



Sector Gender Focal Points Network **Jordan**



2019 Report





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GENERAL BACKGROUND

Coordination Overview

The Jordan Refugee Inter-Sector Working Group [ISWG] seeks to ensure that women and men (including young adults and elderly), girls and boys (including adolescents, children and infants) can equitably access the available humanitarian resources irrespective of their gender or age. This reflects the policies of its member organizations. One of the strategies that it uses is to sponsor a cross-sectorial network that focuses on how to effectively promote gender equality in the sectors' needs analyses, strategic responses and activities, and response indicators aiming to oversee the humanitarian response to people seeking refuge in Jordan away from the crisis in Syria.

The response is organised into the following eight sectors: Basic Needs, Education, Food Security, Health, (including: Mental Health, Mental Health/Psycho-social, Nutrition and Reproductive Health), Livelihoods, Protection (including Child Protection, Sexual and Gender-Based Violence), Shelter and WASH. The Sector Gender Focal Point Network [SGFPN] comprises Sector Gender Focal Points nominated from each of the refugee sectors. In 2015 the network started with co-chairing arrangement of three UN Agencies that lead refugee sectors: UNHCR, UNICEF and WFP, and since April 2016 the chairmanship was handed over to UNHCR. Since its creation, the network benefited by the technical support of the Senior Gender Capacity (GenCap) and Senior Cash Capacity Advisors (CashCap).

In March 2018, the Inter-Agency Standing Committee [IASC] endorsed the Gender with Age Marker [GAM]. In December 2018, hosted by UNHCR, with the support of the GenCap and CashCap Advisors, the SGFPN rolled-out the GAM in Jordan, placing Jordan among the three pioneer countries launching the new IASC tool. The roll-out was attended by 73 Participants representing government ministries from the 12 Task Forces of the Jordan Response Plan [JRP], donors, UN agencies, NGOs/INGOs and the refugee Sector Gender Focal Points. For more information please browse the following link:

<https://iascgenderwithagemarker.com/en/news/>



Photo caption ©UNHCR/Jordan: SGFPN Roll-Out of the GAM in Jordan, December 2018



The role of the Gender Focal Points is to support their nominating sector to incorporate and monitor gender equality measures. The Network uses a range of strategies to support its members, including peer-learning, information sharing, coaching, training, training others, and sharing useful resources. For more detailed info on the network, please see the Sector Gender Focal Points Network page at <https://data2.unhcr.org/en/working-group/47>

The network assists all refugee sectors, UN agencies and INGO/NGO partners that are part of the Syria Refugee Response in Jordan, to ensure that women, girls, boys and men have equitable access to humanitarian assistance through the ADAPT & ACT C Framework.

The **ADAPT & ACT C** Framework is a simple tool to help project staff review their projects or actions with a gender equality lens. All nine steps should be used to validate that the actions address the equal needs of women, girls, boys and men in the humanitarian response. The framework captures the key principles that underpin gender mainstreaming in humanitarian action:

- Analyse gender roles and responsibilities;
- Design services that meets everyone's needs;
- Access to services for Women, Girls, boys and Men;
- Participation of women and men is ensured;
- Training should benefit men and women equally;
- Address Gender-Based Violence in sector programmes;
- Collect, analyse and report sex- and age-disaggregated data (SADD);
- Target actions based on a gender analysis;
- Coordinate actions with all partners.

There is a series of resources at the disposal of sector coordinators and working groups members, including sex-and age-disaggregated data to assist identifying distinct needs of women, girls, boys and men; tailored strategies; gendered performance indicators; application of the gender and age marker, etc. Each sector is encouraged to have at least two gender focal points to support sectors to consider gender equality measures. Training, ongoing network support and coaching are available. The focal points meet monthly each first Thursday of the month.

UNHCR's Inter-Agency Coordination Unit is overseeing the ISWG and SGFPN and works hand-in-hand with sectors to systematically support the consideration of Gender in the humanitarian interventions in Jordan by catalysing new thinking and adapting innovative approaches inspired from the GenCap Advisors deployed in the field, and UNHCR's Age, Gender and Diversity (AGD) approach contributing to the enhancement of an enabling environment to ensure that humanitarian responses do not further perpetuate gender inequalities through the distribution of goods and service provision. AGD considerations guide all aspects of UNHCR work, informed by the imperatives of promoting gender equality and empowering women and girls, as well as by the best interest of the child. As we hold ourselves accountable to persons of concern, the views of women, men, girls and boys of diverse backgrounds need to inform our interventions, and programmes.



Areas of Engagement

1.

AGD-INCLUSIVE PROGRAMMING

- At a minimum, all data collected by UNHCR will be disaggregated by age and sex and by other diversity considerations, as contextually appropriate and possible, for purposes of analysis and programming.

2.

PARTICIPATION AND INCLUSION

- At a minimum, country operations will employ participatory methodologies at each stage of the operations management cycle, to incorporate the capacities and priorities of women, men, girls and boys of diverse backgrounds into protection, assistance and solutions programmes.

3.

COMMUNICATION AND TRANSPARENCY

- At a minimum, all country-level protection and solutions strategies will detail the operation's approach to communicating with women, men, girls and boys of diverse backgrounds, through means that are appropriate and accessible to all groups in a community.

4.

FEEDBACK AND RESPONSE

- At a minimum, all UNHCR operations will establish and promote feedback and response systems, including for confidential complaints.

5.

ORGANIZATIONAL LEARNING AND ADAPTATION

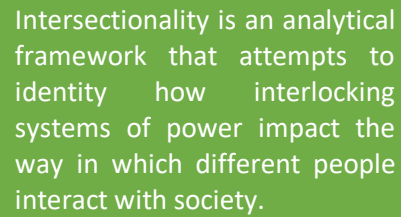
- At a minimum, UNHCR operations will adapt programmes and strategies in response to input from persons of concern, and documents this in Country Operations Plans and Annual Reporting.

6.

ADVANCING GENDER EQUALITY

- A. Women and girls participate equally and meaningfully in all-decision making. Community management and leadership structures, and committees of persons of concern. At a minimum, UNHCR operations will ensure 50 per cent female participation in management and leadership structures under UNHCR's authority, and will advocate the same with partners, including Governments.
- B. Women and girls are provided with individual registration and documentation, directly or through support provided by UNHCR. At a minimum, UNHCR will provide women and girls of concern with protection documentation on an individual basis, and will advocate the same with partners, including Governments.
- C. Women and girls have equal access to and control over management and provision of food, core-relief items, and cash-based interventions. Depending on the context, UNHCR operations will increase the percentage of women as the primary recipients of assistance within households receiving material and/or cash-based assistance.
- D. Women and girls have equal access to economic opportunities, including decent work and quality education and health services. At a minimum, UNHCR will ensure women and girls have equal access to livelihood, education, and health programmes it delivers, and will advocate with partners, including Governments, for their equal access to public services.
- E. Women and girls have access to comprehensive SGBV prevention and response services. At a minimum, UNHCR operations will adopt and implement SGBV standard operating procedures, operationalizing the four main referral pathways for all survivors (safety/security, legal, medical, and psychosocial), and will promote the same with partners, including Governments.

<https://www.unhcr.org/protection/women/4e7757449/unhcr-age-gender-and-diversity-policy.html>





The Jordan operation integrated AAP in various aspects of its programming, with a specific focus on communication and transparency, participation and inclusion, feedback and response, and organizational learning and development. Supported by Senior Management, and facilitated by Community Based protection unit, the Headquarters AAP consultant under the Prospects Partnership had diagnostic/assessment sessions with colleagues across the various functions to identify existing good practices and areas where support might be needed. Furthermore, AAP was a core theme for the 2019 annual Age Gender Diversity Mainstreaming Participatory Assessment (AGDM PA), where refugees from all nationalities were consulted through more than 75 FGDs and Key Informant Interviews (KIIs) on different aspects of AAP. This exercise was carried out by a multifunctional team from UNHCR, refugees from all nationalities and partners. In addition, UNHCR continued efforts to sensitize staff with the AAP concept, along with discussions on positive approaches to dialogue with refugees.

Jordan Humanitarian Fund (JHF)

Under the direction of the Humanitarian Coordinator, the JHF aims to support the timely allocation and disbursement of donor resources to the most critical humanitarian needs as defined by the Jordan Response Plan (JRP). The JHF will be primarily aligned to support the delivery of a strategic humanitarian response as identified under the JRP while retaining the flexibility to allocate funds for unforeseen events. The JHF will also support the delivery of assistance in Southern Syria in line with the Humanitarian Response Plan (HRP) in Syria. The JHF also aim for a more inclusive approach by working with a variety of implementing partners. For more information please consult the following link: <https://www.unocha.org/jordan/about-jhf>

Sector Coordinators play a key role in prioritisation and project review at both strategic and technical level. Consultations with Sector Coordinators are part of the steps to develop the allocation strategy and which started in an early stage through a consultation process with the Inter-Sector Working Group [ISWG]. As a result of the close collaboration between OCHA and the Inter-Sector Working Group Coordinator and chair of the refugee SGFPN, in 2018 it was agreed that from 2019 gender cross-cutting issue will be part of the allocation criteria of the JHF proposals. It was also agreed that Sector Gender Focal Points will start to be members of sectors Technical Review Committees to ensure that projects proposals integrate gender as described in Section 5. “Cross- Cutting Issues” of JHF Operational Manual 2018 from OCHA. As practiced, the Inter-Sector Working Group consulted the sector coordinators and facilitated the two JHF calls in order that sector coordinators and their respective members define 2019 priorities aiming to address the existing gaps in their respective sectors. Based on the strategic focus of JHF 2019 to support national priorities with special focus on protection and gender as a cross cutting approach while considering the established targets: Women and Elderly People at Risk, People with Disabilities, Children at Risk, Unaccompanied Children, Protection and Gender Mainstreaming. From 2019, GAM coding and Score Card started to be incorporated and the Sector Gender Focal Points started to participate as members of JHF Technical Review Committees [TRC]. Based on the priorities set by the sectors concerning the First Allocation, seven (7) TRCs were established and out of the seven (7) five (5) counted with the support of the SGFPs: Ms. Ruba Abu Taleb from IMC (Health Sector); Ms. Eshraq Mashaqbeh from ACTED (WASH Sector); Ms. Lucy Cracknell from IMC (Child Protection sub-Sector); Ms. Kendra Hughbanks from ACF (from Basic Needs Sector) representing Shelter Sector; Ms. Lubna Al Ajeeb from RI (Protection Sector/Elderly). For the JHF Second Allocation, four (4) TRCs were established and out of the 4, three (3) counted with the gender expertise of the SGFPs: Ms. Ruba Abu Taleb from IMC (Health Sector) representing Health and Shelter/Winterization TRCs; and Ms. Niveen Alqsous from RI (Education Sector) representing Basic Needs/Winterization TRC. To note the very strong collaboration in place within SGFPN and its replacement / rotation system triggered in case of conflict of agendas or interests (if the SGFP's organization is applying for the funds), a SGFP from another sector is ready to replace the colleague in the TRCs if schedules allows.



UNHCR AND SGFPN PROMOTING GENDER IN JORDAN

UNHCR and Age, Gender and Diversity Accountability over 2019

During 2019 UNHCR continued working closely with Jordan's government, UN, agencies, and national and international partners to reinforce its longstanding commitment to ensuring that people -refugees are at the centre of all that we do. This requires that we apply an Age, Gender, and Diversity (AGD) approach to all aspects of our work, which emphasize “putting people first” and commit us to: (i) draw on the rich range of experiences, capacities, and aspirations of refugee, displaced, and stateless women, men, girls and boys; and (ii) be accountable to the people we serve, listening and responding to their needs, perspectives, and priorities.

During 2019, UNHCR hosted two consultants on Accountability of Affected Populations (AAP) and Gender Equality (GE) with support from MENA office, where deep dive sessions with all functional units took place. The results of these diagnostic sessions which identified good practices and gaps will be used to initiate strategy development for the operations for these two thematic areas of AAP and GE in order to mainstream the AGD core actions including AAP. UNHCR Country Office also counted with the expertise of a Senior Gender Advisor supporting on office's wider gender mainstreaming activities.

UNHCR's has established Help Line which refugees can use to ask any questions or file complaints related to be a refugee in Jordan. It offers information on all UNHCR activities and recent updates on changes in procedures. Refugees of all nationalities can call the UNHCR Helpline and the Protection hotlines continued to be an essential avenue refugees can call this line to report any acts of violence or abuse against children or women, as well as gender-related protection issues. Furthermore, a “Bridges of Communication” group was established in April 2019 to enhance the operation's Communications with Communities (CwC), and Accountability to Affected Populations (AAP). Comprising 18 Syrian, Iraqi, Sudanese, Somali and Yemeni community leaders / representatives, they meet on a regular basis with UNHCR. Furthermore, and in conformity with UNHCR's commitment to the “one refugee approach”, UNHCR is meeting periodically with leaders from different civic and religious communities in Jordan. In these meetings, UNHCR present and discuss protection thematic areas and continue focusing on strengthening national systems and the capacity of partners in child protection and in the prevention and response to SGBV by providing support to survivors and advocates with the Government on the application of laws that respect international standards.

UNHCR led the Refugee Sector Gender Focal Points Network (SGFPN) in Jordan providing close support to the sectors of the Syrian response. The refugee network seeks to ensure that WGBM refugees can equitably access the available humanitarian resources irrespective of their gender or age. In December 2019, the SGFPN organized in Zaatari refugee camp two Focus Group Discussions (FGD) aimed at building synergies between the SGFPN and the interventions in the camp, and to plan for 2020 activities based on the findings and recommendations.



Age, Gender, and Diversity Participatory Assessment (AGDM PA)

In 2019 Jordan operation organized and facilitated Age, Gender, and Diversity Participatory Assessment (AGDM PA) covered the northern, central, eastern and southern regions of Jordan. Consultation were conducted with women, men, boys and girls of concern of various nationalities, Age and other diverse groups. All the interviews conducted in urban areas covered three major themes; Accountability to Affected Populations (AAP), refugees' priorities and complementary pathways. UNHCR and partners carried out more than 75 Focus Group Discussions and Key Informant Interviews with different groups of refugees from all nationalities.

The most pressing issue Syrians responded highlighted are that information on document renewal, and monthly financial assistance comes quite regularly through text messages, resettlement information is coming through either message or phone, as well as sporadic information on new job opportunities and scholarships, winter assistance and home visits. They are also aware of some health services from awareness sessions and the information on UNHCR leaflets.

On AAP, Syrians suggested UNHCR should provide clear information and appoint proficient staff to conduct evaluations and assessments to improve the system itself. They wish to have regular social gatherings that include UNHCR to discuss the main concerns of refugees at community level. Regarding refugee priorities, refugees overall wish to know more about resettlement and expect it to be clearer with shorter waiting times. Monthly financial assistance, work permits, employment opportunities, health and education were also expressed as priorities. Youth were interested to learn more about university scholarships, with a need for information to be readily accessible on UNHCR's website. Interviewees were also asked about which sensitive issues they would feel comfortable with reporting to UNHCR.

Results highlighted the types of threats they are exposed to and were willing to report, including troubles in schools, discrimination, harassment, protection and security including deportation, medical emergencies, problems with monthly financial assistance, work permits and problems with employment and issues with UNHCR staff. Various challenges were also raised around potential scholarships and work opportunities abroad, including language worries, financial constraints, legal issues, absence of documents and lack of information. Discussion with non-Syrians (Somalis, Sudanese, Iraqis and Yemenis) followed the same methodology and themes used with Syrians. Regarding AAP, younger groups noted a preference for SMS and social media channels for dissemination and information but expressed an additional need for consultation on information content and different communication tools available to better reach audiences. Refugees were aware of feedback mechanisms and what type of sensitive information to feedback to UNHCR but noted the petition box had a slow response rate. Non-Syrians noted a higher preference to physically visit UNHCR sites with issues and highlighted increased visibility and spaces for UNHCR to interact with smaller refugee communities as a key gap. Priority issues amongst all refugee communities showed commonalities, focusing on receipt of financial assistance, health, resettlement and education.

Non-Syrians in particular noted issues related to formal work and work permits, encouraging UNHCR advocacy to increase access to opportunities to limit child labour and domestic issues. Groups noted that those with disabilities, female headed households and those with large families should be prioritized for assistance. Non-Iraqi refugees also highlighted issues with documentation and potential for arrest and harassment, as well as perceived increased harassment, GBV and discrimination, as well as bullying in schools. Visibility on complementary pathways was somewhat lower than for Syrians, neither for work nor scholarships, but those aware felt these opportunities were exclusively for Syrians. Female respondents noted additional barriers to taking such opportunities, including with language and cultural challenges.



Furthermore, in April 2019 UNHCR established the Bridges of Communication group to enhance the operation's Communications with Communities (CwC) strategy. The group comprises of 18 Syrian, Iraqi, Sudanese, Somali and Yemeni community leaders/representatives who meet on a regular basis with UNHCR staff on key issues. In addition, there is a WhatsApp group for the members and UNHCR staff, to increase sharing of information and concerns, referral of extremely vulnerable cases, and quashing rumours. The members cascade information through 85 Groups to more than 11,000 refugees. Furthermore, and in conformity with UNHCR's commitment to the "one refugee approach", UNHCR is meeting periodically with leaders from different civic and religious communities in Jordan. In these meetings, UNHCR present and discuss protection thematic areas.

As part of community outreach, UNHCR runs 37 mobile helpdesks in eight different governorates across the country where refugees can approach UNHCR with any legal or protection issues they may have aside the registration centres in Amman, Irbid and Mafraq or those in Azraq and Zaatari. UNHCR continued to run its Mobile Help Desks, which in turn enhanced the outreach to Persons of Concern (PoCs) offering counselling at their localities, saving on travel and resources. During 2019 UNHCR carried 748 mobile help desk missions all over Jordan, reached to 92,582 individuals. In addition, UNHCR Jordan's Helpline has undergone tremendous growth to respond to the needs of persons of concern (POC). Currently the Helpline operates a smart IVR system that responds to nearly 8,000 calls per day on topics such as registration, resettlement, protection, livelihoods, and assistance including cash assistance, health, community services and education. All Communications with Communities (CwC) interventions in Jordan, including the Community Support Committees (CSCs), mobile helpdesks, townhall meetings, regular consultation with refugees on all thematic areas, social media, bulk SMS messaging, the Helpline and daily counselling at registration centres are run according to AGD and one refugee approach principles, to proactively avoid social markers of exclusion. The operation has established different feedback and complaint mechanisms in place in both camps and urban areas and started a process to unify these mechanisms in a comprehensive approach.

Gender Equality

UNHCR has promoted gender equality among its staff and persons of concern for over four decades. Current efforts to integrate gender equality into operations are guided by two policy documents, the Age, Gender and Diversity (AGD) Policy (2011) and the Commitments to Refugee Women (2001). The objective of this overview report is to assess how gender equality provisions in these policies are being implemented at the operational level and establish the evidence base to guide UNHCR's future work on gender equality, including the updating of the Commitments to Refugee Women.

The information included in this report is drawn from 2019 overview carried out by UNHCR of Gender Equality in UNHCR's Jordan Operation that aims to document key gaps and challenges, as well as recommendations on how these could be addressed. The operation remains in a key position to contribute in promoting gender equality and women and girls' empowerment in Jordan. This role was illustrated through the collection and analysis of refugee and asylum seeker related data, strong relationships with the Jordanian Government and the coordination and analysis of sector specific needs of target populations, the wide field presence and the garnered trust with refugee communities and the technical expertise related to core mandate areas such as SGBV prevention and response. In Jordan, meeting the most basic needs of the large number of persons of concern is challenging.

The Jordan context shows that socio-economically vulnerable women, men, girls and boys, often live in very insecure environments which constrain their ability to access assistance and services. The combination of pre-existing gender inequalities and deeply embedded gendered biased social norms and institutions, psychological trauma and stress, displacement, family separation, poverty, a high level of sexual harassment and other protection risks, and the fact that many women are mothers on



their own, puts women and especially their children in particularly vulnerable positions. These combined factors undermine women and girls in their ability to participate and benefit from UNHCR assistance and protection and to build their self-reliance on an equal footing with men. Yet, while the context presents enormous demands and challenges for People of Concern (PoC), women have the strength, resilience and capacity to respond to many of the challenges. Reports indicate that many Syrian women refugees have become income providers for the first time. These reports argue that, although these experiences create enormous demands and challenges for women, women are also experiencing an increased sense of confidence as a result of their shifting roles.

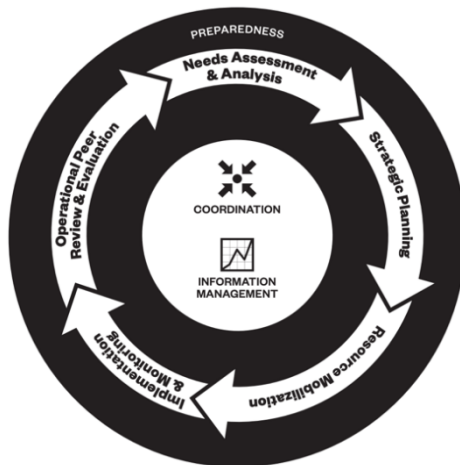
Major gaps identified in the review include:

1. Gender Analysis is required to support more joined-up programming;
2. Operationalizing gender equality and gender-responsive programming;
3. Inclusion in registration by accessing to adequate registration for all asylum seekers and refugees;
4. Meaningful participation and empowerment of persons representing different sex, age and dis/ability groups in decisions about assessment, design, implementation and monitoring;
5. Limited analysis of use of mobile phone and digital technologies which are an increasing aspect of the response;
6. Integration of SGBV prevention strategies, including engaging men and boys, across all areas of programming;
7. Engagement with Women's Rights Organizations (WROs);
8. Financial and human resources for gender equality and inclusion.

In terms of women's empowerment, UNHCR regularly works with women in groups through its offices in various locations. It also facilitates through implementing partners various activities such as women empowerment workshops, self-defence classes led by refugee women and awareness activities within communities that aim to strengthen the prevention of all SGBV types, ensure gender equality and break the stereotypes, reaching 1,367 women and girls in 2019. However, women empowerment activities (including tailored economic empowerment activities and support to establish refugee women led community-based organizations) and empowerment activities for adolescent girls remain major gaps in the Jordan context.

Protection from Sexual Exploitation and Abuse Network [PSEA]

UNHCR Jordan spearheaded the Network on Protection from Sexual Exploitation and Abuse (PSEA Network), established with UNHCR leadership in 2015 to support humanitarian organizations involved in the inter-sectoral refugee response in Jordan in fulfilling their commitment to protect beneficiaries from sexual exploitation and abuse by humanitarian personnel. The PSEA Network is comprised of Focal Points from international organizations and national and international NGOs working to improve awareness, prevention, coordination and oversight on protection from sexual exploitation and abuse and is co-chaired by UNHCR.



Include gender issues throughout the programme log-frames / results-based framework deciding what to do together, realized through coordinated individual action, tracked through an M&E framework that clearly integrates gender.

1. Scope of Work

Sectors nominate among their members Gender Focal Points [SGFPs] to assist the sector coordinators to incorporate gender equality measures into their collective programming. Nominated Sector Gender Focal Points are provided with basic training on gender equality measures within humanitarian action. It is acknowledged that the role of Gender Focal Points is taken on by organization staff with existing workloads (volunteer). This role is a vital contribution to the building of the capacities of sectors to identify the distinct needs of women, girls, boys and men seeking assistance, and tailor strategies and performance indicators appropriately. SGFPs will support the work of the network Strategic Action Plan and review sector's work plans and their ability to operate in a gender inclusive manner.

2. Goals and Objectives

The goal of the SGFPN is to promote gender equality in the refugee response efforts in Jordan by strengthening the technical capacity of gender focal points, increasing inter-sector linkages and improving capacity and knowledge management through the following practical objectives:

2.1. Mainstreaming Gender

- Support the Sector Coordinators within their nominated sector to wear gender lenses when developing their Sector Response Plan which will be monitored and reported on.

2.2. Provide Technical Support within Sector Working Groups Meetings including:

- Advocate for the inclusion of gender issues in intervention formulation and raising relevant gender issues pertinent to sectors interventions;
- Advocate for sector assessments to disaggregate data by sex and age;
- Support the inclusion of gender equality measures as the framework in implementation activities, and monitoring and evaluation;
- Promote inter-sector linkages for gender mainstreaming.

2.3. Capacity Development

- Identify the needs of SGFPs to design capacity building program on gender equality and equity;
- Producing practical capacity building work plan as per the need's assessment findings;
- Conducting training workshops as per the needs of the sectors.

3. Knowledge Sharing and Management

- Sharing knowledge and experiences with the Sector Gender Focal Point Network;
- Enhancing the knowledge and skills of SGFPs to create common understanding on Gender equality and equity;
- Sharing success stories and lessons learned for better planning of sector's work plans.

4. Communication and Visibility

Production of SGFPN visibility materials includes videos (Animation and Documentary) to be produced under the SGFPN during the year 2019 to document the network progress and achievements, as well as, to increase the visibility of the sectors and the inter-sector system. The animation film about refugees' status in Jordan and flash messages on gender engagement. The documentary film documents the activities implemented by the SGFPN and sectors and on all the components and the progress made during the year 2019. The videos could be presented in different national and international UNHCR's events such as the World Refugee Day. Producing a quarterly newsletter aiming to share and disseminate information and to shed the light on network performance.

5. Monitoring and Evaluation

The Inter-Agency Coordination team will be working with partners on the M&E activities to measure the progress made against the sectors work plans. Ongoing monitoring activities will be carried out including measuring Network members and partner's satisfaction and feedback, field visits, Focus Group Discussions [FGD] and post evaluations. Final assessment will be carried out in December 2019 to measure the impact of the implemented activities as per the work plan and the documents findings, lesson-learned and recommendations for planning purposes of the following year. The below monitoring mechanisms will be used to monitor the implementation of the project activities:

- Quarterly Monitoring progress made against work plan;
- Formal monitoring and follow-up on the SGFPN meetings between UNHCR, partners and other stakeholders;
- Gender integration template;
- Follow-up and support by the chair of the Network.

6. Reporting

- Quarterly Progress Report: reports will be submitted according to the Coordination reporting requirements;
- Final report: covering the implementation period January –December 2019;
- Planned activities to be carried out during the year 2019:
 - Performing Needs Assessment Exercise;
 - Capacity Building Training Workshops for the network members on gender related thematic areas;



- Awareness Activities on Gender Concept, Roles and Responsibilities, Access and Control;
- Monthly Coordination Meetings;
- Annual Regional/National events (Conference of the SGFPN);
- M&E Activities.

7. Expected Outcomes

Concrete results to be achieved including:

- Gender focal points have benefited from increased authority in respective sector meetings, especially if they are skilful in leading and coordinating gender mainstreaming and programming targeting refugee women, men, boys and girls within their sector;
- Greater knowledge and skills on gender equality among humanitarian staff due to training initiatives;
- Improved gender equality mainstreaming in refugee response programme design, through support for the correct usage of the Gender with Age Marker in Jordan Humanitarian Funds proposals;
- Development and implementation of impact indicators related to participation and gender equality within the different sectors and sub-sectors;
- Increased documentation and analysis of Sex and Age-Disaggregated Data (SADD) in assessment, monitoring and evaluation, which lead to practical changes in programming.

8. SGFPN Strategic and Management Approach

This section focuses on activities that aims to ensure the best administrative and management systems and practices in the year 2019 and throughout the network activities. The purpose of this section is to ensure the coherence of the intervention in the perspective of achieving the expected results. The principal management approach of this network places emphasis on the active participation of partners and stakeholders in planning and participation of the network activities. This participatory approach will reinforce the principles of UNHCR and partners as they aim to empower vulnerable groups and stakeholders. The participatory approach will also help strengthening the relations between network members through applying participatory planning mechanism to promote a bottom-up/flat approach for network management. It will also facilitate meaningful member's involvement, while ensuring that the network is aligned with the refugee response framework.

9. SGFPN Activities Implementation

9.1. Main Outcomes and Associated Activities

The following describes the main outcomes and their associated activities and implementation methodology.

Intermediate Outcome

Greater knowledge and skills on gender equality among humanitarian staff due to training initiatives.

Output

Increased skills and awareness and clear understanding of network members on gender concept, roles and responsibilities, equity and equality, gender analytical tools.

The following were the planned activities for year 2019 under the above-mentioned outcome.

Activities

- a) Conducting awareness sessions to introduce the concept of Gender, Gender Analysis, Vulnerability, Gender Aware, Gender blind, Sex and Gender perspective;
- b) Regular Network monthly meetings;
- c) Annual event for SGFPN.

Intermediate Outcome

Improved gender equality mainstreaming in refugee response program design, through support for concrete usage of the Gender with Age Marker in Jordan Humanitarian Fund Proposals.

Output

All eight sectors including: Basic Needs, Education, Food Security, Health, Livelihoods, Protection, Shelter and WASH have incorporated Gender with Age Marker in the design of their proposals.

Activities

- a) Orientation and refreshing sessions on Gender with Age Marker;
- b) Producing gender sensitive TOR for intervention proposals;
- c) Training workshops on participatory approach of needs assessment.

Intermediate Outcome

Development and implementation of impact indicators related to participation and gender equality within the protection and education sectors.

Output

Network members are trained in gender, rights and responsibilities, and leadership pertaining to gender equity and equality in the intervention design.

Activity

Network members participate actively and address gender issues to the refugee initiatives.

Intermediate Outcome

Increased documentation and analysis of Sex and Age-Disaggregated Data (SADD) in assessment, monitoring and evaluation, which lead to practical changes in programming.



Output

Improve M&E mechanisms and strengthen Network members' capacities of conducting regular monitoring activities for better implementation and timely decisions.

Activities

- Review and adapt M&E system to ensure gender equality and equity at the network members' interventions;
- Organise training workshops for network members on M&E;
- End year evaluation for the SGFPN by the IACU;
- Annual Event: IACU team members will coordinate an event at the end of year aiming to share the knowledge and lessons learnt with other the eight sectors and primary stakeholders;
- Participation in events: SGFPN shall be promoted through active participation in related events, sharing success stories and lessons learnt.

9.2. Key Milestones and Expected Set of Outputs

The following table demonstrates the milestones / deliverables of project activities during the period January- December 2019.

Output/Activity	Deliverables / milestones	Due date
Intermediate Outcome Greater knowledge and skills on gender equality among humanitarian staff due to training initiatives.		
Output Increased skills and awareness and clear understanding of network members on gender concept, roles and responsibilities, equity and equality, gender analytical tools.		
a) Conducting awareness session to introduce the concept of Gender, Gender Analysis, Vulnerability, Gender Aware, Gender blind, Sex and Gender perspectives.	Awareness sessions report & materials.	Q1, Q2, Q3, Q4 2019
b) Regular Network monthly meetings.	Minutes of meetings and photographs when appropriate.	Monthly basis 2019
c) Annual event for SGFPN.	Press Release, documents, photographs, monitoring reports.	December 2019
Intermediate Outcome Improved gender equality mainstreaming in refugee response program design, through support for concrete usage of the Gender with Age Marker in Jordan Humanitarian Fund proposal.		
Output All eight sectors have incorporated Gender with Age Marker in the design of their proposals.		
a) Orientation and refreshing sessions on Gender with Age Marker.	Trainings ToR, reports of trainings and workshops.	Q1 & Q2 2019
b) Producing gender sensitive ToR for intervention proposals.	Trainings ToR.	
c) Training workshops on participatory approach of needs assessment	Training workshop reports.	Q1 & Q2 2019
Intermediate Outcome Development and implementation of impact indicators related to participation and gender equality within the protection and education sectors.		
Output		



Network members are trained in gender, rights and responsibilities, and leadership pertaining to gender equity and equality in the intervention design.		
Network members participate actively and address gender issues to the sectors initiatives.	Minutes of meetings, photographs, videos, interventions proposal.	Q1, Q2, Q3, Q4 2019
Outcome Increased documentation and analysis of sex and age-disaggregated data (SADD) in assessment, monitoring and evaluation, which lead to practical changes in programming.		
Output Improve M&E mechanisms and strengthen Network members' capacities of conducting regular monitoring activities for better implementation and timely decisions.		
a) Review and adapt M&E system to ensure gender equality and equity at the network members' interventions.	ToR document.	Q1 2019
b) Organise training workshops for network members on M&E.	Training ToR, reports of trainings, workshops.	Q2, Q4 2019
c) End year Evaluation for the SGFPN by the IACU.	Assessment report.	December 2019
d) Annual Event.	Presses release, photographs, video.	December 2019
e) Participation in events.	Note for File [NFF].	
Monitoring and Evaluation activities		
Mid-term review. Final Assessment.	Mid-term review.	Q3 4, 2019
Quarterly monitoring visits and field monitoring missions.	Reports of field visits.	Q1 & Q4 Q3 & Q4
Quarterly reports.	Reports.	June 2019
Annual report.	Reports	December 2019
Annual event.	Presses release, photographs, video.	December 2019

9.3. Gender Equality and Mainstreaming Strategy under the SGFPN Work Plan

Gender equality is a goal that has been accepted by governments and international organizations. It is enshrined in international agreements and commitments. There are many ongoing discussions on what equality means (and does not mean) in practice and how to achieve it. There are global patterns to inequality between refugee women and men. For example, women tend to suffer violence at the hands of their intimate partners more often than men; women's political participation and their representation in decision-making structures lag, resulting that women and men have different economic opportunities; women are over-represented among the most vulnerable; and women and girls make up the majority of people trafficked and involved in the sex trade. These issues – and others – needs to be addressed in efforts to promote gender equality.

Achieving greater equality between women and men will require changes at many levels, including changes in attitudes and relationships, in institutions and legal frameworks, in economic institutions, and political decision-making structures.



The mainstreaming strategy is implemented in somewhat different ways in relation to activities such as research, policy development, policy analysis, programme delivery, or technical assistance activities. The opportunities and processes are different for each area of work. For example, an important challenge and opportunity in technical assistance activities is to identify how gender dimensions are relevant and then to establish a constructive dialogue with potential partners on gender equality issues in defining a research project.

A critical concern is to ensure that conceptual frameworks and methodologies will capture the different and unequal situations of women and men. In addition, the mainstreaming strategy must be adapted to the subject under discussion. The analytic approach and questions asked must be appropriate to the specific concerns being addressed. Clearly, different questions must be asked to understand the gender equality implications of macroeconomic policy, rather than being asked to know policies related to small arms control. The Gender Equality Strategy shall be introduced to partners and key stakeholders such as the Strategy following UNHCR Policy on Gender Equality, aiming to:

- Advance women's equal participation with men as decision-makers in shaping the sustainable development of their societies;
- Support women and girls in the realisation of their full human rights; and
- Reduce gender inequalities in access to and control over the resources and benefits of development. It is also aligned with the Government of Jordan's National Strategy 2016-2030, particularly with the three following specific measures:
 - Establish mechanisms specifically targeted at women to encourage, promote and facilitate their engagement and participation in SGFPN activities;
 - Facilitate dialogue and debate about issues of gender in the eight refugee sectors;
 - Develop mechanisms and programs that overcome cultural and social barriers that perpetuate gender inequalities.

In order to respond to refugee women's specific needs and tackle gender inequalities, the SGFPN and the Inter-Agency Coordination Unit (IACU) will continually support women to become progressively more active in their communities and participate in the intervention's activities. We will also seek to address some existing socio-cultural norms and attitudes concerning women taking leadership roles in different sectors. To achieve the ultimate and intermediate outcomes of the SGFPN, two immediate outcomes are focusing specifically on women's empowerment in the eight sectors of the refugee response in Jordan:

- Increased women's skills in sustainable management of interventions under the main eight sectors and its sub-sectors.
- Increased ability of women to promote gender responsiveness in the intervention's managements and implementation.

These two immediate outcomes will be complementary to achieve goals, i.e. increase refugee women's participation at community level in all sectors and ensure a gender-sensitive intervention management: capacity building of women in all sectors, gender, rights and responsibilities, and leadership pertaining to implementation; community engagement on promoting women's rights and participation in the different sectors by informing women in the communities of their rights and strengthen their capacity to take a leadership role in the sectors; building the organisation capacity and influencing implementing partners to take into account women's specific needs to provide a gender-sensitive management and governance of resources.



The ultimate outcome of the Gender Strategy's Theory of Change, is an increased participation of women in all sectors initiatives and women's specific needs, considered accountability mechanisms which refers to the gender components of intermediate outcomes to achieve this outcome. Women need to be strengthened to actively participate in all sectors and to promote gender responsiveness. The three strategies are used to obtain this result: (i) capacity building, (ii) refugee women engagement, and (iii) influencing. However, refugee women need to be strengthened and be able to promote gender responsiveness.

The gender strategy will be implemented into two phases: the first focusing on building capacities of network members on gender, rights and leadership, to promote refugee women's participation and encourage their leadership in the sectors at community level. The second phase supporting refugee women to raise their voices at community level and among implementing organization to ensure a gender responsiveness. To ensure continuity of women engagement, diversity in terms of age and nationality will also be considered to ensure a better representation of refugee women's needs and interests.

Gender Capacity Building

Under the SGFPN 2019 work plan activities, several refreshing sessions were organized to support the SGFPs additional two refresher sessions on GAM were conducted, one targeted only the SGFPN members and the other also the sector leads each attended by around 20 participants. Over the year, other training sessions were organised focussing on gender mainstreaming and gender analysis which examined: (i) access to and control over resources & benefits; (ii) participation in decision-making; (iii) household, community & wider society; (iv) power relations between different categories of women and men and; (v) factors that influence change over time. In September and October 2019, two training sessions were conducted in Zaatari refugee camp and Mafraq to UNHCR staffs and partners on (i) gender; (ii) gender analysis; (iii) gender equality programming and; (iv) gender mainstreaming aiming to introduce them to gender concepts and equipped staffs with knowledge and tools ensuring that all their interventions under respective sectors ensure appropriate gender equality analysis in their programs, encouraging and supporting staffs in raising gender equality issues in their respective sectors. In October 2019, an orientation session on Gender Mainstreaming and Gender Sectoral Assessment Plan was conducted to the SGFPN covering several topics as (i) women in development over the years; (ii) gender and development; (iii) socialization process; (iv) consequences of assumptions; (v) gender analysis; (vi) increased development effectiveness & efficiency; (vii) empowerment analysis, welfare level and access, and several other key topics. During the same period, the SGFPN coordination conducted Gender Awareness session at the Ministry of Planning and International Cooperation on Gender Integration in Humanitarian and Development Interventions. This training was attended by 35 participants representing MOPIC and other JRP stakeholders (Government, donors, UN Agencies, INGOs and NNGOs).

The first FGD was held with the BAC Boys at District 6 in the camp. Eighteen participants as well as the REF-SGFPN members and the Coaches attended and facilitated the FGD. The participants reflected on the advantages that they gained from their engagement with group interventions. The four main thematic areas covered in the FGDs are as follow:

1. Review & Reflect on their experience (past and present);
2. Strengths & Opportunities on how their capabilities and strengths play a role in the group's success;
3. Integration and Reflections on positive experience;
4. Examining Beliefs and Values questions on how to manage feelings/emotions and those of colleagues? Underpinning values and beliefs for a deeper understanding of the individuals, the team, and our own social construction of meaning.

Outputs of the first FGD

1. Review & Reflect on their experience (past and present)

- They are receiving complementary support of school classes that in case they face difficulties in some topics and in the homework's. BAC Coaches help facilitate resolving these issues.
- They are happy of the support provided by their Coaches in Arabic, English, Math and Science. They got better marks as a result of their participation in TIGER.
- Helping friends, their young sisters and brothers in doing their homework's and explain specific topics in the school curriculum for them.
- They are happy with the teaching tools used by the coaches for e.g. Using Taps and Learning by Playing.
- They teach them on the topics within the school curriculum.

2. Strengths & Opportunities on how their capabilities and strengths play a role in the group's success

They liked more participation in the innovative interventions in District 6 under TIGER for e.g. "With TIGER my neighbourhood Camp is Cleaner". How to live in clean environments and to influence others hygiene practices and to collect garbage for recycling.

They get the opportunity to prepare the lesson with their Coaches ahead of the schoolteachers which helped them in understating well the topics and in getting high marks.

3. Positive Experience

- The average of the participants engagement in TIGER is between 4 month-one year. One of the participants, shared his positive experience with TIGER that he was elected by his colleagues to represent his colleagues in the Student council. He met with the admin staff, shared his colleagues' requests, spoke on behalf of them and made their voice heard.
- In the classes, the most challenging topics for students is English and Math.
- They participated in camp and national contest.

4. Examining Beliefs

- They sense the responsibilities towards their camps and district, they felt that they should help in keeping their camp clean and to ease the load on the scavengers as it's the responsibility of all.
- All boys like about TIGER because they have become more encouraged to communicate with women, girls and men of their community and not being shy of being themselves.
- TIGER program created some of “out of the box thinking”, that is, boys have stopped fighting on which game should they play and now they just choose what game to play by voting.
- No common activities between girls and boys due to school shifts. They helped the girls in the decoration activities to their events.
- Some boys withdraw due to the lack of interest and desires of participating and they get engaged according to their parent well.
- They are aware of friendship concept and differentiate between friends and colleagues. At the beginning, they were colleagues, and then became friends.
- They recommended TIGER to other friends that it helped them build confidence, self-reliance by providing support and not doing the work on behalf of the students.
- The Coaches ensured the good manner and how to respect and not bullying other colleagues.

5. Recommendations

- The participants recommended to have electronic screen and overhead projector rather than the blackboard and chocks.
- To provide them with three containers for recycling project to ease the load on the scavengers and to keep their district clean.
- To provide transportation support that they had to walk for long distance, for example, they walk from district ten to district two.
- To organize trips to visit different interventions.
- They liked their Coaches and hoping to stay with them and not to be replaced with the new one that they built trust with them and they are happy with their coaching style.
- Vocational and computer trainings.
- Science lap.



Photo caption ©UNHCR/Jordan: SGFPN FGDs with BAC Boys in Zaatari Camp, December 2019



The Second FGD was held with the TIGER Girls in the camp at district 6. The FGD attended by 24 participants in addition to the REF-SGFPN members, the Coaches, Zaatari and Mafrq colleagues and another two girls from relief international initiative. It was facilitated by the SGFPN Coordination. Same questions were addressed to the Girls group, the participants reflected on the advantages they gained from their engagement with TIGER Interventions. The four main thematic areas covered in the FGDs are as follow:

1. Review & Reflect on their experience (past and present).
2. Strengths & Opportunities on how their capabilities and strengths play a role in the group's success.
3. Integration and reflections on positive experience.
4. Examining Beliefs and Values Questions How to manage your feelings/emotions and those of your colleagues? Underpinning values and beliefs for a deeper understanding of the individuals, the team, and our own social construction of meaning.

Outputs of the second FGD

1. Review & Reflecting on their experience (past and present)

- One of the girls introduced TIGER initiative in English, her English got improved after joining TIGER. Another girl joined TIGER in the past four years, and she learnt about it from IRD. she had disconnection period with TIGER due to transportation issue and they moved into another district which made it hard for her to continue but she got back again because she likes her colleagues and the Coaches.
- The gain communication skills, range management and how to behave with their families, colleagues and community.
- One of the girls was a very shy person with very limited social life, and her life was focused between school and house. She heard about TIGER from her mother relatives: she gained many benefits from TIGER. She became a notable smart student in the Math and Arabic and became advanced over her colleagues.
- After joining TIGER, they liked their school more and they have new friends.
- Their parents became more supportive to their daughters to participate in TIGER after that they observed the positive changes in their personalities and school marks.
- They are happy with the teaching tools used by the Coaches for e.g. Using Taps and Learning by Playing.
- One of the participants (From Relief International) withdraw from TIGER after three years. She got all possible benefits, and now she needs different support for the high classes.

2. Strengths & Opportunities on how their capabilities and strengths play a role in the group's success

They got confident in their skills and themselves that they can contribute positively to the community. TIGER enhanced their leadership skills. Through TIGER, they participated in other initiatives for example: poetry, painting contest, sports contest, etc.

3. Positive Experience

Another young lady is Taekwondo champion she holds the black belt and won the national and Asian contest. She received training from a Korean NGO. She benefited from life skills training and she recommended it for others.

4. Examining Beliefs

Dropping school during teenage year is common for the girls in the camp. Some of TIGER girls dropped school before joining the program, but now, after joining the program they will never drop school and they are all looking forward to completing their education and to have a chance in joining college. The expression they used was “we know what we do and what we want to become in the future”.

- Early marriage is common in the camp. All TIGER girls are against it and some of them stood against it once or twice after joining the program when they were proposed for an arranged marriage and they are aware of the protection and awareness support provided by the INGs.
- They are aware of friendship concept and differentiate between friends and colleagues. At the beginning they were colleagues then became friends.
- The positive influences on their peers, sisters and brothers and encouraged them to join TIGER.

5. Recommendations

- Illiteracy classes for mothers.
- To keep the same coaches that they managed to build trust with them, and they get comfortable with their facilitating style.
- To provide transportation support that they had to walk for long distance for example they walk from district ten to district two.
- Design Awareness activities targeting parents to support their daughters to continue their education.
- To replicate TIGER into other countries.
- To disseminate the information and progress made by TIGER via social media.



Photo caption ©UNHCR/Jordan: SGFPN FGDs with TIGER Girls in Zaatari Camp, December 2019

BASIC NEEDS SECTOR



The Basic Needs Sector is maintaining a platform for all partners and stakeholders to coordinate their response through information sharing, developing of the needs-based standards and avoiding overlapping of support, providing monitoring of equal access of women, men, boys and girls to assistance. With a focus on the most vulnerable, UNHCR and its partners in Jordan continued to target over 32,000 refugee families living in host communities (approximately 130,000 individuals) for basic needs cash assistance. In 2019, USD 73,912,000 had been distributed as basic needs cash assistance to 186,000 vulnerable refugees who live outside of camps, and for Zaatari and Azraq camps, 51,273 households have been provided with Non-Food Items. Specific gender considerations within cash transfer programming: (i) set-up: gender analysis specific to CTP; Participatory process; Sex- and age-disaggregated data (SADD) and Right targeting; and (ii) implementation: adapted assistance; GBV prevention and mitigation; Participatory approach; Transformative change and Coordination. Over 2019, the Basic needs SGFP worked closely with the refugee SGFPN, Basic Needs sector coordinators and sector members, undertaking several initiatives within the sector of advancing gender mainstreaming. The initiatives included conducting gender priorities, areas of interest, action plans and ways to draw support from the sector working group members. Emphasis was particularly put on working closely with the sector coordinators to regularly discuss, plan and implement gender mainstreaming strategies to promote the SGFPs' activities and the most effective way to implement Gender with Age Marker tool on Basic Needs sector activities. The Basic Needs SGFP has conducted a short survey among sector members to determine priorities of the sector vis-à-vis of gender, strategies to implement the GAM, available resources and potential methodologies. The survey was intended to determine the shared priorities and areas of interest related to gender of members of the Basic Needs Working Group, particularly related to Cash and Voucher Assistance (CVA). The results revealed that the three main priorities areas are as follows: M&E on gender in CVA is ranked priority one, conducting a gender analysis for CVA is ranked as number two and communicating with communities on gender in CVA as priority three. Other five main topics are addressed too by the respondent as follows: session on the Gender with Age Marker as priority four, emerging research on gender in CVA priority five, experiences of coupling CVA with gender transformative programming as priority six, open slot for organizations to present their work on gender in Basic Needs programming as priority seven, and going beyond gender understanding intersectionality in CVA is the number eight. All priority topics have been presented in the BNWG meetings. In 2019, based on the replacement / rotation system, the Basic Needs Sector counted with the support of the SGFP from Education Sector acting as a member of the Technical Review Committee of the Basic Needs Sector during the first allocation exercise of Jordan Humanitarian Fund (OCHA).



Photo caption ©UNHCR/Jordan 2019. Gender in Basic Needs Sector activities is obvious. All refugee's female headed households have the full access to the assistance and markets. This Syrian refugee woman is taking care of her family, using UNHCR cash assistance to cover her family member's needs.

Chair: UNHCR | co-Chair: IOM | SGFPs: AAH & TdH Italy



EDUCATION SECTOR



The Education Sector aims to ensure continued access, equity and quality education in a safe and protective environment for all girls and boys with including vulnerable children, and young people. The Education sector's Interventions can make assistance responsive and fair by addressing gender-based barriers to access so that all girls, boys, women and men can learn; acknowledging respective differences based on gender, together with age, ethnicity, language, disability, and academic level are all part of a learner's identity. The Education sector ensures its structures, systems and methodologies to be sensitive to all girls and boys, women and men while ensuring gender parity in education as part of a wider strategy to advance gender equality in the society. The Sector Gender Focal Points work closely and continuously with each relevant actor from members of the working group, government leads, and local influencers in reviewing to close gender gaps towards eradicating gender-based discrimination, for example, leading the training of all of the sector's agencies on the Gender and Age Marker to support the goal of the network. In 2019, priority has been given to the universalisation of pre-primary education, inclusive education for children with disabilities, and a safe learning environment in line with the Education Strategic Plan (ESP) and the Jordan Response Plan (JRP). The Education Sector continued to support the Ministry of Education (MoE) in areas of systems strengthening and context-pertinent education interventions to provide the most vulnerable boys and girls with holistic quality education across the country. The Learning for All (L4A) campaign continued to engage boys, girls and community members through information sessions, door-to-door visits and media dissemination of key messages related to education. Through L4A, the education partners succeeded in reducing the number of students rejected from school during the registration process. Protection risks such as child marriage and labour, exploitation and harassment remain serious concerns to the protection of girls and boys and cause main barriers to their equal access to education and so the Education Sector Gender Focal Points have worked relentlessly with the relevant parties including Child Protection and SGBV service providers to develop response and prevention modules including advocacy papers to the donors and the international community. Additionally, the education sector was able to reach a total of 89,194 (female 53%) serving them with Learning Support Services (LSS) - previously referred to as Informal Education - 77% of whom in Host Communities, 20% in Syrian camp settings (8% Azraq / 12% Za'atari) and a remaining 3% in ITSs. The LSS served 47% Jordanians / 49% Syrians / 4% Other Nationality. The attendance at these educational sessions comprised of 93% of children who are enrolled in formal schools with the remaining 7% being out of school. Children with disabilities were 2% of the served population. These programmes that enhance their literacy and numeracy skills and prepare them for returning to school. And finally, as teacher development and leadership are key to learning, in support to the Education Sector and efforts with the MoE implementing the ESP regarding capacity building and gender strategy; UNHCR targeted 180 MoE staff including 100 women and 80 men, for Gender Marker Training (curriculum developers, monitoring and evaluation staff, as well as field staff). The Education Sector Gender Focal Point from Relief International, based on the replacement/rotation system in place agreed within the SGFPN members, supported the Basic Needs Sector acting as a member of Basic Needs Technical Review Committee during the 2019 first allocation exercise of Jordan Humanitarian Fund (OCHA).



Photo caption ©MECI/Jordan 2019. Young girls playing their favourite team sport during a physical education class part of the psychosocial support component in MECI's educational model.

Chair: UNICEF | **co-Chair:** SCJ & RI | **Sector Gender Focal Points:** MECI & RI

FOOD SECURITY SECTOR



The Food Security Sector coordinates the food security related activities enhancing its response by information sharing, mapping, identifying gaps and avoiding duplication. Food Security projects can be made responsible and fair by:

- Documenting differences in dietary needs, preferences and restrictions, roles and relationship in food, agricultural and livestock production through to consumption;
- Providing food and agriculture packages, cash-based or other assistance tailored to meet the distinct needs of different groups;
- Ensuring women and men (girls and boys as appropriate) have equal say in decisions affecting the project;
- Monitoring whether women and men (boys and girls) receive fair and comparable benefits from interventions in food, agriculture, livestock, fisheries, and/or livelihoods.

In 2019, WFP provided assistance to 1,142,728 Jordanians and refugees, including 609,315 women and girls. This assistance helped to increase women and girls' access to nutritious food, education, training and employment. WFP prioritised equal participation in livelihood activities by addressing challenges limiting women's participation in the workforce, such as transportation, childcare and nursing hours. Women were provided with higher skilled economic opportunities, such as roles as bakers and supervisors, which provided them with higher pay, and increased their technical and managerial experiences. WFP jointly with UN Women also conducted targeted outreach activities, female-focused job fairs and women empowerment sessions in camps to encourage women participation in cash-based interventions.

A study was conducted to assess the potential impact of introducing cash in camps on the lives of women, men, girls and boys benefiting from WFP's food assistance. The study focused on decision-making, household dynamics, information provision and beneficiary preferences. Contrary to the belief that women preferred food restricted vouchers to cash, the study concluded that the majority of women believed that cash would have a net positive impact on their food security. However, lack of financial and digital literacy was seen to limit their influence over the use of cash.



Photo caption ©WFP/Jordan 2019. Eman, Syrian refugee living in Azraq camp, works at a healthy kitchen to produce meals as part of WFP's School Feeding Project.

Chair: WFP | **co-Chair:** Acted | **Sector Gender Focal Point:** WFP

HEALTH SECTOR

Mental Health, Psycho-Social, Nutrition and Reproductive Health Sub-Sectors



The Health Sector aims to bring together different UN agencies, national and international NGOs, donors and government actors to support the continued provision of essential health services to Syrian refugee, women, girls, boys and men [WGBM]. Health Projects can be made responsible and fair by: describe the specific priorities, needs of and the dynamics that affect women and men, girls and boys in different age groups for emergency health services; and design activities to address the needs, roles and power dynamics at home and in the community that might deprive groups of equal access to health services.

UNHCR provided reproductive health services within the primary healthcare level to Iraqi and other nationalities due to limited affordable access to Ministry of Health facilities. Reproductive health, antenatal care and post-natal care and were available through UNHCR's implementing partner clinics of Caritas. Iraqi and other nationalities received 351 emergency Obstetric referrals throughout 2019. UNHCR continued providing essential healthcare to non-Syrian refugees including primary and emergency life-saving secondary health care, mental health services, vaccinations and life-saving emergency tertiary care. A total of 31,851 primary health services were provided to Iraqi and refugees of other nationalities. Secondary health care referrals were made for 6,801 Iraqi refugees, other nationalities and the most vulnerable Jordanians also benefitted from such services. Non-Syrian refugees do not have affordable access to MOH health facilities at all health care levels. The health sector in Jordan continued facing increasing needs and vulnerabilities with continued demand for services from refugees, a changing population demographic, changing epidemiology of disease and increasing rates of determinants of poor health. Rising healthcare costs, of both services and supplies, also raise issues of sustainable financing mechanisms for this increased demand. The health sector response strategy focused on durable solutions aiming to maintain humanitarian programming and continue meeting the immediate and short-term health needs of individual refugees by increasing equitable access, uptake and quality of secondary and tertiary healthcare for Jordanian and Syrian WGBM in impacted areas. Over 2019, the Health Sector Gender Focal Point (SGFP) worked close with sector coordinators and sector members, participated in two Technical Review Committees of Jordan Humanitarian Fund, followed up separately with applying agencies not meeting standard gender mainstreaming in their proposals. The Health SGFP, shared the GAM tool and the GEMs with MEAL colleagues at IMC. Supported the sector drafting the health sector gender work-plan and presenting it to other gender focal points. Participated coordinating a gender sensitive breastfeeding event in Zaatari Refugee Camp where fathers and brothers were interviewed in groups to reflect their role in supporting a breastfeeding wife or mother. Started planning GAM / GEM training in collaboration with Gender Focal Points of the WASH Sector as part of their 2020 planned activities.



Photo caption ©UNHCR/Jordan/Mohammad Hawari 2019.
Medical facilities in Azraq Camp continually being ensured responding to emergency cases and new births.

Chair: UNHCR | co-Chair: WHO | Sector Gender Focal Point: IMC

LIVELIHOODS SECTOR



Livelihoods interventions enhance the accessibility to employment and the utilization of productive resources which has been affected by the crisis. Targeting women as well as men as income providers has been a flag to almost all interventions in the sector. Livelihoods interventions are usually designed in a way that provides financial literacy, awareness on saving mechanisms, employment legal framework awareness, promoting joint household decision-making in income use, counselling to mitigate potential financial and protection risks related to participating in livelihoods programmes, and counselling on how to retain control over resources and maintain income after the completion of each intervention. Providing child-care services or subsidies as part of Livelihoods interventions is crucial, especially for women considering additional household responsibilities as heads of households.

Through 2019, Livelihoods projects aimed integrating gender equity and equality by designing projects that increase women economic engagement, by linking women to formal job opportunities or by granting them micro-funds to start implementing their own projects/homebased projects. Many INGOs/NGOs plus semi-governmental organizations worked on facilitating women economic engagement by establishing Early Childhood Care and development centres. During 2019 many nurseries and centres were established by Sadaqa initiative, Save the Children Jordan, World University of services Canada, Plan international, Canadian embassy and the NCFA. Additional to the childcare and household responsibilities, the Livelihoods sector has identified the transportation cost/system barrier. The sector is aware that a better transportation system would enhance women participation in the labour force especially. The sector has helped promoting refugees' economic inclusion through effective partnerships amongst relevant ministries, development actors, private sector, UN agencies, international organisations and NGOs, and research institutions and universities, at the country level. Between 2016 and 2019, the Ministry of Labour has issued 176,920 work permits for Syrian refugees, 8,403 of which were issued for women, while 39,784 work permits were registered at the camps. Also, 22 home-based businesses run by Syrian refugees were granted licenses in 2019. In 2019, the Livelihoods Sector has assigned a Gender Sector Focal Point, to ensure the Human Rights Based (HRB) and Age, Gender and Diversity (AGD) approaches are applied in all activities undertaken or supported by the sector. Several coordination meetings took place between the Sector Gender Focal Points and the Sector Coordinators, in order to discuss the reports and statistics of integrating gender in the livelihoods sector, as well as ensuring using the Gender with Age Marker as a mandatory tool to measure integrating gender in the Livelihoods Sector. The Sector Gender Focal Point conducted awareness sessions on Gender with Age Marker to ensure applying it in the livelihood's projects. The awareness sessions took place in SCJ office to SCJ staff. SCJ staff applied GAM on 9 projects from which two of them are livelihoods projects.



Photo caption ©UNHCR/Jordan 2019. Impact of mainstreaming Gender in all livelihoods sector activities, Syrian and a Jordanian lady jointly established their own soap factory business, the entity was registered officially and employs, and number of women from the host community and refugees.

Chair: UNHCR | **co-Chair:** Merci | **Sector Gender Focal Point:** STC

PROTECTION SECTOR

Child Protection and SGBV SWGs



The Protection sector and its sub-sectors focuses on ensuring access to basic rights, including the right to seek asylum and timely access to registration and civil documentation, expanding community outreach/community-based protection mechanisms, mitigating and reducing the risks and consequences of SGBV, while improving the quality of multi sectoral response services, as well as expanding access and reach of services, ensuring that emergency child protection interventions are strengthened and harmonized, and exploring third country resettlement /durable solutions options. The Sexual and Gender-Based Violence (SGBV) sub-Working Group undertakes integrated and enhanced prevention, response and coordination efforts against SGBV by applying a survivor-centred approach. Based on assessments and analysis the SGBV sub-Sector has identified six thematic priorities for its work: early and forced marriages, sexual violence, domestic violence, provision of legal services in accordance with survivor-centred approach, masculinities and vulnerabilities faced by people with specific needs such as people with disabilities and Lesbian, Gay, Bisexual, Transgender, Intersex (LGBTI) individuals. SGBV sub-Sector partners work to increase opportunities for safe and confidential disclosure through expansion of safe spaces providing multi-sectoral services and increased outreach including mobile teams. Disability Task Force priorities for 2019 included: development of referral pathways from protection and rehabilitation to other social services, the proposal to launch SOPs and referral pathways for persons with specific needs, including persons with disabilities and older persons at the Protection Working Group, and updating service mapping for disability specific and inclusive services. UNHCR and through partners and DTF advocated in 2019 actively to engage persons with disabilities in Community Support Committees (CSCs) to ensure their representation. Organizations working with disabilities have been gradually engaged in 2019. During 2019 around 935 non-Syrian Persons with Disabilities (PwD) and 842 elderly benefited. Women and girls are disproportionately affected by SGBV and represent the majority of survivors supported by UNHCR and its partners. Refugees with diverse sex, sexual orientation and gender identity were also exposed to heightened risks of SGBV. Several Quick Impact Projects [QIPs] were designed in a way that considered the age, gender and diversity mainstreaming. All children identified as at risk of violence, abuse and neglect were provided with age and gender specific support, including referrals to specialized services such as including psychosocial support services, individual or group counselling sessions, and identification of durable solutions. Awareness raising was conducted for the community (Women, Girls, Boys and Men) and humanitarian workers during the 16 Days of Activism Against Gender Based Violence Campaign that took place in camps and urban environments. Awareness sessions highlighted the psychological effect of disabilities on children and their families, in addition to the major psychological, social and health impact of child marriage and child labour on the children's life. The Protection Sector Gender Focal Point supported the Protection Sector acting as a member of the Technical Review Committee of the sector during the first allocation exercise of Jordan Humanitarian Fund in 2019 (OCHA).



Photo caption ©CARE/Jordan 2019. Rawaa, a Member of Women's Leadership Council

Chair: UNHCR | **co-Chair:** JOHUD | **Sector Gender Focal Point:** Relief International

SHELTER SECTOR



The Shelter sector aims to provide Syrian refugee women, girls, boys and men with adequate shelter and access to basic facilities and services. In camp settings the sector ensures provision of adequate shelter through distribution of emergency tents or semi-permanent prefab units as well as providing safe and equitable access to gender appropriate sanitation services in camps. Shelter projects can be made responsive and fair by:

- Accounting for differences: describe and count distinct needs, capacities, preferences and satisfaction rates by sex and age;
- Providing shelter solutions, construction materials, cash, technical assistance, information or a combination of these to meet the distinct needs of the affected groups;
- Involving groups in identifying shelter and settlement solutions that meet their basic needs, along with the relevant authorities and responding agencies;
- Measuring whether women and men benefited equally from temporary shelter and settlement solutions, and that they are safe and adequate for all.

In 2019 the maintenance of all camp infrastructures including more than 24,000 caravans in Zaatari and 10,500 transitional shelters in Azraq remained a key priority, to assure constant adequate living conditions for all Syrian refugees who currently live in these two camps

In order to reduce the risk of SGBV and improve the quality of response, UNHCR supported the provision of safe shelter through the Ministry of Social Development (MoSD). Currently, in Azraq, all shelters are connected to a grid under a wheeling scheme and have access to electricity for 16 hours per day under normal conditions. Over 2019, the Shelter Sector continued ensuring that vulnerable Jordanian households and Syrian refugees have improved access to shelter under three specific objectives:

- Sustainable and gender appropriate access to adequate shelter and basic facilities and services provided for Syrian refugee Women, Girls, Boys and Men in camps;
- Provide appropriate shelter and basic facilities and services provided for vulnerable refugee and Jordanian Women, Girls, Boys and Men in host communities;
- Housing markets enabled to meet the needs of all Jordanians and Syrian.

Based on the replacement / rotation system agreed within the SGFPN, the Shelter Sector could count on the Basic Needs Sector Gender Focal Point support acting as a member of the Shelter Technical Review Committee for the first allocation exercise of Jordan Humanitarian Fund (OCHA).

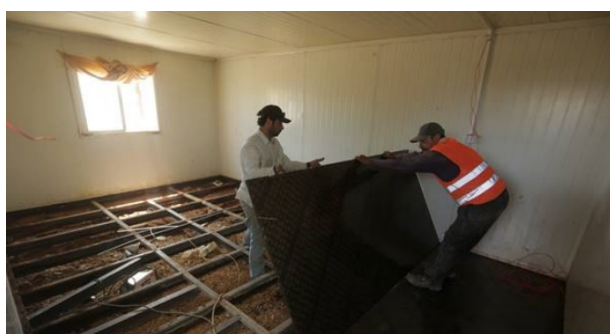


Photo caption ©UNHCR/Jordan 2019. Building Shelter in Zaatari camp.

Chair: UNHCR | **co-Chair:** NRC | **Sector Gender Focal Point:** UNHCR

WASH SECTOR



The WASH Sector aims to provide water, sanitation and hygiene services to the population affected by the Syrian crisis residing in camp and non-camp settings. WASH projects can be made responsible and fair by: consulting affected people separately (by gender and age groups) to understand the distinct local needs, roles and dynamics of the member groups in households; designing programs to match the distinct needs; including women and men, girls and boys in appropriate age groups in the design and review of the project; providing safe and equitable access to gender appropriate sanitation services in camps and reviewing and comparing the distinct benefits for Women, Girls, Boys and Men. The WASH sector continued the provision of life-saving WASH services in camps while progressing in long term sustainable interventions in host communities targeting the most vulnerable. Safe water continued to be delivered in line with international SPHERE and national drinking water standards to over 158,000 people residing in refugee camps as well as the north-eastern border, including over 80,000 women and girls. The operation of the world-class water and wastewater networks in Zaatari Camp marked a milestone providing a more sustainable provision of clean water and safe sanitation to improve the lives of the nearly 80,000 people living there, including 45,000 children while reducing operational costs and service delivery burdens. Access to appropriate and safely managed sanitation systems were also provided to the 115,000 people living in the three refugee camps. Rehabilitation and construction of water and wastewater network projects in vulnerable communities were also supported improving water supply quality and reliability as well as proper sanitation management for more than 76,500 people. In Rukban, UNICEF continued to provide clean water at a minimum of 20 L/person/day to people living at the berm. Efforts for reaching the most vulnerable people in host communities by the sector continued in 2019 including construction and rehabilitation works on water and wastewater networks and WASH in Schools. UNICEF started the comprehensive WASH intervention in vulnerable communities, namely Irbid, Mafraq, AlBadya and AlJiza governorates, reaching 5,881 people, 2,716 of whom are children, with family hygiene kits and 369 people with hygiene promotion sessions. The WASH Sector Gender Focal Point worked close with sector coordinators and members, acting as a member of the Technical Review Committees of Jordan Humanitarian Fund (OCHA). Over 2019, the SGFP contributed actively on the preparation of several key documents, discussions and organized gender training and activities on Gender Mainstreaming for ACTED staffs, both in Amman and field.



Photo caption ©UNICEF/Jordan/AI-Naomi: two girls enjoying clean water on a hot Summer day at Azraq camp, 2019

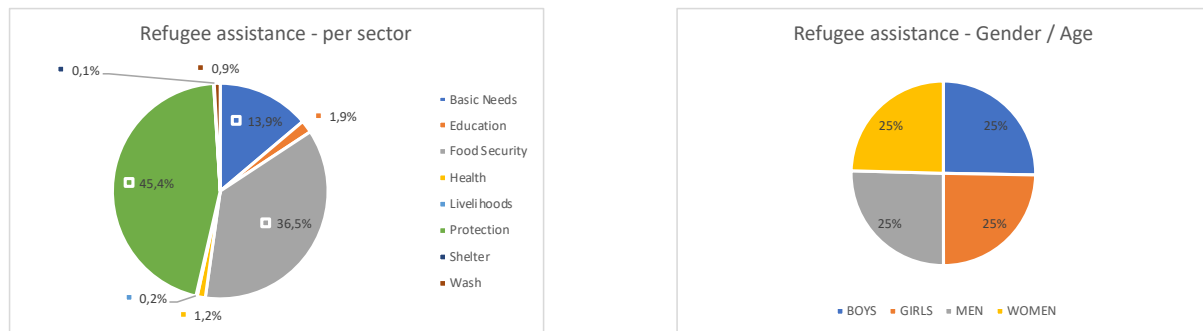
Chair: UNICEF | **co-Chair:** ACF | **Sector Gender Focal Points:** ACTED & Humanity and Inclusion



Sex and Age Disaggregated Data [SADD] 2019

Implementation of the response with gender disaggregation: Women, Girls, Boys and Men

REFUGEE PILLAR

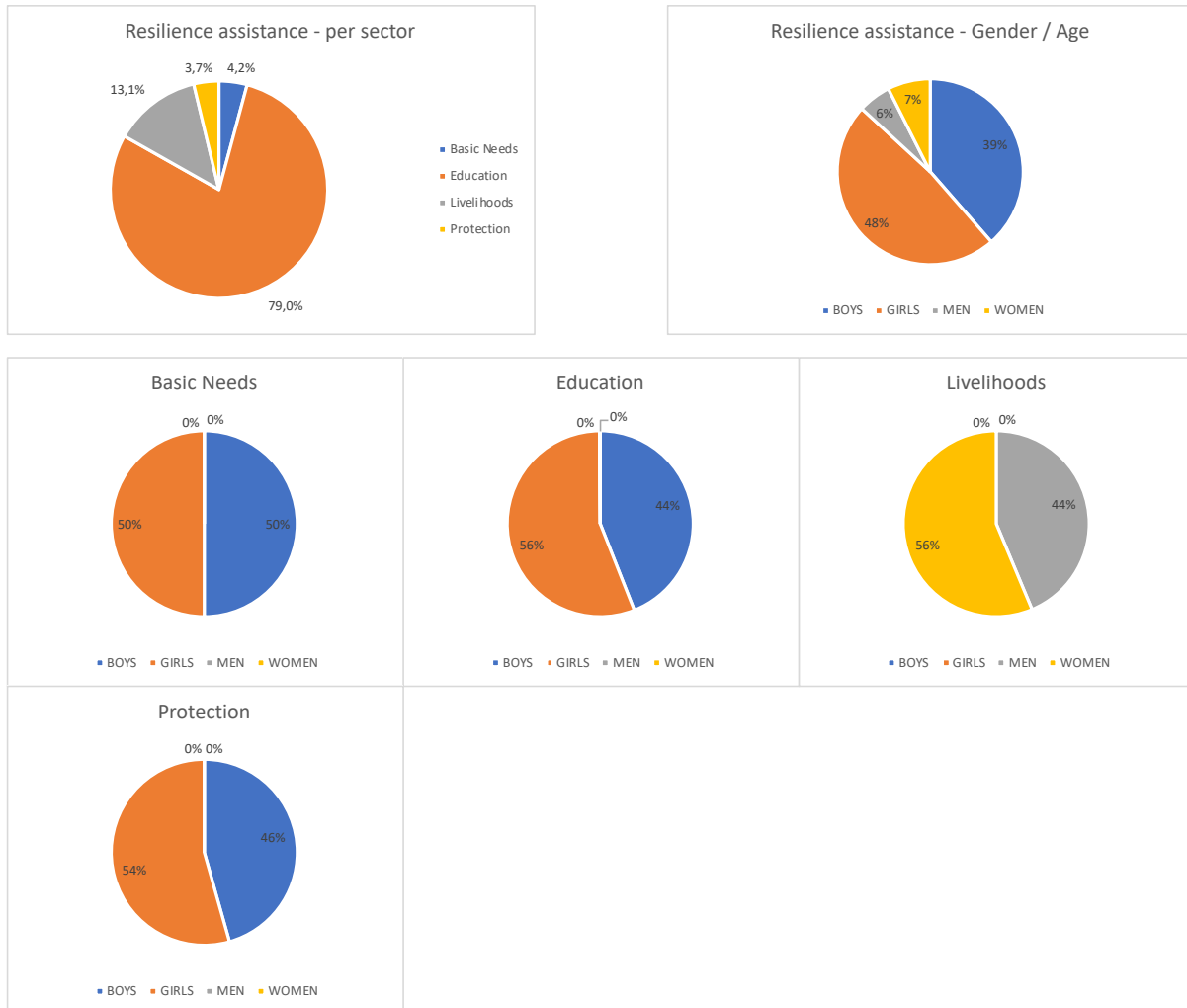


# of assistances provided in 2019									
Gender / Age	Basic Needs	Education	Food Security	Health	Livelihoods	Protection	Shelter	Wash	Grand Total
BOYS	762 556	170 907	1 601 565	40 008	0	2 111 233	4 867	49 198	4 740 334
GIRLS	745 487	180 776	1 542 205	40 568	0	2 056 236	4 709	60 249	4 630 230
MEN	447 943	491	2 194 276	41 099	17 624	2 041 606	3 595	27 175	4 773 809
WOMEN	640 862	1 111	1 502 187	107 338	17 635	2 300 815	4 172	30 977	4 605 097
Grand Total	2 596 848	353 285	6 840 233	229 013	35 259	8 509 890	17 343	167 599	18 749 470

# of people assisted per sector in 2019									
Gender / Age	Basic Needs	Education	Food Security	Health	Livelihoods	Protection	Shelter	Wash	Grand Total
BOYS	63 546	170 907	133 464	40 008	0	175 936	4 867	49 198	637 926
GIRLS	62 124	180 776	128 517	40 568	0	171 353	4 709	60 249	648 296
MEN	37 329	491	182 856	41 099	17 624	170 134	3 595	27 175	480 303
WOMEN	53 405	1 111	125 182	107 338	17 635	191 735	4 172	30 977	531 555
Grand Total	216 404	353 285	570 019	229 013	35 259	709 158	17 343	167 599	2 298 080



RESILIENCE PILLAR



# of assistances provided in 2019					
Gender / Age	Basic Needs	Education	Livelihoods	Protection	Grand Total
BOYS	2 576	42 880	0	2 106	47 562
GIRLS	2 576	54 399	0	2 510	59 485
MEN	0	0	7 033	0	7 033
WOMEN	0	117	9 061	0	9 178
Grand Total	5 152	97 396	16 094	4 616	123 258

# of people assisted per sector					
Gender / Age	Basic Needs	Education	Livelihoods	Protection	Grand Total
BOYS	241	42 880	0	176	43 297
GIRLS	241	54 399	0	209	54 849
MEN	0	0	7 033	0	7 033
WOMEN	0	117	9 061	0	9 178
Grand Total	482	97 396	16 094	385	114 357

Source: ActivityInfo



Appendix 1. List of Acronyms and Abbreviations

AAH	Action Against Hunger [INGO]	MENA	Middle East and North Africa
AAP	Accountability to Affected Populations	MoE	Ministry of Education
ACTED	Agency for Technical Cooperation and Development [INGO]	Mol	Ministry of Interior
ADAPT ACT C	Adapt and Act Coordinating [Framework Tool]	MoPIC	Ministry of Planning and International Cooperation
AGD	Age, Gender and Diversity	MoSD	Ministry of Social Development
AGDM PA	Age Gender Diversity Mainstreaming Participatory Assessment	NFF	Note for File
BAC	Boys Agents of Change	NNGO	National Non-Governmental Organization
CARE	CARE International [INGO]	NRC	Norwegian Refugee Council [INGO]
CashCap	Cash Capacity Advisor	OCHA	United Nations Office for the Coordination of Humanitarian Affairs
CSC	Community Support Committees	PoC	People of Concern
CwC	Communications with Communities	PSEA	Protection from Sexual Exploitation and Abuse
CVA	Cash Voucher Assistance	PwD	Persons with Disabilities
DTF	Disability Task Force	RCM	Refugee Coordination Model
FDG	Focus Group Discussion	RI	Relief International [INGO]
GAM	Gender with Age Marker	SADD	Sex and Age-Disaggregated Data
GBV	Gender Based Violence	SGBV	Sexual and Gender Based Violence
GE	Gender Equality	SGFP	Sector Gender Focal Points
GenCap	Gender Capacity Advisor	SGFPN	Sector Gender Focal Points Network
H&I	Humanity and Inclusion [INGO]	SOP	Standard Operating Procedure
HRB	Human Rights Based	STC	Save the Children [INGO]
IACU	Inter-Agency Coordination Unit [UNHCR]	TDH	Terre Des Hommes Italy [INGO]
IASC	Inter-Agency Standing Committee	TIGER	These Inspiring Girls Enjoy Reading
IMC	International Medical Corps [INGO]	ToR	Terms of Reference
INGO	International Non-Governmental Organization	TRC	Technical Review Committee [JHF]
IOM	International Organization for Migrations	TVET	Technical and Vocational Education and Training
ISWG	Inter-Sector Working Group	UNHCR	United Nations High Commissioner for Refugees
JHF	Jordan Humanitarian Fund [OCHA]	UNICEF	United Nations Children's Fund
JOHUD	Jordanian Hashemite Fund for Human Development [NNGO]	WASH	Water, Sanitation and Hygiene
JRP	Jordan Response Plan	WGBM	Women, Girls, Boys and Men
KII	Key Informant Interviews	WFP	World Food Programme
LGBTI	Lesbian, Gay, Bisexual, Transgender, Intersex	WG-SWG	Working Group & Sub-Working Group
M&E	Monitoring and Evaluation	WHO	World Health Organization
MECI	Middle East Children's Institute [INGO]	WVI	World Vision International [INGO]



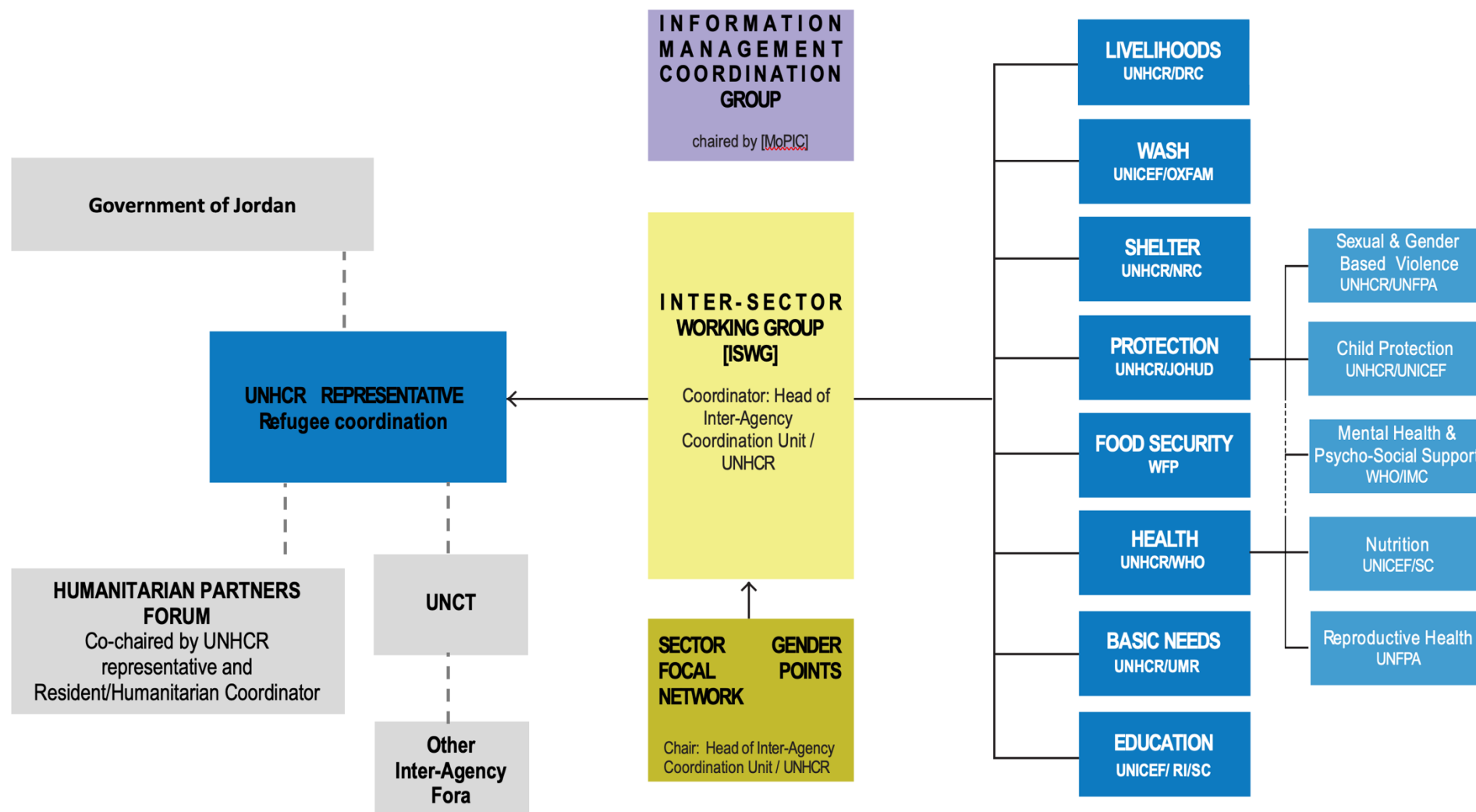
Appendix 2. Glossary of Terms

Age	Refers to the different stages in one's life cycle. It is important for protection programming to be aware of where people are in their life cycle as their capacities and needs change over time. Age influences, and can enhance or diminish, a person's capacity to exercise his or her rights. The protection risks affect an individual differently depending on age.
Gender	Refers to the socially constructed roles for women, girls, men and boys. Gender roles are learned, changeable over time, and variable within and between cultures. Gender often defines the duties, responsibilities, constraints, opportunities and privileges of women, girls, men and boys in any context. Gender equality refers to the equal enjoyment of their rights, responsibilities and opportunities and it implies that the interests, needs and priorities of each gender are respected
Gender Analysis	Gender analysis explores and highlights the relationship between women and men in society, and inequalities in those relationships, by asking: who does what? Who has what? Who decides? How? Who gains? Who loses? When these questions are posed, further ones are asked: which men? Which women? Gender analysis breaks down the divide between the private sphere (involving private relationships) and the public sphere (which deals with relationships in wider society), considering how power relations within the household interrelate with those at the international, state, market and community level.
Gender-Aware	Gender-aware policies and planning recognise that women and men are both actors in societal and economic development, but that the nature of their involvement is determined by gender relations that make their involvement different and often unequal. Such policies recognise that women and men may have different needs, interests and priorities, and that these may sometimes conflict.
Gender-Blind	Gender-blind policies recognise no distinction between the sexes. They make several key assumptions: that men and women have equal access to and control over assets, resources (including time) and decision making; that the needs, interests and priorities of men and women are the same and do not conflict; and that the nature of women's involvement in private and public process is not determined by socially prescribed gender relations and is the same as men. These assumptions lead to a bias in favour of existing gender relations. Similarly, a study or report that recognises no distinction between men and women (i.e. no sex-disaggregation of statistics, no gender analysis) is gender-blind.
Gender Perspective	At the institutional level, a gender perspective means generating strategies for changing the unequal relations of men and women in terms of resources, decision-making and rights.
Diversity	Refers to different values, attitudes, cultural perspectives, beliefs, ethnic background, nationality, sexual orientation, gender identity, ability, health, social status, skill and other specific personal characteristics. While the age and gender dimensions are present in everyone, other characteristics vary from person to person. These differences must be recognized, understood and valued by humanitarian actors in each emergency in order to ensure protection for all affected people.
Sex	Sex refers to the biological state of being male or female. These are unchanging across culture or time and are uniform throughout the human race.
Sex and Age-Disaggregated Data	Sex and Age-Disaggregated Data [SADD] refers to separating information by male/female, required for gender analysis of quantitative data.

Appendix 3: Sectors | Sub-Sectors | Organizations | Sector Gender Focal Points Organizations

Category	Sectors	Leading Organizations	Sector Gender Focal Points Organizations
Inter-Sector	Inter-Sector Coordination	UNHCR	
SGFPN	SGFPN Coordination	UNHCR	
Sectors	Basic Needs	UNHCR	Action Against Hunger & Terre des Hommes Italy
		CARE	
	Education	UNICEF	MECI & Relief International
		QUESTCOPE	
	Food Security	WFP	WFP
	Health	UNHCR	International Medical Corps
		WHO	
	Livelihoods	UNHCR	Save the Children
		DRC	
	Protection	UNHCR	Relief International
		NRC	
	Shelter	UNHCR	UNHCR
		NRC	
	WASH	UNICEF	ACTED & Humanity and Inclusion
		NRC	
Sub-Sectors	Reproductive Health	UNFPA	International Medical Corps
	Nutrition	UNICEF	
		Save the Children	
	Mental Health and Psycho-Social Support	International Medical Corps	
		WHO	Relief International
	Child Protection	UNHCR	
		UNICEF	Relief International & UNHCR
	SGBV	UNHCR	
		UNFPA	

Appendix 4: Coordination Structure [Refugee Coordination Model RCM]



Government representatives are welcomed to attend all sector meetings. The Jordan Response Plan (JRP) is the primary government-led strategic aid coordination in Jordan for both resilience and refugee pillars. This organogram does not cover the JRP structures but only those inter-agency structures designed to address day-to-day operational coordination to facilitate the refugee response.

Appendix 5: 2019 Sector Gender Focal Points Network Work Plan

Key Area	Activities	Expected Output	Q1	Q2	Q3	Q4	Comments
Monitoring & Analysis	Interact with sector coordinators in a monthly basis to advocate for inclusion of gender equality in sector work.	Update on the SGFPN activities and conduct gender-related activities during the monthly Sector Working Group meetings.	X	X	X	X	All SGFPs should request to have SGFPN as a standing item on sector's agenda meetings and have regular meetings with sector coordinators.
	SGFPs openly raise and discuss gender related issues on a regular basis and propose/develop workplan for gender related activities in collaboration with sectors coordinators.	Gender activity plan is produced and endorsed by SGFPN coordinator and members.	X	X	X	X	Monitoring mechanism for the implementation of the workplan is in place.
	Learn how to analyse and review the sex and age disaggregated data (SADD) on the Sector Dashboard.	Attend the sessions provided by the Inter-Agency Coordination Team on the Sector Dashboard and learn how to make good use of the data for gender analysis.	X		X		The SGFPs get familiarized on how to analyse Sector Dashboards.
	Review the SADD on Sector Dashboards for analysis.	Analyse and raise any SADD-related issues to the sector coordinators.	X	X	X	X	The SGFPs should review the monthly data on the dashboard and raise any issues to the sector coordinators if necessary and brief the SGFPN Chair.
	Develop a joint sector Gender Analysis, which will include all the 8 sectors to harmonize and standardize the gender analysis of the sectors having a comprehensive overview.	The outcome of the gender analysis is reflected to the Sector Strategy including the GAM and JRP Comprehensive Vulnerability Assessment.			X	X	The SGFPN hosts a gender analysis workshop and updates the gender analysis.
	Review sector work plan from gender perspective.	All the sectors' work plans have incorporated gender.	X	X	X	X	The SGFPs should work on reviewing their sector workplan to ensure that gender perspective is included.
	Be engaged in the project selection process of the Jordan Humanitarian Fund [JHF] as a member of Technical Review Committee and ensure the application of the gender lenses in the programming.	Humanitarian projects selected by the JHF incorporate the gender perspective.		X		X	The SGFPs are normally in charge of their sector project selection in JHF process. However, it is possible that a SGFP joins other sector's Technical Review Committee in order to avoid a conflict of interest.
Applying Gender with Age Marker	Conduct refresher sessions on the Gender with Age Marker [GAM] for the network.	The SGFPs deepen their understanding on the GAM.	X		X		
	Conduct refresher sessions for sector members.	The SGFPs deliver training for sector members on the GAM.		X		X	The SGFPs conduct the GAM refresher sessions every six months for sector members.
	Support sector to apply the GAM to relevant humanitarian planning and funding documents and promote the engagement of each sector in applying the GAM, which is mandatory from 2019.	All the programme documents have incorporated the Gender with Age Marker differences as key actions, scoring at least 3 or 4 on the IASC GAM.	X	X	X	X	The SGFPs support the sectors to ensure that the GAM is applied accurately.
Capacity Building	Establish a small group to identify capacity building needs of the network and propose detailed training plan for the network.	Training needs are identified, and the detailed capacity building plan is developed.	X				Possible training could include the Gender Equality in Humanitarian Action training, training sessions for SGBV guidelines and trainings on LGBTI. Other possible themes could be Gender Awareness, Advocacy techniques, etc.
	Enhance the understanding of the SGFPs on gender through training on the concept of gender, gender mainstreaming, gender equality and equity, power analysis, etc.	The SGFPs are sensitized on gender concept and gender mainstreaming.	X	X	X	X	The SGFPs have clear understanding on gender and its related topics, such as gender inclusion and mainstreaming.
	Enrich the understanding of the SGFPs on information management, monitoring and evaluation of gender.	The SGFPs are well informed on information management, monitoring and evaluation of gender to conduct data analysis on gender.	X	X	X	X	Information Management sessions took place in the previous years and the SGFPN will continue to provide the training with the SGFPs.
Resource Sharing	Disseminate gender resources and analysis in the SGFPN for sharing and advocacy purposes.	The SGFPs monitor resources in their sector and share relevant information including gender analysis with SGFPN.	X	X	X	X	The SGFPs should be well informed on current developments and guidance on gender in their sector.
	Keep the Data Portal active.	The SGFPs share resources from sectors such as meeting minutes and training modules on gender on the portal.	X	X	X	X	
Coordination	Attend the sector working group meetings regularly.	The SGFPs know the latest discussions in their sector working group meetings.	X	X	X	X	
	Attend the SGFPN meetings regularly.	The SGFPs know activities of the SGFPN and follow up with them in a timely manner.	X	X	X	X	
	Identify SGFP in sector in support of sector coordinators.	The activities of the SGFPN will not be adversely affected by the turnover.	X	X	X	X	The SGFPs should identify and recruit possible new gender focal points to improve capacity within the sector.
	Engage with other relevant networks on gender issues.	SGFPs continues to share their gender expertise.	X	X	X	X	The SGFPs are encouraged to participate in relevant gender forum.
	Keep the contact list updated.	Updated contact list is available.	X	X	X	X	The chair continues to update the list of SGFPN.
	Create induction package for new SGFPs	New SGFPs can quickly understand and adapt to the SGFPN's activities.		X	X		
	Review and update TORs for SGFPN	The SGFPN reflects its updated objectives and responsibilities into the annual work plan.				X	The TORs are reviewed and updated yearly.

Appendix 6. GANTT Chart of SGFPN Activities

The following table shows annual work plan for year 2019. The table also displays the proposed time activities that will be implemented:

			1 January – 31 December 2019											
			Q1			Q2			Q3			Q4		
Long-term Outcome	Immediate Outcomes	Outputs	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Increased knowledge and skills on gender related issues	Intermediate Outcome 2.1.1: Greater knowledge and skills on gender equality among humanitarian staff due to training initiatives	Increased skills and awareness and clear understanding of network members on gender concept, roles and responsibilities, Equity and Equality, Gender analytical tools												
Enhanced quality of programmes appropriately taking into account gender equality mainstreaming	Intermediate Outcome 2.1.2: Improved Gender Equality mainstreaming in refugee response program design through support for concrete usage of the Gender Marker in Jordan Humanitarian fund proposal	All eight scoters have incorporated Gender with Age Marker in the design of their proposals												
Increased participation of women in interventions and management	Intermediate outcome 2.1.3: Development and implementation of impact indicators related to participation and gender equality within the protection and education sectors	Network members are trained in gender, rights and responsibilities, and leadership pertaining to gender Equity and Equality in the intervention design												
Other Project Activities (incl. Monitoring & Evaluation, Audits, Coordination Meetings, Project Events, Reporting, etc.)		Overall Project Mid-term Reviews										June 2019		
		Quarterly monitoring										March, June, Sep, Dec 2019		
		End Year										December 2019		
		Semi-Annual (SAR) and Annual (AR) Narrative Reports										June, December 2019		
		Annual Event, Presses release, Photos, Video										December 2019		

Appendix 7: Risk Register

Risks pertaining to each activity milestone have been identified for year 2019 and then analysed based on the probability of occurrence and effect on the outputs of the SGFPN activities. The analysis has also ranked the risks based on the importance. Risk mitigation actions were thoroughly designed for the first and second-ranked risks.

	Risk Definition	Risk Level	Risk Response strategies	Risk owner
Op 1	Weak reporting on results by partner	Low	<ul style="list-style-type: none"> At the start of the implementation of activities both partners and IACU members will be trained on the Result Based Management [RBM] methodology. Producing a common template on reporting to be used by all Network members. 	UNHCR IACU
Op 2	Turnover of SGFPs	Low	<ul style="list-style-type: none"> At the beginning of the year, the SGFPN requests the information in advance on SGFPs' turnover. 	All Network members
Op 3	Turnover of IACU members	Low	<ul style="list-style-type: none"> IACU members will agree that more than one of them do not take leave during the same period. 	UNHCR IACU
Op 4	<p>Support unit:</p> <p>a. Logistics: Long procurement procedures.</p> <p>-----</p> <p>b. Communication: Delays in producing visibility and promotional materials. Delays in producing printed materials (success stories, interviews) which leading to not meeting the IACU/Network visibility requirements</p> <p>-----</p> <p>c. Meal: Lack of Monitoring, Evaluation and Learning (Meal) activities in the original Work Plan. Absence of allocated budget for Meal activities in the IACU budget.</p> <p>-----</p> <p>d. HR: Long recruitment procedures. High turnover in project staff. Recruitment Failure. Lack of proper handing over between staff.</p>	High	<ul style="list-style-type: none"> Increase awareness of the supported units on the status of SGFPN. Well define roles and responsibilities between IACU and logistics. Clear logistic procedure in plan. <p>-----</p> <ul style="list-style-type: none"> Reflect on importance of meeting the visibility requirements to the UNHCR. <p>-----</p> <ul style="list-style-type: none"> Create Meal activities in the SGFPN Work Plan. Allocate budget to support Meal activities. <p>-----</p> <ul style="list-style-type: none"> Proper Handing over system and procedure in place. Clear and well-defined TOR for recruitment purposes. Increase awareness on the status of IACU. 	UNHCR IACU
Fin 1	Delays in receipt of funding or approvals.	Low	<ul style="list-style-type: none"> Close monitoring of project schedule 	UNHCR IACU
Dev 1	Lack of interest of nominated candidates of partners organization in showing regular attendance in the meetings	High	<ul style="list-style-type: none"> Increase awareness of the network members on gender related issues by Conducting Awareness activities. Build the capacity of network members on gender Equity and Equality and analytical tool. Increase sense of ownership for the network members. Engagement of Key people of network in the planning and implementation of network activities. 	IACU and Network members