

Multi-Domain Gender and Conflict Analysis Study

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List of Abbreviations

1. **CSPRO** - Census and Survey Processing System
2. **COVID** - Coronavirus disease
3. **CSOs** - Civil society organisations
4. **FGDs** - Focus group discussions
5. **GBV** - Gender-based violence
6. **JONAP** - Jordanian National Action Plan
7. **KIIs** - Key informant interviews
8. **MDGCA** - Multi-Domain Gender and Conflict Analysis
9. **SPSS** - Statistical Package for the Social Sciences
10. **TAMASOK** - Women Peace and Security Systems Strengthening Project
11. **UNSCR 1325** - United Nations Security Council Resolution 1325
12. **WPS** – Women Peace and Security



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Executive Summary

This study is a pivotal component of the Women Peace and Security Systems Strengthening Project, also known as Tamasok, implemented by Chemonics UK in collaboration with local subcontractor Generations for Peace. Tamasok aims to bolster institutions dedicated to advancing the women's security and peace agenda in Jordan and is aligned with UN Security Council Resolution (UNSCR) 1325. The programme focuses on safeguarding women during conflicts, enhancing their involvement in peace processes and integrating them into decision-making and peacekeeping roles. These efforts frame and validate priorities, threats, and services pertaining to women's security and peace in Jordan.

The primary objective of this study is to assess the current security and peace landscape for both Jordanian women and men, identifying key sources of conflicts and social threats across various governorates. The study endeavours to grasp the needs, priorities, interests, and capacities of men and women in Jordanian communities, examining power dynamics and their impact on women's roles in decision-making, peacebuilding, and security initiatives. It also investigates how gender-based violence (GBV) obstructs women's participation in leadership and peace processes.

Using a mixed-method approach, the study integrates qualitative and quantitative techniques to analyse Jordan's women's peace and security agenda. Methodologies include desk reviews, interviews, focus groups, and surveys. Five focus groups were conducted across four Jordanian governorates — Zarqa, Irbid, Ma'an, and Amman — supplemented by an additional focus group in Amman that was tailored for donors interested in gender and feminist issues. Participants were composed of activists, academics, experts, and civil society leaders, with 72.6% of participants in the focus groups being women. Data collection encompassed desk reviews of recent literature, legislation, policies, and contributions from UN Women, alongside 12 key informant interviews (KIIs) and a survey involving 572 adult Jordanians, including individuals with disabilities. Data analysis used the Census and Survey Processing System (CSPRO), Excel, and Statistical Package for the Social Sciences (SPSS).

The report presents key findings under two main categories: challenges and recommendations.

Challenges

The comprehensive analysis of challenges confronting Jordan's women's security and peace agenda, structured around the four pillars of UNSCR 1325 — Prevention, Protection, Relief and Recovery, and Participation — reveals profound insights through systemic thinking. It illustrates how deficiencies within and across these pillars are interconnected, underscoring the necessity for integrated strategies to address root causes and enhance overall effectiveness in promoting women's security and peace in Jordan.

Prevention Pillar

Jordan faces significant challenges in enhancing women's conditions under the Prevention Pillar due to inadequate funding, data scarcity, limited resources, and insufficient safe transportation. Financial constraints hinder programme implementation, reinforcing women's economic dependence and unemployment. Unreliable data impedes policy development and planning, further marginalising women — particularly in rural areas with limited access to education and employment opportunities. These intertwined issues perpetuate a cycle of



dependency, poverty, and marginalisation, compromising the efficacy of preventive initiatives.

Protection Pillar

Jordan's Protection Pillar encounters substantial obstacles in addressing domestic and societal violence against women, despite initiatives like specialised units and shelters. Challenges include protecting complainants' privacy, empowering female staff, and enforcing laws effectively. Many women endure unreported abuse due to fear of social repercussions, exacerbated by cultural and legal biases that deepen their marginalisation. Limited access to protective resources, inadequate evaluations, and societal stigma contribute to ongoing violence. Women with disabilities face additional barriers, concealed by their families and lacking educational and professional opportunities. The minimal role of women in countering violent extremism underscores the need for broader protective measures. These interlinked challenges perpetuate cycles of violence and marginalisation, necessitating comprehensive interventions to ensure women's safety and empowerment in Jordan.

Relief and Recovery Pillar

Jordan's Relief and Recovery Pillar struggles to deliver essential services to women affected by violence, including legal, financial, and social support. Geographic barriers exacerbate these challenges, necessitating improved infrastructure and comprehensive support systems. Critical psychological, social, and health services are insufficient, especially in educational settings like girls' schools. Overcoming social stigma and rehabilitating women, particularly those driven into sex work by economic hardship, present additional hurdles. The absence of adequate support perpetuates cycles of violence, poverty, and marginalisation, demanding integrated solutions to protect and empower women effectively in Jordan.

Participation Pillar

The analysis identifies critical barriers to women's participation in Jordanian society. Fragmented institutional coordination among national programmes and women's agendas hampers effective outcomes, emphasising the need for unified efforts and enhanced coordination. Persistent social and cultural challenges restrict women's engagement in public and political spheres, necessitating awareness campaigns to reshape societal perceptions. Economic empowerment is hindered by widespread poverty and debt, hindering active participation. Additionally, patriarchal norms, inadequate institutional support, and limited leadership opportunities exacerbate challenges in political engagement and conflict resolution. Addressing these multifaceted issues requires integrated strategies to enhance institutional coordination, foster socio-cultural change, improve economic conditions, and empower women politically and socially across Jordan.

Disparities in Challenges Across Governorates

Challenges faced by women vary significantly across Jordan's governorates. In regions like Zarqa, Irbid, and Ma'an, women encounter distinct social, economic and security-related challenges, necessitating tailored interventions. Further, women in conservative or rural areas face greater resistance to their participation in public and economic life compared to those in urban centres. Context-specific strategies are essential to effectively address the unique needs and challenges of women in each governorate.



Interrelationships and Causal Connections in Challenges Facing Women in Jordan

Applying systemic thinking to analyse challenges facing women in Jordan reveals significant interrelationships and causal connections. Patriarchal culture strongly influences legislative efforts and societal norms, hindering women's political advancement and societal roles. Economic dependency amplifies these susceptibilities, negatively affecting women's security and opportunities. Inadequate state protection and societal norms further impede access to essential services for women facing violence. Despite some progress in decision-making participation, cultural and legal barriers persist, slowing overall advancement. Addressing these challenges necessitates integrated policies promoting education, economic empowerment, and legal reform to protect women's rights and enhance their societal roles across Jordan's diverse regions.

Sources and Root Causes of Social Threats Facing Jordanian Women

Addressing social threats facing Jordanian women requires understanding their root causes, of which there are several. Patriarchal culture marginalises women, limiting their access to education, employment and leadership roles. Similarly, financial dependence on men often exacerbates these vulnerabilities, particularly during crises like epidemics and the COVID-19 pandemic. Lack of legal awareness also exposes women to exploitation, while employment inequalities and family disintegration compound economic challenges, especially in rural areas. Systemic changes promoting gender equality, enhancing legal protections, and empowering women socially and economically are crucial to effectively addressing these complex issues across Jordanian society.

Forces and Dynamics Influencing Women's Security and Peace Agenda

Dynamics shaping Jordan's women's security and peace agenda reveal intricate interplays of cultural, social, religious, and political forces. Tribalism, seen as both a cultural value and social structure, can either support or hinder women's rights. Religious discourse often opposes laws promoting women's rights and gender equality, portraying them as threats to Jordanian culture. Women's organisations face scrutiny and suspicion, accused of undermining societal norms, while right-wing political currents resist laws advancing women's rights and leverage cultural fears to maintain traditional gender roles. These dynamics complicate efforts to promote women's empowerment and safety, requiring nuanced strategies to address societal barriers and achieve substantive change.

Recommendations

Based on the analysis of challenges to security and peace that women face in Jordan and informed by insights from focus group discussions (FGDs), interviews (see Annex A) and qualitative analysis, we have identified critical leverage points. These points represent specific areas within a complex system in which even minor changes can significantly affect behaviour and outcomes. Programmatic recommendations aim to leverage these points to achieve positive and tangible systemic changes. Key recommendations include:

- Enhancing educational and psychological guidance at girls' schools to foster legal and psychological awareness, focusing on addressing domestic violence and cultural challenges, including patriarchal, tribal and conservative religious discourse;
- Implementing capacity building programmes targeting women in political leadership and conflict resolution to overcome barriers and gain community acceptance;



- Developing a directory for women's organisations to enhance collaboration and counteract the marginalisation of women's discourse; and
- Emphasising systems thinking training to enhance women's capacity to create sustainable community impacts.

Additionally, initiatives should focus on:

- Improving the protection system and protocols for domestic violence cases, enhancing reporting rates and building women's trust in the justice system;
- Reviewing and developing the shelter system to effectively safeguard at-risk women;
- Developing robust protection and rehabilitation mechanisms within correctional and rehabilitation centres to ensure inmate safety and successful reintegration into society;
- Promoting economic and financial independence among women by developing entrepreneurial skills as well as legal and project management capabilities; and
- Addressing regional disparities through interventions sensitive to gender and regional contexts.

These integrated efforts aim to comprehensively enhance women's security, empowerment, and societal participation across Jordan.



Chapter One: Theoretical Framework

1.1 Introduction

Tamasok aims to strengthen the role of the Jordanian civil society organisations (CSOs) and frameworks dedicated to enhancing the women's peace and security (WPS) agenda in Jordan, and it focuses on implementing national plans in alignment with UNSCR 1325. This resolution is pivotal for protecting women in armed conflicts from violence, ensuring their relief and rehabilitation, and integrating them into peacekeeping forces and decision-making roles in conflict and peace processes. These efforts legitimise and frame priorities, threats, and services related to WPS in Jordan.

Through the course of this study, we employed a systems thinking approach to comprehensively analyse the multifaceted challenges and opportunities for enhancing women's roles in peace and security in Jordan. This approach allows us to understand the interconnectedness of various factors, including cultural, social, economic, and political dynamics — providing a holistic view of the situation. By emphasising the interdependencies and interactions among these elements, we can identify the feedback loops, dynamic relationships, and strategic intervention points essential for developing effective recommendations. This choice of approach differentiates our study by enabling a thorough examination of the complex interactions within the field of women's peace and security, allowing us to move beyond isolated analyses and consider the broader systemic context and leading to more sustainable and effective strategies.

UNSCR 1325 and the Jordanian National Action Plan (JONAP) play crucial roles in legitimising and framing concepts, issues, and priorities related to women's security and peace in Jordan. They provide a structured approach to ensure that women's voices are included in peace processes, their rights are protected, and their contributions are valued. These frameworks are essential for international organisations, Jordanian national institutions, and CSOs to align their efforts towards common goals, addressing violence against women in armed conflicts and ensuring their integration into peacekeeping and decision-making roles.

JONAP, the primary mechanism for implementing UNSCR 1325 in Jordan, includes four strategic goals: achieving gender-responsive participation of women in security and peace operations, preventing radicalisation and violent extremism, providing gender-sensitive humanitarian services, and fostering a culture of gender equality. These goals address the unique challenges faced by Jordanian women, particularly those exacerbated by regional instability and the presence of refugees. Adopted on October 31, 2000, UNSCR 1325 emphasises the importance of women's roles in peacekeeping and conflict resolution, calling for increased political participation, integration of a gender perspective in peacekeeping, and protection of women's rights.

Participants in the study highlighted differing perspectives on whether the presence of refugee women from Syria, Iraq, and Palestine classifies Jordan as affected by armed conflicts. KIIs called particular attention to the need for credible evidence and statistics to support such classifications, noting a lack of detailed data from Jordanian officials. This underscores the importance of robust data collection and analysis to inform policy and programmatic responses effectively.



The study's structure includes an initial chapter on the study framework, followed by chapters analysing the findings from quantitative and qualitative analyses, and concludes with recommendations and a way forward. The annexes provide additional detailed insights, ensuring a comprehensive understanding of the women's peace and security agenda in Jordan. This structured approach is designed to facilitate targeted and effective interventions, fostering an inclusive environment where women can actively participate in all aspects of society.

1.2 Purpose and Objectives of the Study

The Multi-Domain Gender and Conflict Analysis (MDGCA) Study in Jordan aims to comprehensively understand the intersection of gender dynamics with conflict-related issues across economic, political, social, cultural, health, and legal domains. This study seeks to identify the specific needs, vulnerabilities, and capacities of different genders in conflict contexts. The goal is to inform the design and implementation of more effective, inclusive, and equitable policies and interventions. By addressing gender inequalities and promoting participation and empowerment, the study aims to contribute to sustainable peace and development in Jordan. The study's sub-objectives were:

- a) To provide comprehensive information about the varying needs, priorities, interests, and capacities of both women and men within Jordanian communities;
- b) To analyse and understand the power relations and key dynamics between women and men;
- c) To establish how GBV is a barrier to peace and stability, hindering women's participation in leadership roles and peacebuilding processes such as dialogue, negotiations, and mediation;
- d) To identify changes in gender and power dynamics over the past five years in Jordan, with a focus on productive work, the gendered division of labour, household chores (including the burden of reproductive and unpaid care activities), and the participation of women and men in social, economic, and political spheres; and
- e) To identify priorities and opportunities among CSOs and communities for integrating gender perspectives into conflict transformation, dialogue, mediation, and peacebuilding processes at local, national, and regional levels.

1.3 Study Questions:

Study questions are categorised under two main sections.

Understanding Gender Norms and Behaviours

- What are the primary roles and responsibilities assigned to women and men in Jordanian society?
- What are the prevailing gender norms in Jordan, and do they differ by region? If so, how do these variations manifest?
- How do the actual behaviours of men and women in Jordan compare to the established gender norms?
- What changes, if any, have occurred in gender norms and roles in Jordan over the past five years?
- How do gender roles and norms influence the susceptibility to various forms of GBV?



Gender Analysis of Conflict

- How are men and women, and their respective gender roles, affected by conflict in Jordan?
- How have gender norms related to masculinity been shaped and altered by conflict in Jordan?
- What specific roles do women and men play during conflicts in Jordan?
- In what ways do inequalities between women and men exacerbate conflicts in Jordan?
- What roles are men and women playing in fostering a peaceful resolution to conflicts in Jordan?
- What challenges do women face in becoming active agents for conflict resolution and peacebuilding in Jordan?
- What are the capacities of women and men in Jordan regarding conflict resolution and peacebuilding?
- How do various groups in Jordan contribute to achieving the four pillars of the WPS agenda?

1.4 Research Methodology

To answer these questions, we employed a mixed-methodology approach, integrating both qualitative and quantitative research techniques to thoroughly analyse the women's peace and security agenda in Jordan. Our research methodology is deeply rooted in a system thinking approach, which emphasises the interdependencies and interactions among different elements within a system. This allowed us to view conflicts as interconnected systems, identifying root causes and strategic intervention points through the analysis of internal interactions, non-linear cause-and-effect relationships, feedback loops, and continuous behavioural patterns. By integrating qualitative and quantitative data through triangulation, we ensure a robust analysis that captures the complexities of the issues at hand. This enabled us to identify feedback loops, dynamic relationships, and strategic intervention points, essential for developing effective recommendations. The combination of methods such as desk reviews, interviews, focus groups, and surveys allows for the cross-verification of information from multiple data sources, enhancing the reliability and validity of the findings.

Data Collection Methods

To ensure a comprehensive analysis, we used the following multiple data collection methods:

- **Desk review:** This involved reviewing literature, information, and data related to Jordanian women and recent changes in legislation, institutions, and policies over the past five years. The study also reviewed significant contributions from UN Women and the Jordanian National Commission for Women regarding the National Action Plan for UNSCR 1325.
- **Semi-structured interviews (KIIs):** The team conducted interviews with 12 individuals from diverse backgrounds, including officials, academic experts, civil society practitioners, local community leaders, and young activists (see Annex 1 for a complete list of interviewees). These interviews provided detailed insights into the main challenges facing women in peace and security in Jordan.
- **FGDs:** The research team conducted five focus groups across four Jordanian governorates: Zarqa (Central), Irbid (North), Ma'an (South), and Amman (Capital). An additional focus group was held in Amman with donors interested in gender and feminist issues. These groups included 62 activists from the main regions (central, north, and south) and another group consisting of academics, experts, and civil society



leaders, with 72.58% of the participants being female (see Annex 2 for a complete list of participants). The team conducted content analysis using the NVivo qualitative data analysis computer software for both KIIs and focus groups to identify key challenges, priorities, and recommendations (see Annexes 3 and 4 for more).

- **Survey:** The team conducted a survey targeting adult Jordanians aged 18 and above to gather quantitative data on public perceptions and experiences related to women's security and peace issues. The survey included 572 participants (50.5% men, 49.5% women) and used a two-stage stratified-cluster sampling design, with a 5% margin of error and a 95% confidence level. CSPRO was used for data collection, with analysis via Excel and SPSS. The survey explored societal attitudes towards women, legal rights awareness and access to legal services, women's leadership roles, political engagement, and empowerment activities. This included evaluating the following: awareness and support systems for marginalised women, accessibility to psychological and social services, perceptions of women's leadership roles in peacebuilding and countering extremism, awareness of legal rights and protection from violence, engagement with civil society activities, the role of official media in promoting women's roles and protection, impact of religious discourse on gender equality, influence of Jordanian social culture on women's status, and the effectiveness of government policies in promoting women's political roles and access to services (see Annex 5).

MDGCA

The MDGCA plays a pivotal role in informing project delivery and providing insights into gender and conflict dynamics in Jordan. This comprehensive approach examines the intricate relationships between gender dynamics and conflict across various domains such as economic, political, social, cultural, health and legal spheres. By integrating multiple perspectives, this analysis provides a holistic understanding of how conflict differently affects men, women, and non-binary individuals, addressing their specific needs, vulnerabilities, and capacities.

The MDGCA ensures more effective, inclusive, and equitable interventions; identifies root causes of gender inequalities that may fuel conflict; and promotes sustainable peace by considering the diverse experiences and roles of all genders. By leveraging the MDGCA's findings, CSOs and women's rights organisations can effectively deploy core funding to seize opportunities and overcome barriers to progress. This comprehensive approach ensures that Jordan's contributions and challenges are recognised, facilitates the development of effective regional strategies, fosters international cooperation, and supports its efforts in managing refugee crises and promoting stability.

Analytical Approach

To conduct this study, we adopted the Systemic Conflict Analysis – Systemic Thinking Approach into our qualitative research. This approach provides effective frameworks for framing conflicts, distinguishing symptoms from root causes, identifying intervention points, and bridging the gap between analysis and strategic planning. It views conflict as a system of interconnected elements, dynamics, and interactions, forming a general framework that links causes to effects. Key concepts in this approach include:

- **Key driving factors:** Primary elements influencing the state and progression of a conflict;



- **Interconnections:** Relationships between different elements within the conflict system;
- **Feedback loops:** Cyclical processes wherein one element's output influences another and then feeds back to the original element;
- **Behavioural patterns:** Dynamic relationships that continuously occur, forming feedback cycles; and
- **Synergy:** Interactions between parts producing overall system behaviour, where the whole is greater than the sum of its parts.

Research Techniques and Tools

The research team employed these concepts to define the main conflicts affecting the women's peace and security agenda in Jordan, analysing their impacts, identifying key driving factors, and exploring leverage points for positive change. The methodology and sampling for the survey involved:

- **Target population:** Adult Jordanians aged 18 and above, including people with disabilities;
- **Sampling methodology:** A two-stage stratified-cluster sampling design with a 5% margin of error and a 95% confidence level, based on the Jordan Population and Housing Census 2015 and its updates (2023); and
- **Sampling procedure:** A multistage stratified cluster sampling technique, ensuring proportional representation across different governorates and demographic standards. The sample of 572 respondents was selected systematically to represent the Jordanian population accurately.

Data Analysis

The qualitative data, including KIIs and FGDs, were analysed using the content analysis application NVivo. The analysis focused on identifying and defining threats to Jordanian women, monitoring underlying causes, and analysing root causes. It framed the status of institutions, legislation, and policies related to women's protection, relief services, recovery, and participation in peacekeeping and leadership positions. Additionally, it identified forces supporting or opposing women's peace and security agendas. The study also pinpointed necessary short- and long-term interventions to develop and enhance the peace and security agenda for women.

The quantitative data, collected through CSPRO, were meticulously analysed using both Excel and SPSS, ensuring a thorough and precise examination of the dataset. Additionally, this quantitative data was integrated and compared against qualitative findings, allowing for comprehensive analysis and triangulation. The combined findings and recommendations from these analyses provide a robust understanding of the challenges and opportunities for enhancing women's roles in peace and security in Jordan.

1.5 Limitations of the Research

Despite the study's effort to diversify methodological tools, including personal interviews, focus groups, and opinion polls, and the availability of substantial information from feminist organisations and official institutions like the Higher Population Council and the Department of Statistics, the team encountered several limitations and difficulties.



Lack of Accurate Data

Insufficient statistics. There is a notable scarcity of data in certain areas, and where data exist in other areas, they are inaccurate. For instance, statistics on women's employment in specific economic and governmental sectors are either lacking or approximate. Accurate figures on women's poverty, GBV, early divorce, and family disintegration are also missing. This lack of precise data impedes thorough understanding and analysis.

Difficult access to information. Accessing reliable sources of information remains challenging despite improved mechanisms in recent years. This difficulty hinders comprehensive and accurate research.

Multiplicity of Actors and Lack of Coordination

Redundancy and repetition. The field of Women, Peace, and Security in Jordan involves numerous actors with insufficient coordination, leading to redundancy and repetition of efforts. This redundancy results in noticeable boredom and lack of interest among participants in discussion workshops and focus groups, making it challenging to secure their participation.

Overlapping studies. During the preparation of this study, another concurrent study with identical goals, supported by international institutions, was identified. This overlap highlights the need for better coordination and a dynamic interactive map between donors, sponsors, and implementers to avoid redundancy and ensure a cohesive approach.

Perception issues. The discourse of gender institutions is clearly demonised, especially among conservative and traditional sectors of society. This negative perception hampers the effectiveness and implementation of policies and initiatives aimed at addressing the multifaceted and multi-domain challenges in prevention, protection, participation, and recovery faced by women in Jordan.

Administrative challenges. Navigating the bureaucratic landscape to obtain necessary permissions and support for conducting research presented significant challenges. This included delays and obstacles in gaining access to certain populations and information.

Conservative norms. The study faced challenges related to conservative cultural norms affecting women's participation and openness in discussing sensitive topics such as GBV and women's rights. These cultural barriers hindered the ability to gather comprehensive and candid responses from participants, particularly in focus groups and interviews.

By addressing these limitations, future research can aim to develop more effective strategies for data collection, improve coordination among various stakeholders, and tackle cultural and bureaucratic barriers to create a more supportive environment for advancing the women's security and peace agenda in Jordan.



Chapter Two: Findings and Results

2.1 Introduction

Although activists and experts agree that Jordan is not in a state of armed conflict, the general trend adopts a comprehensive concept of conflict that goes beyond armed disputes to include human and comprehensive security. National plans in Jordan push for the activation of Security Council resolutions and the expansion of the security and peace agenda to encompass any threat that influences women's security and peace — not just armed conflicts. These plans focus on protection, participation, prevention, and post-violence recovery, enhancing Jordan's interpretation of Security Council resolutions and broadening their applications to protect women from various forms of violence and to promote their participation in politics and services of all kinds.

The first group includes Syrian refugees and other women residing in Jordan who may fall under certain definitions and characteristics of those exposed to armed violence, which contributes to the repercussions of psychological treatments and community rehabilitation. The second group includes Jordanian women who do not fall under the definition of armed conflict but who nevertheless face issues and conflicts that threaten their security and safety within Jordanian society. At the same time, it is crucial to implement UNSCR 1325. According to a civil society official from the Ajloun governorate, this resolution addresses eliminating all forms of discrimination against women including psychological, digital, and technological violence, highlighting the importance of enhancing women's awareness of technology to achieve internal peace and effective participation in society. Based on this, this section of the study will be divided as follows:

1. Analysis of challenges in the four areas: prevention, protection, participation, relief, and recovery;
2. The interrelationship and mutual influence of challenges from a systems thinking perspective;
3. Sources and causes of social threats facing Jordanian women; and
4. Forces and dynamics affecting the WPS agenda.

2.2 Analysis of Challenges in the Four Areas of UNSCR 1325

This section examines the challenges in the four areas outlined in UNSCR 1325: prevention, protection, participation, and relief and recovery. Before delving into these challenges in detail, it is important to note that quantitative analysis results showed that 86% of respondents confirmed they were aware of UNSCR 1325, while only a small percentage (11%) indicated that they were not aware. Our analysis also indicated that 31% of respondents believed the resolution was centred around protecting women from violence while 23% felt it focused on women's participation in the political process and 13% believed it addressed women's participation in peacekeeping forces. Moreover, 10% of our respondents assumed UNSCR 1325 promoted and supported women's involvement in security institutions, while 4% felt it focused on preventing child marriage, and finally 1% believed it addressed the role of women in peace processes.

According to the United Nations, UNSCR 1325 focuses on four interconnected and integrated pillars: prevention, protection, participation, and relief and recovery. These pillars can be used as a framework to categorize the challenges as follows.



Prevention Pillar

Lack of Funding

Insufficient funding allocated to the national plan, particularly in its second phase, is one of the main challenges facing prevention efforts in Jordan. FGD participants highlighted that a lack of financial resources hinders the implementation of necessary initiatives to improve women's conditions. Interviews confirmed that this challenge directly affects the effectiveness of programs and services provided to women. According to a researcher specialising in women's issues, "the first challenge women face is their dependence on men, meaning their economic reliance on them. As a result of this dependency, women are poor and unemployed, and men may not fulfil these commitments, leading to a second challenge of poverty and unemployment. Fifty-five percent of those receiving services from the National Aid Fund are females. Each quarter, the unemployment rate in Jordan is measured, showing 20% for males and 30% for females." Insufficient funding impedes organisations' ability to provide adequate and diverse services to women, negatively affecting efforts to prevent violence and enhance women's safety.

Lack of Data on Relevant Programmes and Projects

The scarcity of reliable data is a significant obstacle to understanding the scope of issues facing women and formulating appropriate policies. FGDs and KIIs emphasised that the lack of data hinders the development of effective implementation plans. As a Jordanian expert in environment and climate change stated, "without accurate data, we cannot develop effective implementation plans." Additionally, there is no comprehensive map showing various projects in this field, their goals, mechanisms, and locations. This map would help in visualising solutions beyond current major issues, such as duplicated efforts, the prioritisation of quantitative over qualitative projects, and the lack of precise performance and output measures. The lack of data makes it difficult to accurately assess the situation, which impedes the development of effective, fact-based plans and leads to ineffective implementation of preventive programs.

Lack of Opportunities and Resources

The lack of available opportunities and resources for women perpetuates their suffering from poverty and marginalisation. FGD participants noted that this issue requires immediate intervention. A representative from an international CSO stated, "Today, we need sustainable small home-based projects to support women." The lack of opportunities and resources limits women's ability to achieve economic and social independence, negatively affecting efforts to prevent violence and improve their overall situation.

Lack of Safe Transportation

Geographic barriers pose a significant challenge in accessing services and programs, particularly in rural and remote areas. Participants in the Ma'an FGDs indicated that the absence of safe transportation makes education and employment difficult for girls. Geographic distance also complicates access to basic services, education, and healthcare for women in remote areas, significantly impeding preventive efforts. For example, in the Ma'an governorate, the absence of safe transportation makes it difficult for girls to pursue education and work, increasing unemployment rates even among university graduates. One participant in the Ma'an session highlighted that this issue is one of the most impactful problems for women in the governorate, because families prefer to keep girls at home due to safety concerns and high transportation costs. Consequently, girls are limited to certain jobs and



travel times. This problem is most evident in Ma'an but also exists in Zarqa and Irbid, preventing women from obtaining education and employment, increasing unemployment rates among girls, and reducing their opportunities to live dignified and independent lives.

The prevention analysis concluded that there is an interdependent effect among the various challenges. For example, according to systems theory, insufficient funding for the national women's peace and conflict plan in its second phase leads to a complex interrelationship with several other factors, such as women's dependence on men, lack of opportunities and resources, lack of data, and lack of safe transportation. Insufficient funding for the national women's peace and conflict plan results in a lack of economic empowerment programmes for women, increasing their dependence on men. This increased dependency, in turn, leads to higher poverty and unemployment rates, making it difficult for women to access education and employment. The difficulty in accessing education and employment leads to increased marginalisation and poverty, which negatively affects the funding of the national women's plan, thus exacerbating the problem and fueling the cycle of poverty and marginalisation.

Protection Pillar

Domestic and Societal Violence

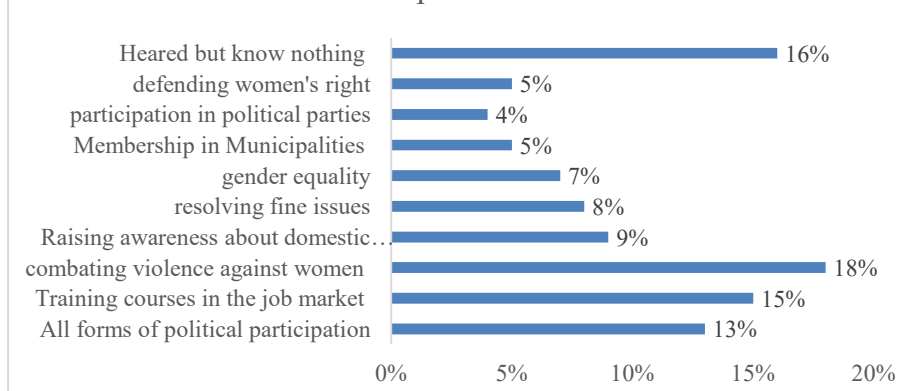
The government has intensified its efforts to combat domestic violence by establishing specialised units in the Jordanian Public Security Directorate and creating shelters for abused women. Significant strides have been made, including the establishment of Family Protection Departments, the provision of immediate reporting services, and the development of shelters for at-risk women such as the Dar Al-Wifaq and Dar Amina. Awareness and reporting of domestic violence cases have also increased notably; in 2019, the Ministry of Social Development handled 10,720 cases, a significant rise from the 6,965 cases reported in 2018. This increase highlights progress in addressing and identifying these issues¹.

Furthermore, quantitative analysis revealed that 94% of respondents participated in activities aimed at protecting women from violence and enhancing their participation in various fields, alongside efforts to empower them. In this context, 18% of respondents believe that combating violence against women is the most prominent activity, followed by vocational training programs at 15%, political participation at 13%, and raising awareness about domestic violence at 9%, as illustrated in Figure 1.

¹ Retrieved from: [jordanwomenen.pdf](#)



Figure 1: Public's Awareness of Activities Related to Women's Protection, Political Participation, and Empowerment



However, despite all these efforts, significant challenges persist, including safeguarding the privacy of complainants and empowering female professionals in psychological, legal, and social fields. Domestic violence remains one of the most significant challenges facing women in Jordan; it destroys not only their lives, but also the lives of their children. According to the director of a community development centre, “Zarqa Governorate has one of the highest rates of domestic violence.” In addition to domestic violence, women in Zarqa suffer from severe social and financial problems due to their husbands’ abandonment.

In the Irbid governorate, domestic violence and debtors are the major challenges women face, while Ma’an shares the significant impacts of economic disparities between genders, debtors’ issues, and abandoned women with Irbid and Zarqa. However, the extent of domestic violence in Ma’an remains unclear due to a lack of transparency and fear of reporting, highlighting the need for effective interventions to protect victims.

As a former Minister of Social Development noted, “There is a fear of closing domestic violence cases due to the fear of the victim being killed and the case returning to them,” leading to a backlog of cases. Additionally, some respondents to the survey indicated that many women do not report violence due to fear of social repercussions. The President of the Jordanian Women’s Union calls for legal amendments to protect women from threats, asserting that reconciliations can sometimes expose women to the risk of being killed.

Therefore, some questions remain on how women can be effectively protected if penalties are not strictly enforced.

“...amending Article 308 of the Penal Code did not achieve the desired change. When we visited rehabilitation centres, we observed that society still treats **abused** women as a stigma.”
— Professor of Political Science,
Yarmouk University

“Despite the presence of many laws and regulations aimed at reducing violence against women, there is a significant problem in enforcing these laws, especially deterrent laws, which require harsher penalties.”
— Social Activist

Society and tribal laws play a negative role in some cases, such as when the right of an assaulted child is waived for a monetary settlement, disregarding the deep psychological effects on the victim. Society plays a fundamental role in this context, with responsibility starting from the family and extending to the community. Thus, it is crucial to enforce stricter penalties and apply them rigorously to protect women and enhance their role in society.

Lack of Access to Tools and Means of Protection from Violence

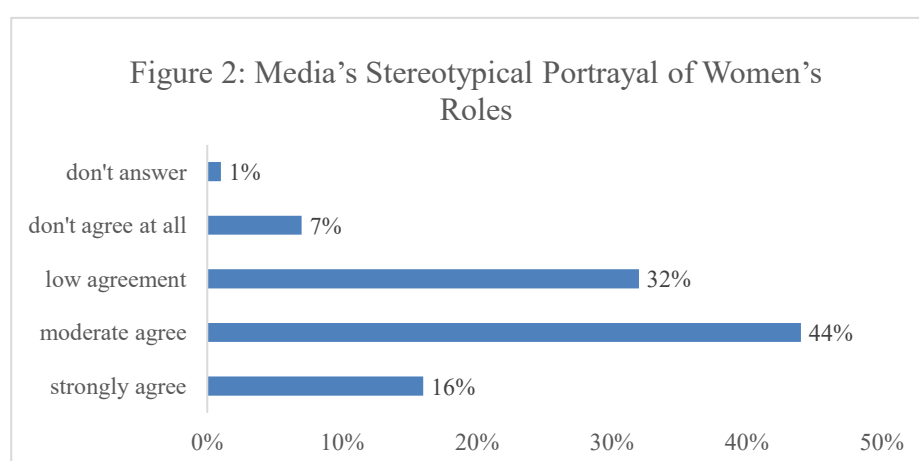
Quantitative analysis has shown a perceived acceptable level of awareness among women regarding their legal rights and the tools and means of protection. About a quarter of respondents (25%) believe this awareness is high, while 51% consider it moderate, 18% consider it low, and 4% believe there is no awareness of these rights and means. However, although this shows a moderate level of awareness, the lack of access to necessary tools and means for protection remains a significant challenge. Focus group participants indicated that women cannot access shelters and legal helplines, with one participant noting, “Abused women need effective means of protection.” The lack of access to these tools hampers the provision of adequate protection for women, increasing their exposure to violence and making it difficult for relevant authorities to provide the necessary support effectively.

Need for Performance Evaluation and Monitoring of Implementation Plans

Interview participants highlighted a critical need for performance evaluation and monitoring of implementation plans to ensure the achievement of desired goals. One expert stated, “Periodic evaluation helps in adjusting plans according to the achieved results.” The report indicates that the absence of regular performance evaluations leads to ineffective plan implementation and failure to achieve intended objectives. This, in turn, impedes protection efforts and makes it difficult to improve services provided to women and fully meet their needs.

Cultural, Legal, and Media Discrimination

Discrimination against women is deeply rooted in cultural norms, legal frameworks, and media representations. Quantitative analysis showed that more than half of the respondents (55%) follow Jordanian news through social media, while 37% rely on television stations. Unfortunately, media outlets, particularly official ones, often perpetuate stereotypical portrayals of women, frequently depicting them in traditional roles such as cooking and childcare. As shown in Figure 2, the majority of respondents believe that the media reinforces these stereotypes, with 16% strongly agreeing with this view.



Qualitative analysis has highlighted the effect of discrimination on women's participation and empowerment. One interview participant stated, “Discrimination prevents women from fully obtaining their rights.” This leads to the marginalisation of women and their inability to fully access their rights, necessitating awareness and legal efforts to reform the cultural, legal, and media systems to ensure equality.

Discrimination is also seen among women abandoned by their partners. A faculty member at Al-Hussein University in Ma'an pointed out that abandoned women suffer severely; their husbands leave them dependent on the goodwill of others, which may lead to behavioural imbalances among children due to the absence of paternal authority. A community development activist in Zarqa added that the problem of abandoned women is one of the biggest issues in the governorate, along with domestic violence. The issue is compounded when the woman is married to a non-national, increasing her burdens, because she cannot pass Jordanian nationality to her children. A Jordanian researcher explained that women's economic dependence on men makes them poor and unemployed, leading to greater challenges such as poverty and unemployment, with women comprising 55% of those receiving services from the National Aid Fund.

Family Disintegration

The analysis also indicated the impact of economic factors on women's security, potentially causing family disintegration or financial problems for many women. Many are forced to take on certain jobs or bear debts and loans, which later affect their economic security and that of their families. In this context, the impact of climate change is also evident in some governorates such as Irbid and Zarqa. Our quantitative analysis notes varying beliefs among respondents: 13% believe in a high impact of climate change on conflicts and violence in Jordan, 30% see no relationship, 21% consider it a weak relationship, and 32% believe it is a moderate relationship.

Additionally, there were impacts from the COVID-19 pandemic, as well as the effects of violent extremism and terrorism, some of which are linked to economic fields. These factors and others increase the complexity of the situation due to the patriarchal culture in society, reinforcing the lack of financial independence for women and weak legal awareness among many of them. The quantitative analysis showed that a quarter of respondents (25%) believe that women have a high degree of legal awareness of their rights, 51% consider it moderate, 18% consider it low, and 4% believe it is non-existent. (2% had no opinion on the matter.) Furthermore, the lack of equal economic opportunities contributes to increasing cases of family disintegration.

Challenges Facing Women with Disabilities

In conflict situations and various threats, participants with disabilities indicated that many families try to hide the existence of girls with disabilities and refuse to educate them. These girls do not receive proper care in schools and universities, and there are no accessible facilities, making it difficult and

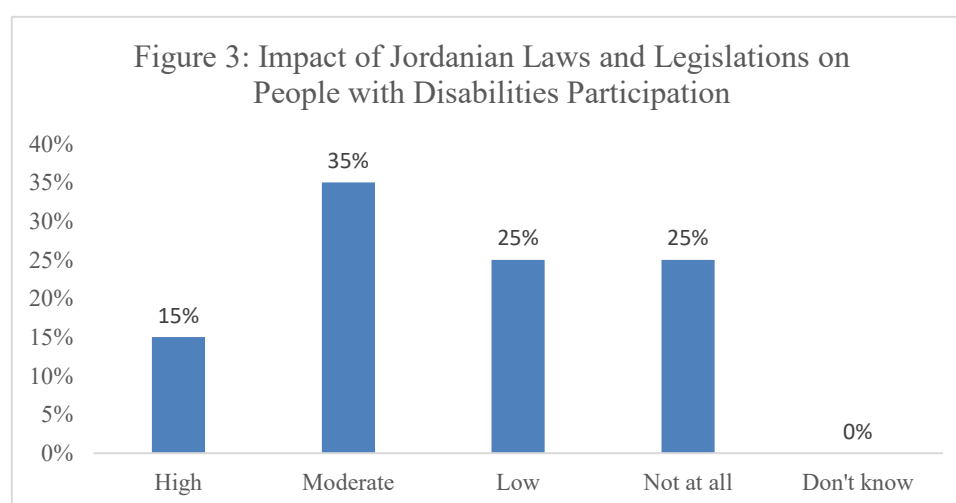
"Integration and social inclusion came from my family, not the community. No government institution was ready and open; only my parents integrated me into society."

— Focus Group Participant, a master's student in international relations from Ma'an and with a disability

costly for them to leave home, especially for low-income families. The fate of a girl depends on the awareness, cooperation, and culture of her family. Unfortunately, there is no precise monitoring of families in this regard, making many girls with disabilities victims of family culture and financial conditions. In other words, women with disabilities face a "triangle of challenges": being women, disabled, and poor. A member of the Jordanian Senate explained that "some families refuse to acknowledge the presence of disabled persons, and some hide them to maintain the image of marrying off their children to non-disabled individuals, and vice versa. Some restrictions, if viewed superficially, seem to have been removed, but in reality, they still exist. Women with disabilities continue to face significant challenges within their families and society." These testimonies reflect the mechanisms and dynamics that

create problems threatening women with disabilities in Jordanian society, where family culture and economic and social conditions pose significant barriers to achieving a dignified and independent life.

Additionally, the quantitative analysis showed that only a very small percentage of survey participants (2%) engage in activities related to women with disabilities. Moreover, 25% of survey participants believe there is no positive role for laws and regulations in empowering people with disabilities, and another 25% consider it weak. In contrast, 15% believe these laws have a significant role, as illustrated in Figure 3.

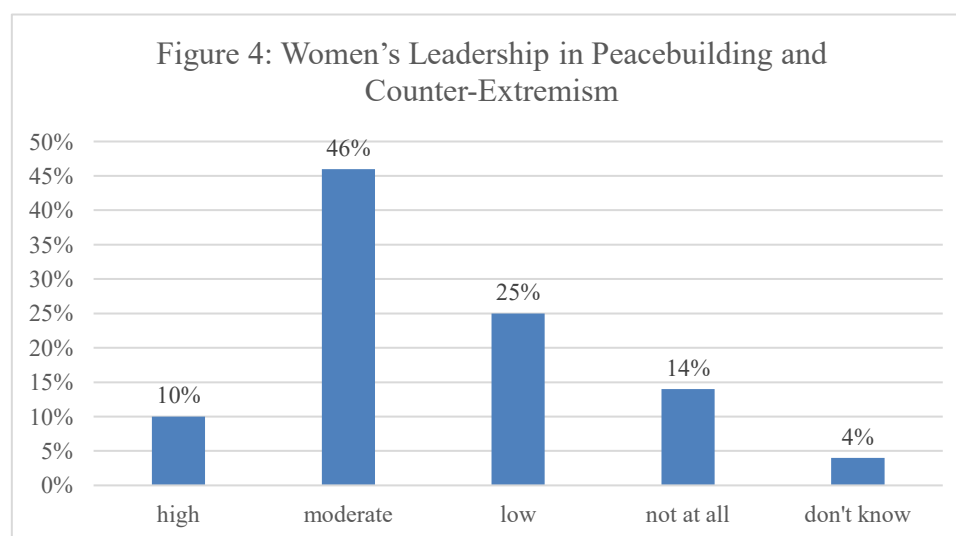


Quantitative analysis has highlighted various obstacles faced by people with disabilities in Jordan. The primary challenge, as perceived by respondents, is the lack of facilities and societal acceptance, followed by the lack of suitable employment opportunities. Community awareness regarding people with disabilities is also seen as a significant barrier, and marginalisation in education is identified as a major challenge. Additionally, more than half of the respondents (55%) believe that the priority for empowering people with disabilities should be ensuring educational and employment opportunities. Furthermore, 25% prioritize increasing community awareness about people with disabilities, while 20% of respondents think that enforcing laws related to people with disabilities should be the priority. These latter responses underscore a strong desire for structural and social changes to enhance the empowerment of people with disabilities.

Protection from Violent Extremism

Regarding the role of women in violent extremism, many participants in focus groups and interviews acknowledge that women's role in preventing violent extremism and terrorism is limited, pointing to weak state efforts in this area — possibly due to the security sensitivity of the phenomenon. Jordanian society is witnessing a new integration of women into religiously extremist and violent tendencies, as indicated by two field studies conducted by the Center for Strategic Studies at the University of Jordan. The State Security Court has sentenced many women on charges related to terrorism and its promotion. These two studies point to a shift in violent extremism patterns in Jordan from male-centric individualism to family involvement, including women, adolescents, and male juveniles. Although this phenomenon still remains limited in Jordan, the studies warn of the formation of a jihadist community in areas where these ideologies have spread, highlighting the significant influence of the surrounding environment on many girls and women whose families are involved in extremist religious activities and ideologies. As shown in Figure 4 on the next page, the quantitative

analysis revealed that a small percentage (10%) believe women have a significant role in this field, whereas 46% consider their role moderate, 25% view it as weak, and 14% believe women have no role in this area at all.



Based on the challenges identified in the area of protection, the interrelationships between these challenges become evident in the cultural, legal, and media discrimination that reinforces them. This leads to the marginalisation of women and increases their exposure to violence, especially domestic and societal violence, which heightens the need for protection measures for women. However, because they lack access to these tools and means, women continue to face violence, resulting in family disintegration. The lack of access to protection tools also hinders performance evaluation and the monitoring of implementation plans, leading to ineffective plan execution and inadequate service improvements. Consequently, the need for effective protection measures becomes more pressing. This creates a negative loop of interrelated effects in which each challenge exacerbates the others, impeding effective protection for women in society.

Relief and Recovery Pillars

Insufficient Legal, Financial, and Social Services for Women Affected by Violence

Insufficient legal, financial, and social services are one of the most significant challenges for women affected by violence. An FGD participant highlighted the need to expand these services to better meet women's needs. Additionally, geographic barriers affect women's access to resources and services, making it harder for them to receive necessary support. To improve the situation, there must be infrastructure that ensures easy access to resources and services for women, and comprehensive legal and social services should be provided, especially in conflict situations. This aligns with the survey results, where a very high percentage (92%) of respondents believe that marginalised women in Jordan need services to defend their rights, indicating a significant recognition of the challenges faced by marginalised women.

Comprehensive Psychological, Social, and Health Support for Women Affected by Violence

Women affected by violence need comprehensive psychological and health support for full recovery. One expert stated in interviews, "Psychological and health support is necessary to help women overcome the effects of violence." Many inputs focused on the importance of

effectively enhancing educational guidance in schools, often overlooked in girls' schools. Through this, psychological and legal culture can be developed, and problems and crises faced by girls can be addressed, whether due to domestic violence or psychological and cultural issues related to patriarchal culture and relationships with family. Experts participating in the sessions indicated that many girls face significant crises and problems without finding ways to confront them, highlighting the crucial and effective role of educational guidance. This requires increasing the number of educational and psychological counsellors in girls' schools, developing their skills, and training them to handle students effectively. A social work expert confirmed that the Ministry of Education does not provide sufficient classes or curricula for counsellors, because each school only has one counsellor. This necessitates enhancing "social guidance" and increasing the number of counsellors in schools. The quantitative analysis did show that only a small percentage (10%) believe that psychological, social, and legal support services are highly available, whereas 19% believe they do not exist at all.

Challenges of Rehabilitation and Social Stigma

A civil society activist in Amman highlighted the significant challenges faced by young female sex workers, emphasising the need to protect them from social stigma and provide necessary support. Harsh economic conditions drive many girls into this path, where they find themselves trapped in a vicious cycle they cannot escape. In prisons, protection is limited; after their release, these women and girls lack conditions for a dignified life, pushing many to continue in the same work or turn to drugs. There are also "mafias" that specialise in integrating girls into this illegal path, worsening their health and social conditions. This cycle begins with difficult economic conditions that drive women to illegal work, and after entering prison, they become acquainted with the underworld, returning to the same work due to the absence of necessary rehabilitation and reform programs.

The analysis in the protection area clearly shows the logical sequence between the various challenges. Initially, insufficient legal, financial, and social services make it difficult for women affected by violence to receive necessary support, increasing their marginalisation and vulnerability. The situation is exacerbated by the lack of psychological and health support; women continue to suffer from the effects of violence without first fully recovering, worsening their psychological and social problems. Without effective rehabilitation and reform programs, women who have experienced violence or engaged in illegal activities return to the same circumstances, perpetuating a cycle of poverty, marginalisation, and violence. This interrelationship between challenges hinders effective protection for women in society, highlighting the urgent need for comprehensive and integrated solutions.

Participation Pillar

Institutional Coordination of National Programs and Women's Agendas in Jordan

The lack of unified efforts and coordination among different entities leads to fragmented efforts and failure to achieve desired results. FGD participants emphasised the need to unify efforts. The report indicates that unifying efforts among concerned entities enhances the effectiveness of programs and initiatives, promoting the achievement of desired objectives in the participation field. Similarly, weak coordination between institutions is a major obstacle to achieving common goals, with participants noting that improving coordination and cooperation leads to better results.

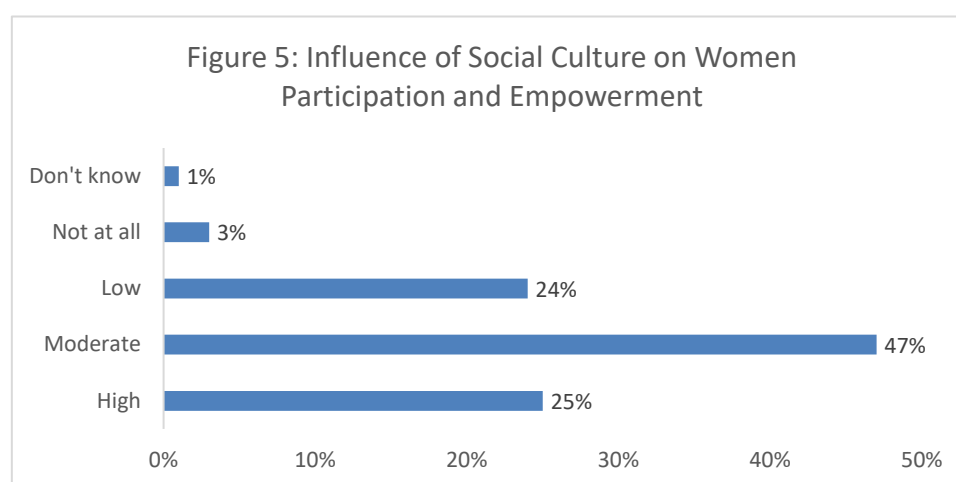


The analysis also shows that national plans to implement UNSCR 1325 and similar resolutions in Jordan lack proper planning, which depends on precise preparation; consensus-building of national plans; and involving large numbers of women, men, stakeholders, and interested parties. Furthermore, there is a lack of task identification and role distribution between official and civil institutions, and no comprehensive map shows the different projects, goals, and mechanisms in which they operate. This deficiency leads to duplicating efforts, prioritising quantitative over qualitative projects, and lacking accurate performance and outcome measures. The head of the Women's Studies Center at the University of Jordan noted that many governmental and civil institutions work as "isolated islands" with limited coordination and information exchange.

Based on the above, session participants saw the necessity of gaining allies within the right-wing camp, especially in the religious and social discourse fields. There is an urgent need for religious leaders and tribal chiefs to support the women's agenda in Jordanian society, using language and terms that can rebuild trust between society and this agenda. Additionally, there should be a comprehensive map of efforts and evaluation indicators for those working in this field across different governorates to address current issues such as duplicated efforts and prioritising quantitative over qualitative projects.

Social and Cultural Challenges to Participation

Prevailing social culture and traditions place constraints on women's participation in public life. FGD participants noted that changing social culture requires intensive awareness efforts. Social culture poses a significant barrier to women's participation, necessitating awareness efforts to change prevailing perceptions and support women's roles in society. Conversely, quantitative analysis showed a split among survey participants. While 25% believe that social culture and prevailing traditions have a positive impact, 27% think the impact is minimal or non-existent, as illustrated in Figure 5.



Challenges in Economic and Financial Empowerment of Women

The weak economic empowerment of women represents a significant challenge that hinders their effective participation in society. Quantitative analysis indicated that 97% of the survey participants believe that poverty is one of the foremost issues women need protection from. The analysis also highlighted that debt from loans poses a major challenge for women, with 89% considering it a significant barrier to their empowerment, protection, and active

participation. Furthermore, FGD participants emphasised the need to enhance women's economic empowerment by providing job opportunities and supporting small projects.

The extensive consensus in most discussion sessions was that the financial crisis facing Jordanian families, which has multiple causes, is behind many of the major problems women face; therefore, the solution lies in economically, legally, and culturally empowering women. Addressing the financial crisis for women is one of the key solutions to issues such as indebtedness, abandonment, and even some aspects of domestic violence. Discussion participants noted that economic factors significantly affect women's security, leading to family disintegration or driving many women into financial problems — underscoring the need to improve women's economic conditions to enhance their stability and security.

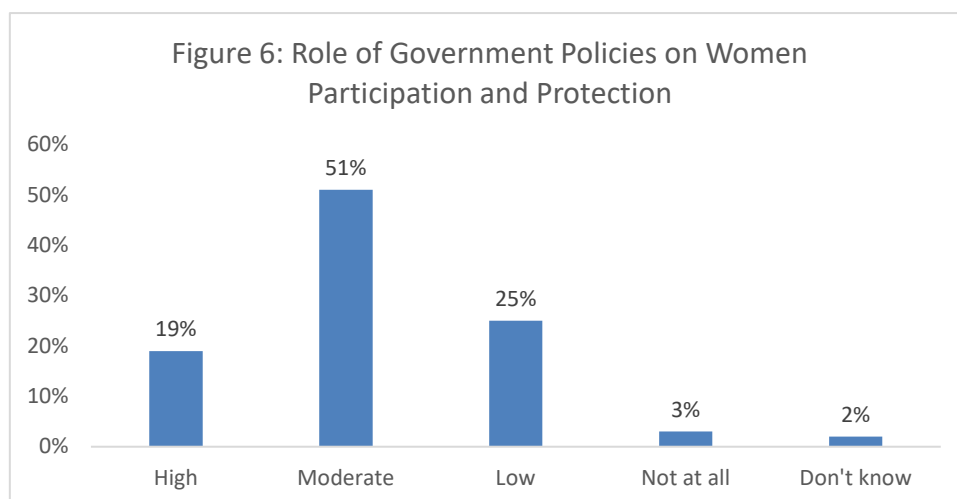
A lawyer and social activist noted that several laws need to be amended to enhance women's protection from economic violence and improve their financial independence, such as the Social Security Law and the Personal Status Law. A former Minister of Social Development also agreed on the need to amend legislation to guarantee women's rights, stating, "How can a woman achieve economic independence without having property in her name?" Both experts emphasised that economically empowering women requires providing necessary institutional and legislative support, as well as enhancing women's legal and financial awareness to ensure their active participation in economic and social life.

Challenges to Political Participation

Women in Jordan lack equal opportunities for political participation. FGD participants and interviewees indicated that social culture and customs limit women's political involvement. Quantitative analysis showed that 65% of survey participants believe that women rarely or never participate in political discussions. Enhancing women's political participation requires changing social culture and providing necessary opportunities and support, contributing to achieving equality and empowering women in political life. Additionally, women in rural areas like Ma'an and the Badia face additional challenges, where the women's quota is considered insignificant, and communities do not recognise the importance of the positions held by women.

Quantitative analysis also revealed the impact of government policies in enhancing women's roles in political life and providing necessary protection and services. Figure 6 on the next page shows that the majority of respondents — 51% — believe that Jordanian government policies have moderately helped in enhancing women's roles in political life and providing necessary protection. A smaller percentage of 19% believe the policies help significantly, whereas 25% feel the assistance is minimal. A very small percentage, 3%, believe the policies do not help at all, and 1% are unsure or do not know. This indicates that although there is a consensus that the government has been somewhat effective, there is considerable variation in the perceived level of effectiveness.

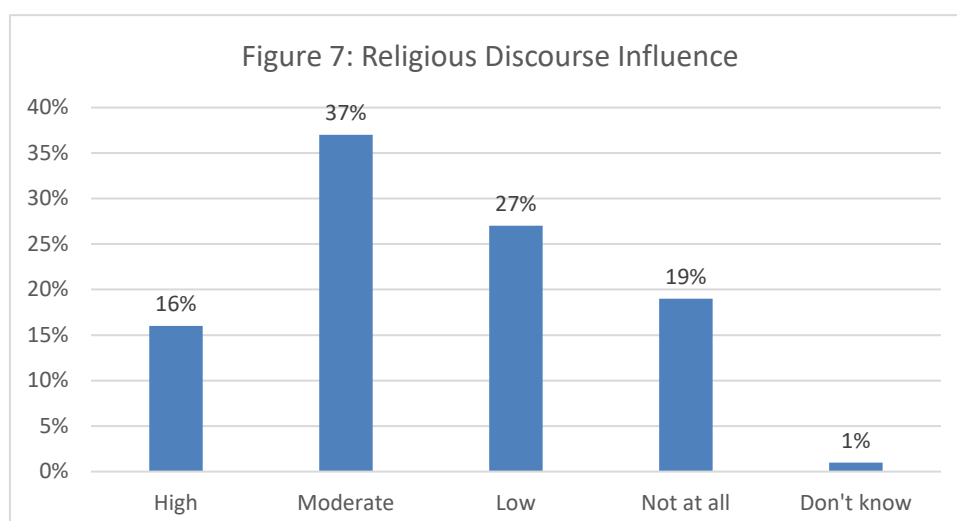




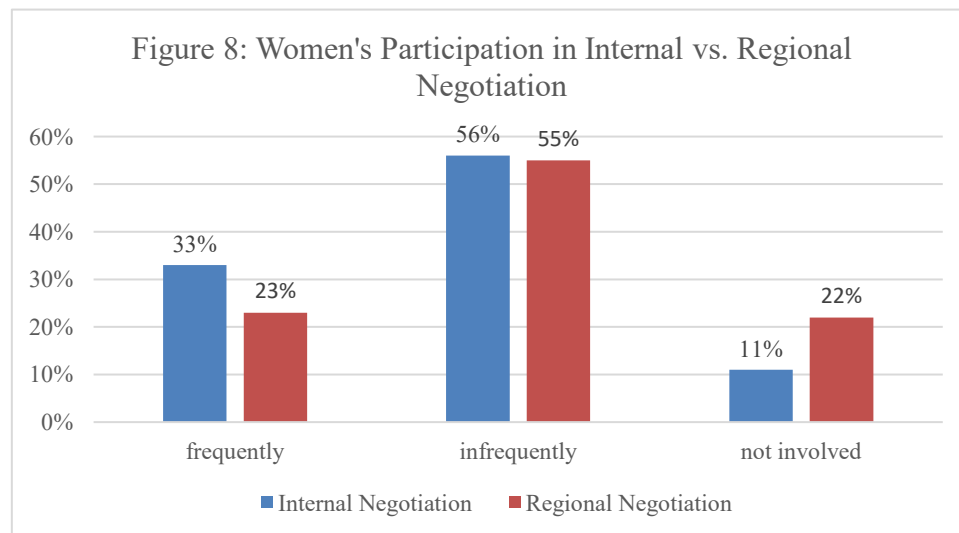
Additionally, in the field of political participation, the role of societal culture emerges, which deals with women in elections based on tribal calculations related to winning and losing and ensuring that men are not competed against for local seats. This limits women's roles and confines them to the "women's quota." However, participants noted exceptions in this area; representatives in parliaments and local councils have played significant roles, encouraging tribes to nominate women in subsequent elections. A parliament member explained that women in the Badia suffer from a lack of educational opportunities, harsh living conditions, and a lack of societal trust and support for women's abilities — all of which create significant frustration and highlight the need for development before politics to create a lasting shift in social-behavioural change.

Participation in Conflict Resolution and Decision-Making

Women's roles in conflict resolution are extremely limited within Jordanian society. Although there are examples of women who have played roles in societal violence or community conflicts, these cases remain exceptions in the prevailing social culture. Many participants indicated that the reasons include a patriarchal culture, tribal structure, and sometimes a negative stance from religious discourse towards women's leadership roles. Quantitative analysis showed that 46% of survey participants believe that religious sermons, lessons, programs, and Friday sermons have little to no impact on promoting gender equality and empowering women to assume leadership positions, as illustrated in Figure 7 below.

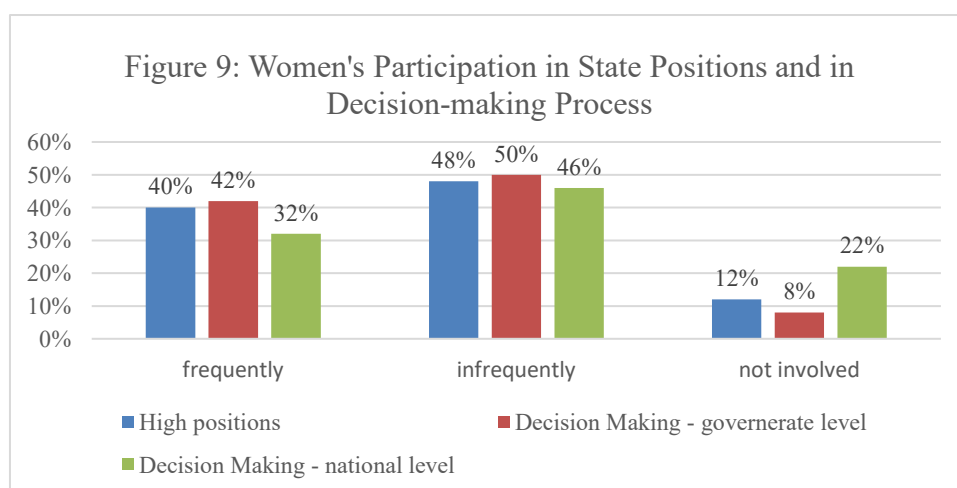


Furthermore, there is a lack of trained and leadership-skilled women who possess the necessary social skills to undertake these roles. A former Minister of Social Development mentioned that the Arab League established a network to train Arab women and develop their capacities in conflict resolution in response to UNSCR 1325, providing an opportunity to enhance the roles of Jordanian women in this field. Quantitative analysis showed that one-third of survey participants believe that there is frequent participation of women in internal negotiations. However, this percentage decreases significantly regarding women's participation in negotiations across governorates, as illustrated in Figure 8 below.



Moreover, the first national plan (2017 to 2022) to implement UNSCR 1325 showed a significant improvement in the participation of women in Jordanian peacekeeping forces abroad. FGD participants also noted an increase in the number of women participating in security agencies in recent years. This trend enhances women's confidence in themselves and their societal roles. However, there are still opposing dynamics that limit the qualitative development and enhancement of women's participation in various fields, whether in military or security institutions — or even in political positions and state institutions. The “glass ceiling” that obstructs women in their professional lives limits their aspirations to hold significant leadership positions in the private, governmental, military, and security sectors. Quantitative analysis indicates that 60% of survey participants believe that women rarely or never participate in senior positions in the Jordanian state. Additionally, 58% of participants believe that women rarely or never participate in decision-making processes at the governorate level, and this percentage rises to 68% when it comes to decision-making at the national level, as illustrated in Figure 9.

An academic at Yarmouk University points out that male dominance in the academic work environment is evident, with only one female head of department among 10 departments in the Faculty of Arts. Women also face discrimination in financial rewards and family allowances, which are given only to male academics, reflecting gender inequality in opportunities. This situation is exacerbated by what the French sociologist Pierre Bourdieu calls “symbolic violence,” where women in parliament and local councils are treated in ways that belittle them and hinder their performance. He emphasises the importance of legal awareness for women to empower them with their rights and help them overcome the obstacles imposed by some men in the workplace. FGD participants acknowledged a significant weakness among women in the fields of political work and leadership skills, which hampers their ability to compete with men and limits their emergence as leaders in



politics, parties, and public and academic institutions. Additionally, many women may not prefer the political field due to the extensive time and effort it requires. This work conflicts with their domestic and familial roles, especially in a societal culture that does not strongly support women's participation in these areas.

In the context of analysing the interrelationships between the challenges in this field, it appears that weak institutional coordination leads to ineffective and uncoordinated programs, which reinforces the impact of social and cultural challenges and places constraints on women's economic and political empowerment. This makes it difficult for women to participate effectively in public and political life and impedes their access to decision-making positions, preventing the improvement of women's social and economic conditions. Furthermore, this situation deters women's participation in political and economic programs, leading to further marginalisation. Moreover, women's roles in conflict resolution and decision-making are significantly affected by these challenges. The patriarchal culture, weak institutional coordination, and limited economic empowerment contribute to the difficulty of women's effective participation in these areas.

2.3 Governorates-Based Perception of Key Issues

In addition to analysing challenges under the four pillars, the analysis reveals significant disparities among Jordan's governorates based on both quantitative and qualitative data. Domestic violence is a major concern in Ma'an (100%) but significantly less troubling in Zarqa (47.22%), revealing a variance from KII findings that highlighted it as a top priority. This discrepancy may arise from differences in sample populations, data depth, and respondent biases. Although quantitative findings suggest lower domestic violence rates, qualitative analysis indicates it as a critical issue, showing that qualitative methods often uncover deeper, context-rich insights that quantitative approaches might miss.

Moreover, economic challenges in Zarqa and Irbid compound the issue, making women more vulnerable to poverty and unemployment. In Ma'an, the situation is further exacerbated by inadequate transportation, negatively affecting girls' access to education and increasing unemployment rates.

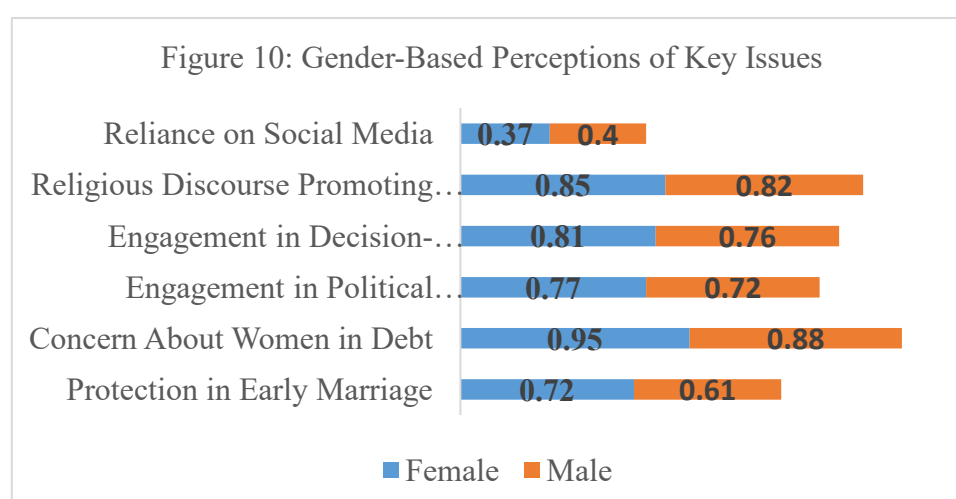
Climate change is a major concern in Irbid (100%) but entirely absent in Madaba (0%). Additionally, decision-making engagement is notably high in Zarqa (95% at the governorate level and 94% at the national level) compared to much lower levels in Balqa, Ma'an, and Tafelah (61% and 40% to 41%, respectively).

Awareness of UNSCR 1325 is highest in Zarqa (19%) and Irbid (18%), with no awareness in Ajloun and Balqa. Support for religious discourse promoting gender equality is highest in Jarash (86%) and Ajloun (83%), with significantly lower support in Irbid (47%). Social culture enhancing women's status is most notable in Aqaba (96%) and Ma'an (89%), while it is least observed in Madaba (54%). Additionally, government policies promoting women in political life receive the highest support in Ajloun (88%) and Madaba (83%) and the lowest in Zarqa (64%).

These findings highlight the need for tailored, region-specific strategies to address diverse concerns and leverage strengths across Jordan's governorates, emphasising the importance of integrating various dimensions of UNSCR 1325 for a comprehensive and sustainable impact.

2.4 Male–Female Based Perception of Key Issues

The quantitative analysis also revealed gender-based differences and similarities, as shown in Figure 10. For instance, reliance on social media is perceived similarly by both genders (37% women, 40% men). However, concern about women in debt is higher among women (95%) than men (88%). Similarly, protection in early marriage is more significant for women (72%) than men (61%). Both genders highly value religious discourse promoting gender equality (85% women, 82% men) and engagement in decision-making (81% women, 76% men). Engagement in political life is also similarly important (77% women, 72% men).



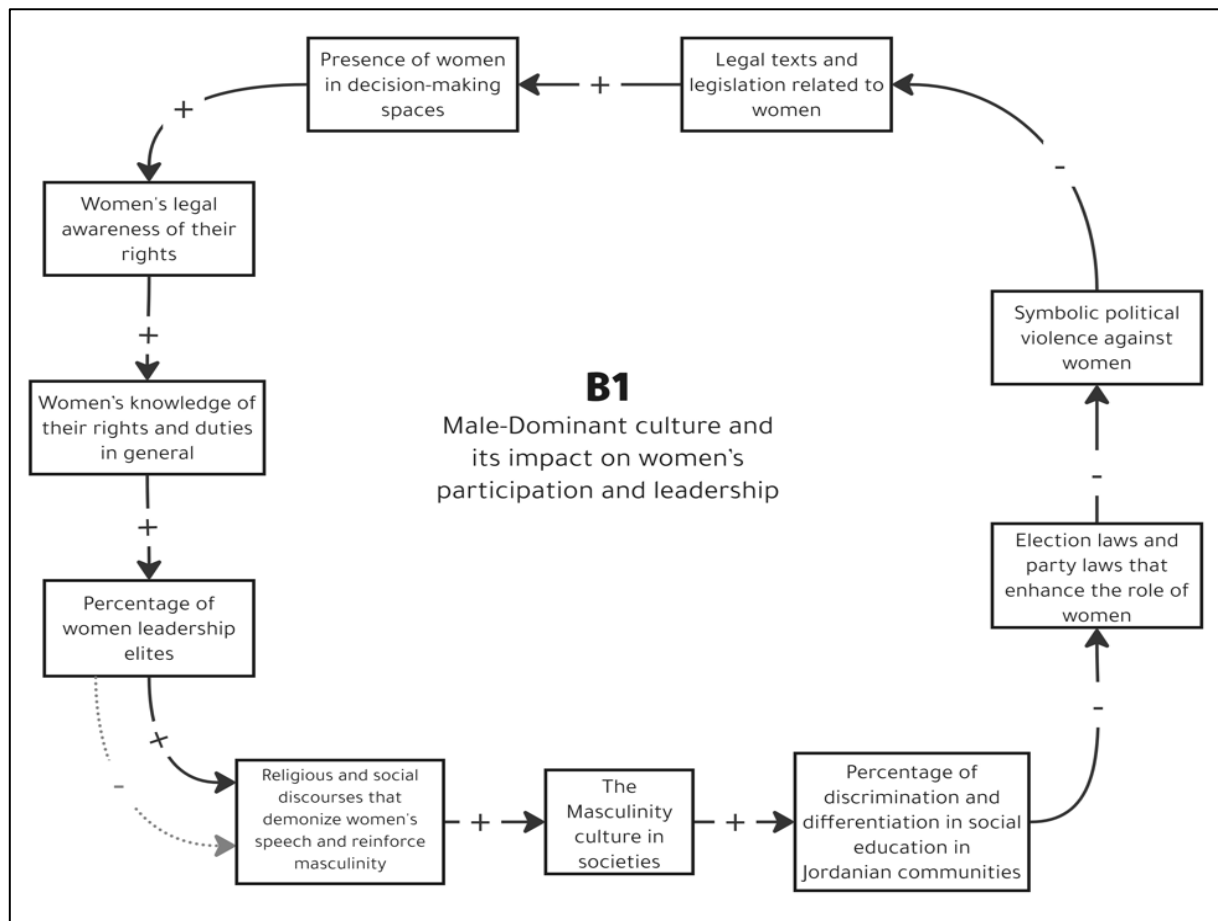
2.5 Challenges in the Four Pillars through the Lens of Systems Thinking

In the systematic use of systems thinking to identify interrelationships and causal connections between different challenges, the project team, with the help of an external expert, developed an integrated map showing these causal relationships (see Figures 11 to 17). This annex highlights the driving factors, including the level of patriarchal culture in society and tribal culture, the lack of financial independence for women, the absence of equal economic opportunities between men and women, and societal violence against women. The analysis found that one driving factor has a significant and decisive impact on the women's peace agenda in the system: the level of patriarchal culture in society.

As shown in Figure 10 above and further detailed in Figure 11 on the next page, loop (B1) can be identified as the most influential loop in the system as determined by systems thinking. It clearly shows how patriarchal culture deters any positive legislative attempts towards women's liberation and advancement in political participation. This is primarily

supported by a religious discourse that responds negatively to the emergence of female elites, often labelling women's rights advocacy as "demonic discourse"; women seem to be treated as "second-class citizens." This perhaps may be the true explanation of what the study refers to as the "glass ceiling." This B1 loop illustrates the direct relationship between religious discourse and male chauvinism in Jordanian society as well as the interconnectedness of the cultural and structural political dimensions of the challenges facing women's liberation and participation.

Figure 11: The Dominance of Patriarchal Culture and Its Impact on Women's Participation and Leadership Roles



Additionally, in the field of threats to women's security and protection illustrated in Figure 12, the reinforcing loop (R1) shows the interconnections between women's economic dependency, the threats facing families and youth, and the risks posed to society. This loop highlights that financial challenges pose threats to the families of economically vulnerable women, which can create problems for the family and children/youth, exposing them to additional risks and vulnerabilities and potentially affecting society.

Figure 12: Challenges Facing Women's Security and Protection

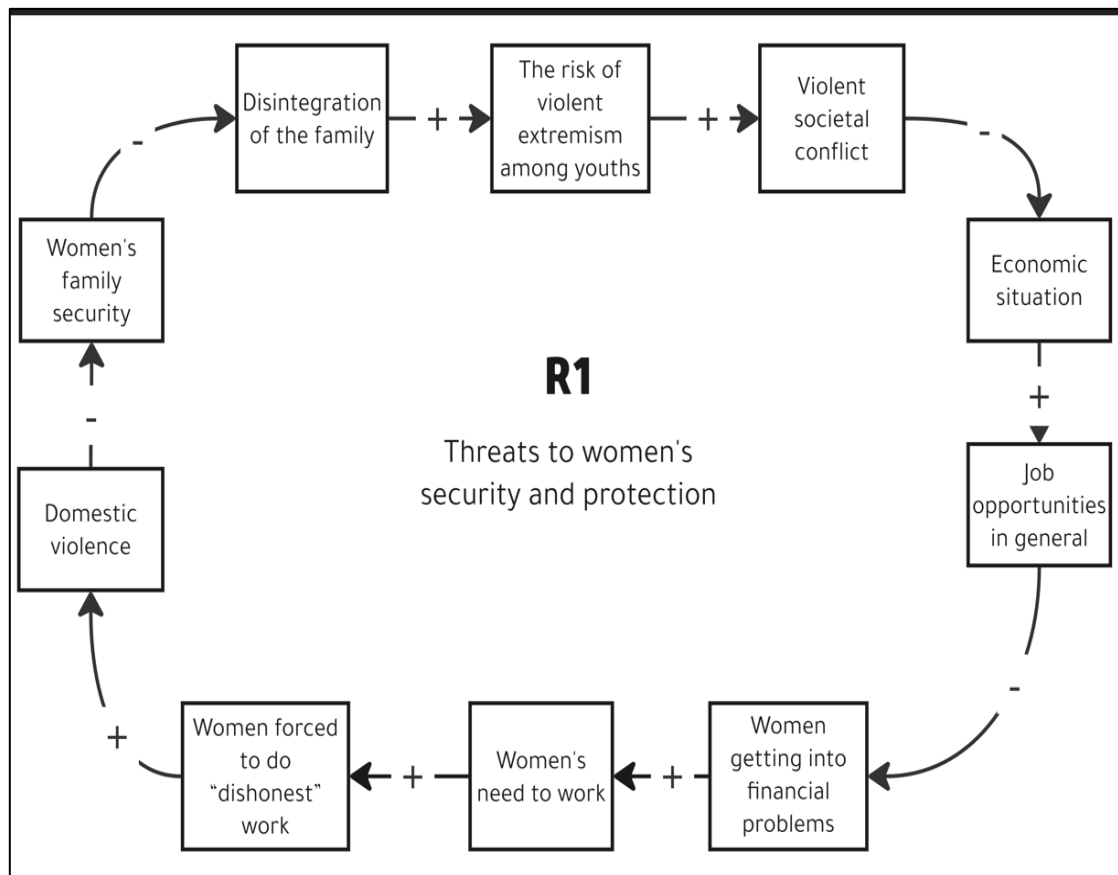
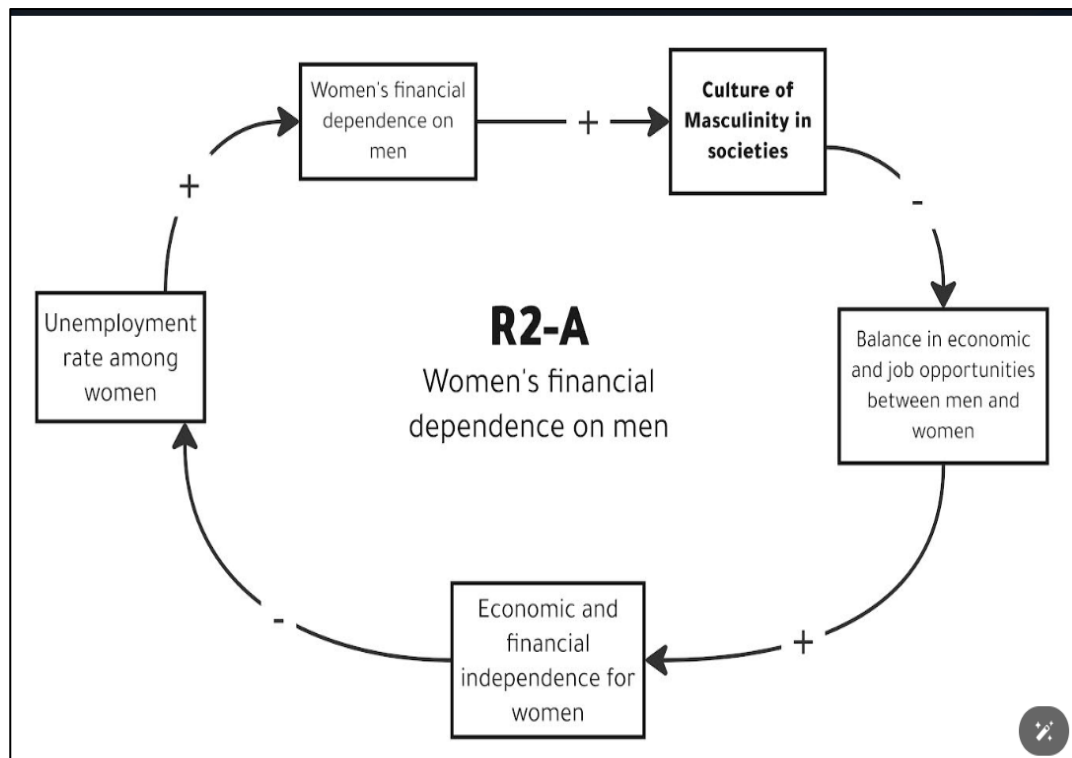


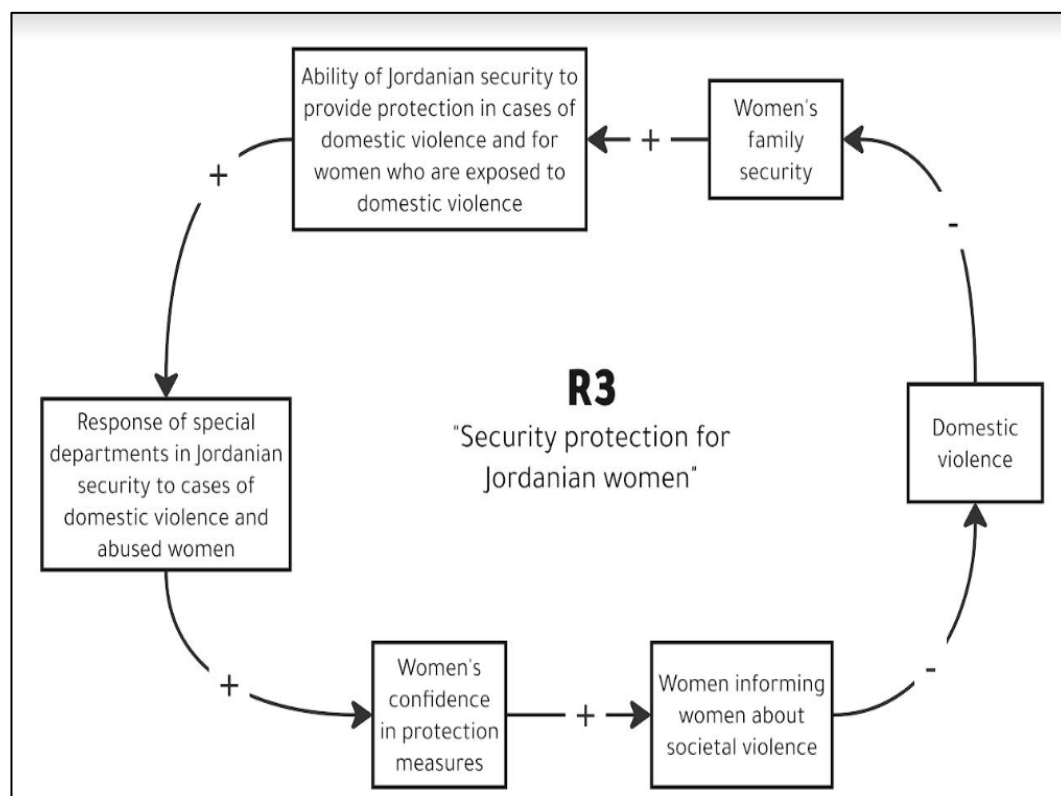
Figure 13: Women's Financial Dependence on Men



Furthermore, as illustrated in Figure 13 and depicted in loop (R2-A), women's heavy financial dependence on men and its impact on women is evident. Two sub-loops highlight the factors that cause this inequity. This dynamic is driven by a male-dominated culture in which the imbalance in economic opportunities between men and women results in high unemployment rates among women. This drives women to seek financial support from men, which in turn reinforces the male-dominated culture. The other major factor is that women or their husbands defaulting on the repayment of loans to develop businesses or support their families (men often seem to borrow in their wives' names) frequently leads to imprisonment. This illustrates a significant issue in Jordan, known as the "problem of indebted women."

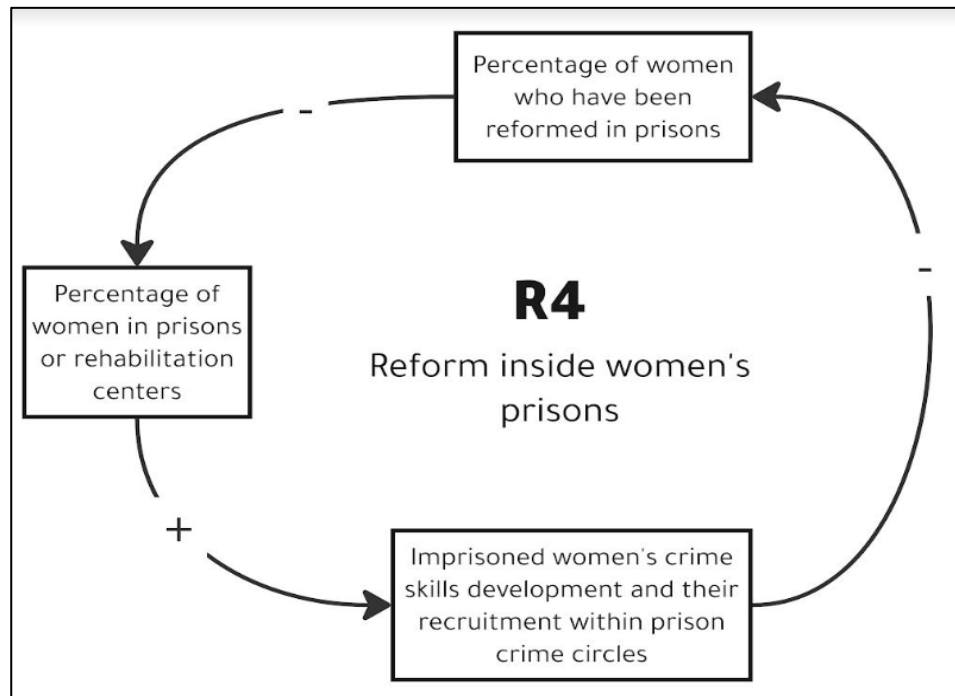
In the area of women's security and protection, Figure 14 below illustrates the reinforcing loop (R3), highlighting the element of state security protection for women who are victims of domestic violence or other forms of violence. This increases the need for psychological and social protection and services for women, which may not have developed sufficiently in Jordan thus far. Currently, several factors hinder women from accessing the protection they need, including a lack of privacy in the services provided and the insufficient capacity of security forces to adequately respond to women's needs in this area.

Figure 14: Security Protection for Women in Jordan



Women incarcerated for criminal offenses often face increased exposure to harmful influences and a lack of constructive rehabilitation opportunities during their time in detention. This is due to inadequate protection, insufficient resources, and the absence of necessary reform procedures within prison institutions, as shown in Figure 15 and loop (R4) below.

Figure 15: Rehabilitation and Reintegration Programs for Female Inmates in Correctional and Rehabilitation Centres in Jordan



The reinforcing loop (R5), as shown in Figure 16, illustrates the potential impact of Jordanian women on social conflicts, where tribal and clan leaders tend to support their agenda more assertively as they prove themselves in this field. One positive factor here could be the participation of Jordanian women in peacekeeping forces, which changes how society perceives women. Change in this sphere is happening, albeit incrementally. This highlights what is shown in loop B1, where the influence of the prevailing patriarchal culture in Jordan is significant at present, making any progress in women's political participation very slow.

Figure 17, according to loop (R6), also illustrates the progress in Jordanian women's journey toward increased participation in decision-making. Although this progress has been slow, it remains a positive advancement. One could consider this loop as a positive one despite the prevailing social customs and traditions that may sometimes override state laws, along with the lack of sufficient laws addressing women's issues. The road ahead for Jordan is long, but at present, it appears very promising in this regard.

Figure 16: The Ability of Jordanian Women to Influence Security and Peace

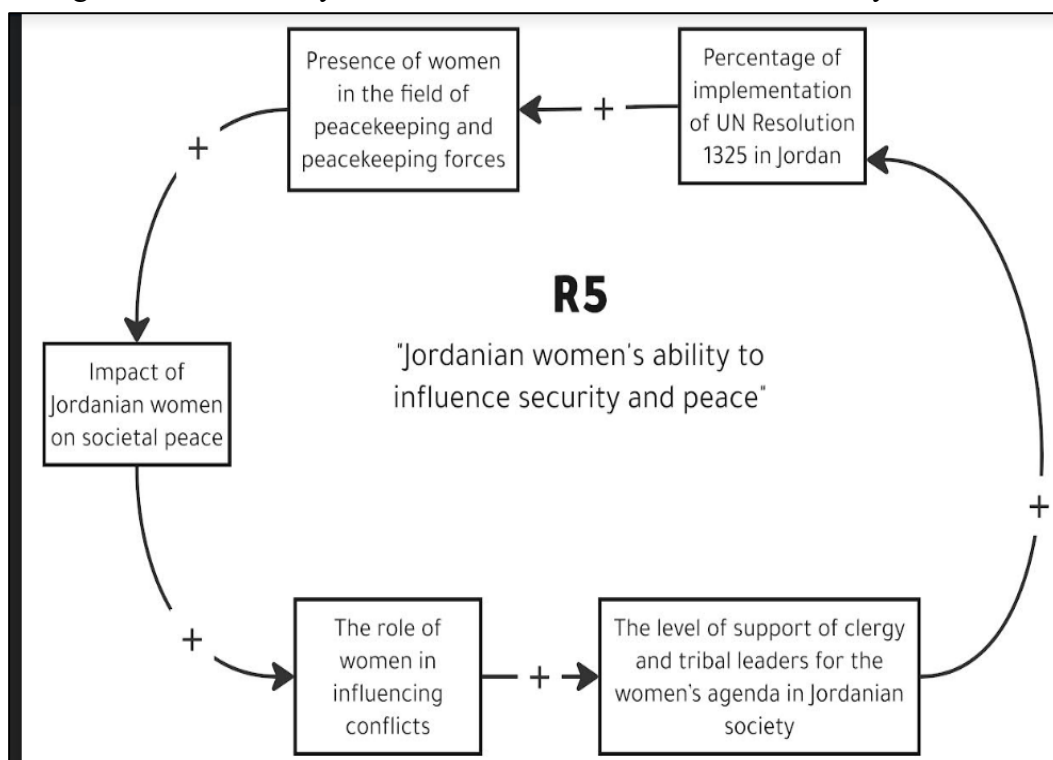
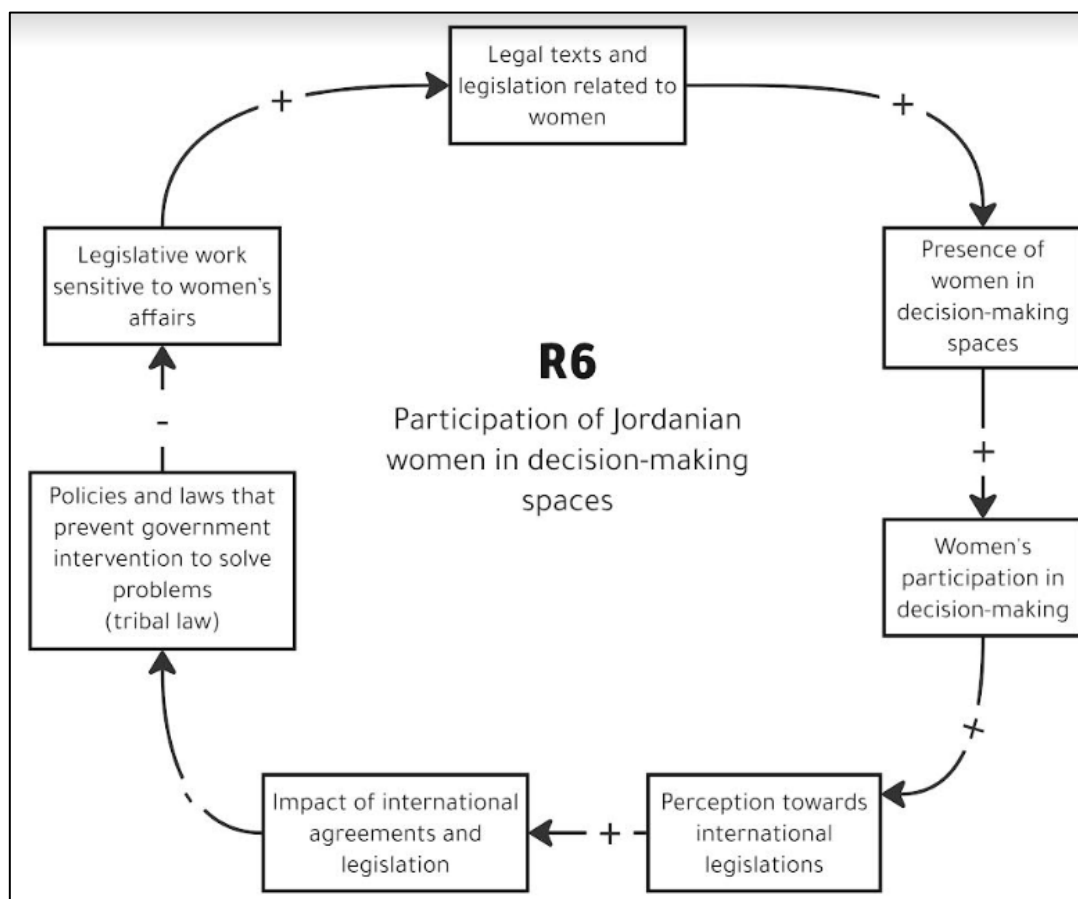


Figure 17: Participation of Jordanian Women in the Decision-Making Process



The analysis also highlighted the value of systems thinking in understanding the challenges and conflicts faced by women in Jordan, including early marriage, which is significantly influenced by domestic violence and economic threats and, in turn, influences these issues. This violence is exacerbated by the economic tensions faced by poor families, who see early marriage as a solution to alleviate financial burdens. Economic threats are crucial to the increasing rates of early marriage, because low-income families marry off their daughters to reduce expenses and achieve temporary financial stability. However, this choice often deprives girls of education, limiting their future opportunities for decent employment and making them more susceptible to future poverty and unemployment. Additionally, early marriage places girls in a continuous cycle of violence, increasing their exposure to domestic abuse. These complex dynamics highlight the importance of addressing early marriage through comprehensive policies that promote education and provide economic support to families, as well as through the implementation of awareness programs to protect girls' rights and combat domestic violence.

2.6 Sources and Causes of Social Threats Facing Jordanian Women

The forms of threats and conflicts reviewed in the previous section are major issues that must be addressed seriously. However, it is essential to recognize that solving these problems requires focusing on the root causes rather than merely addressing the symptoms and outcomes. In the Jordanian context, the analysis points to five main factors causing these dynamics and the resulting threats.

This first factor is that societal culture treats women as “second-class citizens,” or lesser than men, whether within the family or in society; by leading social and religious forces also influence this behaviour. The experience of a community development centre director in Zarqa reflects this reality. He recalled that when he was in tenth grade at Al-Ghweirieh School, the neighbourhood believed that girls should not continue education beyond the tenth grade, despite the school's location close by in New Zarqa. However, his eighth-grade sister did not experience the consequences of these beliefs in their home; instead, their mother decisively defended her, allowing her to attend the Hashemite University, where she achieved significant accomplishments and earned a scholarship. This example highlights the crucial role of surrounding circumstances in determining individual paths, showing that harsh environments are not always the primary issue.

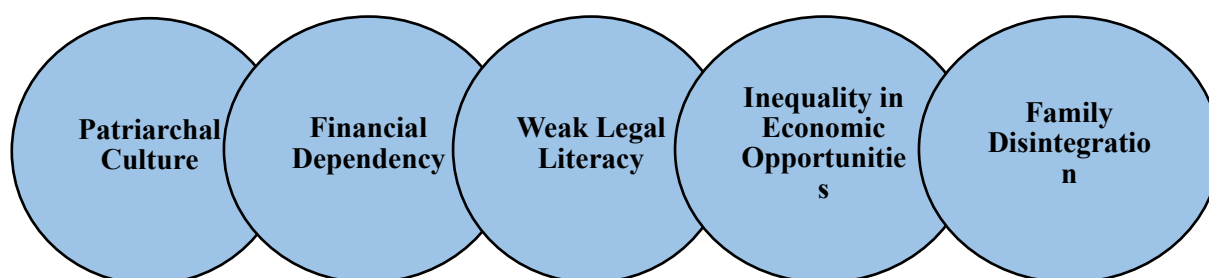
The second factor causing these dynamics is that women often rely financially on men, especially husbands, due to the lack of legal and financial support available to them. This dependence diminishes their role in economic life and contributes to the “problem of indebted women,” particularly from loans provided by companies financing small and medium-sized enterprises. A researcher in Jordan highlighted the phenomenon of “feminization of poverty,” in which women bear significant family burdens. The negative impacts of epidemics, climate changes, and the COVID-19 pandemic all intensify family pressures on women. These challenges necessitate reconsidering economic priorities to match women's realities, promoting sustainable home-based small projects, and ensuring that institutions implement follow-up programmes that meet their needs and enhance their active participation in the economy.

The third factor is the lack of legal and rights awareness in society, which exposes women to financial and legal problems, as well as rights violations. The fourth factor is employment inequality: men often have access to greater employment opportunities compared to women, resulting in additional economic challenges for women. This issue is particularly acute in



remote areas, where low wages and inadequate transportation exacerbate the problem. The fifth factor is family disintegration, which places additional responsibilities on women as mothers, daughters, or sisters. This situation can lead to social issues such as abandonment, divorce, and widowhood, reflecting the significant social and economic pressures women face in their daily lives. Figure 18 below illustrates the strengthening challenges and threats for women in peace and security in Jordan.

Figure 18: The Factors That Enhance and Create Images and Forms of Threats to Women in Society



When discussing the factors that lead to women’s lack of self-confidence and the absence of legal and financial awareness, it becomes evident that social upbringing is fundamental in shaping patriarchal culture. This culture imposes limits and restrictions on women in areas such as education, employment, and access to high-ranking positions, resulting in social problems like abandonment and indebtedness. By and large, women in Jordan are unable to develop their self-capabilities and reach advanced levels to face these challenges.

2.7 Forces and Dynamics Influencing the Women’s Security and Peace Agenda

The concepts and issues raised by FGD participants indicate a deep understanding of the forces and dynamics influencing the security and peace agenda for women in Jordan. It is important to distinguish between tribalism as a cultural value against women’s rights and tribes as social structures that support and protect women. The discussion also underscores the significant role of religious discourse and its influential forces, which often work against promoting the women’s security and participation agenda; this opposition is evident in the stances of these forces towards laws such as the Child Law and the Personal Status Law. Additionally, women’s organisations suffer from the “demonization of their discourse” on such issues and are viewed as tools for dismantling Jordanian culture and family structure. Simply discussing women’s issues is seen as suspicious and accusatory among broad social segments, deepening the challenges to promoting the women’s agenda. This illustrates the direct relationship between religious discourse and how it supports male dominance in Jordanian society. It also shows the interconnection between the cultural and political dimensions that hinder women’s empowerment and participation.

A former Minister of Political Affairs explained that some CSOs also exaggerate their discourse and demands, disconnecting from communities and not reflecting their needs. These CSOs also use language that alienates many social groups and raises concerns about the nature of these organisations’ agendas. This distant approach affects these CSOs’ ability to gain popular support, contributing to the broad social perception that discussing women’s issues is suspicious and accusatory.

Right-wing political and religious currents significantly influence the presentation of women's issues. This is observed through the votes of parliamentarians belonging to these groups against laws and legislation that promote women's rights. They exploit a fear that international and Western agendas will undermine local moral and cultural authority as a pretext to reject any proposals supporting women's rights. These parliamentarians leverage the "isolated language" culturally and socially spoken by women's organisations and many leftist and liberal forces supporting the women's agenda against them, thereby increasing the gap between women's priorities in Jordanian society and the agendas of international organisations.

Therefore, understanding these dynamics and factors influencing the women's peace, security, and participation agenda is crucial to completing the analysis of challenges in prevention, protection, relief, and participation areas. Cultural, social, religious, and political forces intertwine to affect women's ability to achieve security and active participation in Jordanian society, necessitating comprehensive strategies to address these complex and interconnected challenges.

2.8 Recommendations

In light of the analysis results of the challenges facing women in security and peace, and after reviewing the recommendations from the FGDs and KIIs, the results of the qualitative analysis, and the observations of the experts who participated in the study preparation, leverage points were identified. These points represent specific locations within a complex system, where even a small change can lead to significant changes in the system's behaviour and outcomes. These programmatic recommendations aim to exploit the identified leverage points to achieve positive and tangible changes in system behaviours or results.

In this context, some of the most important leverage points and their associated recommendations include the following.

Women's Awareness of Their Rights

This awareness helps transform the reinforcing loops (R1) and (R6) into balanced loops that support the development of women's capabilities and their participation in decision-making centres, overcoming the continuous resistance from tribalism, religious discourse, and some conservative political forces that reinforce the dominant patriarchal culture. This can be achieved through the following recommendations.

Enhancing Educational and Psychological Guidance in Schools

Girls' schools neglect the importance of this aspect, which can develop the psychological and legal culture and address the problems and crises girls face — whether due to domestic violence, if any, or psychological and cultural issues related to patriarchal culture or family relations. This requires increasing the number of educational and psychological counsellors in girls' schools or developing the curricula and expanding the capabilities of those responsible for guidance in girls' schools. The success of these programs can be measured by the number of counsellors, their level of knowledge and skills, and the number of cases detected due to domestic violence. Additionally, improvements in academic achievement, social behaviour of students, and students' active participation in dialogues and societal change can be indicators.



Capacity Building for Women in Political Work and Leadership

This aims to mitigate the “glass ceiling” on women’s roles in decision-making centres and build women’s capacities in community and local conflict resolution. This requires enhancing women’s roles in combating extremism and community violence and developing a matrix of spaces and tasks that women can perform, especially in marginalised and fragile areas. It also involves developing women’s skills in understanding and analysing the symbolic violence against them in the political sphere. The aim of this would be to facilitate the measuring of success by the increase in the number of women in leadership positions; their participation in policymaking and conflict resolution; and the degree of community acceptance, support, and trust in women as leaders.

This activity aims to increase their understanding of how the system works and identify influencing factors to achieve positive changes, enhancing their ability to make effective and sustainable impacts in the community. This training helps women develop skills in systemic analysis and understanding causal relationships, enabling them to make informed decisions and implement effective strategies for desired changes.

The Capability of Jordanian Security Forces to Intervene in Domestic Violence Cases and Protect Women Victims of Domestic Violence

As stated in the reinforcing loop (R6), this can be achieved by developing capacities through the following recommendations.

Improving the Protection System and Protocols from Violence

Protecting the privacy of women who report abuse and domestic and community violence is a vital step towards enhancing their confidence in the justice system and increasing reporting. By improving the application of protocols for these cases in relevant security institutions, improving reporting mechanisms, and providing advanced training for workers to handle cases related to women from prevention to case closure, privacy and safety for these women can be enhanced. Success can be measured by the increase in the reporting rate of violence cases and the measured levels of satisfaction and confidence of women in the violence protection system.

Training Security Forces

Increasing security forces’ experience in handling domestic violence cases and improving their effective responses and protecting women is a fundamental step towards reducing the recurrence of cases and enhancing community safety. By providing specialised training and developing supportive policies, the capacities of security forces can be enhanced to interact more effectively with domestic violence cases. Success can be measured by the increase in reporting rates, reduction in domestic violence cases, and enhancement of community safety and confidence in the security forces’ abilities.

Reviewing and Developing the Shelter System for Women at Risk

Reducing the risk of administrative detention of women at risk of violence for their protection, who face continuous threats to their safety and lives (especially from close ones), includes covering girls or married victims of violence under the age of 18, enhancing the capacity of shelters and rehabilitation and recovery programs, providing access to legal assistance, working towards economic empowerment, participating actively in shelter supervision committees as civil society, and developing shelter handling mechanisms with



inmates according to the best international standards and practices. This all requires human, financial, and technical resources.

Women's Percentage in Correctional and Rehabilitation Centres

The issues in the reinforcing loops (R8) and the compound situation from the reinforcing loops (R2), (R5), and (R1) represent a complex situation that requires the following recommendations.

Developing Protection and Rehabilitation Mechanisms within Correctional and Rehabilitation Centres

Enhancing safety and protection and rehabilitating inmates across psychological, social, behavioural, and recovery tracks, in addition to preparing for reintegration into the external environment, represents a vital step towards incarcerated women's successful reintegration into society post-release. This includes developing improved insurance policies and mechanisms within prisons, providing continuous training for staff on handling the needs of female inmates, improving prison environments to enhance psychological and social health, and implementing rehabilitation programs. Success can be measured by improving the quality of life inside prisons and increasing the chances of successful reintegration of released women into society. To enhance protection and rehabilitation mechanisms for incarcerated women, correctional centres must conduct comprehensive needs assessments to address psychological, social, and behavioural challenges and design tailored rehabilitation programs, including mental health support, life skills training, and vocational education. Staff should receive gender-sensitive training, while prison environments should be improved to provide safe, dignified, and supportive spaces. Reintegration pathways, such as pre-release workshops, post-release support, and community sensitization, are essential for successful societal reintegration. Continuous monitoring, evaluation, and feedback mechanisms, coupled with advocacy for gender-sensitive policies and legal reforms, ensure sustainable improvements in the quality of life within prisons and post-release outcomes.

Improving Social Reintegration Programmes for Women and Girls Who Were Inmates in Correctional and Rehabilitation Centres

This requires policy, plan, and programme integration among various governmental and non-governmental actors, along with community awareness programs to address prevailing culture. Additionally, a strategic communication plan around the social reintegration process and continuous review and development of relevant legal frameworks are needed. Success can be measured by the degree of community acceptance of women who were inmates and reducing recidivism rates.

Economic and Financial Independence of Women

Addressing challenges in the reinforcing loop (R7) through the following recommendations will enhance independence.

Developing Women's Entrepreneurial Skills and Project Management

This includes providing capacity building in small economic project management and planning, contributing to empowering women with financial, legal, and administrative skills and tools for professional project management. This also includes helping them manage any loans professionally and achieving sustainable successes in their businesses. Effectiveness can be measured by evaluating the success of projects involving women, the rate of indebted



women, the decrease in unemployment among women, and the increase in their financial independence. International and local support is needed to enhance women's capacities in this field, contributing to enhancing investment effectiveness and boosting the local economy overall.

Improving Women's Legal Skills

This is a crucial step towards increasing women's understanding of legislative texts related to economic development and ownership, contributing to empowering them to defend their rights and interests effectively and reducing legal consequences when obtaining loans to establish women-managed projects. These legal trainings enhance women's capacities in interacting with local legal systems and increase their comprehensive social, economic, and legal participation. Success can be measured by achieving sustainable women's projects and reducing the number of indebted women. International and local support for these efforts enhances the intervention's effectiveness and provides additional support for women's legal empowerment. Despite potential challenges like costs and required efforts, the long-term benefits of this step far outweigh potential costs, justifying the investment in this vital area.

Governorates Disparities

In light of the analysis results that highlighted regional disparities in the challenges facing women, the following recommendation is necessary.

Policymakers and organisations in Jordan should develop tailored strategies suitable for each region, considering social, economic, cultural contexts, and the needs of both genders. This approach aligns with the objectives of UNSCR 1325, ensuring relevant, effective, and sustainable interventions, thereby improving outcomes for women and addressing specific issues for both men and women in Jordan.



Conclusion

In conclusion, this report, which examined the challenges faced by Jordanian women in the areas of prevention, protection, relief, and participation, highlights the significant progress Jordan has made in advancing women's rights and implementing relevant UN Security Council resolutions. Although Jordan is not directly affected by armed conflict, the imperative of ensuring comprehensive and human security remains essential to safeguarding women from all forms of violence and discrimination.

Jordanian women face multiple challenges related to protection from domestic and community violence, providing economic opportunities, and enhancing their participation in public and political life. It is essential to enhance efforts to balance cultural, social, and political roles to provide a safe and supportive environment for women.

The analysis shows that patriarchal culture, legal, and social discrimination remain major obstacles to achieving security and effective participation for women. Additionally, there is an urgent need to improve coordination among various entities and develop security and awareness capacities to ensure women's protection and support their economic and social independence.

It is important to note that this study was conducted from a systemic thinking perspective, which helped in understanding the complex relationships between different challenges and their mutual impacts. Systems thinking demonstrated how each factor affects the other, enhancing a comprehensive understanding of the challenges and identifying leverage points that can drive change.

The study also highlighted the quantitative and qualitative analysis results, which revealed regional disparities in challenges among governorates such as Zarqa, Irbid, and Ma'an. This necessitated context-specific interventions tailored to the distinct needs and circumstances of each area. Accordingly, the study also highlights the importance of implementing the proposed recommendations, which aim to improve women's awareness of their rights, enhance educational and psychological guidance, provide political and economic capacity building programmes, develop protection mechanisms within prisons, and improve social reintegration programmes. Furthermore, fostering women's entrepreneurial skills and project management capabilities is essential for achieving meaningful and sustainable outcomes.

Ultimately, this study serves as a powerful call to action for ongoing, dedicated efforts to improve the status of women in Jordan. Achieving meaningful, sustainable change requires the collaboration of governmental institutions, civil society organizations, and international partners. Together, these entities must work to address the systemic barriers that hinder women's rights and opportunities, while fostering an environment that guarantees women a life of dignity, security, and equality.



Annexes

Annex 1: The Interviewees of the KIIs

| No. | Name of the Interviewee | Position | Affiliated Organisation | Date | Place |
|-----|-------------------------|---|--|------------|-----------------------------------|
| 1 | Fawaz Ratrout | Expert in Arab and Jordanian social development affairs | Arab Democratic Center | 25/02/2024 | His office in Al Gardens |
| 2 | Samah Bibars | Journalist | Al-Ghad newspaper | 12/03/2024 | Online - Zoom |
| 3 | Lana Abu Sanina | Program Director | Land of Peace Organisation | 11/03/2024 | Institute of Politics and Society |
| 4 | Ms. Nour Imam | Lawyer | Arab Law Office | 27/02/2024 | Institute of Politics and Society |
| 5 | Reem Abu Dalbuh | Former member of the Jordanian Parliament | The National Center for Human Rights | 14/03/2024 | Institute of Politics and Society |
| 6 | Zainab Al-Bdoul | Former member of the Jordanian Parliament | South Women Organisation | 13/03/2024 | Institute of Politics and Society |
| 7 | Senator Asia Yaghi | Member of the Jordanian Senate | The Jordanian Senate | 16/03/2024 | Online - Zoom |
| 8 | Lina Haddad | NGO activist | Mediators for Change Center | 29/02/2024 | Her office at the council |
| 9 | Mousa Maaytah | Chairman of the Board of Commissioners of IEC | Independent Election Commission | 29/09/2024 | Institute of Politics and Society |
| 10 | Reem Abu Hassan | Secretary General of NCFA | National Council for Family Affairs | 20/02/2024 | Independent Election Commission |
| 11 | Amina Al-Zoubi | Member of the Jordanian Senate | The Jordanian Senate | 18/02/2024 | Institute of Politics and Society |
| 12 | Israa Mahadin | Lawyer | Karak Castle Center for Consultations and Training | 25/02/2024 | Her office, Garden Street |

Annex 2: FGD Participants

| # | Name of the FGD Participant | Position | FGD Location |
|----|-----------------------------|--|--------------|
| 1 | Ayat Shawish | Program Manager, Naya | Zarqa |
| 2 | Raafat Badran | CEO, Naya | Zarqa |
| 3 | Bahaa His Excellency | Social Media, Naya | Zarqa |
| 4 | Zeina Al-Najjar | Business Development, Naya | Zarqa |
| 5 | Marwa Al Khalayleh | Member, Zarqa Governorate Council | Zarqa |
| 6 | Arwa Alkalafat | Projects Manager/Zarqa and Mafraq, ActionAid | Zarqa |
| 7 | Reem Anzawi | Director of the Princess Basma Development Center/Zarqa | Zarqa |
| 8 | Nermin Mahmoud | Team Leader, Lutheran Benevolent Union | Zarqa |
| 9 | Thaer Al-Kiswani | Digital Director, Naya | Zarqa |
| 10 | Ahmed Bawaana | Public Relations, Naya | Zarqa |
| 11 | Abdul Salam Al-Zawahra | Public Relations, Naya | Zarqa |
| 12 | Dima Al Karadsheh | Researcher | Amman |
| 13 | Dina Qutaishat | Researcher | Amman |
| 14 | Samar Al Haj Hassan | Expert – Head of Human Rights Higher Council | Amman |
| 15 | Ruba Al-Zoubi | Expert | Amman |
| 16 | Anas Bleh | Expert in Youth and Women Issues – ATHAR for Youth Development | Amman |
| 17 | Prof. Dr. Amal Al-Awawda | Head of Women Studies Department – University of Jordan | Amman |
| 18 | Dr. Manal Al-Abdullat | Expert | Amman |
| 19 | Yasmine Al-Zoubi | Head, Women's Committees Gathering - Irbid | Irbid |
| 20 | Hiyam Tawalba | President, Sahem Women's Charitable Association | Irbid |
| 21 | Roa Aljamous | Iksab Center for Sustainable Development –Project Manager | Irbid |
| 22 | Al-Zein Al-Hariri | Iksab Center for Sustainable Development | Irbid |
| 23 | Maya Jamous | Iksab Center for Sustainable Development | Irbid |
| 24 | Maha Marashda | Municipality member | Irbid |

| | | | |
|----|------------------------|--|-------|
| 25 | Ola Al Rousan | Social activist | Irbid |
| 26 | Fatima Al-Shaboul | Female teacher | Irbid |
| 27 | Abdullah Bani Hani | Director, Governorate Foundation | Irbid |
| 28 | Dr. Saleh Jaradat | Assistant Dean, Yarmouk University | Irbid |
| 29 | Nisreen Obaidat | — | Irbid |
| 30 | Hawa Abu Harb | Activist | Irbid |
| 31 | Zahira Ahmed | President – Sindyanet Alhayat for sustainable development association. | Irbid |
| 32 | Dr. Tharwat Al-Halwani | Doctor of Law | Irbid |
| 33 | Dr. Enas Shdeifat | Faculty member, Yarmouk University | Irbid |
| 34 | Shatha Al-Issa | Professor in political science, Al-Yarmouk university | Irbid |
| 35 | Muhammad Khair Jarwan | Professor in political science, Al-Yarmouk university | Irbid |
| 36 | Lilas Al-Dalqamuni | Member, Provincial Council | Irbid |
| 37 | Mazen Abu Qamar | Iksab Center for Sustainable Development – General Director | Irbid |
| 38 | Afnan Nidal | Iksab Center for Sustainable Development -Coordinator | Irbid |
| 39 | Tasnim Al-Matrood | Iksab Center for Sustainable Development -Staff | Irbid |
| 40 | Rama Zain | Iksab Center for Sustainable Development-Staff | Irbid |
| 41 | Bushra Nizar | Iksab Center for Sustainable Development -Staff | Irbid |
| 42 | Maram Al-Zaidani | Master's student with visual impairment | Ma'an |
| 43 | Sahar Neimat | President, Women of Change Charitable Association | Ma'an |
| 44 | Mohammed Alkhateeb | Educator and trainer in civil society | Ma'an |
| 45 | Marilyn Khattab | Head of Diwan – Al-Hussein bin Talal University | Ma'an |
| 46 | Doaa Tabiri | Director of the Career Guidance Office/Al Hussein Bin Talal University | Ma'an |
| 47 | Khuzama Al Khattab | Female lawyer | Ma'an |
| 48 | Othman Abu Al-Zayt | President of Rawafed Association | Ma'an |
| 49 | Abdul Raouf Al-Shawish | Chairman of the Ma'an Youth Development Association | Ma'an |
| 50 | Mona Abu Darwish | Former faculty member, Al Hussein Bin Talal University | Ma'an |
| 51 | Salfa Abu Tayeh | Member of the Board of Trustees, Al Hussein Bin Talal University | Ma'an |



| | | | |
|----|--------------------|---|---------------------------|
| 52 | Sultana Abu Tayeh | Part-time lecturer, Al Hussein Bin Talal University | Ma'an |
| 53 | Khaled al-Shammari | Former mayor and director of social responsibility | Ma'an |
| 54 | Fatima Abu Taha | Director, Social Security | Ma'an |
| 55 | Yasser Krishan | Social activist | Ma'an |
| 56 | Hamza Krishan | Tourism manager | Ma'an |
| 57 | Seren Shahin | Embassy of Canada - Senior International Assistance Officer | Amman/Donors' Focus Group |
| 58 | Amirah Ismail | USAID, Gender Advisor | Amman/Donors' Focus Group |
| 59 | Raya Khrais | Embassy of Norway, Program Manager | Amman/Donors' Focus Group |
| 60 | Reem Abdelhadi | FCDO, Social Development Advisor | Amman/Donors' Focus Group |
| 61 | Aya Saidi | FCDO, Programme Manager | Amman/Donors' Focus Group |
| 62 | Sanaa Qasmieh | Chemonics, Team Lead, Tamasok programme | Amman/Donors' Focus Group |



Annex 3: List of the 26 Key Challenges Mentioned by Key Informants

1. Legal and Institutional Challenges

1. Difficulty in implementing the Women, Peace, and Security agenda and activating UNSCR 1325 in Jordan
2. The absence of concrete implementation plans and effective follow-up from the government
3. Lack of scientific research and realistic analyses to assess the status of women and intervene accordingly
4. The necessity to evaluate performance and monitor the progress of implementation plans
5. Insufficient laws to protect women
6. Shortcomings in the legal system
7. Incomplete enforcement of laws

2. Economic Challenges

1. Weak economic empowerment of women
2. Poverty and unemployment
3. Limited economic and political participation of women
4. Workplace violence against women
5. Economic and legal discrimination against women

3. Social and Cultural Challenges

1. The need to change the stereotypical image of women in society
2. Cultural, legal, and media discrimination
3. Limited public awareness of the Women, Peace, and Security agenda
4. Cultural and social criticism
5. Misunderstanding of the Women, Peace, and Security agenda

4. Security and Political Challenges

1. The need to increase women's participation in the security and military sectors
2. Limited participation of women in peace initiatives
3. Lack of women's participation in crisis management centres
4. The global focus on climate change and the COVID-19 pandemic at the expense of security and peace issues

5. Health and Psychological Challenges

1. Absence of psychological support and mental health services for women

6. Educational Challenges

1. Lack of practical skills among educated women
2. Weak use of digital media

7. Challenges Related to Violence

1. High rates of domestic and economic violence against women in Jordan.
2. Violence against women



Annex 4: Challenges Identified Based on the FGDs Analysis

Below is a list of challenges discussed in the five focused sessions. These focused sessions resulted in the identification of 24 different challenges:

Challenges of National Plans and Implementing Security Council Resolution 1325

1. Lack of inclusivity and integration in the preparation of national plans
2. Challenges related to the distribution of tasks and follow-up for the national plan
3. Lack of experience and specialisation in plan preparation
4. Reduction in the budget allocated for the national plan

Social and Cultural Challenges

1. Impact of social culture, customs, and traditions on women's empowerment
2. Negative societal perception of women and GBV
3. Influence of extremist religious currents on women's participation
4. Weak awareness of women's rights in society

Economic Challenges

1. Poverty and unemployment and their impact on women's empowerment
2. Unequal economic opportunities between genders
3. Wage discrimination between men and women

Political Challenges

1. Lack of political awareness among women
2. Lack of community support for women's political participation
3. Opposition to women in leadership and political roles
4. Impact of electoral laws and systems on women's political empowerment

Legal and Legislative Challenges

1. Insufficient laws and legislation to protect women's rights
2. Marginalisation of women in the application of laws and legal procedures
3. Weak legal protection for abused women

Institutional and Civil Society Challenges

1. Lack of integration of efforts between institutions and CSOs
2. Influence of foreign donors and their agendas on the work of CSOs
3. Insufficient support for associations working in the field of women's rights

Environmental and Health Challenges

1. Impact of climate change on women
2. Lack of health and psychological services for abused women
3. Weak awareness of health and reproductive health



Annex 5: Main Results Summary: Key Findings from the Survey on Protection and Empowerment of Marginalised Women

Protection and Empowerment of Marginalised Women

1. Need for Provisional Services:
 - 92% of respondents believe marginalised women in Jordan need services to defend their rights.
 - 71% see this need to a medium to large extent, while 28% recognize the issue but not prominently.
2. Areas Needing Protection:
 - Domestic Violence: 77%
 - Poverty and Need: 97.5%
 - Child Marriage: 66%
 - Debt from Loans: 89%
 - Climate Change: 72%
3. Societal Attitudes Towards Women's Roles and Rights:
 - Against Hitting/Assaulting Women: 97% agree (57% strongly)
 - Against Underage Marriage: 88% agree (43% strongly)
 - Women in Countering Extremism and Violence: 94% agree
 - Women's Leadership and Judicial Roles: 79% and 78% respectively
 - Women in Security and Peacekeeping Roles: 81% and 36% respectively
 - Improvement in Awareness Against Violence: 91%
 - Media Campaigns on Women's Rights: 59% moderate
4. Awareness and Availability of Services:
 - Large Extent: 10%
 - Moderate Extent: 43%
 - Few Well-known Institutions: 24%
 - No Presence: 19%
 - Unsure: 4%
5. Awareness Among Women of Legal Rights:
 - Large Extent: 25%
 - Moderate Extent: 51%
 - Few Aware: 18%
 - No Awareness: 4%
 - Unsure: 2%

Women's Leadership

1. Leadership in Peacebuilding and Anti-Extremism:
 - Large Extent: 10%
 - Moderate Extent: 46%
 - Few Roles: 25%
 - No Roles: 14%
 - Unsure: 4%
2. Engagement in Public and Political Life:
 - Political Discussions: 35% frequent, 52% infrequent
 - Internal Negotiations: 33% frequent, 55% infrequent
 - Regional Negotiations: 23% frequent, 55% infrequent



- High-level State Positions: 40% frequent, 48% infrequent
 - Governorate Decision-making: 42% frequent, 50% infrequent
 - National Decision-making: 32% frequent, 46% infrequent
3. Impact of Government Media on Women's Roles:
 - Enhancing Role: 57% moderate, 20% large
 - Promoting Protection from Violence: 53% moderate, 21% large
 4. Recall of Media Messages:
 - Protection from Violence: 6.9%
 - Low Recall (e.g., women with disabilities, facilitating loans): <1%
 5. Role of Civil Society Institutions:
 - Moderate Contribution: 51%
 - Large Extent: 19%
 - Small Extent: 25%
 - No Contribution: 3%

Women's Participation

1. Role in Protecting Society from Extremism:
 - Important Role: 63%
 - Not Important: 32%
 - Unsure: 5%
2. Primary Roles in Combating Extremism:
 - Proper Upbringing of Children: 38%
 - Increasing Religious Awareness: 18%
 - Political and Security Processes: 11%
 - Awareness and Guidance Workshops: 3%
3. Awareness of Civil Society Activities:
 - Aware: 72%
 - Not Aware: 27%
 - Unsure: 1%
4. Participation in Civil Society Activities:
 - Training Courses (Job Market, Violence Combating): 15%
 - Political Participation: 13%
 - Domestic Violence Awareness: 9%
 - Resolving Fines: 8%
 - Gender Equality: 7%
5. Personal Participation in Activities:
 - Participated: 94%
 - Not Participated: 6%
6. Social Institutions Awareness:
 - Women's Associations in Provinces: 41%
 - Jordanian Women's Union: 14%
 - Women's Support Fund: 13%

Cultural and Religious Influences

1. Impact of Religious Discourse on Gender Equality:
 - Large Extent: 16%
 - Moderate Extent: 37%



- Minimal: 27%
 - No Role: 19%
 - Unsure: 1%
2. Social Culture and Traditions Enhancing Women's Status:
 - Large Extent: 25%
 - Moderate Extent: 47%
 - Minimal: 24%
 - No Role: 3%
 - Unsure: 1%

Government Policies and Legal Frameworks

1. Awareness of Security Council Resolution 1325:
 - Aware: 86%
 - Not Aware: 11%
 - Unsure: 3%
2. Contents of Resolution 1325:
 - Protection from Violence: 31%
 - Political Participation: 23%
3. Effectiveness of Government Policies:
 - Moderate Help: 51%
 - Large Extent: 19%
 - Small Extent: 25%
 - No Help: 3%

Challenges for Those with Disabilities

1. Representation of People with Disabilities:
 - 3% Identify as Having Disabilities
2. Effectiveness of Laws:
 - Moderate Extent: 35%
 - Large Extent: 15%
 - Small Extent: 25%
 - Not At All: 25%
3. Sufficiency of Legal Protections:
 - Large Extent: 35%
 - Moderate: 25%
 - Small: 20%
 - None: 20%
4. Main Challenges:
 - Lack of Facilities and Acceptance: 35%
 - Lack of Employment Opportunities: 20%
 - Public Awareness: 30%
 - Marginalisation in Education: 15%
5. Program Priorities (Figure 6.4):
 - Inclusive Environment: 55%
 - Community Awareness: 25%
 - Enforcing Law: 20%



Climate Change and Conflict

- A. Awareness of Climate Change:
 - a. Aware: 82%
 - b. Not Aware: 18%
- B. Negative Impacts of Climate Change:
 - a. Temperature Changes: 18%
 - b. Weather Fluctuations: 15%
 - c. Uncertain: 12%
- C. Connection to Conflicts and Violence:
 - a. Moderate Relationship: 32%
 - b. No Relationship: 30%
 - c. Small Relationship: 21%
 - d. Strong Relationship: 13%
 - e. Unsure: 3%

Media Trust and Usage

- 1. Stereotypical Media Portrayal of Women:
 - Agree (Moderate + Small Extent): 76%
 - Strongly Agree: 16%
 - Do Not Agree: 7%
- 2. Main News Sources:
 - Social Media Platforms: 55%
 - Television: 37%
 - News Websites: 7%
- 3. Trust in Social Media Content:
 - Moderate Trust: 50%
 - Small Extent: 26%
 - Do Not Trust: 16%
 - High Trust: 8%
- 4. Usage of Social Media Platforms:
 - Facebook: 77% several times a day
 - Instagram: 47% daily, 39% never
 - YouTube: 38% daily, 21% never
 - Twitter and Telegram: 15% daily, 69% and 68% never respectively
- 5. Trust in Social Media Platforms:
 - Facebook: 62%
 - Instagram: 17%
 - Others: 12%
 - Twitter, YouTube, and Telegram: 9%, 6%, and 6% respectively

