description

The project requires a two-roomed building equipped with:

1. Electronic games.
2. Mentally and physically stimulating games.
3. Facilities for sports such as table tennis.
4. Library.
5. Computer equipment.
6. Art room.

VI. Implementing Agency

Young Women Christian Association YWCA/Amman.

VII. Anticipated Results

Creating a modern woman who is self reliant, able to adapt to the next century and aware of her rights.

VIII. Project Budget

Statement	Expenditure	Income
Sports and other activities:	600,000	
Salaries for a Female Director and Assistant:	200,000	
2 Computers:	200,000	
Expenses:	500,000	
Monthly subscriptions:		1,200,000
Other Activities:		1,500,000
Host Association's Support:		1,000,000
Deficit:		1,400,000
	5,100,000	5,100,000

Project No. 11

Theme & Field

Women's Empowerment/ Training.

I. Project Name:

Training sessions in the processing of foodstuffs at home.

II. Project Rationale

Development and training of women's capacities in various fields to facilitate their effective participation in the development of their local community and raise their families' standard of living. This will be done by finding employment opportunities and training them in a handicraft and the skills to prepare them to enter the labour market and undertake productive activities.

1. The existence of around 50 women in the village of Ibdoun in need of a family income to help them combat pockets of poverty.
2. Raise women's standing and standard of living to enable them to become economically independent and productive.

III. Project Goals

1. Training women in the village of Ibdoun. Each course will last 2 months and take 50 young girls. There will be six courses. 300 girls will be trained.
2. Exploitation of the fruit and vegetable seasons when produce is inexpensive and training in food processing and preserving to help support the family budget.
3. Managing without certain imported foodstuffs and replacing them with competing locally produced products.

IV. Beneficiary Groups

Approximately 50 women in the village of Ibdoun.

V. Project Description

Training courses for 50 women. There will be six 2-month sessions to train women in the preserving and processing of locally available agricultural produce. The women's products will be marketed at the Ibdoun Women's Charitable Association through sales regularly organised by the Jordanian General Women's Federation (Irbid) in order both to support the marketing of the women's products and the women's associations themselves.

VI. Implementing Agency

Ibdoun Women Society.

VII. Anticipated Results

1. Securing an income for trained workers through the profits on the goods they sell.
2. Exploiting the agricultural seasons to provide local food security for Jordanian families.
3. Locating productive village families which work at home and sell their products.
4. Working towards women's economic independence.

VIII. Project Budget

Funds Required:

Cost of Equipment:	6,600
Rent:	2,500
Fuel:	1,000
Water & Electricity:	600
Female Trainer	1,500
Cleaner	1,000
Seasonal Purchases of Fruit & Vegetables:	2,400
Wear & Tear on Equipment:	1,100

Project No. 12

Theme & Field

Women's Empowerment/Institutional Building.

1. Project Name:

Opening a Model Day Nursery in Al-Fuhais.

II. Project Rationale

1. Providing opportunities for women to go out to work.
2. The existence of women in teaching and special education and women working in factories in the region.
3. The urgent need for a day nursery offering supervision of their children during work time.

III. Project Goals

1. Provision of support services for working women.
2. Helping to increase women's participation in the labour market and in productive activities.
3. Reduce the problems of working women caused by being away from their children when they have to go out to work to earn money for the family.

IV. Beneficiary Groups

1. Working mothers.
2. Members of the Al-Fuhais Association of Working Women. Employment opportunities.
3. The Association receives a 120 Dinar monthly income and the possibility of investment in the site.

V. Project Description

A Model Day Nursery: Requirements:

1. 12 cots.
2. Refrigerator.
3. Lockers for each child's belongings.
4. Rugs.
5. Curtains.
6. Heaters.
7. Children's bath and washbasin.
8. Television & Video.
9. 4 tables and 24 children's chairs.
10. Toys, Games and Educational Materials.
11. Towels, bed covers and pillows.
12. Qualified day nursery personnel.

VI. Implementing Agency

Al-Fuhais Women Worker society.

VII. Anticipated Results

1. Provision of support services for working women.
2. Increase women's participation in the labour market.
3. Excellent care for the children of working women.
4. Income to support the Associations projects.

VIII. Project Budget

On the basis of a feasibility study, the project requires between 4,500 and 5,000 Dinars. The premises are available and subject to a rent of 120 dinars per month by the Ministry of Development.

Project No. 13

Theme & Field

Eradication of Poverty/Institutional Building.

I. Project Name:

Productive clothes making factory.

II. Project Rationale

1. Increasing women's participation in the labour market and productive activities.
2. Providing school uniforms for children in state and private schools (13 schools).
3. A cement company requires a source of overalls and other workers' supplies in the Al-Fahis region. The company has undertaken to pay 25% of the value in advance - sum equivalent to 40,000 Dinars. The Potash company has made a similar offer.

III. Project Goals

1. Providing employment for approximately 20-25 women in the region.
2. Making profitable use of the Association's premises at a monthly rent of 120 Dinars.
3. Activating the role of members of the Association in helping less fortunate families, fighting poverty and unemployment.
4. Earning money for the Association for it to carry out its programmes in the fields of development, raising women's awareness, the child and the environment.

IV. Beneficiary Groups

A group of women from the local community who are looking for work in order to raise their standard of living and fight their families' poverty.

V. Project Description

A productive clothes making factory requires:

1. Juki machines (5)
2. Juki fabric machine (1)
3. Juki buttonhole-making machine (1)
4. Juki button-making machine (1)
5. Heccc machine (1)
6. Electric cutter with 10-inch blade (1)
7. Iron with Ironing Table (2)
8. Wrapping Machine (1)

VI. Implementing Agency

Al-Fuhais Women Worker Society.

VII. Anticipated Results

1. Providing an income for more than 25 families.
2. Providing a service for the local community.
3. Providing employment opportunities for women in the field of production.
4. Allocating an income for the Association to help it achieve and support its objectives.

VIII. Project Budget

The project requires between 15,000 to 20,000 Dinars for machinery, raw materials and operating costs.

We hope to obtain the amount to put the project into operation. If this sum is not available in full we will seek to obtain finance from donor organisations which have expressed a readiness to co-operate in principle.

Project No. 14

Theme & Field

Family Issues/ Institutional Building.

I. Project Name

Hostel for the multi-disabled.

II. Project Rationale

Abolish discrimination against disabled women and set up a refuge where they will find care and information to help them integrate into society and for society to accept their condition.

III. Project Goals

1. Help women in the event of illness, death and family differences leading to divorce to find a safe place for their disabled children where they can take refuge until the problem is resolved.
2. To improve the psychological and social state of families and particularly mothers with a disabled child/children.

IV. Beneficiary Groups

Forty-five mentally disabled girl students from needy families who have no one outside of the immediate family to look after them. Our services will cover: Tala' al-Alliy, Hayy Nazal, Al-Mahatta, Al-Souwaylah and Al-Ashrafiyya.

V. Project Description

Allocating seven rooms in a rented building near the Association in which students with multiple disabilities will find overnight accommodation, health care, training in looking after themselves and self reliance and an ideal family atmosphere.

VI. Implementing Agency

The National Association for the Mentally Handicapped.

VII. Anticipated Results

1. Improvement in the psychological and social situation of 45 disabled children.
2. Changing the behavior of disabled children.
3. Helping mothers of disabled children to understand their psychological state and providing advice to mothers and families.
4. Providing health care to disabled children and helping them to integrate into society so that they can become as effective members of society as possible.

VIII. Project Budget

1. Administrative Costs, Supervisors, House Mother, 4 Social supervisors, Nurse, House Keeper and Driver:	9,600
2. Operating Costs, Heating, Bus Fuel, Water, Electricity and Telephone:	9,000
3. Food and Drinks:	42,000
4. Health Care:	2,500
5. Unforeseen Expenses:	2,400
Total Annual Expenses:	65,500

Project No. 15

Theme & Field

Family Issues/Institutional Building.

I. Project Name

Combating domestic violence in the governorate Al-Zarqa.

II. Project Rationale

Al-Zarqa is the third most populated governorate with a population of 750,000. Over the past twenty years Al-Zarqa has witnessed many waves of migration and now contains many groups from diverse social, economic and cultural backgrounds. Most are factory workers and from families in the military but there are many poor and unemployed people. As a result there has been an increase in rates of crime, delinquency, addiction, marital violence and psychological problems.

III. Project Goals

- Raising public awareness of violence in the Governorate of Al-Zarqa, dehumanising practices and their negative effect on individuals, families and particularly women.
- Drawing the attention of individuals, institutions and the community to the importance of working to combat violence particularly with regard to the situation of women.
- Enabling the victims of violence to protect themselves and to take precautions to avoid violence.
- Setting up legal, social and psychological work groups to provide services for the victims of violence.
- Assessing the scale of the problem of violence and combating it in the Governorate in co-operation with community groups.
- Training specialised work groups made up of volunteers and professionals to provide immediate assistance in the event of violence.

IV. Beneficiary Groups

Female victims of violence: wives, young girls and school girls who are victims of various forms of violence. Almost fifty per cent of the women in Al-Zarqa suffer from some form of violence whether psychological, physical or sexual.

V. Project Description

The project consists of six stages which will be implemented consecutively:

1. A two-day workshop to define the issue of violence: causes, consequences, how to deal with it and the formation of a work group made of concerned parties for action and follow-up.
2. Carrying out a field study to identify the scale of the problem in the Governorate.
3. Programme of lectures and awareness raising programmes for professionals and volunteers over a six-month period at 36 locations.
4. Training programmes for professionals and volunteers in the form of workshops for thirty participants.
5. A mobile campaign to raise legal awareness, deal with and provide advice on the problem.
6. Producing a 100-page booklet as a guide to reduce the problem.

VI. Implementing Agency

Housewives Society (Family Guidance and Awareness)/Zarqa.

VII. Anticipated Results

Identifying the scale of the problem of violence in the Governorate.

Raising society's awareness of the problem of violence.

Creating a specialised work group to confront the problem.

Reduce the problem of violence in society.

Beginning preparatory stages to set up fixed-term refuges for women victims of violence and their children until the trauma is over in co-operation with the authorities concerned to help them lead a dignified life.

VIII. Project Budget

The Association will help with providing a headquarters, telephone, Fax, heating, air-conditioning, photocopying, printing, computer and hosting meetings for which the budget estimate is Ten Thousand Dinars (10,000)

12 Awareness raising workshops to be held at various times:	3,600
Field study to identify the scale of the problem of violence:	3,000
Awareness raising programme (psychological, social, health) at 36 locations in the Governorate of Al-Zarqa:	5,000
3 Lecturers for each programme (fees included):	
1,000 Copies of a 100 page guide for free distribution:	4,400
Year-long programme to raise legal awareness and deal with the problem:	2,000

Total Costs: Twenty Thousand (20,000) Dinars in addition to Ten Thousand (10,000) Dinars which will be contributed by the Association.

Project No. 16

Theme & Field

Family Issues/ Institutional Building.

I. Project Name

Children's reception centre.

II. Project Rationale

The difficulties for children in access and interview situations. The lack of appropriate and comfortable places and conditions for such access and interviews to take place. They currently take place at police stations which has a negative impact on the psychology and behavior of the child on the one hand and can create negative feelings towards one or both parents and the family in general.

III. Project Goals

Provide a civilian location with a family atmosphere which is neutral and equipped to receive children for access and interview. (No fewer than 200 children per month.)

Provide family guidance sessions under the supervision of experts in order to possibly resolve disputes between the parents or at least arrive at a friendly mode of approach based on respect between the parents in order to minimize the negative impact of divorce particularly on the children.

IV. Beneficiary Groups

Families and children in Amman and Al-Zarqa subject to access provisions of the court. i.e. no fewer than 5,000 children.

V. Project Description

The project requires one or more apartments equipped with everything for the comfort of children and their families.. The project also requires a specialised administrative team to give advice and the necessary services.

The specialised team will be made up of:

- 2 female directors (1 in Amman and 1 in Al-Zarqa);
- 2 female psychologists (1 in Amman and 1 in Al-Zarqa);
- 2 sociologists (1 in Amman and 1 in Al-Zarqa);
- 2 legal experts (1 in Amman and 1 in Al-Zarqa).

It should be noted that access is given on weekdays including official holidays from 8.00am until 4.00pm.

VI. Implementing Agency

The Jordan Women's Union.

VII. Anticipated Results

Receiving no fewer than 200 cases per month.

VIII. Project Budget

Total budget estimate: 30,000 approx..

Budget details:

Administration team's and Experts' Salaries:	10,000
Wages for 2 assistants:	7,000
Toys and Furniture:	5,000
Telephone, Fax, Computer:	6,500
Electricity, Water, Telephone and Stationery Expenses:	1,500
Total:	30,000

Project No. 17

Theme & Field

Women's Empowerment/Services.

I. Project Name

Courses for the eradication of legal illiteracy.

II. Project Rationale

The severe lack of understanding and information among women on legal matters relating to the provisions and norms of civil and religious law in addition to international declarations, charters and agreements and the contents of the Programme of Action and the Beijing Declaration.

III. Project Goals

Disseminate legal knowledge and information among a large section of the female population (1,200 women).

Participate in preparing female training personnel to manage and implement the legal awareness programme (50 women).

Strengthen official and popular recognition of women's rights to put an end to all forms of discrimination whether legal, economic, social, cultural or political.

IV. Beneficiary Groups

A number of female graduates (from universities and institutes) in specialised legal courses. Fifty female legal specialists in all branches and centres of the Federation throughout the Kingdom.

A section of the female population (no fewer than 1,200 women: 100 women per governorate) throughout the Kingdom.

V. Project Description

Holding courses in all the Governorates. Each course will last two weeks with one lecture per day. The project seeks to raise awareness, provide information and eradicate ignorance of the law. Both male and female specialists will be involved in the lectures. There will also be specialised courses: one course for every ten women. There will also be courses on the eradication of ignorance of the law for every 100 women in each governorate.

VI. Implementing Agency

Jordan Women's Union.

VII. Anticipated Results

Eradicating ignorance of the law among more than 1,200 women and training 50 women specialists.

VIII. Project Budget

Approximately Thirty Thousand Dinars

Project No. 18

Theme & Field

Family Issues/Media and Awareness.

I. Project Name

Incorporating Population and Family Planning Issues in the association programmes.

II. Project Rationale

Since its creation in 1972, the Women's Association for the Combating of Illiteracy in Jordan has set up a number of centres to launch its programmes at the service of Jordanian women in the fields of education, eradicating illiteracy, vocational training and providing information on mother and child health issues. In recent times the Association has focused its interest on supporting the four centres which are currently working in Abu Nasir, Al-Baq'a, Al-Tayyiba and Al-Jouwaida. Families in these regions have high birth rates but low socio-economic levels. (The Association was the sole agency providing services for women in Abu Nasir, Al-Tayyiba and Al-Jouwaida.)

The Association is aware of the need to introduce the population awareness and family planning dimension into its programmes in view of their importance and influence upon women's attitudes to fertility and family-size and their relationship with improving the family's quality of life and income. The Association requires material support in this field in view of its limited resources and its inability to cover the costs of incorporating such awareness raising programmes within its current activities and programmes.

III. Project Goals

1. Training female personnel from among the Association's members in raising awareness of population and family planning issues who will implement the project in the Association's four centres. Publishing accurate information and raising awareness about population growth issues, the harmful effects of high birth rates on the health mother and child and the quality of family life for the women targeted by the programmes of the Women's Association for the Combating of Illiteracy.
3. Influencing the ideas, attitudes and behavior of married women, young girls who will marry in the future and their families. Helping these women to take conscious and rational decisions on planning and spacing births and family-size appropriate to the health of the mother and child and their socio-economic situation. Communities in the vicinity of the Association's centres will also benefit.

IV. Beneficiary Groups

1. Members of the Women's Association for the Combating of Illiteracy who will receive the necessary training in: the media, awareness raising on population issues and family planning.
2. Young girls and women who are studying on literacy and vocational training programmes at the Association's four centres and the neighboring communities.

V. Project Description

1. Setting up training workshops on the media, raising awareness on population issues and family planning for female trainers who will hold seminars, take part in media activities at the four Association's centres.

The number of young girls participating will be from 12-15..

Courses will last five days at a cost of 5,000 (Five Thousand) dinars.

2. Organising eight 2-day seminars on the media, raising awareness on population issues and family planning to be held at the Association's four centres. No fewer than 25-30 women will participate in each seminar, i.e. a total of 240 women. The cost will be 32,000 dinars.

3. Preparing and producing publicity and training materials on communication, publicity, the population problem and mother and child health, birth spacing and family planning for use in the Associations activities and programmes and in giving women and families in the local communities information

VI. Implementing Agency

The Women's Association for the Eradication of Illiteracy.

VII. Anticipated Results

On completion of the project it is anticipated that:

1. A nucleus of able female trainers in the field of publicity, raising awareness on population issues and family planning will have been created in the Women's Association for the Combating of Illiteracy.
2. The 240-250 women participants on the Association's programme will have increased their knowledge and awareness of dimensions of the population problem in Jordan and the negative impact of high birth and fertility rates on the health of mothers and children and the quality of family life.
3. The project will have participated positively in implementing the national population strategy and in improving the situation of Jordanian women.

VIII. Project Budget

a) The Association's Participation:

1. Providing the necessary premises for training, seminars, administrative and technical activities of the project in the Association's four centres.
2. Providing human resources: experts in publicity, training and awareness raising.
3. Providing participants in training seminars.

b) The Donor Agency's Participation:

Fifty Thousand (50,000) Dinars to meet the costs of training, seminars, producing the materials, printed matter, reports, programmes, publications and documents necessary for the project and other operating expenses.

Project No: 19

Theme & Field

Environment/Services.

I. Project Name

Making use of old properties in the countryside for touristic purposes by opening restaurants.

II. Project Rationale

In line with the explosion in technology and in view of the rapid changes our society is going through, we have to yield to and look to the future by making optimum use of the available resources and possibilities in order to achieve the objectives of a lasting socio-economic development.

Tourism in Jordan is an important source of national income, though interest in tourist locations is still limited. It is therefore important to develop these locations particularly those which lack recreation amenities.

This project is also important in the role it could play in raising the awareness of women in rural areas and raise their socio-economic level through direct contact with tourists from all over the world.

III. Project Goals

Give economic support to women of

1. Increase women's participation in various socio-economic locations which will raise the awareness of local communities.
2. Raise the income of poor families in rural communities.
3. Broaden the horizons of people through contact with tourists from all over the world.
4. Take greater advantage from the tourist seasons by supporting tourist locations in Jordan and improving them by providing services which will attract tourists from all over the world particularly as Jordan, due to its geographical position, enjoys extended tourist seasons.

IV. Beneficiary Groups

Members of the Jordanian National Forum for Women in various historic sites where the project will be implemented.

Age groups: Full time house wives who are members of the .

V. Project Description

Making use of old rural properties in tourist locations which attract tourists from home and abroad by renovating them and refurbishing them with local raw materials. Ideally, the properties selected will be in wooded areas where they will be turned into restaurants serving soft drinks and refreshments and pastries cooked in the traditional way. In addition, traditional-style wooden benches would be sited outside the restaurants around waterfalls.

In addition, bedouin camel hair tents could be used in such projects: the tent would be furnished in an authentic Arab style and divided into individual seating areas each of which would have a small table of appropriate height. Traditional Arab dishes would be prepared in a neighboring tent in full view of the people.

VI. Implementing Agency

The Jordanian National Forum for Women.

VII. Anticipated Results

- Taking further advantage of the tourist season particularly in relation to domestic tourism by attracting school children, students and families especially at weekends.
- Raising the awareness of local communities through increasing contact with various classes of Jordanian society and foreign tourists.
- Supporting poor families by making them productive participants in pushing forward the wheel of progress.
- Increasing women's participation in various situations. Raising their sense of belonging to the Jordanian National Forum for Women.

VIII. Project Budget

140.000 Dinars according to the needs of the targeted tourist area.

Project No. 20

Theme & Field

Participation in Decision-Making Processes/Services.

I. Project Name

The participation of Jordanian women in the democratic process.

II. Project Rationale

1. The lack of political, legal and social awareness of the importance of women's participation in this area.
2. Encouraging Jordanian women to benefit from the democratic climate to further their position in their local communities.
3. Lack of awareness among women of matters relating to their rights and duties in political participation.

III. Project Goals

1. Informing society as a whole and particularly women of the National Strategy for Women.
2. Raising women's awareness of their rights and obligations.
3. Activating the role of women in participation in the democratic process and helping them to exploit their capacities to reach decision-making positions.
4. Forming effective pressure groups to influence political affairs.

IV. Beneficiary Groups

Members of the Jordanian National Forum for Women and all Jordanian women over the age of 18 particularly in remote areas.

V. Project Description

The project will be implemented over a fifteen month period and carry out the following activities:

1. Preparing materials to teach legal awareness, holding awareness raising seminars and workshops.
2. Training women in leadership and political participation skills.
3. Holding awareness raising workshops to activate women's roles in the democratic process.
4. Helping as many women as possible to reach decision-making positions

VI. Implementing Agency

The Jordanian National Forum for Women in co-operation with the Princess Basma Women Centre in all 12 Governorates.

VII. Anticipated Results

1. Raising women's political awareness.
2. Increased participation of women in the democratic process.
3. Women in positions of leadership who can form pressure groups.
4. As many women as possible in decision-making positions

VIII. Project Budget

175,000 Dinars divided in the following manner:

35,000 Dinars from the Association as a form of participation.

140,000 Dinars from the agency financing the project.

Regional distribution is as follows:

1. Northern Region: 50,000 Dinars.
2. Central Region: 50,000 Dinars.
3. Southern Region: 75,000 Dinars.

Total: 175,000 Dinars

Project No. 21

Theme & Field

Equality and Justice/Services.

I. Project Name

Defending human rights; advisory services for women.

II. Project Rationale

1. The lack of legal and social advisory services in rural and remote communities.
2. Women's lack of knowledge about their human rights particularly in relation to their family and working lives which affect them daily.
3. The limited awareness of the legal protection of women's rights under the Jordanian Constitution.
4. Insufficient awareness of the legal services available and the channels which women can use when necessary.
5. Women's fear of not knowing how to protect their human rights.
6. Society's negative view of women's basic human rights.

III. Project Goals

1. Providing women and their families with legal and social advice.
2. Encouraging women in rural leaderships to defend their communities' human rights.
3. Deepen women's understanding of their human and legal rights and encouraging them to use the democratic system when demanding other legal changes.
4. Providing women with the appropriate skills and communication techniques to protect and further their rights.
5. Informing society as a whole about basic human rights and particularly issues relating to women.

IV. Beneficiary Groups

Members of the Jordanian National Forum for Women, their families and women in rural and bedouin communities in Jordan.

Age Groups: 18 and over.

V. Project Description

The project will be implemented over 2 years and is divided into 2 parts.

Part One: Training: 24 members of the Association will be trained to become trainers in human rights issues and particularly women's rights. (Two members will be trained from each of the 12 Governorates.)

These 24 members will train approximately 400 women who are members of the Association who live in rural and remote communities to work effectively for and defend human rights in their communities.

Part Two: Awareness Raising Programmes & Education: Educational programmes will be organised in the Association's centres throughout the Kingdom. Home visits will encourage women to attend the educational programmes. Individuals and families will be provided with crisis and dispute resolution services.

VI. Implementing Agency

The Jordanian National Forum for Women in all 12 Governorates of the Kingdom.

VII. Anticipated Results

1. Women will be provided with legal and social advice through the Association's centres in the Governorates.
2. Training 24 women as trainers in human rights issues and the basic skills to resolve disputes and organizational skills.
3. Training approximately 400 women in basic communication skills.
4. Raising women's awareness of human rights particularly women's rights.

5. The existence of a feedback system in co-operation with the social services in each rural community to be used when necessary.

VIII. Project Budget

424,000 divided in the following manner:

350,000 dinars from the financing agency.

70,000 dinars from the Jordanian National Women's Committees Association as a form of participation.

Regional distribution is as follows:

1. Northern Region: 105,000 Dinars.
2. Central Region: 105,000 Dinars.
3. Southern Region: 210,000 Dinars.

Project No. 22

Theme & Field

Family Issues/ Media and Awareness.

I. Project Name

Raising women's health awareness.

II. Project Rationale

1. The general lack of awareness of important health issues affecting women.
2. The lack of understanding of women's total health needs at all stages of their lives.
3. Society's negative image of women is an obstacle to research into ways of providing appropriate health care and services.

III. Project Goals

- Involving women's leaderships in the health service sector particularly with regard to issues affecting women.
- Preparing women leaderships in underdeveloped parts of the country to participate effectively in decision-making.
- Improve mothers' and children's health by providing them with basic information on health and nutrition.
- Explain the use of contraception by making women aware of the available health services.
- Defending women's health as a basic human right.

IV. Beneficiary Groups

Members of the Jordanian National Women's Committees Association and women in rural areas.
Age Groups: 18 and over.

V. Project Description

The project will be implemented over 2 years in two stages:

Stage One: Four-month training period.

Stage Two: Three-month Awareness-Raising Programme.

Training 24 women as health advisers.

On completion of the programme the 24 trainers will train 400 women in rural and remote areas.

The awareness raising programme will be carried out through seminars in the Association's centres in the Governorates and through home visits.

VI. Implementing Agency

The Jordanian National Forum for Women in all 12 Governorates of the Kingdom.

VII. Anticipated Results

1. Women's greater participation in decision-making.
2. Women's greater participation in the health service sector.
3. Raising women's level of awareness of their own and their children's health needs.
4. Women's health will be viewed as a human right.
5. Training 24 women with leadership skills to work as trainers in the health field.
6. Raising 400 women's awareness of health advice in rural, bedouin and remote parts of the Kingdom.

VIII. Project Budget

420,000 dinars divided in the following manner:

350,000 dinars from the financing agency.

70,000 dinars from the Association as a form of participation.

Regional distribution is as follows:

1. Northern Region: 105,000 Dinars.

2. Central Region: 105,000 Dinars.

3. Southern Region: 210,000 Dinars.

Total: 420,000 Dinars

Project No. 23

Theme & Field

Environment/Employment.

I. Project Name

Extracting silver from used X-ray films.

II. Project Rationale

1. Reprocessing waste products from used X-Ray films.
2. Producing silver to be sold for the benefit of those carrying out the project.
3. Protecting the environment.
4. Minor capital outlay.

III. Project Goals

1. Protecting the environment from pollution.
2. An activity which increases income.
3. Creating work opportunities and independent projects for the individuals who will profit from them.

IV. Beneficiary Groups

Women aged 18 and over in densely populated areas with a large number of health services.: Amman, Al-Zarqa, Irbid, etc.

1. Women with secondary school diplomas who will supervise the administrative, technical and marketing activities of the project.
2. Women with the basic skills to carry out the work.

V. Project Description

Used X-Ray films will be collected from state and private hospitals, whether in exchange for cash or as a donation. The films are then chemically treated to extract the silver. The silver will then be sold to dealers, silversmiths and factories which use silver.

VI. Implementing Agency

The Jordanian National Forum for Women with some supervisory involvement of the private sector. Ultimately, the project will be handed over to the women themselves.

VII. Anticipated Results

1. Providing an income for the women working on the project.
2. Recycling environmentally harmful materials.
3. Increasing the women's abilities to carry out projects on their own.

VIII. Project Budget

The budget estimate is between 14,000 - 21,000 dinars for each project depending on whether the X-ray films are bought or donated.

Project No. 24

Theme & Field

Women's Empowerment/Institutional Building.

I. Project Name

Modernizing the crèche and opening a kindergarten.

II. Project Rationale

Working women in Marj al-Hammam with more than one child have to rush back and forth between the crèche and the kindergarten.

Employing women who are qualified in modern nursery teaching and child nutrition methods.

Creating relaxed places to develop children's abilities.

Spending as much time as possible with the children.

Giving mothers sufficient time to manage their home and working lives effectively.

III. Project Goals

Helping to end the problem of poverty and unemployment.

Giving mothers in Marj al-Hammam enough time to co-ordinate their home and working lives.

Reductions for children in the crèche and kindergarten.

Provide an appropriate place for 1 day-old to six-month old children to play and develop their abilities and skills in a healthy learning environment.

IV. Beneficiary Groups

Working women.

Women with diplomas in nursery education.

10 to 15 female employees aged 20-30.

1 day-old to six-month old children.

V. Project Description

Renting a multipurpose building suitable for the crèche, kindergarten and the Association.

Purchase of a bus to carry the children.

Appointment of women teachers.

Purchase of indoor and outdoor games.

Purchase of furniture, chairs, tables, carpets, cots, televisions and video.

The project will begin as soon as finance is available and will run throughout the year.

From 10-15 women will be employed as: managers, teachers, child-minders, women janitors.

Employment of a bus driver.

VI. Implementing Agency

The Marj Al-Hammam Women Society.

VII. Anticipated Results

Providing a relaxed atmosphere for the children.

Nucleus of a future school.

Reducing unemployment by employing qualified female technicians.

Supporting women psychologically and socially by providing a safe place for their children.

Embarking on other activities from the proceeds of the project.

VIII. Project Budget

Crèche:

2,000 dinars for the crèche including 500 dinars for the outside area: toys, sand and tent.

500 Dinars for carpets and curtains; 500 dinars for cots, tables and chairs; 500 dinars for a television and stimulating indoor games.

Kindergarten: Renting a building for the Association, kindergarten and crèche: 4,000 dinars.
Purchase of a bus: 12,000.
Equipping the kindergarten (blackboards, games, tables, heating, etc.): 2,000 dinars.
The Association's participation: 250 dinars; (175 rents, 1,500 Association's rent).
Salaries for kindergarten employees: 216 dinars.

Approximate total: 21,891 dinars.

Project No. 25

Theme & Field

Family Issues/ Studies.

I. Project Name

A study on violence against women in Jordan.

II. Project Rationale

1. In recent years there has been an increase in violence against women in Jordan: physical and sexual assaults, rape and murder. Statistics of the Public Office of Statistics (Annual Report: 1992) indicate there were 34 incidences of rape between 1990-95. A study carried out by Dr Mu'min Al-Hadidi (1996) indicates that 980 women were the victims of violence in the family between 1990-95.
2. The lack of statistical studies and accurate surveys describing the scale of the problem in Jordan.
3. The urgent need for refuges for women victims of violence and for programmes to protect and look after them.
4. The literature on the subject indicates the phenomenon of "the transference of violence" i.e. past victims of violence might become perpetrators of violence in the future.

III. Project Goals

1. Identifying the scale of the problem of violence against women in Jordan.
2. Identifying the demographic characteristics (socio-economic circumstances) of women victims of violence.
3. Identifying the demographic characteristics of those who perpetrate acts of violence against women in Jordan.
4. Setting up advice programmes to protect and look after women victims of violence based on the results of the current study.
5. Identifying the forms of violence against women in Jordan.
6. Identifying the official measures to deal with the issues of violence against women in Jordanian society.
7. Using the results of the study as a guide to drawing up preventative programmes and plans to reduce women's exposure to violence in Jordanian society.

IV. Beneficiary Groups

The study will focus on women aged 18 and above in all Governorates of the Kingdom who were victims of violence in the year preceding the study.

- a) The study sample will be made up of a representative sample of women: 3%.
- b) The sample of those who have perpetrated acts of violence against women will be made up of a random sample of men in government reformatories: 10%.

V. Project Description

The study will be supervised by three research specialists representing: the Humanitarian Union for Women's Rights, the Directorate of State Security and the Public Statistical Office.

Five research assistants will participate in collecting the data, filling out questionnaires and conducting interviews.

Principle Materials for the Research:

1. Questionnaires to study the demographic characteristics of the perpetrators of violence
2. Questionnaires to study the demographic characteristics of women victims of the violence perpetrated by men who are now in reformatories.
3. Personal interviews.

Stages of the Study:

1. Collecting data through filling out questionnaires and personal interviews.
2. Entering the collected data.
3. Statistical analysis of the data and conclusions.

VI. Implementing Agency
Human Forum for Women's Rights.

VII. Anticipated Results

1. Identification of the scale of the problem of violence against women in Jordan.
2. Identification of the demographic characteristics of the those who perpetrate acts of violence against women.
3. Identification of the demographic characteristics of the those who are victims of acts of violence.
4. Assisting in drawing up future programmes to protect and look after women victims of violence.
5. Preparation of training programmes for people working in official family and child care institutions and people working in the criminal justice system (police, judiciary and penal institutions) who are involved in interviewing and dealing with women victims of violence.

VIII. Project Budget

Total Budget: 27,900 dinars

1. Principle Researchers: 3 Researchers x 6 months x 350 dinars per month:	6,300
2. Assistant Researchers: 5 Assistants x 6 months x 200 dinars per month:	8,400
3. Statistician: 1 Statistician x 1,500 dinars	1,500
4. Data Processor: 1 Data Processor x 1,500	1,500
5. Printing: 1 Secretary x 6 months x 200 dinars per month	1,200
6. Transport: Visiting Reformatories and Victims' Centres x 6 months	1,000
7. One Computer x 3,000	3,000
8. General Administration Costs: Stationery and miscellaneous items	2,000

Total:

27,900

Project No. 26

Theme & Field

Women's Empowerment/Services.

I. Project Name

Industrial incubator services.

II. Project Rationale

Small-scale enterprises have limited financial and human resources and require complicated and expensive machinery.

The project is aimed at small-scale enterprises which want to stay in business, keep up with developments, succeed in improving performance to achieve continuous efficiency, production growth, and move towards an economic activity which is based on innovation rather than tradition and repetition.

In many small-scale industries technological change is very fast to the extent that women factory owners find it difficult to adapt to and keep up with such changes.

III. Project Goals

1. Support small pioneering establishments operating in a given industrial sector in confronting the difficulties of the start-up stage.
2. .
3. Support in distributing and marketing the product nationally, regionally and internationally.
4. Giving beneficiaries the opportunity to make use of specialised workshops in the .
5. Making the activities of the start-up establishment in circles which may require its services.
6. Helping in the technical evaluation of the start-up project with financing and credit institutions.

IV. Beneficiary Groups

Highly skilled women entrepreneurs in specialised industries from various sections of Jordanian society with priority being given to disadvantaged groups of women.

V. Project Description

Providing premises and equipment required for a given industry where women involved in the project can use the equipment for production purposes. In addition, the will provide joint managerial services and necessary information on expertise, procedures and legislation. The will provide a large network of contacts with various institutions which can help the women entrepreneurs with the necessary technical expertise. The will also hold training courses in areas required by the women taking part in the project.

VI. Implementing Agency

Business and Professional Women Club.

VII. Anticipated Results

1. Providing the opportunity for a large number of women to set up small-scale industrial projects.
2. Developing the production of small-scale industrial establishments.
3. Raising the levels of competence of the women entrepreneurs who will benefit from the .
4. Developing the use of modern production techniques to maintain the quality of products and to launch them on the local and regional markets.
5. Providing production and marketing operations for small-scale enterprises.
6. Assisting in establishing a relationship of credibility between women entrepreneurs and sources of finance and credit.

VIII. Project Budget

Premises:	175,000
Equipment	250,000
Furnishings	30,000

Operating Costs:

Wages and Salaries:	20,000
Training:	30,000
Advice and Studies:	40,000
Total:	545,000

Project No. 27

Theme & Field

Participation in Decision Making Processes/Services.

I. Project Name

The national democratic programme which began in 1995.

II. Project Rationale

1. Women's participation in decision-making posts.
2. Participation in the elections.

III. Project Goals

1. Spread awareness of democracy.
2. Spread information about the law.
3. Work to amend certain laws.
4. Training the citizenry to implement democracy and make it an approach to life.
5. Carry out research and studies.
6. Creating knowledgeable and experienced women's leaderships.
7. Creating a popular base among women.

IV. Beneficiary Groups

Jordanian women. Women election candidates and their campaign aides in:

Amman

- a) The Hayy Nazaal Centre for Industrial Development.
- b) The Abu Nasir Women's Club.
- c) The Urban Development Centre/Al-Joufa.

Al-Aqaba:

Al-Zarqa' and all the women's groups in the local communities.

V. Project Description

Lectures, seminars, producing a quarterly publication. These will deal with various aspects of the march towards democracy and women's issues.

Articles dealing with women in the various media.

Forming pressure groups in order to amend or update laws in order to achieve equality.

VI. Implementing Agency

Business and Professional Women Club.

VII. Anticipated Results

Increased awareness among women of their rights and obligations.

Encouraging women to participate in political life and the elections.

VIII. Project Budget

The budget for the one-year project is:

Lectures:	30 x 200	=	6,000
Workshops:	4 x 2,000	=	8,000
Training Courses:	6 x 3,000	=	18,000
Brochures:	4 x 1,500	=	6,000
Publication:	4 x 1,500	=	6,000
Study:	2 x 3,500	=	7,000
Final Project Assessment:		=	3,000
Total:			54,000

Project No. 28

Theme & Field

Family Issues/Services.

I. Project Name

A family, social and legal advice bureau for women (established in 1984).

II. Project Rationale

Confronting the economic and social developments faced by women:

- Insufficient knowledge of the law.
- Solving social and psychological problems.
- Making women aware of their family rights and obligations in society.

III. Project Goals

Spreading awareness and knowledge of the law among women:

Providing legal advice; amending legal texts to make them appropriate to women; following up women's issues and obtain their rights; court procedure; providing advice on psychological and social matters; providing help for women in facing the educational and psychological problems of their children in the home and school environments and ; building relationships to combat family break-ups; collecting data on family problems in order to help confront them; a deeper understanding of problems relating to customs and traditions; a hot-line.

IV. Beneficiary Groups

Jordanian women in the Governorate of Amman.

V. Project Description

The bureau's activities are supervised by a board composed of: specialists from the public and private sectors assisted by the Legal Committee and the Social Committee.

VI. Implementing Agency

Business and Professional Women Club.

VII. Anticipated Results

A variety of services for women in five main areas:

Individual counseling on family, psychological, social, work and legal problems and other personal problems.

services in which different groups of women meet.

Therapeutic services.

Educational, information, guidance and awareness raising services.

Academic services.

VIII. Project Budget

2 Part-time Lawyers:	=	600
Workshops: 4 x 2,000	=	8,000
Court Proceedings: 4 x 500	=	50,000
Awareness Raising Brochures: 4 x 1,55	=	6,000
Publications: 4 x 1,500	=	6,000
Studies: 2 x 3,500	=	7,000
Final Project Assessment		3,000

Total: 81,200

Ford Foundation's Contribution: 40,000

Project No. 29

Theme & Field

Women's Empowerment/Services.

I. Project Name

Business incubator services for women.

II. Project Rationale

There are many obstacles to starting a new business. In order to avoid failure, the Business Start-Up Service is a mechanism which will provide assistance to small businesses in their initial stages and increase their chances of success.

III. Project Goals

1. Encouraging women's spirit of initiative and enterprise and helping them to start new businesses.
2. Making business start-ups more successful by reducing the time involved and the costs and consequently speeding up the transition to the production and profit stage.
3. Assistance in ensuring acceptable forms of finance.
4. Provide work opportunities for given groups of women in order to reduce the rate of unemployment.
5. Social and psychological support will be provided by the staff at the Business Start-Up Service and the wide network of contacts which the Service will develop.
6. Providing information and technical advice to help overcome business start-up problems.

IV. Beneficiary Groups

Women entrepreneurs from all groups in society.
Women with original projects.
Graduates of colleges, universities and institutes.

V. Project Description

The Business Start-Up Service will provide integrated services, facilities, support and advice mechanisms for a specified period of time. The Service is for women entrepreneurs who wish to set up small businesses and seeks to minimize the difficulties of the start-up stage.

Once the Business Start-Up Service has been established and appropriate premises found, women entrepreneurs will be selected on the basis of economic, technical and social criteria which are in conformity with the aims of the Service.

The Business Start-Up Service will offer an integrated package of services and facilities including: a work place, joint administrative services, financial and legal advice, etc. for a fee which will be below the market rate provided that the women benefiting from the Business Start-Up Service undertake to leave after a specified period of time.

The Business Start-Up Service will provide outside contacts through a network which it will develop. It will also put the women entrepreneurs in contact with those financial and marketing institutions which can facilitate their future business transactions.

VI. Implementing Agency

Business and Professional Women Club/Financing from the Japanese NICODD company.

VII. Anticipated Results

1. Successfully encouraging women's spirit of enterprise and initiative and encouraging women to start small-scale projects.
2. Creation of an agency to support small businesses.
3. Providing acceptable forms of credit and finance for small businesses.
4. Creating new employment opportunities which will be paid at significantly above general rates.
5. Raising the technical standards and the quality of production of small businesses by providing the necessary technical support, etc.

VIII. Project Budget

Technical Support and other Back-Up Services:

Premises:	140,000
Furniture:	140,000
Equipment:	80,000

Operating Costs:

Annual Wages & Salaries:	15,000
Administrative Costs:	5,000
Wear & Tear:	8,000
Studies & Advice:	35,000
Training Courses:	25,000

Total: 322,000 Dinars

Project No. 30

Theme & Field

Equality and Justice/Institutional Building.

I. Project Name

The information and documentation centre for women's studies.

II. Project Rationale

This Centre was set up towards the end of 1990 in line with the five-Year Socio-Economic Development Plan (1986-1990) and on the basis of the objectives of the Women Employers & Professionals Club in raising the level of performance of Jordanian women in various professions and fields of activity and in encouraging them to assume their responsibilities in society in order to support economic, social and political development.

III. Project Goals

1. Collect, distribute and provide up-to-date and accurate information focusing particularly on topics and issues which concern women entrepreneurs and owners of small and medium sized businesses.
2. Collect, distribute and provide information on social and legal aspects with particular focus on employment law and regulations and personal status law.
3. Providing groups which use the Centre with information whether from its own sources or by guiding them to other centres or through an information network.

IV. Beneficiary Groups

Beneficiaries of the advice services for small businesses and the legal advice services are members of the Women Employers & Professionals Club and a core group of women academics and researchers from Jordan and abroad.

V. Project Description

The Information and Documentation Centre for Women's Studies will provide a variety of services:

Guiding users to sources of information.

Providing users with information from data bases and an information network.

Provide users with information from other centres.

All the above services will be computerized.

VI. Implementing Agency

Business and Professional Women Club/Amman in co-operation with ESCWA and with financing from UNIFEM.

VII. Anticipated Results

A specialised information centre at the service of women entrepreneurs, business women and women professionals. Legal services will also be provided. In addition, the Centre will guide users to other sources of information in Jordan and abroad.

VIII. Project Budget

The budget for the Information and Documentation Centre for Women's Studies is 35,000 Jordanian Dinars as follows:

Operating costs: Wages, Salaries, Transport and Communications (Telephone and Internet Connection).

Printed Matter and Periodicals.

Services: Water, Electricity and Maintenance of Equipment.

Office Equipment, Furniture, Furnishings, Computer.

Stationery, Printed Matter, Office Supplies, Publicity.

Project No. 31

Theme & Field

Participation in Decision Making Processes/Institutional Building.

I. Project Name

Regional training institute for democracy and legal advice.

II. Project Rationale

There is inequality between men and women in employment and decision-making.

The lack of awareness of and commitment to women's rights at the local, regional and international levels.

The lack of institutional mechanisms in developing women's affairs and training.

III. Project Goals

- 1. Protecting women's rights and equality with men.**
- 2. Reviewing legislation and removing lacunae and contradictions in legislation which affects women.**
- 3. Guaranteeing equality and non-discrimination in laws and practice between men and women.**
- 4. Eradicating ignorance of women's legal rights.**
- 5. Creation of pressure groups to formulate equitable legislation for women.**
- 6. Influence public opinion on women's affairs and organize local seminars and participation in international seminars.**
- 7. Document and publish information and research and raise awareness through the media of women's rights.**
- 8. Organize courses at and visits to international institutions to benefit from their expertise.**

IV. Beneficiary Groups

Groups of women from Jordan and the wider region, particularly women who have at least a baccalaureate.

Delegates from public and private institutions involved in women's affairs.

Awarding diplomas to trainees at the end of the programme.

V. Project Description

The Regional Training Institute for Democracy and Legal Advice will be a centralized mechanism for research into women's affairs and will strengthen existing mechanisms and programmes. It will provide assistance to non-governmental bodies concerned in order to strengthen their powers and institutions. The institute will play an increasing role in training women from throughout the region in providing legal, family and social advice, promoting and pressing for women's interests through democratic methods. There will be annual programmes taking 30 women from Jordan and the wider region. There will also be short one-month and two-month training programmes for women working in the fields of services for women and foreign, advisory and social affairs. Other courses will be organised to meet the needs of particular institutions.

VI. Implementing Agency

Business and Professional Women Club/The Ford Foundation.

VII. Anticipated Results

Institutional development and an important new mechanism specialised in women's affairs and rights promoting, publicizing, studying and training to further equality between men and women and supporting women's self-confidence to play an increasing role in economic, political and social decision-making. It will also train women locally and regionally who will be capable of becoming an effective nucleus in their societies.

VIII. Project Budget

A) Estimated budget for the First Year:

1. Salaries:	100,000
2. Furniture and Equipment:	100,000
3. Rent:	20,000
4. Stationery and Printed Matter	20,000
5. Sundry Items:	10,000
Total:	250,000

B) Annual Variable Costs:

1. Planning:	30,000
2. Training Courses:	100,000
3. Travel, Accommodation, Per Diems:	70,000
Total:	200,000

Total A + B **450,000**

Project No. 32

Theme & Field

Women's Empowerment/Institutional Building.

I. Project Name

Advice centre for small-businesses.

II. Project Rationale

The Centre was set up in 1989 in response to the international trend towards giving importance to supporting and encouraging small businesses and furthering their role in reinforcing socio-economic stability. It seeks to create as many new employment opportunities as possible to high unemployment groups particularly among women and new university and college graduates. The project finds further rational in the importance of small business in producing new, high value-added products and in providing significant opportunities for innovation.

III. Project Goals

General objective:

Informing women about the importance of small businesses and encouraging them to invest in them:

1. Helping solve the difficulties faced by small-businesses, e.g.:
 - a) Poor management.
 - b) Lack of available finance necessary to start such projects. Difficulties in obtaining finance from the institutions concerned.
 - c) Inability to market the products of small-business because of difficulties in obtaining access to and identifying the relevant markets.
 - d) Ignorance of production techniques required to improve quality.
2. Providing an information source on all aspects of small-businesses.
3. Involvement in amending current legislation to make it more appropriate to starting small businesses and making them successful.

IV. Beneficiary Groups

All Jordanian women employers and professionals, all women entrepreneurs wishing to start-up a small business or develop an existing one and particularly young women entrepreneurs from all social groups.

V. Project Description

1. The Centre will support women entrepreneurs and encourage investment in small businesses.
2. Collecting and updating data on all the laws and procedures required for setting up small businesses which are followed by credit and financing institutions; informing project-beneficiaries about them.
3. Organising specialised training courses to raise women entrepreneurs' business management skills.
4. Providing an integrated advice package on studying production plans and the financial marketing of the business.
5. Helping to open markets for the products of small businesses at the local level.
6. Supporting links among women entrepreneurs throughout society and encouraging them to continue their important role in building society.
7. Supporting contacts among women entrepreneurs and between the Centre and other institutions and organisations concerned with small businesses.
8. Providing advice, exchanging expertise and putting women entrepreneurs in contact with sources of credit and finance.
9. Carrying out studies on small businesses and market needs.
10. Carrying out activities which support the aims of the Centre.

VI. Implementing Agency

Business and Professional Women Club/ with the support of UNIFEM and ESCWA.

VII. Anticipated Results

1. Promoting the importance of enterprise and small business in supporting the role of women.
2. Developing women entrepreneurs' managerial skills.
3. Facilitating access to finance.
4. Creating markets to promote the products of small businesses.
5. Providing employment opportunities by increasing the number of small businesses.
6. Improving production techniques and consequently quality and meeting the needs of the market through the exchange of expertise, advice and information and the provision of training in management, production and marketing skills.

VIII. Project Budget

Project No. 33

Theme & Field

Participation in Decision Making Processes/ Training.

I. Project Name

Training women in leadership and management skills.

II. Project Rationale

The need to support women in political, social and economic life by training them in political leadership and management skills. This will enable them to participate in the decision-making process and the democratic process in all fields from the home to political life.

III. Project Goals

1. Creating awareness among women of their need to participate in all the political, administrative, economic and social fields of life.
2. Create women leaderships in all fields to enable them to defend women's rights and represent women at all levels of the decision-making process.
3. Women's involvement in political and management decision-making.

IV. Beneficiary Groups

Women beneficiaries of projects run by the Nour Al-Hussein Foundation in Al-Aghwar, Amman (suburbs and villages), Al-Aqaba, Al-Rasifa, Al-Zarqa, Irbid (villages south of Irbid and the district of Beni Kanana) and Zay.

V. Project Description

Training Courses: 8 courses every year. Course topics relate to women's leadership, political and managerial skills.

A course on running election campaigns

A course on how to start ones own project.

Between 30-35 women are expected to take part in each course.

VI. Implementing Agency

The Nour Al-Hussein Foundation/ The Department for Women and Development.

VII. Anticipated Results

1. Raising women's managerial, political and economic awareness and increase women's knowledge in all fields.
2. Women's involvement in the political and managerial decision making-process by developing abilities, and supporting and training them.

VIII. Project Budget

70,000 dinars.

Project No. 34

Theme & Field

The Eradication of Poverty/Employment.

I. Project Name

Helping women start their own projects.

II. Project Rationale

The eradication of poverty by encouraging women to start their own projects and facilitating the process by giving them loans to enable them to start the projects and participate in economic life to raise their and their families' income levels and overcome poverty.

III. Project Goals

1. The eradication of poverty and raising levels of income.
2. Encouraging women to start their own projects by given them loans and assistance.
3. Opening a loans unit in the Department for Women and Development to help women who want to start their own project to obtain credit.

IV. Beneficiary Groups

All women from local and rural communities who need such projects to raise their own and their families' income after reviewing their social status and making sure that they are eligible for such loans.

V. Project Description

1. In co-operation with financing institutions, the creation of a loans unit in the Department for Women and Development. This unit will grant loans to women after a feasibility study of their proposed projects to help them start. Loans will be given for feasible projects which the country needs.
2. Special conditions on the maximum and minimum loans available.
3. A legal adviser to help women set up their small-scale projects on a legal basis.

VI. Implementing Agency

The Nour Al-Hussein Foundation/ The Department for Women and Development.

VII. Anticipated Results

1. Eradicating poverty by encouraging women to obtain credit to start up their own projects.
2. Women's participation in the economic development process.
3. Raising family incomes by raising women's incomes.
4. Enabling women to rely on themselves before and after paying off the loans.

VIII. Project Budget

70,000 Dinars

Project No. 35

Theme & Field

Family Issues/Institutional Building.

I. Project Name

A family and legal advice centre.

II. Project Rationale

1. The need to raise women's awareness of all their legal rights and obligations.
2. Raising women's family awareness to enable them to benefit their families and bring their children up in a correct and sound manner.
3. Helping women to solve their legal and family problems.

III. Project Goals

1. Raising women's legal and family awareness.
2. Helping women to obtain their rights.
3. Raise society's legal and family awareness.
4. Providing legal and family advice to women.
5. Helping women to obtain their legal rights by appointing a lawyer to defend their rights in court.
6. Discussing issues of women and the law and attempting to amend laws in women's favour.

IV. Beneficiary Groups

Beneficiaries of projects of the Nur Al-Hussein Foundation in all parts of the Kingdom and women in the local community.

V. Project Description

Setting up a family and legal advice centre with the objective of raising women's awareness of their rights and obligations through lectures to raise awareness on all legal and family issues. Other lectures will discuss household management, bringing up children, etc.

Helping women to obtain their rights.

Discussing all laws relating to women through seminars, workshops and round table conferences in order to make recommendations to amend laws in women's favour.

Providing legal and family advice as necessary.

VI. Implementing Agency

The Nur Al-Hussein Foundation/The Department for Women and Development.

VII. Anticipated Results

1. Raising women's legal and family awareness.
2. Helping women by providing advice to solve their legal and family problems
3. Amending laws on women in their favour through recommendations from seminars and workshops.

VIII. Project Budget

35,000 Dinars.

Project No. 36

Theme & Field

The Eradication of Poverty/Services.

I. Project Name

Creating employment opportunities for women.

II. Project Rationale

1. Providing employment opportunities for women by training them in various skills which will enable them to become self-reliant and to start their own projects themselves in order to increase their income and raise women's economic and productive level particularly in tourist regions. The project will train women in handicrafts, making souvenirs and setting up and running cafeterias, recreation facilities for tourists and outlets for traditional Arab pastries.

III. Project Goals

1. Enabling women to start their own projects by training them in all necessary skills and encouraging them to participate in income-generating projects.
2. Women's participation in economic development.
3. Encouraging women to undertake full training before starting any project.
4. Creating employment opportunities for women by training them and encouraging them to participate.

IV. Beneficiary Groups

The Nur al-Hussein Foundation in Al-Aghwar, Amman (suburbs and outlying villages), Al-Aqaba, Al-Rasifa, Al-Zarqa, Irbid (villages south of Irbid and the district of Beni Kanana) and Zayy.

V. Project Description

The project is divided into two stages.

Stage One: Training courses on the following: running hotels, making traditional Arab cakes and pastries, being a tourist guide, traditional handicrafts, managing leisure facilities and cafeterias, photography and video filming. Between 25 to 30 women will take part on each course.

Stage Two: The post-training phase: Trainees will be followed-up by helping them as groups to set up tourist recreation facilities, outlets for traditional Arab pastries and photographic workshops. This will encourage the creation of employment opportunities for women after training. It will also encourage to work as a team when it is possible for more than one woman to set up a joint project from those suggested above. It will be possible to provide basic materials for the project.

VI. Implementing Agency

The Nour al-Hussein Foundation.

VII. Anticipated Results

1. Creating employment opportunities for women through working on their own projects and with groups of women.
2. Supporting tourism in Jordan by creating recreational facilities for tourists, cafeterias and other commercial enterprises which attract tourists.
3. Raising women's income and levels of productive skills.
4. Increasing women's involvement in the development process.

VIII. Project Budget

210,000 Dinars.

Theme & Field

Women's Empowerment/Services.

I. Project Name

Raising the awareness of rural women in the south of Jordan (Al-Aqaba, Ma'an, Al-Karak, Al-Tafila) in the field of public health, family planning and the environment.

II. Project Rationale

Jordan has experienced a rise in the fertility rate to 4.5% while the under-15 age group is now 42% of the population. This exacerbates the problems which hinder development, e.g. poverty and unemployment; the rate of unemployment is 15% but among women around 29%.

To limit and reduce the burden of these problems, the Queen Alia Fund will set up an information programme in the fields of public health, family planning and environmental awareness in rural areas. This will raise the awareness of women in the south of Jordan and provide them with new information which will expand their awareness and improve their effectiveness in the home and the community.

The Queen Alia Fund provides its services throughout the Kingdom through its 50 social centres in all parts of the Kingdom. The centres are assisted by the Women Volunteer Committees in the local communities in each region which effectively direct the centres' services to where they are needed in the local communities.

It has become clear to the Fund that there is a pressing need to raise rural women's awareness throughout the Kingdom and particularly in the south of Jordan where the average family size is 10. This requires a comprehensive awareness raising programme at all the Fund's centres in Al-Aqaba, Ma'an, Al-Karak, Al-Tafila and its branches. The total number of main and sub-centres is 29.

III. Project Goals

1. Providing information and educational programmes for rural women in the fields of public health, population, family planning and environmental awareness.
2. Raising the awareness of women in local communities on using environmental resources for the benefit of their communities.
3. Helping Jordanian women to increase their potential, self confidence and self reliance as effective members of the community participating in the development process.

IV. Beneficiary Groups

Jordanian women in general and particularly rural women in the Governorates of Al-Aqaba, Ma'an, Al-Karak and Al-Tafila.

V. Project Description

The Queen Alia Fund, through its centres in the above regions and with the co-operation of the Women Volunteer Committees in each region, will hold public meetings at its main centres. The Fund will also organize home visits to encourage women in the local community to take part in awareness raising workshops and education. Educational and information programmes will be organised for women in local communities on issues relating to public health, family planning, preserving and benefiting from the environment. As many women from the region as possible aged between 19 to 45 will participate. They will be transported from the region where they live to the centre everyday with provision being made for child care. Fifteen 1-day workshops will be held at each centre over a period of one year.

VI. Implementing Agency

The Queen Alia Fund for Social Development.

VII. Anticipated Results

1. Increasing Jordanian women's cultural and educational levels in the southern region in the fields of public health, population, family planning and environmental awareness.
2. Increasing rural women's awareness in the southern region on the use of environmental resources for the benefit of their families.

3. Increased participation of women in the development process through raising awareness, involvement in family planning, understanding health issues and preserving the environment.

VIII. Project Budget

The total cost of the project is 175,450 Dinars which can be broken down as follows:

Lecturers Fees:	70 Dinars
Transport:	50 Dinars
Training Materials:	100 Dinars
Other Expenses:	50 Dinars
Total:	270 Dinars
270 Dinars x 15 workshops for each centre throughout the year:	4,050 Dinars
Audio-Visual Equipment:	2,000 Dinars
Total Cost for Each Centre:	6,050 Dinars
6,050 Dinars x 29 Centres	175,450 Dinars

Theme & Field

The Eradication of Poverty/Training.

I. Project Name

Leather work training project.

II. Project Rationale

1. There is a large number (400-600) of women who live in poverty.
2. The local market requires women workers.
3. The low levels of family income as a whole resulting from the peoples liabilities and their indebtedness to the banks.
4. The Association's presence in the urban development region and at the heart of the people's sufferings.

III. Project Goals

1. Finding useful employment opportunities for women to minimise poverty rates.
2. Reducing unemployment.
3. Providing a labour force.
4. Training women to work.
5. Providing appropriate goods at an appropriate price for people in poor regions.

IV. Beneficiary Groups

Women aged 15-40.

V. Project Description

1. Three-month training courses for women in work skills.
2. The first stage of the training is on the manufacture of shoe uppers.
3. The second stage of the training is on the assemble of the whole shoe.
4. The third stage of the training is on the complete production of goods. This production stage requires a number of machines, presses, cutters, lasts, etc.

VI. Implementing Agency

The Saqr Kuraysh Charity Society/North Marka/Urban Development alongside the Development Department; Tel. 884767 and the financing agency: the Canadian Embassy, the British Embassy and the Japanese Embassy.

VII. Anticipated Results

1. Training a minimum of approximately 35 women annually.
2. Providing a work force.
3. Providing appropriate goods.
4. Increasing family income and reducing poverty.

VIII. Project Budget

1. Stage One: The Canadian Embassy with the help of the British Embassy have covered the costs of machinery for the first stage.
2. Stage Two costs have been met by the Japanese Embassy.
3. Stage Three requires finance to cover the costs of cutters, presses, trainers' wages, raw materials and miscellaneous expenses.

The costs for the first two stages have been met in the sum of 40,000 Jordanian Dinars. The total budget requirement for the project is 160,000 to include the project premises and a vehicle. We require finance for the amount outstanding. The project will serve a large number of unemployed women and women from poor families.

Project No. 39

Theme & Field

The Eradication of Poverty/ Training.

I. Project Name

Training courses on carrying out productive income-generating projects.

II. Project Rationale

1. Raising women's standard of living because of the growing problem of poverty among women.
2. The large number of women who want to work but do not have the training to start projects.
3. The large number of divorced and widowed women who want to be self reliant in earning income for their families and have no one else to rely on.

III. Project Goals

1. Training women to start productive income-generating projects.
2. Training women to undertake a project-feasibility study and understand the stages of the project.
3. Providing advice for women who want to start projects about the kinds of projects they can set up.

IV. Beneficiary Groups

1. Divorcees and widows.
2. Women on low incomes.
3. Women aged 25-40.
4. Women who want to start projects.
5. Regions covered: Wadi Al-Sayr, Naotr, Stawaylah, Al-Zarqa, Al-Rasifa (in stages).

V. Project Description

1. Two-week courses for both the theoretical and practical aspects.
2. 20 women trainees on each course.
3. Three sessions per year in each of the regions mentioned in item IV above as there are branches of the Association there.

VI. Implementing Agency

The Circassian Charity Society.

VII. Anticipated Results

1. Empowering women to rely on themselves and achieving economic independence.
2. Raising the standard of living of needy families.
3. Training women to run income-generating projects.

VIII. Project Budget

1. The Association will provide premises in all its branches.
2. Project lecturers' salaries.
3. Course supervisor's salary.
4. Stationery, maintenance and photocopying.

One two-week (5 days a week/4 hours per day) course costs approximately 500 Dinars.
 $500 \times 3 = 1,500$ + lecturers' fees, supervisor's wages and stationery.

Total: 2,500 Dinars.

Project No. 40

Theme & Field

Women's Empowerment/ Training.

I. Project Name

Computer courses for women graduates.

II. Project Rationale

1. A continuous increase in the number of women graduates from community colleges combined with a lack of work opportunities for them leading to a rise in unemployment levels among women and depriving them from participating in economic, political and social life.
2. Most positions and fields of work require knowledge and experience in the use of modern technology and techniques.

III. Project Goals

Training unemployed graduates to use computers, printers and various computer programmes.
Providing more opportunities for women graduates to obtain appropriate employment through diplomas and experience acquired through computer courses.

IV. Beneficiary Groups

1. Women community college and university graduates aged 20-25.
2. Disadvantaged young women whose financial circumstances prevent them attending private institutes.
3. Women graduates in Wadi Al-Sayr, Al-Bayadir and Al-Suwaylah.
4. A proportion of unemployed women graduates in these regions: 60% of the total number of women graduates, i.e. no fewer than 3,000 young women. This number will increase annually.

V. Project Description

1. One-month introductory computer course.
2. Computer programming language course: 3 one-month stages.
3. Two-month practical computer programming course.

VI. Implementing Agency

The Circassian Charity Society.

VII. Anticipated Results

1. Experienced and trained graduates.
2. Increased employment opportunities for women graduates.
3. Young women trained in the most up-to-date computer programmes.
4. Reducing unemployment rates among women.

VIII. Project Budget

10 computers:	20,000 approx.
3 Printers:	2000 approx.
10 computer tables:	1,000
10 Chairs for trainees:	1,000
Trainers desk and chair:	200

Participation of the Project Provider:

The room is provided free, stationery, trainer's salary, transport for trainees (the Association's bus).
Number of trainees on each course: 20 trainees.

Two courses: mornings and evenings, five days per week.

Project No. 41

Theme & Field

The Eradication of Poverty/Employment.

I. Project Name

Income-generating activities.

II. Project Rationale

1. The poverty among women in the municipality of Souf due to low levels of income.
2. The lack of employment opportunities for women. Reducing unemployment among women in the rural community of Souf by 10%.

III. Project Goals

Raising women's and their families' income levels by making women economically independent.

IV. Beneficiary Groups

20 women in the rural community of Souf.

V. Project Description

Four hundred goats will be purchased and distributed among 20 women in the rural community of Souf. This was based on the results of a sociological study in 1996 which was carried out by the Association to identify pockets of poverty among women in the community. The women will be able to find income-generating employment and become economically independent. Family income levels will rise through using the milk and milk products from the goats and marketing the products. The profits will go to needy women. The Association will have helped fight pockets of poverty in the Souf region.

VI. Implementing Agency

Al-Nahda Women Society/Souf.

VII. Anticipated Results

Raising the economic level of 20 women in the community. The Association is working to raise the position and standing of women in the region in which it is based.

VIII. Project Budget

The cost of 400 goats @ 75 Dinars per goat: 34,000

Wages and salaries for 3 officials to purchase the goats and follow-up the project: 1,000 Dinars per month, i.e. 330 Dinars per official.

Enclosure for each unit: 2,000

Fodder: 3,000

Total cost: 40,000 Dinars.

Project No. 42

Theme & Field

Family Issues/Institutional Building.

I. Project Name

Mental rehabilitation project.

II. Project Rationale

1. Women mental patients and addicts after treatment and convalescence suffer frustrations and sometimes relapses because of their inability to naturally reintegrate into society and require an organisation to help them re-enter society.
2. The patient occupational rehabilitation to earn a living and lead a dignified life.
3. The period of convalescence requires medical and psychological supervision.
4. Statistics indicate and increase in the incidence of mental illness in developing countries for various social, economic and political reasons.
5. Drug trafficking is on the increase in Jordan with the people suffering its negative consequences.
6. The absence in Jordan of an organisation to take on such a task.

III. Project Goals

1. Ensuring medical supervision and follow-up.
2. Establishing an easily accessible day-care centre in the region of Wasit.
3. The need to employ and rehabilitate women convalescents as work is a human right.
4. Implement the recommendations of the Beijing conference on women's health care.

IV. Beneficiary Groups

1. Women convalescents referred by the National Centre for Mental Health in al-Fahis.
2. Women convalescents referred by government and private clinics in the region of Wasit.
3. Women addicts transferred from secure centres or sent by their families or community bodies.

V. Project Description

The project will be set up in the region of Naour on a 12-dunum area of ground allocated by a decision of state of the Prime Minister in the name of the Ministry of Social Development; Land Directorate No.33922/35/5/6/16 dated 26/12/1996 to establish a two-level project due to the declivity of the land.
First Level: Containing the administration department in a multipurpose room, cafeteria, kitchen, supervision and follow-up clinics and waiting rooms. Surface area: 533 square metres.
Second Level: Containing occupational rehabilitation workshops, restaurant, room for leisure activities, store rooms. Surface area: 562 square metres.

VI. Implementing Agency

The Jordanian Psychiatric Rehabilitation Society.

The Jordanian Association for Mental Rehabilitation registered at the Ministry of Social Development. Decree No. 873 Al-Fahis, Jordan. The Association is being helped by the Ministry of Development which has provided the land. The Association will seek to obtain finance from donor organisations. In addition, the Association will organize bazaars and social events and make donations to cover 20% of the project's costs.

VII. Anticipated Results

Provision of a service for convalescents and addicts, rehabilitation, health supervision and follow up in the region of Al-Wasit, i.e. Amman and its suburbs.

VIII. Project Budget

Total Cost:

Ground Clearing and Construction of Walls:	10,000
Construction & Excavations:	5,525
Construction & Concreting:	99,450
Construction & Disposal:	5,525
Required Architectural Work and Annexes:	27,625
Internal Finishing:	38,675
Electrical Work:	38,675
Mechanical Work:	442,200
External Work:	16,575
Cost per square metre: 250	

Total: 277,250 Dinars

Project No. 43

Theme & Field

The Eradication of Poverty/**Institutional Building.**

I. Project Name

Creating a craft training centre. (A project for silver extraction and working with silver).

II. Project Rationale

1. The lack of such specialised projects of this kind.
2. The availability of raw and support materials.
3. Using appropriate industrial techniques.

III. Project Goals

1. Reducing the level of poverty among women by training them on the project.
2. Training women in unusual traditional crafts.
3. Raising the economic level of the local community in which the project is established.
4. Reducing the reliance of rural women on financial assistance and charity.

IV. Beneficiary Groups

Rural women aged 20-55. Indirect beneficiaries are women in the locality of the project who will provide ancillary services to the centre.

V. Project Description

The creation of a rural centre for the processing and finishing of silver using traditional crafts and locally available materials.

Note: This project will be prepared in detail and submitted to the Study and Advice Committee. The final project formula will be discussed by the Committee and incorporated in the National Programme of Action.

VI. Implementing Agency

Society for The Development and Rehabilitation of the Rural Women.

P.O. Box 5125

Tel. 704597

Fax. 774501

VII. Anticipated Results

Raising the economic level of rural women and training women to work in teams to manage projects on their own.

VIII. Project Budget

Total Allocation: 14,700.

The details will be provided in a subsequent technical study at the first joint meeting with the Study and Advice Committee.

Project No. 44

Theme & Field

Women's Empowerment/Institutional Building.

I. Project Name

The Abu Alanda nursery and kindergarten.

II. Project Rationale

1. Population density.
2. Lack of kindergarten's in the region.
3. Women officials' need for support services.
4. The number of unemployed women graduates.

III. Project Goals

1. Employment of unemployed women graduates.
2. Providing nursery education services for the children of woman officials.
3. Bringing up children on sound educational principles.
4. Guiding and advising mothers on bringing up their children.

IV. Beneficiary Groups

Women teachers of various age groups.

Children aged 1 to 5.

V. Project Description

1. Premises suitable for a kindergarten (4 classes and a director's office)
2. Premises suitable for a nursery (3 rooms).
3. A number of employees.
4. Four women teachers and a woman director.
5. Woman bus supervisor.
6. Woman janitor.
7. Bus Driver.

Furniture:

12 Tables

4 Desks

5 Lockers

Television and Video

4 Chairs for the Director

Office for the Administration

4 Tables for Women Teachers

7 Chairs

Gas Cooker

Fitted Carpet for One Room

Four Blackboards

Outdoor Play Equipment

Children's Chairs

4 Couches

VI. Implementing Agency

The Um al-kura Society.

VII. Anticipated Results

1. Providing services for 50 women officials.
2. If the number of children is above 50 the project will make a loss of only 1,570 Dinars.

VIII. Project Budget

1. Annual cost of employees:	9360 Dinars.
2. Annual cost of furniture:	21050 Dinars.
Income	
Annual income on the basis of 70 children:	18300 Dinars.
Expenditure:	
Annual expenditure on the basis of 70 children:	16870 Dinars.
Total:	31840 Dinars.

Project No. 45

Theme & Field

Eradication of Poverty/Employment.

I. Project Name

Processing milk products.

II. Project Rationale

The economic situation of women is deteriorating in Jarash.

According to statistics of the Agricultural Statistics Directorate in Jarash, there are 42,542 goats in the governorate. At the same time there are around 100 women with expertise in producing milk products who want to work in co-operation with the Jarash Women's Federation.

The goat herds will provide the Federation with milk which will then be distributed among the women in Jarash who will produce the milk products they desire: leban, milk, milk fat, cheese, etc.

III. Project Goals

Creating employment for poor women in Jarash to make them financially independent and help them raise their families' standard of living. The women will be paid for their work. The Federation will continue to provide this income-generating service for women for as long as the milk is available. Marketing the products will be helped by the large numbers of visitors to Jarash and the Jarash Festival.

IV. Beneficiary Groups

One hundred women in Jarash whose economic level will be raised.

V. Project Description

The milk will be collected from the goat herds on the Federation's premises and distributed in specific quantities to the women who have expertise in processing milk products (leban, milk, milk fat, cheese, etc.) The time for the delivery of the processed milk products from the women will be determined. Hygiene will be monitored by quality control experts. The women's wages will be 5% of the milk production. For example, a liter of milk costs 50 Qurush but after processing is sold at 60 Qurush. The 5% profit pays the wages of the women working on the project.

VI. Implementing Agency

Jordanian Women Federation/Jarash.

VII. Anticipated Results

Providing an income for 100 poor women in Jarash and raising their standard of living.

VIII. Project Budget

Rent of Premises (The Contribution of the Federation) :	3,000 Dinars
Cost of Milk (the raw material):	20,000 Dinars
Cost of Equipment (refrigerator, processing equipment):	4,000 Dinars (one-off purchase).
Two Qualified Quality-Control Officers:	300 Dinars per month
Total:	31,800 Dinars

Project No. 46

Theme & Field

Family Issues/Institutional Building.

I. Project Name

An Orphanage.

II. Project Rationale

There is no orphanage for children whose parents have died. In addition, the region is a long way from the capital, Amman, for this groups to receive the proper care. Similarly, in the Dayr Ala district there is the problem of children who have been made homeless as a result of family break up.

III. Project Goals

Providing a refuge and health and educational services for children who have no parents. Giving these children a proper upbringing. Highly competent supervisors will provide an education for these children.

IV. Beneficiary Groups

Girl children from the age of 1 month to 18 years. Initially the orphanage will take in 25 orphaned children.

V. Project Description

Academic education for girls from the age of 5 to 18. (The Charity provides a kindergarten.) The girls will be sent to the government schools in the vicinity. A 4-dunum square piece of land has been purchased by the Association for 5,000 dinars. A six-room building has been constructed which has been completed up to the internal finishing stage. According to building permits and the plans the surface area of the building is 700 square metres.

VI. Implementing Agency

The Wadi al-Urdun Women Society. P.O. Box 60, Muthalith al-Arida, Tel. 570720 in co-operation with the local community.

VII. Anticipated Results

Occupational training courses will be offered to the girls on the completion of their schooling in order for them to have a specific skills for the future. The orphanage will provide them with the means to lead a dignified life: washing facilities, clothing, food, a place to sleep, education, proper health care, specialist medical supervision in the orphanage.

VIII. Project Budget

Completing the building:	17,000 Dinars.
Equipment for the orphanage: electrical equipment and refrigerator:	1,000 Dinars.
Gas oven:	500 Dinars.
T.V. and video:	1,000 Dinars.
5 Air conditioners:	1,500 Dinars.
Washing machine	500 Dinars.
25 beds:	1,270 Dinars.

The Charity will provide kitchen equipment, tables, chairs and recreational equipment for the children.

Total: 21,775 Dinars.

Project No. 47

Theme & Field

The Eradication of Poverty/Training.

I. Project Name

Needlework and embroidery.

II. Project Rationale

There is a large number of unemployed women in the Jarash region who are also their families breadwinners.

Raising the status of women by making them financially independent.

III. Project Goals

Training women in needlework, embroidery skills, making traditional head-dresses and clothes-making through training courses organised by the Charity.

IV. Beneficiary Groups

Approximately 100 women in the Jarash region.

V. Project Description

Holding 3-month training courses on making traditional head-dresses for 30 trainees.

A 2-month clothes-making course for 6 groups of women.

Holding 6-month training courses in embroidery and needlework for 6 groups of trainees.

VI. Implementing Agency

The Jarash Women Society.

VII. Anticipated Results

Training the women in embroidery and needlework skills and clothes-making. Providing them with employment through the Charity.

VIII. Project Budget

Total: 9,545 Dinars

Project No. 48

Theme & Field

The Eradication of Poverty/Training.

I. Project Name

Glass-Painting.

II. Project Rationale

1. Women's employment.
2. Developing this relatively rare craft.
3. Using local materials such as pigments, glass, etc.

III. Project Goals

An attempt by the Charity in association with the National Committee to reduce economic problems and raise the economic levels of those groups of women working on the project.

IV. Beneficiary Groups

Rural women with creative abilities who are able to learn and develop this skill and other groups of women indirectly working on the project such as packers, etc.

V. Project Description

Obtaining various types and forms of glass and painting designs and drawings on the surface according to market taste or demand.

VI. Implementing Agency

Jordanian Women's Development Society.

VII. Anticipated Results

Producing high-quality products at an appropriate price. Providing income for the charity in order for it to carry out its humanitarian mission.

VIII. Project Budget

Raw materials:	800 Dinars.
Equipment:	120 Dinars.
Supervisor's Salary:	1,200 Dinars.
Sundry Expenses:	500 Dinars.
Transport & Packaging:	210 Dinars.
Maintenance and Incidental Costs	200 Dinars.
Total:	3,035 Dinars.