

What Does the Jordanian Woman Face on Her Way to Leadership Positions? Challenges and Solutions

ابشري... احنا سندك
Field Study



DEBATE
THE INTERNATIONAL INSTITUTE OF DEBATE
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التنمية البشرية
DRABZEEN HUMAN DEVELOPMENT



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Ministry of Foreign Affairs of the
Netherlands

Drabzeen Human Development:

A non-profit youth organization that focuses on empowering local communities and enabling them to adopt good governance, Drabzeen strives to promote human rights by utilizing creativity and educational tools. In addition, the organization supports youth initiatives, media development and debate platforms.

Abshiri project was implemented by Drabzeen Human Development Youth Organization as part of the Women Empowered for Leadership (WE4L) program in our Arab communities. It was launched in collaboration with HIVOS and funded by the Ministry of Foreign Affairs of the Netherlands, using strategic collaboration for the purpose of creating the necessary support and empowering Jordanian women in the Kingdom's governorates.

The project aims to enhance women's role in the Jordanian society in the targeted governorates of Mafrq, Southern Valley, Northern Valley, Center Valley, Tafileh, Aqaba and Petra in accordance with the women empowerment vision, an essential component of the national development agenda referenced in Jordan vision for 2025.



tribal system system

beliefs

wise

change

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If we want to change these beliefs
it is not wise to attack the tribal system
but to gain its favor by linking
awareness of women's empowerment
with increasing the social capital

seek to gain

women empowerment

increasing

social capital

The recommendations of the study



Drabzeen Human Development and the International Institute for Debates launched the “Café Talk” program in Jordan and Tunisia **before implementing it in other areas in the MENA region (Egypt, Morocco, Libya and Palestine)**

Under the slogan

"Together for active youth and creative dialogues"

with the aim of organizing open discussions and debates in cafes and public places to create a framework for stimulating youth dialogue and exchange of views in order to find solutions to the problems of their regions and neighborhoods.

Café Talk has been developed as a tool used in all the projects in which Drabzeen Human Development works, as a research tool and a kind of focus group for collecting data; through organizing open dialogues and discussions to create a suitable space for young people to express their opinions spontaneously and interact with issues.



International HIVOS

HIVOS is an international organization that seeks to find new solutions to global issues. By using a new and intelligent methodology that suits the place where the solution is put forward, HIVOS stands against discrimination in all its forms, inequality and the misuse of power and improper use of natural resources. Stemming from HIVOS' firm belief in the universal right to live in freedom and dignity, the Women Empowered for Leadership (WE4L) program was launched in 2016. Since then, HIVOS has been working in five countries to promote women's political leadership in public administration and within civil organizations. The program works at both the national and local levels, where decision making and policy implementation happen. In turn, the program seeks to build an environment that promotes women's participation in public life.

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Mafrq: What prevents women from making decisions that contribute to their access to leadership positions?

Northern Valley: Are women's decision making protocols merely ceremonial due to customs and traditions?

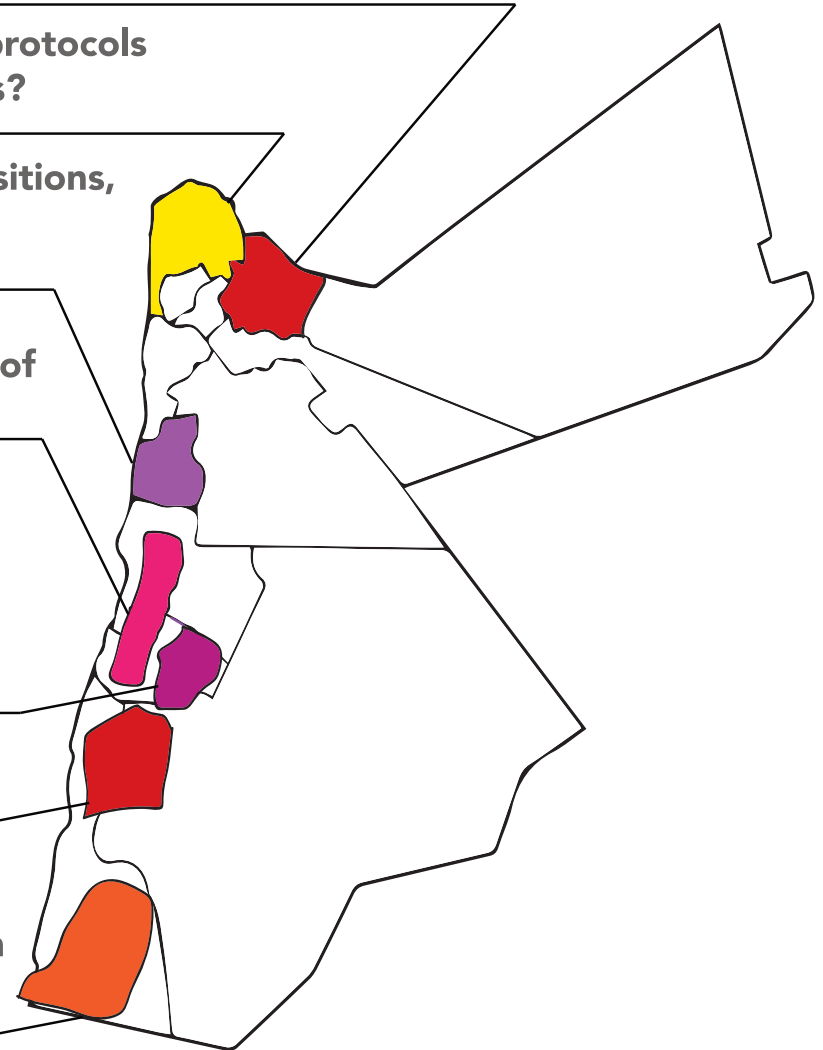
Southern Valley: If men can attain leadership positions, what prevents women from doing the same?

Central Valley: Do stereotypes and the perception of women's role represent a challenge for women in terms of reaching leadership positions?

Tafileh: Between legislative and social obstacles, are women unable to reach decision making positions?

Aqaba: Does a lack of awareness of rights among women limit them in terms of reaching decision making positions?

Petra: What prevents tribal acceptance of women's role in decision making positions?



Upon the conclusion of the first phase of the Abshiri's project, which involved selecting ambassadors from the seven governorates distributed to the provinces amounting to twenty-one young men and women (three from each governorate), and building their capacities in different areas through intensive training. With the youth will return to their governorates and invest their energy in conducting a study there that evaluates the leadership role that women play in their regions. The results of this study will be discussed using the "Cafe-talks" platform in the presence of decision makers, social influencers and youth, in order to affect women's empowerment and recognize their role in various areas of life in the society. It is also expected that they will produce various initiatives to lessen the impact certain .challenges pose on women in the society

These outputs addressed the main problem: Women encounter some obstacles to reaching leadership positions. These obstacles are legislative, social, political and economic - how do such barriers prevent women from reaching leadership positions?



Abiding by customs and traditions and adherence to tribal systems:

1-Within the tribal system, there is fear of excessive openness due to customs and traditions.

2-Women are not considered a major component of society and are looked at through the "culture of shame". As a result, women are not credited for their intelligence but only for their looks.

3-Parents do not accept women pursuing any profession that is not considered safe enough.

4-Girls fear society's judgement of if they seek leadership roles.

5-The stereotype and double standards in regard to mixing.

6- Lack of community support and the belief that men are wiser than women. As a result, they should be the ones to speak.



**If the
prime minister
is a pregnant woman,
what will happen to us?**

The most used
words in cafe
talk sessions

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Third, Psychological constraints:

1-The weakness of the woman's self-confidence and lack of courage and lack of faith in herself and her abilities as a result of fear of social rejection.

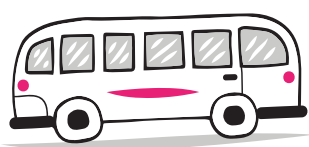
2- the poor promotion of woman's success stories has led to few successful leadership roles in the local community, reinforcing the masculine view that women cannot hold leadership position.

3-A negative view of the performance of women in leadership positions, and as a result women do not develop adequate capabilities and skills.

4-Women fighting one another out of jealousy, women not supporting each other. This happened in the House of Representatives and the Council of the provinces (decentralization).

Classification criteria that render professions acceptable or unacceptable:

- 1-Family observance of customs and traditions.
- 2-The social stereotype regarding the profession and the reputation connected to it.
- 3-The effectiveness of tourism, services and civil society institutions.



Profession	Acceptable	Not acceptable
Administrative jobs (school administration, secretarial, desk jobs, etc.)	Acceptable in governorates in which many civil society organizations are present and where tourism is active.	In families that have reservations with respect to girls being in mixed environment.
Political positions (parliamentary representative, head of association)	Acceptable in governorates which do not consider women holding such positions an issue.	In families which adhere largely to gender stereotypes.
Engineering	Acceptable.	In families that have reservations with respect to girls being in mixed environment
Tourism (marketing, touristic host, touristic services office)	Acceptable in governorates in which the tourism sector is active.	Not acceptable in families that consider this profession to have a bad reputation

First: economic impediments:

Poverty: Women's suffering from social problems due to poverty such as early marriage and divorce **mean** that reaching leadership positions is not a priority.

In the case of women running for leadership positions they **have** not found financial support to fund their campaign, which lead to a strategic weakness of the electoral campaigns and thus the failure of women to reach leadership positions.

Transportation: The difficulty of mobility because of poor infrastructure and services in the transportation sector leads to parental fear, and discouraging girls. This is a major challenge to her engagement with the outside world.

Unemployment: Lack of job opportunities leads to conflict of interest between men and women, as many men see women a threat, a strong competitor, **that makes them fear to lose their positions or jobs.**

Second - Social constraints:

The stereotypical role given to women by society due to the misinterpretation of religious proverbs:

Women's preoccupation with family duties limit their mobility and accessibility to reach decision making positions.

False beliefs that a man is more efficient than a woman in leadership roles and is more able to make the right decision than women, as well as the misinterpretation of religious texts.

Proposed solutions during the Café Talk sessions, which led to the development of initiatives in each region and provided solutions to strengthen women's role in leadership.

Changing the stereotype of the role of women by changing educational curricula and adding extracurricular activities in education policies that serve to strengthen women's leadership role.

Improving the transportation sector through the use of technology and attracting competent companies in the field of electronic transport

Family awareness of the need to raise the children without gender discrimination regarding leadership, male or female

Awareness campaigns for men on the role of women and highlighting their capabilities and achievements.

Forming forces lobbying to change the unfair legislation regarding women.

Create opportunities for economic empowerment and to support productive and entrepreneurial projects that enable women economically, and to link women producers in projects to empower them economically

Uniting the feminist, national, and social discourse, and coordinating the institutions to unite ideas

Highlight the success stories of women in the community to be a motivation for other women



“The concept of the project was specific. It targeted a number of governorates that suffer from marginalization of the role of women and their lack of presence in leadership positions, and contributed to highlighting the existence of a problem and the need to find solutions. This made them closer and more receptive to society, which had huge impact on their success.”

Abshiri left a mark in the community due to the way was used to raise the problem and its management by us as youth. The "Café Talk" sessions were intended to have spontaneous and in-depth discussions of the problem and its causes from various aspects and viewpoints, while presenting solutions, with the participation of different categories of society as youth decision makers, and representatives of civil society organizations. This has made the different segments of society take this issue seriously and pay attention to the importance of the presence of women in leadership positions.

Hayat Al Dbais - Mafraq

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Abshiri is a remarkable project that seeks to prove the importance of the role of women in Jordan. This is evidenced by Abshiri in the following areas: Petra, Tafelah, Aqaba, the Southern Valleys, the Central Valleys, the Northern Valleys and Al Mafraq.

Abshiri fostered my belief in the importance of the role of women, knowledge about field research, obtaining results, and using results to solve societal issues, as well as manage sessions and discussions.»

Saif Khleifat – Petra

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Research Team Recommendations:

First: Economic Empowerment is the Main Key:

Poverty: Women suffer from social problems resulting from poverty such as early marriage and divorce, making attaining a leadership position not a priority for them.

In case women run for leadership positions, they rarely find financial support to fund their campaigns. This leads to a strategic weakness in their electoral campaigns, and as a result, women fail to fill leadership positions.

Transportation: The difficulty of mobility because of poor infrastructure and services in the transportation sector leads to parental fear and discouraging girls from seeking opportunities. This is a major challenge to their engagement with the outside world.

Second: The Attempt to Integrate the Tribal System and Gain its Support by Focusing on Social Capital:

The tribal society is distinguishing itself by **adhering** to its own system and laws and a preference for solving its own problems fighting anyone who threatens this regime and tries to change it. Man, in the tribal system is always seeking power and that power comes from the promotion of economic capital, or “economic power” and social capital. When a person sets up social networks, joins political parties or uses their position in society which has social and cultural assets, it furthers their interests and their balance of power and prestige. In order to win over the tribal system, awareness must be linked to the empowerment of women by increasing the social capital of men through the massive media pumping of stories from tribesmen who are proud of the arrival of women in leadership positions.

Third: Directing Fear to Conservative Societies in Order to Serve Women's Empowerment:

Through the “Cafe-talks” study sessions and research reports carried out by the ambassadors in their regions, we have noticed a fear of overcrowding due to lack of clarity in the plans and strategies used to enable women, which leads to willing non-acceptance, and this is one of the most important factors that is hampering women's empowerment. The problem is that the plans and strategies are not unified due to the lack of communication and the intensive participation of women in society and development of the most important items of the plans and strategies. In order to solve this problem, we must encourage the society to cooperate by understanding and guiding its concerns by raising awareness of the benefits that the community will have by enabling the strategies and plans of empowerment, as well as to inform communities that change is inevitable due to the natural evolution of societies according to the theories of social change in a way we maintain our social privacy and find solutions. And we have reached solutions from the society itself.



Fourth: The Misconception of Religious Texts and Absence of Role-Models:

The misinterpretation of religious texts has a large role in restricting women to their stereotypical role and imposing laws under religious law, so we have to work on intensive mass media to reinterpret these texts correctly and not to confuse customs, traditions and religious texts. The religious text in conservative societies has a power parallel to customs and traditions and if properly reinterpreted a small part of the closed circle of thinking will be broken, allowing new ideas to enter.

Fifth: Failure to Follow the Pyramid in Awareness and Change:

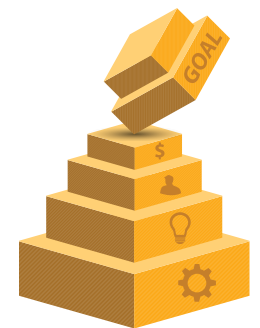
The factors that prevent women from reaching decision-making positions are overlapping, but in spite of priorities, we must not follow hierarchical change as this will take a great time, and instead we must work in parallel with awareness and change because of the positive impact on the psychological state of individuals empowered by it. Social justice campaigns must present objective and balanced arguments within the existing systems in the society, so as to provoke intellectual shock. In this way, campaigns are accepted.

Sixth: Uniting the Joint Efforts of Civil Society Organizations Working in Women's Empowerment:

Work to empower women with regard to the target groups through a unified platform that brings together civil society organizations

Seventh: Education:

The lack of educational curricula of content related to women's empowerment highlights the importance of the women's leadership roles in society, and focuses only on the stereotypical roles of women rather than opening the horizon of thinking and building the psychological motivation that would enhance their ability to choose. In addition to this, the absence of extracurricular activities that help to improve women's skills and discover their leadership abilities is one of the most important factors that limit their access to decision-making positions. Therefore we need to increase extracurricular activities related to leadership empowerment and awareness-raising workshops within schools and universities.





Shifa'a Al-Ajrami: 25 years old
– Center Valley

Administrative assistant and program organizer with Jordan Valley Development Cooperative Association. Volunteer with "Action Aid" Organization. Member of youth and social committees.



Sally Al-Qadoumi: 23 years old – Aqaba

Human Development trainer and youth communities representative for Aqaba. Social activist with several organizations and volunteer at Al Aqaba Voice(Sawt Al Aqaba) Radio.



Sawsan Al-Arameen: 23 years old – Southern Valley

I like volunteer work, social work, and effective civil participation, in addition to my interest in education and learning unorthodox traditions and customs and acquiring new skills and knowledge.



Samah Al-Mara'yeh: 23 years old – Aqaba

Bachelor's degree in Computer Science, volunteer trainer in various organizations in Gweira, and trainer's trainer with Microsoft. Social activist.



Raya Al-Huneifat: 26 years old – Tafieleh

Volunteer in many establishments, governmental departments and associations in the Governorate. Researcher and educator in the field of maternity health. Attended various seminars.



Hayat Saed Al-Dbeis; 24 years old - Mafraq

Specialized in Media, worked with various media establishments and local community organizations relating to human rights and social issues.



Ali Al-Oshoush: 34 years old – Southern Valley

Social Activist, President of Tafaoul Society for rights and freedoms. Attended several seminars and workshops in various fields, trainer with Maharaati Project and liaison officer.



Saif Khlaifat: 23years old – Petra

Active in the field of short film making as coordinator and trainer within short film festival. President of the Debate Club with Princess Basma Center. Public Relations President with Al Siq Cultural Center.



Malek Al-Matarneh: 34 years old – Aqaba

Social Activist, member of various local organizations, volunteer with the Royal Society for Environment Preservation. Participated in several seminars and workshops in various fields.

Ambassadors Bios



Hala Al Sawa'eer; 23 years old
– Central Valley

B u s i n e s s Administration Diploma, Executive Secretary at Jordan Valley Development Cooperative Association. Active in volunteer work, participated in various seminars and conferences with many organizations.



Braa'a Tuhaimeer; 23 years old
– Mafrag

Media graduate. One of the Abshiri project ambassadors for Drabzeen, liaison officer for the Royal Marine Conservation Society Of Jordan (JREDS) and in environmental schools program.



Ibraheem Bani Khaled; 22 years old – Mafrag

Volunteer for various foundations, and local community organizations. Al Mafrag Region organizer for Jeel Network 962, and liaison officer of youth committees for Princess Basma centers, Al Mafrag. And currently Abshiri ambassador to Mafrag Region.



Al-Saleh Saddam Al-Smadi; 27 years old – Tafeileh

Major: Business Economics Worked as Executive Director at ACE establishment, and Director of several projects such as (Hesa, UCAN, STARS). Volunteer at Darabzeen.



Ebtehal Al-Shamaseen: 23 years old
Petra

Volunteer in various initiatives. Attended several courses in managerial, administrative, and communication skills. Participated in Women Leadership Program under the auspices of International Republican Institute. Previous participation in support workshops.



Hiba Dheirat: 24 years old
d Northern Valley

Specialty: Radio and Television Worked as news reporter and editor at Yarmouk FM radio station, Al Balad Radio station, and Amman net. Also, news editor and producer within students' teams.



Yasmeen Al-Rayahneh: 24 years old – Northern Valley

Potential Journalist. Social Activist concerned with youth issues; seeking personal development and learning about leadership amongst young Jordanian women, Especially in the Valleys. I strive to influence those surrounding me.



Fatemah Al-khleifat: 23 years old – Southern Valley

Social Activist. Participated in various voluntary work including YPEER and the sketch show Karohat Team, and in Drawing a Smile (Rasem Basma), and in Madrasati project. Member of Kulana Al Ordon Youth Board.



Tareq Basel Al-Smadi : 26 years old – Tafeileh

Social Activist. Special education specialist, Husa project coordinator, member of the administration board with Al Eis Society. Volunteer with local community organizations in the governorate and ACE.



Randa Muhawesh: 22 years old – Northern Valley

Specialized in Nutrition and Food Processing. I have many ideas, ambitions, and goals which would benefit society. I am also capable of learning new things to affect change in the society.



Raghed Al-Ghunmeyyen: 23 years old – Petra

Volunteer with Princess Basma Development center, head of youth committees, Deputy Ma'an Governorate Council for youth. Member of Social Security Committee and leader of several youth initiatives.



Essa Abu Daifallah: 19 years old – Central Valley

Active in volunteer work, volunteer with Princess Basma center - youth committee, volunteer with UNICEF, and with youth consultancy center, and radio reporter – Farah Al Nas.



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I hope that any future projects will target South of Jordan, specifically Petra, as it is a marginalized area in Of framework of Human Resources Development and could benefit from more projects like Abshiri.

It was a challenge in every respect to move forward with Abshiri's project in my community, but the project management was great and so was the training we received. The training methods helped us push our boundaries and contributed to building our capacity as youth.

As a social activist in Petra, I came across real life experiences both during the research and during the management of recent sessions that influenced my knowledge base, supported our skills and gave us the space to identify decision makers and form a broad base of relationships among different groups of society.

Ibtihal Al-Shamaseen- Petra

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ABSHIRI's Ambassadors' Initiatives

Northern Valley District:

-First Initiative: Shabakat Khareejat Al Aghwar Al Shamaleyyeh.

-Main Challenge: Northern Jordan Valley includes high number of young, educated but unemployed women.

-Solution: Raise the employability of graduates by providing free training workshops to qualify and prepare them for the labor market, and connecting them with civil society organizations that provide job opportunities that fit the Alumni qualifications.

-Place: Northern Jordan Valley District

-Team Members: Randa Muhwaish, Yasmeen Hasan, Manal, Salam, Wa'ed
Second Initiative: Watad

Second Initiative: Watad

-Main Challenge: Lack of awareness among women in Al-Mashar'a of their most important rights and their participation in social activities, plus their fear of being in leadership positions and lack of society confidence in them.

-Solution: To educate, empower and support women locally, politically, economically, as well as socially

-Place: Northern valley –Al- Mashar'a – Mashar'a Market besides Tabqet fahel municipality.

-Team Members: Yassmin Hasan, Randa Muhwash, Hiba Dheirat, Salam, Hadeel, Maram and Munther.

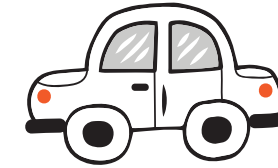
Third Initiative: Men Haqqek Te'rafi.

-Main Challenge: Women in Northern Valley are completely oblivious to their rights according to the Jordanian constitution

-Solution: To educate women on their every right in this country, through field visits for these women and determine their needs to hold sessions discussing their rights.

-Place: Northern Valley: (Al Ma'laqa district, Muath bin Jabal Housing) and Al-Adaseyeh.

-Team Members: Hiba Dheirat, Haya Dheirat, Tasneem Al-Dalki, lylaf Hindawi.



Central Valley District

First Initiative: Lenatajarraa' Be Aman.

-Main Challenge: Lack of proper transportation, especially for women, in which hinders their access to local society institutions that provide women's empowerment services.

-Solution: Smartphone mobile application to provide a safe, easy and fast ride for women, and to facilitate their access to institutions that empower their skills and help them reach decision-making positions.

-Place: Sothern Shouna.

-Team Members: Hala Al-Ajarmeh, Issa Abu Daif Allah, Shifaa' Al-Ajrami

Second Initiative: Bawwabat Al Foras

-Main Challenge: Most women in the region are unable to join institutions that could promote their capacity for several reasons, such as; lack of transportation and economic status, as most of these institutions are far away from them, and the lack of knowledge of the availability of institutions in the region which provide similar services.

-Solution: Smartphone mobile application to link local community organizations which provide services for young women, and clarify the list of services available for this application to make it easier for women to join the programs that suit them in the easiest and most economical way.

-Place: Southern Valley.

-Team Members: Issa Dif Allah, Hala Al-Sawaeer, Muath Al-Hloul and Mohammad Hallaq.

Third Initiative: Al- Qaed Al- Sagheer.

-Main Challenge: Lack of the school curricula subjects' emphasis on women's role in leadership positions, meaning that female students are oblivious of the importance of their role.

-Solution: Select several schools from different regions of the province, and give the students in these schools the chance to experience some of leadership roles and then explain and introduce them to the importance of this role in the future.

-Place: Southern Valley, Al-Kafreen, Al-Rawda, Al-Ghofa

-Team Members: Shifaa Al-Ajrami, Hala Al-Sawaeer, Khalil Nasr Allah and Derar Muhesin



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Abshiri project aims to empower women in reaching decision making positions. This title itself is wonderful as the project offers the opportunity for women in unfortunate areas and those who suffer from poverty. The project touched upon the problems facing the Southern Jordan Valley. It also opened opportunities to young people and decision makers to learn about the importance of the presence of women in society and to work to reducing the problems that prevent women from reaching leadership positions.

The continuity of the project will have a significant impact on changing the male society's view of the positions women can hold in our society in education, science, and posts that would entail practical functions. As young people, we work hand in hand to bring women to the positions they deserve.

For me, Sawsan, the project gave me the willpower to be "strong and courageous" and left a huge impact on people of my community. They considered me an influential person in my youth, whether in my project or on social networking sites. As for the decision makers, I was able to reach and speak to people with the highest holding posts in my area such as the Governor, the Local Director, the Chief of Police and the heads of Clans. This is not an easy thing to do for a girl in a remote area like mine. We talked about dialogue sessions, community issues, initiatives and voluntary matters.



ABSHIRI's Ambassadors' Initiatives

Tafieleh Governorate:

First Initiative: Anti Tastatee'i

-Main Challenge: Women in Tafieleh governorate have not been given the opportunity to lead government or private institutions in the governorate

-Solution: Give women the opportunity to take place in decision-making positions for five days in the province and give them the opportunity to the society to see what they would be capable of.

-Place: Tafieleh – Al Qasaba.

-Team members: Al- Saleh Sadam Al-Smadi, Ibrahim Al-Oran, Suhaib Al-Oran and Sojoud Al-Qwabaa

Second Initiative: Ta'leeleh.

Main Challenge: Women not supporting each other (because of jealousy) due to not believing in their own capabilities or other women's capabilities to maintain their progress.

-Solution: Women`s alliance of 25 member, which aims to empower women in various fields politically, economically, socially and health wise, run by a female specialist. This will give women the opportunity to meet each other and exchange different experience to form a feminist board so she can represent herself in the future, and empower women in many fields to become a leader.

-Place: Tafieleh–Al-Qasaba

-Team members: Tariq Al-Smadi, Suhaib Al-Oran and Rana Al-Hawamaleh.

Third Initiative: Sharkina.

-Main Challenge: Lack of highlighting achievements and experiences of successful women in the region despite the challenges they faced to reach these positions.

-Solution: Making short video messages from successful women in the region and post them on well-known social media sites, to highlight the important role they played and to show how they overcame these challenges at the beginning of their journey.

-Place: Different regions in Tafieleh.

-Team members: Raya Al-Huneifat, Hudhayfah Al-Qararaa and Alaa Al-Qatatsha.

Petra Province

First Initiative: Ente Gad-ha

-Main Challenge: The shortage of social resources to support women although they are capable of reaching leadership positions.

-Solution: Prepare short movies focusing on the main challenges facing our women in reaching leadership positions. Discuss them with the local society so we find solutions to limit these challenges.

-Place: Petra province - Several areas

-Team members: Abtihal Al-shamasin, Raghed Al-Ghonmeyyeen and Saif Al-Khleifat

Second Initiative: Yalla Noabber..Yalla Norsom

Main Challenge: Lack of awareness among people in Petra of the capabilities and potential of women, especially in the economic field, even though women have historically played role in the economic field.

Solution: Draw murals in public places illustrating the achievements of women in the economic field in the past to stimulate social support of women in Petra and reactivate their role in many areas, not only in the economic field, plus the launch of Facebook Hash-Tags.

Place: Petra - Wadi Musa - Taybeh

-Team members: Saif Al Khleifat, Mohammed Al-Humaidi, Sarah Al-Khleifat, Abdullah AL-Khleifat, Ahmed Basem, Mohammed Khalaylah and Barakat AL-Khleifat.

Third Initiative: Izra'a Fikran.. Ohsod Fe'lan.

-Main Challenge: Lack of awareness among children of the importance of women reaching leadership positions.

-Solution: Run an extracurricular interactive activity inside schools including sketches and games to raise awareness among children of the importance of women`s role in society.

-Place: Petra – Al-Shobak

-Team members: Raghed Al-Ghonameyeen, Mamoun Al-Habahba, Mohammed Al-Habahba and Ali Al-Tawara.

Aqaba Governorate:

First Initiative: Man yoa'leq Al Jaras

-Main Challenge: The low participation of women in the army because of society's view of women in this field.

-Solution: Collaborate with the police community to create a mechanism that encourages society to support women in joining the army and inspires them to reach high ranks .

-Place: Aqaba – Al-Qowaira – Al- Deesy- Al-Rahma.

-Team members: Samah Al Marayyah , Firas Nazzal and Maram Abu Safa

Second Initiative: Ana mish Haik

-Main challenge: The presence of a large number of words and phrases used by men that negatively affect women and reduce their self-confidence, leading to isolation and lack of strength and motivation to reach leadership positions.

-Solution: Highlight these words and phrases by publishing them in a creative way through making records and broadcasting them on the radio plus performing sketches in universities and society centers and print brochures showing it's real risk to women.

-Place: Aqaba – Al-Qasabah.

-Team Members: Sally Al-Qaddoumi, Malek Al-Matarneh, Lana Al-Awabdeh, Enas Majali, Lubna Al-Maaytah, Ru'aa Al-Khamais, Marwa Al-Qaramesa, Majd Al-Kassasbah, and Al-Sinjarawi.

Mafraq Governorate

First Initiative: Toomuhna.

Main Challenge: There is a decent number of women in leading positions in our area, but not enough digital space for them to learn about leading institutes and leadership positions.

Solution: Create a digital platform that allows women to learn about laws and regulations and the mechanisms and legal procedures that enable them to reach decision-making positions. This platform is a mean of pressure to help them take leadership positions.

Place: AL Badia North West - Khalidiya / Badia North East - Princess Basma / Al Kasbah Rahab

Team Member: Ibrahim Al-Kalidi, Ahmad Al-Hssa, Zaid Al-Sbeihat and Du'aa Al-Mawali

Second Initiative: Ihna Maek

Main Challenge: The ineffective role of women in leadership positions and decision-making centers and the limited presence of formal participation.

Solution: To form a women's group that aims to empower women and enhance their role in leadership positions. This will be the starting point for leading women, and will to form a type of pressure group to activate their role in these positions

Place: Mafraq – Al-Qasabah.

Team Members: Hayat al-Dbais, Ayman Shaaban, Jumana al-Masaeed, Imad Al-Zboun, Ahmed Harrachah, Omeima Al-Subeihat and Lara Momani.

Field Researchers

Yasmeen Hasan, Randa Muhawesh, Hiba Dheirat, Hayat Al Dbais, Baraa Tuhaimer, Ibraheem Bani Khaled, Hala Al Sawaeer, Shifa'a Al-Ajrami, Essa Abu Daifallah, Sawsan Al-Arameen, Fatemah Al-khleifat, Ali Al Oshoosh, Al-Saleh Saddam Al-Smadi, Tareq Basel Al-Smadi, Raya Al-Huneifat, Saif Al-Khleifat, Raghed Al-Ghunmeyeen, Ebtehal Al-Shamaseen, Samah Maraayah, Sally Al-Qadomi, Malek Al-Matarneh

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Supervisory Team

Media Unit – Drabzeen Human Development

Project Team

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ABSHIRI's Ambassadors' Initiatives

Third Initiative: Sunbula.

-Main Challenge: The absence of educational and extracurricular programs that contribute to developing our students so they can reach leadership positions, in addition the students who are oblivious of the importance of women in leadership positions and the good results of their existence in that environment

Solution: Partnerships between decision makers in the governorate, youth centers and schools to exchange experiences between them so those students become our future leaders

Place: Mafrq Governorate - Rehab district
- Northern Badia Brigade - North West Badia

Team Members: Baraa' Tuhaimar Hadeel Hani Zitawi, Ayman Mufleh Al-Harahsha, Islam Adel, Abdul-Aziz Hamdan, Intethar Al Shreaa and Mohammed Sami Jarrar.

Southern Valley district

First Initiative: Anty Fi Al-Dostoor

-Main Challenge: Most women in southern valley are oblivious of their rights in the constitution and Law.

-Solution: A women's club which includes 15 women in partnership with a local institute in Southern valley. They will attend specialized training, and after



the training sessions these ladies will design activities related to women's issues, through dialogue, debates and sketches

-Place: Ghour Al-Safi, and a future expansion for each residential complex in that region.

-Team Members: Ali Al-Oshoosh, Bilal Al-Dughimat, Abdullah Al-Oushibat, Thawata Al-Khalifat, Lubna Al-Sha'ar and Basma Al-Ajaleen

Second Initiative: Ibda'ai Daman

Mostaqbali

-Main Challenge: Most of Southern Valley women work in handicrafts, but no one is supporting them, which does not empower them economically or help them reach leadership positions.

-Solution: To market their products online so as to raise their profit, and support their projects in the future.

-Place: Ghour Al-Safi – Al-Kahf " tourist Museum.

-Team Members: Sawsan Al-Arameen, Ja'far Al-Sha'ar, Mohmmad Al-Hwemel, Ta'eed Al-Zahran and Odeh Al-Khutaba.

Third Initiative: Ana Ohawer

-Main Challenge: Women's lack of rational dialogue and knowledge, and fear of expressing their thoughts.

-Solution: Women's empowerment and enhancement of their confidence by integrating them in local society, and involving them in dialogue sessions that deal with women's issues.

-Place: Ghour Al-Safi

-Team Members: Fatima Al-Khleifat, Maysa' Al-Oshoosh, Nosayba Al-Khleifat, Abdullah Al-Oshoosh, Ali Bazlameet and Omar Al-Sha'ar





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