



Key Messages 16 Days Campaign 2019

الرسائل الرئيسية لحملة ١٦ يوم لمناهضة العنف القائم على النوع الاجتماعي ٢٠١٩

Break the silence on economic violence #SpeakUpJo #16DaysJo

لأنه حق يُستحق #لأنه حق يُستحق

Background on 16 Days of Activism against GBV

November 25 is the International Day to Eliminate Violence Against Women. Recognition of this day was initiated by 30 women who gathered in Bogota, Colombia for the first Latin American and Caribbean Feminist Encuentro in 1981. This date was chosen as it marks the anniversary of the assassination of the three Mirabal sisters, who were political activists in the Dominican Republic, and were killed by the order of Rafael Trujillo, the Dominican dictator at the time. The date was shared between women's organizations and was commemorated in different countries around the world to raise awareness and to advocate for eliminating all forms of violence against women and girls.

The *16 Days of Activism against Gender-based Violence Campaign* was initiated by the Women's Global Leadership Institute in 1991, linking November 25th to International Human Rights Day on the 10th of December. Since then, every year, international organizations, NGOs and activists use this period to combat violence against women, challenge negative social norms and practices, and to advocate for better laws and policies. The UN officially recognized Nov 25th International Day for the Elimination of Violence with a UN Resolution in 1999.

In Jordan the Jordanian National Commission for Women through a consultation process decided that the thematic focus of this year campaign is: Economic violence.

Messages have been developed by the 16 days campaign taskforce of the SGBV SWG in October and November 2019, through consultation with groups of women and men, girls and boys in camp and host communities including Syrian refugees and Jordanians. Every individual has a role to play in creating change by shedding light/ educating others on the existence of economic violence, respecting and listening to the voices of girls/women reporting it, standing against it, and holding perpetrators accountable.

The following campaign messages will reveal the main issues around economic violence affecting people living in Jordan. Jordanian and refugee women are at risk of being subjected to economic violence, in particular by their husbands. This includes denial of



access to work opportunities, exclusion from decision making on use of cash assistance as well as confiscation of women's salaries. We also know that in order to end violence against women in the workplace changes must be made to promote women labour market equality. Violence against women is a cause and consequence of gender inequality. Without addressing occupational segregation, toxic male-oriented workplace culture, undervaluation of women's work, lack of quality part-time/flexible roles, along with harmful attitudes and stereotypes we cannot make progress to prevent violence against women in or outwith the workplace.

Messages below can inform the shaping and focus of your activities during the campaign at different field locations You can consider these topics and questions. Moreover, they will be used during the joint event on the 5th of December and in social media posts related to activities of the SGBV WG during the 16 days.

TOPIC 1: Economic Abuse¹

Message a: *Women have the right to control their resources, including salaries they might earn, and make decisions within the family around the use of cash and cash assistance. It is your right, your resources, your future!*

للمرأة الحق في التحكم في مواردها ، بما في ذلك الرواتب التي قد تكتسبها، واتخاذ القرارات داخل الأسرة حول استخدام النقد والمساعدات النقدية. إنه حقك ، مواردك ، ومستقبلك!

Message b: *"My salary is mine, do not take it from me!"*

"راتبي من حقي، ما تاخذه مني!"

TOPIC 2: Denial of education opportunities for adolescent girls

Message: *Girls have the right to go to school and complete their education, speak up in favour of girls' right to education and say no to child marriage*

للفتيات الحق في الذهاب إلى المدرسة وإكمال تعليمهن. تكلموا وارفعوا صوتكم للمطالبة بحق الفتيات في التعليم وقولوا لا لتزويج القاصرات.

¹ Causing or attempting to cause an individual to become financially dependent on another person, by obstructing her or his access to, or control over, resources and/or independent economic activity.



TOPIC 3: Sexual Harassment² in the workplace

Message a: *Harassment in the workplace remains hidden — women fear the repercussions of reporting harassment, due to social stigma and a lack of confidence in the law and other protection mechanisms. Speak up! You are not alone.*

لا يزال التحرش في أماكن العمل خفياً، حيث تخشى النساء الإبلاغ عن التحرش بسبب وصمة العار وانعدام الثقة في القانون وآليات الحماية الأخرى. تكلمي! أنت لست لوحدهك

Message b: *We all have a responsibility to create a safe working environment. Join us in condemning and calling out humiliating physical behaviour such as touching, comments about appearance, whistling and sexual gestures. This is not funny or a compliment.*

علينا جميعاً تحمل مسؤولية إنشاء بيئات عمل آمنة. ضم صوتك لصوتي لنبلغ عن السلوكيات الجسدية المهينة كاللمس، والتعليقات حول المظهر، والهمس والإيحاءات الجنسية. هذه التصرفات ليست مضحكة ولا تعتبر مجاملة.

Message c: *All employees have the right to be treated with dignity and respect and in particular to enjoy a safe working environment that is free from sexual harassment and any other act of Gender Based Violence*

كل الموظفين لديهم الحق في أن يعاملوا بكرامة واحترام، والتمتع ببيئة عمل آمنة خالية من التحرش الجنسي وأي عمل آخر من أعمال العنف المبني على النوع الاجتماعي.

TOPIC 4: Access to services please note you need to add number of GBV provider in location of your campaign activity

Message: *If you need help and support call:*

Hotline of the Jordanian Women's Union: (06) 5675729

Institute for Family Health / Sweileh: (06) 5344190

التحرش الجنسي مش غلطتك! إذا كنت تحتاجين للمساعدة، لا تترددي بالاتصال على أحد الأرقام التالية:

الخط الساخن لإتحاد المرأة الأردنية: (06) 5675729

معهد العناية بصحة الأسرة/صويلح: (06) 534 4190

Download Amaali Jordan application to find information on services available for survivors of gender based violence:

حملوا تطبيق أمالي لمعرفة معلومات حول الخدمات المتاحة للناجين من العنف القائم على النوع الاجتماعي:

Android: <https://play.google.com/store/apps/details?id=jo.dwt.sgbv>

Apple: <https://apps.apple.com/us/app/amaali-jordan/id1460578457>

² ILO Definition: Sex-based behaviour that is unwelcome and offensive to its recipients that may take the form of a job benefit — such as a pay raise, a promotion or even continued employment, and is made conditional on the victim acceding to demands to engage in some form of sexual behavior



The Jordanian National Commission for Women (JNCW) key messages of 16 Days Campaign 2019:

الرسائل الرئيسية لحملة ١٦ يوم من النشاط سنة ٢٠١٩ للجنة الوطنية الأردنية لشؤون المرأة

Break the silence on economic violence #16DaysJo

..لأنه حق يُستحق #لأنه حق يُستحق

Messages have been developed by the Jordanian National Commission for Women (JNCW) in consultation with Shama'a Network and partners based on the final results of the study that JNCW conducted in collaboration with the Center for Strategic Studies at the University of Jordan in exploring the prevalence of different forms of economic violence against women in Jordan.

Message a: *Preventing or restricting the right of women to work is considered economic violence*

يُعتبر منع المرأة من حقها في العمل أو تحديد نوعه... عنفاً اقتصادياً

Message b: *Depriving women of their legitimate right to inheritance or forcing them to renounce it is economic violence*

يُعتبر حرمان المرأة من حقها الشرعي في الميراث أو إجبارها على التنازل عنه... عنفاً اقتصادياً

Message c: *Controlling women's resources, property and salary is economic violence*

يُعتبر التحكم بموارد وممتلكات وراتب المرأة... عنفاً اقتصادياً

Message d: *Forcing women to take loans for the benefit of others is economic violence*

يُعتبر إجبار المرأة على أخذ القروض لمنفعة الغير... عنفاً اقتصادياً

Message e: *The employment of family members in family business without pay... is economic violence*

يُعتبر تشغيل أفراد العائلة في مشروع ربحي للأسرة دون أجر... عنفاً اقتصادياً

Message f: *Discrimination in the workplace based on sex is economic violence*

يُعتبر التمييز في بيئة العمل بناءً على الجنس... عنفاً اقتصادياً

Message g: *The deprivation of labor rights for day workers in agriculture ... is economic violence*

يُعتبر حرمان عمال/ عاملات المياومة في الزراعة من الحقوق العمالية... عنفاً اقتصادياً