



**UNITED NATIONS COUNTRY TEAM IN JORDAN**

**SWAP GENDER EQUALITY SCORECARD**

**Assessment Report and Action Plan**

**November 2019**



**UNITED NATIONS  
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**UNCT-SWAP Inter-agency Team**  
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## I. Executive Summary

The UNCT-SWAP Gender Equality Scorecard is an accountability framework that promotes improved planning, coordination, programming and results for gender equality and women's empowerment (GEWE) at the country level, tied to support to Member States to achieve the SDGs. The Scorecard supports UNCTs in self-assessing and reporting on their standing with respect to a set of Performance Indicators drawn from inter-governmental mandates, based on review and analysis of UNCT processes. The UN Country Team in Jordan endorsed the exercise in September 2019 and nominated technical staff to engage in the UNCT-SWAP Inter-Agency Team (IAT). Led by UN Women and RCO, and supported by an external consultant, the IAT was composed of 17 agencies including representatives of UNSDF Results Groups, Communications (UNCG), Security Management Team (SMT), and Operations Management Team (OMT). The IAT had the following observations:

**Planning.** The indicators under this dimension focus on gender-sensitivity of the Common Country Analysis and UNSDF Outcomes and Indicators. The Scorecard assessment revealed a need for a stronger gender focus and consistent use of sex-disaggregated and gender-sensitive data across thematic areas in the Common Country Analysis (CCA) – the respective indicator was given “approaching minimum requirements” score. Gender is visibly mainstreamed in UNSDF Outcomes and Indicators, which results in “meeting minimum requirements” score.

**Programming and Monitoring and Evaluation (M&E).** The indicators under this dimension relate to joint programming, communications and advocacy, and UNSDF M&E. All three indicators met minimum requirements. The assessment found evidence of reviewed UN Joint Programmes (JP) mainstreaming gender equality, and the existence of a number of JPs specifically aimed at promoting gender equality and the empowerment of women. The evidence for the indicator on communications and advocacy proved that the UN system conducts joint events and campaigns related to GEWE, with many of them involving at least two UN agencies, and that the UN Communications Group Annual Work Plan includes gender-specific communications and advocacy, although not on non-traditional thematic areas. As for the UNSDF M&E, Results Matrix data for gender sensitive indicators is gathered as planned, and UNSDF annual reports assess progress against gender-specific results.

**Partnerships.** The dimension area focuses on UN system's cooperation with the Government (national women's machinery) and civil society on gender equality and women's empowerment issues. There is evidence on UN system's engagement with government and non-government partners in implementation of joint initiatives on GEWE, and on the UN system's contribution to partners' capacity building and participation in gender-related SDGs localization and/or implementation, which allows for “meeting minimum criteria”. The IAT felt that there is, nevertheless, a need to consistently engage both types of partners into UNSDF monitoring and evaluation, i.e. annual and mid-term reviews and final UNSDF evaluation in future.

**Leadership and Organizational Capacity.** The dimension assesses UN Country Team's performance in leadership for GEWE, organizational culture with regard to gender-related issues, and gender parity within UN system. The indicator on leadership scored as “exceeding minimum requirements” due to the RC championing of GEWE on behalf of UNCT; consistent discussions on related areas at UNCT meetings; overall positive perception of UN personnel on Heads of Agencies

being committed to gender equality in the workplace; and the Assessment of Results and Competencies of UNCT reflecting plans on contributing to gender equality in the country.

The UN personnel survey on gender in organizational culture looked into responses in three areas: gender equality in workplace, discrimination and personal safety, and work-life balance. Overall, 68 per cent of respondents have positive perception on the survey areas, with 20 per cent neutral and 12 per cent negative, which allows for “meeting minimum requirements” score.

The indicator on gender parity in the UN system scored as “missing minimum requirements”: the UNCT does not have in place a mechanism for monitoring gender parity in staffing at all levels.

**Gender Architecture and Capacities.** The dimension refers to gender coordination mechanism and gender capacities across agencies. As for the first, the IAT faced challenges applying indicator scoring criteria to a number of inter-agency gender coordination mechanisms (groups) existing in the UN system in Jordan, mainly targeting specific thematic areas such as the WEE Platform, or gender in a humanitarian context with membership including non-UN actors. Whereas the groups are headed by senior staff and have Terms of Reference, the IAT has not found evidence of groups’ Annual Work Plans and Annual Reports and could not determine whether senior staff (NOC/P4 and above) constitute at least 50 per cent of the groups’ members. There is no evidence of the groups’ involvement in the Common Country Analysis, UNSDF prioritization process, and M&E. Therefore, the indicator scored “missing minimum requirements”. The Scorecard process nourished discussions on establishing a joint gender coordination mechanism both for humanitarian and development areas, such as UN Gender Theme Group, with a suggestion to UNCT to consider the issue.

The indicator on gender capacities across UN agencies is scored as “approaching minimum requirements”: the UN system has had a number of inter-agency gender-related capacity development events during the past year. However, there is no capacity development plan based on an inter-agency capacity assessment updated and monitored at least once per UNSDF cycle, and UNCT induction package for newly recruited staff does not contain information on GEWE and on the country’s gender context.

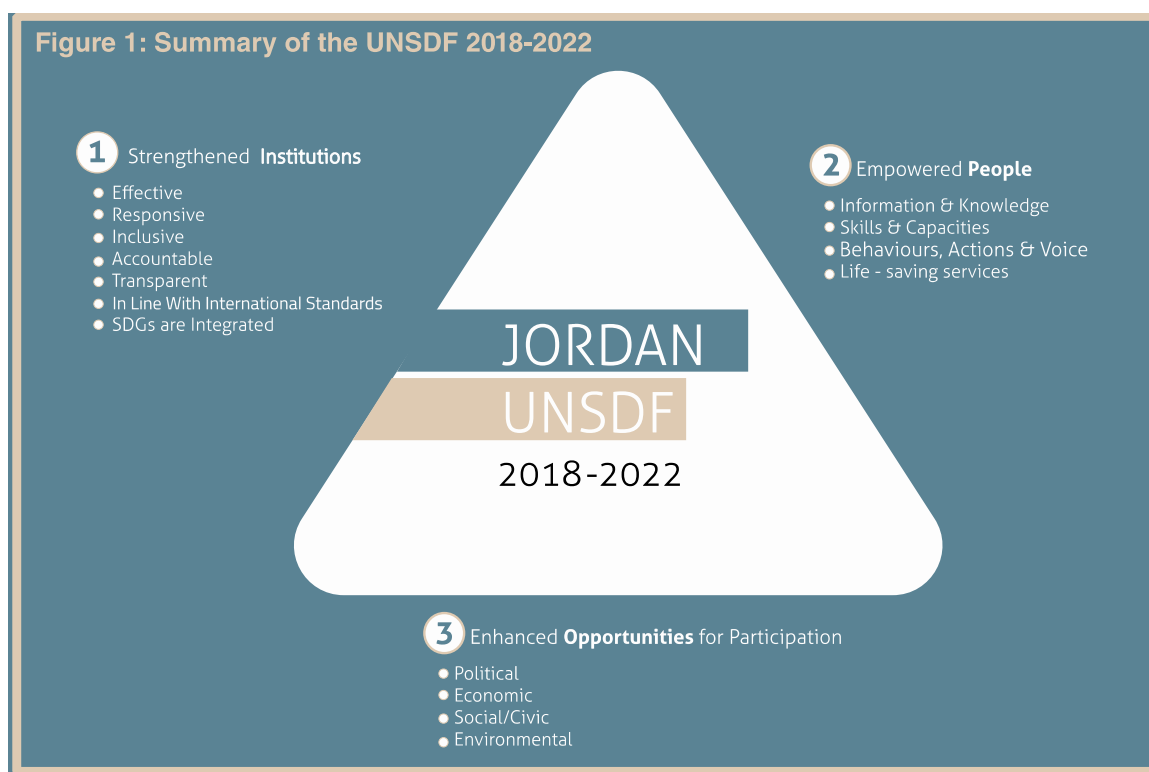
**Budgeting.** The UNCT has not conducted a gender marker-related capacity building event and has not established a financial target for programme allocation on GEWE; therefore, the indicator is scored as “missing minimum requirements”. Systematized calculation of UNSDF gender-targeted expenditures, for instance, through annual UNSDF Outcome-/Output-level reporting with the use of UN Info, would strengthen collective commitment to GEWE and serve as a good example for various purposes, such as resource mobilization and advocacy.

**Results.** The exercise revealed that the indicator for this dimension “approaches minimum requirements”, as UNCT is on track to achieve some gender results planned in UNSDF. Based on information provided in UNSDF Annual Report 2018 and UN Joint Programme documents, such as evaluation reports, the UN system is contributing to a number of gender-specific results, for instance, in the areas of women’s economic empowerment, education, gender-based violence, health, and strategies on elimination of child marriage, among others.

Based on opinions collected at IAT meetings, and briefings, an **Action Plan** with suggested action points, responsibilities and timelines has been drafted and is presented in Annex A.

## II. Context

The work of the United Nations Country Team (UNCT) in Jordan is guided by the United Nations Sustainable Development Framework (UNSDF) 2018-2022, structured around three outcomes (see Figure 1).



Source: UNSDF 2018-2022

At the time of the UNCT-SWAP Scorecard exercise, the UN system in Jordan is in the second year of implementation of UNSDF and has started preparations for the next programming cycle.

## III. Background<sup>1</sup>

In response to the UN Chief Executives Board for Coordination (CEB) system-wide Policy on Gender Equality and the Empowerment of Women (CEB/2006/2), the UN has developed a coordinated approach to strengthening accountability for gender, endorsed by the CEB in 2012:

1. The UN System-wide Action Plan (UN-SWAP), which from 2012-2017 focused on corporate processes and institutional arrangements at the individual entity level and extended in 2018 to cover development and normative results tied to the SDGs.

<sup>1</sup> The background is based on the UNCT-SWAP Gender Equality Scorecard Framework and Technical Guidance, 2018.

2. The United Nations Country Teams Performance Indicators for Gender Equality and the Empowerment of Women (UNCT-SWAP Gender Equality Scorecard), was introduced in August 2008 focusing initially on joint processes and institutional arrangements within the UNCT. In the revised methodology it has been extended to also cover results.

The UNCT-SWAP Gender Equality Scorecard has been aligned with the UN-SWAP to ensure a coherent accountability framework at country, regional and HQ levels. As the two mechanisms cover different parts of the UN system, different Performance Indicators have been used where appropriate.

There are numerous UN inter-governmental mandates for gender equality and women's empowerment (GEWE). In 2015, UN Member States adopted the 2030 Agenda for Sustainable Development with the Sustainable Development Goals (SDGs) at its core. The Agenda commits all countries and stakeholders to work together to achieve sustained and inclusive economic growth, social development, and environmental protection. Leaving no one behind and reaching the furthest behind first is at the core of the Agenda. This is underpinned by the principle of GEWE, grounded in the norms and standards the United Nations is tasked to uphold and promote, including coherent and integrated system-wide gender-responsive planning, implementation and reporting.

The 2018 Quadrennial Comprehensive Policy Review (QCPR) and the 2018 Economic and Social Council (ECOSOC) Resolution on gender mainstreaming also call for acceleration of UN efforts to mainstream gender, and to use the Scorecard. The Secretary General's report on the funding compact for the ECOSOC in 2019 specifically refers to the UNCT-SWAP, setting a target of 75% of UNCTs to conduct the Scorecard exercise and meet or exceed requirements for at least 50% of performance indicators in 2020.

The Scorecard is an accountability framework that promotes improved planning, coordination, programming and results for GEWE at the country level, tied to support to Member States in achieving the SDGs. The Scorecard supports UNCT's in self-assessing and reporting on their standing with respect to a set of Performance Indicators drawn from inter-governmental mandates and based on review and analysis of UNCT processes. Updated in 2017, the Scorecard draws upon a review of past UNCT experience conducted by the UN Development Group, and innovative ideas and lessons from other UN gender accountability frameworks, notably UNDP's Gender Equality Seal, ILO's Participatory Gender Audit, and the Inter-Agency Standing Committee Gender Marker.

## IV. Assessment Objectives and Methodology

The UNCT SWAP-Scorecard assesses UN system's performance in gender mainstreaming across seven dimensions, namely (1) planning, (2) programming and monitoring and evaluation (M&E), (3) partnerships, (4) leadership and organizational culture, (5) gender architecture and capacities, (6) resources, and (7) results. Data and evidence are analyzed in accordance with fifteen dimensions-related indicators and minimum requirements suggested by the 2018 UNCT-SWAP Gender Equality Scorecard Framework and Technical Guidance.

The purpose of the exercise in Jordan is to assess the effectiveness of the UN Country Team in gender mainstreaming and the promotion of gender equality and women's empowerment, as well as to develop an action plan that will help improve performance over the period of the remaining and upcoming programming cycles.

Specific objectives of the assessment are the following:

- To assist UNCT in identifying areas in which they are meeting or not meeting minimum UNDG requirements;
- To stimulate a constructive dialogue within the UNCT about the current status of support for gender equality and women's empowerment and how it can be improved;
- To identify where technical assistance can support the achievement of minimum requirements;
- To share good practice in supporting national priorities to advance gender equality and women's empowerment.

## Methodology

The SWAP-Scorecard methodology suggests four levels of the scoring system:

- Exceeds minimum requirements
- Meets minimum requirements
- Approaches minimum requirements
- Missing minimum requirements

UNCT scores as 'approaches', 'meets', or 'exceeds' minimum requirements depending on which criteria it meets for each indicator. If UNCT fails to meet the criteria under "approaches minimum requirements", the indicator is scored as 'missing'. Most indicators contain multiple criteria.

Meeting minimum requirements should be seen as a starting point from which UNCT should work to deepen efforts to exceed minimum requirements, thereby achieving better results and serving as leaders on advancing gender equality.

## IAT Configuration and Responsibilities

The UNCT SWAP-Scorecard methodology has been designed in a participatory manner to foster deeper understanding and ownership of results. A proposed activity by the UNCT Gender Champion (UN Women), UNCT endorsed the exercise in September 2019, and nominated technical staff to engage in the UNCT-SWAP Inter-Agency Team (IAT). Led by UN Women and RCO, and supported by an external consultant, the IAT was composed of representation of 17 agencies including representatives of UNSDF Results Groups, Communications (UNCG), Security Management Team (SMT), and Operations Management Team (OMT).

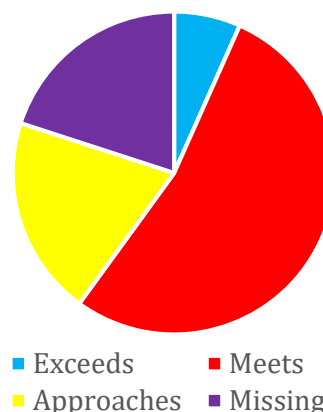
The process started with a briefing workshop on the Scorecard guidance to examine the indicators to ensure broad comprehension. Two- to four-member teams took investigation responsibilities for gathering the data against each indicator (or group of indicators) and made preliminary assessments.

Evidence and means of verification for each indicator are outlined in the technical guidance with and further support provided in-country by the consultant. After submission of the draft indicator reviews, a validation meeting was organized to discuss and verify initial findings. Each indicator was tentatively scored; the group also noted gaps and discussed actions to be included in the UNCT-SWAP Scorecard Action Plan.

## V. Findings

The assessment found that the UN system in Jordan has met or exceeded minimum requirements for nine indicators. Three indicators have been scored as “approaching minimum requirements”, and three others have been given the “missing minimum requirements” score. The graph and the table below provide a detailed picture on the score for each indicator.

**Jordan UNCT-SWAP Scorecard Results Overview**



**Jordan UNCT SWAP-Scorecard Results Overview by Indicator – 2019**

| Indicator                               | Missing Minimum Requirements | Approaching Minimum Requirements | Meeting Minimum Requirements | Exceeding Minimum Requirements |
|---|------------------------------|----------------------------------|------------------------------|--------------------------------|
| <b>1- Planning</b>                      |                              |                                  |                              |                                |
| 1.1 Common Country Analysis             |                              |                                  |                              |                                |
| 1.2 UNDAF Outcomes                      |                              |                                  |                              |                                |
| 1.3 UNDAF Indicators                    |                              |                                  |                              |                                |
| <b>2- Programming and M&amp;E</b>       |                              |                                  |                              |                                |
| 2.1 Joint Programs                      |                              |                                  |                              |                                |
| 2.2 Communication & Advocacy            |                              |                                  |                              |                                |
| 2.3 UNDAF M&E                           |                              |                                  |                              |                                |
| <b>3- Partnerships</b>                  |                              |                                  |                              |                                |
| 3.1 Engagement Government               |                              |                                  |                              |                                |
| 3.2 Engagement with GEEW CSO            |                              |                                  |                              |                                |
| <b>4 – Leadership &amp; Org Culture</b> |                              |                                  |                              |                                |
| 4.1 Leadership                          |                              |                                  |                              |                                |
| 4.2 Organizational Culture              |                              |                                  |                              |                                |
| 4.3 Gender Parity                       |                              |                                  |                              |                                |
| <b>5- Gender Arch. and Capacities</b>   |                              |                                  |                              |                                |
| 5.1 Gender Coord Mechanism              |                              |                                  |                              |                                |
| 5.2 Gender Capacities                   |                              |                                  |                              |                                |
| <b>6 – Financial Resources</b>          |                              |                                  |                              |                                |
| 6.1 Resources                           |                              |                                  |                              |                                |
| <b>7 - Results</b>                      |                              |                                  |                              |                                |
| 7.1 Gender Results                      |                              |                                  |                              |                                |



## Detailed Findings on Scorecard Indicators

The information below provides indicator scoring criteria, according to Scorecard methodology, IAT's scores for each indicator, findings and explanation on scores and means of verification.

### Dimension Area 1 – Planning

| Scoring criteria: 1.1 - Common Country Analysis integrates gender analysis   |   |   |
|--|---|---|
| Approaches Minimum Requirements  | Meets Minimum Requirements  | Exceeds Minimum Requirements  |
| CCA or equivalent includes:<br>a) Gender analysis across the majority of sectors including underlying causes of gender inequality and discrimination line with SDG priorities including SDG5;<br>b) <u>Some</u> sex-disaggregated and gender-sensitive data. | CCA or equivalent includes:<br>a) Gender analysis across all sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG5;<br>b) <u>Consistent</u> sex-disaggregated and gender sensitive data. | CCA or equivalent meets minimum requirements and includes:<br>c) Targeted gender analysis of those furthest behind. |

|  |   |
|--|---|
| <b>Indicator:</b> 1.1 Common Country Analysis (CCA) Integrates Gender Analysis   | <b>Score:</b> Approaches Minimum Requirements |
| <p><b>Findings and Explanation</b></p> <p>a) <i>The CCA covers five thematic areas aligned with the global 2030 Agenda for Sustainable Development (2016 – 2030): People (Human &amp; Social); Prosperity (Economic); Planet (Environment); Peace, Justice, &amp; Strong Institutions (Governance); and Partnerships (Strategic Coordination &amp; Resourcing for Development). Evidence of some gender analysis across sectors includes:</i></p> <ul style="list-style-type: none"> <li>- <i><u>Employment (Prosperity Pillar)</u> – labor force participation (page 58); gender gap (page 58); pay gap (page 58); gender gap in public and private sector (page 59);</i></li> <li>- <i><u>Health (People Pillar)</u> – life expectancy (page 44); maternal mortality (page 44); sex-disaggregated data on tobacco-related deaths (page 48); sex-disaggregated data on HIV/AIDS deaths;</i></li> <li>- <i><u>Education (People Pillar)</u> –gender parity (page 53); educational attainment (page 57); specific studies (page 59);</i></li> <li>- <i><u>Governance/Rule of Law (People Pillar and Peace, Justice, &amp; Strong Institutions Pillar)</u>– gender gap in leadership positions (page 59); quota system in parliament (page 60 and page 79); discriminatory loan practices (pages 59-60).</i></li> </ul> <p><i>Gender analysis has not been found in Partnerships and Planet Pillars.</i></p> <p><i>The depth of analysis varied considerably across sectors, with missed opportunities in sections on Health and Employment, and pillars such as Peace, Justice &amp; Strong Institutions, as well as Partnerships and Planet.</i></p> <p>b) <i>Although respective data is not included in the CCA, the CCA cites the Jordan Poverty Reduction Strategy that includes sex-disaggregated data on female unemployment (page 103), distribution of Jordanian labor force (page 117), gender in employment-technical and vocational education and training(ETVET), and on perceptions of women’s capabilities (page 141). Gender disaggregated data on enterprise ownership is not reported (page 136).</i></p> <p><i>Gender analysis is included in the narrative on laws and access to justice, specifically referencing laws that discriminate against women (page 27); and in the section on education, highlighting the trend of girls beginning to outnumber boys and the need to ensure that boys are not left behind (page 53). The labor market (both formal and informal) is also analyzed through a gender lens (page 58).</i></p> <p><i>Furthermore, a causal analysis is included, citing results from the study by the National Council for Family Affairs (NCFA) on reasons of women’s weak participation in the labor market (page 59).</i></p> |   |

*However, in the health sector, no sex-disaggregated data is available for children, except in relation to education or geographical location of mothers (page 45). The narrative on contraceptive use only mentions married women, lacking data on single women and male condom use. No specific gender-based violence (GBV) data is provided; GBV cases are cited as “doubled” with no reference to baseline data (page 46). Furthermore, youth are often categorized as one category, lacking sex-disaggregated data.*

*c) The CCA does not include targeted gender analysis of those furthest behind.*

#### **Evidence or Means of Verification**

1. *The United Nations Country Team Common Country Assessment of the Hashemite Kingdom of Jordan, February 2018*
2. *Jordan Poverty Reduction Strategy Final Report, UNDP, 2013*

#### **Scoring criteria: 1.2 Gender equality mainstreamed in UNDAF Outcomes**

| <b>Approaches Minimum Requirements</b>   | <b>Meets Minimum Requirements</b>  | <b>Exceeds Minimum Requirements</b>   |
|--|--|---|
| a) Gender equality and the empowerment of women is visibly mainstreamed across <b>some</b> outcome areas in line with SDG priorities including SDG5. | a) Gender equality and the empowerment of women is visibly mainstreamed across <b>all</b> outcome areas in line with SDG priorities including SDG5.<br><b>or</b><br>b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change (ToC) and SDG priorities including SDG5. | a) Gender equality and the empowerment of women is visibly mainstreamed across <b>all</b> outcome areas in line with SDG priorities including SDG5.<br><b>and</b><br>b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change (ToC) and SDG priorities including SDG5. |

**Indicator: 1.2 Gender Equality Mainstreamed in UNDAF Outcomes**

**Score: Meeting Minimum Requirements**

#### **Findings and Explanation**

- a) Outcome statements of the UN Sustainable Development Framework (UNSDF - equivalent of UNDAF) do not contain gender equality language, while narrative sections describe gender equality situation and respective UN strategies:*

*Outcome 1 (Strengthened Institutions) has strengthening of gender equality and women’s empowerment among its priorities (p.38): women’s increased participation in the political, technical and administrative machinery of Government, and support to*

*a change in attitudes and behaviours towards eliminating discrimination and violence against women (p.44, para 2).*

*Outcome 2 (Empowered People) states UN's intention to support young people, women and vulnerable groups in gaining access to a range of skills, insights and capabilities, including the use of social tools and techniques (p.49, para 3).*

*Outcome 3 (Enhanced Opportunities) aims at strengthening inclusive engagement of people, including women, living in Jordan in the economic, social, environmental and political spheres (p.51, para 2).*

- b) *There is no UNSDF outcome specifically targeting gender equality in line with SDG priorities including SDG5.*

#### **Evidence or Means of Verification**

*UNSDF in Jordan 2018-2022*

#### **Scoring criteria: 1.3 UNDAF indicators measure changes on gender equality**

| <b>Approaches Minimum Requirements</b>   | <b>Meets Minimum Requirements</b>   | <b>Exceeds Minimum Requirements</b>   |
|--|---|---|
| Between one-fifth and one-third (20-33 percent) of UNDAF outcome (and output) indicators measure changes in gender equality in line with SDG targets including SDG5. | Between one-third and one-half (33-50 percent) of UNDAF outcome (and output) indicators measure changes in gender equality in line with SDG targets including SDG5. | More than one-half of UNDAF outcome (and output) indicators measure changes in gender equality in line with SDG targets including SDG5. |

|  |  |
|--|--|
| <b>Indicator:</b> 1.3 UNDAF Indicators Measure Changes on Gender Equality  | <b>Score:</b> Meeting Minimum Requirements |
| <p><b>Findings and Explanation:</b></p> <p><i>Between one-third and one-half (33-50%) of UNSDF outcome indicators track progress towards gender equality results, in line with SDG targets including SDG5.</i></p> <p><i>Of the 20 outcome indicators for UNSDF Results Framework for Jordan, 7 (35%) are gender sensitive and track progress against gender equality and the empowerment of women.</i></p> <p><i>For Strategic Priority (Strengthened Institutions) I, 40% of outcome indicators qualify (2 of 5); for Strategic Priority II (Empowered People), 28.5% of outcome indicators qualify (2 of 7); for Strategic Priority III (Enhanced Opportunities), 37.5% of outcome indicators qualify (3 of 8). The analysis found significantly higher levels of gender sensitivity in Strategic Priorities I and III with lower levels in Strategic Priority II. None of the Strategic Intents include at least half (50%) of gender sensitive and responsive indicators, suggesting a greater attention to consistency in gender mainstreaming in the future. See Annex D for details.</i></p> <p><i>The assessment qualified an indicator based on either a definition that includes gender disaggregation or a definition that is gender specific. In those cases where the indicator definition is not specific on gender, attention was paid to the related target, that included a gender-sensitive or disaggregated component or the means of verification, such as CEDAW Reports.</i></p> |  |
| <p><b>Evidence or Means of Verification</b></p> <p>UNSDf in Jordan 2018-2022</p>   |  |

## Dimension Area 2 – Programming and Monitoring and Evaluation

| Scoring criteria: 2.1 Joint Programmes contribute to reducing gender inequalities  |  |   |
|--|--|---|
| Approaches Minimum Requirements  | Meets Minimum Requirements   | Exceeds Minimum Requirements  |
| <p>a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment.</p> <p><u>or</u></p> <p>b) A Joint Programme on promoting GEWE is operational over current UNDAF period in line with SDG priorities including SDG5.</p> | <p>a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment.</p> <p><u>and</u></p> <p>b) A Joint Programme on promoting GEWE is operational over current UNDAF period in line with SDG priorities including SDG5.</p> | <p>Meets minimum requirements</p> <p><u>and</u></p> <p>c) A system is in place to ensure gender mainstreaming of JPs.</p> |

|  |  |
|--|--|
| <b>Indicator:</b> 2.1 Joint Programmes Contribute to Reducing Gender Inequalities  | <b>Score:</b> Meeting Minimum Requirements |
| <b>Findings and Explanation</b> <p>a) <i>There is one Joint Programme (JP) operational at the time of the assessment: Promoting Productive Employment and Decent Work for Women in Egypt, Jordan and Palestine, implemented by ILO and UN Women.</i></p> <p><i>JP's 3 outcomes and 12 outputs all visibly mainstream gender, and its situation analysis contains explicit reference to SDG5 and SDG8 (Decent Work and Economic Growth). There is consistent use of sex-disaggregated and gender-sensitive data, and country's Female Employment Profile is included. 24 out of 30 (80%) outcome and output indicators are either sex-disaggregated or gender-targeted.</i></p> <p>b) <i>Besides the above-mentioned JP, two other joint programmes promoting gender equality and empowerment of women were operational over current UNSDF period in line with SDGs priorities including SDG 5. First, Hemayati Programme: Promoting Women's and Girls' Health and Wellbeing was jointly implemented by UNFPA, UNICEF and UN Women in 2017-2018. The programme focused its interventions on Syrian refugees and vulnerable Jordanians, in particular SGBV survivors. Second, a joint programme on Strengthening Prevention and Response to Conflict-related Sexual Violence in the Syria conflict and Other Forms of SGBV in Jordan through Improved Access to Justice and Engagement with Community Leaders, was implemented in 2016 – early 2019.</i></p> <p>c) <i>There is no system in place to ensure gender mainstreaming in JPs.</i></p> |  |
| <b>Evidence or Means of Verification</b> <ol style="list-style-type: none"> <li><i>Joint Programme Document: Promoting Productive Employment and Decent Work for Women in Egypt, Jordan and Palestine (ILO, UN Women)</i></li> <li><i>Joint Programme Document: Hemayati Programme on Promoting Women's and Girls' Health and Wellbeing (UNFPA, UNICEF, UN Women)</i></li> <li><i>Joint Programme Document on Strengthening Prevention and Response to Conflict-related Sexual Violence in the Syria conflict and Other Forms of SGBV in Jordan through Improved Access to Justice and Engagement with Community Leaders (UNFPA, UNHCR, UNICEF)</i></li> </ol>   |  |

| <b>Scoring criteria: 2.2 Communication and Advocacy address areas of gender inequality</b> |                                   |                                     |
|--|-----------------------------------|-------------------------------------|
| <b>Approaches Minimum Requirements</b>   | <b>Meets Minimum Requirements</b> | <b>Exceeds Minimum Requirements</b> |
| a) The UN system has contributed   | b) The UN system has contributed  | Meets minimum requirements          |

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collaboratively to at least one joint communication activity on GEWE during the past year.

collaboratively to at least one joint advocacy campaign on GEWE during the past year.

**and**

- c) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy

**and**

- d) The UN system has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.
-

| Indicator: 2.2 Communication and Advocacy<br>Address Areas of Gender Inequality  | Score: Meeting Minimum Requirements |
|--|-------------------------------------|
| <p><b>Findings and Explanation</b></p> <p>a) and b) In collaboration with the National Commission for Women (JNCW), the delegation of EU to Jordan and other partners, the UNCT organized a nation-wide campaign “Speak Up... Harassment is a Crime” within the framework of the “16 Days of Activism Against Gender-Based Violence” global campaign.</p> <p><i>Activities included:</i></p> <ul style="list-style-type: none"> <li>- Dissemination of findings of the study on “Sexual Harassment in Jordan”, November 2018;</li> <li>- Distribution of awareness-raising materials tailored for local communities;</li> <li>- Joint event was organized with national partners (300 attendees), with 53 news and media articles recorded, 4 videos and various PSA developed, and a joint social media package distributed;</li> <li>- 350 activities were organized by civil society organizations and supported through the campaign throughout the country, including dedicated training and activities to foster youth engagement on GEWE;</li> <li>- 4 million people reached on social media, with a peak during the ‘orange hour’ (trending hashtag) organized on 1 December that opened with a video message from Princess Basma bint Talal (head of the JNCW) and saw the active engagement of most UN Agencies, JNCW, NGOs, donors and youth (including HeforShe) on social media;</li> <li>- Round table organized in partnership with JNCW to discuss legislative and legal reforms, with judges, lawyers and legal sector professionals on reporting, response, prevention and rehabilitation mechanisms for survivors of violence;</li> <li>- ‘Speak up JO’ fair organized in collaboration with SGBV sub-sector working group, which included booths showcasing participating organizations’ work on gender-based violence, panel discussions, art activities, and a bazaar featuring food items and handicrafts made by local women’s organizations and refugees.</li> </ul> <p><i>As part of the UNCT Gender Champion role, UNCT was provided with advocacy briefs on Women’s Economic Empowerment and Engaging Men and Boys in gender equality as an effort to engage in joint advocacy.</i></p> <p>c) The UNCG annual work plan includes activities focusing on GEWE.</p> <p><i>Examples include:</i></p> <ol style="list-style-type: none"> <li>1. 2019 World Humanitarian Day under the “Women in Humanitarian” global theme. <ul style="list-style-type: none"> <li>- Local social media posts and stories reflecting on the role of women working in humanitarian sector in Jordan;</li> <li>- Social media messages reached out to more than 300,000 social media users;</li> <li>- An Op-ed published in local media reflecting on the role of women in humanitarian sector;</li> <li>- An event conducted and covered by local media, where five women were honoured for their distinguished role in humanitarian work.</li> </ul> </li> </ol> |                                     |



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| <p>2. <i>The UN Day commemoration that included 10 sessions on topics of priority to the UNCT; three of them focusing on GEWE, namely:</i></p> <ul style="list-style-type: none"> <li>- <i>Child marriage</i></li> <li>- <i>Women's economic participation</i></li> <li>- <i>Women and youth political participation</i></li> </ul> <p>d) <i>The UNCT has not contributed collaboratively to communication or advocacy in non-traditional thematic area<sup>2</sup> during the past year.</i></p> |
| <p><b>Evidence or Means of Verification</b></p> <ol style="list-style-type: none"> <li>1. <i>2019 UN Communications plan</i></li> <li>2. <i>OpEds contributed to the local media</i></li> <li>3. <i>16 Days of Activism Against Gender-Based Violence, 2018</i></li> <li>4. <i>2019 UN Day sessions</i></li> </ol>  |

**Scoring criteria: 2.3 UNDAF Monitoring and Evaluation measures progress against planned gender equality results**

| Approaches Minimum Requirements  | Meets Minimum Requirements   | Exceeds Minimum Requirements   |
|--|--|--|
| <p>a) UNDAF Results Matrix data for gender-sensitive indicators is gathered as planned</p> <p><b>or</b></p> <p>b) UNDAF reviews/evaluations assess progress against gender-specific results.</p> | <p>Meets two of the following:</p> <p>a) UNDAF Results Matrix data for gender-sensitive indicators is gathered as planned</p> <p>b) UNDAF reviews/evaluations assess progress against gender-specific results.</p> <p>c) The M&amp;E Group or equivalent has received technical training on gender sensitive M&amp;E at least once during the current UNDAF cycle.</p> | <p>Meets all of the following:</p> <p>a) UNDAF Results Matrix data for gender-sensitive indicators is gathered as planned</p> <p>b) UNDAF reviews/evaluations assess progress against gender-specific results.</p> <p>c) The M&amp;E Group or equivalent has received technical training on gender sensitive M&amp;E at least once during the current UNDAF cycle.</p> |

<sup>2</sup> As per the Scorecard guidance (p.34, criterion d), "less traditional gender fields, which are context and country specific, include but are not limited to trade and macro-economy; infrastructure; climate change adaptation and/or disaster risk reduction; violent extremism; gender identities, masculinities and sexual orientation."

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| <b>Indicator:</b> 2.3 UNDAF Monitoring and Evaluation Measures Progress against Planned Gender Equality Results   | <b>Score:</b> Meeting Minimum Requirements |
| <p><b>Findings and Explanation</b></p> <p>a) <i>UNSDF Results Framework includes specific outcome indicators (both quantitative and qualitative) and targets that track progress towards gender equality results. The indicators are disaggregated by gender and other determinants, such as age, and integrated under each outcome.</i></p> <p><i>At the time of the Scorecard assessment, UNSDF output indicators and targets are being prepared to be included in the UN Joint Workplans to gauge progress against gender-specific results.</i></p> <p><i>There has been commitment among the UNCT to improve gender sensitivity through reporting against planned interventions following monitoring mechanisms. Data has been gathered for gender-sensitive indicators.</i></p> <p><i>Examples include:</i></p> <ul style="list-style-type: none"> <li>- <i>Approximately 2,250 women accessed safe spaces per month and over 400 SGBV survivors accessed services per month (9 safe spaces in Irbid, Hitteen, Hoson Camp, Rusaifa, Ma'an, Amman, Zarqa, Khaldyeh and Ramtha).</i></li> <li>- <i>8,471 Syrian refugee and vulnerable Jordanian women in Ajloun and Jerash host communities were supported with multisectoral SGBV services.</i></li> <li>- <i>2,195 Syrian and Jordanian female job seekers were successfully placed in jobs, mainly in the garment sector.</i></li> <li>- <i>7 analytical products that show GBV trends in Jordan were produced to help inform programming, advocacy and decision-making and to try to address the challenge of gender-based violence in Jordan.</i></li> </ul> <p>b) <i>UNSDF Results Groups were established for each outcome to ensure a coherent UN support and to guide UN programming towards the achievement of the planned results.</i></p> <p><i>The Results Groups perform regular monitoring of the planned activities. To assess progress of the 2018 implementation of the UNSDF, the Groups prepared a report on major events that had an impact on UNSDF implementation, as well as on key achievements for the year together with success stories. Moreover, the report covered implementation challenges, with recommendations to address them. Since 2018 was the first year of implementation of the UNSDF, the review did not assess progress towards outcomes, while mostly describing accomplishments, including in GEWE.</i></p> <p><i>At the strategic level, a Joint Steering Committee (JSC) co-chaired by the Minister of Planning and International Cooperation and the UN Resident and Humanitarian Coordinator is convened annually to review and discuss progress in the UNSDF implementation, and to provide the overall direction and high-level oversight and</i></p> |  |

support, including deciding on risk mitigation strategies. At the time of the Scorecard assessment, the JSC is yet to meet on 12 November.

All in all, there is still a need to enhance the connection between what is being measured and planned to be achieved.

- c) There is no specific M&E group. The function has been integrated into the Results Groups. Technical training on gender sensitive M&E has not been provided during the current UNSDF.

#### Evidence or Means of Verification

1. The United Nations Sustainable Development Framework (UNSDF) 2018-2022
2. Highlights of the 2018 Implementation of UNSDF
3. 2018 Annual Review of UNSDF Results Group Implementation on STRENGTHENED INSTITUTIONS/ Chair: UNICEF
4. 2018 Annual Review of UNSDF Results Group Implementation on EMPOWERED PEOPLE/Chair: UNFPA
5. 2018 Annual Review of UNSDF Results Group Implementation on ENHANCED OPPORTUNITIES/Chair: UNDP

### Dimension Area 3 – Partnerships

| Scoring criteria: 3.1 UNCT collaborates and engages with Government on GEWE   |   |   |
|---|---|---|
| Approaches Minimum Requirements   | Meets Minimum Requirements  | Exceeds Minimum Requirements  |
| a) The UNCT has collaborated with at least <u>one</u> government agency for a joint initiative that fosters gender equality within the current UNDAF cycle. | Meets two of the following:<br>a) The UNCT has collaborated with at least <u>two</u> government agencies for a joint initiative that fosters gender equality within the current UNDAF cycle.<br>b) The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E.<br>c) The UNCT has made at least <u>one</u> contribution to substantively strengthen Government | Meets all of the following:<br>a) The UNCT has collaborated with at least <u>two</u> government agencies for a joint initiative that fosters gender equality within the current UNDAF cycle.<br>b) The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E.<br>c) The UNCT has made at least <u>one</u> contribution to substantively |

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| participation and engagement in gender-related SDGs localization and/or implementation. | strengthen Government participation and engagement in gender-related SDGs localization and/or implementation. |
|---|---|

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| <b>Indicator:</b> 3.1 UNCT Collaborates and Engages with Government on GEWE   | <b>Score:</b> Meeting Minimum Requirements |
| <p><b>Findings and Explanation</b></p> <p>a) <i>The UNCT has collaborated with at least two government agencies on a number of joint initiatives that fosters gender equality within the current UNDAF cycle.</i></p> <p><i>Examples include:</i></p> <ul style="list-style-type: none"> <li>- <i>The JNCW was supported in drafting of the Comprehensive National Review of the Progress in the Implementation of the Beijing Declaration and Platform for Action - 25 Years On. The process involved various government institutions, the military and security sectors, CSOs, in addition to both Houses of the National Assembly, trade unions and parties;</i></li> <li>- <i>Implementation of the Action Plan on Gender Equality and Women's Empowerment within National Institutions, and development of the National Women's Strategy;</i></li> <li>- <i>Cooperation with the Ministry of Social Development and the National Council for Family Affairs within the framework of Hemayati joint programme on women's and girls' health and wellbeing (2017-2018);</i></li> <li>- <i>Cooperation with JNCW, the Ministry of Labour, the Chamber of Industry on promoting productive employment and decent work for women within a joint UN programme (ongoing);</i></li> <li>- <i>Advocacy on and promotion of equal pay, flexi work, right to paternity leave, right of children of working partners to daycare facilities, etc. in cooperation with the National Committee for Pay Equity (NCPE), a tripartite entity chaired by the Ministry of Labour and JNCW;</i></li> <li>- <i>The Arab Women Legal Network and Jordanian National Council for Family Affairs, with UN's support, developed comprehensive guidelines for handling cases of domestic violence which define required procedures from filing the complaint until the case is resolved or referred to a court;</i></li> <li>- <i>In cooperation with the UN Communication Group, the JNCW, and in partnership with the civil society (Shamaa Network - a network of 80 CSOs working in Jordan to end violence against women) and Nama'a CSO, several events in commemoration of 16 Days of Activism were held in 2018;</i></li> <li>- <i>UNFPA, UNICEF, UNHCR supported NCFA in the development of Standard Operating Procedures for the prevention and response to Gender Based Violence and Family Violence, as well as the development of Clinical Management of Rape Protocol.</i></li> </ul> |  |

- b) *The National Women's Machinery in Jordan is defined as the Jordanian National Commission for Women and the Inter-Ministerial Committee (IMC) for Women's Empowerment. The IAT found evidence of the machinery being involved into the CCA discussions and UNSDF consultations. JNCW and other government partners working on gender-related areas participate in UNSDF implementation through joint programmes and other initiatives that foster GEWE (see a)), however, their participation in overall UNSDF M&E has not been evident yet. During the 2019 UNCT retreat it was decided that the government partners shall be invited to UNSDF Results Groups mid-year and annual reviews meetings (although not specifying the partners).*
- c) *Prior to the start of UNSDF, in 2017, the government was engaged in consultation process for the Voluntary National Review (VNR) which was followed by additional plans to set targets, identify data gaps and better integrate SDGs. According to IAT members, the follow-up has been somewhat dormant in 2018-2019.*

*On the other hand, the final evaluation of Hemayati joint programme notes government partners' increased knowledge and practices on SBGV prevention and response, as result of the joint UN programme, which directly relates to SDG5 localisation. In addition, with UN's support, efforts are underway to accelerate decrease of gender wage gap by 2030, through Jordan's participation at the Equal Pay International Coalition together with OECD (SDGs 5 and 8).*

#### **Evidence or Means of Verification**

1. *Insights on the Government's engagement into UNSDF, provided by UN personnel*
2. *Remarks by H.E. Mary Kavar, the Minister for Planning and International Cooperation, during the 73 United Nations General Assembly, September 2018*
3. *Final Evaluation Report: Hemayati Joint Programme (UNFPA, UNICEF, UN Women), March 2019*
4. *Inception Report on Promoting Productive Employment and Decent Work for Women in Egypt, Jordan and Palestine (ILO, UN Women)*
4. *Action Plan on Gender Equality and Women's Empowerment within National Institutions in the Arab Region (ESCWA, UN Women)*

#### **Scoring criteria: 3.2 UNCT collaborates and engages with Women's/Gender Equality CSO**

| Approaches Minimum Requirements   | Meets Minimum Requirements  | Exceeds Minimum Requirements |
|-----------------------------------|-----------------------------|------------------------------|
| a) The UNCT has collaborated with | Meets two of the following: | Meets all of the following:  |

|  |   |   |
|--|---|---|
| <p>GEWE CSO and women's rights advocates on at least <u>one</u> joint initiative that fosters gender equality and empowerment of women within the current UNDAF cycle.</p> | <p>a) The UNCT has collaborated with GEWE CSO and women's rights advocates for at least two joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle.</p> <p>b) GEWE CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&amp;E.</p> <p>c) The UNCT has made at least <u>one</u> contribution to substantively strengthen GEWE CSO participation and engagement in gender related SDGs localization and/or implementation.</p> | <p>a) The UNCT has collaborated with GEWE CSO and women's rights advocates for at least two joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle.</p> <p>b) GEWE CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&amp;E.</p> <p>c) The UNCT has made at least <u>one</u> contribution to substantively strengthen GEWE CSO participation and engagement in gender related SDGs localization and/or implementation.</p> |
|--|---|---|

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|--|---|
| <p><b>Indicator:</b> 3.2 UNCT Collaborates and Engages with Women's/Gender Equality CSO</p>  | <p><b>Score:</b> Meeting Minimum Requirements</p> |
| <p><b>Findings and Explanation</b></p> <p>a) UNCT, in collaboration with the UN Communication Group, the Jordanian National Commission for Women, and in partnership with the civil society (Shamaa Network - a network of 80 CSOs working in Jordan to end violence against women) and Nama'a CSO, held several events in 2018 in commemoration of 16 Days of Activism.</p> <p>Moreover, the joint UN programme Hedayati was based on a partnership with a key non-governmental organization working in the area of GEWE – Jordan Women Union (JWU). The programme also involved two grass-root community-based organizations – Al-Sannabil and Shuwaa.</p> |   |

*Within the framework of the joint UN programme on promoting productive employment and decent work for women, collaboration is ongoing with the General Federation of Jordanian Trade Unions consisting of about 200,000 members.*

- b) Whereas the IAT has not found evidence of gender equality and women's empowerment CSOs and women's rights advocates being involved in the CCA discussions, UNSDF consultations engaged non-government actors. As noted in a), CSOs are involved into UNSDF implementation through joint UN programmes and advocacy events and campaigns, such as 16 Days of Activism. The IAT members consider that there has been a gap in engaging non-government actors in overall UNSDF monitoring and evaluation, which requires greater attention.*
- c) As noted in 3.1, civil society has been involved in the 2017 Voluntary National Review which resulted in plans on SDG localization. The work on SDG localization remains a priority but implementation of the formalized plans has not been thoroughly accomplished in 2018-2019.*

*Hemayati joint programme evaluation report notes that the capacity of participating national NGOs and grass-root CBOs in prevention and response to SGBV has been strengthened as a result of the joint programme.*

*UNFPA Youth Peers and UN SDG Advocates has been working towards strengthening capacities of Jordanian youth to advocate for GEWE through the conduct of HeForShe University Tour engaging 11 universities in different governorates of Jordan.*

#### **Evidence or Means of Verification**

1. VNR 2017
2. Report on Highlights of the 2018 UNSDF Implementation
2. Joint Programme Document: Promoting Productive Employment and Decent Work for Women in Egypt, Jordan and Palestine (ILO, UN Women)
1. Joint Programme Document: Hemayati Programme on Promoting Women's and Girls' Health and Wellbeing (UNFPA, UNICEF, UN Women)
2. Evaluation Report, Hemayati Programme, March 2019
3. Insights on CEDAW, UPR submissions
4. UNCT Jordan joint submission of relevant information on Jordan's follow-up report for the 74th Session of CEDAW

## **Dimension Area 4 - Leadership and Organizational Culture**

**Scoring criteria: 4.1 UNCT leadership is committed to championing gender equality**

| Approaches Minimum Requirements  | Meets Minimum Requirements   | Exceeds Minimum Requirements   |
|--|--|--|
| Meets 2 of the following:  | Meets 3 of the following:  | Meets all 4 of the following:  |
| <ul style="list-style-type: none"> <li>a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</li> <li>b) RC demonstrates public championing of gender equality during the last 12 months;</li> <li>c) Heads of Agencies are seen by personnel as committed to gender equality in the workplace during the last 12 months;</li> <li>d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs in the last 12 months.</li> </ul> | <ul style="list-style-type: none"> <li>a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</li> <li>b) RC demonstrates public championing of gender equality during the last 12 months;</li> <li>c) Heads of Agencies are seen by personnel as committed to gender equality in the workplace during the last 12 months;</li> <li>d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs in the last 12 months.</li> </ul> | <ul style="list-style-type: none"> <li>a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</li> <li>b) RC demonstrates public championing of gender equality during the last 12 months;</li> <li>c) Heads of Agencies are seen by personnel as committed to gender equality in the workplace during the last 12 months;</li> <li>d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs in the last 12 months.</li> </ul> |



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| <b>Indicator:</b> 4.1 UNCT Leadership is Committed to Championing Gender Equality   | <b>Score:</b> Exceeding Minimum Requirements |
| <p><b>Findings and Explanation</b></p> <p>a) <i>Gender or gender-related topics were discussed at all UNCT meetings during the last 12 months (10 minutes of meetings/ agendas examined).</i></p> <p><i>Highlights include (in reverse order):</i></p> <ul style="list-style-type: none"> <li>- <i>Human rights updates, including those related to gender issues are a regular feature of the UNCT meeting agenda;</i></li> <li>- <i>October 2019 – Flagship initiatives on women’s economic empowerment (WEE) and enhanced women and youth political participation;</i></li> <li>- <i>September 2019 – Presentation by the Gender Champion on the UNCT-SWAP Scorecard and the WEE Platform;</i></li> <li>- <i>July 2019 – Discussion of the Draft Childhood Law that contains gender areas;</i></li> <li>- <i>June 2019 – Discussion on the status of flagship initiatives on women’s economic empowerment and enhanced women and youth political participation;</i></li> <li>- <i>May UNCT mini-retreat – Women’s economic empowerment and enhanced women and youth political participation were identified as flagship initiatives;</i></li> <li>- <i>April 2019 – Child-, Early-, and Forced Marriage was discussed and adopted as a flagship initiative;</i></li> <li>- <i>March 2019 – The UNCT Human Rights Strategy was discussed and adopted.</i></li> <li>- <i>February 2019 – The UNCT workplan was adopted. It contains an outcome: “The UNCT is recognized as a pro-active partner in protecting and promoting human rights and gender equality;”</i></li> <li>- <i>November 2018 UNCT retreat – Issues of vulnerable groups including women and the implementation of the Prevention Agenda were discussed;</i></li> <li>- <i>October 2018 – UNCT Gender Strategy was presented by the Gender Champion and adopted.</i></li> </ul> <p>b) <i>The Resident Coordinator (RC) demonstrated leadership and public championing of gender equality and women’s empowerment on behalf of UNCT. 24 out of 26 (92%) examined speeches made reference to gender issues. For instance, at the Arab Food Industries Forum for Food Safety and Trade Facilitation, the RC noted the country’s intentions to undertake robust reforms to stimulate inclusive growth and job creation, especially for women. At the #SPEAKUPJO FAIR, the RC spoke about gender-based violence. Other speeches included emphasis on women’s role in peace and social stability; the importance of women and men having equal opportunities to decent employment and income; reaching the most vulnerable women nation-wide with resilience and empowerment services; women being continuously excluded from decision making both in public life and at home; empowering people and providing opportunities for participation and engagement, especially of women and the youth; primary role for UNCT in 2019-2020 to be recognized as a leading partner in protecting and promoting human rights and gender equality; gender-related challenges in the context of SDGs; striving for equality regardless of sex, status, and race; and gender equality as part of UN Secretary-General’s Prevention Agenda, besides other.</i></p> |  |

Moreover, UNCT's joint submission on 4 recommendations to the CEDAW was completed under the leadership of the RC together with UN Women Representative; an inter-agency group was formed to consolidate the submission. RC takes leadership on PSEA and sexual harassment issues during UNCT meetings and foras and co-chairs the Women, Peace, and Humanitarian Fund National Steering Committee.

- c) 74 per cent of respondents strongly agree or agree with the second question on the organizational culture survey "Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace."
- d) 2018 ARC contains UNCT goals on SDGs and human rights including on raising awareness on SDG 5 and on UPR submission. The UNCT 2019 annual workplan has as outcome: "The UNCT is recognized as a pro-active partner in protecting and promoting human rights and gender equality," with planned activities.

#### **Evidence or Means of Verification**

1. UNCT Meeting Minutes, October 2018 – October 2019
2. UNCT retreat reports, May 2019 and November 2018
3. UNCT joint submission to the CEDAW Committee
4. RC's Brief and Talking Points in PSEA Coordinators' Training held in September 2019
5. OP ED and Facebook streaming for International Women's Day 2019
6. 2018 ARC
7. 2019 UNCT Workplan
8. Note on Best Practices in Gender Equality in the UN Workplace
9. Arab Food Industries Forum for Food Safety and Trade Facilitation, 4 March 2019
10. Opening remarks for the RC/HC, on the occasion of the #SPEAKUPJO FAIR, on 29 November 2018
11. Opening of the Partnership Forum on the Social Cohesion in Jordan, Dialogue and Action for Policies, Practices and Programmes on 16 December 2018
12. Closing Remarks on the Occasion of ILO Centenary, 11 April 2019
13. High-level Donor Meeting on the National Social Protection Strategy, 8 October 2019
14. 70<sup>th</sup> Anniversary of the Declaration of Human Rights, 10 December 2018
15. Launch of 2019 Jordan Response Plan
16. Mateen Network Meeting, 16 January 2019
17. Global Compact Local Network Jordan, 9 October 2019
18. Meeting with the Prime Minister, 12 May 2019
19. 2019 Parliamentary Economic Forum, Presentation on Economic Growth and the Agenda 2030
20. Opening Ceremony of the Francophone Month and Exhibition on the Occasion of 70<sup>th</sup> Anniversary of the Declaration of Human Rights, 5 March 2019
21. Courtesy meeting for the RC/HC to meet the Minister of Energy and Mineral Resources under the new government leadership, 27 November 2018

**Scoring criteria: 4.2 Organizational culture fully supports promotion of gender equality and the empowerment of women**

| Approaches Minimum Requirements   | Meets Minimum Requirements  | Exceeds Minimum Requirements  |
|---|---|---|
| Survey results of personnel perception of organizational environment for gender equality scored a positive rating of 50-64 percent. | Survey results of personnel perception of organizational environment for gender equality scored a positive rating of 65-80 percent. | Survey results of personnel perception of organizational environment for gender equality scored a positive rating of over 80 percent. |

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| <b>Indicator:</b> 4.2 Organizational Culture Fully Supports Promotion of Gender Equality and the Empowerment of Women  | <b>Score:</b> Meeting Minimum Requirements |
| <p><b>Findings and Explanation</b></p> <p><i>The survey was sent to all HOAs with instructions to distribute to all personnel. During the period of 14-22 October 2019, a diverse audience consisting of 461 UN personnel submitted their answers, from which 54.45% of the responses were from women, while 44.90% were from men and 0.65% were from others. Balanced responses were received from personnel with supervisory roles (50.54%) and without supervisory roles (49.46%)</i></p> <p><i>Results scored an overall positive rating of 67.54% (11.88% negative and 20.58% neutral). The minimum requirement (65%) is met as an average across the 10 questions that deal with issues of gender equality, discrimination and work-life balance. Moreover, the minimum requirements were met individually for 7/10 questions.</i></p> <p><i>The score for the UN system's efforts to fulfil its mandate to achieve an equal representation of women and men at all levels was the highest at 77.22%.</i></p> <p><i>Perception of heads of agencies commitment to gender equality in the workplace was also high with 73.92%.</i></p> <p><i>Perception about equal treatment irrespective of sex, gender identity or sexual orientation scored slightly below the 65% threshold, with 63.5% of positive answers. The work-life balance scores were lower than the minimum requirements with an average of 54.24% of positive answers (25.6% neutral and 17.67% negative).</i></p> <p><i>Refer to Annexes B and C for detailed information.</i></p> |  |
| <p><b>Evidence or Means of Verification</b></p> <p><i>Results of the survey of staff perception of organizational environment for gender equality (total 461 responses of 1964 Personnel; confidence interval of 7.5).</i></p>   |  |

**Scoring criteria: 4.3 Gender parity in staffing is achieved**

| Approaches Minimum Requirements  | Meets Minimum Requirements  | Exceeds Minimum Requirements  |
|--|---|---|
| a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels. | Approaches minimum requirements <b>and</b><br>b) The UNCT can demonstrate positive trends towards parity commitments. | Meets minimum requirements <b>and</b><br>c) The Business Operations Strategy (BoS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment. |

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| <b>Indicator:</b> 4.3 Gender Parity in Staffing is Achieved   | <b>Score:</b> Missing minimum requirements |
| <p><b>Findings and Explanation</b></p> <p>a) <i>The UNCT does not have a mechanism in place to monitor and track gender parity in staffing. Most agencies monitor data at individual agency level. The Human Resources working group has developed a concept note covering best practices on gender parity. Most UN entities have policies for gender parity in staffing in place. There was no available data on gender parity at the UNCT level. However, consolidated data collected for this exercise may serve as a baseline for future monitoring.</i></p> <p>b) <i>Based on data collected from 15 UN agencies for their staffing at both GS and professional levels, an analysis was conducted as per the below.</i></p> <ul style="list-style-type: none"> <li>- <i>National Staff category: The assessment found that women comprise 42% of General Service Staff (296 of 699) and 59% of professional staff (107 of 182). However, it was noted that men, with a total representation of 89%, dominate the grades (G1 to G3). While the grades (G4 to G7) has an equal representation of men and women (49 and 51% respectively). The overall gender parity in the national staff category is 46% women vs. 54% men, which is slightly lower than the 47 threshold.</i></li> <li>- <i>International staff category: it was noted that the grades (P1 to P5) have an equal representation with 51% women and 49% men. While the senior international professional positions (D1, D2), are dominated by men with a representation of 57%. The overall gender parity in the international staff category is 50% women vs. 50% men, which meets the threshold.</i></li> </ul> <p><i>Defining gender parity, as within the range of 47-53 percent, there is gender parity at the international staff category. While in the local staff category, the overall gender parity is slightly lower than the threshold with 45% women vs. 55% men.</i></p> <p><i>The overall gender parity meets the threshold, with 47% women's representation.</i></p> <p>c) <i>The UNCT team has a BOS framework in place. The framework included few joint sub-</i></p> |  |



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| <i>themes covering Gender Equality and women empowerment.</i>  |
| <b>Evidence or Means of Verification</b><br>1) Consolidated, sex-disaggregated staffing data for WFP, UNICEF, ILO, FAO, UN Women, UNDP, UNFPA, UN Habitat, IOM, WHO, UNHCR, UNESCO, UNRWA, UNOPS, and UNDSS.<br>2) Business Operations Strategy 2018<br>3) Human Resources Working Group Best Practices for Gender Parity 2019 |

## Dimension Area 5 - Gender Architecture and Capacities

| Scoring criteria: 5.1 Gender coordination mechanism is empowered to influence the UNCT for GEWE   |   |   |
|---|---|---|
| Approaches Minimum Requirements   | Meets Minimum Requirements  | Exceeds Minimum Requirements  |
| Meets 2 of the following:   | Meets 3 of the following:   | Meets all 4 of the following:   |
| a) A coordination mechanism for gender equality exists and is chaired by a HOA;<br>b) The group has a TOR and an approved annual work plan;<br>c) Members include at least 50% senior staff (P4 and above; NOC and above);<br>d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E. | a) A coordination mechanism for gender equality exists and is chaired by a HOA;<br>b) The group has a TOR and an approved annual work plan;<br>c) Members include at least 50% senior staff (P4 and above; NOC and above);<br>d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E. | a) A coordination mechanism for gender equality exists and is chaired by a HOA;<br>b) The group has a TOR and an approved annual work plan;<br>c) Members include at least 50% senior staff (P4 and above; NOC and above);<br>d) The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E. |

|   |  |
|---|--|
| <b>Indicator:</b> 5.1 Gender Coordination Mechanism is Empowered to Influence the UNCT for GEWE   | <b>Score:</b> Missing Minimum Requirements |
| <b>Findings and Explanation</b><br><br><i>The IAT faced difficulties in applying the indicator criteria to the existing gender coordination mechanisms, namely: The Sector Gender Focal Points Network (SGFPN) and Women's Economic Empowerment (WEE) Platform.</i> |  |

- a) *The 2 groups are chaired by senior staff. However, the nature of the SGFP group work is humanitarian and include non-UN representation, the WEE Platform is a thematic group.*
- b) *The groups have ToRs; some have records of meetings (minutes); although there is no evidence of AWP.*
- c) *The composition of the groups vary in terms of the members' grades, and includes senior staff (NOC/P4 and above). However, the IAT could not determine whether the latter constitute at least 50 per cent of the groups' members.*
- d) *Based on the ToRs, none of the existing coordination bodies have an institutional role in providing inputs to UNSDF and work with UNCT on ensuring GEWE in all development areas. The IAT has not found evidence of the groups' engagement in CCA, UNSDF prioritization, and M&E. It can be assumed that the groups contribute to UNSDF implementation in different ways, based on their respective thematic focus.*

*It should be noted that there are other long-standing coordination mechanisms in Jordan that work on tackling gender-based violence, while not covering other areas of gender equality and gender mainstreaming rather than prevention. In addition, a gender in humanitarian action reference group has been put in place in 2019 to provide guidance on a review of gender in the humanitarian sector.*

*There have been shared opinions during the Scorecard assessment on the importance of a discussion at UNCT level on a gender coordination mechanism that would ensure a continuum between humanitarian and development settings, enlarging scope and membership of UN agencies.*

#### **Evidence or Means of Verification**

- 1. *UNCT Women's Economic Empowerment Platform ToRs and minutes of meetings*
- 2. *Sector Gender Focal Points Network ToRs*

#### **Scoring criteria: 5.2 UNCT has adequate capacities developed for gender mainstreaming**

| Approaches Minimum Requirements   | Meets Minimum Requirements   | Exceeds Minimum Requirements   |
|---|--|--|
| a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year. | Meets two of the following 3:<br><br>a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.<br><br>b) A capacity development plan based on and inter- | Meets all of the following:<br><br>a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.<br><br>b) A capacity development plan based on and inter- |

|   |  |
|---|--|
|   | <p>agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track.</p> <p>c) UNCT induction material includes GEWE and related development challenges of the country.</p> |
| <p><b>Indicator:</b> 5.2 UNCT has Adequate Capacities Developed for Gender Mainstreaming</p>  | <p><b>Score:</b> Approaching Minimum Requirements</p>  |
| <p><b>Findings and Explanation</b></p> <p>a) <i>The capacity development activities in the past year included Gender Based Security (GBS) training conducted by the UN Department of Safety and Security and an inter-agency team. The training aimed at informing UN personnel about key gender-related cultural and security issues in the country, and at raising their awareness on UN in Jordan strategies to address them.</i></p> <p><i>The Gender Based Security Training was conducted on a monthly basis and revolved around three main points: Prevention, Response, and Follow Up. 12 training sessions have been conducted since August 2018, with 198 participants from different agencies, funds, programs, and organizations (UN AFPO). As per the latest UNSMS policy, UNDSS Jordan incorporated GBS in all security assessments, plans, and training.</i></p> <p>b) <i>There is no capacity development plan based on and inter-agency capacity assessment. At the same time, UNCT/UNSMT shaped the GBS initiative, including the Gender Based Security guidelines, aide memoire, and training.</i></p> <p>c) <i>The UNCT has an induction kit which mainly presents the mandates of the UN agencies in Jordan; it does not contain commitments to gender equality and the empowerment of women and description of related development challenges of the country.</i></p> |  |
| <p><b>Evidence or Means of Verification</b></p> <ol style="list-style-type: none"> <li>1. <i>UN Agencies Induction Kit</i></li> <li>2. <i>UNDSS Induction Training Material and Lists of Participants</i></li> </ol>  |  |



## Dimension Area 6 – Resources

| Scoring criteria: 6.1 Adequate resources for gender mainstreaming are allocated and tracked                         |  |  |
|---|--|--|
| Approaches Minimum Requirements   | Meets Minimum Requirements   | Exceeds Minimum Requirements   |
| a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNDAF cycle. | Approaches minimum requirements<br><b>and</b><br>b) UNCT has established and met a financial target for program allocation for GEWE. | Meets minimum requirements<br><b>and</b><br>c) UNCT has established and exceeded a financial target for program allocation for GEWE. |

| Indicator: 6.1 Adequate Resources for Gender Mainstreaming are Allocated and Tracked   | Score: Missing Minimum Requirements |
|--|-------------------------------------|
| <b>Findings and Explanation</b> <p>a) <i>Based on the 2014 UNCT-SWAP Gender Equality Scorecard recommendation, the following activities have been included in 2018 and 2019 UNCT Annual Work Plans (AWP) respectively: “finalization/establishment of the UNCT gender financing tracking mechanism” and “work on establishing UNCT gender financing tracking mechanism”. However, the UNCT has not carried out a capacity building event on the gender marker over the current UNSDF cycle.</i></p> <p><i>UNCT in Jordan plans to roll out the UN Info platform as the main monitoring tool for UNSDF. UN Info contains mandatory gender marker that will enable tracking GEWE resources. In anticipation of the UN Info roll-out, plans for capacity building related to the UNCT gender marker by UN Women and RCO have been pushed forward to align with the UN Info process.</i></p> <p>b) <i>and c) UNCT has not established, met or exceeded a financial target for GEWE, due to the lack of data on financing for gender programming. The budgetary data available for the GEWE work of the UNCT are the gender indicators in the UNSDF – the data is, however, not encompassing all work on gender mainstreaming and cannot be utilized for an accurate indication on spending/gaps in terms of tracking GEWE resources.</i></p> |                                     |
| <b>Evidence or Means of Verification</b> <p>1) <i>UNCT AWP 2018 and 2019</i></p> <p>2) <i>UNSDF High-level Plans 2018 and 2019</i></p>   |                                     |



## Dimension Area 7 - Results

| Scoring criteria: 7.1 UN Programmes make a significant contribution to gender equality in the country  |   |   |
|--|---|---|
| Approaches Minimum Requirements  | Meets Minimum Requirements  | Exceeds Minimum Requirements  |
| a) The UNCT has achieved or is on track to achieve some GEWE results as planned in the UNDAF outcomes in line with SDG priorities including SDG5 | a) The UNCT has achieved or is on track to achieve all GEWE results as planned in the UNDAF outcomes in line with SDG priorities including SDG5 | Meets minimum requirements <b>and</b><br>b) At least one outcome level UNDAF result has contributed to transformative change in relation to GEWE. |

|  |   |
|--|---|
| <b>Indicator 7.1:</b> <i>UN Programmes make a Significant Contribution to Gender Equality in the Country</i>   | <b>Score:</b> <i>Approaching Minimum Requirements</i> |
| <p><b>Findings and Explanation</b></p> <p><i>2019 being the second year of UNSDF implementation, the UNCT is on track to achieve some GEWE results as stated in UNSDF.</i></p> <p><i>Regarding <u>women's empowerment</u> (as part of the second strategic priority – Empowered People), focus has been placed in assisting women to access formal employment opportunities. In Jordan, 15.7 % of the population live below the poverty line and a third are considered transient poor. This in turn has its effects on food security which remains a challenge in Jordan by a multitude of structural and political factors characterized by marked disparities between regions and population groups. 4000 women, among the refugees registered in Jordan, have received assistance in accessing formal employment opportunities. However, there is still work to be done in terms of supporting the development of market-driven businesses for women. Businesses driven by market trends and customer needs tend to ensure more long-term sustainability. In terms of promoting access to income in preparation for long-term economic opportunities achieved for women, an encouraging number of 8000 individuals have been reached. Several measures were adopted to facilitate employment of Syrian refugees as work permit procedures were made less stringent. A total of 125,392 work permits were issued between 1 January 2016 and 30 November 2018. However, only 4% were issued to women, thus highlighting the need for strengthening women's economic empowerment activities while addressing barriers preventing women from accessing the labour market (including gender norms, lack of child-care and sexual harassment in public transportation and at workplaces). Overall, with 14% (2018, World Bank), Jordan's female labour force participation is the lowest in the world of a country not at war. As for the youth and girls empowerment, for instance, UNICEF supports women and girls both from Jordan and refugee background by providing them with capacity building opportunities to develop the skills that are needed for successful</i></p> |   |

*transition to adulthood and that may facilitate their future transition to the labour market. Relevant projects include demand-driven technical and vocational training, soft and hard skills programmes that increase girls' readiness for future employment, women-led social enterprises in the most vulnerable areas in Jordan. Refugee women from countries other than Syria faced severe impediments to access the job market. Migrant women face heightened risks of exploitation and gender-based violence at the hands of their employers.*

*As for education, there are 2.3 million children enrolled in school in the 2018/19 academic year in Jordan: a gross 93 % enrolment rate for basic education, dropping to 75 % at the secondary level. One in three registered Syrian refugee school-aged children are out of school. Children across the country face geographical and socio-economic disparities in access, overcrowded or dilapidated classrooms, low learning outcomes, social tension, bullying and violence, and few learning pathways for the most vulnerable children. Ministry of Education (MoE) developed and began implementation of a new five-year Education Strategic Plan (ESP) 2018-2022 and complementary Mainstreaming Gender Equality in Education Strategy with technical support provided by UNESCO and UNICEF. There has been an increase in provision for adequate, protective and safe learning spaces and facilities for the targeted age group 5-24, on specific field of life skills, innovation and citizenship education. The access to school and the learning environment has been enhanced with slightly more girls than boys having access to education (54% girls vs. 45% boys). Furthermore, additional learning support for school and out of school children remains a priority. MoE and UNICEF have initiated a Catch-Up programme that targets out-of-school children aged 9-12, with 43% of the targeted being female, encouraging them to return to formal education by the end of the year. Positive results were seen with the Drop-Out programme, that targets 12-18-year-old males and 13-20-year-old females. Out of an accumulative goal of 14,500, UNICEF was able to reach 12,667 vulnerable children and youth by the start of the 2018/2019 academic year. By October 2019 UNICEF Jordan reached 14,095 children, of these 58% were boys and 42% were girls. The Drop-Out programme has offered a flexible alternative for children with disabilities, who make up 4.2% of participants. In order to reduce the number of children dropping out of secondary school, continued mitigation and response to child marriage remains a priority.<sup>3</sup> On child marriage in particular, UNICEF also contributed in strengthening evidence generation on the underlying social norms and economic causes that lead to child marriage in Jordan through the launch of a qualitative study that includes a multisectoral plan for prevention to inform current and future programmes.*

*Non-communicable diseases remain the dominant burden of disease and primary obstacle to achieving Universal Health coverage in Jordan (SDG3). Although the Government is committed to achieve Universal Health Coverage in line with the SDGs 2030 agenda, Jordan is challenged with a fragmented health system that leads to inequity, duplication of services, inadequate participation of the private sector, limited quality improvement, inefficient use of available resources, poor management of human resources, for health, and inappropriately governed health information system. To address this major challenge, WHO supported the Ministry of Health (MoH) in updating its Strategic Plan 2018-2022 to align it with the 2030 Agenda on Sustainable Development, particularly the achievement of Universal Health Coverage. Access to primary health care has improved. Comprehensive packages for reproduction and antenatal*

<sup>3</sup> See, for instance, Advocacy Message 2 (p.13), in A Qualitative Study on the Underlying Social Norms and Economic Causes that Lead to Child Marriage in Jordan. UNICEF Jordan, October 2019.

plus nutrition services has been provided to 41,000 women among the “Point-of-Care” (POC) group.

Accessibility of safe and confidential SGBV-related clinical services have expanded, although the national system does not yet comply with global standards. Survivors of rape are generally sent to forensic doctors by authorities, while not being provided with clinical management of rape services unless humanitarian organizations intervene (which results in re-traumatization of survivors who have to undergo two separate examinations). Foreigners (including refugees and migrants) who contract HIV as a result of rape will face imminent risks of deportation. It is important to note that the Jordanian legal framework contains strict mandatory reporting requirements (under the criminal code) for health staff. This is not in line with global standards and prevents survivors of SGBV who are unwilling to file complaints from accessing much needed health assistance.

In terms of protection, survivors of gender-based violence have been able to access multi-sectoral services in safe spaces. Community-based child protection mechanism has put emphasis on boys and girls, while additional activities have focused on awareness raising and capacity building initiatives for mothers and fathers.

Between 15 June 2017 and 31 August 2018, the third and final phase of the Hemayati project was implemented jointly by UNFPA, UN Women and UNICEF. The project focuses on increasing SGBV survivors’ access to comprehensive multi-sectoral services including sexual reproductive health, psychosocial support, access to shelters and legal services. The programme was found to respond to the needs of the direct and indirect beneficiaries, including survivors of SGBV and vulnerable women and girls. A number of gender transformative programs were implemented by UN agencies. UNFPA, for example, is implementing its COMBI strategy to address root causes of child marriage through behavioural change. UN Women, in collaboration with a multitude of stakeholders, has through several programmes supported the government in its implementation of commitments to GEWE and contributed to gender mainstreaming of national institutions, supported the national women’s machinery and women’s movement in gender transformative policy and legislative work, examples of results include the adoption of Jordan’s National Action Plan (JONAP) for the implementation of UN Security Council resolution 1325 on Women Peace and Security (2018-2021) and the 2019 adoption of the labour law amendment package supporting women’s inclusion in the labour market. In addition, NGOs funded by UN agencies implemented activities aiming at challenging gender stereotypes through games for boys and girls. Other NGOs also promoted equal decision making between male and female members of households in terms of the use of cash assistance as well as advocated for a fairer distribution of roles within families. Acknowledging that progress have been made, it is essential to invest more in women and girls’ empowerment programs and ensure that funding cycles extend beyond 12 months. It is equally important to ensure gender equality promotion is also integrated in national system including within education curriculum.

#### **Evidence or Means of Verification**

1. UNSDF 2018 Annual Reports, draft 2019 Reports
2. Final Evaluation Report Hemayati Joint Programme
3. Jordan 2018 GBV Information Management System Task Force Report

## Annex A –UNCT SWAP-Scorecard Action Plan

| Action  | Responsibility   | Required Resources and Source                       | Timing                      | Explanation and Links to SWAP-Scorecard Assessment  |
|---|--|---|-----------------------------|---|
| <b>1. Planning</b>  |  |   |                             |   |
| <p>1.1. Ensure that all CCA sectors contain (1) gender analysis, (2) sex-disaggregated data, (3) underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5, and (4) a targeted gender analysis of those furthest behind.</p> <p>There should be relevant and consistent sex-disaggregated and gender-sensitive data across all thematic sectors and levels of results (outcomes, outputs) and consultations with National Gender Equality Mechanism and CSOs where relevant.</p> | <p>UNCT – overall guidance, based on UNGD Resource Book for Mainstreaming Gender in UN Common Programming at the Country Level, section 3.<sup>4</sup></p> <p>Results Groups – management and technical expertise.</p> <p>IAT – quality assurance of gender-sensitivity; facilitation of provision of context-specific gender analysis expertise from UN agencies and external, if required.</p> | Staff time, external consultant fee (if applicable) | Upcoming UNSDF design stage | The action would provide the foundation for gender-sensitive planning and programming, leading to stronger gender results. It would also allow UNCT to meet minimum requirements for SWAP-Scorecard methodology indicator 1.1 |

<sup>4</sup> Resource Book is available at <https://undg.org/document/resource-book-for-mainstreaming-gender-in-un-common-programming-at-the-country-level/>



|  |   |            |                             |   |
|--|---|------------|-----------------------------|---|
| 1.2. Ensure that next UNSDF Outcomes continue consistency in terms of gender-mainstreaming; and that 50% or more of UNSDCF Indicators measure changes in gender equality in line with SDG priorities, including SDG 5. | <p>UNCT – overall guidance, based on UNGD Resource Book for Mainstreaming Gender in UN Common Programming at the Country Level, in particular sections 5 and 8.</p> <p>Results Groups/IAT – screening of all contents through gender lens.</p> <p>Monitored by the RCO.</p> | Staff time | Upcoming UNSDF design stage | The action will contribute to maintaining “meeting minimum requirements” score for SWAP-Scorecard methodology indicators 1.2 and 1.3. |
|--|---|------------|-----------------------------|---|

## 2. Programming and M&E

|  |   |            |                 |   |
|--|---|------------|-----------------|---|
| 2.1. Establishing a checklist that includes gender aspects (e.g. existence of gender analysis, gender-sensitive and sex-disaggregated indicators) for Joint Programme (JP) proposals. The checklist shall be filled in by UN agencies planning to implement a JP and submitted for IAT’s and UNCT’s review together with draft programme document. | <p>RCO – formally establish the checklist and filing system.</p> <p>IAT – support RCO in checklist development and JP proposal screening.</p> | Staff time | 2020 and beyond | The action would render UNCT’s integrated response to complex development challenges more gender sensitive. |
|--|---|------------|-----------------|---|



|   |   |   |      |   |
|---|---|---|------|---|
| 2.2. Build capacity of communications staff and develop UNCG checklist for gender responsive communication and advocacy | RCO – through the UNCG and with support from the IAT (collecting materials, leading sessions in the training) | Training and venue costs (if applicable) and staff time | 2020 | The action would enhance capacity of the UNCG and agency communications staff to address GEWE and normative change in joint and agency specific communications and advocacy materials |
|---|---|---|------|---|

### 3. Partnerships

|   |   |            |             |   |
|---|---|------------|-------------|---|
| 3.1., 3.2<br>National Women's Machinery and CSOs working on gender equality issues should be involved in all UNSDF processes (CCA, prioritization, design of Results Matrix, implementation and M&E).<br><br>UNCT should consider facilitation/ strengthening of a platform that includes a wide range of actors working on gender equality issues (e.g. Outcome-level type annual meeting on gender equality). | UNCT, IAT and Results Groups –engage Government partners and GEWE CSOs in all UNSDF processes, especially annual UNSDF reviews, in line with new UNSDCF guidance. | Staff time | From now on | To ensure that no one is left behind, UN system should engage a broad range of non-state actors, including those who may be marginalized on the basis of their sex or gender. |
|---|---|------------|-------------|---|



#### 4. Organizational Culture and Gender Parity

4.2. Run an internal detailed survey to understand the elements/needs that addresses the work life balance, develop a plan and take actions accordingly.

OMT and HR Working Group with active support from UNCT

Staff time of OMT HR group; dedicated budget if needed

Survey by end of each year

More positive perceptions on organizational gender culture

In particular: HR working group to develop a document covering common policies and best practices related to promoting work-life balance (such as leaves, telecommuting arrangements, flexible hours, ...), submit the document for UNCT endorsement. Through the chair of the UNCT, ensure that each HOA circulate such policies among all employees, and encourage them to maintain work-life balance. Provide a session on code of conduct. Consider cultural norms and society, assess the impact of such trainings by



sharing post-training survey results.

4.3. UNCT to collect agencies' HR data on regular basis (e.g. annually), monitor trends, discuss them at UNCT meetings and implement relevant actions. To increase accountability, present the results and the recommended actions in the OMT, HRWGs and UNCT meetings, as to ensure the buy-in from the senior leadership team (UNCT, OMT chairs and the HOAs).

As a tailored action, expand the indicator to take into account all non-UN staff contract modalities (short-term contract modalities).

Encourage each agency to tailor their sourcing strategy to attract candidates from the underrepresented gender (e.g. target and prioritize females for grade G1 to G3).

UN agencies – to provide data; OMT – to analyse; UNCT – to discuss regularly, monitor trends and take appropriate action

Staff time; agencies' HR data

2019 and beyond

The UN must strive to ensure gender parity internally





Add more gender parity indicators and actions into the BOS.

## 5. Gender Architecture and Capacities

|  |   |  |                 |   |
|--|---|--|-----------------|---|
| 5.1. UNCT shall discuss the necessity of creating a gender coordination mechanism (group) that would encompass all development and humanitarian aspects of UN work in Jordan.  | IAT to propose modality to UNCT for consideration   | Staff time                                 | 2019 and beyond | The gender coordination mechanism is an essential UNCT tool to mainstream GEWE into UNSDF. Respective actions would allow for “meeting minimum requirements” score for indicator 5.1.   |
| 5.2. UNCT to conduct a system-wide capacity needs assessment and design a capacity building plan that follows UNSDF cycle. Implementation of the plan requires joint resources: agencies should contribute with budget allocations for the plan. | UNCT – discuss interagency capacity building needs, including those related to gender knowledge; decide on the roles and responsibilities; endorse and review capacity building plan implementation annually. | Training fees, venue costs (if applicable) | 2019 and beyond | For UN to work collaboratively to enhance gender mainstreaming, all its personnel, especially in the field, should receive training on gender-related knowledge. Designation of senior managers who are not assigned GETG roles (e.g. OMT chair), for responsibilities on gender-related capacity building and follow-up is also highly encouraged in |
| UNCT induction material should include description of gender situation in Jordan.  | To harmonize organizational learning and with a view of shared accountability, OMT/   |  |                 |   |



|  |   |            |                 |  |
|--|---|------------|-----------------|--|
|  | Human Resources Group<br>– may be asked to<br>develop inter-agency<br>learning plan.  |            |                 | order to strengthen<br>shared accountability.<br>This would allow for<br>“meeting minimum<br>requirements” on<br>indicator 5.2.  |
| <b>6. Resources</b>  |   |            |                 |  |
| 6.1. Ensure that UNCT tracks<br>and utilizes UNSDF budgetary<br>data to ensure adequate<br>allocation of resources for<br>GEWE. Annual budgetary<br>target for GEWE expenditures<br>for the whole UNSDF should<br>be set, for instance, with the<br>help of UN Info; monitored<br>and reported on. | UNCT - establishment of<br>gender marker system<br>for UNSDF Outputs.<br><br>Results Groups -ensure<br>data provision.  | Staff time | 2019 and beyond | Gender-related resource<br>tracking and targeting at<br>the country level helps to<br>ensure adequate financial<br>resources are dedicated<br>to GEWE programming.<br>This action would allow<br>for “meeting minimum<br>requirements” for<br>indicator 6.1. |
| <b>7. Results</b>  |   |            |                 |  |
| 7.1. Annual reporting against<br>UNSDF indicators should be<br>results-based and describe UN<br>system’s joint contribution to<br>progress against gender-<br>specific UNSDF indicators,<br>among other.   | Results Groups – gather<br>gender-related data in<br>accordance with UNSDF<br>Results and Resources<br>Matrix.<br><br>M&E staff - ensure<br>Results Groups data on<br>gender results complies | Staff time | From now on     | Through results-based<br>management at UNSDF<br>level, gender equality is<br>translated into strategic<br>results chains and<br>consequently into holistic<br>programming for gender<br>equality. UN system can<br>ensure meeting its                        |



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with RBM principles.

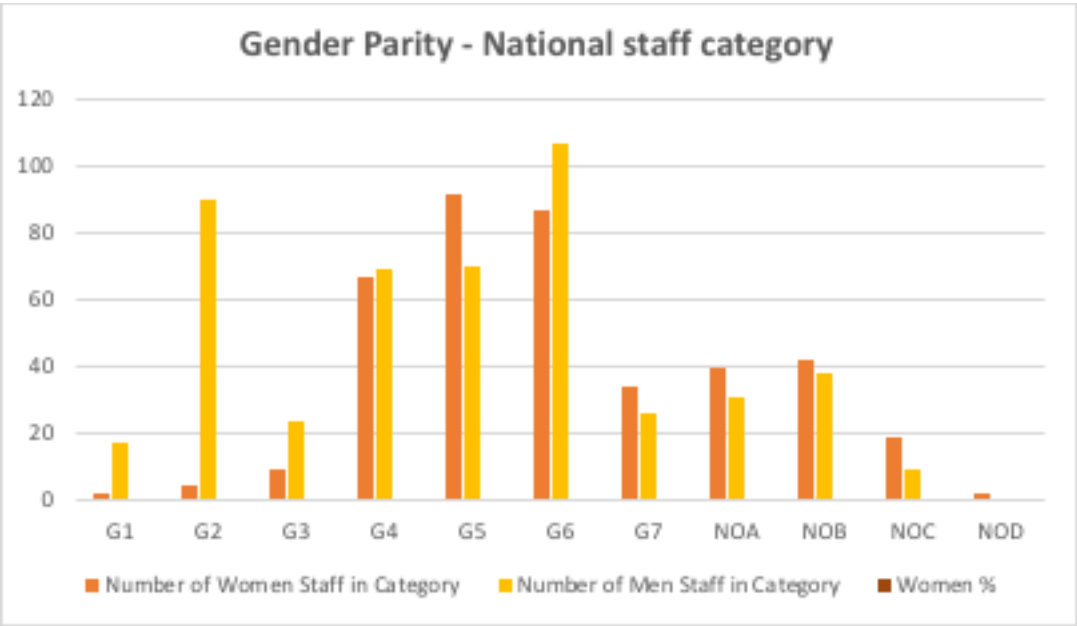
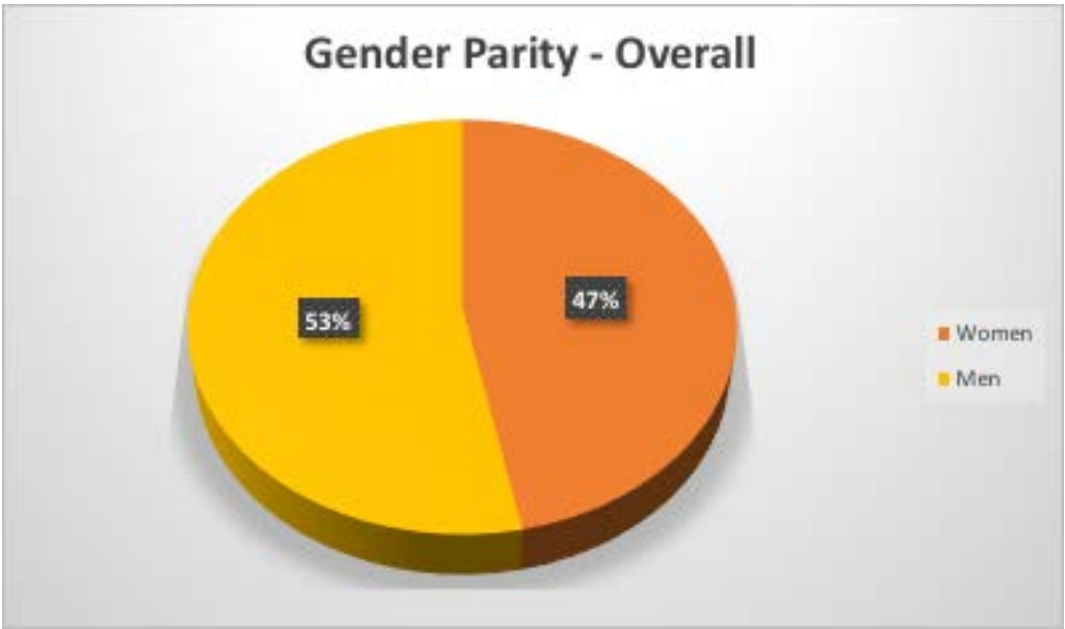
IAT – screen draft  
documents for gender-  
sensitivity.

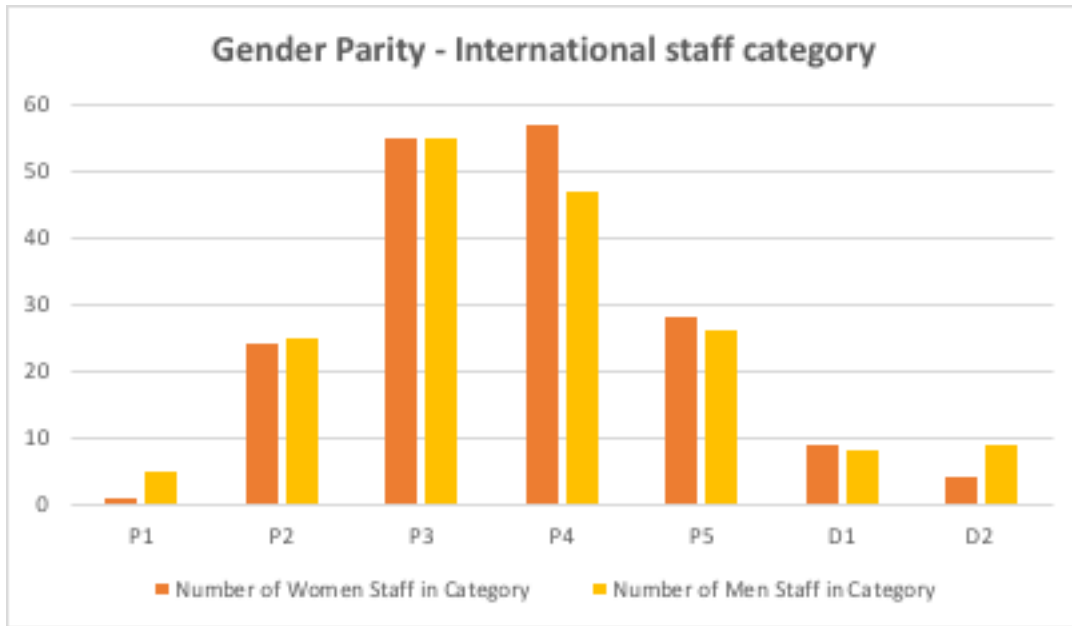
commitment to leaving  
no one behind through  
gender sensitive  
monitoring, besides other  
tools and strategies. The  
implementation of the  
above-mentioned actions  
would allow for “meeting  
minimum requirements”  
score indicator 7.1.

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Annex B - Organizational Culture Staff Survey Results





## Annex C - Human Resources Data

|       | Number of Women Staff in Category | Number of Men Staff in Category | Total | Women % |
|-------|-----------------------------------|---------------------------------|-------|---------|
| G1    | 2                                 | 17                              | 19    | 11%     |
| G2    | 5                                 | 90                              | 95    | 5%      |
| G3    | 9                                 | 24                              | 33    | 27%     |
| G4    | 67                                | 69                              | 136   | 49%     |
| G5    | 92                                | 70                              | 162   | 57%     |
| G6    | 87                                | 107                             | 194   | 45%     |
| G7    | 34                                | 26                              | 60    | 57%     |
| NOA   | 40                                | 31                              | 71    | 56%     |
| NOB   | 42                                | 38                              | 80    | 53%     |
| NOC   | 19                                | 9                               | 28    | 68%     |
| NOD   | 2                                 | 0                               | 2     | 100%    |
| Total | 399                               | 481                             | 880   | 45%     |
|       | Number of Women Staff in Category | Number of Men Staff in Category | Total | Women % |
| P1    | 1                                 | 5                               | 6     | 17%     |
| P2    | 24                                | 25                              | 49    | 49%     |
| P3    | 55                                | 55                              | 110   | 50%     |
| P4    | 57                                | 47                              | 104   | 55%     |
| P5    | 28                                | 26                              | 54    | 52%     |
| D1    | 9                                 | 8                               | 17    | 53%     |
| D2    | 4                                 | 9                               | 13    | 31%     |
| Total | 178                               | 175                             | 353   | 50%     |

|   |                |          |         |       |
|---|----------------|----------|---------|-------|
| <b>Local GS category</b>                    |                |          |         |       |
| # of Women                                  | # of Men       | Total    | Women % | Men % |
| 296   | 403            | 699      | 42%     | 58%   |
| <b>Local NO category</b>                    |                |          |         |       |
| # of Women                                  | # of Men       | Total    | Women % | Men % |
| 103   | 78             | 181      | 57%     | 43%   |
|   |                |          |         |       |
| <b>International staff category (P1-P5)</b> |                |          |         |       |
| # of Women                                  | # of Men       | Total    | Women % | Men % |
| 165   | 158            | 323      | 51%     | 49%   |
| <b>International staff category (D1-D2)</b> |                |          |         |       |
| # of Women                                  | # of Men       | Total    | Women % | Men % |
| 13  | 17             | 30       | 43%     | 57%   |
|   |                |          |         |       |
|   |                |          |         |       |
|   | <b>Overall</b> | <b>%</b> |         |       |
| <b>Women</b>                                | 577            | 47%      |         |       |
| <b>Men</b>                                  | 656            | 53%      |         |       |
| <b>Total</b>                                | 1233           |          |         |       |

## Annex D – UNSDF Indicators

The assessment qualified an indicator based on either a definition that includes gender disaggregation or a definition that is gender specific. In those cases where the indicator definition is not specific on gender, attention was paid to the related target, that included a gender-sensitive or disaggregated component or the means of verification, such as CEDAW Reports. Indicators that qualified with the description, are highlighted.

### Strategic Priority 1: Strengthened Institutions

**Outcome 1:** Institutions in Jordan at national and local levels are more responsive, inclusive, accountable, transparent and resilient.

**Indicators:**

- 1.1 Proportion of population satisfied with the last experience of public services
- 1.2 Existence of functional systems to track and make public allocations for gender equality and women's empowerment
- 1.3 Ranking of Jordan on the corruption perception index and the open budget system
- 1.4 Existence of national and local disaster risk reduction strategies
- 1.5 Number of laws and policies which are adopted and/or modified in line with international/UN standards and conventions *(includes among targets: additional laws on domestic violence)*

### Strategic Priority 2: Empowered People

**Outcome 2:** People especially the vulnerable proactively claim their rights and fulfil their responsibilities for improved human security and resilience.

**Indicators:**

- 2.1 Youth Development Index
- 2.2 Women's Labour force participation
- 2.3 Life expectancy
- 2.4 Early marriage rate
- 2.5 Child labour rate
- 2.6 Maximum number of refugees benefitting from partners' programmes
- 2.7 Perception of people (including refugees) that think domestic violence is acceptable

### Strategic Priority 3: Enhanced Opportunities

**Outcome 3:** Enhanced opportunities for inclusive engagement of all people living in Jordan within the social, economic, environmental, and political spheres

**Indicators:**

- 3.1 Proportion of seats held by women in national parliament and locally elected councils.
- 3.2 Voter turnout in national and local elections *(includes turnout of women in the target)*
- 3.3 Press Freedom Index
- 3.4 Employment rate *(includes gender-disaggregated target)*
- 3.4 The Proportion of Youth Not in Employment, Education, or Training (NEET)
- 3.5 Number of Collective Bargaining Agreements at Sector Level
- 3.6 % of registered Syrian youth refugees that are NEET
- 3.7 Number of beneficiaries of the Jordan Compact initiatives