

# Enhancing Women Participation in the Solid Waste Management Sector in Jordan

## Baseline Study Report

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## 1. Executive Summary

This study aims at providing a detailed and comprehensive understanding and overview on the current status of women's participation in solid waste management (SMW), green businesses and solar & renewable energy sectors. The study was conducted in five different municipalities located in Irbid governorate north of Jordan; namely Dair Abi Said, Tabaqet Fahel, Mo'ath Bin Jabal, Sharhabeel Bin Hassnah and Khaled Bin Alwaleed.

The implemented methodology of this study included two main phases. During the first phase, a survey conducted to collect data from individuals (beneficiaries) from the local communities in the five targeted municipalities (mostly women and very few men). The main goal behind the survey is to understand the economic situation of women, how it has been affected by solid waste management (SWM), and green circular economy activities and the support provided to the targeted CBOs, cooperatives and municipalities. In the second phase, several interviews were carried out with key informants to obtain a clear overview of the work done regarding SWM projects. The main interviews were conducted with the heads of ten CBOs and two cooperatives. Furthermore, an interview was conducted with Irbid "Joint Services Council" to discuss the initiative at the level of each of the municipalities.

Customized data collection tools (i.e., women beneficiaries, CBOs and Municipalities/Governmental data collection tools) were developed to highlight the actual situation of SWM projects and initiatives. The surveyed sample included 650 beneficiaries covering five municipalities in the north of Irbid, 10 CBOs, 2 cooperatives and the Joint Services Council. The findings of the surveys and interviews were analysed under several main pillars, as follows:

1. Level of women satisfaction of their quality of life and livelihood
2. Participation in SWM, Green Businesses and Solar & Renewable Energy
3. Financial Capability
4. Economic Participation
5. Capacity Building and Training
6. Awareness on Human Rights, Women's Rights and Gender equality
7. Social/Socio Economic Participation
8. Decision Making related to Transportation
9. Main Challenges and Needs

The majority of respondents were females, only 1.4% of respondents were males. The study concluded that regardless of municipalities, the respondents' financial capability was very low and this affects their level of satisfaction of their quality of life and livelihood. Most respondents reported that they either "Strongly Dissatisfied" or "Dissatisfied" (38% and 21% respectively).

The percentage of respondents who participated in SWM, Green Businesses and Solar & Renewable Energy was 47% from all municipalities. These respondents were mainly unemployed and the majority of

them had an income less than 200 JD per month with no external financial assistance from any organization. Only 3% of the total surveyed respondents reported that they received financial support.

All respondents reported that they were provided with training regarding “enhancing women's participation in the solid waste management sector in Jordan”. However it seems that extra trainings and awareness sessions need to be provided for women in order to actually help them generate income and contribute in the total income of the household.

Local CBOs and cooperatives put all of their efforts to provide women with all kinds of support, including technical support in the form of training and awareness sessions. In addition, financial support is provided when possible. However, there was a consensus that all CBOs and cooperatives need additional financial support so they can help as many women as possible. CBOs and cooperatives are actively engaged in promoting women's rights, promoting women's participation in public sphere, and preventing violence against women through community awareness-raising and empowerment initiatives. As an example, CBOs and cooperatives conducted trainings and workshops on variety of topics such as Home Based Businesses (HBBs), food safety (HACCP), financial management, inheritance rights, gender issues and communication and life skills. Moreover, all heads of CBOs and cooperatives stated that they have strong and trustworthy relationships with the local community members.

During a Key Informant Interview (KII) with Irbid Joint Services representative, it was concluded that there is an urgent need to actively promote solid waste collection activities and highlight their importance to the community. In particular, markets, malls, schools etc. should play a major role to serve SWM projects and initiatives by voluntarily disposing waste and this would not be effectively achieved if there is no collaboration between local authorities (municipalities and service council), CBOs, cooperatives and beneficiaries.

As for women's economic participation in the SWM activities, both women respondents and CBOs heads said that the main barrier to women's participation was related to low financial return, work stability, as well as lack of municipalities' support.

It is of high importance that all five municipalities to collaborate with all concerned parties (especially NGOs, CBOs and cooperative) to expand and improve projects activities in order to reach a financially sustainable situation. Any future initiatives or projects should be planned effectively and communicated to all community members. It is also important to make an effort to raise community members' understanding of their duties and responsibilities in the SWM sector from a gender perspective in order to improve their involvement and make it more effective and efficient.

Other findings will be discussed further in the following sections of the report in order to have a better understating of the current situation of SWM activities.

## 2. Introduction

As the country's solid waste generation is rapidly increasing, putting strain on waste management infrastructure, much of this waste is generated from domestic chores done by women, which make them essential partners in resolving the situation. The goal of this study is to uncover the role of women in solid waste management at both the household and community level in five targeted municipalities in Irbid. This baseline study report describes, analyzes, and draws final conclusions regarding the current women participation in the SWM and relevant business sectors in the northern governorates. It includes a thorough description of the project background, project objectives, methodology adopted, implementation of scope and activities, **beneficiaries' gender, location, nationality, and business sectors, number of final beneficiaries, number of CBOs and cooperatives, logistical arrangements (reach and contact information of beneficiaries, field coordinators, enumerators, performance evaluation of the enumerators, communication channels and mechanisms, and governmental approvals, ..etc).**

The baseline and end-line studies and surveys are expected to capture the impact of the project interventions in **three northern districts and five municipalities**, working with **10 community-based organizations (CBOs) and 2 different cooperatives**, with **60 women beneficiaries for each CBO or cooperative**, working mainly in the **solid waste management and sorting facilities, green businesses, and the circular economy**.

## 3. Project Background

The UNDP partners with people at all levels of society to help build nations that can withstand crisis, drive and sustain inclusive economic growth to improve the quality of life for everyone. On the ground, in 177 countries and territories, UNDP converts global perspective and local insight towards helping to empower lives and build resilient nations. Inclusive economic growth continues to be an important thematic area for UNDP Jordan's Country Program and it aims at addressing vulnerabilities at individual, community, local authority and national institutional levels by supporting initiatives that foster an inclusive enabling environment for livelihoods and job creation for all, especially among vulnerable Jordanian and Syrian refugees' youth and women in crisis affected areas.

The program seeks to provide resilience-based development solutions for local economic recovery, including green economy opportunities and enabling equitable access to financial service solutions to ensure no one is left behind. The core of its program strategy embraces a mid- to long-term approach to self-reliance for all including refugees. This assessment is specifically related to the UNDP's "Enhancing Women Participation in the Solid Waste Management Sector in Jordan" project, which aims at improving the socio-economic empowerment, well-being and stability of rural women in Northern Jordan, especially in the Solid Waste Management (SWM) sector, implemented in five municipalities in Irbid Governorate: three municipalities of Northern Shouneh district (Moa'th Bin Jabal, Tabqet Fahel & Sharhabeel Bin Hassnah) and Dair Abi Said municipality of Kourah district. In addition to Khaled Bin Alwaleed municipality in Al Mukhaiba.

## 4. Objectives

**The overall objective** of this project is to capture the impact of “**Enhancing Women Participation in the Solid Waste Management Sector in Jordan**” project interventions on beneficiaries through conducting baseline assessment. Specifically, the baseline assessment sought to identify, articulate, and document the livelihoods socio-economic vulnerability of beneficiaries/participants and to inform UNDP programming decisions. The assessment will establish the baseline for the project key indicators and will set the ground to measure the project performance over time.

## 5. Methodology

The technical approach was tailored to suit the required specific objectives of the “**Enhancing Women Participation in the Solid Waste Management Sector in Jordan**” project; and the baseline data collection tools were designed based on the UNDP “**Performance Measurement Framework**” KPIs and other indicators related to the Inclusive Growth and Livelihoods Program theory of change. The proposed methodology, project’s phases and detailed activities are described as follows:

### **PHASE 1: Conducting a baseline to measure the impact of the project activities on improving attitudes on women economic participation.**

A data collection process was implemented depending on all **selected indicators** listed in the project “**Performance Measurement Framework**”. Different data collection tools and questionnaires were developed on three different levels targeting the beneficiaries, the CBOs and cooperatives heads and the municipal committee members in response to the needs of the project indicators and logical framework. The baseline surveys and used Key Informants Interviews (KIIs) questions were developed in line with the “Performance Measurement Framework”.

The project targeted women in five municipalities in three different districts in Irbid Governorate: three municipalities of Northern Shouneh district (Moa’th Bin Jabal, Tabqet Fahel & Sharhabeel Bin Hassnah) and Dair Abi Said municipality of Kourah district. Additionally, beneficiaries and a CBO from Al Mokhaiba district (Khaled Bin Alwaleed municipality) were targeted by the UNDP. Moreover, the project used an approach of having 60 beneficiaries for each of the ten CBOs and the two cooperatives, with a total of 660 beneficiaries (mainly women with very few men participating in the SWM sector and other related sectors).

Different data collection mechanisms were used s (i.e., face-to-face interviews, phone calls, and online meetings). All the required coordination resources that were necessary to conduct the data collection were taken in to consideration (e.g., data collection communication channels and tools, field visits, coordination, gender issues related to final beneficiaries, enumerators orientation, enumerators’ management, data processing and analysis, permits and governmental approvals for the survey, ...etc)

Seven enumerators were assigned to **cover the data collection process in the five municipalities.** **Orientation and project’s explanation sessions were held with the enumerators to ensure** that the data collection process and communication with the targeted beneficiaries are done effectively and according to the project’s scope and objectives.



When the enumerators were well-prepared and ready, a **test sample was taken (50 beneficiaries)** to **test and simulate the data collection tool** and its completeness, correctness and comprehensiveness. The feedback and lessons learned were then reflected in the **final data collection tool design and communication approach**, then, the enumerators started the real data collection process.

## 6. Demographic Characteristics

Prior to the description of findings for each indicator of the study, data on general profiles of beneficiaries is presented in this section. Description of the general profiles of beneficiaries helps to understand whether sampling for the study was representative and how the demographic situation impacted beneficiaries' participation in SWM and green businesses activities.

The surveyed sample included 650 respondents from the five municipalities as shown in Figure 6-1. Although Moa'th Bin Jabal municipality had the highest population size, the highest percentage of respondents was from Dair Abi Said municipality (32%) because it had three CBOs and one cooperative, while there were two CBOs and one cooperative in Moa'th Bin Jabal. As mentioned earlier in the methodology section, the women beneficiaries' database of the survey was from CBOs and cooperatives, therefore; the total number of beneficiaries from Dair Abi Said was more than that from Moa'th bin Jabal.

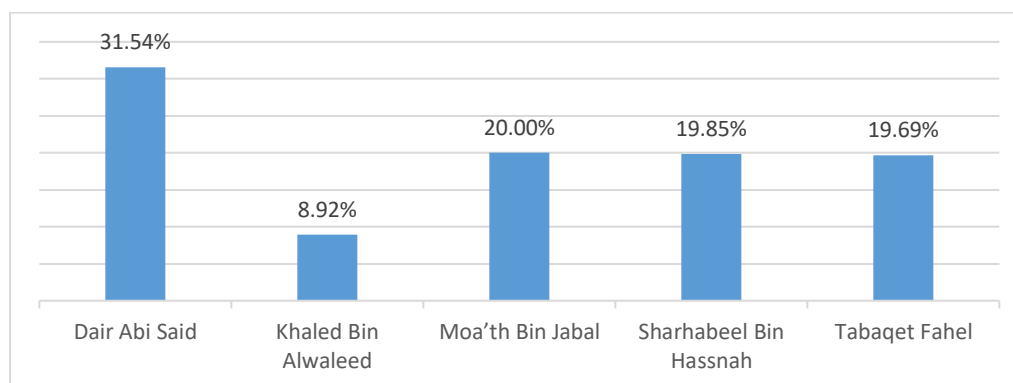


Figure 6-1: Distribution of respondents per municipality

Almost all of the surveyed beneficiaries were women, only 9 men from Dair Abi Said participated in the survey and they represented 1.4% of the sample as demonstrated in Figure 6-2. Therefore, this small percentage is not considered and all the upcoming analysis will not be based on sex to focus more on other important aspects that were identified and listed in the findings section.

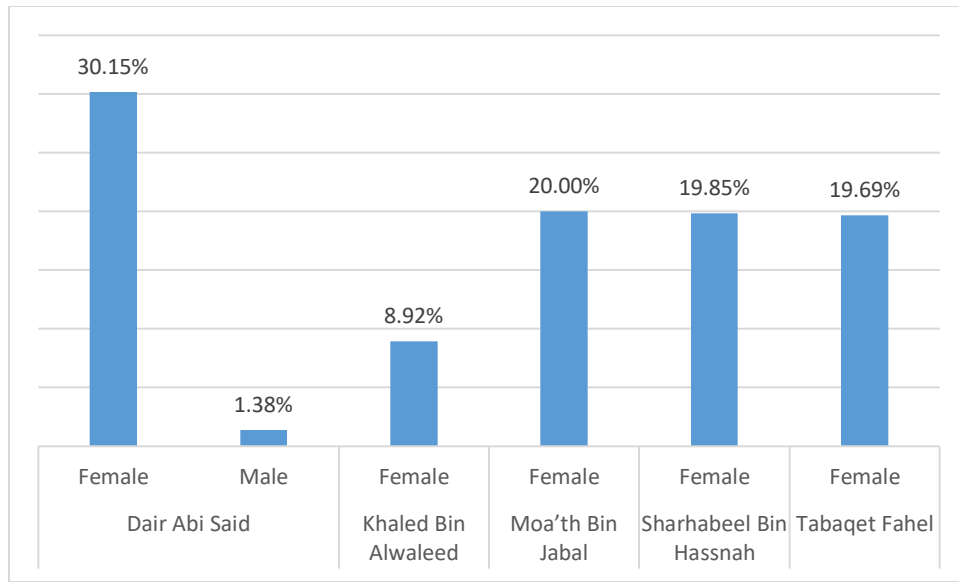


Figure 6-2: Respondents' gender distributed per municipality

The majority of respondents were Jordanians. There were some Syrian and Egyptian respondents representing 1.2% of the sample survey and distributed on the municipalities as shown in Figure 6-3

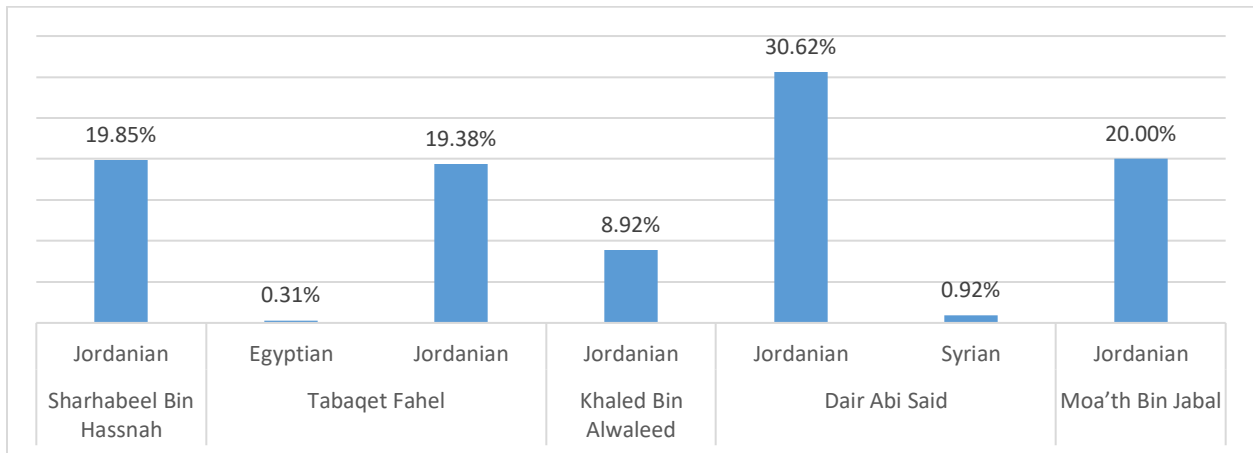


Figure 6-3: Respondents' nationality distributed per municipality

As demonstrated in Figure 6-4, the majority of respondents belonged to the age groups 25-30 and 31-40 in all municipalities, except for Khaled Bin Alwaleed where the largest number of respondents belong to 18-24 and 25-30 age groups:

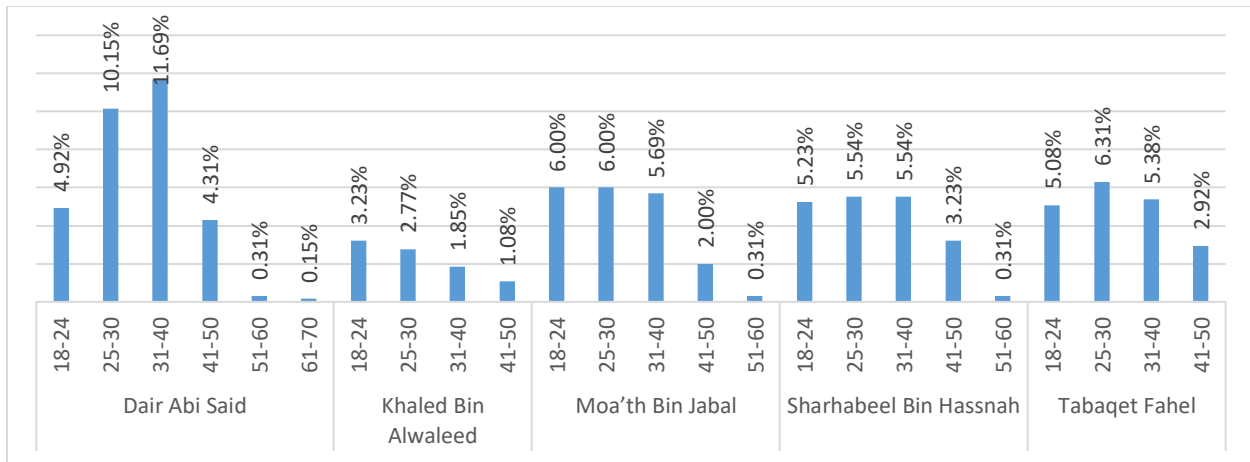


Figure 6-4: Respondents' age groups distributed per municipality

Figure 6-5 demonstrates that the majority of respondents were married in all municipalities.

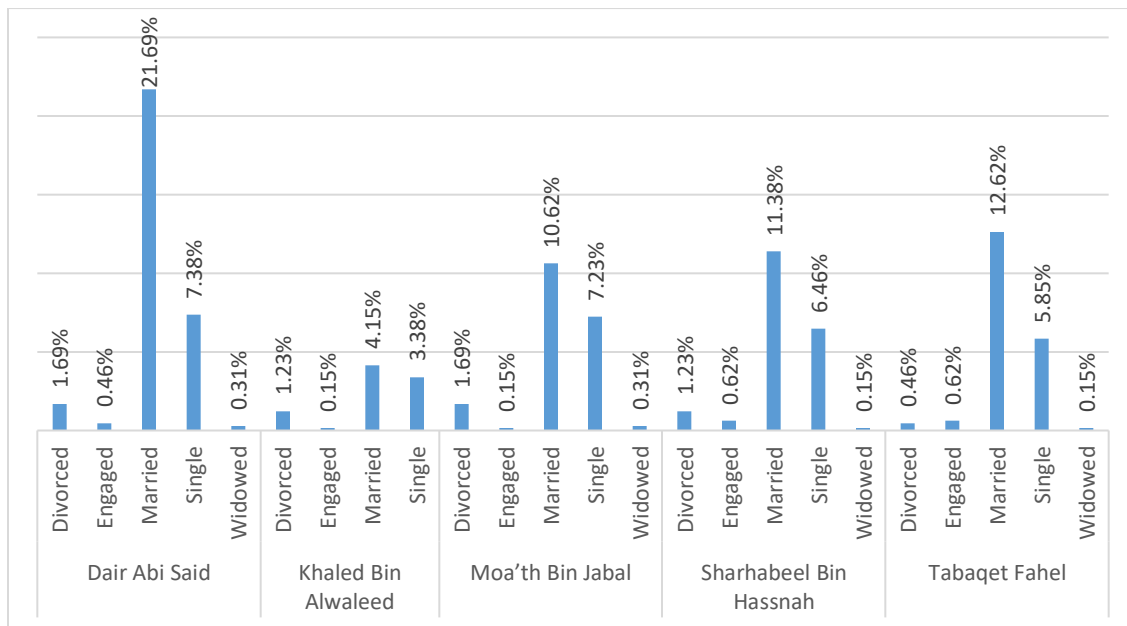


Figure 6-5: Respondents' marital status distributed per municipality

The employment status of the respondents is demonstrated in Figure 6-6. Almost 56% of the respondents were unemployed and 32% were housewives. Those who **had a personal or family business represent 8%**. On the other hand, those **who were employed represent only 2.5% of the sample**.

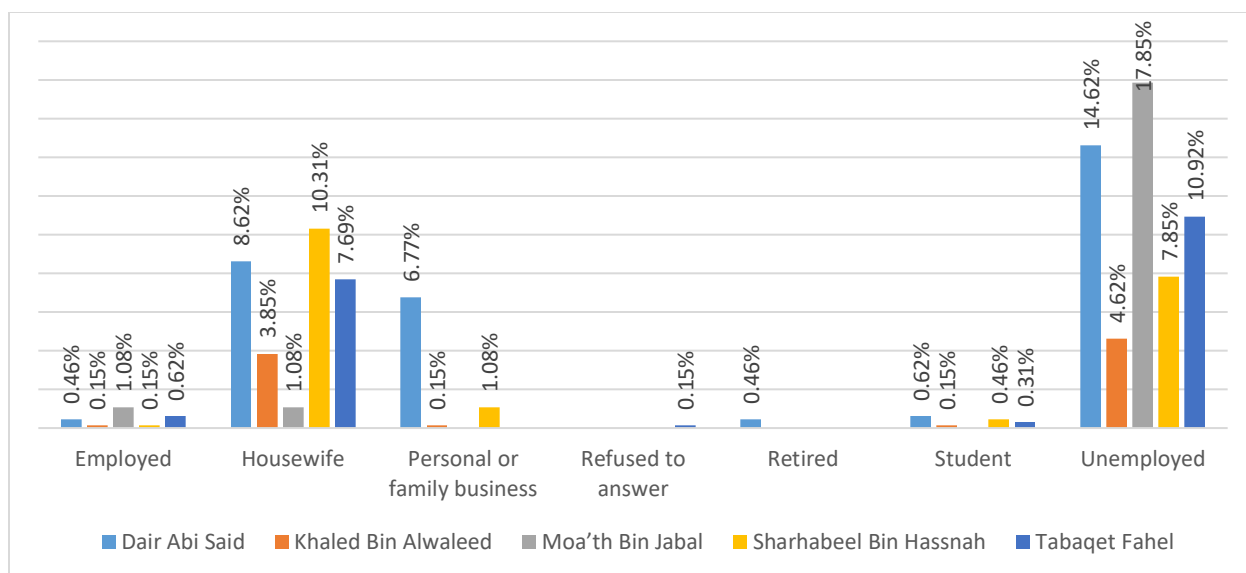


Figure 6-6: Respondents' employment status per municipality

## 7. Findings

This section presents the survey findings from all data collection sources, by municipality and other essential indicators. Findings are presented according to the particular pillars and questions of the study as follows:

### 7.1 Level of women satisfaction of their quality of life and livelihood

Most of the respondents **were either "strongly dissatisfied" or "dissatisfied" with the quality of life and livelihoods for women** in the north of Jordan (**38% and 21% respectively**). Respondents from Sharhabeel Bin Hassnah tended to be more satisfied with the quality of life among other respondents. Figure 7-1 shows the respondents' level of satisfaction with the quality of life and livelihoods for women in the north of Jordan among the five municipalities.

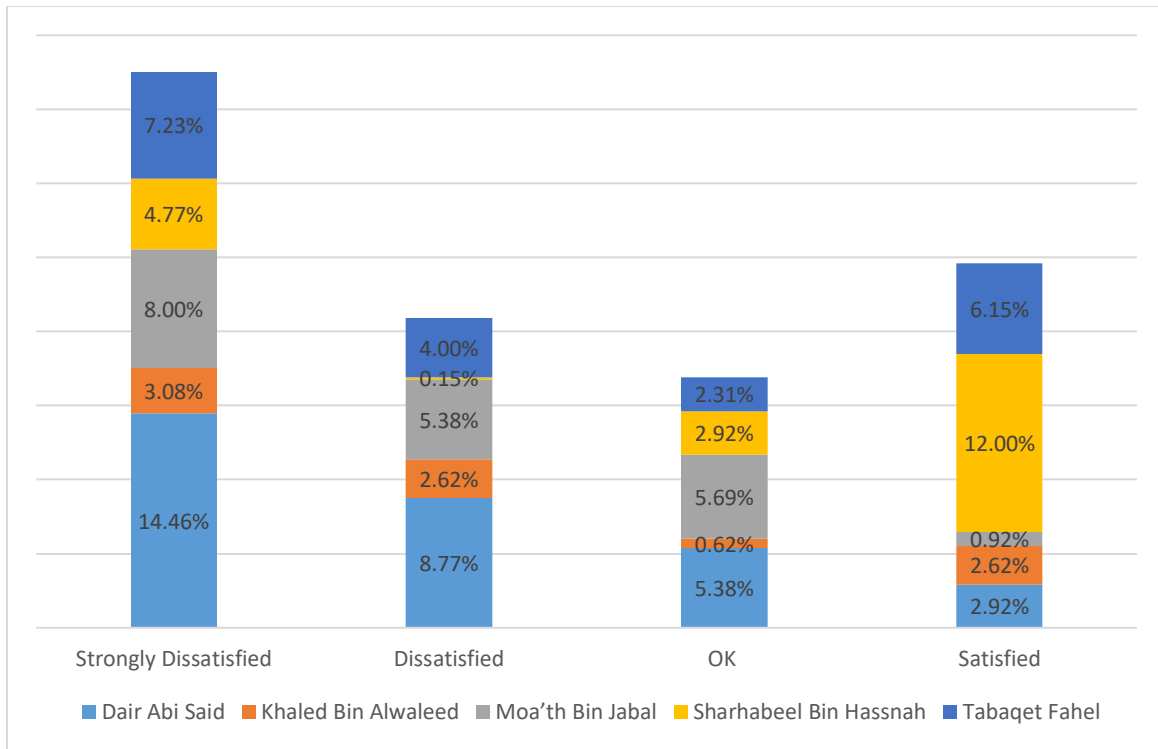


Figure 7-1: Level of satisfaction with quality of life and livelihoods for women in the North of Jordan per municipality

The **financial situation of the household** in the region is the main reason why the majority of respondents were either "Strongly Dissatisfied" or "Dissatisfied." According to the survey results, **55% of respondents had a total monthly income of less than 200 JD**, which was insufficient to live comfortably.

According to the heads of CBOs, the average level of confidence of women on their ability to access decision making/ leadership roles particularly in SWM sector was 3 out of 4.

## 7.2 Participation in SWM, Green Businesses, Solar and Renewable Energy

Under the Enhancing Women's Participation in the Solid Waste Management Sector project, UNDP established a sorting station and a composting plant in line with the national strategy for solid waste management, launched by the Ministry of Local Administration. Both interventions contribute to improving the current situation of waste management in Jordan and reducing waste received by dump sites and landfills.

A special focus of this project is on improving women's quality of life and livelihoods.. The main objectives of the project are as follows:

- Enhancing women's participation in the solid waste sector
- Empowering women economically and raising their participation in decision-making
- Finding job opportunities in the targeted municipalities

- Raising awareness amongst the local community on solid waste management
- Strengthening the governance structure at municipal levels to support an improved gender mainstreaming in SWM.

According to the KIIs conducted with the CBOs, the concept of participating in solid waste collection was not common in the local community especially for women. However, as a result of **UNDP's project and trainings** there was a **marvelous turnout to participate in solid waste collection and women became aware of its importance and economic impact.**

Almost **half of the respondents participated** in SWM, green businesses or solar & renewable energy activities (**i.e., 47%**), while 53% of the respondents did not participate before in similar activities as shown in Figure 7-2.

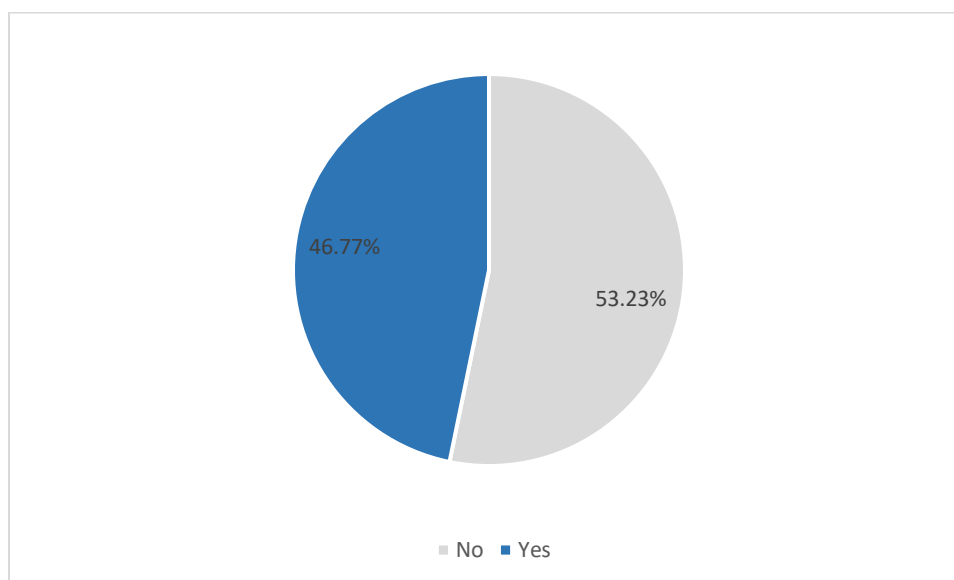


Figure 7-2: Respondents' participation in SWM, Green Businesses and Solar & Renewable Energy

According to the respondents' participation, it is clear that **SWM activities were the most common in all municipalities compared to green businesses or solar and renewable energy activities.** As shown in Figure 7-3, respondents from Sharhabeel Bin Hassnah were the most active in SWM activities (8%) followed by Dair Abi Said respondents (6%) who were most active in Green Businesses and Solar & Renewable Energy activities as well.

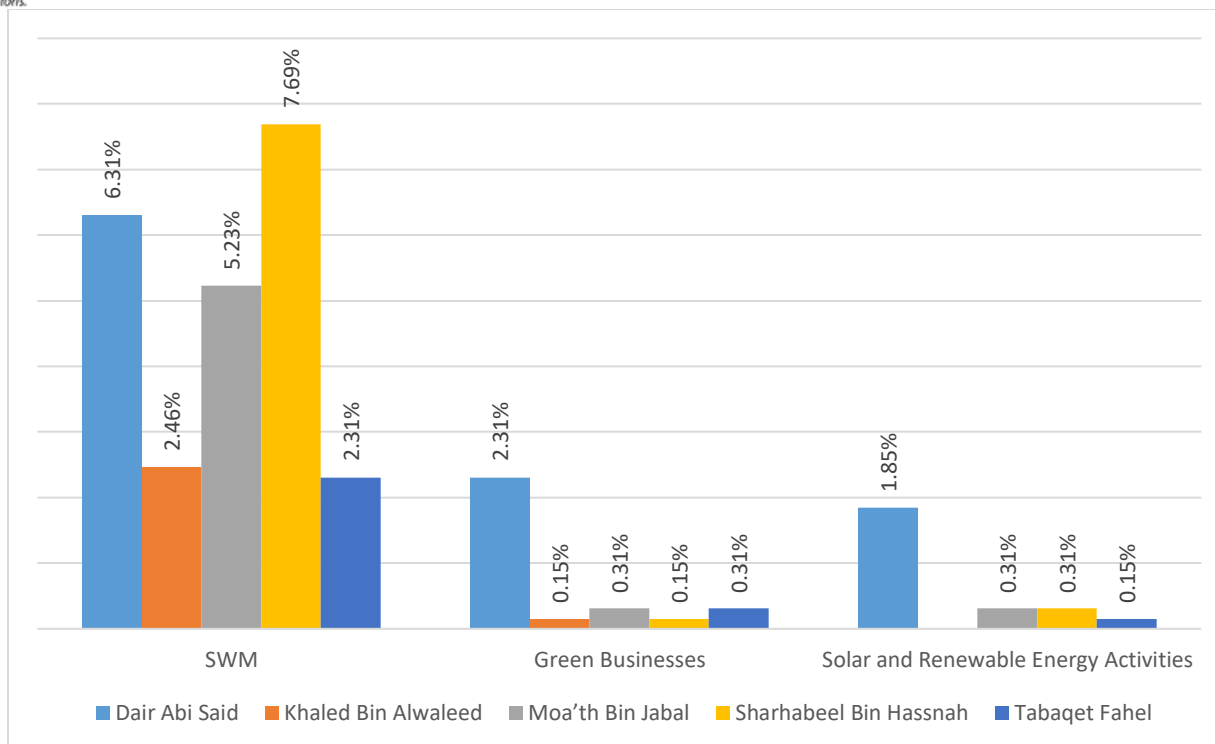


Figure 7-3: Respondent' participation rates in SWM, Green Businesses and Solar and Renewable Energy Activities

Figure 7-4 illustrates that **only a quarter of the respondents collected waste or participated in waste collection** activities, reasons of low participation could be **low awareness, lack of resources and tools, transportation challenges**, etc. Respondents of Sharhabeel Bin Hassnah and Dair Abi Said municipalities (8% and 7% respectively) participated more in waste collection activities than other municipalities.

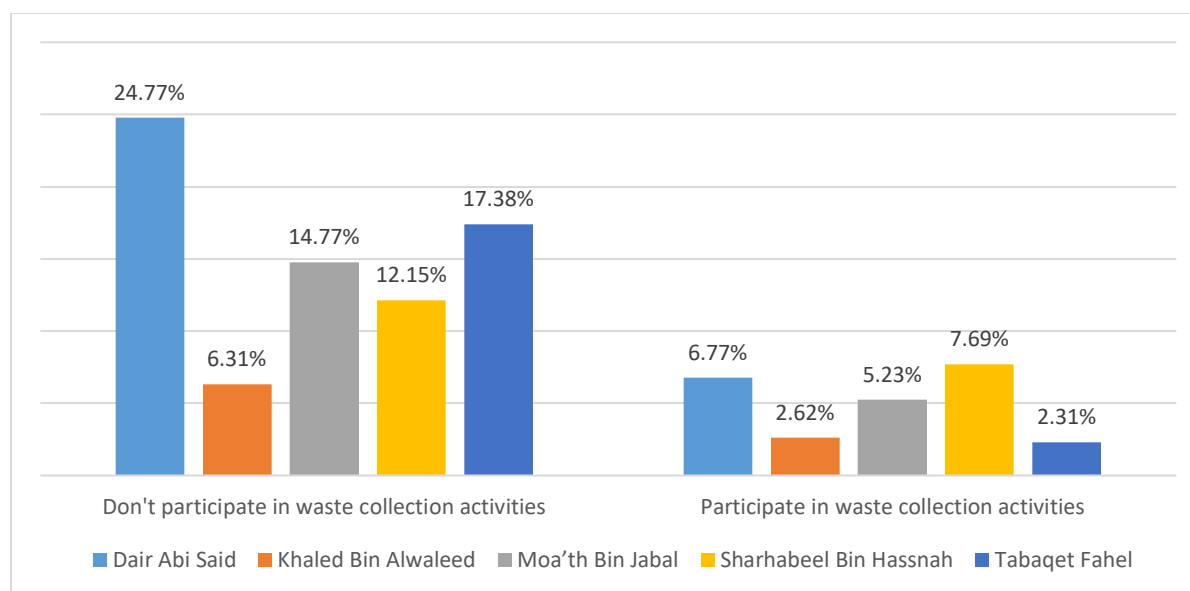
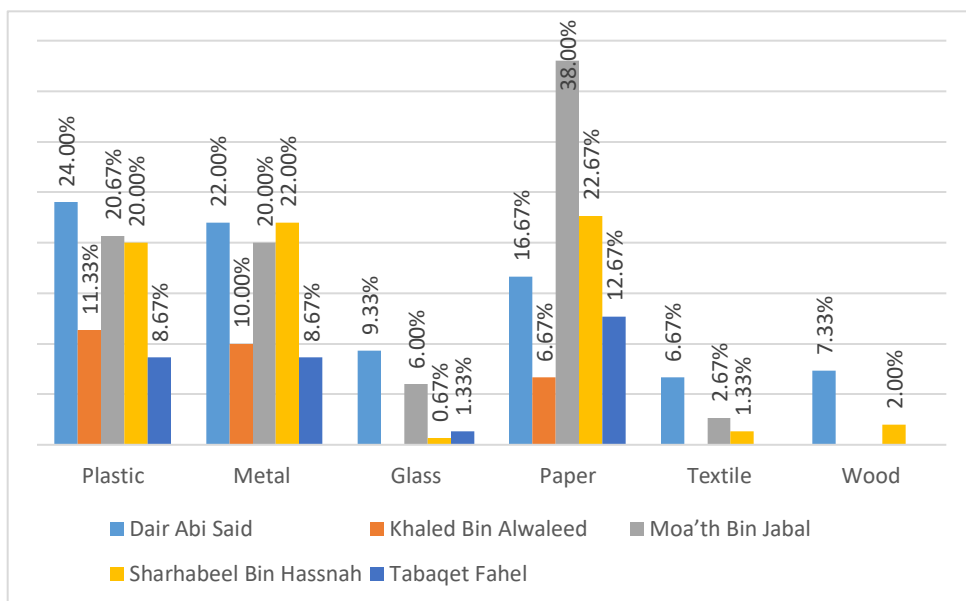
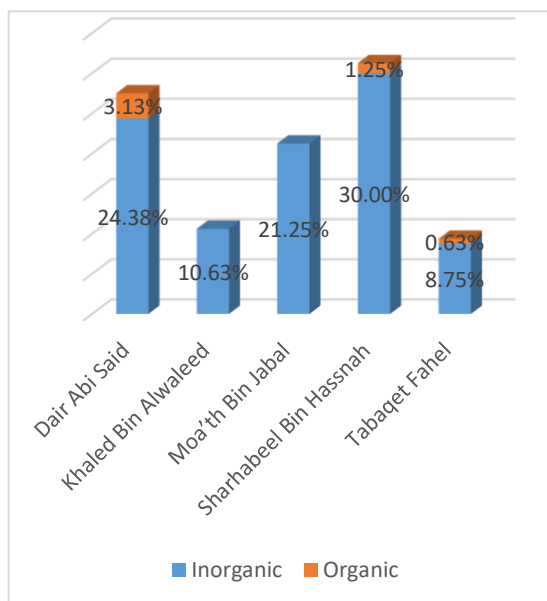


Figure 7-4: Respondents' participation in waste collection activities per municipality

**Inorganic waste was collected more frequently by respondents than organic waste in all municipalities**



as shown in Figure 7-5. **Paper was the most collected inorganic material** especially in Moa'th Bin Jabal

Figure 7-5: Types of waste collected

Figure 7-6: Material of inorganic waste collected

representing 38%. Plastic and metal were also collected mostly by respondents Dair Abi Said, Moa'th Bin Jabal and Sharhabeel Bin Hassnah, comparing to wood and textile as demonstrated in Figure 7-6.

Two main factors that affected respondents' participation in waste collection activities; respondents' educational level and employment status. Figures 7-7 shows that **respondents who were most active in waste collection activities had secondary-level education**.

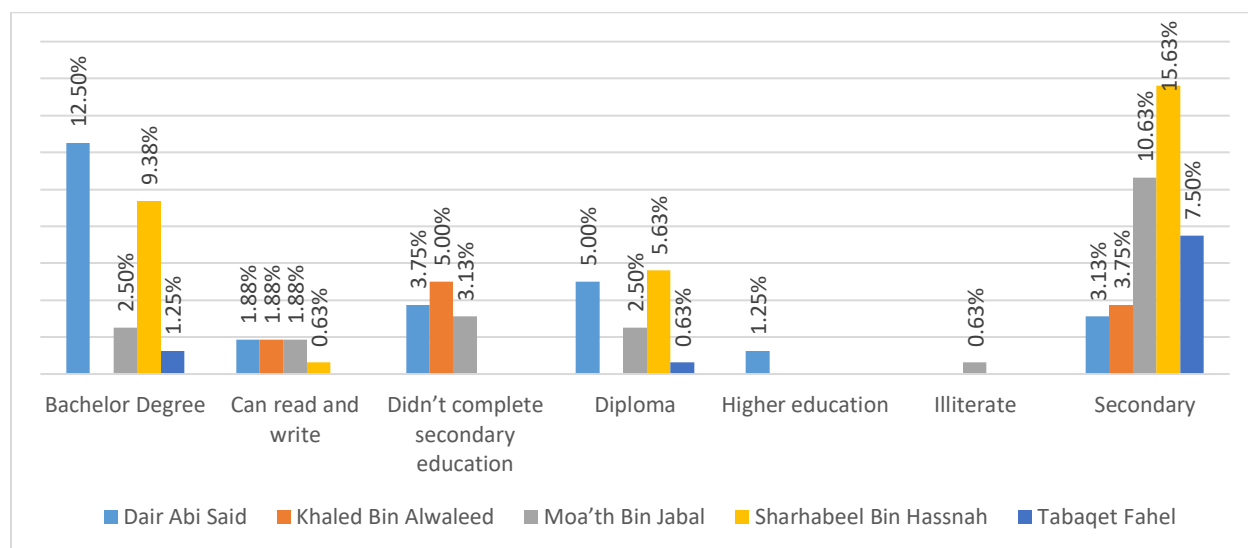


Figure 7-7: Respondents' participation in waste collection activities per educational level



In addition, as shown in Figure 7-8, **unemployed respondents and housewives participated in waste collection activities more than the ones who had a job and personal or family business.**

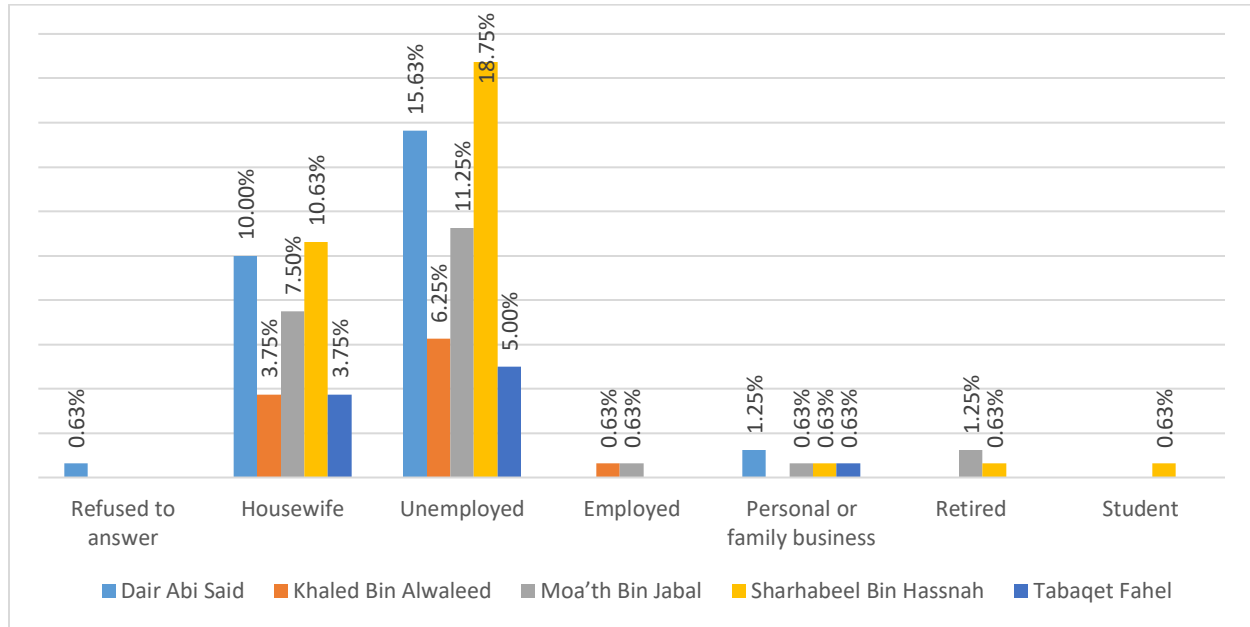


Figure 7-8: Respondents' participation in waste collection activities per employment status

According to the key informants interviews conducted with the targeted CBOs and cooperatives, it was concluded that most beneficiaries **expressed their willingness to participate in waste collection activities to enhance the financial situation of their families**. In addition, the head of the Joint Services Council of Irbid confirmed that they received more applications than for participants who were interested in engaging in waste collection projects, **the council expected to receive no more than twenty applications, although the number of applications required was sixty**. Currently, the council receives thousands of applications from men and women who expressed their interest in participating in SWM projects. However, we could only have **60 women beneficiaries** to work in the previous implemented project (i.e., the **waste sorting facility**), then due to several dropouts the total number was reduced **to 43**. The withdrawal of women from the sorting facility could be attributed to financial reasons due to suspending the monthly incentive that was granted to beneficiaries. In addition, the minimal quantities of waste processed resulted in a very low generated income for the beneficiaries. Also, there were some other personal reasons, such as a change in housing, proceeding with education, marriage and moving to a different place, health conditions, etc.

### 7.3 Financial Capability

Regarding the total monthly income, 2.31% of respondents refused to declare their income. Among those who shared their answers in this regards, it was reported that **55% of the respondents had a total individual monthly income of less than 200 JD**. The percentage of respondents who had 200-499 JD

monthly income was 39%. Results indicate that respondents in Moa'th Bin Jabal and Sharhabeel Bin Hassnah had somewhat a better income because, as shown in Figure 7-9, jointly they represented 4% of all respondents who had a monthly income of 500-999 JD. Figure 7-9 shows the percentages of the respondent across the municipalities along with their total monthly income.

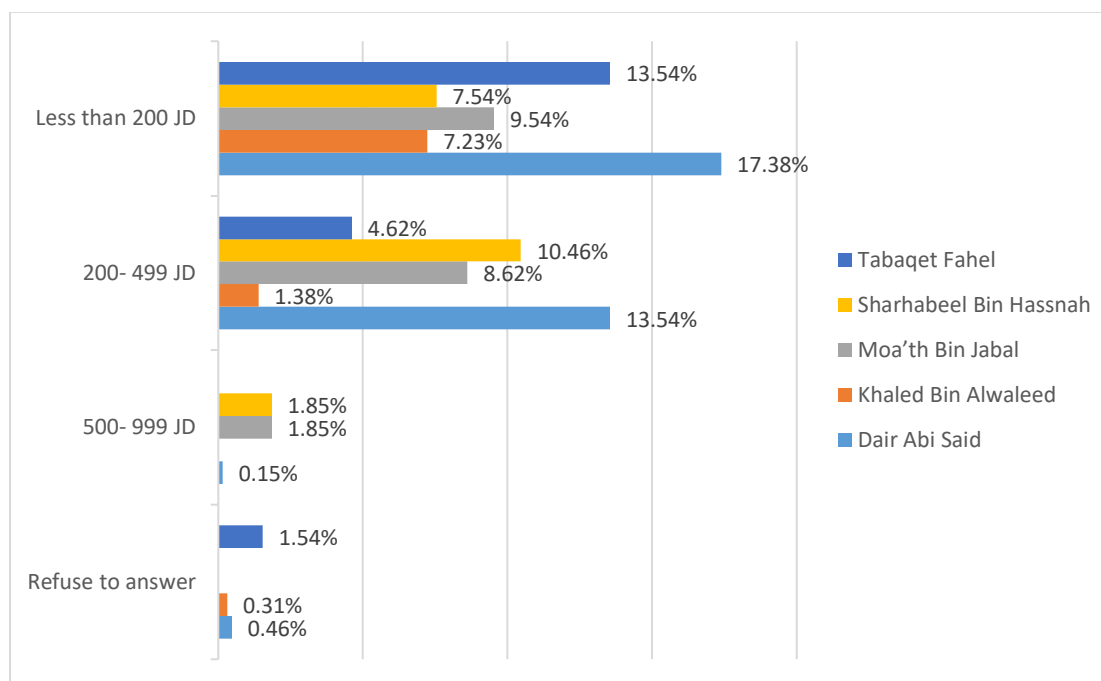


Figure 7-9: Total individual monthly income of respondents' per municipality

According to the respondents, **638 out of 650 (98%) reported that the total monthly income is not enough for personal savings**, while 12 respondents reported that their total monthly income allowed them to have personal savings. Figures 7-10 and 7-11 illustrate the number of respondents who have personal savings along with their total monthly income per municipality.

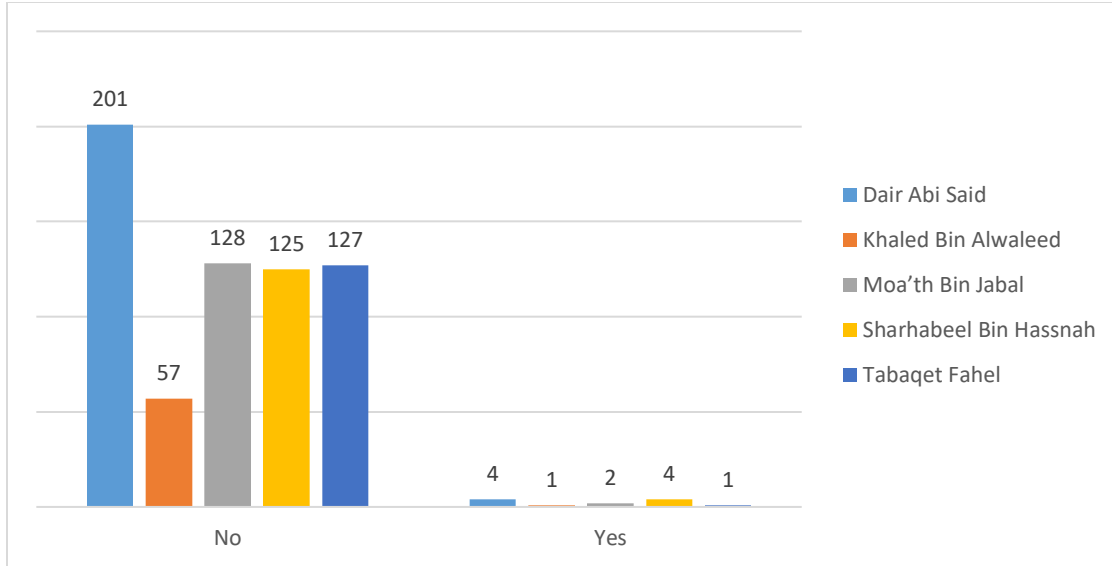


Figure 7-10: Number of respondents reported whether the total monthly income allows for personal savings

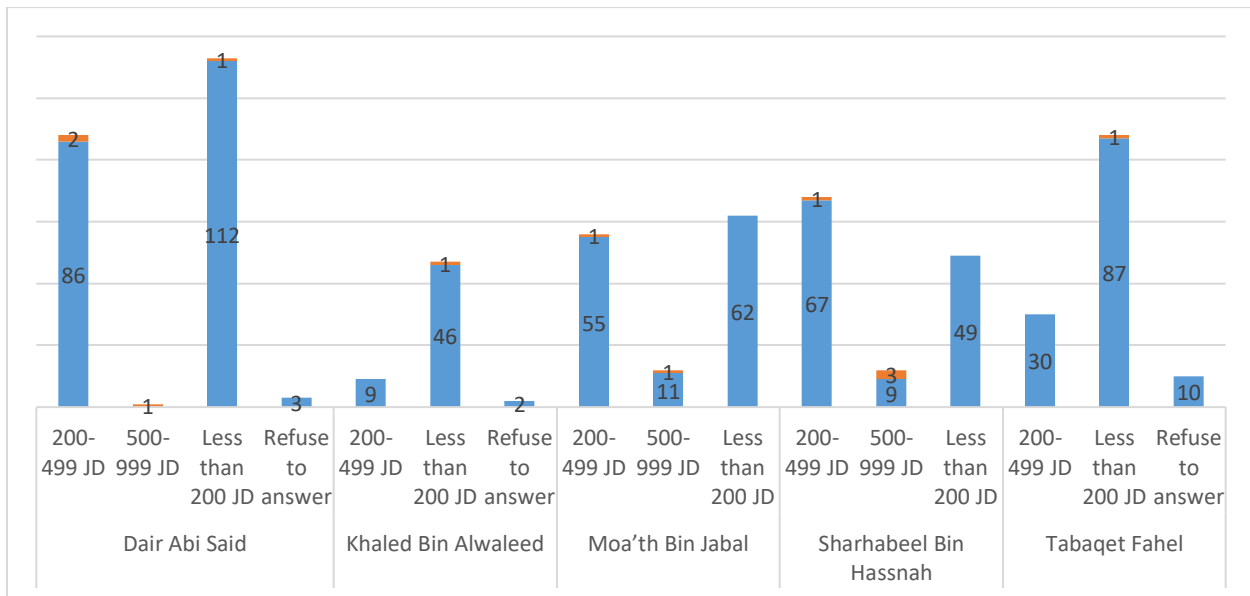


Figure 7-11: Number of respondents who have personal savings according to their total monthly income

As for receiving financial support, **97% of the respondents reported that they don't receive financial support from any entity** as shown in Figure 7-12. However, as mentioned earlier in previous findings, the percentages of respondents who had 200-499 JD and 500-999 monthly income were (39%, and 4% respectively). This gives an indication that the percentage of respondents who received financial support was higher than what was disclosed (3%), as the average monthly income was less than 200 JD for most people in the local community.

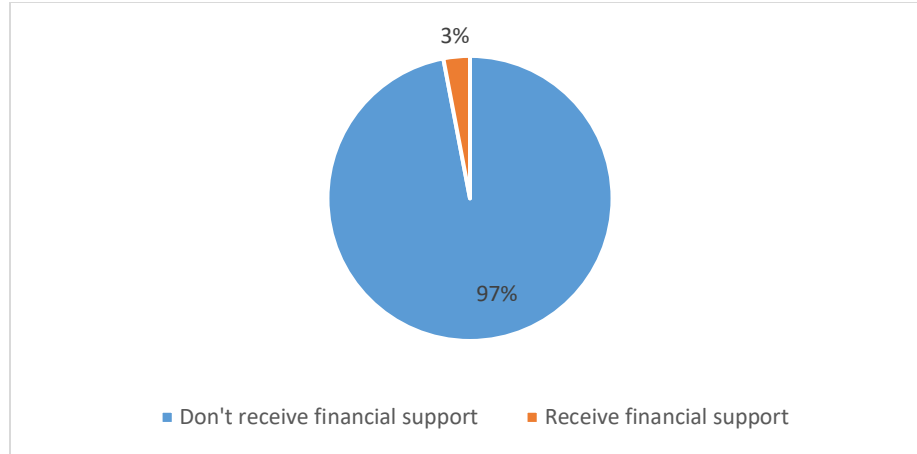


Figure 7-12: Receiving financial support

Figure 7-13 shows that **six entities provided financial support to the 3% of surveyed beneficiaries who stated receiving financial support**. The National Aid Fund supported 67% of these respondents financially. Most of them were from Sharhabeel Bin Hassnah municipality, in addition to some respondents from Tabaqet Fahel and Khaled Bin Alwaleed. Other beneficiaries received financial support from organizations such as the International Rescue Commission (IRC), the World Food Program (WFP) and the National Company for Training and Employment. The UNDP provided incentives to 5.56% of the respondents in Moa'th Bin Jabal and Tabaqet Fahel municipalities, while two respondents reported that they received financial support from their family members.

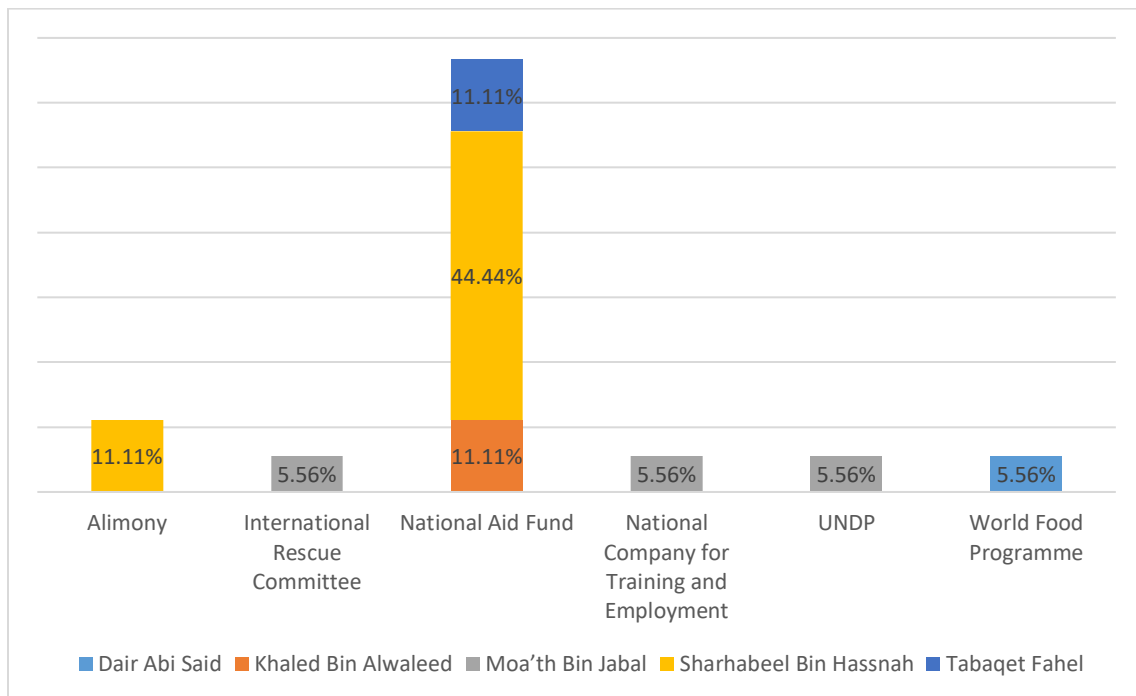


Figure 7-13: Financial support provided to respondents per municipality

**Only 37% of the respondents reported that they had access to finance opportunities to support the creation of sustainable livelihood opportunities.** Figure 7-14 shows that respondents from Dair Abi Said and Tabaqet Fahel municipality had the most access to finance compared to other municipalities.

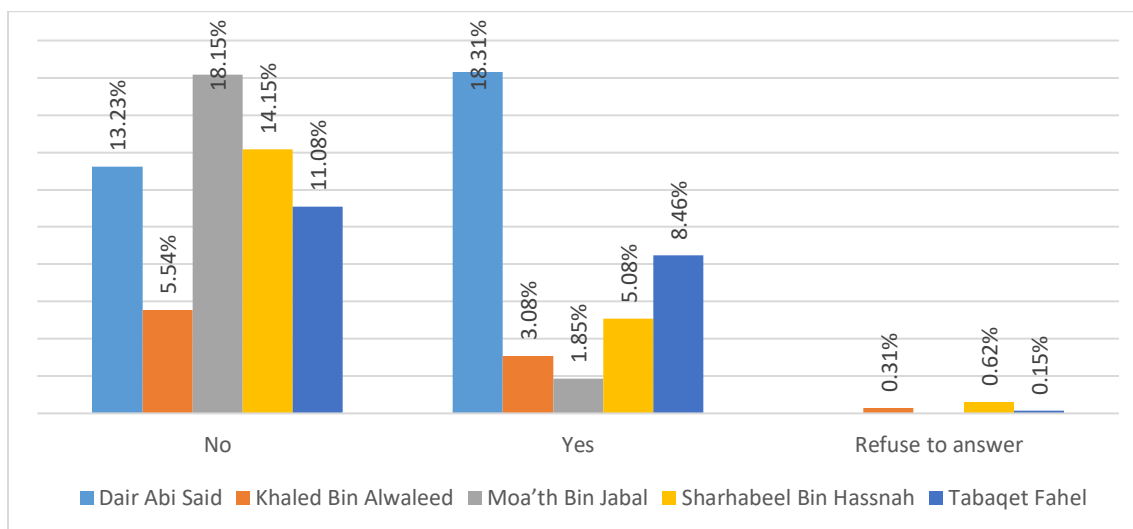


Figure 7-14: Respondents' access to finance per municipality

Figure 7-15 shows respondents' access to finance opportunities disaggregated by type of businesses (SWM, Green Businesses and Solar & Renewable Energy). **According to the KIIs conducted with CBOs and cooperatives heads,** access to finance was provided to female entrepreneurs who had projects such as hydroponics, organic fertilizer production, e-marketing, food production, handicrafts, soap and candles production, as well as recycling and upcycling.

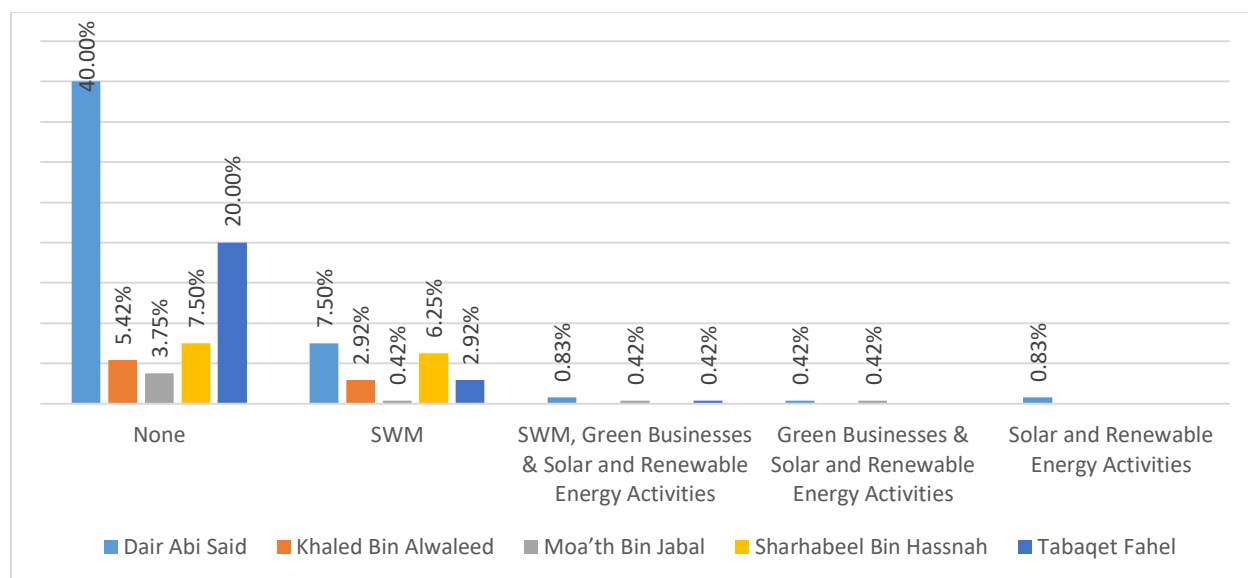


Figure 7-15: Type of business for respondents who have access to finance

A total of 240 out of 650 (37%) respondents had access to finance opportunities, and most respondents reported that these **opportunities were provided mainly through local NGOs, community-based organizations (CBOs), INGOs, civil society organizations (CSOs) and UN agencies**, as demonstrated in Figure 7-16. The maximum access to finance opportunities were provided for Dair Abi Said respondents with a total percentage of 18%, followed by Tabaqet Fahel 9%. These financial opportunities were provided by a collaboration between organizations, the main contribution was from local NGOs (26%), CBOs (12%) and INGOs (11%).

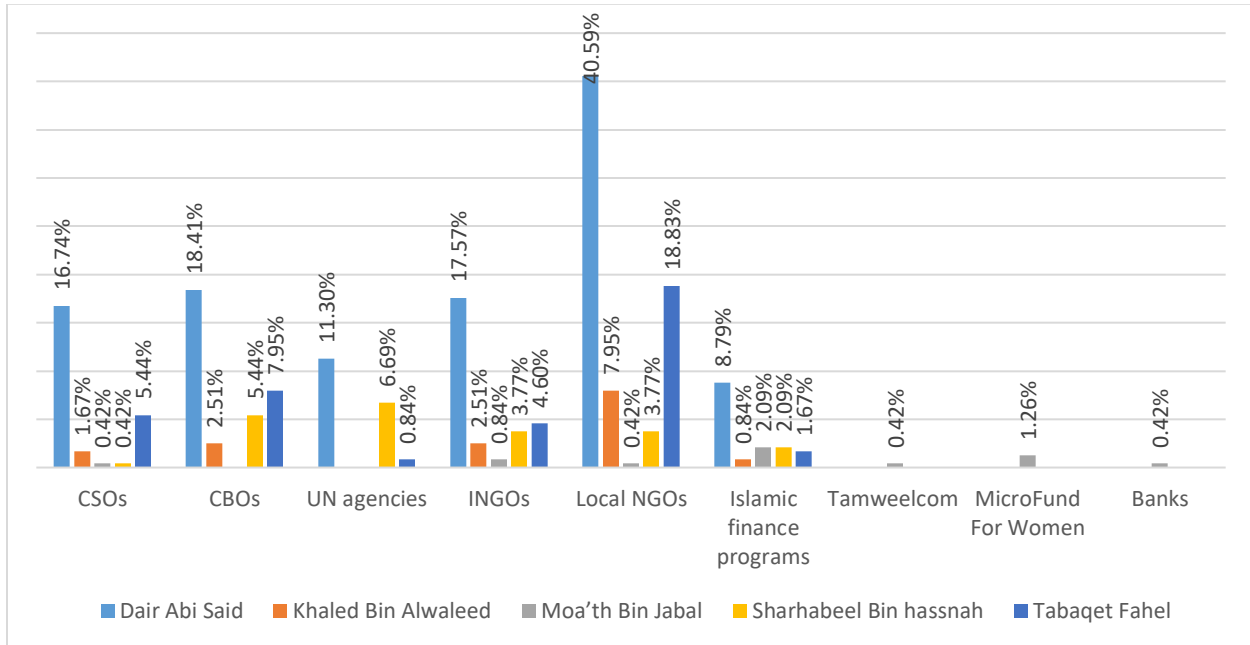


Figure 7-16: Organizations that provide access to finance for respondents

Figure 7-17 shows that **almost 79% of the respondents across all municipalities did not have any tools or personal equipment** used in order to increase their income. In all municipalities, **12% of respondents had recycling tools**, and the largest percentage of respondents who had recycling tools were located in Dair Abi Said with a percentage of 10%, while none of Tabaqet Fahel respondents had recycling tools. The other available equipment among other respondents across the other municipalities were computers, sewing machines, beauty products and make up. In addition, some respondents sold clothes and blankets, made homemade accessories or worked in food production to increase their income.

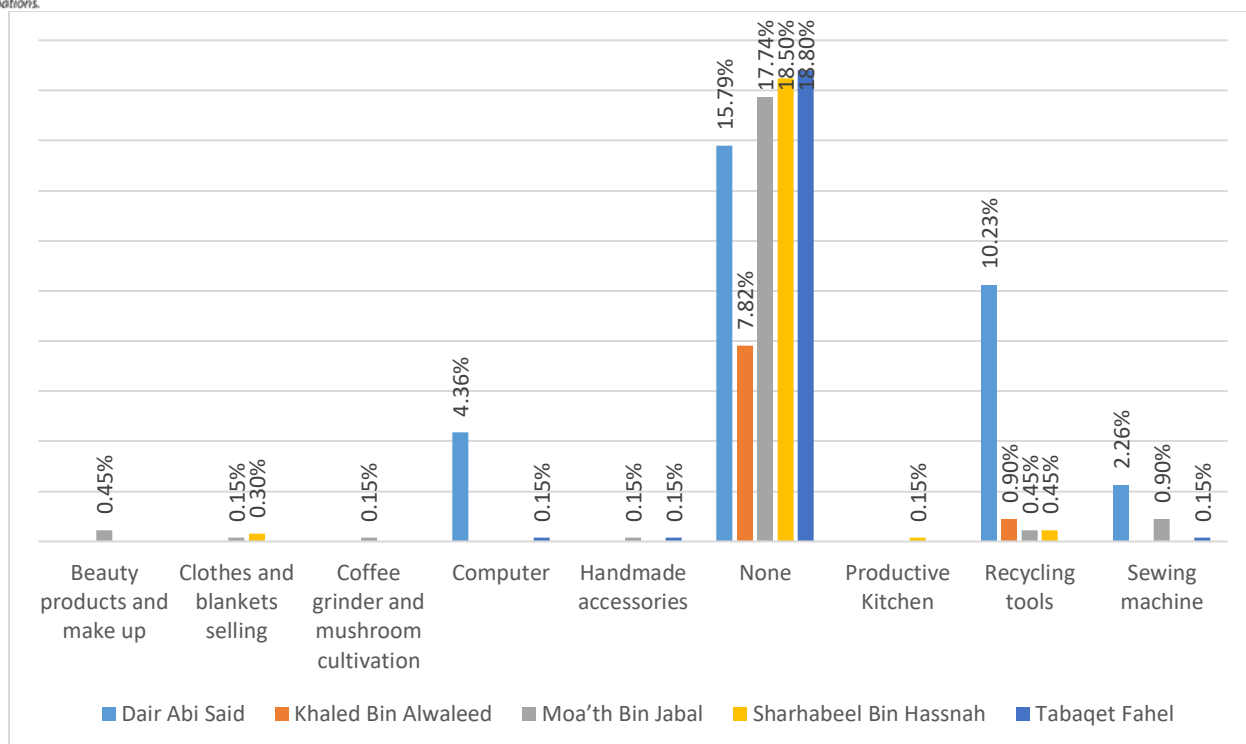


Figure 7-17: Respondents' personal equipment used to increase income distributed per municipality

Due to financial issues, respondents tended to have some solutions to enhance their financial status such as **establishing a saving account, taking a loan or being part of a saving scheme group**. Figure 7-18 shows that **most respondents tended to have a loan (20%)**.

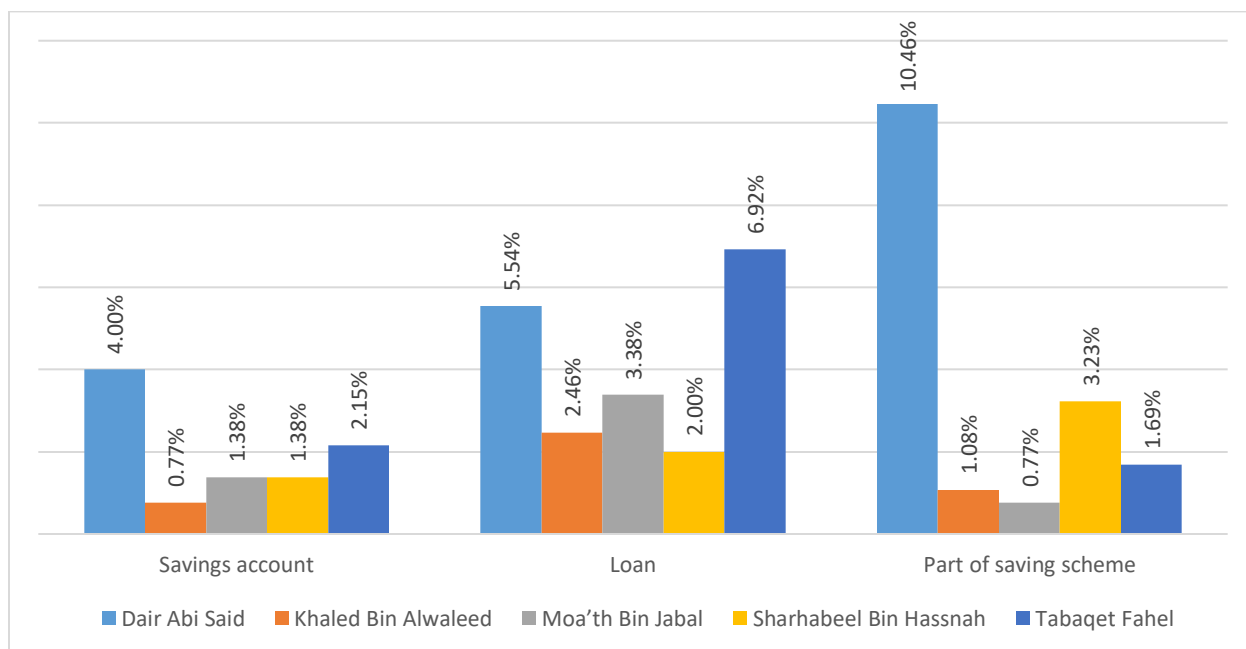


Figure 7-18: Availability of saving account, loan or saving scheme group for respondents

According to key informant interviews conducted with heads of the targeted CBOs, women who participated in green businesses and SWM gained confidence and financial independence, and they always asked for another job related to this field. The satisfaction and financial benefit they gained had overcome the culture of shame for women working in this field.

Irbid Joint Services representative stated that women need to enhance their financial management in order to improve their marketing skills and increase their revenues. They need to know the true value of some recyclable materials and be encouraged to collect recyclables of higher value.

It was found that working in this project (i.e., waste sorting facility) had positively affected these women's lives, even though the financial incentive was relatively low, and they had not seen real profit yet, they continued to work with enthusiasm, as they felt empowered and financially independent.

## 7.4 Economic Participation

This section presents the results of respondents' economic participation in the internal/private sphere (i.e. how they contribute to enhance the household's income), in addition to their economic participation in the external/public sphere at the community level.

### 7.4.1 Economic participation (Private Sphere)

The economic contribution of women to their overall family income had significantly enhanced the financial status of their households. However, **women who contributed to their family income were less than those who did not**. As shown in Figure 7-19, 212 out of 641 (33%) women contributed to the family income across all municipalities, compared to 420 women who did not have any contribution to the family income.

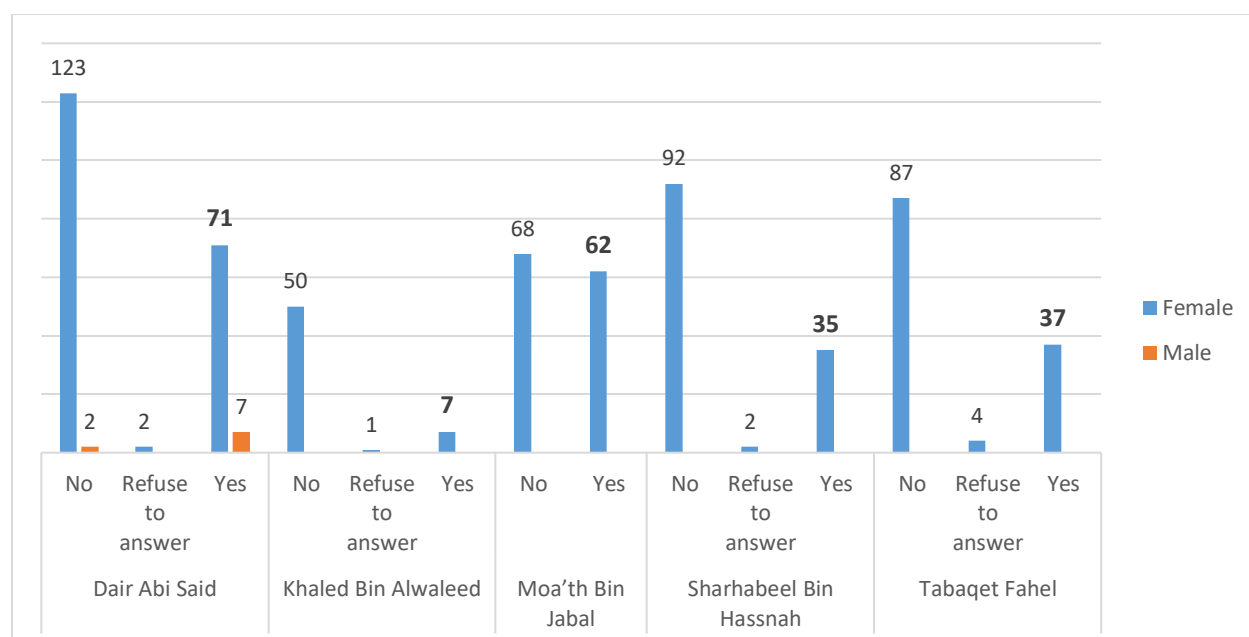


Figure 7-19: Respondents' contribution to the family income



Mostly, **women tended more than men to create and sell recycled/upcycled products to earn extra income.** Among all respondents, **(9% of female respondents) 55 women reported that they earned extra income through creating and selling recycled and/or upcycled products.** **Almost half of them were respondents from Dair Abi Said** municipality as shown in Figure 7-20.

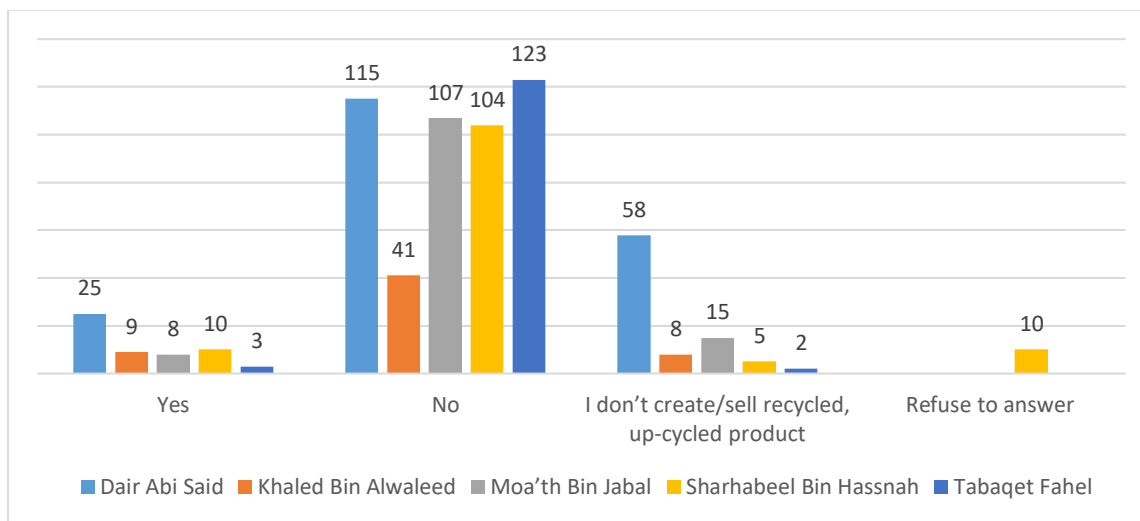


Figure 7-20: Number of women who earn income through creating and selling recycled/ upcycled products

There were 64 women (10%) who reported that they **were employed in income generating SWM, green business and solar & renewable energy projects.** The respondents who were employed in such projects were mainly from Sharhabeel Bin Hassnah (47 respondents), followed by 7 respondents from Dair Abi Said, and equally 5 respondents from Tabaqet Fahel and Moa'th Bin Jabal. Nevertheless, there were no income-generating projects in Khaled Bin Alwaleed municipality as shown in Figure 7-21.

The organizations that established projects to employ women are shown in Figure 7-22. Some of the respondents worked in a project that was established by collaboration of two or more organizations. Obviously, **CBOs had the most contribution as reflected by the number of projects they implemented to create jobs for women in the five municipalities with a special focus on Sharhbeel Bin Hassnah.**

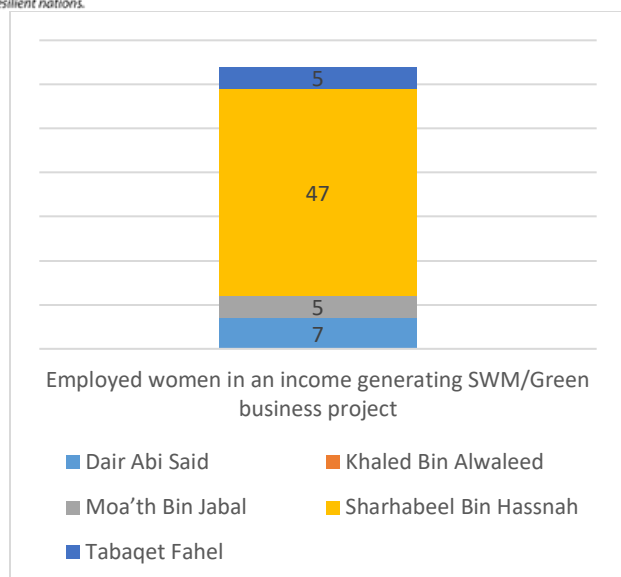


Figure 7-21: Number of women employed in an income generating SWM/Green business project

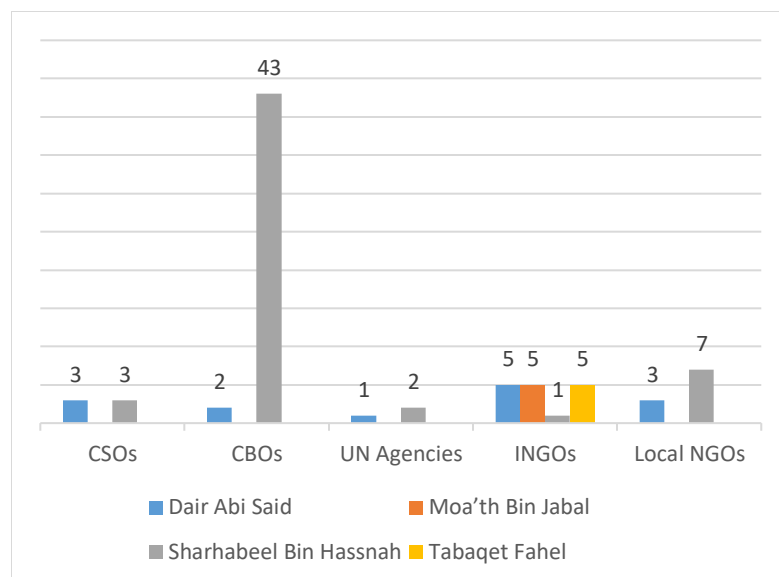


Figure 7-22: Number of projects established by each organization

During the KIIs with the heads of CBOs, **all of them declared that the SWM project implemented by UNDP opens the door for many women to gain knowledge and awareness of the importance of the economic impact of performing SWM activities.** In figure 7-22, it is shown that 43 women from Sharhabeel Bin Hassnah and two women from Dair Abi Said were able to be employed in an income-generating SWM project implemented by UNDP through CBOs. **Therefore, the total number of women employed in UNDP project was 48 out of 64 (75%).** These results are linked to the previous ones in figure 7-20, it was shown that most women who earned an income through selling recycled or upcycled products were in Sharhabeel Bin Hassnah (10) and Dair Abi Said (25).

#### 7.4.2 Economic participation (Public Sphere)

This section assesses the level of women's economic participation at the community level. The respondents were asked about the activities that they undertook in solid waste management. In addition to the available platforms, workshops and discussions sessions provided for them to enhance the economy.

Figure 7-23 provides a snapshot of **available platforms for women organizations to share knowledge and experience on gender, environment, and economic participation with a particular focus on SWM, green businesses, and solar & renewable energy.** The majority of respondents did not know if there were available platforms for women led organizations to share their knowledge and experience (57%). While 33% of respondents reported that these kinds of platforms were not available. **Only 9% of the respondents confirmed the availability of these platforms for women.**

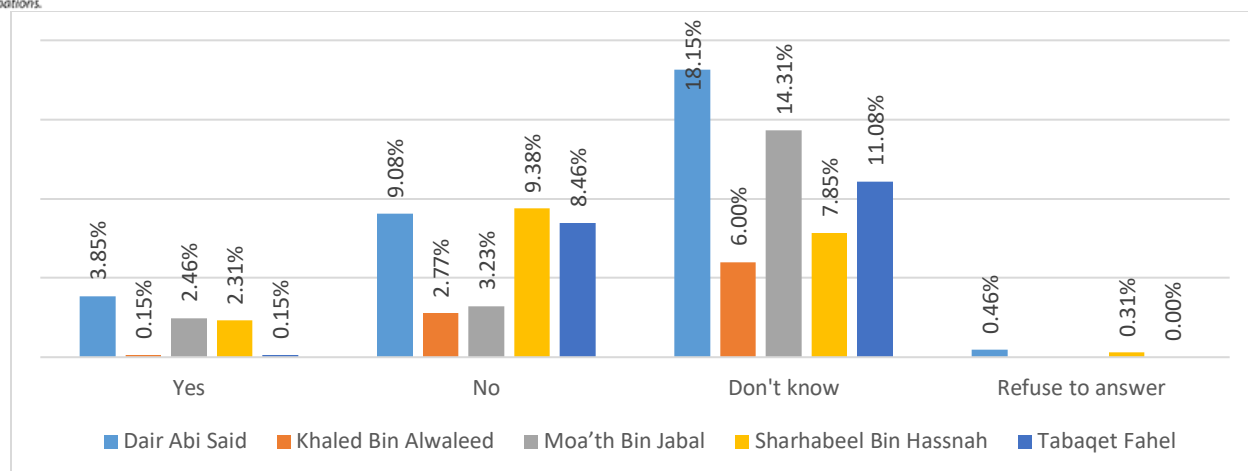


Figure 7-23: Availability of platforms for women led organizations to share knowledge and experience on gender, environment, and economic participation

Both face-to-face and virtual platforms were available for women led organizations to exchange their knowledge and experience on gender issues. As demonstrated in Figure 7-24, face-to-face dialogue sessions were available more than virtual ones. According to interviews with CBOs, there wasn't an official venue for women-led organizations to exchange information and experience on economic participation, as well as to discuss the most recent projects and initiatives available in the municipalities. **It is worth noting that having an official platform is very important to document and highlight the importance of SWM activities and success stories, to encourage more women to participate in SWM activities.**

In addition, the participants and CBOs heads assured that **the municipality's announcement mechanisms through texting or any social media platform could be useful to promote sustainable behaviors that would encourage the society to attend any awareness session.**

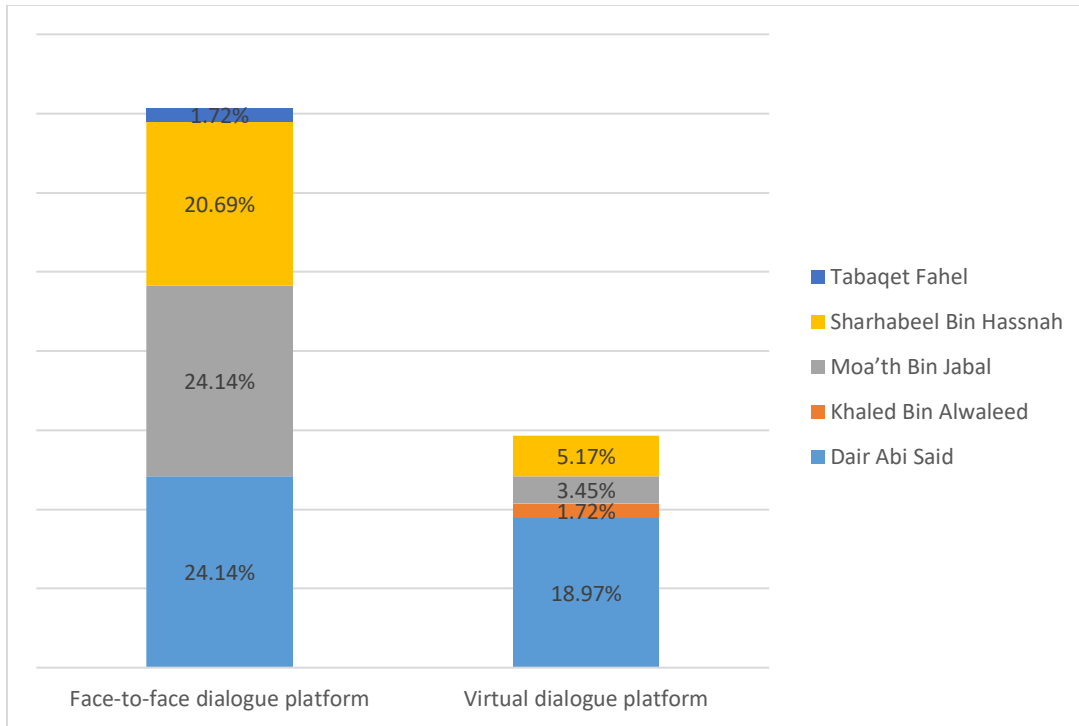


Figure 7-24: Types of available platforms

In terms of ideation and entrepreneurship, 305 respondents (47%) stated that they attended workshops designed to encourage women to innovate and propose income-generating ideas within the SWM sector. The majority of them were Tabaqet Fahel respondents (N=113, 17%), followed by Dair Abi Said (N=78, 17%) as shown in figure 7-25.

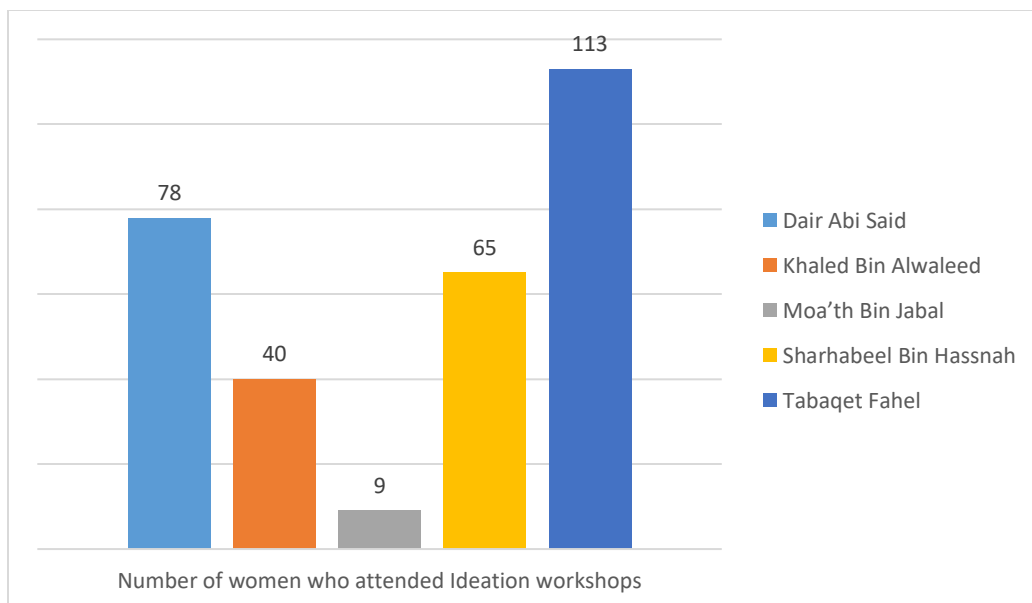


Figure 7-25: Number of women who attended ideation workshop to generate ideas for income generation through

Figure 7-26 gives an indication of the technical assistance provided to women in designing income-generating ideas in SWM. **During the ideation workshops, 62% of women who attended, proceeded to submit their ideas to be taken further through support in prototyping or rapid testing**, with Tabaqet Fahel accounting for 27% of those who attended these workshops.

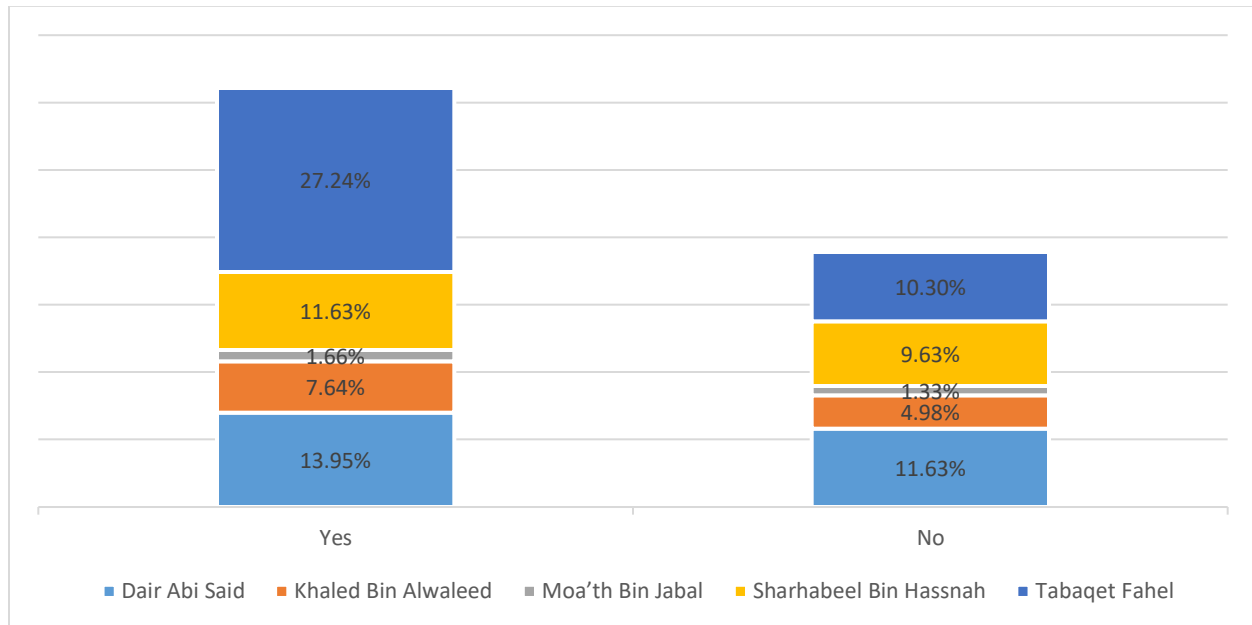


Figure 7-26: Percentage of ideas from ideation workshops taken further through support

Among the respondents who submitted their ideas during the ideation workshops, **only 45% of them reported that their income-generating ideas were evaluated** as shown in Figure 7-27.

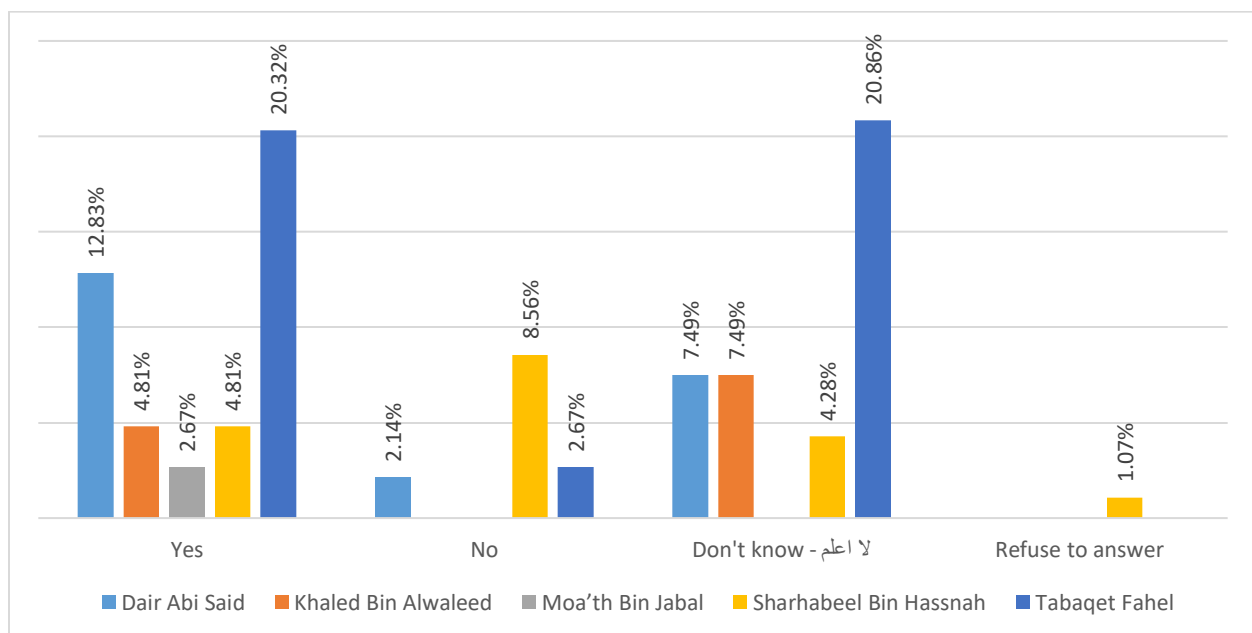


Figure 7-27: Assessment conducted to evaluate women's idea submissions

According to the KIIs with CBOs in Moa'th Bin Jabal and Dair Abi Said, it was confirmed that two workshops were conducted in each municipality for women to encourage them innovate and propose income generating ideas through SWM sector. While CBOs in Tabaqet Fahel conducted three ideation workshops within SWM sector. **During these workshops, UNDP provided all CBOs with technical assistance to women in designing and implementing income-generating ideas to be taken further through prototyping and rapid testing.**

Figure 7-28 demonstrated that on average, there were only **two income-generating initiatives employing women in Sharhabeel Bin Hassnah**, while there was only one initiative in each of the other municipalities (excluding Khaled Bin Alwaleed) according to respondents' answers. The same results were seen in the KIIs, with a **CBO in Khaled Bin Alwaleed municipality confirming that no initiatives existed to employ women, and that the economic situation was very low.**

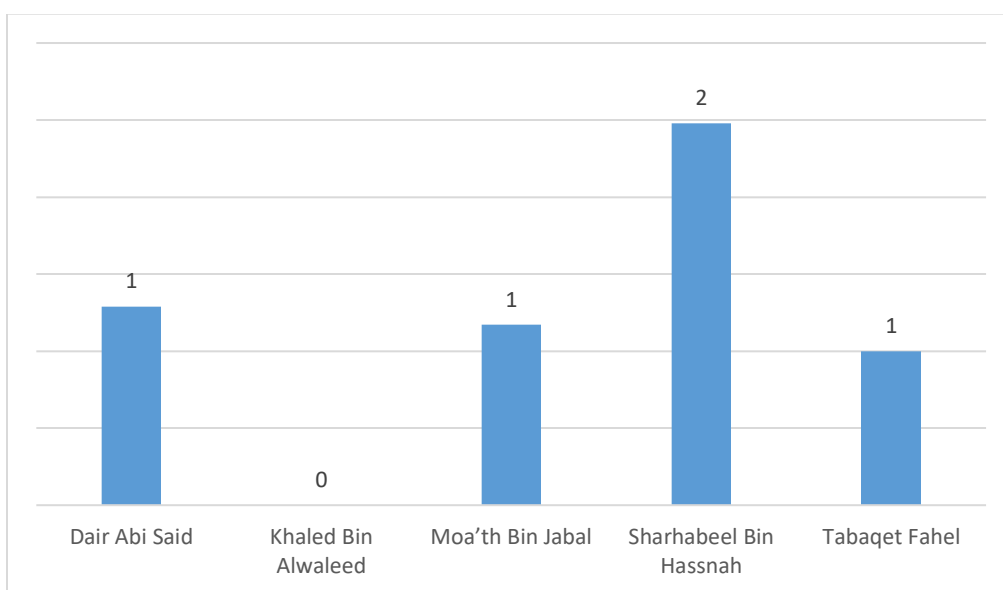


Figure 7-28: Number of income-generating initiatives employing only women

Women's economic participation was ignored not only at the individual and household level, but also in the larger community and society. Promoting gender equality and women's economic empowerment at the community level is critical for longer-term development in terms of SWM and circular green economy. **Unfortunately, all municipalities' didn't have locally-led campaigns to promote women economic participation.**

To obtain a better understanding of women's awareness on their economic rights and labor law, both women participants and CBOs were asked about the number of community sessions convened for them to discuss these issues. Figure 7-29 illustrates that **six community sessions were conducted for women to discuss economic rights and labor law in the four municipalities.**

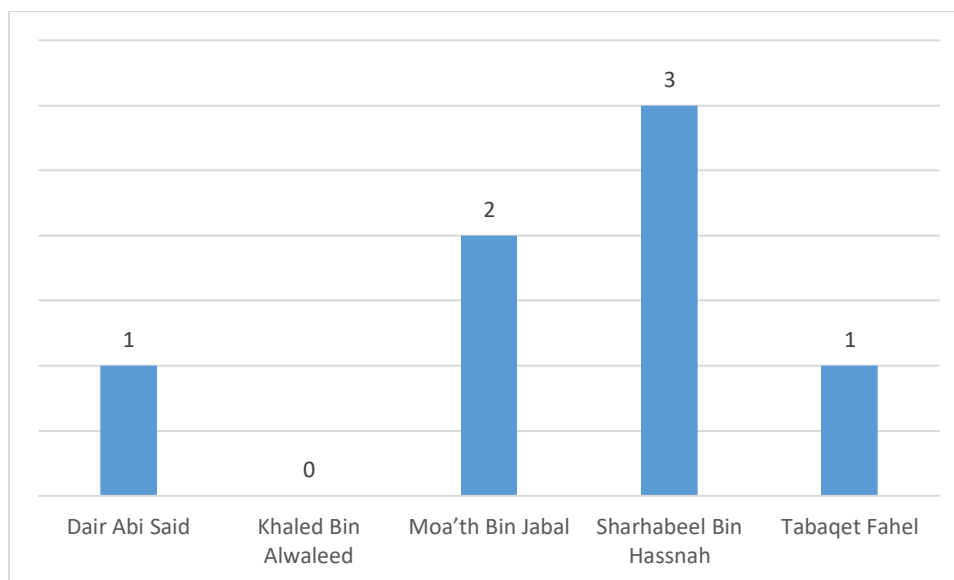


Figure 7-29: Number of community sessions convened for women to discuss economic rights and labor law

According to the survey results and CBOs KIIs, obviously women's role in SWM was limited to the internal sphere at a household level. Simultaneously, local CBOs were encouraged to organize more platforms, discussion sessions and workshops targeting their own staff members and women in general to enhance women's economic participation in both the internal and external sphere. Although the above findings reveal that some women participated in the SWM sector, both male and female CBOs heads said that women economic participation was limited to traditional projects such as food production, agriculture, handcrafts, and soap production to support their families.

## 7.5 Capacity Building and Training

This section sheds light on the importance of training and capacity building provided to women in order to strengthen women's capacities and economic participation. Beneficiaries in all municipalities received a set of focused training courses in business development, SWM, green economy and gender equality.

Beneficiaries were asked about all of the training programs they received whether it was general training or specific to SWM, green business and solar & renewable energy. Table 7-1 summarizes the training topics along with numbers of beneficiaries who received each training in all municipalities. Obviously, all beneficiaries received the "Enhancing women's participation in the solid waste management sector in Jordan" training, which aimed at helping women understand the environmental and economic benefits of this work.

Table 7-1: Types of training provided and number of trainees in each municipality

Training Topic/ Municipality	Dair Abi Said	Khaled Bin Alwaleed	Moa'th Bin Jabal	Sharhabeel Bin Hassnah	Tabaqet Fahel	Total
Enhancing women's participation in the solid waste management sector in Jordan	205	58	130	129	128	650
5Rs in general	124	29	124	11	11	299
Financial literacy	43	0	67	25	9	144
Women economic rights	42	2	23	23	16	106
Gender-based violence	40	2	17	30	13	102
Participation in local development	64	5	2	8	7	86
Leadership and management abilities	51	0	15	5	14	85
Participation in local and national events	74	3	2	4	1	84
Gender responsive projects using SWM, Green businesses, Solar & Renewable Energy	30	2	4	39	3	78
Human rights issues (on community level)	46	2	6	8	12	74
Building consensus and managing dialogue management	44	0	2	5	12	63
Promoting gender equality within SWM, Green businesses, Solar & Renewable Energy	38	2	8	6	2	56
Public Speaking, Advocacy and Lobbying Techniques	38	1	3	6	5	53
Economic rights	19	0	21	7	5	52
5Rs reports using concepts at household level	13	15	10	3	5	46
Toolkit on gender mainstreaming in planning and budgeting	11	0	2	2	5	20
Communication skills and ICDL	0	0	7	7	6	20



### 7.5.1 General Training

This section provides an idea of women's participation in training to raise their awareness on the importance of public participation and give them a clear perception of women's rights, in addition to skills training to help them generate income and enhance their financial situation.

In total, 46 women organization representatives received training in public speaking, advocacy and lobbying techniques. As shown in Figure 7-30, respectively in Moa'th Bin Jabal and Dair Abi Said (16) and (12) women organization representatives participated in these trainings to mobilize and synthesize women's demands and voices in the local community.

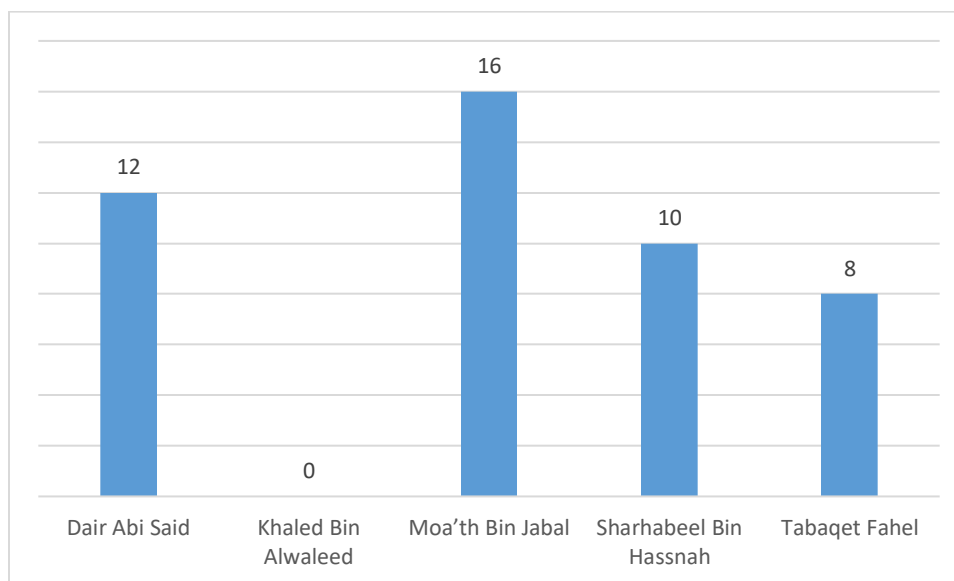


Figure 7-30: Women organizations representatives trained on public speaking, advocacy and lobbying techniques

Women organizations had a significant role in nominating women from the local community to participate in different trainings. All interviewed CBOs and cooperatives nominated women to be trained on public speaking, advocacy and lobbying techniques in all municipalities. Figure 7-31 shows that **eight organizations nominated and sent women to trainings on building consensus and managing dialogue**. According to the KIIs performed with CBOs and cooperative, there were three organizations in Dair Abi Said, two organizations in Moa'th Bin Jabal and one organization in each of the other municipalities.

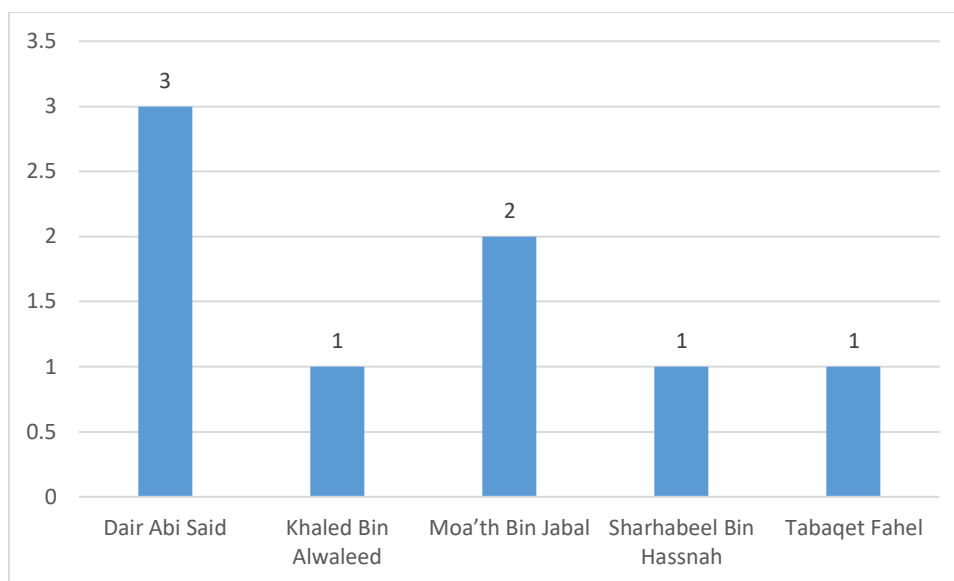


Figure 7-31: Organizations that nominate and send women to attend trainings on building consensus and managing dialogue management

Although each municipality offered a variety of training opportunities for women, **community-based training was almost unavailable**. Dair Abi Said had only one community-level training on human rights concerns for women participants, whereas Moa'th bin Jabal, Tabaqet Fahel, Sharhabeel bin Hassan, and Khaled Bin Alwaleed had none. **The importance of community-based trainings is to raise women's awareness of their rights and include them in the community to discuss the most concerning issues related to their economic participation in general and SWM sector in particular.**

### 7.5.2 SWM, Green Businesses and Solar & Renewable Energy Training

The following section presents results to estimate the level of knowledge on SWM, green businesses and solar & renewable energy sectors amongst women and to assess the level of their participation in these activities. **The beneficiaries received several trainings to gain knowledge on how to collect recyclables during their work and how it help them understand the environmental and economic benefits of waste collections activities. Although the survey results and Figure 7-32 illustrate that some of the targeted beneficiaries did not get training sessions through the UNDP project, it is evident that the UNDP and Future Pioneers (UNDP's Implementing Partner) provided general and SWM theoretical and practical training sessions for all of the 650 women and the heads of all targeted CBOs in SWM sector. These training included important topics such as: Circular Economy, Linear Economy, 5Rs, Generating Electrical Energy, Solar Energy, Environment and Green Businesses, Solid Waste Management, Value Chain of Solid Waste, Up-cycling and Recycling. These training sessions aimed to:**

- Provide knowledge regarding waste management to the targeted municipalities
- Explain sorting and recycling techniques to the targeted municipalities
- Identify the types of waste and how to deal with each type
- Assign and understand the responsibilities of SWM project personnel
- Introduce the means and priorities of public safety

As presented earlier in Table 7-1, the “Enhancing women's participation in the solid waste management sector in Jordan” training was provided by the UNDP to all beneficiaries. The training covered several aspects including: the importance of the environment and green business and its relationship to SWM, the importance of the circular and linear economy, in addition to the 5Rs in general. Figure 7-32 shows the percentages of female and male respondents who received 5Rs trainings.

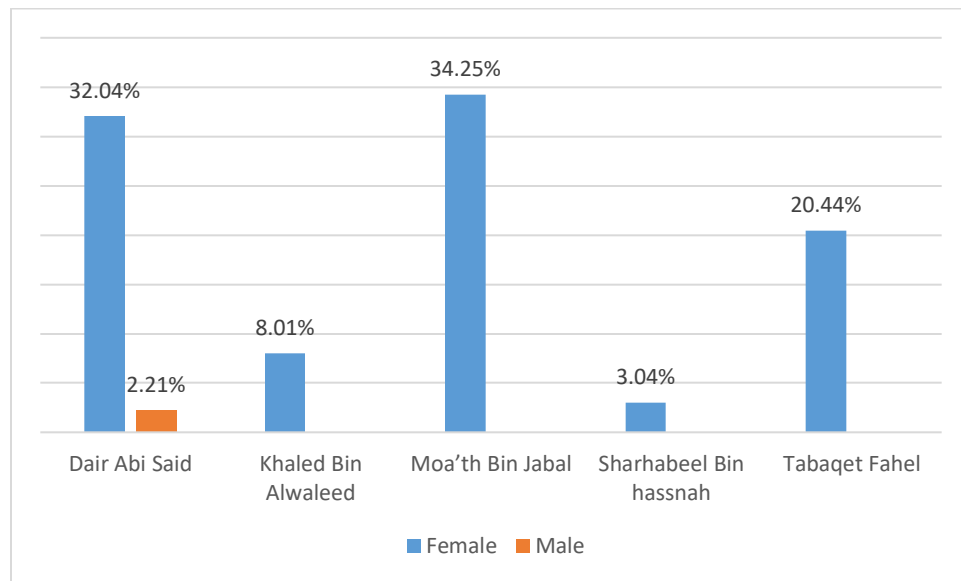


Figure 7-32: Percentage of beneficiaries received training on 5Rs

After these tailored trainings, **women's knowledge was expanded to generate innovative income-generating ideas using SWM and the 5Rs techniques**. Figure 7-33 shows that almost 10% of women who were trained on the 5R concepts, were implying them at a household level. Tabaqet Fahel recorded the largest percentage (4%) followed by Khaled Bin Alwaleed (2.31%).

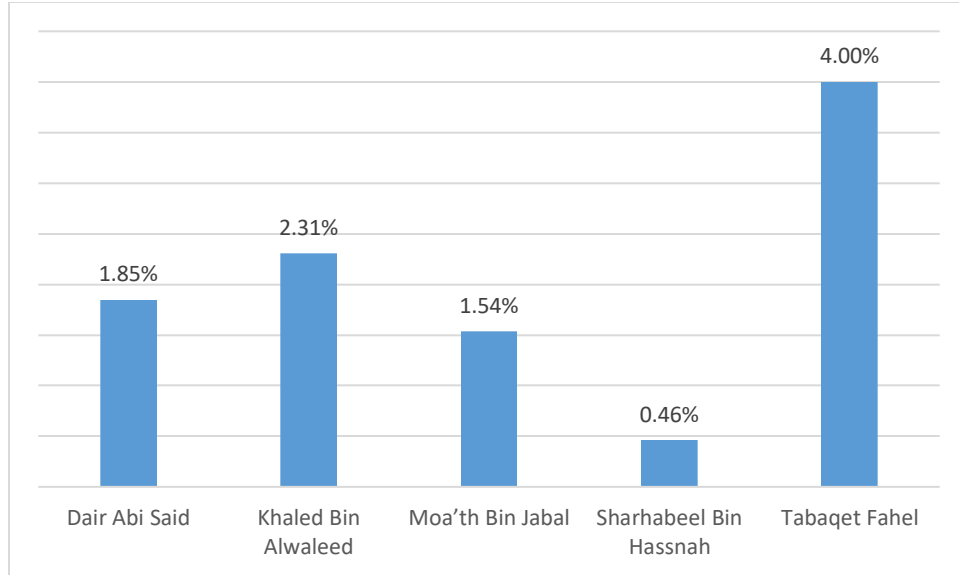


Figure 7-33: Percentage of women who trained on 5Rs reports and are using concepts at household level

Trainings related to gender responsive projects using SWM are shown in Figure 7-34, there are six organizations which received training in designing, implementing and monitoring gender responsive projects using SWM. While according to the CBOs key informants' interviews, it was reported that there is no such training in Khaled Bin Alwaleed municipality as the concept of SWM is new in their region. Moreover, increasing the number of trained women's organizations will lead to higher economic participation of women through encouraging and support them perform SWM activities to enhance their financial situations.

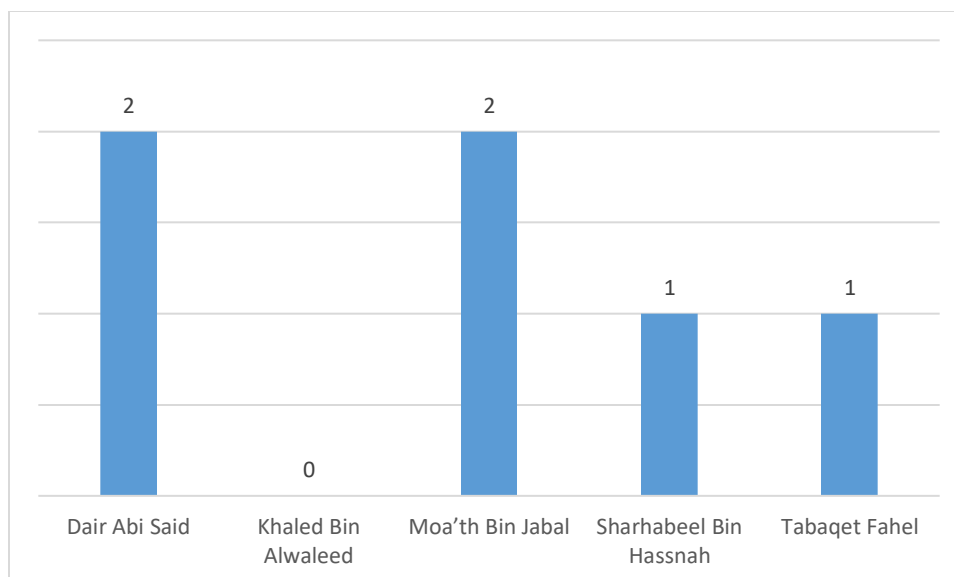


Figure 7-34: CBOs and cooperatives receiving trainings on designing, implementing and monitoring gender responsive projects using SWM

Local community members play a major role in improving solid waste sorting, especially when they are aware, motivated, and well educated in this regard, since they believe that any change in the community starts from changing the behaviors and the culture of the local community. **This gives an indication on the importance of building capacities and conducting training sessions relevant to SWM for the local community as part of increasing their level of knowledge in this regard.**

The previous results clearly showed that there were plenty of trainings conducted through the UNDP Implementing Partner for women organizations' members and other society members. However, **none of these training were followed by a post-evaluation tests to show the percentage of knowledge gained after the completion of each training.** The problem many trainers face is that after putting so much work into planning and creating the training materials, **it is difficult to measure if the trainees were learning and implementing what they have learnt in the absence of a post-evaluation tests.** In some cases, the provided training may not be effective for some trainees. **That's why, training providers should start preparing post-tests to measure the improvement of trainees' knowledge and skills.**

## 7.6 Awareness on Human Rights, Women's Rights and Gender Equality

Empowering women and raising their awareness on human and women's rights contributes to limiting the power of gender stereotypes that prevent women from participating fully in the social, professional and public life. **Luckily, this is not the case with the surveyed respondents.** As shown in Figure 7-35, almost **75% of women respondents reported awareness and exercise of their rights at household and community's level.** Dair Abi Said and Tabaqet Fahel municipalities have the highest percentages of awareness among women (19% and 17% respectively). **High level of awareness leads to strengthened women organizations capacity to represent women voices and address negative gender and social**

norms that perpetuate gender inequalities in decision making and realizations of rights at household and community level using SWM project.

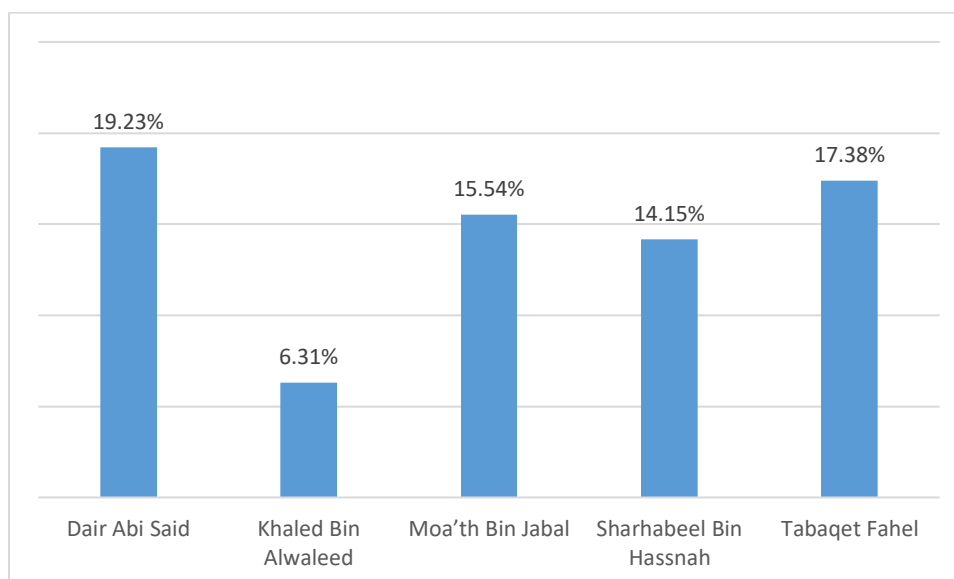


Figure 7-35: Percentage of women participants report awareness and exercise of their rights at household and community level

One of the most factors that affect women's economic participation is gender-based violence (GBV). All kinds of violence whether physical, psychological, or emotional makes it more difficult for women to achieve or maintain a job or secure an income. Among all women respondents, **41 women reported that they faced GBV resulting from their economic participation. Some women organizations provided self-help groups to handle this issue**, 15 women reported that they joined such groups and 13 of them reported that they were provided with tools to mitigate and handle GBV that resulted from their economic participation during these self-help groups as shown in Table 7-2.

According to KIIs conducted with the CBOs and cooperatives in the five municipalities, **it was concluded that they were not able to address some complicated cases of GBV**, but they **took immediate actions to transfer these cases to the Family Protection Department to take the required action and help women victims of violence.**

Table 7-2: Gender-based violence (GBV) resulting from women's economic participation

Municipality	Dair Abi Said	Khaled Bin Alwaleed	Moa'th Bin Jabal	Sharhabeel Bin Hassnah	Tabaqet Fahel	Total
Number of women who faced GBV resulting from their economic participation	11	2	2	19	7	41

% of women who joined self-help group related to GBV	3	0	1	6	5	15
% of women who could mitigate and handle GBV after joining self-help groups	3	0	1	4	5	13

One of the most important objectives of providing training for women is to ensure their contribution in discussions or dialogues aiming at achieving a policy change. As shown in Figure 7-36, **the percentage of trained women who reported contribution in dialogue for policy change was only 7%**. Most contribution was reported from Dair Abi Said (3%) followed by Tabaqet Fahel (2%)

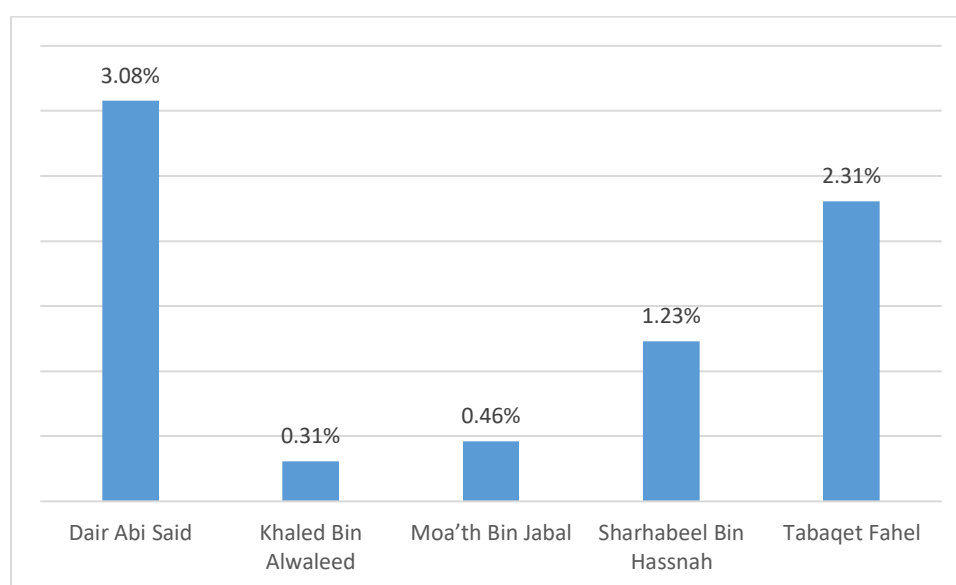


Figure 7-36: Percentage of women who contributed in dialogue for policy changes

Respondents were asked if they had access to internet and online education in order to measure their accessibility to available information and recent initiatives related to their economic participation particularly in SWM projects. Figure 7-37 **demonstrates that most of respondents had access to both internet and online education**, while only 33 respondents (5%) reported that they don't have access to internet nor to online education.

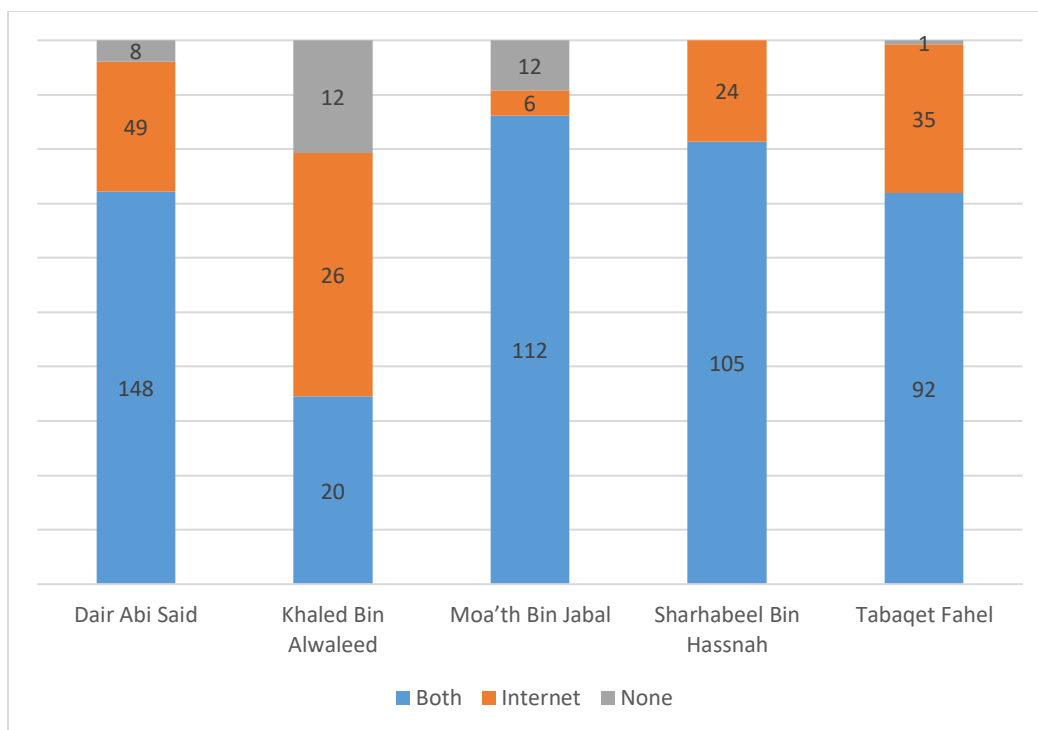


Figure 7-37: Access to internet and online education

Interviewed CBOs and cooperatives revealed that there are simple and locally sustainable new techniques to support women organizations in their endeavor to address gender inequalities within SWM sector. Figure 7-38 shows the number of new technologies available to support women organizations to address gender inequalities within SWM in each municipality. **These available techniques were mainly brainstorming workshops, roundtable discussions, webinars and ideation workshops.**

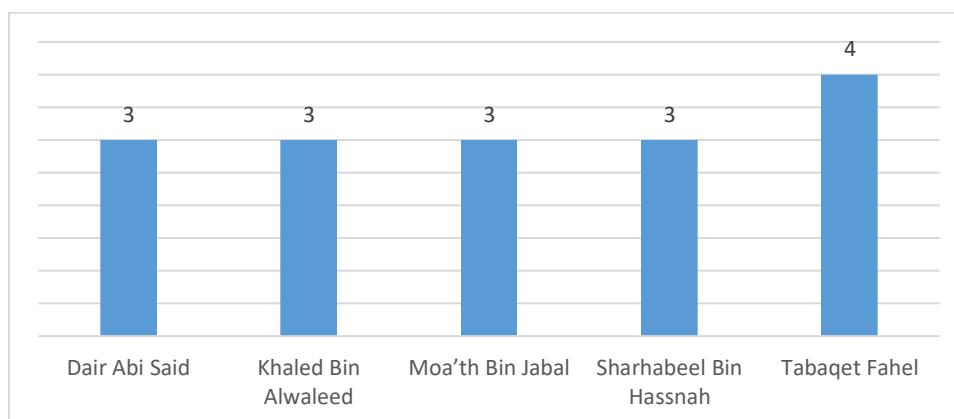


Figure 7-38: Number of new techniques available to support women organizations to address gender inequalities within SWM

Respondents were asked to provide their opinion on **whether SWM activities are practical, attractive, impractical or unacceptable**. **It was evident that it is very important to increase the level of awareness amongst women regarding performing SWM in the household and the community.** The respondents



were asked to state whether they knew or understood about some SWM practices, and their perception about their efficiency. Figures 7-39 shows that the majority of respondents reported that they **found SWM activities practical (504 respondents, 79%), 115 respondents (18%) reported that they found SWM activities attractive**, while only few respondents found SWM activities either impractical or unacceptable (13 and 9 respondents respectively). The distribution of perception of respondents across municipalities is demonstrated in Figure 7-40 which shows that Dair Abi Said respondents had the most perception regarding SWM activities being practical.

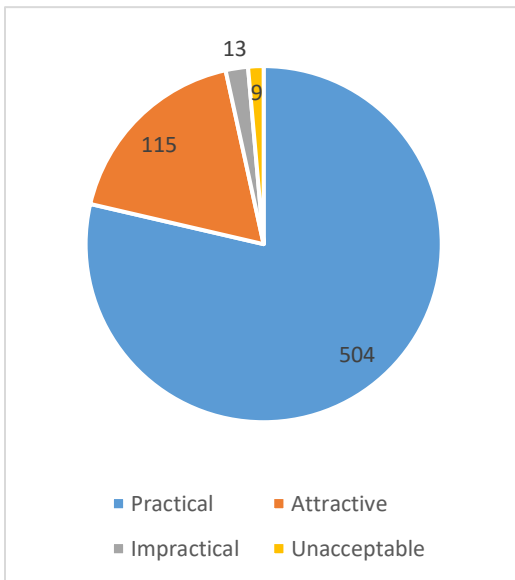


Figure 7-40: Perception of women on SWM and 5Rs as a means of earning livelihood

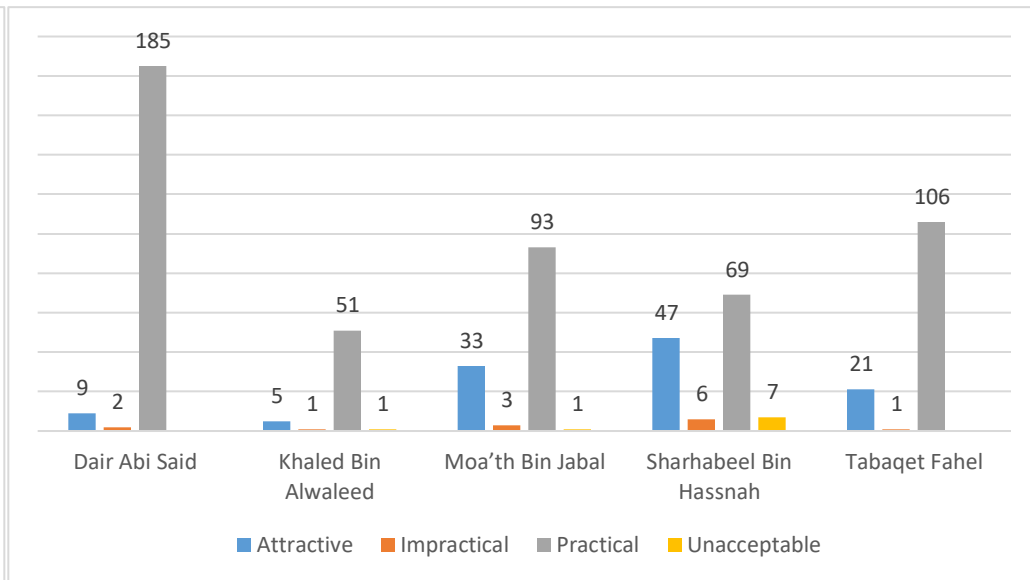


Figure 7-39: Perception of women on SWM and 5Rs as a means of earning livelihood per municipality

All male and female interviewed participants (including beneficiaries, CBOs heads and Joint Services Council head) agreed that **community members were fully aware of the engagement of women in SWM projects. All mistaken ideas of working in SWM have changed and the culture of shame is not available anymore in the region.** The community acceptance for this idea has increased, especially when community members **see a chance to earn income, especially under the current economic circumstances.**

Moreover, Irbid Joint Services Council Irbid representative stated that media campaigns on women's rights and women's economic participation are frequently launched by local and international NGOs such as the **Norwegian Refugee Council (NRC), Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and The Jordanian Hashemite Fund for Human Development in collaboration with Princess Basma Center.**

## 7.7 Social, Socio-economic Participation and Awareness

Enhancing women's participation in development is essential not only for achieving social justice but also for enhancing the economic situation in local communities. **It is clear that supporting a stronger role for women contributes to economic growth and sustainable development.**

**CSOs, NGOs, CBOs and cooperatives members must have full understanding and wide knowledge of women's rights and facilitation techniques.** This helps in spreading the awareness to all community female members, and also it enhances women's participation in public life. There were **148 out of 650 respondents (23%)** who reported that they were members in local CSOs, NGOs, CBOs or cooperatives. Figure 7-41 shows the distribution of 140 female members and 8 male members of some organizations across the five municipalities.

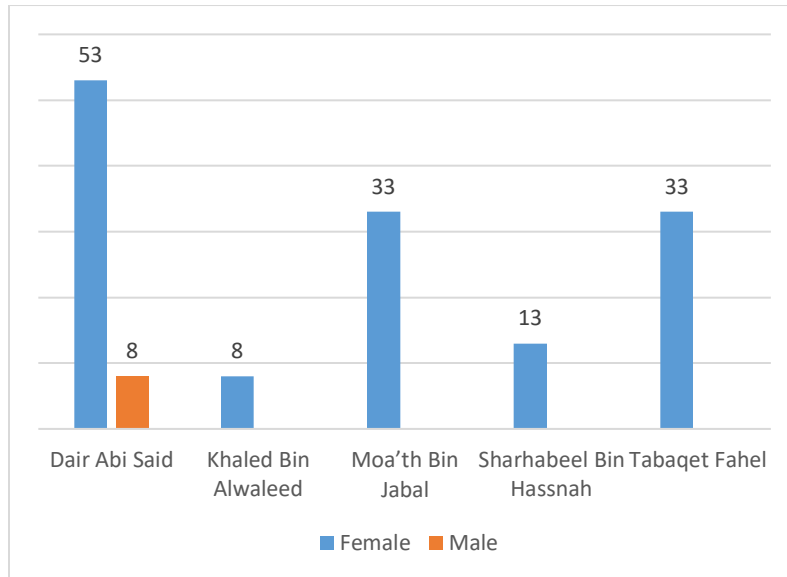


Figure 7-41: Members of CSOs/NGOs/CBOs and Cooperatives

Organizations' members were asked about their level of knowledge from 1 to 4 (4 being the highest) regarding women's rights and facilitation techniques. Figure 7-42 indicates that all female members had high level of knowledge about women's right in all municipality, especially in Dair Abi Said which had the highest average level of knowledge (almost 4). **While regarding facilitation techniques, female members in Moa'th Bin Jabal had the highest level of knowledge in this regard (3.24)** as shown in Figure 7-43.

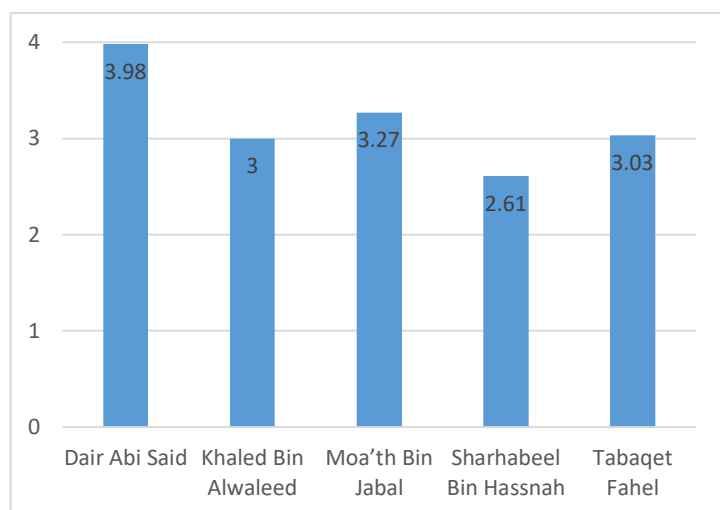


Figure 7-42: Average level of women's knowledge on women's rights

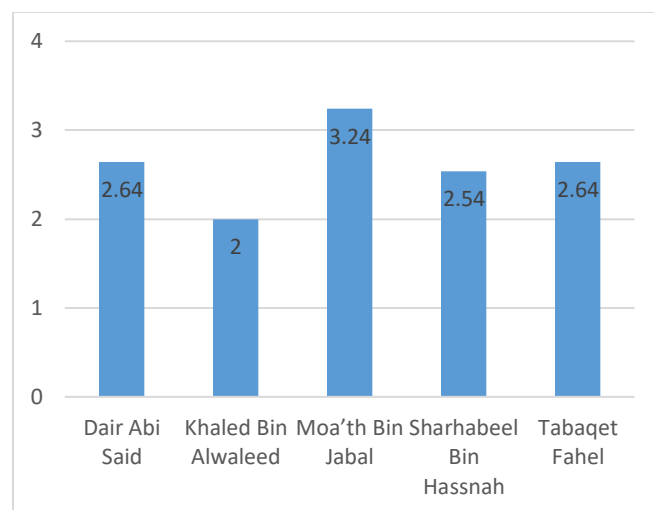


Figure 7-43: Average level of women's knowledge on facilitation techniques

Participation in local and national events is considered an important factor that affect women's economic participation and enhance the organizational administrative and programmatic processes adopted to ensure representation of women voices. Figure 7-44 shows that **only 8 of trained women from the CBOs and cooperatives participated in local and national events.**

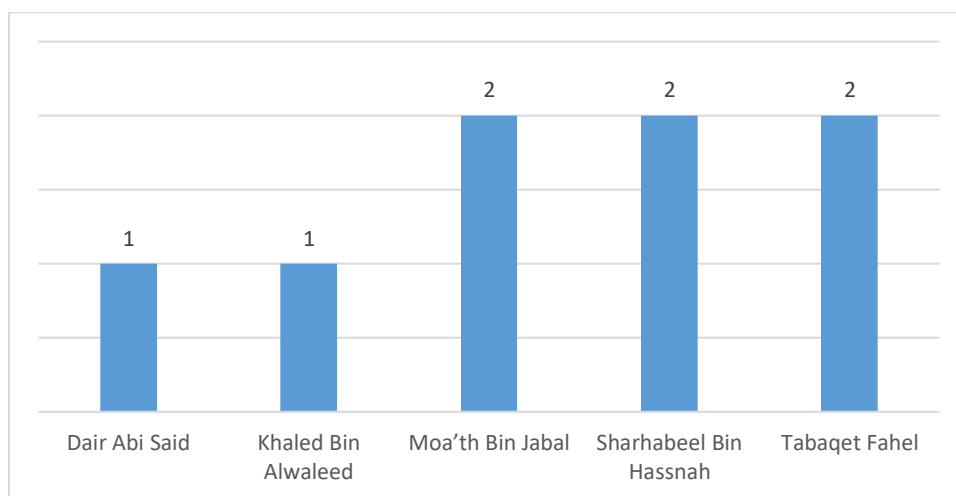


Figure 7-44: Trained women from CSOs/NGOs/CBOs who participated in local and national events

Most of the women-led CBOs members work very closely with community members so they could share their knowledge and reflect their ideas regarding SWM, green businesses and solar & renewable energy to the community. This could be an encouragement for women in the targeted municipalities to be part

of waste collection projects at the household level. **It is very important to deliver the idea for women that they have a significant impact on such projects and their existence and participation are contributing factors to the project's sustainability and success.** All of the CBOs heads showed a great intention in helping all female community members as they assured that women are willing to work in these kinds of projects and currently there is no social barriers in working in any SWM activity.

## 7.8 Decision making related to Transportation

The respondents were asked if they currently leave their houses to perform SWM, green businesses and solar & renewable energy activities. **Those who left home for the purpose of these activities represent 35% of the total respondents,** and most of them were located in Dair Abi Said and Moa'th Bin Jabal as represented in Figure 7-45.

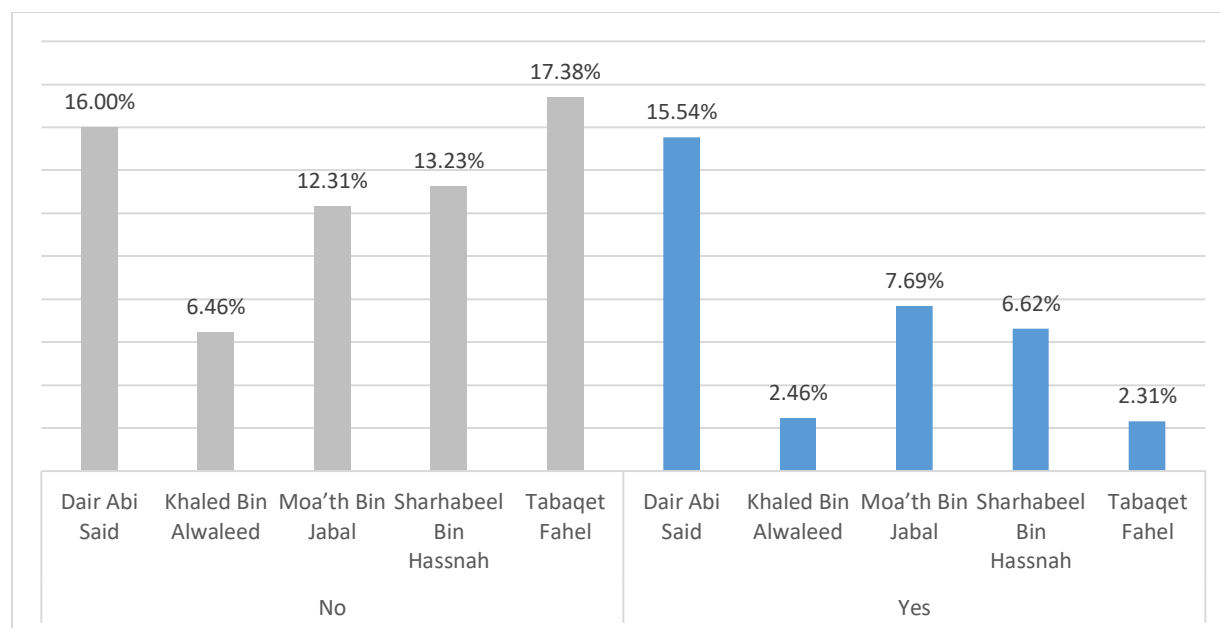


Figure 7-45: Leaving homes for the purpose of SWM/ Green Businesses activities

During key informant's interviews with the women-led CBOs and cooperatives, **transportation was being addressed as one of the challenges that limit women's to participate in any local activities and initiatives whether attending events conducted by the CBOs and cooperatives or participating in waste collection activities.** All heads of CBOs and cooperatives reported that they don't own buses to facilitate women transportation, which is considered one of the main challenges for the low participation rate of women in waste collection activities. However, Irbid Joint Services Council head revealed that the council is responsible to secure vehicles to transfer the collected waste from the green points to the targeted CBOs in each municipality then to the sorting facility.

## 7.9 Main Challenges and Needs

### 7.9.1 Main Challenges

It was clearly concluded that respondents face multiple types of challenges regarding SWM, green businesses and solar & renewable energy activities. Figure 7-46 indicates that the most challenge faced by respondents was the **“lack of financial resources” (72%)**. In addition, **69% of the respondents reported that they have low awareness regarding SWM activities**, despite the fact that some awareness sessions were already conducted for women to enhance their knowledge regarding SWM activities. Another challenge selected **by 42% of the respondents was the inadequate tools**. On the other hand, it was clear that **both law & regulations as well as policies & guidelines were the least common challenges referred to by all respondents (17% and 16% respectively)**.

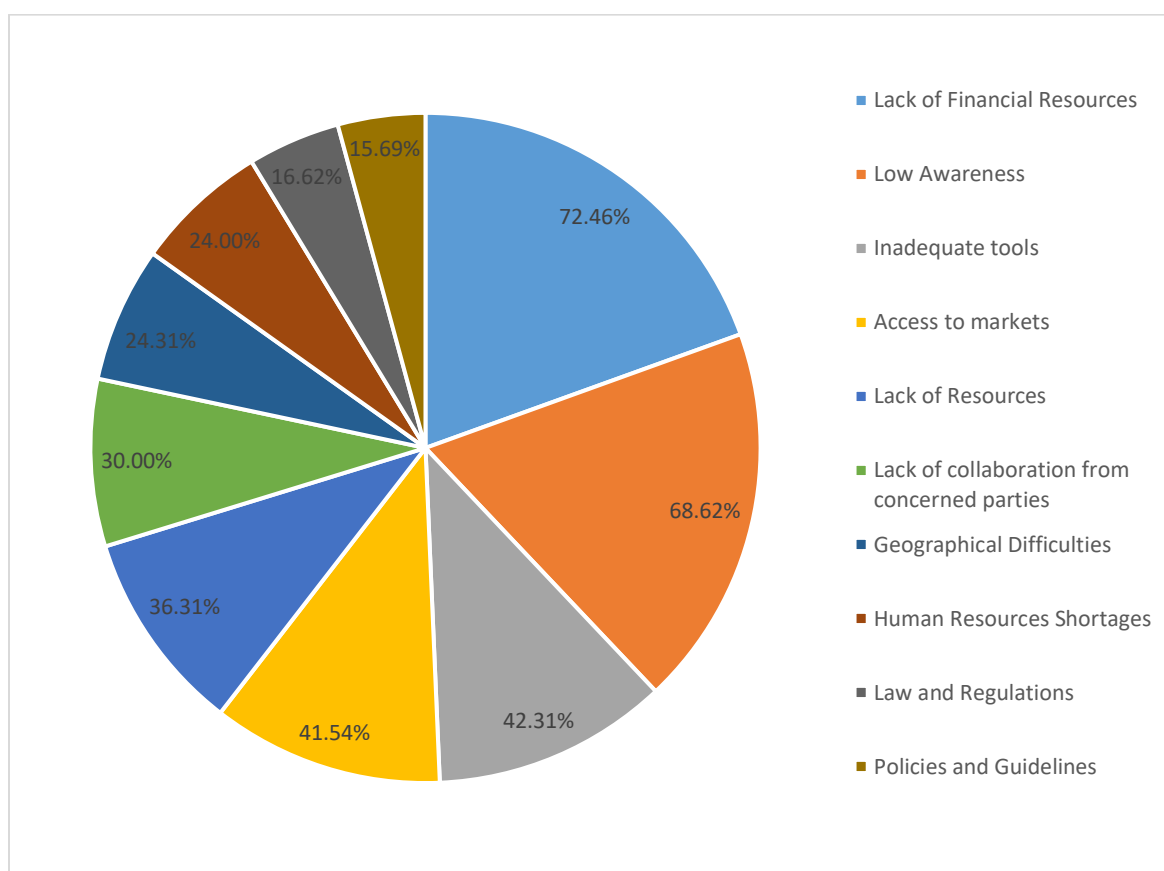


Figure 7-46: Main challenges for the beneficiaries

All challenges faced by the respondents in each municipality are listed in table 7-3.

Table 7-3: Main challenges for the beneficiaries per municipality

Municipality	Dair Abi Said	Khaled Bin Alwaleed	Moa'th Bin Jabal	Sharhabeel Bin Hassnah	Tabaqet Fahel	Total
Lack of Financial Resources	23.54%	7.08%	18.46%	5.85%	17.54%	72.46%
Low Awareness	25.23%	6.46%	7.69%	17.85%	11.38%	68.62%
Inadequate tools	21.08%	3.85%	7.08%	1.69%	8.62%	42.31%
Access to markets	20.92%	6.31%	1.23%	4.31%	8.77%	41.54%
Lack of Resources	16.00%	3.69%	2.31%	5.54%	8.77%	36.31%
Lack of collaboration from concerned parties	15.69%	2.15%	6.15%	2.92%	3.08%	30.00%
Geographical Difficulties	16.77%	2.31%	2.00%	1.23%	2.00%	24.31%
Human Resources Shortages	14.46%	2.15%	0.15%	2.31%	4.92%	24.00%
Law and Regulations	11.38%	1.54%	0.00%	0.77%	2.92%	16.62%
Policies and Guidelines	11.38%	1.69%	0.15%	0.62%	1.85%	15.69%

### 7.9.2 Main Needs

There was a consensus by respondents that there is an urgent need for additional support related to SWM, green businesses and solar & renewable energy activities. Obviously, the most support referred to were **access to finance (A2F) and increase awareness**, selected by **72% and 68%** of the respondents respectively as shown in Figure 7-47.

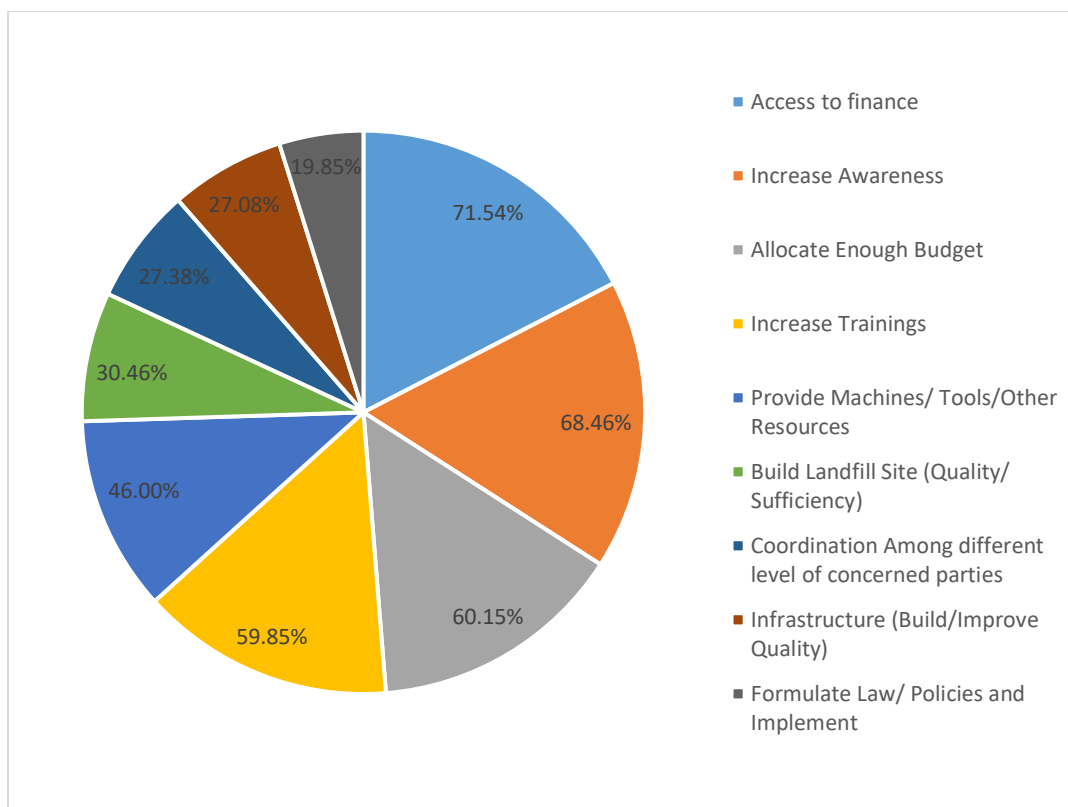


Figure 7-47: Main needs for the beneficiaries

Table 7-4 illustrates all types of support and the percentages of respondents that need each type across municipalities.

Table 7-4: Main challenges for the beneficiaries per municipality

Municipality	Dair Abi Said	Khaled Bin Alwaleed	Moa'th Bin Jabal	Sharhabeel Bin Hassnah	Tabaqet Fahel	Total
Access to finance	22.77%	7.23%	18.31%	6.31%	16.92%	71.54%
Increase Awareness	26.46%	6.46%	6.00%	17.85%	11.69%	68.46%
Allocate Enough Budget	22.46%	6.00%	15.23%	2.92%	13.54%	60.15%
Increase Trainings	26.77%	6.92%	7.54%	6.62%	12.00%	59.85%
Provide Machines/ Tools/Other Resources	21.54%	4.15%	8.15%	4.15%	8.00%	46.00%
Build Landfill Site (Quality/ Sufficiency)	20.31%	3.08%	0.46%	1.08%	5.54%	30.46%

Coordination Among different level of concerned parties	16.77%	2.62%	0.92%	3.85%	3.23%	27.38%
Infrastructure (Build/Improv e Quality)	18.00%	2.77%	1.69%	1.23%	3.38%	27.08%
Formulate Law/ Policies and Implement	15.08%	2.00%	0.00%	0.77%	2.00%	19.85%

## 8. Conclusion

After capturing the current impact of the “Enhancing Women Participation in the Solid Waste Management Sector in Jordan” project interventions on beneficiaries through conducting a baseline assessment, **in general, all beneficiaries, heads of women-led CBOs and cooperatives expressed their interest and willingness to work in SWM related projects and activities.** In addition, **public sector (Irbid Joint Services Council) is offering valuable support for the beneficiaries, CBOs and cooperatives especially in transferring the collected waste.** However, the waste sorting facility project is not being utilized efficiently and it is not covering its expected annual expenditure because the amount of waste processed is very minimal. This may be caused by several reasons including poor management, lack of master planning and lack of collaboration between concerned parties. The following conclusions summarize the most notable findings from the baseline assessment on three different levels: women **beneficiaries**, women-led **CBOs & cooperatives**, as well as the targeted **municipalities**:

### 8.1 Beneficiaries

- Based on the findings, it was concluded that the majority of respondents were either **"Strongly Dissatisfied" or "Dissatisfied" (38% and 21% respectively) with their quality of life and livelihood.** This high percentage caused by the **financial situation at a household level.** According to the survey results, **55% of respondents had a total monthly income of less than 200 JD,** which is **insufficient to live comfortably.** The vast majority of respondents (97%) reported that they **didn't receive financial support** from any entity, and 63% of respondents stated that they didn't have access to finance opportunities, which were mainly provided from **local NGOs, CBOs and INGOs.**
- Almost half of the respondents participated in SWM, green businesses and Solar & Renewable Energy activities (46.77%), whereas only 25% were involved in waste collection activities mostly from Sharhabeel Bin Hassnah and Dair Abi Said municipalities (8% and 7% respectively). It was noticed that the majority of respondents had secondary education level and they were either unemployed or housewives. Among all respondents, **(9% of female respondents) 55 women reported that they earned extra income through creating and selling recycled and or upcycled products.**



- Women's economic participation was limited to the private sphere, results showed that 33% of women contributed to the family income across all municipalities, mainly from Dair Abi Said and Moa'th Bin Jabal.
- The previous results clearly showed that the respondents were actively participating in **training sessions and workshops** related to economic participation, however, they expressed more interest in participating in **effective initiatives that provide tangible benefits rather than only theoretical training**.
- Nearly 75% of female respondents reported being **aware of and exercised their rights at the household and community level**. The municipalities of Dair Abi Said and Tabaqet Fahel had the greatest percentages of women who were aware (19% and 17% respectively). Through the SWM project, increased knowledge results in stronger women groups' capacity to reflect women's views and address negative gender and societal norms that perpetuate gender disparities in decision-making on the household and community level.
- It was clearly concluded that respondents faced multiple **challenges regarding SWM, green businesses and solar & renewable energy activities**. The most challenge faced by respondents was **"lack of financial resources" (72%)**. In addition, **69% of the respondents reported that they had low awareness regarding SWM activities**, despite the fact that some awareness sessions were already conducted for women to enhance their knowledge regarding SWM activities. Another challenge selected **by 42% of the respondents was the inadequate tools**. On the other hand, it was clear that both **law & regulations as well as policies & guidelines were the least common challenges among all respondents (17% and 16% respectively)**.
- Respondents reported that there is an urgent need for different types of **support related to SWM, green businesses and solar & renewable energy activities**. Obviously, the most support needed were **access to finance (A2F) and increase awareness, selected by 72% and 68% of the respondents respectively**.

## 8.2 CBOs and Cooperatives

- According to key informants interviews conducted with heads of women-led CBOs, women who participated in waste collection activities gained confidence and financial independence, and they always asked for a another job related to this field. The satisfaction and financial benefit they gained has overcome any culture of shame relating to women working in this field.
- **Local women-led CBOs and cooperatives**, provided technical and financial support for women to enhance their economic participation on both the private and public spheres. Several training sessions were provided for women regarding SWM in particular, as well as women's economic empowerment in general. Female entrepreneurs who had projects such as hydroponics, organic fertilizer production, e-marketing, food production, handicrafts, soap and candles production, as well as recycling and upcycling were provided with access to finance opportunities directly by the CBOs, or in collaboration with CBOs and other local or international organizations.
- All local CBOs and cooperatives reported that there was an urgent need to increase the financial support for them to establish new projects in order to employ more women.

### 8.3 Municipality & Irbid Joint Services Council

- The Joint Services Council of Irbid reported that they supported **70% of the solid waste sorting activities at the sorting facility of North Shouneh**, the council provided the waste collectors with all **logistical services** (i.e. there are specified vehicles from the council to collect waste from the beneficiaries' houses to the CBOs and cooperatives and then to the sorting facility).
- The council emphasized the **importance of collaboration from municipalities** to provide more support regarding the implemented waste sorting project. The municipalities' staff have an outstanding experience in this project as they are basically in the field. **As the municipalities' management and staff in coordination with the council managed the distribution of the green points, they are familiar with the projects' details** and can respond to any enquiries from the beneficiaries including green points' locations, suitable places and times for collecting waste and all other issues.
- The JSC 's representative reported that 60 beneficiaries initially worked in the sorting facility under Ruwwad Al Aghwar Cooperative, but the total number of members in the cooperative that is operating the sorting facility was decreased to 43 due to multiple dropouts. These dropouts were linked to financial considerations, as beneficiaries were no longer receiving monthly incentives from the UNDP; instead, they were paid by the cooperative on the basis of what they collect and sell. Additionally, due to the small amount of waste processed, the revenue earned by the cooperative was quite modest. There were also some personal reasons, such as a change in housing, continuing their school, marrying and relocating, or health concerns. Moa'th Bin Jabal municipality and the Women Empowerment Unit at the municipality started working on plans and budgets that clearly outline allocation for gender focused needs assessment and gender responsive considerations are available.

## 9. Recommendations

Several recommendations were proposed based on the findings of the surveys, key informant interviews, and the field research findings. Implementing these recommendations is critical for improving the economic conditions and generating income through SWM, green circular businesses as well as solar & renewable energy projects in the targeted municipalities. Building on the study's findings, the following recommendations are proposed:

- It is necessary to **raise community members' awareness of their duties and responsibilities in the SWM sector** from a gender perspective in order to improve their involvement and make it more effective and efficient.
  - The **involvement of members of the local community** in any initiatives, projects, or interventions should be **planned from an early stage.**
- Solid waste should be calculated by comparing the amount of solid waste collected to the overall waste.**
- Government should **collaborate with large producers** (i.e., malls, supermarkets, schools, restaurants, etc.) on enabling **the Supply and Value chain of SWM by encouraging them to do proper waste sorting activities at source.**

- The government should also **put strict measures and penalties on all manufacturers and organizations that burn waste in order to safeguard the environment.**
- **Motivate community members** to reduce waste by providing **simple incentives' scheme** such as small financial return for households collecting great amounts of recyclables.
- **Provide nurseries or cover the cost of childcare** for working women to encourage their participation in SWM activities and guarantee their continuous integration with the community.
- **Collaboration between private and public sectors** to collect all data related to SWM, green businesses, solar & renewable energy projects in the targeted municipalities.