"Whatever the mind can conceive and believe, the mind can achieve."
About ANHRE:
The Arab Network for Civic Education (ANHRE) is a regional network in the Arab region that works to promote the values of citizenship and a culture of human rights, with a focus on mainstreaming gender equality and the rights of persons with disabilities and vulnerable groups through coordination of efforts and capacity building.

About Hivos:
Hivos is an international organisation that seeks new solutions to persistent global issues. With smart projects in the right places, we oppose discrimination, inequality, abuse of power and the unsustainable use of our planet’s resources. Counterbalance alone, however, is not enough. Our primary focus is achieving structural change. This is why we cooperate with innovative businesses, citizens and their organisations. We share a dream with them of sustainable economies and inclusive societies.
Introduction:

The Arab Network for Civic Education-ANHRE launched the Women Empowered for Leadership project in partnership with HIVOS International, and with the support of the Ministry of Foreign Affairs of the Netherlands. The project aims at empowering local women mobilizers in 9 governorates in Jordan to take and influence informed decisions and responsible gender equality actions to impact political and societal development, opinion, practices and recognition.

The two-year project, from October 2017 to September 2019, targets 9 governorates, which are: Karak in the south, Zarqa, Madaba, Balqa in the center, Irbid, Jerash and Ajloun in the north.

It also aims to set up an active network of local women mobilizers and CBOs aware of the gender context, the socio-cultural norms and traditions related to women’s rights and participation, in addition to women’s knowledge and capacities required to increase their opportunities. The goal is to get engaged in public life and decision-making for integrating gender equality to impact political and societal development and opinions. Moreover, this local network of CBOs and women takes practical community actions and mobilizes other women to be involved in the public decision and increased gender sensitive local plans and agendas, perception and opinions.

About the booklet:

The initiatives’ booklet is a detailed presentation of community-based initiatives that are currently being implemented by 9 community-based organizations in 9 targeted governorates within the project.

The initiatives in this booklet - which will be implemented within 5-6 months - will contribute to addressing the objectives of the project. They constitute a practical training for the targeted women to enhance their abilities and skills in order to design and implement gender sensitive community-based advocacy campaigns that aim at encouraging women to participate in public life and decision-making, creating dialogue mechanisms with decision-makers, and highlighting gender priorities in communities to influence development plans in local and municipal councils.

These community initiatives have been planned through a series of activities with the objective of engaging local community and women in identifying the needs of their local communities, especially unreachable categories and those most vulnerable to discrimination, exclusion and marginalization in order to take practical community action and encourage women’s participation in local decisions that adopt a gender approach.
Who are the women leaders?

ANHRE’s work methodology is based on a participatory approach that makes work an exploratory experience. It is futile to develop and disseminate standards of women leaders, as this does not take into account the diversity and inequalities in the contexts, opportunities and challenges of the scope of the project.

In our quest to find women leaders, we decided to adopt enabling a methodology and work strategy that provide equal opportunities for all women to explore themselves and become engaged into learning and action processes.

The project has been able to integrate active women in the local community and work with them to attract and build the capacities of new female leaders and engage them in context analysis and the identification and recognition of needs through a range of interactive community activities within a supportive environment, based on human rights values, and taking into account the differences and various cultural and social contexts, as well as surrounding environment.

She is an active member of the community, respectable, decent and reliable person. She is committed to developing her community and determined to overcome all the obstacles that stand in her way.

Suzan Sawalaha is the coordinator of Musawa Network of Arab Women Organization in Irbid. She is a trainer on various topics such as extremism, gender, parliamentary and municipal election.

Tamam Al-Azzam is the President of Dar Al Yaqeen Society in Irbid. She is a member of the Jordanian Women Union, a member of Irbid Women’s Union and an educator in parental care with Jordan River Foundation.

Zahra Obiedat is the President of the Marriage Fund Charitable Society in Irbid. She is a member of the local council of Hartha Al Kaffarat, a member of Women’s Committees, a member in the Arab Women Organization and a social activist with several associations and initiatives.

Kawthar Krishan is the President of Jordan Society for Human Development in Jerash. She is a Member of the Board of Directors of the General Union of Voluntary Societies in Jerash, a member of the Jordanian Women’s Network for Women’s Rights and a member of the National Network of Women Leaders in Jordan.
Samiah Al-Balous is the President of Al-Azraq Women Cooperative Society. She is the General Manager of several entrepreneurship projects, and a trainer in different topics related to youths and women, a Member of the Union of Cooperative Societies and a member of the Jordanian National Commission for Women.

Jamelah Al-Jazi is a social activist and the director of Al-Ash’ari civil market, and President of Al Jawhara Charitable Society in Ma’an, an administrative member of the General Union of Voluntary Societies. She is also the Secretary of the Women’s Union Fund of Ma’an Governorate and the director of women’s participation in local councils Project.

Hissa Al-Jazi is a member of Al-Jawhara Charitable Society in Ma’an. She is a social activist and a PhD student at the University of Jordan.

Abla Al-Hajaya is the Head of Al-Hasa Charity Association for orphans. She is a life-skills trainer, a member of the Jordanian National Commission for Women, and a member of the local security council of Al-Hassa. She is the head of the Youth Committee at Princess Basma Center, Al-Hassa and the head of the Youth and Women committee of Al Hassa Municipality.

Rana Al-Sabaileh is a social activist and a member of the Women’s Leadership Academy with the Republican Institute. She is a member of Al-Hassa Charitable Society for Orphans and a member of the Jordanian National Commission for Women.

Hanadi Al-Qtiesh is a member of the administrative board of Madaba in the Eyes of its Youth Foundation. She is a Projects Coordinator and Trainer in several topics related to youth. She is a youth activist interested in youth and women issues.

Rawan Al-Shawabkah is a member of the administrative board of Madaba in the Eyes of its Youth Foundation, she is a social activist and trainer on human development. She is a project coordinator and volunteer in many Jordanian institutions.

Flata Al-Majali is an academic and human rights activist in the rights of people with disability. She is the Vice President of Al-Sura Association for the Rights of people with disabilities, and a member of different cultural and charitable associations.

Faten Abu Rumman is a project coordinator and life-skills trainer on Digital Education and Media, as well as Rapporteur of Al-Salt Committee for Community Support.

Nadia Al-Ananzeh is a Journalist and the Director of Al-Anbat newspaper/North region, she is the Editor of INJAZ News Agency and the Director of Information and Communication at the Jordanian Environment Society. She is also a member of the Jordanian National Commission for Women.
ANHRE Learning Approach

Effectively engage the target group into the learning process, allow them to explore the importance of human rights by themselves, and develop strategies to practice the values of cooperation, respect for diversity, equality, equity, respect, responsibility and acceptance in their practical lives:

The beginning

After selecting the women leaders, a ToT workshop was conducted on “The Concepts of Gender and Advocacy” to provide women leaders from the 9 governorates with the essential knowledge to promote the concepts of advocacy and gender equality, and develop life skills such as leadership and communication, gender and smart indicators, and mainstream gender sensitive indicators in their initiatives.

Transfer of knowledge

Based on ANHRE’s approach that stresses on the importance of knowledge transformation, women leaders transferred the knowledge and skills to a total of 374 women to engage them in analysing gender priorities in each target area.

Participatory planning

Gender-sensitive community-based initiatives have been planned with women leaders based on community data collected from people, especially women living in the targeted areas.

Collecting gender-sensitive local data in order to create a better understanding of the context

18 kitchen meetings were held, attended by 312 women. Kitchen meetings proved to be a useful and innovative tool to engage women and assess their needs. They provided them with a platform to express their necessities and ambitions, specifically for those living in remote and conservative areas where the culture and stereotypes force women to play a particular role – that of the housewife who does not actively participate in the community. The kitchen meetings were conducted to consult housewives and girls about the feasibility of community initiatives in their local areas.

These kitchen meetings contributed to a better understanding of the approach and context proposed by women leaders in 9 target communities. In this sense, it was used as part of the planning process to conduct a local diagnosis of local initiatives to be implemented in the region.
We have given an opportunity for women to meet their neighbors and organize themselves into an effective dialogue. We appreciate the data we have collected. I can say that through our home-based meetings, our planned initiative will be more comprehensive. As coordinators we have been able to create a deeper understanding of the targeted society, and reach the unreachable women.

Kawthar Krishan,
Jordan Society for Human Development - Jerash

My participation in facilitating family meetings reminded me of the importance of considering the voices of housewives who cannot participate in community activities. We have been able to become a bridge between these women and local decision-makers, which will make our initiative more inclusive and more successful because it will address the needs of women.

Suzanne Sawalha,
Marriage Fund Charitable Society

ANHRE participatory approach is based on the participants’ experience as the starting point of the learning process. These experiences are shared and analysed in a way that enables them to develop deeper understanding of how to manage their work. Participants and facilitators are committed to taking part of a mutual learning process within an open and liberal framework, especially with regard to the freedom to brainstorm and debate. Continuous thinking and evaluation are central to the learning process.

The approach focuses on practical application. Each participant will implement the campaign in her local community, in collaboration with the team that was previously created within the project.

Continuous evaluation sessions and feedback from the women’s groups involved in this project are essential component of the project.

ANHRE methodology is based on “transformative education” to create awareness about human rights rather than merely transferring the knowledge and skills. This educational learning process gradually builds up “critical thinking” through the experiences of the concerned groups, including the visions of change that people want to see within their communities.

The group’s reliance on their experience makes them more engaged into the educational process and more aware that they have the right to participate in the life of their community and develop their sense of responsibility to lead the change in their environment.

Transformative education promotes capacity-building and encourages participants to integrate human rights values into their lives and to develop appropriate activities that promote these values.

Transformational education begins from the moment that participants are engaged in dialogue on a specific subject. Therefore, in transformational education, dialogue must be a primary part that is adopted and reflected in all working sessions. This is called the methodology of Theme Centered Interaction (TCI) on a particular subject.

This approach aims at group learning, helping to create a human environment that makes personal growth an essential element in improving society and considering particular issues that serve those involved in the process of change. As a result, harmony and balance is created between the individual and the group, possibly inducing change.

“Participatory approach and transformational learning to create awareness on values based on personal experiences and critical thinking:”

“Participatory approach”

ANHRE participatory approach is based on the participants’ experience as the starting point of the learning process. These experiences are shared and analysed in a way that enables them to develop deeper understanding of how to manage their work. Participants and facilitators are committed to taking part of a mutual learning process within an open and liberal framework, especially with regard to the freedom to brainstorm and debate. Continuous thinking and evaluation are central to the learning process.

The approach focuses on practical application. Each participant will implement the campaign in her local community, in collaboration with the team that was previously created within the project.

Continuous evaluation sessions and feedback from the women’s groups involved in this project are essential component of the project.

“Transformational education”

ANHRE methodology is based on “transformative education” to create awareness about human rights rather than merely transferring the knowledge and skills. This educational learning process gradually builds up “critical thinking” through the experiences of the concerned groups, including the visions of change that people want to see within their communities.

The group’s reliance on their experience makes them more engaged into the educational process and more aware that they have the right to participate in the life of their community and develop their sense of responsibility to lead the change in their environment.

Transformative education promotes capacity-building and encourages participants to integrate human rights values into their lives and to develop appropriate activities that promote these values.

Transformational education begins from the moment that participants are engaged in dialogue on a specific subject. Therefore, in transformational education, dialogue must be a primary part that is adopted and reflected in all working sessions. This is called the methodology of Theme Centered Interaction (TCI) on a particular subject.

This approach aims at group learning, helping to create a human environment that makes personal growth an essential element in improving society and considering particular issues that serve those involved in the process of change. As a result, harmony and balance is created between the individual and the group, possibly inducing change.

“It is not necessary to be the initiators, but to direct the start!”
**ANHRE Work Strategies**

The inclusion of the rights of individuals vulnerable to discrimination, exclusion and marginalization:

ANHRE’s methodology works to recognize the difference and identities that may play a role in marginalization based on age, culture, language, religion, gender, race, disability or social status, economic status, or educational level. Through its programs, ANHRE develops skills to live in an increasingly diverse world and encourages critical evaluation of social justice and moral responsibility issues and action to address discrimination, inequality and social exclusion that result in providing marginalized groups some control over their lives and resources.

In particular, ANHRE methodology focuses on the inclusion of the rights of the most vulnerable groups to discrimination, exclusion and marginalization, such as persons with disabilities, refugees, displaced persons, women and the poor.

**Gender Inclusion**

What is Gender Inclusion?

A strategy to make the different needs and experiences of men and women inherent in the design, implementation, monitoring and evaluation of policies and programs in all political, social and economic spheres so that men and women benefit equally and gender gap is bridged.

Gender inclusion is a planned intervention aimed at taking into account gender issues in a manner that ensures gender equality. By enabling women to take an equal position with men and participate equally in the development process, they gain control of production factors equally with men. Inclusion is the most modern policy. This trend recognizes the multiple roles and different needs of women and men related to gender as well as their access to and control over resources.

**Gender Inclusion Requirements**

- Clear written policies for gender equality;
- Specific and time-bound strategies for gender mainstreaming;
- The presence of aware and trained staff on gender;
- Updated analytical data on gender needs;
- Active and full participation of women;
- Gender-sensitive monitoring and evaluation system;
- Providing human and financial resources;
- Providing the necessary executive procedures.
Al-Sura Society for the Rights of People with Disabilities - Karak

- **The Initiative’s Title:** “1st Man Award, Who Wants to be Next?!”
- **Target Area:** Karak Governorate / Al-Sura
- **Partner CBO:** Al-Sura Society for the Rights of People with Disabilities
- **About the Initiative:**
  People with disabilities, both males and females, in Karak who are unable to obtain a job due the lack of inclusive workplaces.

The Kingdom has issued a new law on the rights of people with disabilities (No. 20 of 2017), which states that corporations employing 25 to 50 individuals must hire at least one (1) disabled person, or up to 4% if the number of employees exceeds 50 (or as decided by the Ministry of Labor). Moreover, the Law stipulates that any person that refuses to employ a person based on, or due to, their disability shall be fined with a penalty between JOD 3,000 and JOD 5,000.

Consequently, the initiative seeks to activate this law and encourage employers to employ persons with disabilities (males and females) in Karak governorate; especially that it has the largest number of private companies in the Kingdom.

- **Gender Mainstreaming:**
  Persons with disability in Jordan suffer from the lack of job opportunities due to many factors. One of them is the lack of a functional environment suitable for persons with disability, especially one that addresses the privacy of girls in conservative societies. This makes the urge to adapt the work environment an urgent need for them.

Marriage Fund Charitable Society - Irbid

- **The Initiative’s Title:** Bride of the North, Hartha!
- **Target Area:** Irbid Governorate / Hartha area
- **Partner CBO:** Marriage Fund Charitable Society
- **About the Initiative:**
  The village of Hartha suffers from poor infrastructure, especially in regards to lighting, which creates an obstacle for people to practice their routine activities in the evening. As a consequence, the residents of Hartha village are unable to exercise their right to move safely due to the lack of lighting. Thus night travel is not safe for the people, especially for women. The lighting of playground in the area is not good as well, so it is almost impossible for women and children to walk or play in the playground.

The “Bride of the North, Hartha!” initiative aims at increasing safety level in Hartha village by lighting the main and sub streets in the area. To achieve this, women in Hartha will lead a community advocacy campaign to lobby with local decision-makers in order to provide lighting suitable to the needs of the villagers.

- **Gender Mainstreaming:**
  The bad lighting of the main and sub streets in Hartha area stops the life outside the home after sunset. Women can’t do any activity after dark or they will endanger their safety. Sometimes things become more complex when an emergency occurs and there are no men in the house, as women end up trying to find a solution in the darkness.
Al-Azraq Women Cooperative Society - Al-Zaraq

- **The Initiative’s Title:** Hand in Hand we Protect the Mother and the Infant
- **Target Area:** Zarqa Governorate / Al-Azraq area
- **Partner CBO:** Al-Azraq Women Cooperative Society

**About the Initiative:**

Women in Al-Azraq district suffer from poor health services for pregnant women and infants due to the lack of a well-equipped and qualified maternity section in its health center, which directly affects the lives and health of women and newborns due to the lack of adequate medical care. According to the Department of Statistics and the Department of Motherhood and Childhood, infants’ mortality rate in Al-Azraq ranges from 2% to 4% (1) . In addition pregnant women face difficulties in emergency situations, which require the referral to a well-equipped hospital. However, the nearest hospital is located in the center of Zarqa Governorate, which is about an hour and a half away.

The “Hand in Hand we Protect the Mother and the Infant” Initiative seeks to create a fully equipped maternity section to provide appropriate health services for mothers and children in Al-Azraq district.

- **Gender Mainstreaming:**

During the need assessment activities the local women in Al-Azraq area explained how the health services provided for women at Al-Azraq Health Center are very poor, and highlighted its lack of many facilities including a maternity section.

Women demanded to provide a fully-equipped health center for mothers and children because this will provide them and their infants with adequate health care. It will also contribute in protecting them from many health problems. The low quality of services provided for women has resulted in the death of a number of them and their children. This could have been prevented if the appropriate health care was available.

The women in Al-Azraq confirmed that they want to raise their voices to stop the violation of their rights and those of their infants to decent health services.

(1) Department of Statistics-Department of Motherhood and Childhood in Azraq District 2015-2016

Mousa Al-Saket Center - Balqa

- **The Initiative’s Title:** Free our Park, Return it Back
- **Target Area:** Balqa Governorate / Salt City
- **Partner CBO:** Mousa Al-Saket Center

**About the Initiative:**

Al-Sha’er Garden was one of the main parks that creates a breather for the population in general and for women in particular. Its vital location in the Al-Bheira area makes it accessible to women. The park was a safe haven for women and children as it was a good alternative of playing in the streets, which is a source of concern for mothers. It is a unique park with a stadium, halls, green spaces and children’s games, besides the magnificent view, and is therefore an ideal place to spend leisure time and participate in social activities.

Unfortunately, despite the need for such a space by residents, the park has been closed for several years due to many reasons such as the absence of a guard, which made the place a haven for harassers. Consequently, the garden became a source of trouble for residents, who complained to the municipality. Instead of finding an alternative solution, the municipality closed the garden, which became neglected, polluted and an unhealthy place in need of a lot of maintenance work.

The initiative seeks to provide basic facilities and services to guarantee the right of rest and pleasure for the people in Al-Bheira in Salt City.

- **Gender Mainstreaming:**

Women in Al-Bheira area, in Salt City, suffer from the problem of not being able to find ways to entertain their children and enjoy their right to walk safely in public parks. Women who participated in local training activities confirmed that they still suffer from the lack of safe gardens in the neighbourhood. As an alternative, the kids choose to play in the streets, which is quite disturbing and worrying for their parents. Women in Al-Bheira area believe that the advocacy campaign, which demands that the municipality of Salt City re-opens the garden, followed by the commitment of the municipality to provide a guard who would regularly protect and follow-up on maintenance and cleanliness, and thus make the garden safe and attractive to the population.
**Together We Arrive - Tafila**

- **The Initiative’s Title:** Together We Arrive
- **Target Area:** Tafila Governorate / Al-Hasa area
- **Partner CBO:** Together We Arrive
- **About the Initiative:**

Residents of Al-Hasa district, especially women, are unable to move freely because of the poor transportation system in the area and the lack of a built-in bus station. Although there is a primary infrastructure for a bus station in the Al-Hasa district, most services are not available - such as umbrellas, basic facilities, and guidance. The station has become a parking area for buses only, without any sign indicating that it is a bus station. Despite the fact that the station serves a number of areas including Al-Hasa, Al-Jarf and Al-Hay Al-Sharqi, most of the buses pass through the desert road without going to the compound, and drive through the desert road to save time for the drivers at the expense of people. As a result, residents - especially women - face a number of challenges, of which an economic burden, because most individuals do not have access to public transportation in a timely manner, and therefore have to resort to private transportation. Women are also reluctant to wait for buses on the desert road because it is not safe for them.

As a result, the initiative “Together We Arrive” seeks to communicate with decision-makers in Al-Hasa district to urge them to establish an internal bus station equipped with signs and public facilities to serve the people of Al-Hasa district.

- **Gender Mainstreaming:**

The transportation system in Al-Hasa directly affects women because, unlike men, they do not own cars and rely on men for their transportation. On the other hand, waiting for a bus on the highway is acceptable for men, but is not safe nor socially acceptable for women. This makes any activity for women and girls dependent on their ability to reach the place they want to go to.

---

**Jordan Society for Human Development - Jerash**

- **The Initiative’s Title:** Drive me Safely
- **Target Area:** Jerash Governorate / Souf Area
- **Partner CBO:** Jordan Society for Human Development
- **About the Initiative:**

Women in Souf area in Jarash governorate have difficulty to move from/to Souf because there is no public bus line for the area. Therefore, people rely on private cars, which causes additional financial burdens on the population. On the other hand, in the late hours in the evening there are no any mean of transportation. For the girls, the problem is accompanied with insecurity and increased harassment. Accordingly, the area needs a public bus line to serve approximately 500 residents of the area.

The initiative “Drive me Safely” seeks to mobilize community efforts in the Souf area to urge local decision-makers to provide a public bus line for the people, both men and women.

- **Gender Mainstreaming:**

Women in Souf area in Jerash complained of lack of transportation. Girls who need to go to their universities or their work or even for shopping must rent a car or walk to reach to the main bus station. The women confirmed that they need at least one bus from Souf to the main bus station for their daily needs [schools, universities, work, shopping]. Sometimes women have to take their sons/daughters to school as its far and not safe for them to go alone. Girls have to agree with reliable drivers to take them to the bus station. The women confirmed that they participate in any activity that calls on providing a proper transportation system.
Wadi Rajeb Women Society - Ajloun

- **The Initiative’s Title:** Your Health Matters to Us
- **Target Area:** Ajloun Governorate / Wadi Rajeb Area
- **Partner CBO:** Wadi Rajeb Women Society
- **About the Initiative:**

The residents of Wadi Rajeb area in Ajloun governorate complain that the staff of Wadi Rajeb Health Center has not been meeting the working hours approved by the Ministry of Health. The Ministry’s instructions indicate that working hours at the public health centers start from 8:00 am to 4:00 pm (8 hours a day). However, during the needs assessment phase, the women emphasized that the Center does not open for more than 5 hours daily. This is why most people end up going at rush hours, which leads to overcrowding and deterioration of health services.

The initiative “Your Health Matters to Us” seeks to respond to the demands of the residents of Wadi Rajeb to extend the working hours of doctors and staff at the health center and activate the Emergency Department as well as the rest of the medical centers in Ajloun governorate to guarantee people’s access to proper health care.

- **Gender Mainstreaming:**

During the need’s assessment phase, women confirmed that Wadi Rajeb area faces many challenges, but they agreed that their priority was to extend the working hours of the health center. They also confirmed that the center operates from 10:00 am - 1:00 pm. After many complaints, the situation has not been changed and the quality of the services depends on the commitment of the employees themselves. When a woman needs take her children to the center, she must ensure to arrive early; else her children won’t be able to receive a treatment.

Madaba in the Eyes of its Youth - Madaba

- **The Initiative’s Title:** The Road
- **Target Area:** Madaba Governorate / Leb, Mleih areas
- **Partner CBO:** Madaba in the Eyes of its Youth
- **About the Initiative:**

Despite the fact that Madaba governorate have many forests such as those of the villages of of Lib and Melih, access to these areas is a major challenge for the people because of the lack of paved roads that enable them to reach the forest areas. Therefore, women, men and children cannot exercise their right to rest and pleasure because of the lack of roads lead to the forests and tourist areas.

The initiative seeks to urge decision makers to create roads lead to the forests in the villages of Leb and Malih, so that women and children can exercise their right to rest and leisure.

- **Gender Mainstreaming:**

There are many places in the targeted areas in Madaba that could create a recreational space for girls and women, but the problem is the unrepaird roads. Women expressed their hope to reach these spaces easily as this will create an opportunity for them to market their homemade products, or participate in recreational activities. They want to find a place that creates a distention for people from Madaba to enjoy their social life.
**Al-Jawhara Charitable Society - Maan**

- **The Initiative’s Title:** Be Brave, We are All with You!
- **Target Area:** Maan Governorate / Athruh area
- **Partner CBO:** Al-Jawhara Charitable Society
- **About the Initiative:**

Girls in Athruh area in Ma'an governorate suffer from discrimination, which prevents them from obtaining opportunities to study in the field of hotel management and tourism. The society rejects the idea that females study or work in the field of hotels despite the availability of the Faculty of Tourism and Antiquities in Wadi Musa. Such studies also increase the chances of girls to obtain jobs because there are many hotels in the nearby touristic city of Petra. In spite of the availability of opportunities for girls to receive grants from the Hashemite Fund for the Development of Badia, which offers 10 grants for females, only 6 applied for the grant. On the other hand, parents do not reject the idea of girls’ work in general as a large number of girls work in farms in the area, but their work in hotels is unacceptable.

The initiative "Be Brave, We are All with You!" seeks to enable girls to obtain their right to adequate education and training that qualifies them to work in a job that preserves their rights, and to change the prevailing societal perception that hotel education is unacceptable to girls.

- **Gender Mainstreaming:**

Girls in Athruh area are unable to decide what is better for them. One of the example is that girls are not allowed to study or work in Hotel Management as hotels are not not considered decent places for them. In contrast, some families send their daughters to work in farms in an inhumane environment for low wages without any rights.

The local women who participated in the local sessions in Al-Jarba area confirmed that it’s a very sensitive issue, and they can’t send their daughters to Hotel Management School without the permission of the fathers, who belong to a conservative culture and cannot defy the norms alone. Thus, the issues need collective work to change a perception of the whole community.
## List of Partner CBOs

<table>
<thead>
<tr>
<th>Organization</th>
<th>Head of Organization</th>
<th>Governorate</th>
<th>Organization Address</th>
<th>Telephone/Mobile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Al-Surra Association for the Rights of People with Disability</td>
<td>Faris Al-Sarayrah</td>
<td>Karak</td>
<td>Al-Surra area</td>
<td>0799466667</td>
</tr>
<tr>
<td>Marriage Fund Charitable Society</td>
<td>Zahra Obiedat</td>
<td>Irbid</td>
<td>Hartha Village/Bani Kinana district</td>
<td>0772142689</td>
</tr>
<tr>
<td>Al-Azraq Women Cooperative Society</td>
<td>Samia Al-Balous</td>
<td>Zarqa</td>
<td>Al-Azraq district</td>
<td>0787518607</td>
</tr>
<tr>
<td>Musa Al Saket Center</td>
<td>Lamia Al-Saket</td>
<td>Al-Balqa</td>
<td>Al-Salt-Factories Street</td>
<td>053552240</td>
</tr>
<tr>
<td>Al-Hasa Charity Association for orphans</td>
<td>Abla Al-Hajaya</td>
<td>Al-Tafileh</td>
<td>Al-Hassa district</td>
<td>0776353600</td>
</tr>
<tr>
<td>Jordan Society for Human Development</td>
<td>Kawthar Krieshan</td>
<td>Jerash</td>
<td>In front of Jerash Municipality Park</td>
<td>0776100906</td>
</tr>
<tr>
<td>Wadi Rajeb Women Society</td>
<td>Mozzarella Friehat</td>
<td>Ajloun</td>
<td>Wadi Rajeb</td>
<td>0795552998</td>
</tr>
<tr>
<td>Madaba in the Eyes of its Youth Foundation</td>
<td>Hashem Al-Lababdh</td>
<td>Madaba</td>
<td>King Abdullah Street</td>
<td>324700605</td>
</tr>
<tr>
<td>Al Jawhara Charitable Society</td>
<td>Jamelah Al-Jazzi</td>
<td>Ma’aan</td>
<td>Al-Jarba/Athroh district</td>
<td>0775641211</td>
</tr>
</tbody>
</table>