



مركز العالم العربي للبحوث والتنمية
Arab World for Research & Development

Quality Research... Matters

MENA FEMINIST POWER IN ACTION FOR WOMEN'S ECONOMIC RIGHTS FEM PAWER

BASELINE ASSESSMENT of FEM PAWER Program

Revised 20 December 2021

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ACRONYMS

AWRAD	Arab World for Research and Development
AWO	Arab Women Organization
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CRTDA	Collective for Research and Training on Development
CSO	Civil Society Organization
EGBV	Economic Gender-Based Violence
EJ	East Jerusalem
ESDC	Economic and Social Development Centre
GBV	Gender-Based Violence
ICESCR	International Covenant on Economic, Social and Cultural Rights
ICCPR	International Covenant on Civil and Political Rights
ILO	International Labor Organization
FGD	Focus Group Discussions
FEM PAWER	MENA Feminist Power in Action for Women's Economic Rights
GS	Gaza Strip
KII	Key Informant Interviews
MoA	Ministry of Agriculture
MoL	Ministry of Labour
MoWA	Ministry of Women Affairs
NGOs	Non-governmental organizations
OPT	Occupied Palestinian Territories
PA	Palestinian Authority
PCBS	Palestinian Central Bureau of Statistics
PWWSD	The Palestinian Working Woman Society for Development
WB	West Bank
WEE	Women Economic Empowerment
WER	Women Economic Rights
WRO	Women Rights Organization

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CHAPTER 1: INTRODUCTION, BACKGROUND AND METHODOLOGY

INTRODUCTION

The Arab World for Research and Development (AWRAD) was commissioned to undertake a baseline assessment for MENA Feminist Power in Action for Women's Economic Rights (FEM PAWER) led by Kvinna till Kvinna in the MENA region. The program is a 5-year project (2021 – 2025) that started in January 2021. The program is managed by a Consortium of 4 Women Rights Organizations of the MENA Region, Kvinna till Kvinna, Arab Women Organization (AWO - Jordan), Collective for Research and Training on Development (CRTDA - Lebanon) and The Palestinian Working Women Society for Development (PWWSD – Occupied Palestinian Territory (OPT)), and funded by the Ministry of Foreign Affairs of the Netherlands. This report provides a baseline assessment, establishes baseline values for the program's key indicators, and recommendations to improve FEM PAWER planning, delivery, monitoring and course-correction; it will also contribute to decision making and strategy formulation at all levels.

PROGRAM BACKGROUND

The Program MENA Feminist Power in Action for Women's Economic Rights (FEM PAWER) aims to strengthen young women who face multiple discrimination of economic gender-based violence (EGBV) in the MENA region. The program targets women in Jordan, Lebanon, Occupied Palestinian Territories and Tunisia to be the leader for change by holding duty bearers accountable and improve conditions for young women in the informal sector. This is done through strengthening processes that contribute to creating an environment that promotes women economic rights (WER). This is reflected through inclusive leadership strengthening, mutual learning, building capacity in advocacy, and challenging prevailing social norms and hence gender equality, and promoting WER.

The 5 years Program is implemented in four countries through partnerships with around 40 WROs, across the region. The Program is seeking gender responsive accountability mechanisms for EGBV and Women Economic Rights WER especially in holding the duty bearers accountable for improved conditions for young working women and WROs with a special attention to the informal sector.

The overall goal of the Program is: Gender-responsive accountability mechanisms for WEE (Women Economic Empowerment) at multiple levels in MENA specific countries (Jordan, Lebanon, Occupied Palestinian Territories and Tunisia) are established.

A framework of four interlinked and mutually reinforcing intermediate changes have been identified and designed to enable progress for gender-responsive accountability based on the needs of young women.

- **Outcome 1** is to establish safe and secure space for the young women and WROs to develop mobilization and advocacy strategies to hold decisions makers accountable.
- **Outcome 2** is addressing innovative and inclusive learning / leadership for all level of the Consortium and Program.
- **Outcome 3** is addressing target-led capacities in advocacy, alliance building, social mobilization and inclusive leadership for young women and the WROs that will be the Partner Organizations of the Program.

- **Outcome 4** is addressing the target led mobilization and advocacy interventions at multiple levels.

BASELINE OBJECTIVES

The main purpose of this baseline assessment is to establish the baseline for the Program's key indicators at the impact and outcome levels. In addition to specified outputs interconnected to outcomes with no baseline data, but were generated through the assessment, and to set up a point of reference by which change will be measured throughout the implementation of the Program. The assessment provides recommendations for the current framework and monitoring mechanisms adopted by the program based on the evidence and analysis derived from the baseline assessment. It captures the current reality around the indicators identified below within the context in each country. The baseline also intends to comply with Donor agreement through providing a formative assessment of the programmatic choices that were made during preparation stage, assuring the ToC still holds and programmatic choices are still valid.

The baseline assessment reveals the following:

- The existing types of laws, policies strategies applied by governments, the private sector, and international actors (International Labour Organization, International Monetary Fund, World Bank, United Nations etc.) in relation to women's economic rights and preventing EGBV – with a focus on informal work and its consequences on social protection and assistance, security and safety, violence, low/unpaid work;
- The overall status of participation of young women (with different identities/intersectionality lens) in bringing about change in accountability practices of the Governments and private sectors in the field of work of young women.

The main indicators for which the baseline covers are the following:

- # of laws, policies and strategies blocked, adopted or improved to promote women's economic rights, empowerment.
- # of times that young women and WROs succeed in creating space for WRO demands and positions on women's economic rights, empowerment and entrepreneurship, through agenda setting, influencing the debate and/or movement building.
- Significant changes of young women and WROs reflect increased sense of well-being and security that contribute to mobilization and advocacy agenda setting.
- Significant changes within Technical Think Tanks, General Assembly, networks and WROs on innovative and inclusive leadership and advocacy strategies / missions.
- # of young women and WROs that have increased capacity to monitor gendered resistance, advocate strategically for EGBV and mobilize communities and alliances.
- # of gender-responsive accountability mechanisms established among targeted duty-bearers and private sector and on-going.

The baseline also provides information on specific outputs that are critical indicators on the outcomes level, including:

- # of modalities for learning spaces that are developed in accordance to set criteria

- # of inclusive and evidence-based policy products¹ addressing EGBV and women’s economic rights for young women in the informal sector at multiple levels
- # of target-led dialogues with international stakeholders.

METHODOLOGY

The baseline tools comprised different qualitative and quantitative tools to assess, measure and collect the required data according to the indicators; (1) a baseline survey, (2) focus groups, and (3) key informant interviews.

QUALITATIVE TOOLS

Focus Groups Discussions (FGDs)

AWRAD team conducted a total of 12 FGDs (3 in each country) as illustrated in the table below. Guiding questions for FGDs are found in annex 1. FGDs were conducted online via zoom and face to face. The table below illustrates the distribution of the FGDs conducted in the 4 countries.

Table 1: The distribution of the FGDs in the 4 countries

Stakeholder group	FGDs
Relevant stakeholders including; research centers, CSOs, INGos and Technical Think Tanks (TTTs) ²	2 (one in Jordan and one in Lebanon)
Women Rights Organizations (WROs)	4 (one per country)
Young women	6 (one in Jordan, one in Lebanon and two in Palestine ³ , and two in Tunisia)
Total	10

Key informant interviews

AWRAD team conducted 30 KIIs in Jordan, Lebanon, Palestine and Tunisia. Detailed guidelines can be found in annex 1. The individual interviews were tailored for each respondent. The KIIs were conducted online via zoom and face to face.

¹ This might include policy papers, initiatives in the form of advocacy to influence policy (outputs), and noted changes in the elements of a policy (outcome).

² *Technical Think Tanks* (TTT) formed by specific groups representing specific segments of women society as well as intersectionality such as women with disability groups, LGBTQI CSO, rural women ones, etc. Indeed, WROs are reinforced by the Technical Think Tanks (TTT) that supports the technical and programmatic quality of the Programme.

³ Two FGDs were conducted in Palestine covering the West Bank and the Gaza Strip.

BASELINE SURVEY

AWRAD team designed two questionnaires after reviewing the relevant program document. The sample of the first survey were institutions including WROs, Think Tanks, and networks. The sample for the second survey were young women; potential beneficiaries of the program's activities. After designing the survey (see annex 2), it was piloted to ensure that it is competent to provide the information needed, and that the interview methods are sound. After that, the data was collected online, a link was provided to institutions including potential organizations to be supported by the program whom we also provided the link to young women survey for distribution to those women to potentially will be targeted through the program's activities. The lists of organizations were provided by the consortium members. A total of 106 institutions were reached and a total of 114 young women in all countries. The completed surveys were 64 for institutions, and 91 for young women.

The survey questionnaires were designed to further quantify the varying elements of each indicator under study, deepen the understanding of the views/experiences of all participating groups and validate and triangulate the qualitative findings and data from other data sources.

CHAPTER 2: PROJECT AND INDICATORS CONTEXT ANALYSIS (COUNTRY BACKGROUND)

Chapter 2 provides basic information on the realities of legislations and policies in each country for future reference and analysis of end-line achievements. In addition, the provided data will enable the project to further improve and align its interventions in each country.

OVERVIEW OF THE SITUATION OF ECONOMIC RIGHTS/EMPOWERMENT/ECONOMIC GENDER-BASED VIOLENCE OF/AGAINST WOMEN IN THE COUNTRIES COVERED

The following table provides an overview of the situation of economic rights/empowerment/economic gender-based violence of/against women in the countries covered.

Table 2: Overview of the Situation of Economic Rights/Empowerment/ EGBV

Women %	Jordan	Lebanon	Tunisia	Palestine
Early marriage (by age 18)	10%	6%	2%	13%
Female Labour force (% of total labour force)	18.30%	24.45%	27.36%	20.28%
Female unemployment (% of female labour force)	23.81%	5.52%	22.41%	41.14%
Public related sexual harassment ⁴	21%	25%	13%	23%
Account, female (%) bank account Need to factor total level of bank account as it is not 100%	27 % Share of total adults with a bank account is 42%	33 % Share of total adults with a bank account is 45%	28 % Share of total adults with a bank account is 37%	16 % Share of total adults with a bank account is 25%
Political participation ⁵				
Women in parliament	11.5%	4.7%	26.3%	N/A
Women in ministerial positions	9.4%	31.6%	29.2%	12.5%

⁴ Frequency of Verbal Sexual Harassment in the Past 12 Months % reporting being verbally harassed often, sometimes, or rarely at <https://www.arabbarometer.org/wp-content/uploads/Sexual-Harassment-Domestic-Violence-Arab-Citizens-Public-Opinion-2019.pdf>

⁵ <https://www.weforum.org/reports/ab6795a1-960c-42b2-b3d5-587eccda6023>

DRIVERS AND OBSTACLES REGARDING THE PROMOTION OF WOMEN ECONOMIC RIGHTS/EMPOWERMENT AND EGBV IN THE COUNTRIES COVERED

The following table provides an overview of the legal, social, economic and political drivers, obstacles, mitigation strategies and opportunities in each country.

Jordan				
	Drivers	Obstacles	Mitigation strategies ⁶	Opportunities
Legal	Legislative environment recognizes economic rights of women and their participation to the labour market	Legal environment including legal and policy considerations not enabling	Arab Women Organization of Jordan (AWO) promotes gender equality and women's rights, increasing women's presence in public, political and economic spheres	While the legislative environment recognizes economic rights of women and their participation to the labour market, data has shown that there are many rights that have not been enforced despite their adoption in the law
Social	Article 72 of the Labour Code on the provision of nurseries to the children of working women within their place of work, however implementation is extremely weak	Poor support services such as poor transport infrastructure and lack of childcare services hinder women from fulfilling expected household and care responsibilities while working	Ministry of Labour works with the ILO (National Decent Work Programme 2018-2022) with 3 key priorities: Creating jobs to contribute to economic and social stability; Decent working conditions for all, which must provide equal space for Jordanians, refugees, migrants, women and men; Greater contribution from social partners to decent work	Improving evidence-based policy dialogue on the impact of investments on barriers to women's employment for economic growth

⁶ Further information on "The role of young women in promoting/organizing/advocating for women economic rights/combating EGBV (reality, obstacles, opportunities – EXAMPLES from the FIELD" can be found in annex 4

Economic	Eliminating gender disparities in work and in society depends on eliminating disparities in access to key assets including digital, financial and property assets	Not enough job on the labour market to attract women and inadequacy between market needs and level of education and training adapted to these needs	UN Women Jordan supports innovative partnerships and platforms with the private sector, civil society and government to provide training to women in non-traditional technical and professional fields, as well as build their entrepreneurial skills	Certain activities may contribute to the gradual change of restrictive attitudes and behaviours
Political	National Strategy for Jordanian Women (2020 -2025)	Failure to include women and activists in the government's economic priorities program	UN Women Jordan is engaged in a close partnership with stakeholders, grass-roots and civil society organizations to provide policy advice and technical assistance to the Government on legislation, policies and strategies to improve women's access to income security and decent work	No definition or recognition of economic violence based on gender, whether in legislative references or strategies.
Lebanon				
	Drivers	Obstacles	Mitigation strategies	Opportunities
Legal	Lebanon's 6 th periodic report on CEDAW states that the state has adopted several national strategies and action plans that address the consequences of crises on the issue of women's and girls' rights and protect them from gender-based violence through strategies, programmes	Discrimination against women is found in a number of laws: Personal status laws do not recognize the wife's economic and non-economic contributions to marriage, including the value of her unpaid domestic work nor the concept of matrimonial property. Further discriminatory provisions are found in the Lebanese labour law, in the Penal Code, in the Nationality Act, the Domestic Violence Protection Act. Multiplicity of personal status/family laws present a plurality of standards applied to	Programs focused on protection referrals and increased awareness about gender-based violence.	Absence of decrees or laws relating to the concept of a gender-sensitive general budget or EGBV

	adopted and draft laws submitted by a number of ministries ⁷ .	women citizens and residents especially related to access to resources through inheritance, age at marriage.		
Social	Recognizing, reducing and redistributing unpaid work and care	Cultural, religious and traditional norms undermine women's economic independence and contribute to their economic dependence on their husbands. Claiming that women's role is domestic in addition to employers' expectations that women's participation will be lower than that of men because of family responsibilities, they tend to limit women's access to the top job ladder and women end up in positions that are deadlocked for progress or positions of limited mobility.	Lebanon enjoys one of the most vibrant feminist movements in the Arab region with multiple WROS in partnership with INGOs working to guarantee women's participation in decision-making, at the household and community levels, so that women may participate equally in the socio-economic development of the country	Improving evidence-based policy dialogue on the impact of investments on barriers to women's employment for economic growth
Economic	A number of mechanisms and strategies are set-up in the country aiming for Economic empowerment, prepared in participatory manner	Violations of economic rights in Lebanon relate to the failure of economic and social policies adopted by successive governments to address national development challenges, reflected in chronic unemployment, poverty,	Ongoing projects have been developing skills, as well as employment, cash for work, supporting entrepreneurship to create economic opportunities and sustainable employment, targeting Lebanese citizens, Syrian refugees and Palestinian refugees to	Limited implementation of strategies

⁷<https://docstore.ohchr.org/SelfServices/FilesHandler.ashx?enc=6QkG1d%2FPpRiCAqhKb7yhsvxlfhYepflYmW0eRMA3oVshUs9s900%2FIlyorSTtMB11DKZ0BBv8ar927DtiwX61%2FJxZ7qDduvntKxXx8QC297wQfYeXoGrV0CkKQVG%2FR5vv>

		lack of social protection, due to lack of funding, changing donor priorities, changing priorities at the country level, especially in light of the current economic crisis	promote inclusive approaches to women's economic empowerment ⁸	
Political	Strengthening visibility, collective voice and representation articulating the vision for the status of women in Lebanese politics.	Unprecedented political and economic crisis, compounded by multiple shocks that hit the country for the past 2 years including an explosion at Beirut Port, leading to currency depreciation, shortages deepened by a political sectarian impasse	Since 2011, the UN Women's Fund for Gender Equality (FGE) is a global initiative that offers high-impact grants directed at the work of civil society to advance the political and economic empowerment of women, focusing on rural communities, targeting Lebanese women, migrants and refugees (Syrians, Palestinians, Sudanese and Iraqi women), and building their resilience in fragile contexts.	No definition or recognition of economic violence based on gender, whether in legislative references or strategies.
Palestine				
	Drivers	Obstacles	Mitigation strategies	Opportunities
Legal	Ensuring legal protection and reforming discriminatory laws and regulations	No laws specifically criminalize domestic violence in Palestine or provide protection to victims of VAW, and some laws don't offer sufficient access to justice.	Legal assistance programs for women and awareness raising on their rights to seek justice	Effectively localize respective international conventions; Modify current interventions in the justice sector and rule of law, to improve women's access to justice, beyond legal aid assistance programs.

⁸ As an example: <https://cherieblairfoundation.org/womens-economic-empowerment-in-lebanon/>

Social	Recognizing, reducing and redistributing unpaid work and care	Role of caregiver and the responsibility of domestic duties to women, while men are expected to work in the public domain, earning wages and providing for their families ⁹	The Decent Work for Women Program (UN Women and ILO ¹⁰) aims to promote equal access to economic opportunities, and enhance the overall environment to enable women's participation in the labour force and the market.	Need for a holistic, integrated, vertical and horizontal program implemented by CSOs and the government.
Economic	Closing the gender gap in unpaid work and investing in quality care services and decent care jobs.	Expectations and the relations of power over women are reflected on the economic empowerment and also on the unpaid care work that is almost completely borne by women	UNRWA's Young Women Leaders Program Participants Better Prepared for Employment and Facing Violence in the West Bank and Gaza Strip, aims to empower women and girls economically, improve their capacities and skills; increase their awareness in their rights, and social protection ¹¹ .	Through improvement of skills women are able to increase their opportunities to engage in the market
Political	Strengthening visibility, collective voice and representation articulating the vision for the status of women in Palestinian politics.	Obstacles that women face are heightened by the restrictions and oppression of the Israeli Occupation in OPT.	UN and CARE Palestine in 2020 launched a joint campaign to promote gender equality and the empowerment of women and girls as part of the generation Equality Forum. The activities of the campaign focused virtual webinars, sparking discussion on women's leadership roles, participation; gender-based violence, and included Palestinian women, and civil society leaders ¹² .	No definition or recognition of economic violence based on gender, whether in legislative references or strategies.
Tunisia				

⁹ UN WOMEN – AWRAD: Caught Up Between A Rock & A Hard Place: Occupation, Patriarchy and Gender Relations-A Case Study of Palestinian Women in Area C & H2- 2018.

¹⁰ UN Women, Decent Work for Women Programme; available at: <https://bit.ly/3vL6wgR>

¹¹ UN Women, UNRWA's Young Women Leaders Programme Participants Better Prepared for Employment and Facing Violence. Available at: <https://bit.ly/3A1359o>

¹² UN Women and CARE Palestine WBG Partner to Promote Gender Equality, 2020. Available at: <https://bit.ly/3zUnaOG>

	Drivers	Obstacles	Mitigation strategies	Opportunities
Legal	In 2017, the government repealed a 1973 directive forbidding Muslim Tunisian women from marrying non-Muslim men. Second, the parliament introduced the country's most stringent anti-domestic violence law yet	Structural and institutional difficulties, including the government's incapacity to fully implement laws, and the lack of serious mechanisms to monitor the implementation of laws and accountability	Tunisian Association of Democratic Women (ATFD) and Association of Tunisian Women for Research and Development (AFTURD), conduct research and advocacy since 1989. The government-funded women's policy agency Centre for Research, Studies, Documentation, and Information on Women (CREDIF) works with AFTURD and ATFD members, Tunisian women researchers, UN agencies, and international donors to research various aspects of women's lives	In 2017, there was indication of Presidential support for repealing or revising the unequal inheritance law
Social	Recognizing lack of support systems, reducing and redistributing unpaid work and care	Inadequate support systems for working mothers; Sociocultural prescriptions about gender roles have changed less than the secular nature of the state might suggest ¹³	There are a variety of international NGOs support the social agenda, the European Union being the most important. The country has over 20,000+ civic associations registered in Tunisia, most being community-based organizations. ¹⁴ Noting there is a stark divide between secular organizations and religious ones.	Building a nationwide social care infrastructure would provide employment opportunities for women, enable mothers to enter and remain in the workforce, and possibly help reduce the high level of female unemployment in Tunisia
Economic	As major employer, Government can set high standards for and exemplifying gender equality at work in the public sector	Tunisia's low-skill economic model, which relies heavily on cheap exports and budget tourism, means that jobs available to women are often low-wage or lacking in mobility	A number of organizations work in this field promoting the development of women-led micro, small and medium enterprises (MSMEs) in order to create more business opportunities and jobs for women of working age in Tunisia	Investing in quality care services and decent care jobs

¹³ [Gender Inequality and Economic Inclusion in Tunisia: Key Policy Issues](#)

¹⁴ Most prominent being, women Voices, Bridges of Citizenship, and the Forum Tunisian for Economic and Social Rights, Al-Bousla Foundation

<p>Political</p>	<p>Political climate allows for women to voice their needs and demands and advocate for legal and policy reforms to increase their economic rights and access to markets on fair and efficient terms.</p>	<p>Despite all the significant advancements, informants continue to describe Tunisia as predominantly male-dominated society, culture and workplace.</p> <p>Cronyism and corruption—which Tunisians identified in a recent poll as the third most urgent issue facing their country —have long plagued Tunisia, in both the public and private sector</p>	<p>UN Women in Tunisia works on Governance and Women’s Political Participation to ensure gender is mainstreamed in public policies and strategies, legislative reforms and in political and economic participation processes. Domestic players are also crucial in facilitating this agenda, with groups like Mourakiboun providing election observation and oversight of electoral processes or Al-Bawsala, which focuses on transparency and oversight of government operations, budgeting, and policymaking from the national to the municipal level.</p>	<p>No definition or recognition of economic violence based on gender, whether in legislative references or strategies.</p>
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OVERVIEW OF THE LAWS, POLICIES, STRATEGIES, PROGRAMS AIMED AT PROMOTING WOMEN ECONOMIC RIGHTS/EMPOWERMENT AND THE RESISTANCE/RESPONSIVENESS OF DECISION – MAKERS/LEGISLATORS

INTERNATIONAL AGREEMENTS AND CONVENTIONS

Gender equality is first and foremost a Human Rights principle and were clearly stated for the first time and adopted officially by the International Conference on Population and Development held in Cairo in 1994. Confirmed by the 1995 United Nations Fourth World Conference on Women, where governments adopted “The Beijing Declaration and Platform for Action”, which “seeks to promote and protect the full enjoyment of all human rights and the fundamental freedoms of all women throughout their life cycle”.

Table 3 - Ratifications and Reservations to the CEDAW¹⁵

Country	Date of ratification, accession (a), succession (d)	Reservations	Optional protocol
Jordan	1 July 1992	Articles 9(2), 16(1c) (1d) (1g)	
Lebanon	21 April 1997	Articles 9(2), 16(1c) (1d) (1f), 29(1)	
Palestine			Ratification without reservation as a non-member state
Tunisia	23 September 2008 a	No reservations	June 2008

Table 4- United Nations Human Rights Treaty Bodies in the covered countries¹⁶

Treaties ratified	Jordan	Lebanon	Palestine	Tunisia
Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT)	13 Nov 1991 (a)	05 Oct 2000 (a)	02 Apr 2014 (a)	23 Sep 1988
Optional Protocol of the Convention against Torture (CAT-OP)	*	22 Dec 2008 (a)	29 Dec 2017	29 Jun 2011 (a)
International Covenant on Civil and Political Rights (CCPR)	28 May 1975	03 Nov 1972 (a)	02 Apr 2014 (a)	18 Mar 1969
Second Optional Protocol of the International Convention Covenant on Civil and Political Rights (CCPR-OP2-DP)	*	*	18 Mar 2019 (a)	*
Convention for the Protection of All Persons from Enforced Disappearance (CED)	*	06 Feb 2007 (s)	*	29 Jun 2011
Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)	01 Jul 1992	16 Apr 1997 (a)	02 Apr 2014 (a)	20 Sep 1985

¹⁵ <https://www.ohchr.org/EN/HRBodies/CEDAW/Pages/CEDAWIndex.aspx>

¹⁶ <https://tbinternet.ohchr.org/SitePages/Home.aspx>

Convention on the Elimination of Racial Discrimination against (CERD)	30 May 1974 (a)	12 Nov 1971 (a)	02 Apr 2014 (a)	13 Jan 1967
International Covenant on Economic, Social and Cultural Rights (CESCR)	28 May 1975	03 Nov 1972 (a)	02 Apr 2014 (a)	18 Mar 1969
Convention on the Rights of the Child (CRC)	24 May 1991	14 May 1991	02 Apr 2014 (a)	30 Jan 1992
Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict (CRC-OP-AC)	23 May 2007	11 Feb 2002 (s)	07 Apr 2014 (a)	02 Jan 2003
Optional Protocol to the Convention on the Rights of the Child on the sale of children child prostitution and child pornography (CRC-OP-SC)	04 Dec 2006	08 Nov 2004	29 Dec 2017	13 Sep 2002
Convention on the Rights of Persons with Disabilities	31 Mar 2008	17 Jun 2007	02 Apr 2014 (a)	02 Apr 2008
Optional Protocol to the Convention on the Rights of Persons with Disabilities	2007	2007	2019	2008
Convention on the Protection of the Rights of All Migrants Workers and Members of their Families (CMW)	x	x	x	x

None of the countries covered has ratified all of the relevant international normative instruments on gender equality. However, this may not systematically mean that the countries concerned do not have legislation in place on the topic¹⁷.

Table 5 - Ratifications of International conventions regarding women empowerment ¹⁸

Ratified	Jordan	Lebanon	Palestine	Tunisia
Freedom of Association and Protection of the Right to Organize Convention (C 87)	x	x	x	✓
Right to Organize and Collective Bargaining Convention (C98)	✓	✓	x	✓
Equal Remuneration Convention (C100)	✓	✓	x	✓
Social Security (Minimum Standards) Convention (C102)	✓	x	x	x
Discrimination (Employment and Occupation) Convention (C111)	✓	✓	x	✓
Minimum Age Convention (C138)	✓	✓	x	✓
Workers with Family Responsibilities Convention (C156)	x	x	x	x
Worst Forms of Child Labour Convention (C182)	✓	✓	x	✓
Maternity Protection Convention (C183)	x	x	x	x
Domestic workers Convention (C189)	x	x	x	x
Harassment and Violence in the Workplace Convention (C190)	x	x	x	x

¹⁷ the research has not been conducted in this current assessment

¹⁸ <https://www.ohchr.org/EN/HRBodies/CEDAW/Pages/CEDAWIndex.aspx>

NATIONAL LEGISLATIONS AND POLICIES

The following table details the laws reviewed in the framework of WERs:

JORDAN		
National Laws	Personal Status regulations	Labour laws
<ul style="list-style-type: none"> • Crime Prevention Law, No. 7 of 1954 • Penal Code, No. 16 of 1960 with amendments • Law on Protection from Domestic Violence, No. 6 of 2008 • Human Trafficking Law, No. 9 of 2009 • Law on Electronic Crimes, No. 27 of 2015 • Law on Protection from Domestic Violence, No. 15 of 2017 • Law on the Rights of People with Disabilities, No. 20 of 2017 	<ul style="list-style-type: none"> • Temporary Personal Status Law, No. 36 of 2010 • Shelters for Vulnerable Persons System, No. 171 of 2016 	<ul style="list-style-type: none"> • Labour Code, No. 9 of 1996 • Regulation of Flexible Work System, Regulation No. 22 of 2017
LEBANON		
National Laws	Personal Status regulations	Labour laws
<ul style="list-style-type: none"> • Decree No. 15 of 1925 on Lebanese Nationality • Penal Code of 1943 • Anti-Trafficking Law, Law No. 164 of 2011 • Law on the Protection of Women and Family Members Against Domestic Violence, Law No. 293 of 2014 ('Domestic Violence Law') 	<ul style="list-style-type: none"> • Fifteen Personal Status Laws for various religious communities 	<ul style="list-style-type: none"> • Labour Code of 1946
PALESTINE		
National Laws	Personal Status regulations	Labour laws
<ul style="list-style-type: none"> • British Mandate Criminal Code of 1936 in the Gaza Strip • British Law No. 2 of 1937 in the Gaza Strip • Crime Prevention Law No. 7 of 1954 in the Gaza Strip • Penal Code No.16 of 1960 in the West Bank • Law No. 13 of 1995 Concerning Elections • Civil Service Law No.4 of 1998 • Penal Procedure Law No. 3 of 2001 • Presidential Decree No. 3 of 2004 Concerning the Formation the Higher Council of Care of the Disabled • Law of Service in the Palestinian Security Forces No. 8 of 2005 • Local Elections Law of 2005 • Decision No. 50 of 2006 Concerning the Establishment of the Disabled Fund for Lending and Employment at the Ministry of Social Affairs • Law by Decree No. 1 of 2007 on the representation of women in general elections • Law of Education of 2013 in the Gaza Strip • Law by Decree No. 1 of 2013 on Amendment of Law No 19 of 2004 on Prisoners and Released Prisoners 	<ul style="list-style-type: none"> • Child Law No. 7 of 2004 • Personal Status Law of 1976 in the West Bank • Law of Family Rights of 1954 in the Gaza Strip • Alimony Fund Law No. 6 of 2005 • Law by Decree No. 17 of 2016 on Shari'a Execution • Decree-Law No. 4 of 2016 on Juvenile Protection in the West Bank • Law by Decree No. 4 of 2016 on Juvenile Protection 	<ul style="list-style-type: none"> • Labour Law No. 7 of 2000 • Law by Decree No. 19 of 2016 on Social Security

<ul style="list-style-type: none"> • Law by Decree of 2016 establishing Palestinian High Constitutional Court 		
TUNISIA		
National Laws	Personal Status regulations	Labour laws
<ul style="list-style-type: none"> • Penal Code, 1913 • Code of Personal Status, 1956 • Code of Nationality, 1956 • Public Sector Law, 1983 • Law on the Prevention and Control of Trafficking in Persons, 2016 (No. 61) • Law on Eliminating Violence against Women, 2017 (No. 58) 	<ul style="list-style-type: none"> • The judicial system was unified and religious courts were abolished in 1956. Laws enacted on the personal rights of women include: • The Civil Status Act of 1957 that confirms the importance of registering marriages • Law No. 46 of 1964 on pre-nuptial medical certificate • Law No. 27 of 1958 on public custody, guardianship, and adoption • Law No. 94 of 1998 on the system of participation in property between spouses • Law No. 75 of 1998 on allocating a patronymic family name to abandoned children and those of unknown parentage 	<ul style="list-style-type: none"> • Labour Code, Law No. 66–27 of 30 April 1966, as revised 15 July 1996.

CONSITITUTIONS	
JORDAN	<p>Article 6 Constitution guarantees equality before the law. Although women and men enjoy the constitutional right to equality before the law, the Constitution does not include an article addressing gender discrimination or prohibiting discrimination against women. <i>and the National Charter of 1991</i></p> <p>Chap. 1(8): Jordanian men and women are equal under the law. There shall be no distinction between them in rights and obligations regardless of the difference in race, language, or religion.</p> <p>Chap. 5(6).: Women are men’s partners and equals in contributing to the growth and development of Jordanian society. This requires an affirmation of women’s constitutional and legal rights to equality, guidance, training, and employment as a means of enabling them to play their proper role in the growth and development of society.</p>
LEBANON	<p>Article 7: All Lebanese shall be equal before the law. They shall equally enjoy civil and political rights and shall equally be bound by public obligations and duties without any distinction. It guarantees equality before the law, but does not necessarily ensure equality in the law. The Constitution does not contain an article that defines discrimination on the basis of sex and does not prohibit it in line with Article 2(a) of CEDAW.</p> <p>Articles 9 and 10 give each religious group the right to regulate the affairs of its members, which has led to discrimination against women and girls and among women themselves who belong to different religious communities.</p>
PALESTINE	<p>Basic Law of Palestine: Palestinians shall be equal before the law and the judiciary, without distinction based upon race, sex, colour, religion, political views, or disability.</p>

TUNISIA	<p>Article 21: All citizens, male and female, have equal rights and duties, and are equal before the law without any discrimination. The State guarantees freedoms and individual and collective rights to all citizens, and provides all citizens the conditions for a dignified life.</p> <p>Article 23: The State protects human dignity and physical integrity, and prohibits mental and physical torture. Crimes of torture are not subject to any statute of limitations.</p> <p>Article 34: The rights to election, voting, and candidacy are guaranteed, in accordance with the law. The State seeks to guarantee women’s representation in elected bodies.</p> <p>Article 40: Work is a right for every citizen, male and female. The state shall take the necessary measures to guarantee work on the basis of competence and fairness. All citizens, male and female, shall have the right to decent working conditions and to fair wages.</p> <p>Article 46: The State commits to protect women’s accrued rights and work to strengthen and develop those rights. The State guarantees the equality of opportunities between women and men to have access to all levels of responsibility in all domains. The State works to attain parity between women and men in elected Assemblies. The State shall take all necessary measures in order to eradicate violence against women</p> <p>Article 74: Every male and female voter who holds Tunisian nationality since birth, whose religion is Islam shall have the right to stand for elections to the position of President of the Republic.</p>
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PERSONAL STATUS LAWS	
MINIMUM AGE OF MARRIAGE	
Jordan	The legal age of marriage is 18 years. However, a judge has discretion to consent to the marriage of a minor who is 15 years or older.
Lebanon	There is no law prohibiting early marriage. The minimum age of marriage varies among religious denominations and disadvantages girls. Although most religious groups set the minimum age as 18 for boys, all religious groups allow girls under the age of 18 to marry.
Palestine	The Presidential Decree of 4 November 2019 raised the minimum age of marriage to 18 years in both the West Bank and the Gaza Strip, but allowing for exceptions to be made by the court and by the Chief Justice of Sharia courts. The amendment also includes Palestinian Christians
Tunisia	The legal age of marriage for each spouse is 18 years. It is possible in exceptional cases to conclude a marriage contract below the prescribed age after obtaining special permission from the court, which is given only for serious reasons and for the obvious interest of the spouses.
MALE GUARDIANSHIP OVER WOMEN	
Jordan	A male guardian is required for an unmarried woman under the age of 40 (whether divorced, widowed, or single). The guardian’s consent to marriage is required to a first marriage. There are weak codified protections for women under guardianship. A judge can overrule a guardian’s objection to a marriage.
Lebanon	A male marriage guardian is required for Muslim and Druze marriages. The role of the male marriage guardian for Muslim and Druze marriages varies according to sect.
Palestine	Muslim women require consent of a wali (male guardian) to marry. There are some weak legal protections for women under guardianship. Women can seek permission from the court to marry if the guardian withholds consent without a legitimate reason
Tunisia	There is no guardianship of men over women. There is no legal requirement for a male marriage guardian to consent to an adult woman’s marriage or to sign the marriage contract.
MARRIAGE AND DIVORCE	
Jordan	Women do not enjoy equal rights in marriage and divorce. The wife owes a legal duty of obedience to her husband. Men have legal obligations to provide materially for their wives and children. The law allows the woman to add conditions to her marriage contract. Men can divorce unilaterally by talaq.
Lebanon	Women do not enjoy equal rights in marriage and divorce under the Personal Status Laws. Grounds for divorce or annulment under the various sectarian Personal Status Laws discriminate against women.

Palestine	Under the personal status laws for Muslims, a wife owes a duty of obedience to her husband. A husband can divorce by verbal repudiation (talaq). A wife has the right to divorce on specified grounds. She can also apply for a khul'a divorce without grounds if she forgoes financial rights. Khul'a divorce is permitted only in cases where the marriage has been registered but the marriage ceremony is yet to be conducted
Tunisia	Women and men have equal rights in most aspects of marriage and divorce. The Personal Status Code provides for judicial divorce and guarantees equal divorce rights for women and men. Under the Personal Status Code, the man is the head of the family.
INHERITANCE	
Jordan	Sharia rules of inheritance apply. Women have a right to inheritance, but in many cases receive less than men. Daughters receive half the share that sons receive.
Lebanon	Under the rules of inheritance that apply to Muslims, women have a right to inheritance, but in many cases receive less than men. For example, daughters receive half the share that sons receive. Male and female Christians have equal inheritance rights under the Inheritance Law for Non-Muslims.
Palestine	Sharia rules of inheritance apply to Muslims. Women have a right to inheritance, but in many cases receive less than men. Daughters receive half the share that sons receive.
Tunisia	The Personal Status Code defines the rules of inheritance, which follow Sharia principles. Women have a right to inheritance, but in many cases receive less than men. Daughters receive half the share that sons receive.
POLYGAMY	
Jordan	Polygamy is permitted by the Personal Status Law.
Lebanon	Polygamy is permitted by the Personal Status Laws for Muslims. However, polygamy is rare.
Palestine	Polygamy is permitted.
Tunisia	Polygamy is prohibited by the Personal Status Code.

CRIMINAL LAWS	
DOMESTIC VIOLENCE	
Jordan	Women and girls are protected by the Law on Protection from Domestic Violence, No. 15 of 2017. The law could be further strengthened by clarifying the definition of domestic violence crimes.
Lebanon	Women and girls are protected by the Law on Protection of Women and other Family Members from Domestic Violence, Law No. 293 of 2014. The Law could be strengthened by clarifying whether it criminalizes marital rape. A Bill that proposes amendments to improve the Law has been drafted but is yet to be considered by parliament.
Palestine	Palestine has no stand-alone domestic violence legislation.
Tunisia	Women and girls are protected by the Law on Eliminating Violence against Women, No. 58 of 2017.
SEXUAL HARASSMENT	
Jordan	Sexual harassment can be punished as the offence of unwanted sexual contact under Articles 305 and 306 of the Penal Code. However, the scope of the law is unclear and on-line harassment is not addressed. Penalties are increased if the perpetrator is an employer or supervisor.
Lebanon	The Labour Code does not prohibit workplace sexual harassment. The Penal Code includes the punishment of some indecent acts to which the description of sexual harassment may apply, including Articles 385, 507, 519, and 532.
Palestine	Sexual harassment is not criminalized by the Labour Code. Article 305 of the Penal Code criminalizes unwanted sexual conduct (sexual molestation) of women who are above the age of 18 years.
Tunisia	Article 226 of the Penal Code prohibits sexual harassment.
RAPE (other than of a spouse)	
Jordan	Article 292 of the Penal Code Law No. 16 of 1960 criminalizes rape. Any person who has sexual intercourse with a female, other than his wife, without her consent, whether by coercion or threat or deception, shall be sentenced to at least

Lebanon	Rape outside of marriage is a criminal offence under the Penal Code with a minimum punishment of imprisonment for five years
Palestine	Rape is criminalized by Article 152 of the Criminal Code of 1936 in Gaza Strip and Article 292 of the Penal Code of 1960 in the West Bank
Tunisia	Article 227 of the Penal Code criminalizes rape, which is defined as any act of intercourse with a man or woman without consent, regardless of the nature or the method used.

LABOUR LAWS	
RIGHT TO EQUAL PAY FOR THE SAME WORK AS MEN	
Jordan	The Constitution provides that “every worker shall receive wages commensurate with the quantity and quality of his work.” The Labour Code (Law no. 8 of 1996) was amended by Law no. 14 of 2019 to prohibit gender discrimination in payment of wages.
Lebanon	Article 26 of the Labour Code of 1946 (as amended) prohibits discrimination against women in the payment of wages.
Palestine	Under the Labour Law of 2000, discrimination in the workplace between men and women is prohibited.
Tunisia	Women have the right to equal pay for the same work as men. Article 5 bis of the Labour Code prohibits discrimination between men and women in the application of the Code.
DISMISSAL FOR PREGNANCY	
Jordan	Employers are prohibited from dismissing women because of pregnancy by Article 27 of the Labour Code.
Lebanon	Employers are prohibited from dismissing women because of pregnancy by Articles 29 and 52 of the Labour Code.
Palestine	Under the Labour Law of 2000, employers are prohibited from dismissing a woman because she takes maternity leave
Tunisia	Article 20 of the Labour Code prohibits employers from dismissing a worker because of her pregnancy.
PAID MATERNITY LEAVE	
Jordan	Women have the right to paid maternity leave (90 days of leave for public sector workers; 70 days for private sector workers). This is less than the ILO standard of 14 weeks.
Lebanon	Under the Labour Code, women are entitled to 10 weeks of maternity leave paid by the employer, but this is less than the ILO standard of 14 weeks
Palestine	The Labour Law allows for maternity leave of 10 weeks, which is less than the ILO standard of 14 weeks.
Tunisia	The Labour Code states that women are entitled to 14 weeks of maternity leave and 18 weeks in the case of twins. This complies with the ILO standard of 14 weeks.
LEGAL RESTRICTIONS ON WOMEN’S WORK	
Jordan	Regulations issued under the Labour Code impose legal restrictions on women’s employment in some occupations considered arduous or where they may be subject to health and/or safety risks. Women are also prohibited from night work except in roles specified by the Minister of Labour.
Lebanon	Domestic workers are excluded from the protections of the Labour Code.
Palestine	The Labour Law does not apply to domestic workers. A Council of Minister's decision provides some protections for domestic workers relating to the number of working hours, the right to rest, remuneration, post-contract rights, and compensation
Tunisia	The Labour Code includes legal restrictions on women’s employment in undertaking night work, mining, and scrap metal work.
DOMESTIC WORKERS	
Jordan	Migrant domestic workers have some rights as a result of regulations issued under the Labour Code in 2008. These regulate working hours and salary payments.
Lebanon	The Labour Code prohibits women from working in certain occupations considered arduous or hazardous.

Palestine	Some legal restrictions exist on women’s employment in certain industries that do not apply to men, such as mining.
Tunisia	Domestic workers do not benefit from the protective provisions of the Labour Code. The domestic worker relationship is governed by Law No. 25 of 1965 on the situation of domestic workers, revised in 2005, and article 20 of the Law on Eliminating Violence against Women, No. 58 of 2017, which prohibits hiring of child domestic workers.

CHAPTER 3: BASELINE VALUES AND ANALYSIS

Chapter 3 presents the values of the baseline indicators based on project goals, outcomes and outputs. It also provides baseline values based on the survey conducted with young women and WROs and think tanks. In addition, the chapter provides an analysis of the results as they connect to the context in the region and each country.

BASELINE VALUES AND PROPOSED TARGETS

The following table provides the baseline values as per the project outcomes and outputs, as well as based on the experiences of potential participants/beneficiaries of the activities. It also provides proposed end-line targets and values.

Baseline and Target Proposed values (For the project outputs/outcomes listed in the ToR)
Please refer to the annex 5 for a detailed explanation of the scoring based on the survey of young women and WROs (All values have a positive direction)

No.	Outcome Indicator description	Project Baseline Value	Survey-Based Values (Baseline Indicator Value)	Target Value at End line (output)	Target value (Survey)
1	# of laws, policies and strategies blocked, adopted or improved to promote women’s rights, empowerment	Quantitative: 0 ¹⁹ Qualitative: Evidence of contribution to WER and EGBV policy development, adoption and implementation at multiple levels Evidence of contribution of the mitigation strategies by young women and WROs of gendered resistance to the policy achievement	Total value: 17% (positive) Young women: 14% WROs: 20% ** for the future, we suggest splitting the outcome indicator to: 1- # of laws 2- # of policies 3- # of strategies In addition to conducting a comprehensive mapping and building on the mapping provided in the baseline.	Quantitative: 15 Qualitative: Evidence of contribution to WER and EGBV policy development, adoption and implementation at multiple levels Evidence of contribution of the mitigation strategies by young women and WROs of gendered resistance to the policy achievement	35%

¹⁹ Mapping of laws, policies and strategies blocked, adopted or improved to promote women’s rights, empowerment is provided in the section below, however an exact number cannot be determined as a baseline value. In accordance to the findings of the current assessment and AWRAD’s experience we suggest, splitting the outcome indicator as mentioned above, in addition to defining the indicator as the number of laws, policies and strategies that the project will contribute to.

2	# of times that young women and WRO succeed in creating space for WRO demands and positions on women's economic rights, empowerment and entrepreneurship, through agenda setting, influencing the debate and/or movement building.	Quantitative: 0	Total value:48.5% Young women: 45% WROs:52%	Quantitative: 50 Qualitative: Comprehensive qualitative data and case studies reflecting lessons learned and best practices from the four Programme countries and at regional level on how young women and WRO succeeded in creating space for their demands and positions on women's economic rights and empowerment. This includes examples of established routines by targeted actors for participation of young women / WROs	75%
3	Significant changes of young women and WROs reflect increased sense of well-being and security that contribute to mobilization and advocacy agenda setting.	Total value: 40% Young women: 138% WROs: 42%	Total value: 38.5% Young women: 41% WROs: 36%	Qualitative: Comprehensive qualitative data and case studies confirming increased sense of well-being and security of employees of POs and young women reflecting in increased mobilisation and advocacy agenda-setting in all four Programme countries and regionally. Qualitative: exit points is outcome of 1-2 in indicator description	60%
4	Significant changes within Technical Think Tanks, General Assembly, networks and WROs on innovative and inclusive leadership and advocacy strategies / missions.	Qualitative: Baseline analysis will provide qualitative data	Total value:45% Young women: 38% WROs: 52%	Qualitative: Comprehensive qualitative data and case studies confirming increased capacity in inclusive and innovative leadership	65%

				Percentage target value will be identified in Year 1 of the Programme, following the baseline analysis Qualitative: exit points is outcome of 1-2 in indicator description	
5	# of young women and WROs that have increased capacity to monitor gendered resistance, advocate strategically for EGBV and mobilize communities and alliances.	Total value: 49.5% Young women: 41% WROs: 58%	Total value: 53.5% Young women: 44% WROs: 63%	Quantitative 48 POs and 80 young women in network Qualitative: exit points is outcome of 1-2 in indicator description	70%
6	# of gender-responsive accountability mechanisms established among targeted duty-bearers and private sector and on-going.	Total value: 33% Young women: 30% WROs: 36%	Total value: 33% Young women: 30% WROs: 36%	Quantitative: 30 Qualitative: exit points is outcome of 1-2 in indicator description	50%
No.	Output Indicator description	Baseline Value		Target Value at End line	
7	# of modalities for learning spaces that are developed in accordance to set criteria	Qualitative: criteria will be defined in year 1 of the Programme		Qualitative: outcomes of criteria set in year 1 of the Programme	
8	# of inclusive and evidence-based policy products addressing EGBV and women's economic rights for young women in the informal sector at multiple levels	Quantitative: 0 Qualitative: entry points between 1-2		Quantitative: Country (local and national): 16 International actors: 4 Qualitative: exit points is outcome of 1-2 in indicator description	
9	# of target-led dialogues with international stakeholders	Quantitative: 0 Qualitative: entry points between 1-3		Quantitative: 20 Qualitative: exit points is outcome of 1-3 in indicator description	

Calculations of survey indicator values:

- 1) The indicators were operationalized through a set of agreed question items in the proposed survey – delivered with the inception report and agreed by the project consortium (Please see questionnaire in Annex).
- 2) For each indicator all relevant questions items were included for both target groups; Young women and WROs/Think tanks.
- 3) All positive values for all relevant questions for each group were added up and divided by number of items; the scores for both target groups were added and divided by 2. This is assuming an equal weight for the opinions of youth and WROs.
- 4) Details of the calculation process for values of indicators are in the attached annex 5.
- 5) Benchmark targets might be calculated for each year; this must be done in close consultation with the project team.

ANALYSIS AND CONTEXTUALIZATION OF BASELINE SURVEY RESULTS

The following data analysis provides additional contextualization of the baseline values. As detailed in the methodology section, the survey questionnaire was crafted to ensure the most comprehensive response for each target population. In that sense indicator-based questions were drafted and divided amongst different questions when deemed necessary to ensure comprising all aspects covered by an initial umbrella statement. The FGD and KII confirmed the quantitative data capturing the current reality around the indicators within the context in each country being surveyed.

Figure 1 – Institutions Respondent distribution per country

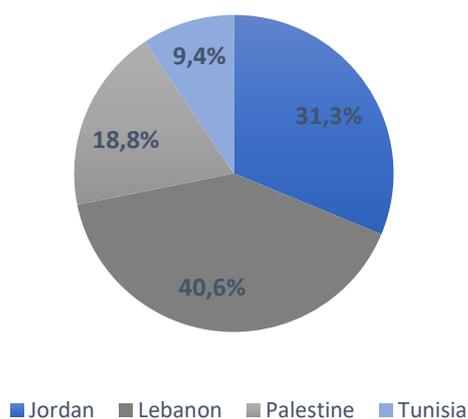


Figure 2 – Institutions Respondents Geographical distribution

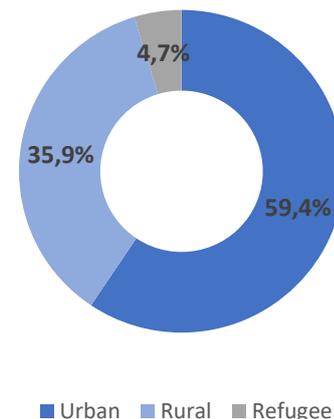


Figure 3 - Distribution of Young Women per country

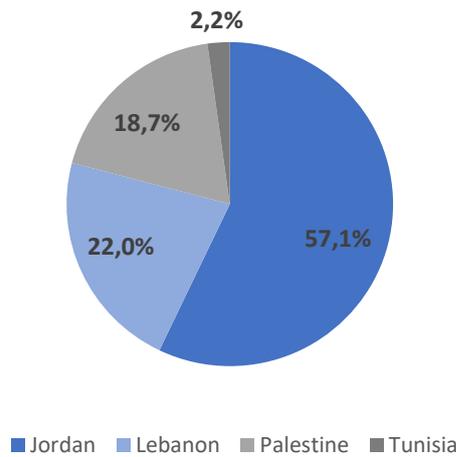
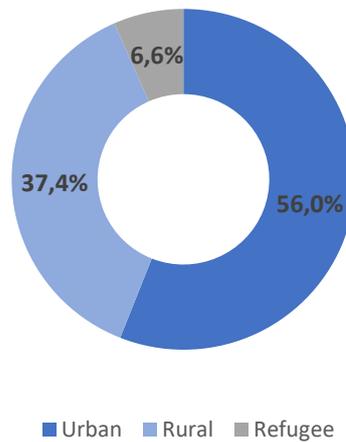


Figure 4 -Young Women Geographical Distribution



INDICATOR NUMBER 1

of laws, policies and strategies blocked, adopted or improved to promote women’s economic rights, empowerment.

The level of familiarity with WER/Empowerment was measured through 3 questions in the survey that the respondents measured through a 5-point Likert scale ranging from 1 being not familiar at all; 2 not very familiar; 3 in between/neutral; 4 Familiar to 5 Familiar to a large extent.

To ensure a comprehensive response, the first question was subdivided to specify what was included in the laws, policies and strategies i.e. (i) Laws in my country that promote women’s economic rights/empowerment, (ii) Policies in my country that promote women’s economic rights/empowerment, (iii) Specific strategies/programming in my country that promote women’s economic rights/empowerment, (iv) Government budgets allocated to promote women’s economic rights/empowerment, (v) Specific programs funded by international institutions to support promote women’s economic rights/empowerment, (vi) Specific efforts by international institutions to include women’s economic rights/empowerment in their own programming, (vii) Specific efforts by civil society/WROs to include women’s economic rights/empowerment in their own programming.

Noting that the field research confirmed the tendencies shaped by the survey, with a higher level of familiarity with laws, policies and strategies in the stakeholder group as opposed to the Women beneficiaries.

The best level of familiarity across countries, is with laws. The majority of respondents felt either neutral or familiar with the laws that promote women's economic rights/empowerment in their respective countries, in both groups surveyed (Women beneficiaries and Stakeholders). Whereas with the policies that promote WER/empowerment, respondents in Tunisia felt familiar- (at 73%), and respondents in Palestine felt familiar at 60.65%, while respondents in Jordan and Lebanon (respectively at 42% and 26.7%) felt familiar. The results of the field research showed the same pattern with Tunisia having strong knowledge of policies and laws that were blocked and the identified political rationale justifying the move.

The same pattern was observed with regards to specific strategies/programming that promote WER/empowerment with Tunisia feeling in majority (70%) familiar with the specific strategies when Palestine (41.2%) and Jordan (44.8%) did not, for Lebanon 36.4% felt not very familiar.

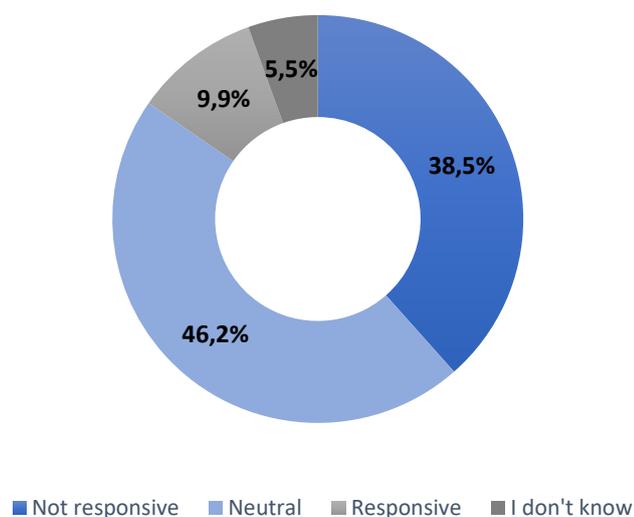
In Lebanon, the full focus group sample (100%) of women beneficiaries and service providers, does not have any knowledge on policies nor strategies related to economic empowerment or women's economic rights. On the other hand, 90% of interviewed stakeholders were able to mention strategies related to WER and even cite some initiatives undertaken by several agencies.

The only question whose answers span across the full scale and that also gathered the largest number of "no answer" of the survey was on government budgets being allocated to promote WER/empowerment. In Lebanon, the majority did not answer (33.3%) and the remaining 41.7% ranging between not very familiar and not familiar at all, in line with the limited information available to the public on government spending and the political crisis that the country has been enduring. 48.3% in Jordan did not feel very familiar, Palestine replied in majority in between and in Tunisia 50% felt familiar and 25% even familiar to a large extent. In Tunisia, the field research confirmed that since 2019 there has been no gender-responsive budget.

The questions regarding familiarity with specific programs or efforts by either international institutions or WROS/CSOs to include WER/empowerment showed across the 4 countries highest response in either familiarity or in between/neutral.

2. The second question for this indicator was designed around the assessment of the responsiveness of policy makers/legislators to demands to promote policies/laws regarding women economic rights/empowerment in the countries. Their responsiveness/irresponsiveness was measured with a 5-point Likert scale ranging from 1 Not responsive at all to 5 being Highly responsive. Across the board the response was at best neutral/in between with the second highest score being not responsive at all in all countries except Palestine (Palestine at 50%, Lebanon at 15.4% and Tunisia at 16.7%) but Jordan. In Jordan, while 45% of respondents felt that the policy makers are neutral in terms of responsiveness, 30% felt that they were responsive to a good extent.

Figure 5 – Responsiveness of policy makers/ legislators in the countries to promote policies/ laws regarding women economic empowerment – Young women

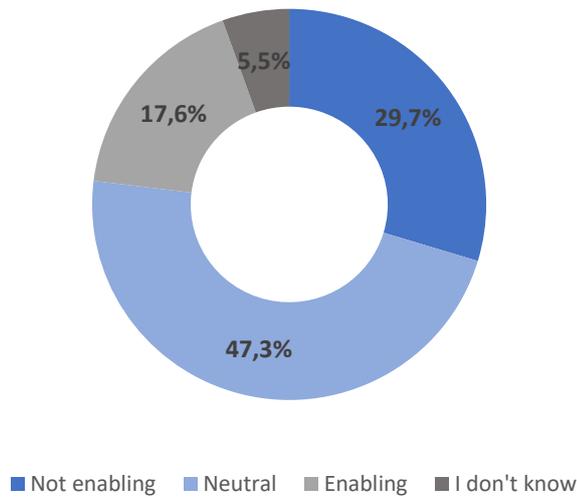


“the main problem is that we always reach a dead-end regarding legislation while legislation is the main entry point for radical change at the national level, and in order to improve the conditions of women in all of Lebanon, changing laws is one of the most important factors that affect the national level and in all sectors”. Lebanese WRO representative

Field research (Palestine, Jordan, Lebanon and Tunisia) unanimously (stakeholders and women beneficiaries) confirmed that the main issue lies with the implementation of the laws and regulations rather than the laws themselves.

Ending with an overarching question around a general description of the overall environment in your country regarding women economic empowerment/rights similarly with a 5-point Likert scale ranging from 1 Not enabling at all to 5 being Highly enabling. Unanimously, the respondents described their country’s environment as neutral/in between, evidencing the level of progress required to promote WER/empowerment.

Figure 6 – Women economic empowerment environment- Young Women



The women beneficiaries across the countries surveyed confirmed limited knowledge of their economic rights, scoring their level of awareness at no more than 15%.

INDICATOR NUMBER 2

of times that young women and WRO succeed in creating space for WRO demands and positions on women’s economic rights, empowerment and entrepreneurship, through agenda setting, influencing the debate and/or movement building.

In Jordan and Lebanon, the respondents felt in majority (41.8% and 45% respectively) neutral with regards to women having the needed capacities to create opportunities to influence decision/makers whereas in Palestine and Tunisia they assessed this statement to be true to a good extent (23.5% and 50%).

The replies were unanimous (being neutral/ in between) across countries when it came to describing the fact that women have spaces made available by WROs to influence decisions makers.

Notably Tunisia has the highest scores in terms of women having the ability to initiate organized activities to promote the inclusion of WER on the national agenda as well as promoting the debate. The view in Tunisia is that this is true to a good extent and even to a large extent (25%).

In Palestine and Tunisia, respondents responded neutral/in between to the question around the challenges/obstacles facing the WROs demands in the field of women economic rights outweigh the opportunities/success factors. Whereas in Jordan 41.4% felt that it was true to a good extent, and half of Lebanon’s respondents felt it was true to a large extent.

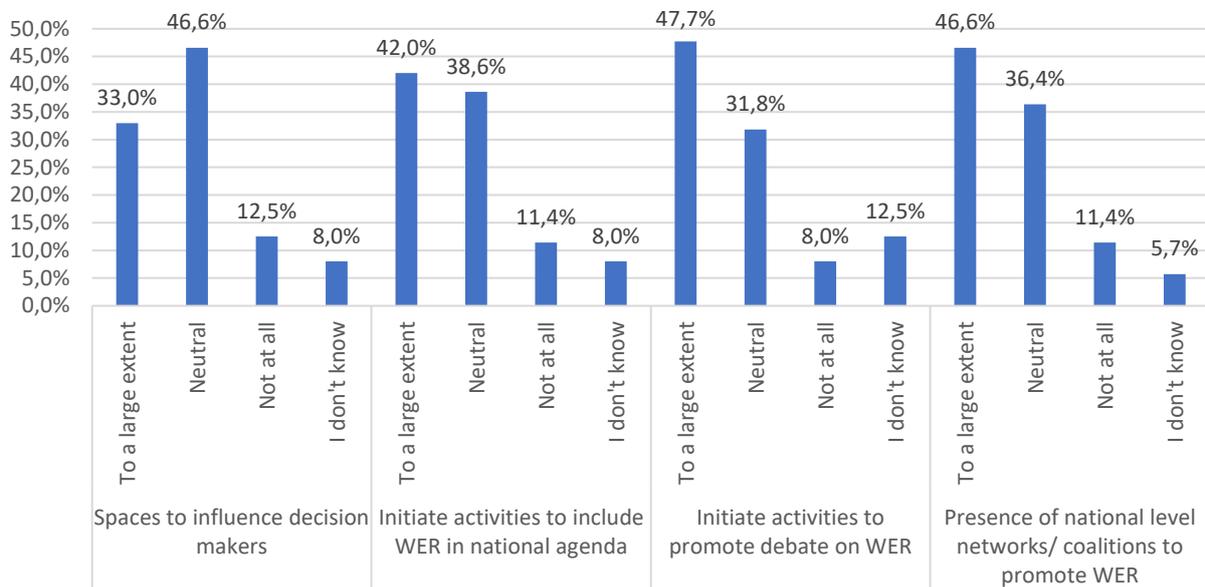
They assessed the efficacy of the WROs’ methods and strategies as either neutral/in between in Lebanon and Tunisia, but 33.3% in Palestine and 37.9% in Jordan felt it was true to a good extent, noting rates of I don’t know for all countries, but Tunisia at the 10% mark.

In the same vein replies around the fact that WROs achieve positive changes in policies/laws where the majority in the respective country replied neutral/in between.

The questionnaires for institutions capture a more positive picture, with a self-assessment in all countries that states that oscillates between true to good extent event to true to a large extent for

the sub-questions around the organization being actively involved in country-level campaign to promote WER, initiates activities designed to alleviate SGBV in the work place.

Figure 7 - Young women's role in promoting WER/empowerment



INDICATOR NUMBER 3

Significant changes of young women and WROs reflect increased sense of well-being and security that contribute to mobilization and advocacy agenda setting.

Focusing on Young women respondents to capture feelings of security and well-being the indicator is was measured through 6 questions in the survey that the respondents measured through a 5-point Likert scale ranging from 1 being not applicable at all; 2 not very applicable; 3 in between/neutral; 4 Applicable to 5 Highly applicable.

Young women felt the statement reflecting their feeling of security in participate in advocacy/organizing/ campaigning for women economic rights, true to a good extent at 36.1% although the second highest score was 32.8% replying in between and 11.5% actually not knowing. 11.5% felt that the statement was true to a large extent.

The reply in terms of “existence of safe spaces (places, platforms, media venues, forums) for me to advocate/campaign for women economic rights” was stronger with 45.9% stating that this was true to good extent and 29.5% neutral, while 6.6% replied they did not know.

The reply to the question around “concerns about violence in all its forms if I engage in defending women economic rights” was more nuanced. Although the largest score was in the true to good extent category with 29.5%, 26.2% felt that it was neutral, and 27.9% felt it was not very much true.

Concerns about harassment if engaging in defending WER captured 34.4% at not very much true, 24.6% in between and 23.0% found it to be true to a good extent.

The question on concerns about surveillance if engaging in defending WER has 31.1% respondents in the in between category, 26.2% not very much true and 24.6% true to a good extent.

Finally, in terms of assessing capacity to overcome any security threats, 37.7% replied in between, 29.5% felt that this was true to a good extent but 9.8% replied they did know.

These mixed feeling of security were reflected in the KIIs and FGDs where some WROs acknowledged that some centers are safe places for young women and provide them with support and participation. In general, it was noted that young women have the space to express their role and their issues in the field of campaigns and advocacy. Yet, there must be wider and more efficient spaces than that, the situation is acceptable and women play their role without having a government that categorically prevents it. Concerns were raised around cyberspace security and how to address the community. However, these spaces have a societal danger, and the discourse process used may have a negative impact.

INDICATOR NUMBER 4

Significant changes within Technical Think Tanks, General Assembly, networks and WROs on innovative and inclusive leadership and advocacy strategies / missions.

The indicator was measured through 3 questions in the survey that the respondents measured through a 5-point Likert scale ranging from 5 Reflective to a large extent, 4 reflective to a good extent, 3 neutral/in between, 2 not very much reflective to 1 not reflective at all.

There were 3 questions around the assessment of WROs facing resistance in their efforts to promote WER/empowerment; awareness of intersectional approaches in gender equality work. The answers of these questions followed the same pattern where the majority of respondents replied the highest by true to a good extent, respectively at 34.8% and 53.2%.

The following question on provision of inclusive leadership in the field of women economic rights saw the highest score in the “apply” category. With 35.2% finding that WROs/Relevant networks and think tanks include young women in designing their advocacy/camping strategies that aim to promote WER but 9.9% replying they did not know.

30% replying that they felt that there were networks and coalitions at the national level working to advance WER, 15.7% replying they did not know.

Some KII reflected the same variation in answers where some felt that there is no entity at the level of youth groups that coordinates with them or provides consultations and efforts are scattered.

Recognizing that there has been a more participatory approach to strategies related to women, particularly, there must be a clear way when working on social issues in real life admitting that the opinions of women's organizations or listening to the views of activists in this field were not sufficiently taken, and that the mechanism for implementation is not clear. Some going as far as mentioning the lack of acceptance of local communities for the issues of lobbying campaigns that concern women supported by the lack integrated effort and action by the WROs. Noting that given the limited fiscal space there is competition between civil society organizations over funding, and there is no strategic vision that is not based on funding.

INDICATOR NUMBER 5

of young women and WROs that have increased capacity to monitor gendered resistance, advocate strategically for EGBV and mobilize communities and alliances.

Respondents have mixed feelings with regards to the staff capacity of the organization to have the capacity to monitor gendered resistance activities in the field of WER, with most responses ranging in the neutral to true to a good extent but for Tunisia where 66.7% of respondents feel that it is true to a good extent. In Jordan, institutions feel that the staff have the capacity to monitor gendered activities (53.3%), followed by Lebanon (47.8%), and Palestine (36.4%). Responses are the same when it comes to the staff advocacy skills where responses range across countries from true to a good extent. Whereas, in Lebanon, institutions feel that the organizations have the capacity to monitor gendered activities (52.2%), followed by Jordan (46.7%), and Palestine (9.1%).

Young women felt that they have the needed advocacy skills to work on the prevention/alleviation of economic GBV for the majority at 44.3% (combining true to a good extent and to a large extent) while 37.5% replied neutral. KIIs and FGDs confirmed that while women beneficiaries have the capacity to participate in advocacy campaigns and raise awareness about rights, but there is no incentive to do this work, nor is there any financial and moral support at this level. Besides, there is a need to develop skills and to obtain information about laws, especially with regard to laws dealing with economic violence, and how to develop advocacy plans and monitor them.

In addition, the field research brought to light the limited impact of advocacy campaigns on promoting women's economic rights, due to the lack of collaborative work and networking amongst associations as well as WROs competing over donor funding and lack of sustainable funding from donors. This creates a climate of confusion in terms of advocacy priorities being set from a stakeholder and women beneficiaries' perspective, added to the problematic of the continuity and sustainability of advocacy campaigns. This environment is not conducive to mobilizing communities and creating alliances that would be enduring.

INDICATOR NUMBER 6

of gender-responsive accountability mechanisms established among targeted duty-bearers and private sector and on-going.

To the question "I am involved in activities that try to hold the government accountable to uphold WER", 26.1% felt neutral, 21.6% felt it is was not very much true and while 11.4% replied they did not know.

In terms of accountability with the question "I am involved in activities that try to hold the legislator/parliament accountable to uphold WER", 27.3% felt it was not very much true and 25% neutral with 15.9% not knowing.

Field research (across countries surveyed) emphasized that given the economic challenges in the various countries and despite laws to protect WERs, violations of women economic rights are widely accepted, including by the women themselves due to social norms (wide acceptance of the fact that women are not considered as the main breadwinner), the lack of economic and employment opportunities and the absence of a comprehensive social protection system.

The KII and FGDs reflected the same level of answers in terms for lack of accountability, linking the absence of accountability mechanisms to the weakness in service provision, admitting there is a need to have sustainable mechanisms that cover the needs of women and empowerment at the institutional level, and to identify and implement tools for that.

“There is also a separation between empowerment at the level of skills and empowerment at the level of policies and laws amendments.”

CHAPTER 4: CONCLUSIONS AND RECOMMENDATIONS

CONCLUSIONS

In Jordan, Lebanon, Palestine and even in Tunisia, structural inequality continues to impact women, who suffer from discrimination and restrictions to accessing the labour market and are denied full access to their economic rights. Add on the increase in the unpaid care work burden on women subsequent to the COVID-19 pandemic and ensuing measures of containment.

Women cannot enjoy their full economic rights given the disabling environment they live in. The countries covered showed evidence of strong gendered norms with legal frameworks strongly influenced by patriarchal norms. Additionally, when legal reforms do occur, implementation and enforcement are at best scattered when/if non-existent.

Without the development and inclusion of social protection benefits related to care; leave policies; family-friendly working arrangements; and care-relevant infrastructure, women’s option to enter the labour force will continue to be limited. As an example, lack of safe transport options can translate into girls missing schools, women not looking for jobs far away from their homes, giving up their jobs or being unable to access health or childcare services.

Deterring social norms, closely linked to personal status law, lack of support system whether childcare services or transportation costs hinder mobility and impact severely WER. In the area of women's participation in the labour market, this shows the importance of reviewing and repealing discriminatory legislation and formal and informal procedures on women's employment to ensure a friendly and current working environment of discrimination in all sectors of women's work.

In addition to increasing decent employment opportunities for women in different sectors, promoting and motivating employers to ensure that they employ women and provide them with an attractive and empowering working environment for women in all areas, especially non-traditional ones, and promote entrepreneurship among women and their ability to own and access financial resources.

Promoting women’s political participation and encouraging women to take positions of leadership whether in public life or accessing positions in the public and private sectors, civil society, and political life without discrimination.

GBV is a global scourge with nearly 4 in every 10 of all women victims of homicide worldwide are killed by intimate partners. 37% of Arab women have experienced some form of violence in their lifetime. There are indicators that the percentage might be higher. The pandemic has brought forward the urgency in addressing GBV. This holds true for all the countries in review.

As for the gendered-resistance to economic empowerment and rights, despite limited information available on the topic and lack of visibility and transparency in terms of laws, policies blocked, some examples are shared by activist's organisations on social media and in the press or during the FGD and KII, an example can be found below:

LEBANON

In a move that marks progress by criminalizing sexual harassment and establishing protection for whistle-blowers, Lebanon passed the "Sexual Harassment Criminalization and Rehabilitation of Victims Act" on December 21, 2020. However, this law falls short of the Convention on the Elimination of Violence and Harassment, which provides for governments to address violence and harassment at work through a "comprehensive, integrated and gender-sensitive approach", including through labour laws, occupational health and safety, equality and non-discrimination, as well as criminal law. According to Human Rights Watch, Lebanon's new law criminalizing sexual harassment does not meet international standards. The law merely addresses sexual harassment as a crime and ignores preventive measures, labour law reforms, monitoring and civil remedies. The Lebanese government should adopt a comprehensive approach, including the ratification and implementation of the ILO Convention on the Elimination of Violence and Harassment²⁰.

PALESTINE

The non-compliance with the minimum wage, applies to female workers in factories and shops alike. However, despite clear violations of their economic rights, these women do not stand up for their rights because their government do not provide better alternatives. Despite a regulation where minimum wages are set, private business cannot comply with the regulation given the financial burden it places on them. A striking example is the arena of childcare and workers in kindergarten facilities who are paid lower wages than the minimum set. The Ministry of Labor (MOL) is aware of this violation and over the past year, the CFCD had several meetings with the MOL, including with their inspectors who confirmed that the kindergarten employers threatened to shut down their facilities should the minimum wage be enforced. Since for minimum wage to be enforced, the government should abridge the financing gap through subsidies, the status quo remains whereby kindergarten employees prefer to accept wages below minimum standards to maintain employment. Implementation of this decree turns into an unattainable target. Field research highlighted the reluctance of authorities to tackle this violation as the female employees are not considered breadwinners and their income as supplemental. To become achievable, it would require for the government to contribute the financing gap, which is currently not on the agenda, despite request from WROs.

TUNISIA

In Tunisia there has been various efforts to amend the Basic Law on the Budget for 2019 (Chapter 18) to ensure that the national budget is gender-responsive. According to the organisations that participated in the FGD, the Tunisian Parliament did not approve the amendment. Instead, the text has been amended to consider the principle of equality and equal opportunities between women

²⁰ <https://www.hrw.org/ar/news/2021/03/05/378078>

and men and other social groups. This, according to the organisations is reflective of the conservative views held by the majority in the Tunisian Parliament (Al-Nahda).

PRELIMINARY RECOMMENDATIONS

This section is divided into two parts. The first part presents the recommendations gathered from interviews and focus group discussion with various stakeholders. The opportunities' section provided above details the programmatic recommendations linked to the findings of the survey and other data gathering work including desk review.

Recommendations from stakeholders

- Adopting a holistic approach to rights and not looking at economic rights in a fragmented manner at policy level as well as INGOs, WROs and CSOS, recognizing that international pressure can play a positive role in advancing women's rights;
- Foster collaborative participation through involvement of civil society in planning programs and setting priorities, not only in implementation phases of projects;
- Adopt a cohesive approach to dividing the work on advancing women's issues amongst associations to avoid duplication and repetition and avoid competition between different associations;
- Since there are no direct campaigns about women's economic rights, before launching an advocacy campaign increase awareness on WER;
- From an Empowerment perspective: introducing women into new educational fields and specializations that will enable them to enter the labour market and in the required fields. Close the gap between the education provided to women and the actual needs of the labour market;
- Need for specialized studies and advocacy programs urging the private sector to take a stronger stance on Women's economic empowerment issues and enhance the role of women;
- Amending the legal framework on different levels (personal status law/inheritance and women's access to land ownership/ social protection/ labour law); including joining the call to action to advocate and lobby for the adaptation of the ILO Harassment and Violence in the Workplace Convention (C190) in the countries surveyed;
- Capacitate young women as well as build capacity of WROs, CSOs on how to prepare an advocacy plan, execute and mitigate collateral consequences.

Opportunities identified during baseline assessment

- Providing a clearer definition of EGBV within the regional context, given that the concept is at the intersectionality of GBV and Economic rights creating confusion with the stakeholders;
- Defining target groups under the project against specified activities and tailored indicators. Currently the project targets: young women (age to be defined), refugees, women with disability, rural women. Recognizing their exposure to EGBV, further tightening of the target group would mitigate potential competing agenda between these groups;

- Ensure that the activities and beneficiaries and the outcomes can be measured in a valid and reliable manner; as an example: which framework and tool will be used to measure “Significant change”?
- Operationalize the indicators in a manner that is relevant to the activity’s beneficiaries and context;
- Given the array of laws under which the concepts of EGBV and WER fall, developing a mapping (preliminary potential mapping draft in chapter 1). Subsequently, a scorecard can be designed and developed to allow for a thorough review of laws addressing EGBV with specific criteria to be assessed against;
- Some additional consideration could be given to the formulation of the indicators themselves so that they have a single focus, rather than combining several dimensions in one indicator: e.g. safe spaces = virtual and real spaces (factoring the digital divide between men and women as well as rural vs urban mobile/internet usage for online spaces). This is an exercise that requires institutional will and specialised expertise.

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ANNEXES

ANNEX 1. GUIDING QUESTIONS FOR KIIS AND FGDS

Overall Guidelines for Key Informants Interviews (KIIs) and Focus Groups:

Governments/INGOs/WROs and other key informants

Background question for each key informant:

Name of KI:

Position:

Institution:

Date of interview:

Please introduce yourself and your work (especially in as much as it works on gender equality/mainstreaming/women empowerment in economic and social fields, Economic-Gender Based Violence). Please introduce yourself and your work (especially in as much as it works on gender equality/women empowerment in economic and social fields).

- In view of our country, what are the existing policies, strategies and efforts that seek to promote women economic rights and empowerment?
- How do you assess them?
- Are they responsive to the present needs, gaps and overall context?
- What are the latest improvements on laws/policies/strategies to promote women's economic rights and empowerment?
- What is the level of implementation of these laws, policies, strategies?
- How are they evident in the programming, planning and budgeting of the following actors?
 - The Government
 - The private sector
 - The relevant international actors active in the country
 - Civil society organizations including WROs
- What are the obstacles faced when implementing these policies and strategies?
- From your experience, please give examples.
- What are the available organizations/networks/collective efforts that can be supportive of women economic rights and empowerment?
- Are they sufficient? Why? Please provide evidence/examples?
- What are the existing programs and national-level networks/coalitions to promote women economic rights? How do you assess them? What are their strengths and weaknesses?

- How do you assess the role of advocacy/campaigning/organizing by WROs and other relevant rights-based organizations/coalitions in influencing policies/laws regarding women economic rights/empowerment?
- Were there any laws/policies/strategies blocked, resisted, adopted? What happened? What were the drivers of success/failure? Please give specific examples.
- What are the existing monitoring mechanisms over the implementation of laws and policies that cater to women economic rights/empowerment? Which ones address the issue of EGBV? Are they sufficient? Effective/ Why?
- Do women report economic gender-based violence? What is the existing environment for women's access to justice?
- What are the national and international accountability mechanisms? Do they include mechanisms that hold the government, the private sector, international organizations, CSOs accountable for the protection of women economic rights/EGBV and achieving empowerment?
- What is the current knowledge and skills in relation to intersectional approaches in gender equality among members of involved organizations? Please provide details.
- Are the involved organizations able to advocate strategically for EGBV on behalf of women and hold gender-responsive accountability mechanisms? Why/why not?
- What are the lacking capacities and skills to be able to lobby, advocate and campaign effectively? Please provide details.
- How active are young women in advocating/campaigning/organizing for women economic rights/protection from EGBV and achieving empowerment? Examples? How does your organization communicate and reach out to young women?
- Do young women initiate organized activities to promote debate on women economic rights? Please elaborate.
- Are there secure spaces for young women who advocate for women's rights? What are these spaces? Please assess the security/safety of each?
- Do you have future plans to increase women's participation in advocating/campaigning/influencing laws/policies/strategies to promote women economic rights? What are the skills and resources needed?
- What are the main challenges, obstacles and gaps in protecting women economic rights and achieving women economic empowerment?
- What are the existing opportunities in protecting women economic rights and achieving women economic empowerment? Please provide recommendations on:
 - how to promote women economic rights/empowerment/protect them from EGBV,
 - how WROs/coalitions can better promote women economic rights/empowerment in laws, policies, strategies,
 - how to introduce improved/effective advocacy/campaigning/organizing to influence laws, policies, strategies,

- Please provide mechanisms to include young women in these efforts;
- how to include young women in these efforts,
 - how to monitor progress/drawbacks and resistance/responsiveness,
 - how to strengthen accountability mechanisms and access to due process/justice by women facing EGBV

Any other recommendations/final comments/thoughts.

Focus groups: Young women

Thank you for agreeing to participate in the discussion

Arab World for Research and Development (AWRAD), a local specialist evaluation firm that works in the humanitarian and development sectors. Kvinna till Kvinna Foundation have contracted AWRAD to do a baseline assessment on MENA Feminist Power in Action for Women's Economic Rights in partnership with Arab Women Organization, Collective for Research and Training on Development, Palestinian Working Women Society for Development in Palestine, Jordan, Lebanon and Tunisia.

The discussion will last around two hours (adapt length as needed for participants' schedule). Information provided in this discussion is strictly confidential and it is a safe environment to share with AWRAD your experience, thoughts and hopes. It will be consolidated into an integrated overall report and no personal information will be linked to the participants, so we are asking all participants to be frank and open in answering. Do you have any questions for us before we begin?

- Please introduce yourself... Tell us about your interests and level of activism/in what fields?
- How would you assess the level of interest/activism among young women? their involvement in advocacy/ campaigning/influencing/organizing to promote women rights in general? Women economic rights and empowerment in particular?
- Do you know of any examples/initiatives/programs that involve young women in advocacy/ campaigning/influencing/organizing to promote women economic rights, empowerment and reduce Economic-Gender Based Violence and empowerment in your country? And empowerment in your country?
- Have you participated in organized activities and/or in a campaign to promote the inclusion of women economic rights on the national agenda?
- If yes, in what capacity? Please describe.
- In what capacity? Please describe.
- Do you feel safe to address economic injustice? What are the available spaces that allow young women like yourself to assert their views and practice their activism in the field of WEE? What makes these spaces safe/unsafe for young women? How empowering/disempowering are these spaces for young women activism? Please explain.
- How do you assess the laws/policies/strategies that promote women's economic rights and empowerment? What needs to be changed? What are the gaps and the needed reforms?
- What are the available organizations that can be supportive of women's economic empowerment? Are they sufficiently addressing the gaps and needs? How? Why/why not?

- What do you think of the efforts by civil society, international organizations and governments to include women's economic rights and empowerment in their own programming?
- Let's divide into groups, each group will identify one gap in the laws/policies/strategies of one of the following actors responsible for WEE and protection of women from EGBV:
 - The Government
 - The parliament
 - International organizations
 - The private sector

Design and advocacy campaign to address the identified gap by answering the following questions:

- 1) Why did you choose this issue/gap/ provide evidence why it is important.
- 2) What are the main messages that you will seek to promote among the members of this targeted actor/group
- 3) How would you go about designing your campaign? Who specifically would youyou would target? What are the phases of your campaign? What resources would you use (media, research, political groups, etc.)
- 4) What would be the obstacles that will face you in achieving your goals? How would you address them?
- 5) Would you resort to the existing WROs? Existing networks? Which ones? Why?

After the presentations, please let us know what interventions are needed to promote your capacity to be more effective in designing campaigns, organizing, making coalitions and influencing to promote women economic rights? Do you have the needed skills and capacities to influence decision makers/legislators to promote women economic rights and empowerment? Please elaborate.

- What are your recommendations to build the capacity of WROs to include young women in tehri advocacy/campaigning work in this field?
- Any other comments/recommendations.

ANNEX 2. SURVEY

SURVEY 1 – YOUNG WOMEN

1	Country	1.Paletine 2.Jordan 3.Lebanon 4.Tunis	
2	Type of place of residence	1.Urban 2.Rural 3.Refugee camps	
3	Marital status	1.Single 2.Married 3.Divorced/separated 4.Widow	
4	Level of education	1. BA and higher 2. Two years' diploma 3. Finished high school 4. 10 years education	
5	Family income compared to the average in your community:	1. Above average 2. Average 3. Below average	
6	Work status	1. Still a student 2. House wife 3. Looking for work 4. Government employee 5. Private sector employee 6. Civil society employee	
7	Have you participated in previous trainings/workshops/programs for empowerment and training for young women?	1.Yes, more than 3 times 2. Yes, 1 to 3 times 3. No	
8	How many years have you spent in activities with a feminist / human rights organization in any capacity (volunteer, trainee, employee,)?	1.Never 2.Less than one year 3.One to two years 4.More than 2 years	

9	How would you describe your PRESENT level of familiarity of the following aspects regarding women economic rights								
		Not familiar at all	Not very familiar	In between /neutral	Familiar	Familiar to a large extent	No answer		
9_1	Laws in my country that promote women's economic rights/empowerment	1	2	3	4	5	6		
9_2	Policies in my country that promote women's economic rights/empowerment	1	2	3	4	5	6		
9_3	Specific strategies/programming in my country that promote women's economic rights/empowerment	1	2	3	4	5	6		
9_4	Government budgets allocated to promote women's economic rights/empowerment	1	2	3	4	5	6		
9_5	Specific programs funded by international institutions to support promote women's economic rights/empowerment	1	2	3	4	5	6		
9_6	Specific efforts by international institutions to include women's economic rights/empowerment in their own programming	1	2	3	4	5	6		
9_7	Specific efforts by civil society/WROs to include women's economic rights/empowerment in their own programming	1	2	3	4	5	6		
10	Would you say that policy makers/legislators in your country are responsive/irresponsive to demands to promote policies/laws regarding women economic rights/empowerment?			1. Not responsive at all 2. Not very responsive 3. Neutral/in between 4. Responsive to good extent 5. I don't know					
11	In general, how would you describe the overall environment in your country regarding women economic empowerment/rights? Would you say that it is.....?			1. Not enabling at all 2. Not very enabling 3. Neutral/in between 4. Enabling to a good extent 5. I don't know					

12	At the present time, would you say that the following statements are reflective/unreflective of the reality in your country regarding young women's role in promoting women economic rights?							
		Not true at all	Not very much true	Neutral/in between	True to a good extent	True to a large extent	I don't know	
12_1	Young women have the needed capacities (skills) to create opportunities to influence decision makers/legislators in the field of promoting women economic rights/empowerment	1	2	3	4	5	6	
12_2	Young women have spaces made available by WROs to influence decision makers/legislators in the field of promoting women economic rights/empowerment	1	2	3	4	5	6	
12_3	Young women initiate organized activities to promote the inclusion of the women economic rights on the national agenda	1	2	3	4	5	6	
	Young women initiate organized activities to promote debate on women economic rights	1	2	3	4	5	6	
13	Would you say that the following are reflective/not reflective of your own situation (at a personal level)?							
		Not true at all	Not very much true	Neutral/in between	True to a good extent	True to a large extent	I don't know	
13_1	I have the needed skills/capacities to create opportunities to influence decision makers/legislators in the field of promoting women economic rights/empowerment	1	2	3	4	5	6	
13_2	I participated in organized activities to promote the inclusion of the women economic rights on the national agenda	1	2	3	4	5	6	
13_3	I initiated organized activities to promote debate on women economic rights	1	2	3	4	5	6	

13_4	I participated in a campaign/s to influence decision makers/legislators to promote women economic rights/empowerment	1	2	3	4	5	6	
13_5	I have a good understanding of the resistance factors that obstruct the achievement of women economic rights	1	2	3	4	5	6	
13_6	I am following the latest information (news, research) on the issue of women economic rights	1	2	3	4	5	6	
13_7	I have the needed advocacy skills to work on the prevention/alleviation of economic GBV	1	2	3	4	5	6	
13-8	I consider myself interested in the issue of women's economic rights	1	2	3	4	5	6	
13-9	I consider myself an activist for women's economic rights	1	2	3	4	5	6	
13-10	I consider myself empowered to lead the work towards equal economic rights for women	1	2	3	4	5	6	
13-11	I am involved in activities that try to hold the government accountable to uphold women economic rights	1	2	3	4	5	6	
13-12	I am involved in activities that try to hold the legislator/parliament accountable to uphold women economic rights	1	2	3	4	5	6	
13-13	I am involved in activities that try to hold relevant international organizations (bodies) accountable to uphold women economic rights	1	2	3	4	5	6	
13-14	I am involved in activities that try to hold civil society organizations accountable to uphold women economic rights	1	2	3	4	5	6	
13-15	I am involved in activities that try to hold the private sector accountable to uphold women economic rights	1	2	3	4	5	6	
14	In terms of feeling safe and secure with regard to the freedom to participate in women's economic rights advocacy activities, how true are the following statements as they apply to you personally?							

		Not true at all	Not very much true	Neutral/in between	True to a good extent	True to a large extent	I don't know	
14-1	I feel secure to participate in advocacy/organizing/ campaigning for women economic rights	1	2	3	4	5	6	
14-2	I feel that there are safe spaces (places, platforms, media venues, forums) for me to advocate/campaign for women economic rights	1	2	3	4	5	6	
14-3	I am concerned about violence in all its forms if I engage in defending women economic rights	1	2	3	4	5	6	
14-4	I am concerned about harassment if I engage in defending women economic rights	1	2	3	4	5	6	
14-5	I am concerned about surveillance if I engage in defending women economic rights	1	2	3	4	5	6	
14-6	I feel I have the capacity to overcome any security threats	1	2	3	4	5	6	
15	At the present time, would you say that the following statements are reflective/unreflective of the reality in your country regarding WROs/networks role in promoting women economic rights?							
		Not applicable to a large extent	Not applicable	Neutral/in between	Apply	Apply to large extent	I don't know	
15-1	WROs/Relevant networks and think tanks initiate innovative interventions to promote women economic rights	1	2	3	4	5	6	
15-2	WROs/Relevant networks and think tanks practice inclusive leadership in their efforts to promote women economic rights	1	2	3	4	5	6	
15-3	WROs/Relevant networks and think tanks practice inclusive leadership in their efforts to promote women economic rights	1	2	3	4	5	6	

15-4	There are networks and coalitions at the national level working to advance women's economic rights	1	2	3	4	5	6	
15-5	WROs provide an effective leadership role in advocating/campaigning for women economic rights	1	2	3	4	5	6	

SURVEY 2 – INSTITUTIONS

FEMPAWER – Institutions Questionnaire								
1	Country	1.Palestine 2.Jordan 3.Lebanon 4.Tunis						
2	Type of place of residence	1.Urban 2.Rural 3.Refugee camps						
3	Gender	1.Male 2.Female						
4	Is your organization mainly	1. Think tank/research center 2. International/UN agency 3. Civil society institution 4. WRO 5. Human rights organization						
5	Level of education	1. BA and higher 2. Two years' diploma 3. Finished high school 4. WRO 5. Human rights organization						
6	What is the key activity of your organization:	1. Charity 2. Advocacy/lobbying 3. Capacity building 4. Awareness 5. Development programming and delivery 6. Another civil society institution						
7	How would you describe your PRESENT level of familiarity of the following aspects regarding women economic rights							
		Not familiar at all	Not very familiar	In between/neutral	Familiar	Familiar to a large extent	No answer	
7_1	Laws in my country that promote women's	1	2	3	4	5	6	

	economic rights/empowerment							
7_2	Policies in my country that promote women's economic rights/empowerment	1	2	3	4	5	6	
7_3	Specific strategies/programming in my country that promote women's economic rights/empowerment	1	2	3	4	5	6	
7_4	Government budgets allocated to promote women's economic rights/empowerment	1	2	3	4	5	6	
7_5	Specific programs funded by international institutions to support promote women's economic rights/empowerment	1	2	3	4	5	6	
7_6	Specific efforts by international institutions to include women's economic rights/empowerment in their own programming	1	2	3	4	5	6	
7_7	Specific efforts by civil society/WROs to include women's economic rights/empowerment in their own programming	1	2	3	4	5	6	
8	Would you say that policy makers/legislators in your country are responsive/irresponsive to demands to promote policies/laws regarding women economic rights/empowerment?	1. Not enabling at all 2. Not very enabling 3. Neutral/in between 4. Enabling to a good extent 5. I don't know						
9	In general, how would you describe the overall environment in your country regarding women economic empowerment/rights? Would you say that it is.....?	1. Not enabling at all 2. Not very enabling 3. Neutral/in between 4. Enabling to a good extent 5. I don't know						

10	At the present time, would you say that the following statements are reflective/unreflective of the reality in your country regarding young women's role in promoting women economic rights?							
		Not true at all	Not very much true	Neutral/in between	True to a good extent	True to a large extent	I don't know	
10_1	Young women have the needed capacities (skills) to create opportunities to influence decision makers/legislators in the field of promoting women economic rights/empowerment	1	2	3	4	5	6	
10_2	Young women have spaces made available by WROs to influence decision makers/legislators in the field of promoting women economic rights/empowerment	1	2	3	4	5	6	
10_3	Young women initiate organized activities to promote the inclusion of the women economic rights on the national agenda	1	2	3	4	5	6	
10_4	Young women initiate organized activities to promote debate on women economic rights	1	2	3	4	5	6	
10-5	There are national-level networks/coalitions that work to promote women economic rights	1	2	3	4	5	6	
10-6	There are meetings, round-table discussions, virtual meetings (e.g. webinars), networking and partnership events in relation to women economic rights	1	2	3	4	5	6	
10-7	The challenges/obstacles facing the WROs demands in the field of women economic rights outweigh the opportunities/success factors	1	2	3	4	5	6	
10-8	The current methods and strategies WROs employ to set agendas, influence debates and movement building are effective	1	2	3	4	5	6	
10-9	In general, I would say that WROs are achieving positive changes in policies/laws that actually promote women economic rights/empowerment	1	2	3	4	5	6	
11	Would you say that the following are reflective/not reflective of the current situation of your organization?							
		Not true at all	Not very much true	Neutral/in between	True to a good extent	True to a large extent	I don't know	
11_1	My organization is part of a country-level networks/coalitions	1	2	3	4	5	6	

	that works to promote women economic rights/empowerment							
11_2	My organization is actively involved in country-level campaigns to promote women economic rights with the government/legislator	1	2	3	4	5	6	
11_3	My organization is actively involved in country-level campaigns to promote women economic rights with relevant international organizations	1	2	3	4	5	6	
11_4	My organization is actively involved in country-level campaigns to promote women economic rights in the informal sector	1	2	3	4	5	6	
11_5	My organization is actively initiating activities that are designed to prevent/alleviate SGBV in the work place	1	2	3	4	5	6	
11_6	The staff of my organization are aware of the violations against women economic rights in my country	1	2	3	4	5	6	
11_7	My organization has written policies, procedures, manuals, etc. used to create space for demands and positions on women economic rights	1	2	3	4	5	6	
12	Would you say that the following are reflective/not reflective of the current situation of your organization?							
		Not true at all	Not very much true	Neutral/in between	True to a good extent	True to a large extent	I don't know	
12-1	The staff of my organization have skills specific to accurately monitor gendered resistance activities in the field of women economic rights	1	2	3	4	5	6	
12-2	My organization has the resources/capacity to monitor gendered resistance activities in	1	2	3	4	5	6	

	the field of women economic rights							
12-3	The staff of my organization have advocacy skills specific to work on the prevention/alleviation of economic GBV	1	2	3	4	5	6	
13	At the present time, would you say that the following statements are reflective/unreflective of the reality in your country regarding young women's role in promoting women economic rights? (5 Reflective to a large extent, 4 reflective to a good extent, 3 neutral/in between, 2 not very much reflective, 1 not reflective at all)							
		To a large extent	To a good extent	Neutral / in between	Not very much	Not reflective at all		
13-1	WROs face resistance in their efforts to promote women economic rights/empowerment	5	4	3	2	1		
13-2	WROs are aware of intersectional approaches in gender equality work	5	4	3	2	1		
13-3	WROs provide inclusive leadership in the field of women economic rights	5	4	3	2	1		
13-4	WROs provide innovative strategies/programming in the field of women economic rights	5	4	3	2	1		
13-5	WROs have effective advocacy strategies to promote women economic rights	5	4	3	2	1		
14	At the present time, would you say that the following statements are reflective/unreflective of the reality in your country regarding young women's role in promoting women economic rights? (5 Reflective to a large extent, 4 reflective to a good extent, 3 neutral/in between, 2 not very much reflective, 1 not reflective at all)							
		To a large extent	To a good extent	Neutral / in between	Not very much	Not reflective at all		
14-1	There are functional national accountability systems to hold duty bearers responsible for the protection/promotion of women economic rights	5	4	3	2	1		

14-2	There are gender-sensitive national accountability systems to hold duty bearers responsible for the protection/promotion of women economic rights	5	4	3	2	1		
15	Please rate the level of resistance by each one of the following duty bearers at the present time regarding the protection/promotion of women economic rights. Would you say it is 5 very high, 4 high, 3 neutral, 2 low, 1 very low?							
		Very high	high	neutral	low	Very low		
15-1	Government	5	4	3	2	1		
15-2	Legislator/parliament							
15-3	International institutions/bodies							
15-4	Civil society organizations							
15-5	The private sector							

Economic gender-based violence (EGBV)²¹ is the form of gender-based violence least explored and comprises gender-based differential in access to material, financial as well as informational resources as well as services. Resources include, use and/or control to funds and credit; limited access to health care, employment, education, including agricultural resources; exclusion from financial decision-making; and discriminatory traditional laws on inheritance, property rights, and use of communal land. EGBV occurs in the households, within communities and in society at large where women are marginalised into the private sphere doing reproductive and/or informal work, lacking access to the various forms of resources having financial values making them autonomous. Women could further be regarded as a financial commodity and forced into early marriage, or survival sex. These practises build on the patriarchal notion depriving women choice and influence in decision making. In contexts of conflict and post conflict, economic violence deepens. Women suffer disproportionately from the effects of war, particularly in terms of livelihoods. This as gender-related development is not a high priority, subsequently limited resources are directed towards immediate (and at times gender-blind) human security needs and reconstruction efforts. Further, women suffer from historical pre-conflict legacies of poor investment in gender-equal economic and social development with respect to education, health, housing, food security, water, property and land rights. Support mechanisms are fractured or non-existent with huge consequences on women's ability to access and benefit from markets.

Gender-responsive accountability mechanisms require that a) (young) women – in all their diversity – effectively and meaningfully can participate in accountability processes. Decision-makers must answer to the (young) women who are most affected by their decisions; b) women's rights and gender equality are advanced through these processes. In the Programme duty bearers are to respond to economic violations with actions that materialise the economic rights through various instruments identified relevant by the target group. As for the private sector; states are reluctant to unilaterally impose strict measures as this is assessed to inhibit international competitiveness, so very few states have laws that require social responsibility standards of private sector entities, leaving this instead to be determined by (international) market forces. Various frameworks have been developed globally to promote voluntary compliance with Corporate Social Responsibility (CSR) standards, which can be seized upon as basis for advocacy towards private entities. In the context of the Programme accountability towards the private sector²² aims to have them benchmark their own performance over time; locate and systematically monitor their progress in implementing employees' rights and gender equality considerations into their business and highlight their strengths and potential areas for improvement. The accountability towards state institutions in the Programme engages in the process of transparency, participation and feedback and monitoring by which public officials inform, and engage in civic engagement, as well as justify their plans of action; their behaviour and results and are sanctioned accordingly.

²¹ Needs to be reviewed and amended

²² UN Women private sector accountability framework UNW-PSAF

Intersectionality is understanding inequality as a multi-dimensional power relation of discrimination in which identities and expressions of gender²³, race, sexuality, religion, ethnicity, age, and class interact, forming and reinforcing social inequality, injustice and discrimination. These intersections are endless and cannot be considered independently from one another, since they constantly interact with each other and often reinforce the oppression each brings. In the Programme, working on intersectionality means to consider the opinions of young women (intersected with social statuses and disability) and learn from them who are facing the oppression associated with these identities in the field of EGBV.

Safe space is a multileveled notion, and in this Program it includes the physical realm, the online virtual space with various platforms and applications, the individual and organisational mindset, trust and security for young women to exercise their rights to freedom of association, expression, and peaceful assembly. By forming associations, by speaking out on issues of public concern, by gathering in online and offline fora, and by participating in public decision-making, individuals use civic space to solve problems and improve lives. In the present context, it refers to the absence of threats and reprisals against civil society activists, as well as plurality of voices; a) secure space to strategize and develop advocacy missions, and b) an inclusive and open space where the process of learnings and knowledge is open-ended.

Shrinking (civic) space is a term to capture the process of increasing restrictions on the space in which civil society can organise and bring forward their positions. Mostly it is referred to how states impose legal restrictions as means to control civil society organisation through increasing criminalisation and bureaucratisation of human rights work. This Programme seconds this perception and makes further additions as the space not only is shrinking due to State interventions but also since there is an increase of conservative values imposed by State authorities and other political actors having the consequence of a social and political surveillance for women activists, even stronger imposed on young women, as their age enables a guardianship approach by family members.

Technical Think Tanks (TTT) formed by specific groups representing specific segments of women society as well as intersectionality such as women with disability groups, LGBTQI CSO, rural women ones, etc. Indeed, WROs are reinforced by the Technical Think Tanks (TTT) that supports the technical and programmatic quality of the Programme. The TTT are accountable to the SC. The methodologies adopted by the Technical Think Tanks to interact with WRO staff and right holders will be mainly driven by the Peer to Peer model that includes debriefing and venting if needed, learning and empowerment. By the establishment of collaborative relationships with the Technical Think Tanks (peer support providers), the WRO advocates (staff and/or right holders) can increase their own understanding of specific vulnerabilities and intersections and develop their skills for supporting right holders who are experiencing economic violence, while also sharing their knowledge about it. Demand driven is central to capacity development, based on the recognition that capacity already exists, and the consortium role is to increase it and add value; as well as

²³ Cultural and social construction of femininities and masculinities in attitudes, norms, identities, ideologies and practise which then influence “behaviours, products, technologies, environments, and knowledges”, which includes but is not limited to men, women, and non-binary people, as well two-spirit and other genders.

understand the social and political context in which capacity is being strengthened. The capacity development strategy aims at providing space for WROs to self-identify capacity development support including gaps, learning objectives and strategies.

Women economic empowerment (WEE) is a transformative process where individual and collective agency gain voice and choice to address the economic violence they are exposed to and obtain their economic rights, and exercise access, use and control over resources. This Programme will utilise WEE as this transformative process for the young women to gain agency through safe space, inclusive leadership and capacity to ultimately advocate and lobby the inequalities and bring forward inclusive gender-sensitive solutions for economic rights to duty bearers.

Women's Economic Rights (WER) are outlined in the International Convent of Economic, Social and Cultural Rights (ICESCR). Economic, social and cultural rights have traditionally been under-prioritised by human and women's rights organisations, who have tended to focus on civil and political rights as inalienable, while economic and social issues are considered prioritisations that should left to be decided through political contestation within each state. However, the ICESCR specify the right to "minimum core standards", "progressive realisation" and use of "maximum available resources". At the same time, international financial institutions (IFIs) operate under an economic theory that considers the prominence of "the Market" to be a value-neutral axiom, which cannot be challenged politically. With these IFI's often wielding significant norm-setting power over economic policy in countries depending on development financing, this theory in effect limits the space for political contestation of economic prioritisations including efforts to promote women's economic empowerment (and controls access to education, employment and health). The Programme will utilise the monitoring and assessment framework used by the Committee on Economic, Social and Cultural Rights (CESCR) has developed significantly over the last two decades.

ANNEX 4 THE ROLE OF YOUNG WOMEN IN PROMOTING/ORGANIZING/ADVOCATING FOR WOMEN ECONOMIC RIGHTS/COMBATING EGBV (REALITY, OBSTACLES, OPPORTUNITIES)

Jordan

Ahel For Community Organizing and the Sadaqa institution are models for modern feminist institutional work, founded by women who believe in women's rights and community work that leads to change.

Ahel For Community Organizing provides the necessary support to community groups to organize and build their strength, leadership and resources in the form of campaigns to lead change and achieve justice and freedom. The support provided by Ahel including training and guidance is based on the foundations of organizing community values. Ahel provides the necessary support to groups in order for them to organize and build their strength and leadership in the form of campaigns to lead change and achieve social and political advancement. They adopt a value-based community organization approach in the way the trainings and accompanying campaigns are implemented.

Nesreen Hajj Ahmed and Mays Al-Arqsoussi founded Ahel in 2011 with the support of My Community Initiative members such as Samar Dodin, Rawan Al-Zein, Iman Al-Nimri, Kifah Adnan, Noura Awad, Reem Manna, Sawsan Al-Zaatari, Basil Jibril and Ashraf Hamza. Professor Marshall Ganz, of Harvard Kennedy School, provide guidance and advice for Ahel's projects and activities.

Ahel provides training to campaigners on the foundations and practices of community organizing and campaigning, empowers and guides campaigners during their journey, and conducts research and document cases related to community leadership for change. Among the campaigns that have been implemented in the field of workers' rights are the Sadaqa campaign, which later turned into an institution, and the Qom **قم مع المعلم** campaign with the teacher.

The Sadaqa institution was launched in 2011 as a campaign, and in 2012 it was officially registered as a non-profit company, and it started working in a systematic manner based on the approach of community organization in order to support the working family and encourage women to enter the labour market by creating a friendly, positive, attractive and sustainable work environment for the work of women and the working family.

According to studies conducted by Sadaqa and other national institutions, it was shown that women's exclusion and reluctance to participate in the labour market is due to three main structural reasons: the lack of suitable institutional nurseries or places to care for children of working families, inequity in wages and low wages, and the lack of effective and safe public transportation. A study conducted by Sadaqa in 2011 on the benefits of having a nursery in the workplace confirmed positive psychological support and its impact on working women and on motivating them to continue with work, career advancement and leadership positions.

Sadaqa has been able to achieve the following:

- Increasing the number of institutional nurseries: Sadaqa strengthened its interaction with companies and institutions in the sectors of education, health, textile factories, banks and communications, reaching hundreds of them, and as a result: the establishment of more than 100 institutional nurseries in the workplace. In addition to providing technical support

to more than 100 companies and institutions, as well as continuing to communicate with employers, mothers and working families to raise awareness of women's rights and the benefits of having a nursery in the workplace.

- The National Framework for Institutional Nurseries: Sadaqa institution, in cooperation with the Ministry of Labour and the ILO, has developed a national framework for institutional nurseries to expand the application of Article 72 and increase the spread of institutional nurseries. It includes all aspects: legislative, facilitating the registration process, and providing other models for institutional nurseries to ensure their spread, and quality control. Nurseries, building the capacities of caregivers, providing technical and material support to institutions and tax incentives for working families with children, as well as institutions committed to implementing Article 72, while continuing to educate working families about their rights and gaining support on the importance of investing in early childhood at the national level.
- Creating tax incentives to raise women's economic participation: While women's economic participation has not been absent from successive development and economic plans, the latest of which was the Razzaz government's work priorities document for the years 2019 and 2020. However, the failure to achieve tangible results over many years calls for a careful review of how to deal with These priorities and to avoid making mistakes that hindered the achievement of the desired progress and wasted a lot of resources and efforts.
- Female caregivers' empowerment and launching a specialized training guide: in partnership with the ILO, Sadaqa succeeded in empowering and training about 100 caregivers by organizing empowerment and training programs for service and care providers in nurseries and in various regions of the Kingdom. It succeeded in employing dozens of them, and launched a national training guide specialized in the field. Currently, they are experimenting on-the-job training through a practical training program that extends over a period of three months. The trainees are enrolled in institutional and private nurseries serving working families, during which they receive practical training in providing care for children under the age of five and applying what they learned during the training course.

Lebanon

Women's movements are usually perceived to be the frontrunners of emancipatory social change. Yet, these movements in Lebanon seem to be in a difficult position to transform, mobilize and, ultimately, bring about social change. Instead, the institutional form of NGOs appears to be more stable, highly funded by international donors and relying on highly skilled professionals. However, NGOs do not possess the same mobilizing capacities since they are run by professionals aiming to target a specific group and implement a specific project. In the same way, organizations working on women's rights and feminist issues in Lebanon vary in structure, size, interventions, and approaches.

A women's movement, on the other hand, aims to attract a large number of people, aiming for a common goal and trying to have a positive impact on social change. Therefore, the feminist struggle to abolish discrimination against women in Lebanon has never stopped, and this has been demonstrated many times through advocacy campaigns used by civil society organizations to create a pressing and supportive public opinion for the issue.

The work on the field of advocacy by civil society organizations succeeded in making women's rights and issues a public opinion concern, existing on the agenda of decision-makers. Not all advocacy campaigns have the same goal, some of which create awareness among people of the issue by creating confusion in the street, and others lead to a change in an appropriate political moment. In this context, we mention several advocacy campaigns that caused shock, such as the "Little Bride" campaign launched by the Democratic Women's Gathering "RDFL" in 2018. And the campaign "The White Doesn't Cover Rape" organized by Abaad Organization, which resulted in the abolition of Article 522 of the Penal Code, which exempted a rapist from punishment if he married his victim in 2017. And do not forget the National Alliance of Associations, which led to the adoption of Law 293 in 2014.

In addition to many youth initiatives implemented by groups of activists among which we mention "Sharika Wa Laken" website which is an independent feminist News website and its team consists of a group of feminist journalists. The site focuses on monitoring/observing women's situation in Lebanon and the Arab world, and publishing news related to it.

Palestine

Feminist movements, media and campaigns play significant roles in influencing and leading the community's public opinion; on shaping perceptions towards women roles, GBV, and raising awareness on women's rights and protection laws. The spread of such issues is much facilitated in the light of the mass use of social media platforms by the different categories. One of the major feminist movements that have an evident impact on the Palestinian community is "Tal'at"; this feminist initiative was launched in 2019 and patronized for gender justice, women's rights and raising the voices of women in Palestine. This movement; said one of the movement organizers; *"has filled a gap in Palestine's political and feminist landscape"*²⁴. The slogan of this movement is *"No Free Homeland without Free Women"*, and through this movement, the activists have successfully overcome the military checkpoints, geographical fragmentation, and physical borders²⁵.

Tunisia

Ten years ago, this past January, Tunisia's feminists fought in the revolution and have in the decade since, secured some of the most progressive rights in the Arab world, including the ground-breaking law on sexual violence -Law 58- three years ago. After years of lobbying from feminists and with the support of then-president Beji Caid Essebsi, Tunisia's parliament passed the first of its kind in the Arab world law that criminalizes not only physical attacks—including street harassment and marital rape—but also economic, psychological and political abuse of women. But the implementation of the law has been troubled. Reporting mechanisms can be convoluted and demeaning, often requiring women to detail their abuses in the open areas of police stations in the presence of crime

²⁴ Rosa Luxemburg Stiftung, a discussion about the new Palestinian feminist initiative, Tal'at – Part of the revolutionary feminist tradition, 2019. Available at: <https://bit.ly/3zTULrN>

²⁵ Ibid

suspects waiting to be processed. Often, the police are complicit in the crimes they are supposed to guard against, activists report²⁶.

Initially, the focus of Tunisian women who have succeeded in being key players in the transformation of their society, was on the struggle for individual and collective freedoms. Now that these are guaranteed by the Constitution, Tunisian women are beginning to collectively invest in the field of economic and social rights, in order to reduce inequalities and regional disparities, fight against job insecurity, demand decent working conditions and equal pay, and promote women's economic empowerment through female entrepreneurship and the social and solidarity economy. The historical feminist associations are also re-launching the debate on equality in inheritance, the path to total equality for women and a major issue for women's access to resources. Many women's organisations are also campaigning for the integration of a gender approach into budgets, planning and public policies, for the improvement of working conditions and against wage inequality for rural women.

Many women activists remain strongly mobilised to support the change of the Tunisian economic model, which has shown its limits and is producing inequalities, in favour of a more inclusive and fairer model. And despite a tradition of political and civic engagement, Tunisian women activists continue to face many obstacles including those generated by the fact that engagement remains mainly urban and elitist.

ANNEX 5. CALCULATION PROCESS FOR VALUES OF INDICATORS

		Youth	Institutions	Indicator
Would you say that policy makers/legislators in your country are responsive/irresponsive to demands to promote policies/laws regarding women economic rights/empowerment?	Responsive to good extent	9.9	12.5	
	Highly responsive	0	1.6	
In general, how would you describe the overall environment in your country regarding women economic empowerment/rights? Would you say that it is.....?	Enabling to good extent	16.5	25	
	Highly enabling	1.5	0	
Total Positive score		27.9	39.1	
Total positive score divided by 2		13.95	19.55	16.75

²⁶ <https://lesglorieuses.fr/impact-tunisie/>

Youth		
# of times that young women and WRO succeed in creating space for WRO demands and positions on women's economic rights, empowerment and entrepreneurship, through agenda setting, influencing the debate and/or movement building		
Group 1		
Young women have the needed capacities (skills) to create opportunities to influence decision makers/legislators in the field of promoting women economic rights/empowerment	Reflective to a good extent	36.4
	Reflective to a large extent	10.2
Young women have spaces made available by WROs to influence decision makers/legislators in the field of promoting women economic rights/empowerment	Reflective to a good extent	27.3
	Reflective to a large extent	5.7
Young women initiate organized activities to promote the inclusion of the women economic rights on the national agenda	Reflective to a good extent	34.1
	Reflective to a large extent	8.0
Young women initiate organized activities to promote debate on women economic rights	Reflective to a good extent	37.5
	Reflective to a large extent	10.2
There are national-level networks/coalitions that work to promote women economic rights	Reflective to a good extent	30
	Reflective to a large extent	11.4
Total positive score (Reflective to a good extent and Reflective to large extent)	210.8	
Total positive score (Reflective to a good extent and Reflective to large extent) divided by 5 (Indicator)	42.16	
# of times that young women and WRO succeed in creating space for WRO demands and positions on women's economic rights, empowerment and entrepreneurship, through agenda setting, influencing the debate and/or movement building		
Group2		
I have the needed skills/capacities to create opportunities to influence decision makers/legislators in the field of promoting women economic rights/empowerment	Reflective to a good extent	35.9
	Reflective to a large extent	9.0

I participated in organized activities to promote the inclusion of the women economic rights on the national agenda	Reflective to a good extent	38.5
	Reflective to a large extent	12.8
I initiated organized activities to promote debate on women economic rights	Reflective to a good extent	27.3
	Reflective to a large extent	12.5
31 participated in a campaign/s to influence decision makers/legislators to promote women economic rights/empowerment	Reflective to a good extent	35.2
	Reflective to a large extent	17.6
Total positive score (Reflective to a good extent and Reflective to large extent)	188.8	
Total positive score (Reflective to a good extent and Reflective to large extent) divided by 4 (Indicator for this group)	47.2	
Indicator for this section (Indicator for group 1 plus group 2 divided by 2)	44.68	

Institutions		
# of times that young women and WRO succeed in creating space for WRO demands and positions on women's economic rights, empowerment and entrepreneurship, through agenda setting, influencing the debate and/or movement building		
Group 1		
Young women have the needed capacities (skills) to create opportunities to influence decision makers/legislators in the field of promoting women economic rights/empowerment	Reflective to a good extent	38.5
	Reflective to a large extent	7.7
Young women have spaces made available by WROs to influence decision makers/legislators in the field of promoting women economic rights/empowerment	Reflective to a good extent	32.7
	Reflective to a large extent	9.6

Young women initiate organized activities to promote the inclusion of the women economic rights on the national agenda	Reflective to a good extent	34.6
	Reflective to a large extent	5.8
Young women initiate organized activities to promote debate on women economic rights	Reflective to a good extent	36.5
	Reflective to a large extent	9.6
There are national-level networks/coalitions that work to promote women economic rights	Reflective to a good extent	46.2
	Reflective to a large extent	7.7
There are meetings, round-table discussions, virtual meetings (e.g. webinars), networking and partnership events in relation to women economic rights	Reflective to a good extent	44.2
	Reflective to a large extent	7.7
The challenges/obstacles facing the WROs demands in the field of women economic rights outweigh the opportunities/success factors	Not reflective to a good extent	1.9
	Not Reflective to a large extent	0
The current methods and strategies WROs employ to set agendas, influence debates and movement building are effective	Reflective to a good extent	36.5
	Reflective to a large extent	1.9
In general, I would say that WROs are achieving positive changes in policies/laws that actually promote women economic rights/empowerment	Reflective to a good extent	30.8
	Reflective to a large extent	11.5
Total positive score (Reflective to a good extent and Reflective to large extent)	363.4	
Total positive score (Reflective to a good extent and Reflective to large extent) divided by 9 (Indicator)	40.37	
# of times that young women and WRO succeed in creating space for WRO demands and positions on women's economic rights, empowerment and entrepreneurship, through agenda setting, influencing the debate and/or movement building		
Group2		
My organization is part of a country-level networks/coalitions that works to promote women economic rights/empowerment	Reflective to a good extent	42.3
	Reflective to a large extent	17.3

My organization is actively involved in country-level campaigns to promote women economic rights with the government/legislator	Reflective to a good extent	44.2
	Reflective to a large extent	11.5
My organization is actively involved in country-level campaigns to promote women economic rights with relevant international organizations	Reflective to a good extent	44.2
	Reflective to a large extent	9.6
My organization is actively involved in country-level campaigns to promote women economic rights in the informal sector	Reflective to a good extent	44.2
	Reflective to a large extent	7.7
My organization is actively initiating activities that are designed to prevent/alleviate SGBV in the work place	Reflective to a good extent	40.4
	Reflective to a large extent	44.2
The staff of my organization are aware of the violations against women economic rights in my country	Reflective to a good extent	42.3
	Reflective to a large extent	36.5
My organization has written policies, procedures, manuals, etc. used to create space for demands and positions on women economic rights	Reflective to a good extent	46.2
	Reflective to a large extent	15.4
Total positive score (Reflective to a good extent and Reflective to large extent)	446	
Total positive score (Reflective to a good extent and Reflective to large extent) divided by 7 (Indicator for this group)	63.71	
Indicator for this section (Indicator for group 1 plus group 2 divided by 2)	52.04	

Youth		
# of young women and WROs that have increased capacity to monitor gendered resistance, advocate strategically for EGBV and mobilize communities and alliances		
WROs provide an effective leadership role in advocating/campaigning for women economic rights	Reflective to a good extent	40.0
	Reflective to a large extent	10.0

I have a good understanding of the resistance factors that obstruct the achievement of women economic rights	Reflective to a good extent	44.3
	Reflective to a large extent	18.2
I am following the latest information (news, research) on the issue of women economic rights	Reflective to a good extent	32.1
	Reflective to a large extent	17.9
I have the needed advocacy skills to work on the prevention/alleviation of economic GBV	Reflective to a good extent	27.3
	Reflective to a large extent	17.0
Overall, I would say that I am not active yet/starting to be interested/starting to be active active/active/proactive in leading work towards equal economic rights for women	Not Reflective to a good extent	10.2
	Not Reflective to a large extent	2.3
Total positive score (Reflective to a good extent and Reflective to large extent)	219.3	
Total positive score (Reflective to a good extent and Reflective to large extent) divided by 5 (Indicator)	43.86	
# of young women and WROs that have increased capacity to monitor gendered resistance, advocate strategically for EGBV and mobilize communities and alliances		

Institutions		
The staff of my organization have skills specific to accurately monitor gendered resistance activities in the field of women economic rights	Reflective to a good extent	48.1
	Reflective to a large extent	19.2
My organization has the resources/capacity to monitor gendered resistance activities in the field of women economic rights	Reflective to a good extent	38.5
	Reflective to a large extent	11.5
The staff of my organization have advocacy skills specific to work on the prevention/alleviation of economic GBV	Reflective to a good extent	46.2
	Reflective to a large extent	26.9
Total positive score (Reflective to a good extent and Reflective to large extent)	190.4	
Total positive score (Reflective to a good extent and Reflective to large extent) divided by 3 (Indicator)	63.46	

Youth		
Significant changes of young women and WROs reflect increased sense of well-being and security that contribute to mobilization and advocacy agenda setting		
I feel secure to participate in advocacy/organizing/ campaigning for women economic rights	Reflective to a good extent	36.1
	Reflective to a large extent	11.5
I feel that there are safe spaces (places, platforms, media venues, forums) for me to advocate/campaign for women economic rights	Reflective to a good extent	45.9
	Reflective to a large extent	9.8
I am concerned about violence in all its forms if I engage in defending women economic rights	Reflective to a good extent	29.5
	Reflective to a large extent	6.6
I am concerned about harassment if I engage in defending women economic rights	Reflective to a good extent	23.0

	Reflective to a large extent	9.8
I am concerned about surveillance if I engage in defending women economic rights	Reflective to a good extent	24.6
	Reflective to a large extent	9.8
I feel I have the capacity to overcome any security threats /6.	Reflective to a good extent	29.5
	Reflective to a large extent	9.8
Total positive score (Reflective to a good extent and Reflective to large extent)	245.9	
Total positive score (Reflective to a good extent and Reflective to large extent) divided by 6 (Indicator)	40.98	
Significant changes of young women and WROs reflect increased sense of well-being and security that contribute to mobilization and advocacy agenda setting		
Institutions		
Feeling of security to participate in advocacy/organizing/ campaigning for women economic rights	Reflective to a good extent	40.0
	Reflective to a large extent	11.2
I feel that there are safe spaces (places, platforms, media venues, forums) for me to advocate/campaign for women economic rights	Reflective to a good extent	29.2
	Reflective to a large extent	18.8
I am concerned about violence in all its forms if I engage in defending women economic rights	Reflective to a good extent	16.7
	Reflective to a large extent	8.3
I am concerned about harassment if I engage in defending women economic rights	Reflective to a good extent	13.8
	Reflective to a large extent	3.4
I am concerned about surveillance if I engage in defending women economic rights	Reflective to a good extent	13.8
	Reflective to a large extent	3.9
My organization has the resources/capacity to overcome any security threats	Reflective to a good extent	42.9

	Reflective to a large extent	4.8
The staff of my organization have the skills to overcome any security threats/77	Reflective to a good extent	42.4
	Reflective to a large extent	4.8
Total positive score (Reflective to a good extent and Reflective to large extent)	254	
Total positive score (Reflective to a good extent and Reflective to large extent) divided by 7 (Indicator)	36.28	

Youth		
Significant changes within Technical Think Tanks, General Assembly, networks and WROs on innovative and inclusive leadership and advocacy strategies / missions		
WROs/Relevant networks and think tanks initiate innovative interventions to promote women economic rights	Reflective to a good extent	19.2
	Reflective to a large extent	11.0
WROs/Relevant networks and think tanks practice inclusive leadership in their efforts to promote women economic rights	Reflective to a good extent	32.4
	Reflective to a large extent	8.5
WROs/Relevant networks and think tanks include young women in designing their advocacy/camping strategies that aim to promote women economic rights	Reflective to a good extent	35.2
	Reflective to a large extent	8.5
Total positive score (Reflective to a good extent and Reflective to large extent)	114.8	
Total positive score (Reflective to a good extent and Reflective to large extent) divided by 3 (Indicator)	38.26	

Significant changes within Technical Think Tanks, General Assembly, networks and WROs on innovative and inclusive leadership and advocacy strategies / missions		
Institutions		
WROs face resistance in their efforts to promote women economic rights/empowerment	Reflective to a good extent	34.8
	Reflective to a large extent	4.3
WROs are aware of intersectional approaches in gender equality work	Reflective to a good extent	53.2
	Reflective to a large extent	14.9
WROS provide inclusive leadership in the field of women economic rights	Reflective to a good extent	43.5
	Reflective to a large extent	8.7
WROS provide innovative strategies/programming in the field of women economic rights	Reflective to a good extent	37.5
	Reflective to a large extent	8.3
WROs have effective advocacy strategies to promote women economic rights	Reflective to a good extent	45.8
	Reflective to a large extent	10.4
Total positive score (Reflective to a good extent and Reflective to large extent)	261.4	
Total positive score (Reflective to a good extent and Reflective to large extent) divided by 5 (Indicator)	52.28	

Youth		
# of gender-responsive accountability mechanisms established among targeted duty-bearers and private sector and on-goi		
I am involved in activities that try to hold the government accountable to uphold women economic rights	Reflective to a good extent	22.7
	Reflective to a large extent	14.8
I am involved in activities that try to hold the legislator/parliament accountable to uphold women economic rights	Reflective to a good extent	19.3

	Reflective to a large extent	10.2
I am involved in activities that try to hold relevant international organizations (bodies) accountable to uphold women economic rights	Reflective to a good extent	18.2
	Reflective to a large extent	10.2
I am involved in activities that try to hold civil society organizations accountable to uphold women economic rights	Reflective to a good extent	23.9
	Reflective to a large extent	12.5
I am involved in activities that try to hold the private sector accountable to uphold women economic rights	Reflective to a good extent	19.2
	Reflective to a large extent	14.1
Total positive score (Reflective to a good extent and Reflective to large extent)	165.1	
Total positive score (Reflective to a good extent and Reflective to large extent) divided by 5 (Indicator)	33.02	

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# of gender-responsive accountability mechanisms established among targeted duty-bearers and private sector and on-going		
Institutions		
There are functional national accountability systems to hold duty bearers responsible for the protection/promotion of women economic rights	Reflective to a good extent	30.2
	Reflective to a large extent	0
There are gender-sensitive national accountability systems to hold duty bearers responsible for the protection/promotion of women economic rights	Reflective to a good extent	27.9
	Reflective to a large extent	2.3
Please rate the level of resistance by each one of the following duty bearers at the present time regarding the protection/promotion of women economic rights		
Government	Very high	0
	High	19
Legislator/parliament	Very high	4.8
	High	14.3
International institutions/bodies	Very high	5.0
	High	35.0
Civil society organizations	Very high	19.0
	High	33.3
The private sector	Very high	9.5
	High	9.5
Total positive score (Reflective to a good extent and Reflective to large extent)	209.8	
Total positive score (Reflective to a good extent and Reflective to large extent) divided by7 (Indicator)	29.97	

