UNCT-SWAP GENDER EQUALITY SCORECARD

ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

United Nations Country Team in Jordan

2020

ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN INTO UNCT PROCESSES, INSTITUTIONAL ARRANGEMENTS, AND RESULTS

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1. Background

The UNCT-SWAP Gender Equality Scorecard is a globally standardized monitoring and accountability framework that promotes adherence with minimum gender mainstreaming requirements in the work of the UN system at the country level.

The Scorecard was endorsed in 2008 by the United Nations Development Group (now UNSDG) in response to the 2006 UN Chief Executives Board for Coordination (CEB) *Policy on Gender Equality and the Empowerment of Women* (CEB/2006/2), which called for a system-wide action plan in order to operationalize the strategy of gender mainstreaming at the entity level and in the field. First known as the Gender Scorecard, its focus originally was on joint processes and institutional arrangements at the country level. The UN System-wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP) formed the entity-specific part of the accountability framework.

In 2018, the UNCT-SWAP Gender Equality Scorecard (UNCT-SWAP) was updated to ensure greater alignment with the UN-SWAP, and to reflect new guidance on common country processes in the context of the repositioning agenda of the United Nations Development System. Both SWAPs were expanded at this stage to cover also development and normative results tied to the SDGs.

The mandate for UNCTs to implement the UNCT-SWAP emanates from the Quadrennial Comprehensive Policy Review (QCPR) and ECOSOC Resolutions on gender mainstreaming, which call for accelerating UN efforts to mainstream gender, including through the full implementation of the UNCT-SWAP.

Cooperation Framework Guidance (2019)

Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation of both women and men, and consistently empowering women and girls, in line with the minimum requirements agreed upon by the United Nations Sustainable Development Group (UNSDG) in the UNCT System-wide Action Plan (SWAP) Gender Equality Scorecard.

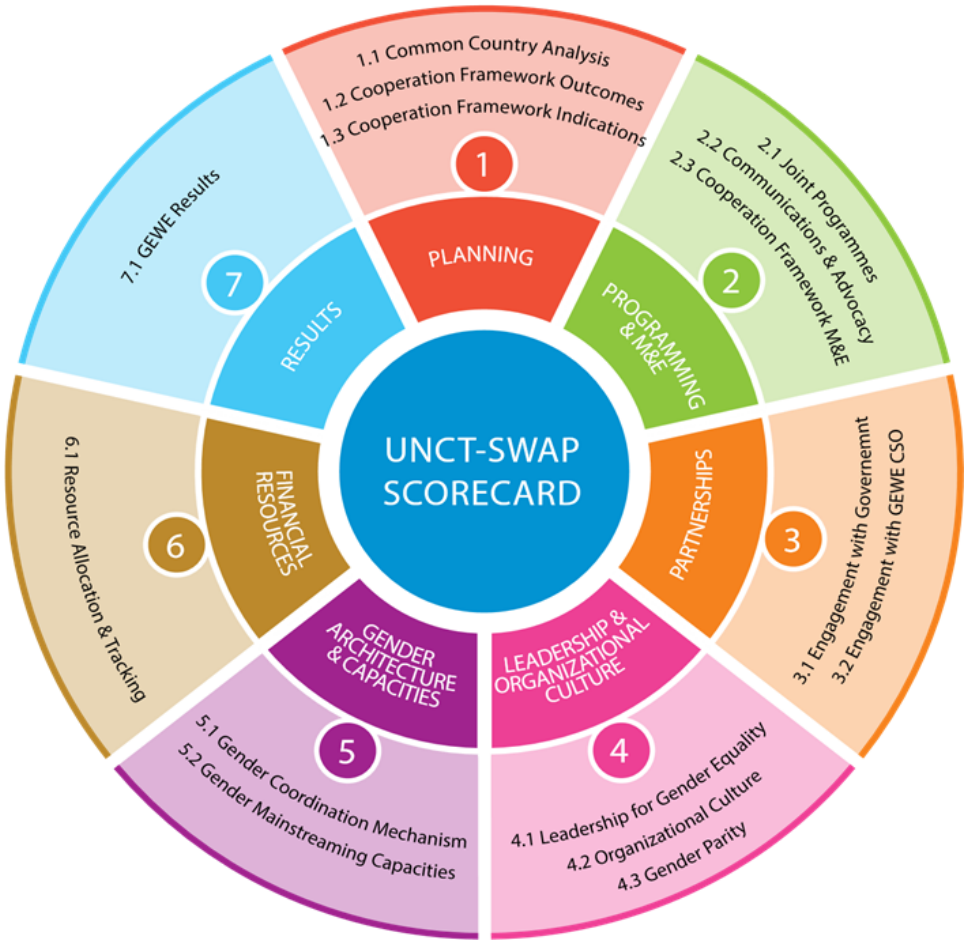
(Para 20, page 11).

UNCT-SWAP reporting follows a two-prong methodology: Comprehensive Assessments occurring at the Cooperation Framework planning stage, and Annual Progress Updates, as highlighted in the UNCT-SWAP Gender Equality Scorecard: Framework & Technical Guidance (page 20).

2. The UNCT-SWAP Framework

2.1 Performance Dimensions and Indicators

The UNCT-SWAP is structured around seven dimensions and 15 Performance Indicators (PIs) that address key gender equality and empowerment of women and girls' components as agreed by the UNSDG, setting related benchmarks for gender mainstreaming minimum requirements.



2.2 Performance Indicator Ratings and Explanation

Ratings against minimum UNCT-SWAP requirements allow UNCTs to self-assess and report on their standing with respect to each indicator and aspire towards higher levels of achievement. The four possible scores for each Performance Indicator are as follows:

Missing requirements > **Approaches minimum requirements** > **Meets minimum requirements** > **Exceeds minimum requirements**

If UNCTs fail to achieve the criteria under 'approaching minimum requirements', the indicator is scored as 'missing requirements'. An indicator may score as 'missing requirements' in some cases where achievements have been made, if it nonetheless falls short of the criteria set forth in 'approaches minimum requirements'.

UNCTs should aim to meet minimum requirements in all indicators. However, this should be considered as a starting point, from which UNCTs should aim to strengthen their efforts to achieve better results and exceed minimum requirements.

3. The UNCT-SWAP Methodology – Annual Progress Reporting

3.1 Participatory Self-Assessment

The UNCT-SWAP exercise is a transparent, evidence-based and participatory self-assessment of UN country level gender mainstreaming practices. Its focus is on the joint performance of the UN system at country level, rather than on the achievements of any single entity. The exercise is designed to promote internal dialogue and ownership of results.

The process of Annual Progress Assessments is similar to that of Comprehensive Assessments. The exercise is implemented under the overall guidance of the UNCT. The (re)assessment of Performance Indicators is driven by an Interagency Assessment Team (IAT), which

is appointed by UNCT Heads of Agency, ensuring broad representation of UN entities and participation of key interagency groups. The IAT is led and facilitated by a Coordinator(s). It works collaboratively to review past performance and select UNCT-SWAP Performance Indicators for reassessment in the reporting year (minimum 5, as indicated in 3.2 below), reassessing and reporting on performance and preparing a report-back on the implementation of the UNCT-SWAP Action Plan, proposing any necessary updates to the Action Plan.

The UNCT-SWAP Annual Progress Report and updated Action Plan are shared with the UNCT for endorsement, enabling the UNCT to monitor and oversee progress in achievement of UNCT-SWAP minimum performance requirements and in the implementation of the UNCT-SWAP Action Plan to ensure all actions are completed.

3.2 UNCT-SWAP Annual Progress Assessments

UNCT-SWAP reporting takes place one time per Cooperation Framework cycle against all 15 Performance Indicators and **annually against a minimum 5 Performance Indicators**, and to **report on progress in implementing the UNCT-SWAP Action Plan**. The purpose of Annual Progress Assessments is to ensure that the UN in country is collectively making progress in meeting and exceeding UNCT-SWAP minimum performance requirements, and to support ongoing monitoring of achievements and course corrections needed. They are also intended to support coordinated monitoring and reporting on the implementation of the UNCT-SWAP Action Plan.

In selecting Performance Indicators for reassessment, it is recommended to focus on those areas of performance where improvement is most critically needed. While UNCTs should strive for progress, sometimes performance may remain at the same level, or even regress – which is important to capture. Further, while some Performance Indicators lend themselves easily to annual reassessment, the Performance Indicators ratings pertaining to the Planning Dimension are likely to change only when a new Cooperation Framework is developed.

Reassessment of Performance Indicators entails the selection of a performance rating and the provision of a justification for why a particular rating has been given. In addition, UNCTs are required to provide supporting evidence and documentation for each Performance Indicator rating (see 3.3 below). Reviewing the implementation of and updating the **UNCT-SWAP Action Plan** is a key part of the UNCT-SWAP Annual Progress Assessment.

The finalization of the Annual Progress Report can be conducted through a single consolidation workshop, or through two dedicated workshops or meetings to agree on Performance Indicator ratings on the one hand, and to review the report-back on the Action Plan, revising the Action Plan to incorporate any proposed adjustments and additions.

3.3 Supporting Evidence and Knowledge Hub

The Interagency Assessment Team has a collective responsibility to provide evidence and analysis to justify the rating given to each Performance Indicator. The Interagency Assessment Team gathers evidence, analyzes the data and then scores indicators. UNCTs are encouraged to share these supporting documents and best practices within the UNCT-SWAP Knowledge Hub, which is included in the UNCT-SWAP reporting platform.

Supporting evidence, by Performance Indicator, is highlighted under Chapter 9 (below).

4. Quality Assurance and Global Reporting

UN Women is responsible for supporting the implementation of the UNCT-SWAP, and provides guidance to UNCTs through a global helpdesk (genderscorecard.helpdesk@unwomen.org). As part of the quality assurance process, UN Women in collaboration with UNDCO reviews the UNCT-SWAP Gender Equality Scorecard reports submitted by UNCTs for thoroughness and consistency of ratings. This takes place through the annual Report of the Secretary-General on mainstreaming a gender perspective into all policies and programmes in the United Nations system.

5. The UNCT-SWAP Process in Jordan

1. Describe the process you undertook for UNCT-SWAP annual progress reporting. Include rationale for choice of selected performance indicators for re-assessment this reporting year and describe the role of the Inter-Agency Assessment Team and coordinator(s), and UNCT engagement

The Gender Task Team(GTT) selected five indicators that had received specific attention in 2020, a priority in 2020 was to work on the indicators that were missing minimum requirements and had a low score 2019 UNCT-SWAP GE Scorecard assessment. A sub-group of the GTT divided the work of re-assessing the indicators, the drafts were then shared with the GTT to provide their comments, endorse the indicators and subsequently share with the UNCT.

List the coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team for the UNCT-SWAP annual progress reporting
Nihal Kanaan (RCO), Lisette Albrechtsen (UNDP), Ainur Kanafina (WHO), Annaklara Eriksson (UN Women), Ola Jundi (UN Women)

Enter any additional comments, including on country context in the field below:

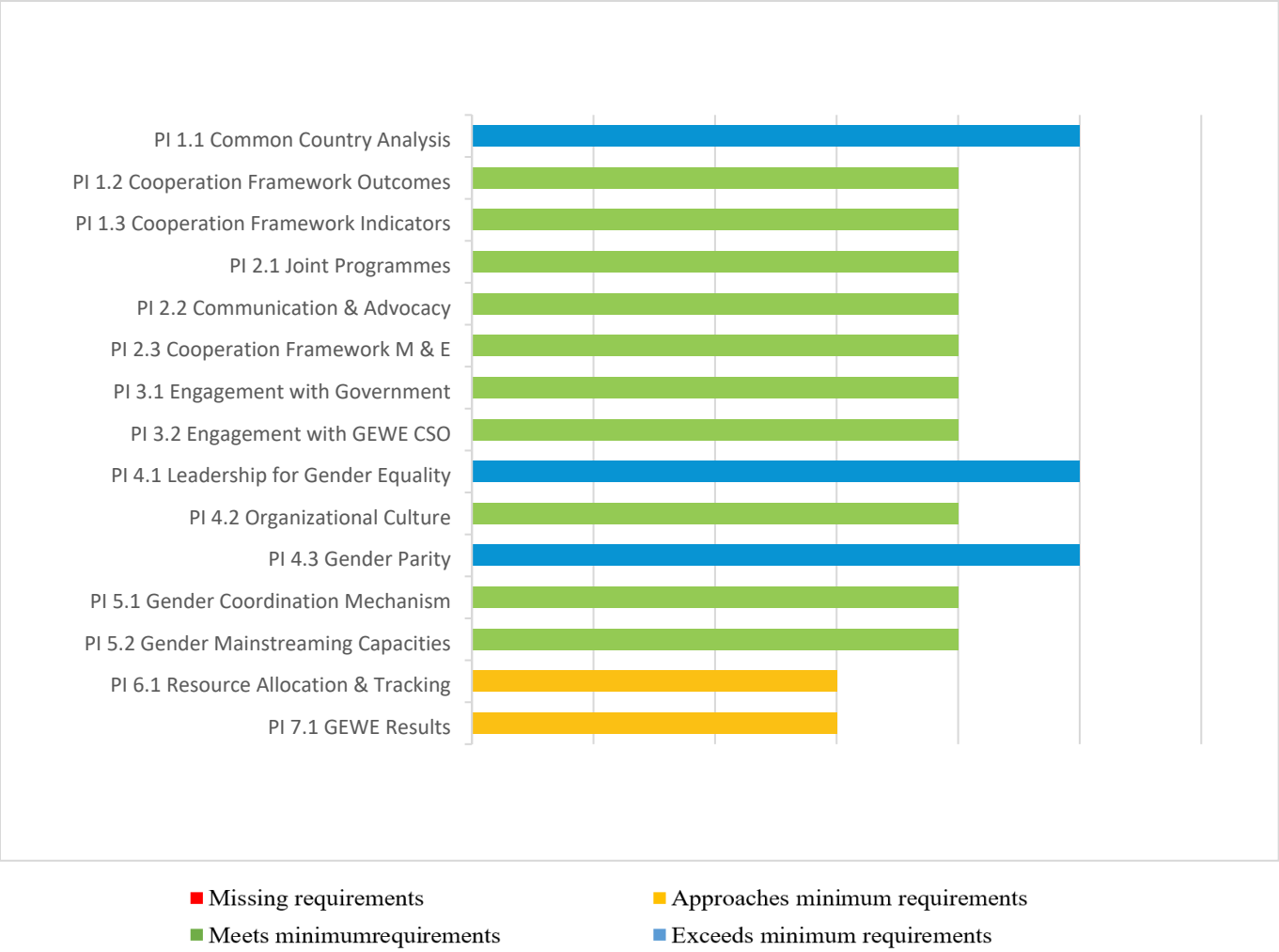
6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	EXCEEDS	Yes
PI 1.2 Cooperation Framework Outcomes	MEETS	No
PI 1.3 Cooperation Framework Indicators	MEETS	No
PI 2.1 Joint Programmes	MEETS	No
PI 2.2 Communication & Advocacy	MEETS	No
PI 2.3 Cooperation Framework M & E	MEETS	No
PI 3.1 Engagement with Government	MEETS	No
PI 3.2 Engagement with GEWE CSO	MEETS	No
PI 4.1 Leadership for Gender Equality	EXCEEDS	No
PI 4.2 Organizational Culture	MEETS	No
PI 4.3 Gender Parity	EXCEEDS	Yes
PI 5.1 Gender Coordination Mechanism	MEETS	Yes
PI 5.2 Gender Mainstreaming Capacities	MEETS	Yes
PI 6.1 Resource Allocation & Tracking	APPROACHING	Yes
PI 7.1 GEWE Results	APPROACHING	No

The findings presented in the below table indicate the ratings scored by the UNCT in Jordan for each Performance Indicator across the seven dimensions of analysis as they stand in 2020. It includes the ratings reassessed in 2020, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2020



7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

Dimension Area 1: Planning

PI 1.1 Common Country Analysis

Performance Indicator 1.1:
Common Country Analysis integrates gender analysis **Planning**
EXCEEDS MINIMUM REQUIREMENTS

CCA or equivalent meets minimum requirements AND includes (c) Targeted gender analysis of those furthest behind.

a) The current CCA presents Jordan's progress on the SDGs as it stood at the onset of the COVID-19 crisis structured according to the five elements of the Sustainable Development Agenda: People, Prosperity, Planet, Peace and Partnerships. The CCA was based on a participatory approach led by the CCA interagency taskforce and ensured national ownership through a consultative process including civil society, the private sector, and those identified as the most vulnerable.

The CCA is strong in terms of gender both as a cross-cutting and standalone issue. Gender dimensions are addressed throughout, guided by the recommendations from the 2019 UNCT-SWAP Scorecard. Underlying causes of gender inequality and discrimination is systematically described in the gender analysis. The CCA gives an overview of national commitments for

GEWE articulated in several frameworks, including the newly endorsed National Strategy for Women 2020-2025 (NSW) which is tying together several frameworks and commitment.

b) Use of sex-disaggregated data and gender sensitive data was evident in most if not all pillars where data was deemed to be available. Disaggregated data was provided mainly under People (Goal 1,2,3,4,5), Prosperity (Goal 8), Planet (Goal11), Peace (Goal 16). However, no disaggregation under pillars; People (Goal 6), Prosperity (Goal 7,9,10) Planet (Goal 12,13,14,15) and Partnerships (Goal 17). While there are still some gaps in data disaggregation, it is worth noting the government's continuous efforts in data disaggregation especially for Gender and the continuous support provided by the UN for this.

c) A cross-cutting LNOB analysis was undertaken to be able to identify specific groups of people left behind or at risk of being left behind. This was described extensively in a standalone section (page 54) highlighting main causes of marginalization and exclusion in Jordan and identifies the groups most at risk of being left behind.

Did you reassess the Performance Indicator in this reporting year

- Yes

Provide a list of marginalised or vulnerable groups included in the targeted gender analysis of those furthest behind

women and girls in poor and remote communities; adolescent female Syrian refugees; Refugees in certain camps and informal tented settlements; elderly refugees and refugees with disabilities; women with disabilities; Non-Syrian asylum seekers; foreign domestic workers and trafficking victims.

List the Means of Verification. (E.g. CCA document or equivalent, other joint country level analysis)

Draft CCA update 2020 (Final version not yet published)

PI 1.2 Cooperation Framework Outcomes

Performance Indicator 1.2:
Gender equality mainstreamed in Cooperation Framework outcomes **Planning**
MEETS MINIMUM REQUIREMENTS

(a) Gender equality and the empowerment of women is visibly mainstreamed across all outcome areas in line with SDG priorities, including SDG 5; OR (b) One Cooperation Framework outcome specifically targets gender equality in line with the Cooperation Framework Theory of Change and SDG priorities, including SDG 5.

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.

Did you reassess the Performance Indicator in this reporting year

- No

PI 1.3 Cooperation Framework Indicators

Performance Indicator 1.3:
Cooperation Framework indicators measure changes on gender equality
MEETS MINIMUM REQUIREMENTS

Planning

Between one-third and one-half (33-50 percent) of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.

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.

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.

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.

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.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

Performance Indicator 2.1:
Joint programmes contribute to reducing gender inequalities
MEETS MINIMUM REQUIREMENTS

Programming and M&E

(a) Gender equality is visibly mainstreamed into all JPs operational at the time of assessment; AND (b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.

a) 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.

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.

b) Besides the above mentioned JP, another joint programme promoting gender equality and empowerment of women was

operational over current UNSDF period in line with SDGs priorities including SDG 5. 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.

c) There is no system in place to ensure gender mainstreaming in JPs.

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.2 Communication & Advocacy

Performance Indicator 2.2:
Communication and advocacy address areas of gender inequality
MEETS MINIMUM REQUIREMENTS

Programming and M&E

(b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year; AND (c) Inter-Agency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy.

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.

Activities included:
- Dissemination of findings of the study on "Sexual Harassment in Jordan", November 2018;
- Distribution of awareness-raising materials tailored for local communities;
- 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;
- 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;
- 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;
- 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;
- 'Speak up JO' fair organized in collaboration with SGBV 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.

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. The briefs are currently being updated.

c) The UNCG annual work plan includes activities focusing on GEWE.

Examples include:
1. 2019 World Humanitarian Day under the "Women in Humanitarian" global theme.
- Local social media posts and stories reflecting on the role of women working in humanitarian sector in Jordan;
- Social media messages reached out to more than 300,000 social media users;
- An OpEd published in local media reflecting on the role of women in humanitarian sector;
- An event conducted and covered by local media, where five women were honored for their distinguished role in humanitarian work.

2. The UN Day commemoration that included 10 sessions on topics of priority to the UNCT; three of them focusing on GEWE, namely:
- Child marriage

- Women's economic participation
- Women and youth political participation

d) The UNCT has not contributed collaboratively to communication or advocacy in non-traditional thematic area during the past year.

Did you reassess the Performance Indicator in this reporting year

- No

PI 2.3 Cooperation Framework M & E

Performance Indicator 2.3:
Cooperation Framework monitoring and evaluation measures progress against planned gender equality results
MEETS MINIMUM REQUIREMENTS

Programming and M&E

Meets two of the following: (a) Cooperation Framework results matrix for gender sensitive indicators gathered as planned. (b) Cooperation Framework reviews/evaluations assess progress against gender-specific results. (c) The M&E Group or equivalent has received technical trainings on gender sensitive M&E at least once during the current Cooperation Framework cycle.

a) 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.

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.

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.

Examples include:

- 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).
- 8,471 Syrian refugee and vulnerable Jordanian women in Ajloun and Jerash host communities were supported with multisectoral SGBV services.
- 2,195 Syrian and Jordanian female job seekers were successfully placed in jobs, mainly in the garment sector.
- 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.

b) UNSDF Results Group were established for each outcome to ensure a coherent UN support and to guide UN programming towards the achievement of the planned results.

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 gender area.

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 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.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 3: Partnerships

PI 3.1 Engagement with Government

Performance Indicator 3.1:
UNCT collaborates and engages with government on gender equality and empowerment of women
MEETS MINIMUM REQUIREMENTS

Partnerships

Meets two of the following: (a) The UNCT has collaborated with AT LEAST ONE government agency on a joint initiative that fosters gender equality within the current Cooperation Framework cycle. (b) The National Women's Machinery participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made AT LEAST ONE contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.

a) 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.

Examples include:
- 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;
- Implementation of the Action Plan on Gender Equality and Women's Empowerment within National Institutions, and development of the National Women's Strategy;
- Cooperation with the Ministry of Social Development and the National Council for Family Affairs within the framework of Hemayati JP on women's and girls' health and wellbeing (2017-2018);
- Cooperation with JNCW, the Ministry of Labour, the Chamber of Industry on promoting productive employment and decent work for women within a JP (ongoing);
- 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);
- 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;
- In cooperation with the UN Communication Group, the JNCW, and in partnership with the civil society (Shamaa Network - a network of 80 CSOs working on EVAW) and Nama'a CSO, commemoration of 16 Days of Activism in 2018.

b) The NWM in Jordan is defined as the Jordanian National Commission for Women and the Inter-Ministerial Committee 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) 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.
The final evaluation of Hemayati JP 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).

(See full report for more details, pages 22-23).

Did you reassess the Performance Indicator in this reporting year

- No

PI 3.2 Engagement with GEWE CSO

Performance Indicator 3.2:
UNCT collaborates and engages with women's/gender equality civil society organizations
MEETS MINIMUM REQUIREMENTS

Partnerships

Meets two of the following: (a) The UNCT has collaborated with GEWE CSO and women's rights advocates on AT LEAST TWO joint initiatives that fosters gender equality and empowerment of women within the current Cooperation Framework cycle. (b) GEWE CSO participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made AT LEAST ONE contribution to substantively strengthen GEWE CSO participation and engagement in gender related SDGs localization and/or implementation.

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.

Moreover, the joint UN programme Hemayati was based on a partnership with a key non-government organization working in the area of GEWE – Jordan Women Union (JWU). The programmme also involved two grass-root community based organizations – Al-Sannabil and Shuwaa.
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 into 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 latter remained somewhat dormant 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 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.

Did you reassess the Performance Indicator in this reporting year

- No

Dimension Area 4: Leadership & Organizational Culture

PI 4.1 Leadership for Gender Equality

Performance Indicator 4.1:
UNCT leadership is committed to championing gender equality
EXCEEDS MINIMUM REQUIREMENTS

Leadership and organizational culture

Meets all of the following: (a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months. (b) RC demonstrates public championing of gender equality during the last 12 months. (c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months. (d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.

a) Gender or gender-related topics were discussed at all UNCT meetings during the last 12 months (10 minutes of meetings/ agendas examined).

(See full report for highlights, page 27).

b) 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.

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 and 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.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.2 Organizational Culture

Performance Indicator 4.2:
Organizational culture fully supports promotion of gender equality and empowerment of women
MEETS MINIMUM REQUIREMENTS

Leadership and organizational culture

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-79 percent.

The survey was sent to all HOAs with instructions to distribute to all personnel. During the period of 14-22 October 2019, diverse audience consisting of 461 UN personnel submitted their answers, from which 54.45% of the responses were from females, while 44.90% were from males and 0.65% were from others. Balanced responses were received from personnel with supervisory roles (50.54%) and without supervisory roles (49.46%)

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.

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%.

Perception of heads of agencies commitment to gender equality in the workplace was also high with 73.92%.

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).

Refer to Annexes B and C in the full report for detailed information.

Did you reassess the Performance Indicator in this reporting year

- No

PI 4.3 Gender Parity

Performance Indicator 4.3:
Gender parity in staffing is achieved
EXCEEDS MINIMUM REQUIREMENTS

Leadership and organizational culture

Meets minimum requirements AND (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.

a) Since the 2019 Scorecard exercise the UNCT have a mechanism to yearly monitor and track gender parity in staffing, with 2019 baseline data. From 2020 the indicator was expanded to include all UN contract modalities, including non-staff.
b) Through the Scorecard exercise the UNCT committed to encourage each agency to tailor their sourcing strategy to attract candidates from the underrepresented gender. 2020 data:
• National fixed term staff: 50% females and 50% males, to be noted; 47% of general service staff and 60% of professional staff are female. Categories G1-G6 are dominated by males (87.6% in 2020 compared to 89% in 2019).
• National short term: 48% females and 52% males in the general service staff category, and the professional staff category shows 47% females and 53% males.
• International staff fixed term: Equal representation in grade P1 to P5 in 2020. Sr. international professional positions (D1, D2) have 61% males in 2020 (an increase in male staff with 4% since 2019). The overall gender parity in the international staff category is 49% female and 51% male in 2020 compared to equal representation in 2019.
• International short-term category: P1-P5 have 60% females and 40% males and for D1 and D2 there are 50% females and 50% males.
The overall data shows 50% females and 50% males in both short term and fixed term staff when collating data on national and international staff in 2020, a positive overall trend compared to 2019 with 47% females and 53% males.
c) The BOS was updated in 2020 and includes the following identified opportunities for future cooperation related to gender;

the collection of gender parity data, conduct a survey on work life balance, and update the UN welcome kit to add details/ policies related to the UN code of conduct for enabling environment and gender parity.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- The UNCT can demonstrate positive trends towards achieving parity commitments.
- 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.
- 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.

Gender parity data

General Service and National/International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category
G1	0	1
G2	3	85
G3	12	20
G4	82	69
G5	101	73
G6	103	122
G7	54	35
NOA	65	40
NOB	55	43
NOC	28	17
NOD	3	0
P1	3	6
P2	32	19
P3	56	65
P4	78	66
P5	30	41
P6	0	0
D1	11	13
D2	4	10

List Means of Verification. (E.g. UNCT BOS, UNCT Human Resource Plan, sex-disaggregated staffing data)

Jordan Gender Parity Data

Dimension Area 5: Gender Architecture and Capacities

PI 5.1 Gender Coordination Mechanism

Performance Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS	Gender architecture and capacities

Meets three of the following: (a) A coordination mechanism for gender equality is chaired by a HOA. (b) The group has a TOR and an approved annual work plan. (c) Members include at least 50% senior staff (P4 and above; NOC and above). (d) The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.

a) Based on the 2019 Scorecard recommendation the Gender Task Team (GTT) was established as UNCTs inter-agency coordination mechanism and is chaired by UN Women's Country Representative who is also the appointed UNCT Gender Champion.

b) A workplan was developed based on the endorsed Scorecard recommendations and was endorsed by the group.

c) The GTT has several senior team members at NOC level or higher and P4 level or higher, although for those who actively participate the percentage is lower than 50%. As the aim is to ensure engagement across agencies, with nominations from agencies, seniority has been considered but membership has not been formally limited to senior staff. Several members are Gender Focal Points who have gender expertise and technical capacity to support GEWE commitments through their agencies.

d) The GTT contribute to UNSDF implementation in different ways, based on their respective thematic focus and in 2020 the group has contributed to the Socio-economic Framework (SEF) to Respond to Covid-19, the process of updating the CCA and tailored training opportunities has been provided to GTT members, programme managers, M&E staff to ensure capacities are in place for gender response implementation and M&E of the SEF and UNSDF.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. GTG Terms of Reference and Annual Work Plan, GTG membership list, documentation detailing GTG inputs to Cooperation Framework planning, monitoring and reporting)

Terms of Reference, Annual Work Plan

PI 5.2 Gender Mainstreaming Capacities

Performance Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MEETS MINIMUM REQUIREMENTS	Gender architecture and capacities

Meets two of the following three: (a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year. (b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per Cooperation Framework cycle and targets are on track. (c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

d) The capacity development activities up until January 2021 and since the last round of assessment in 2019 include the following trainings: COVID-19, the Socioeconomic Framework, intersectionality and gender data, UNCT Gender Markers, and UNCT SWAP Gender Equality Scorecard training. The training was attended by all UN agencies in Jordan including both gender focal points and non-gender focal points. The objectives of the trainings were to build capacity of UN personnel and to enhance their awareness about gender mainstreaming in programs including in joint programs. In total 5 capacity development sessions were conducted and in total more than 200 UN personnel participated in the capacity development sessions.

e) A capacity development plan is in place and which is based on an assessment of needs and existing trainings and needs. Compared to the last assessment, the Country Team has improved on this indicator.

f) Similarly to the last assessment, the UNCT has an induction kit. This kit focuses primarily on the different mandates of the UN agencies in Jordan and their role. Until now the kit does not contain commitments to gender equality and the empowerment of women. There's also no narrative or analysis of the current regression on gender equality and the status of women in Jordan. A sub-group within the GTT is currently working on updating the induction kit to include information on gender equality and women's empowerment.

Did you reassess the Performance Indicator in this reporting year

- Yes

List Means of Verification. (E.g. documentation of inter-agency capacity development activities, capacity development assessment and plan, and UNCT induction material)

Inter-agency capacity development plan GTT Jordan

Dimension Area 6: Financial Resources

PI 6.1 Resource Allocation & Tracking

Performance Indicator 6.1:
Adequate resources for gender mainstreaming are allocated and tracked
APPROACHES MINIMUM REQUIREMENTS

Resources

(a) The UNCT has carried out at least one capacity building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle.

a) Following recommendations from the 2019 UNCT-SWAP Gender Equality Scorecard, the UNCT in Jordan has committed to address gaps in its gender mainstreaming and specifically on tracking financing for gender equality. As part of the UNCT's Gender Task Team workplan for 2020, Two customized capacity building training sessions were carried out in December 2020 and January 2021 on UNCT Gender Markers (GEM) to relevant UN staff including the Gender Task Team, Programme managers and M&E focal points.
The UNCT has agreed to establish a gender financing tracking mechanism and to roll out the GEM to support a gender responsive implementation not only of the UNSDF, but also of the Socioeconomic Framework that has been developed in response to the Covid-19 crisis, and as part of a broader objective to systematically track financing for gender equality.

Moreover, UNCT in Jordan launched the roll out of the UN Info platform as the main monitoring tool for UNSDF. UN Info contains mandatory gender marker that will enable tracking GEWE resources

b) and c) The UNCT has not set financial targets for programme allocation for GEWE, which is mainly because the UNCT does not have in place an established system for allocating and tracking gender budgeting and expenditures by outcome (nor output) within the UNSDF. The data available does not reveal an accurate assessment of resources allocated to GEWE. However, there seems to be an opportunity for improvement as the Coordination and M&E Group and the Gender Task Team are working to improve the UNSDF planning and monitoring processes and instruments for 2021-2022 to better track resources allocated to promote GEWE.

Did you reassess the Performance Indicator in this reporting year

- Yes

Please select minimum requirement(s) met:

- The UNCT has carried out at least one capacity building event on the UNCT Gender Equality Marker over the current Cooperation Framework cycle.

List Means of Verification. (E.g. documentation related to capacity development event and related to UNCT financial targets and tracking for gender equality and empowerment of women)

UNCT GEM training seriers concept note

Dimension Area 7: Results

PI 7.1 GEWE Results

Performance Indicator 7.1:
UN programmes make a significant contribution to gender equality in the country
APPROACHES MINIMUM REQUIREMENTS

Results

(a) The UNCT has achieved or is on track to achieve some gender equality and the empowerment of women results as planned in the Cooperation Framework outcomes, in line with SDG priorities, including SDG 5.

2019 being the second year of UNSDF implementation, the UNCT is on track to achieve some GEWE results as stated in UNSDF.

In regards to women empowerment focus has been placed of assisting women to access formal employment opportunities. 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.
As for education, 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. 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 learning environment has been enhanced with slightly more girls than boys having access to education (54% girls versus 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; 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. The Drop-Out programme has offered a flexible alternative for children with disabilities, who make up 4.2% of participants.
Non-communicable diseases 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 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.
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. The Hemayati project implemented jointly by UNFPA, UN Women and UNICEF focused on increasing SGBV survivors' access to comprehensive multi-sectoral services was found to respond to the needs of the direct and indirect beneficiaries, including survivors of SGBV and vulnerable women and girls.

(See full report for more details, pages 36-37).

Did you reassess the Performance Indicator in this reporting year

- No

8. UNCT in Jordan Action Plan

Enter any agreed adjustments and additions to the action points. If an action point links to more than one Performance Indicator, choose the primary Performance Indicator it relates to for placement in the below table. (Hint: you can cut and paste your actions directly from your Action Plan).

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1
Dimension 1 - Planning		
1.1 Common Country Analysis	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. - There should be consistent sex-disaggregated and gender sensitive data across all sectors. - Results Groups – management and technical expertise. - IAT – quality assurance of gender-sensitivity; facilitation of provision of context-specific gender analysis expertise from UN agencies and external, if required.	The Common Country Analysis has been updated in 2020 and is strong in terms of gender both as a cross-cutting and standalone issue. Gender dimensions are addressed throughout, guided by the UNCT-SWAP Scorecard criteria, integrating intersectional perspectives, sex-disaggregated data where possible and includes a comprehensive LNOB analysis. Quality assurance of gender dimensions was carried out by UN Women and inputs was provided by a small group of the Gender Task Team, after a briefing for the IAT on the CCA process and gender dimensions.
1.2 Cooperation Framework Outcomes	Ensure that next UNSDF Outcomes continue consistency in terms of gender-mainstreaming in line with SDG priorities, including SDG 5: - Results Groups/IAT –screening of all contents through gender lens.	Action implemented once cooperation framework outcomes are updated (UNCT still operating under UNSDF 2018-2022)
1.3 Cooperation Framework Indicators	Ensure that that between 33-50% or more of UNSDCF Indicators measure changes in gender equality in line	Action implemented once cooperation framework indicators are updated (UNCT still operating under UNSDF 2018-2022)

	with SDG priorities, including SDG 5. - Results Groups/IAT –screening of all contents through gender lens.	
Dimension 2 – Programming and M&E		
2.1 Joint Programs	Consider establishing a checklist that includes gender aspects (e.g. existence of gender analysis, gender-sensitive and sex-disaggregated indicators) for Joint Programme (JP) proposals. - RCO – formally establish the checklist and filing system. - IAT - support RCO with checklist development and JP proposal screening. - 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.	2020 has seen an increased number of joint proposals in support of GEWE in relation to Covid-19 response (MPTF); progress on joint initiatives in support from women's political participation in Jordan's Parliamentary Elections and joint assessments on the impact of Covid-19 on vulnerable groups including women and girls. Checklist/ quality assurance committee to be addressed in 2021.
2.2 Communication and Advocacy	N/A	2020 saw several joint UN campaigns have been rolled out, including the 16 days of Activism against gender-based violence, engagement on UN75, and on gender and social norms through a survey on sharing household chores and unpaid care work during Covid-19.
2.3 Cooperation Framework M&E	N/A	The UN addressed the rapidly changing situation due to Covid-19 in camp and non-camp settings through several assessments to better address different needs and intersectoral considerations; Multi-Sectoral Rapid Needs Assessment: COVID-19 - Jordan; Rapid Assessment of the Impact of COVID-19 on vulnerable women in Jordan; Key Findings: Rapid assessment of the impact of COVID-19 on

		vulnerable workers in Jordan; Facing Double Crises: Rapid assessment of the impact of COVID-19 on vulnerable workers in Jordan.
Dimension 3 - Partnerships		
3.1 Government Engagement	UNCT, IAT and Results Groups –engage Government partners in all UNSDF processes, especially annual UNSDF reviews, in line with new UNSDCF guidance. - 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).	The CCAs consultation process engaged government partners and CSOs including the National Gender Equality Mechanisms. In 2020, the Jordanian Government endorsed the National Strategy for Women 2020-2025 (NSW). The preparation of which was spearheaded by the Jordanian National Commission for Women (JNCW) under the directives of the Prime Ministry and the supervision of the Inter-Ministerial Committee for Women's Empowerment (IMC)with support from the UN, including inclusive consultations with the government, civil society and the private sector. The Socio-Economic Framework for COVID-19 Response Framework (SEF) represents the UNs roadmap, in partnership with the government, and identifies women as one of the most affected groups by the pandemic, with the principle of leaving no one behind at the center it provides an operational approach to accelerating the response from an intersectional perspective.
3.2 GEWE CSO Engagement	UNCT, IAT and Results Groups –engage GEWE CSOs in all UNSDF processes, especially annual UNSDF reviews, in line with new UNSDCF guidance.	The CCAs consultation process engaged government partners and CSOs including the National Gender Equality Mechanisms.
Dimension 4 – Leadership and Organizational Culture		
4.1 Leadership	N/A	UNCT Jordan continues to show leadership on gender equality, an assessment on this indicator shall be prioritized in 2021.

4.2 Organizational Culture	- Run an internal detailed survey to understand the elements/needs that addresses the work life balance, develop a plan and take actions accordingly. - HR working group to develop a document covering common policies and best practices related to promoting work life balance. - 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.	The Gender Task Team (GTT) followed UNDP's example and carried out a survey to measure women staff member's burden of household and care work and staffs work-life balance during the lockdown. The initiative was followed by a campaign on positive masculinities and being #EqualPartners in the Covid-19 Pandemic. The OMT HR Working Group has designed a follow up survey that is being rolled out in Q1 2021, the action is integrated in the BOS. A sub-group within the GTT team is currently working on updating the induction kit to include information on gender equality and women's empowerment.
4.3 Gender Parity	- It is recommended for UNCT to collect agencies' HR data on regular basis (e.g. annually), monitor trends, discuss them at UNCT meetings and implement relevant actions. - 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	Since the 2019 Scorecard exercise the UNCT have a mechanism to yearly monitor and track gender parity in staffing, with 2019 baseline data. From 2020 the indicator was expanded to include all UN contract modalities, including non-staff. Through the Scorecard exercise the UNCT committed to encourage each agency to tailor their sourcing strategy to attract candidates from the underrepresented gender. The overall data from 2020 shows 50% females and 50% males in both short term and fixed term staff when collating data on national and international staff in 2020, a positive overall trend compared to 2019 with 47% females and 53% males. The BOS was updated in 2020 and includes the following identified opportunities for future cooperation related to gender; the collection of gender parity data, conduct a survey on work life balance, and update the

	the underrepresented gender (e.g. target and prioritize females for grade G1 to G3). - Add more gender parity indicators and actions into the BOS.	UN welcome kit to add details/ policies related to the UN code of conduct for enabling environment and gender parity.
Dimension 5 – Gender Coordination and Capacities		
5.1 Gender Coordination Mechanism	- 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.	Based on the recommendation, the Gender Task Team (GTT) was established, chaired by the UNCT Gender Champion (UN Women's Representative). The GTT convenes on a bi-monthly basis and has a TOR and representation across agencies.
5.2 Gender Capacities	- UNCT shall conduct a system-wide capacity needs assessment and design a capacity building plan that follows UNSDF cycle. Agencies should contribute with budget allocations for the plan. - UNCT induction material should include description of gender situation in Jordan.	Based on discussed and identified needs, a GTT capacity development plan is in place the capacity development activities up until January 2021 and since the last round of assessment in 2019 include the following trainings: COVID-19, the Socioeconomic Framework, intersectionality and gender data, UNCT Gender Markers, and UNCT SWAP Gender Equality Scorecard training. The training was attended by all UN agencies in Jordan including both gender focal points and non-gender focal points. The objectives of the trainings were to build capacity of UN personnel and to enhance their awareness about gender mainstreaming in programs including in joint programs. In total 5 capacity development sessions were conducted and in total more than 200 UN personnel participated in the capacity development sessions A system-wide capacity needs assessment will be carried out in 2021, informing the next phase of the capacity development plan.
Dimension 6 - Resources		
6.1 Financial Resources	Ensure that UNCT tracks and utilizes UNSDF budgetary data to ensure	A training series was rolled out in December 2020-January 2021 on the UNCT Gender Equality Marker

	adequate allocation of resources for GEWE. Annual budgetary target for GEWE expenditures for the whole UNSDF should be set, for instance, with the help of UN Info; monitored and reported on. - UNCT - establishment of gender marker system for UNSDF Outputs. - Results Groups -ensure data provision.	(GEM) by GTT in support of its application in UN Info and ensuring tracking of resources allocated towards GEWE, with a dual intention to set a gender finance target for the UN in Jordan.
Dimension 7 - Results		
7.1 GEWE Results	Annual reporting against UNSDF indicators should be results-based and describe UN system's joint contribution to progress against gender-specific UNSDF indicators, among other. - Results Groups – gather gender-related data in accordance with UNSDF Results and Resources Matrix. - M&E staff - ensure Results Groups data on gender results complies with RBM principles. - IAT - screen draft documents for gender-sensitivity.	2020 UNSDF and SEF results are being reported into the UN INFO platform, and gender results will be presented in early 2021. A sub-group of the GTT is engaged to support gender responsive M&E.

9. Supporting Evidence

PI1.1: Indicator 1.1: Common country analysis integrates gender analysis **EXCEEDS MINIMUM REQUIREMENTS**	**Planning**
Category	**Documents**
CCA or equivalent	CCA draft 2030 (01Dec20) - clean.docx[43]

PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes **MEETS MINIMUM REQUIREMENTS**	**Planning**
Category	**Documents**

Cooperation Framework	UNSDF Jordan(1)

PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality **MEETS MINIMUM REQUIREMENTS**	**Planning**
Category	**Documents**
Cooperation Framework results framework	Jordan_2019_Annex D_Analysis of UNSDF Indicators
Cooperation Framework results framework	Jordan_2019_Annex D_Analysis of UNSDF Indicators

PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities **MEETS MINIMUM REQUIREMENTS**	**Programming and M&E**
Category	**Documents**
JP screening tool/process	Mapping of Joint Programmes_UNCT Jordan 23 October 2019

PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality **MEETS MINIMUM REQUIREMENTS**	**Programming and M&E**
Category	**Documents**
	No documents uploaded

PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results **MEETS MINIMUM REQUIREMENTS**	**Programming and M&E**
Category	**Documents**
	No documents uploaded

PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women **MEETS MINIMUM REQUIREMENTS**	**Partnerships**
Category	**Documents**
	No documents uploaded

PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations **MEETS MINIMUM REQUIREMENTS**	**Partnerships**
Category	**Documents**

	No documents uploaded

PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality EXCEEDS MINIMUM REQUIREMENTS	Leadership and Organizational Culture
Category	**Documents**
	No documents uploaded

PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS	Leadership and Organizational Culture
Category	**Documents**
Organizational culture survey results	UNCT SWAP Jordan Org. Culture Survey_2019

PI 4.3: Indicator 4.3: Gender parity in staffing is achieved EXCEEDS MINIMUM REQUIREMENTS	Leadership and Organizational Culture
Category	**Documents**
UNCT BOS	BOS Jordan
Human Resource documents	Jordan Gender parity data_UNCT_October2020 RG 9 Feb Master sheet

PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women MEETS MINIMUM REQUIREMENTS	Gender Architecture and Capacities
Category	**Documents**
GTG TOR/AWP	Jordan GTT workplan
GTG TOR/AWP	Jordan TOR Gender Task Team_2020

PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming MEETS MINIMUM REQUIREMENTS	Gender Architecture and Capacities
Category	**Documents**
Capacity development	Interagency Capacity Development Plan GTT Jordan

PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked APPROACHES MINIMUM REQUIREMENTS	Financial Resources
Category	**Documents**
Other	CN_Training series on UNCT GEM

PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country APPROACHES MINIMUM REQUIREMENTS	Results
Category	**Documents**
Cooperation Framework reviews/monitoring data	Annual Results Report_Jordan2019_UNSDF_Final.pdf[11]

UNCT-SWAP GENDER EQUALITY SCORECARD
ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN IN UNITED NATIONS COUNTRY TEAMS

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

https://unsdg.un.org/resources/unct-swap-gender-equality-scorecard

https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability

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