

## OUTCOME XM-DAC-41146-JOR\_D\_1.2

### **More national and local plans are gender responsive**

Government of Jordan under the leadership of General Budget Department and Ministry of Planning and International Cooperation launched the Gender-Responsive Budgeting national implementation in line with the government's economic reform agenda, National Strategy for Women and performance budgeting. GoJ has nominated 4 line ministries of education, health, parliamentary affairs and labour to pilot the GRB tools including revising the female calculation method for the programmes budgets. The General Budget Department (GBD) introduced a new calculation method to define the female allocations based on the percentage of female staff employed. Furthermore, UN Women provided technical support and advise to review the budget planning tools for GRB and to provide capacity building workshops for GBD and pilot ministries how to apply the GRB as a tool for budget planning and expenditure.

## OUTCOME XM-DAC-41146-JOR\_D\_2.1

### **More policies promoting access to decent work and social protection for vulnerable Jordanian women are implemented.**

The outcome was not achieved; however the office made important progress. In the reporting year, some progress has been made promoting access to decent work. UN Women worked closely with the Ministry of Labor (MoL) and the Social Security Council (SSC) to develop gender responsive policy frameworks. The support provided by UN Women included support to conduct a gender reality assessment within both institutions to identify gender gaps. Based on the results of the assessment, an initial draft policy framework has been developed with MoL followed by consultations with relevant staff within the ministry. This has resulted in further revisions applied to the draft policy which is expected to be finalized in 2023. As for SSC, work on the gender responsive policy will commence in 2023 following the assessment findings.

## OUTCOME XM-DAC-41146-JOR\_D\_4.1

### **Jordanian government and stakeholders implement commitments on women, peace and security.**

Jordanian National Action Plan (JONAP I) for the Implementation of the UN SCr 1325 on Women, Peace and Security paved the way for unprecedented high-level results in Jordan's security sector, mainly in the Jordan Armed Forces (JAF) and Public Security Directorate (PSD) as result of UN Women's technical support and policy advice leveraging the partnership with security sector actors as well as with women's machinery in Jordan such as Jordanian National Commission for Women (JNCW) and Inter-Ministerial Committee for Women's Empowerment (IMC). The percentage of national security sector personnel – comprising JAF and PSD [1] – who are women increased by 2.2 percentage points across all security institutions in Jordan with the UN Women's technical and policy support in partnership with JAF and PSD through the holistic implementation of the signed MOUs and work plans. JAF increased women's representation from 1.3 per cent of field officers in 2017 to 2 per cent in 2022 which is a great achievement in army given the complex environment for women's admission and

retention, while PSD exceeded its 5.68 per cent target, reaching 6.1 per cent of officers and 6.2 per cent of personnel. The percentage of women deployed in peacekeeping missions also increased substantially – from 8.65 per cent in 2018, at the beginning of JONAP, to 11.5 per cent by the end of 2022. In light of this, the security sector is now more responsive to the needs and priorities of women, as well as to their entry, advancement and leadership. This has been possible following extensive awareness-raising, capacity-building and gender mainstreaming efforts that were delivered under JONAP. Significant outcomes achieved regarding women’s meaningful participation in security sector has fully contributed to achieve the SDGs 5 and 16 for gender equal and more sustainable peacebuilding in Jordan. The outstanding achievement of JONAP I has led the way to the preparation for second JONAP which is expected to be finalized and adopted by the Government of Jordan in 2023.

#### OUTCOME XM-DAC-41146-JOR\_D\_4.2

##### **More Syrian women refugees and vulnerable Jordanian women are better served by humanitarian action and resilience-building initiatives**

Significant progress has been towards the achievement of the outcome. The humanitarian stakeholders involved in the refugee response to the Syria crisis and the COVID-19 response in Jordan increased their accountability to gender equality and the empowerment of women and girls through the implementation and monitoring of an Action Plan on Gender in Humanitarian Action (GiHA) for the Jordanian humanitarian response by the Humanitarian Partners Forum (HPF). The implementation of this Action Plan in 2022 strengthened the gender-responsiveness of Jordan’s humanitarian system, structures and expertise to deliver on the World Humanitarian Summit and IASC Gender Policy commitments, against the baseline set out in the inter-agency GiHA Review finalised on behalf of the HPF in 2022. The development, implementation and monitoring of this plan was led by UN Women as co-chair with UNHCR of the GiHA Reference Group. In addition, humanitarian stakeholders increased their accountability to gender-responsive localisation. Specifically, stakeholders used a baseline report against the HPF Localization Monitoring, Evaluation, Accountability and Learning (MEAL) framework to develop and operational plan to enhance tracking of the Localisation Agenda in Jordan in a gender-responsive manner in line with Grand Bargain commitments. The MEAL framework and its baseline were led by UN Women as Co-chair of the Localisation Task Team along with the Jordan NGO Forum and the Jordan INGO Forum.

#### OUTCOME XM-DAC-41146-JOR\_D\_5.1

##### **Marginalized women and young women have access to, participate in and achieve quality learning, entrepreneurship and employment outcomes through second chance education.**

Significant progress has been made to the achievement of this outcome. As a result of a completed market study, 942 female SCE beneficiaries enhanced their skills through online learning on the platforms Kolibri and EdApp supported by 31 local female SCE facilitators on new content developed by UN Women’s partner Arab Women Organisation. The skills engagement related to the following topics: project management, financial management, health issues, handicrafts soap making, e-marketing, personal financial planning, gender equality, entrepreneurship and more. 12 female beneficiaries received mentoring training to be able to mentor new beneficiaries in the future. Plans are underway to fully integrate SCE into the Jordan CO’s Oasis model following its redesign planned to happen in 2023 with focus on maximizing program synergies for transformational impact, enhancing the quality of interventions, and increasing investment in inclusive national systems for deeper impact and sustainability.

### **Jordanian government and civil society assess progress on implementation of normative and policy frameworks on gender equality and the empowerment of women and girls.**

Significant progress has been made to the achievement of this outcome. The Government of Jordan (GoJ) and official institutions have an appropriate and enabling environment to work on gender mainstreaming within their planning processes. This has been evident through the governments' adoption of a gender responsive planning approach in designing executive plans for the triple modernization visions (Political, Economic and Public Sector Development) with the support of UN Women through providing platforms for consultations between different stakeholders and providing technical advice and support to the development process. Despite this significant progress, there is still a long way to go to guarantee commitment for the implementation of these policies. UN Women shall continue supporting the government in developing implementation and M&E plans. Additional support is required for the parliament to monitor and observe the government's commitments. Furthermore, with the support of JCO, the National Team established by the Inter-Ministerial Committee for Women's Empowerment (IMC-W) and led by the Ministry of Planning and International Cooperation (MOPIC) and the Jordanian National Commission for Women (JNCW), the National Strategy for Women 2020 – 2025 (NSW) is integrated under the Government Indicative Executive Plan 2021-2024 (GIEP) which is the main governmental programme that includes budgeted plans of around 124 ministries and official institutions. 40 official institutions were directly engaged in the integration exercise (28 ministries and 12 official institutions).

### **Evidence and norms on gender equality and empowerment of women and girls are promoted by government and civil society.**

The Country Gender Equality Profile (CGEP) was launched in March 2022 under the patronage of the IMC Chair and was organized in cooperation with the Economic Social Council. The UN Women supported its development to be a primary source for evidence-driven advocacy and programming for national stakeholders, international development partners and the UN System to advance the gains and overcome bottlenecks at the national, regional, and global level based on both statistical and qualitative data. The CGEPs was developed in an inclusive manner, ensuring participation of the national statistical office (NSO) and with the ministries responsible for action on and monitoring of the SDGs in key thematic areas (e.g. health, education, defence and justice). Civil society and gender equality advocates at all levels and, within this, ensuring that marginalized groups most at risk of being left behind is represented like the Higher Council for the Rights of Persons with Disabilities. As the profile provides valuable in-depth analysis of the different social and economic challenges faced by women and girls, this can be used as a tool to inform evidence-based decision making at the national level. <https://jordan.unwomen.org/en/digital-library/publications/2022/03/general-framework-for-gender-equality-in-jordan>

### **Enhanced coordination, coherence and accountability of the UN system for commitments to gender equality and women's empowerment**

The UNCT has improved gender mainstreaming and is better positioned to conduct effective interventions across the new pillars under the UNSDCF 2022-2027. UN Women have contributed in engendering the UNSDCF results framework.

**Increased engagement of partners in support of UN-Women's mandate.**

The JCO maintained and expanded its broad partnership portfolio, securing predictable financial resources and sustained visibility to advance national priorities on GEWE. This success is underpinned by strengthened leadership on policy advocacy, investments in partners' outreach capacities, pilot innovation initiatives, and the systematic engagement of youth constituencies.

**High quality of programmes through knowledge, innovation, results-based management and evaluation**

UN Women Jordan programmes are strengthened through the effective utilisation of knowledge products, evaluations and evidence collected from the field.

**Improved management of financial and human resources in pursuit of results**

In 2022, UN Women Jordan continued to demonstrate strengthened compliance with financial rules and regulations including its preparation to the online certification on PEA and SH.