



اللجنة الوطنية الأردنية
لشؤون المرأة
The Jordanian National
Commission for Women



اللجنة الوزارية لتمكين المرأة



The Second Jordanian Action Plan for the Implementation of the UNSCR 1325 on Women, Peace and Security 2022–2025



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“Jordan has long supported a collective approach. Since our country was founded 100 years ago, we have worked closely with regional and international partners to support peace, progress and mutual respect worldwide. We know the hardships and difficulties, but we also see the tremendous opportunities to build a better world.”

*—Speech by His Majesty King Abdullah II ibn Al Hussein
At the 76th Plenary Session of the United Nations General Assembly*

22 September 2021



“Peace and security are vital and indispensable for all humanity, women and men alike, and we all have a responsibility to sustain both.”

—Her Royal Highness Princess Basma Bint Talal

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Executive summary

Jordan completed the implementation of JONAP I (2018-2021), which contributed to enhancing women's participation in the security and military sectors. JONAP II (2022-2025) builds on the successes and achievements of JONAP I. The second national plan was designed in line with UN Security Council Resolution 1325 and its nine subsidiary resolutions on women, peace and security, which emphasize the importance of women's effective participation and role in efforts to prevent, resolve and rebuild after conflicts, thus contributing to peacebuilding and peacekeeping.

Developed as a comprehensive framework to promote women's meaningful and equal participation in the maintenance and promotion of peace and security in Jordan, Jordan's first National Plan has seen significant progress. As such, the plan seeks to solidify government and stakeholder commitments on women, peace and security, and increase the meaningful participation of all women in peace, security and peacebuilding, especially those who are most marginalized, such as women with disabilities and refugee women. It also aims to address gender-specific needs and violence against women, including in times of crisis, such as the COVID-19 pandemic and climate change. Similar to the first Jordanian National Plan, the second Jordanian National Plan is based on the four core pillars of UNSCR 1325: participation, prevention, protection, relief and recovery: Engagement, Prevention, Protection, Relief and Recovery. Outcomes from the plan include:

1. Outcome 1: The security, military, diplomatic and justice sectors are gender-responsive and women actively participate at all levels.
2. Outcome 2: Women actively participate in decision-making frameworks to prevent and respond to crises, climate change and emergencies (including natural disasters, pandemics and armed conflicts) and ensure gender sensitivity.
3. Outcome 3: Women and girls in Jordan, especially from marginalized groups, can safely access gender-responsive social protection as well as basic and humanitarian services (including shelter, medical, psychosocial, legal and social protection services).
4. Outcome 4: Schools, media, religious and community leaders, as well as young men and women, promote gender equality and equal opportunities and prevent violence against women, discrimination and violent extremism.

Jordan's second national plan is guided by the principles of inclusive security, diversity, transparency, accountability, decentralization, adaptation to the local context and an enabling environment in line with Jordan's national, regional and international human rights commitments. The plan emphasizes the new linkages between gender, climate and security.

The second national plan was prepared by JNCW in collaboration with the Ministerial Committee for Women's Empowerment and the Higher Steering Committee, with technical support from UN Women and the United Nations Economic and Social Commission for Western Asia (ESCWA). The National Coalition for the Implementation of UNSCR 1325, consisting of 60 members representing the government, civil society organizations, the security sector and international partners, also participated in the preparation of the plan. The Government of Jordan and key national stakeholders have demonstrated their commitment to the implementation of the JNP II through their partial budget contributions, by allocating some funding from their annual budgets to implement the initiatives included in the logical framework in line with each organization's area of work. The JONAP II will support the implementation of all outcomes based on the experience of previous best practices of JONAP I pooled fund program.

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Acronyms

CEDAW	Convention on the Elimination all Forms of Discrimination against Women
CSO	Civil society organization
CDD	Civil Defense Directorate
ESCWA	Economic and Social Commission for Western Asia
GRB	Gender-responsive budgeting
HSC	High-Level Steering Committee
IMC	Inter-Ministerial Committee for Women's Empowerment
JAF	Jordanian Armed Forces
JI	Judicial Institute
JC	Judicial Council
JNCW	Jordanian National Commission for Women
JONAP	Jordanian National Action Plan
JOD	Jordanian Dinar
JRP	Jordan Response Plan
M&E	Monitoring and evaluation
NAP	National Action Plan
NCCAP	National Climate Change Adaptation Plan
NSW	National Strategy for Women in Jordan
PSD	Public Security Directorate
SDG	Sustainable Development Goals
TWG	Technical working group
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNHCR	United Nations Office of the High Commissioner for Refugees
UNSCR	United Nations Security Council resolution
UN-Women	United Nations Entity for Gender Equality and the Empowerment of Women
WHO	World Health Organization
WPS	Women, peace and security
YPS	Youth, peace and security

Introduction

Jordan is one of the leading countries in promoting national plans on women, peace and security. In 2017, Jordan adopted the Jordanian's First National Action Plan 2018–2021 (JONAP I) as a comprehensive framework to strengthen women's meaningful and equal participation in the maintenance and promotion of peace and security in Jordan.

The first national plan was prepared to operationalize UN Security Council Resolution 1325 on Women, Peace and Security and its nine subsequent resolutions WPS.¹ These resolutions underscore the link between women's meaningful and sustainable involvement in efforts to prevent, resolve and rebuild from conflict and fully participate in peacebuilding and peacekeeping. They also call for women's greater participation and leadership in developing strategies to counter violent extremism and terrorism.

JONAP I saw significant progress towards implementing national commitments on gender equality and WPS cemented by the support of the JONAP Pooled Fund Programme.² The United Nations Secretary-General's Report on Women, Peace and Security cited JONAP I as a "good practice [that] includes a dedicated goal on gender-responsive prevention of violent extremism, with funds allocated to its implementation, and is already reporting positive results."³

Key results include:

- An increase in the number of uniformed women in the national security sector, made up of the Jordanian Armed Forces (JAF) and the Public Security Directorate (PSD). Since 2017, the number of women personnel has increased across all Jordanian security institutions by an average of 2.2 percentage points.⁴ In particular, the number of women at the PSD rose from 4.77 per cent to 6.4 per cent and from 6.8 per cent to 9.6 per cent within JAF. The number of women in senior leadership and high-ranking positions has increased from 0.2 per cent to 1.64 per cent within JAF and across departments of PSD from 1.98 per cent in 2020 to 2.3 per cent in 2021.
- Women's representation in United Nations peacekeeping missions has also substantially increased, from an average of 8.65 per cent in 2018 at the beginning of JONAP to 11.5 per cent in December 2021. The percentage of women deployed in peacekeeping rose from 4.3 per cent to 8.5 per cent within the PSD and from 13 per cent to 14.5 per cent in JAF, with notable changes such as the Civil Defense Directorate's (CDD) first-ever deployment of female officers.
- PSD and JAF both endorsed their first Gender Mainstreaming Strategy for 2021–2024 as a key component of the security sector's strategies, policies and operations. PSD and JAF also approved a Strategic Training Framework for Gender Advisers and Gender Focal Points to be integrated in security sector national training centers.

1 UN-Women (n.d.). Global Norms and Standards: Peace and Security. Available at https://www.unwomen.org/en/what-we-do/peace-and-security/global-norms-and-standards#_WPS_resolutions.

2 The JONAP Pooled Fund Programme was launched in 2019 and is supported by Canada, Finland, Norway, Spain and the United Kingdom.

3 United Nations, 2021. United Nations Secretary-General's Report on Women, Peace and Security, S/2021/827.

4 Jordanian National Commission for Women (JNCW), 2022. Activity Info for JONAP online M&E.

- PSD and JAF officers gained experience and exposure during the COVID-19 pandemic in responding to an increased number of medical, domestic violence and broader policing and security-related issues.
- The Jordanian National Commission for Women (JNCW) conducted a mapping of institutions that provide multi sectoral services for women survivors of gender-based violence and disseminated it on social media and national media platforms/outlets.
- The female allocation in the national budget consists of 30.4 per cent in 2022, compared to 30.3 per cent in 2021.⁵ This slight increase demonstrates the continuous prioritization of the female allocation in the national budget planning process, which is also a result of the significant contribution of the use of gender-responsive budgeting (GRB) by institutions. Four relevant ministries (Education, Health, Labor and Parliamentary and Political Affairs) applied gender analysis tools and gender indicators in budget planning through the technical support and capacity-building provided by the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women).
- Jordanian women, including refugee women, have increased access to the gender-based violence hotline and online services, psychosocial assistance, legal advice and shelter.
- Women's representation in the judiciary has significantly increased. Women judges represented 28 per cent of the sector in 2021 in comparison with 19 per cent in 2017.⁶
- The Judicial Institute (JI) and Judicial Council (JC) strengthened the gender responsiveness of their services and integrated gender-sensitive communications training in the national curriculum for judges' training via the newly established Judicial Committee on Gender and Justice. Since 2020, 359 justice professionals, including 192 judges, 52 staff and 62 students of the JI, as well as 53 prosecutors and staff of the Ministry of Justice improved their gender-sensitive communications and stress-management skills. The JC also adopted a training curriculum for personnel involved in domestic violence trials and law enforcement personnel.
- Social media and communications campaigns around JONAP have been effective, particularly for challenging harmful social norms and stereotypes around women, peace and security. Under the JONAP National Communications and Advocacy Strategy, media coverage of women in peace and security experienced a 10 per cent increase; men's support for women working in peace and security increased by more than 5 per cent and women's support has increased by more than 9 per cent.⁷
- The Ministry of Education and National Center for Curriculum Development adopted the first national tool for the development of a gender-sensitive curriculum with technical support from UN-Women and the United Nations Educational, Scientific and Cultural Organization (UNESCO).
- A robust online monitoring and evaluation (M&E) system (Activity Info)⁸ was launched. The system strengthened the skills and knowledge of JONAP national partners in monitoring, reporting and accountability, and was instrumental in documenting achievements under JONAP I.
- Survivors of violence are now informed and aware of how to report incidents and request gender-based violence services. According to PSD data, gender-based violence reporting increased 44 per cent in 2021 compared to 2018. In 2021 alone, at least 132 PSD and Ministry of Social Development staff (including police and social

5 The total national budget for 2022 is JOD 10,668,232,000, and the female allocation is 3,248,267,065; General Budget Department – Law No. (2) For the Year 2022, General Budget Law for the Fiscal Year 2022.

6 Judicial Institute, 2021.

7 Advise, 2020. End line survey, January.

8 Activity Info is an online web-based M&E system managed by JNCW with support from UN-Women to support JONAP partners to collect and report data related to the implementation of JONAP.

workers) as well as 398 judges, prosecutors and notaries received specialized training and skills on how to handle gender-based violence.

There are also many lessons to be learned and applied from JONAP I, such as the importance of:

- Working across various sectors, including the security sector, to create more leadership roles for women.
- Working across various ministries, including the Ministry of Social Development and others, to mainstream gender equality in the context of women, peace and security.
- Forming smart partnerships with civil society and women's organizations to deliver gender-sensitive services.
- Taking into account the needs of all Jordanians, including those most marginalized.
- Including young people as well as men and boys in efforts to mainstream gender equality.
- Working with the educational sector to revise and reform curricula to portray a more gender-inclusive perception of girls' and boys' roles.
- Working with the judicial sector to train judges and related personnel on handling gender-based violence cases in a fair, just and transparent manner.
- Harnessing the influence of the media to convey these messages of equality, diversity and inclusion.

In the present Jordanian National Action Plan (2022–2025) (JONAP II), Jordan seeks to build on these lessons and successes, and to renew and further expand its commitment to women's participation at all levels of decision-making related to women, peace and security, and peacebuilding. It does so based on its belief that empowering women at all levels of decision-making and participation is instrumental to achieving more inclusive and sustainable peace and security. Jordan focuses on the inclusion of all women, including young people, members of civil society organizations (CSOs), refugees and persons with disabilities, and in the context of the present COVID-19 pandemic and its aftermath, including economic and health insecurities and widespread incidence of gender-based violence.

These efforts are bolstered by the robust women's human rights national frameworks in Jordan, such as the National Strategy for Women (2020–2025), Gender Mainstreaming Policy and Jordan Response Plan for the Syria Crisis 2020–2022 and the Comprehensive National Plan for Human Rights (2016–2025). Together, these national frameworks create an enabling environment and strengthen the strategic partnerships necessary to facilitate women's active involvement in identifying and addressing their security-related needs while reinforcing the four pillars of UNSCR 1325 (of participation, prevention, protection and relief and recovery).

A. Context

It is important to take the Jordanian sociopolitical context into account as a backdrop for the implementation of JONAP II. Present-day realities on the ground pose challenges for the environment in which JONAP II will be implemented.

1. COVID-19 pandemic

The year 2020 witnessed a sharp increase in the spread of the Corona pandemic. By the end of 2020, the number of people infected with the Corona virus and its variants worldwide reached 70 million, of whom about two million people died⁹. To date, Jordan has recorded 1,746,997 confirmed cases of the emerging corona virus, not to mention 14,122 deaths, according to the website of the Jordanian Ministry of Health, which is the official body and reference for statistics related to the Corona crisis. It has had wide-ranging social and economic consequences. The provision of services was disrupted, and all economic, health and personal risks increased.

Women have been particularly and uniquely impacted by the pandemic. The incidence of gender-based violence and domestic violence have risen sharply during the pandemic. Domestic violence reporting increased by 33 per cent during the March–April 2020 quarantine, with a total of 1,534 cases reported. The crisis and confinement measures have resulted in an increased risk of violence in the household, as well as food and economic insecurity. Refugee women and women in rural areas are struggling to access services and information. A rapid assessment of the impact of the COVID-19 crisis on vulnerable Syrian refugee and Jordanian women conducted by UN-Women Jordan in September 2021 found that the quarantine in Jordan put women at heightened risk of household violence, food insecurity and economic insecurity, with the risk of physical and psychological violence increasing in tandem with household size.¹⁰

Another significant consequence of the pandemic has been the reduction of steady income sources. Here too, women have been disproportionately affected, both by losing jobs and having to take on a disproportionate amount of household responsibilities, as children stay home from school and adults stay home from work during extended lockdowns, leading to more domestic work in terms of cleaning and feeding the family and caring for children. Men have also lost jobs, adding financial pressure to the household, and creating possible feelings of inadequacy due to their inability to financially support the household. These factors act as stressors and increase risk factors for domestic violence.

The Jordanian government and CSOs have been adapting their approaches to meet these challenges. Select services, such as limited medical consultations, have gone online and outreach efforts have specifically targeted affected communities. The JONAP I framework has been credited with playing an important role in the successful Jordanian COVID-19 Emergency Response Plan, one of the first in the region and globally to include gender-responsive measures to the crisis. Front-line security sector and health care workers – and women among them in particular – have played an important role in the COVID-19 response and in service delivery. The framework has been credited with shaping responses, monitoring progress, measuring effectiveness and involving a wide range of stakeholders – such as civil

⁹ World Health Organization, 2020. Coronavirus dashboard [data updated December 11, 2020].

¹⁰ UN-Women, 2021. *2021 Assessment of the Impact of COVID-19 on Vulnerable Women in Jordan*, September. Available at <https://jordan.unwomen.org/en/digital-library/publications/2021/2021-assessment-of-the-impact-of-covid-19-on-vulnerable-women-in-jordan>.

society and women’s organizations – in the area of peace and security, particularly in times of fragility.^{11,12} Nonetheless the COVID-19 pandemic continues to create unique and challenging conditions for an enabling environment within which to effectively fulfil the target goals and outcomes of JONAP I and II.

2. Refugee crisis

Given that it ranks among the countries hosting the largest proportion of refugees in relation to its population in the world, Jordan is committed to providing support to refugees on its territory. Jordan hosts more than 1,360,815 refugees registered and not registered with the United Nations ¹³(763,238 registered refugees) and (687,577 unregistered refugees), and about 81.7 percent of the refugees registered with the United Nations in Jordan live outside the two official refugee camps¹⁴, residing mainly in urban and rural areas in the northern governorates inside Jordan¹⁵.

This refugee population faces unique challenges from barriers to accessing services to earning a basic living, in addition to the psychological stresses of displacement.¹⁶ In situations of displacement, women and girls are especially vulnerable to increased risks of sexual, physical and psychological abuse, yet have limited opportunities to access safe spaces or social services.¹⁷ Refugee women in Jordan were the focus of a UN-Women rapid assessment on the impact of COVID-19 on vulnerable and marginalized Syrian refugee and Jordanian women in 2020, which found that quarantine measures had put women at heightened risk of gender-based violence, including domestic violence.¹⁸ Pillar three of JONAP, on the provision of gender-sensitive humanitarian services even in the face of COVID-19, provided a needed framework within which to overcome some of these challenges posed by the pandemic.

Refugees too are one of the select focus areas of JONAP II (2022–2025). The commitment of Jordan to its refugee population is further evidenced by the Jordan Response Plan to the Syria Crisis 2020–2022, a national comprehensive

11 See remarks by high-level officials at the 20th anniversary commemoration of UNSCR 1325 on women, peace and security, hosted by JAF and PSD, in Amman, Jordan in October 2021.

12 UN-Women/United Nations Development Programme (UNDP) COVID-19 Global Gender Response Tracker <https://data.undp.org/gendertracker/>, which highlighted Jordan as having among the highest number of gender-responsive measures back in 2020. Numbers have since been updated and proportions may have changed.

¹³ UNHCR, 2020. “UN High Commissioner for Refugees concludes visit to Jordan with call for solidarity in light of the COVID-19 pandemic,” September. <https://www.unhcr.org/en-us/news/press/2020/9/5f60a7524/un-refugee-chief-concludes-jordan-visit-call-solidarity-amid-covid-crisis.html#:~:text=Jordan%20currently%20hosts%20around%20750%2C000,its%20longer%2Dterm%20economic%20impact>.

¹⁴ There are two official Syrian refugee camps in Jordan, the Zaatari camp in northern Jordan hosting 80,000 refugees, and Azraq camp, located in northeastern Jordan, which hosts around 38,000 refugees. <https://www.unhcr.org/jo/refugee-camps#:~:text=Jordan%20is%20home%20to%202a,north%2Deast%20of%20the%20country>.

¹⁵ Jordan Task Force on Gender-Based Violence Incidents Information Management System, 2019. *Annual Report, 2019*. <https://reliefweb.int/sites/reliefweb.int/files/resources/75705.pdf>.

16 UN-Women, 2013. *Inter-agency assessment Gender-based Violence and Child Protection among Syrian refugees in Jordan, with a focus on Early Marriage*, p. 2.

17 Ibid., p. 2.

18 UN-Women, 2020. *Rapid Assessment of the Impact of Covid-19 Vulnerable Women in Jordan*, April. Available at <https://jordan.unwomen.org/en/digital-library/publications/rapid-assessment-of-the-impact-of-covid19-on-vulnerable-women-in-jordan>.

coordinated response framework that addresses the needs of Syrian refugees and vulnerable Jordanians impacted by the Syrian crisis.

3. Preventing violent extremism

Preventing violent extremism was one of the priority pillars of JONAP I, given the global and regional socioeconomic context at the time of its drafting and adoption (2017–2018). Precipitated by conflict and war in the region, violent extremism was on the rise, which led to terrorism and an increased number of refugees from the Syrian Arab Republic and other neighboring countries. Women and girls experience violent extremism differently, including in the context of their health, education and participation in public life, as underscored by UNSCR 2242 (2015). Women are often the direct targets of terrorist groups, which use sexual and gender-based violence – such as rape, sexual exploitation, sexual slavery, forced and early marriage and human trafficking – as strategic tactics of intimidation and power.¹⁹

Preventing violent extremism remains a priority issue in JONAP II, as the threat of violent extremism remains ever-present. Jordan is committed to addressing the underlying causes of violent extremism and better understanding women’s roles on both sides of it.²⁰ JONAP II is based on promoting a culture of peace, non-violence, acceptance, tolerance and diversity across Jordan as a means of preventing and combating violent extremism. Both structural and gender inequality serve to destabilize communities and exacerbate their vulnerabilities to violent extremism. Engaging a wide array of stakeholders – such as civil society, young people, men and boys and religious and community leaders – has also proven effective in preventing violent extremism. Previous successful efforts have included working with men and boys to better understand what drives them to violent extremism and to sensitize them with messages of gender equality and positive male masculinity.

Supporting women’s equality and empowerment in this way will strengthen individual and community resilience to violent extremism and reduce violence, especially against women. It will also maximize women’s positive and active roles as agents of change in securing peace and stability and help to reduce violent extremism within their communities.

B. Methodology

JONAP II is the result of a consultative and participatory process. Through the support of UN-Women and the Economic and Social Commission for Western Asia (ESCWA), JNCW conducted a rapid evaluation of the implementation of JONAP I (2018–2021) to identify the progress achieved, opportunities, lessons learned and challenges faced during the COVID-19 pandemic in particular, so as to highlight national priorities and pave the way for national and regional consultations. The evaluation focused on three main focus areas: (a) comprehensive security; (b) crisis and conflict management; and (c) social norms and attitudes.

In this vein, 15 national and sub-regional consultations (online and in-person) were held during September and October 2021. The consultations aimed to collectively assess JONAP I and identify key components that need to be

19 Economic and Social Commission for Western Asia (ESCWA), 2020. “Policy Brief: A Gender-Informed Approach to the Prevention of Violent Extremism in the Arab Region.”

20 See pillar on women and children in the Jordanian preventing violent extremism NAP.

addressed in JONAP II. These consultations were held with a wide array of stakeholders (244 representatives: 204 females and 40 males) including members of the security sector (e.g., PSD and JAF), government ministries (justice, education, religion), CSOs, academia, media, environmental groups, youth groups, persons with disabilities and refugees from various governorates.²¹ The outcomes of these national consultations serve as the basis for JONAP II and its national priorities.

JNCW, with support from UN-Women, organized two drafting workshops in December 2021 and February 2022 to develop the indicators for JONAP II as well as a costing workshop in March 2022. They featured the participation of members of the Technical Working Group of the 1325 National Coalition (an advisory group comprised of stakeholders from the security sector, ministries and civil society organizations), as well as relevant stakeholders from outside the coalition.

21 There are 12 governorates in Jordan: Ajloun, Amman, Aqaba, Balqa, Irbid, Jerash, Karak, Ma'an, Madaba, Mafraq, Tafilah and Zarqa.

1. The Jordanian National Action Plan to implement UNSCR 1325 and its target outcomes

A. Pillars

JONAP II, like JONAP I before it, is founded on four pillars: participation, prevention, protection and relief and recovery, derived from United Nations Security Council resolution 1325 on women, peace and security. The four pillars are thus based on the premise that women's participation at all levels, from the community level to high-level decision-making processes, along with their contributions to issues of security, economic recovery, governance, justice sector reform, peacebuilding and conflict prevention will improve the chances of attaining sustainable and long-lasting peace.

Reaffirming the important role of women in the prevention and resolution of conflicts and in peacebuilding and stressing the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution.

Recognizing that an understanding of the impact of armed conflict on women and girls, effective institutional arrangements to guarantee their protection and full participation in the peace process can significantly contribute to the maintenance and promotion of international peace and security.²²

The pillars call for:

- **Participation**, urging Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management and resolution of conflict.
- **Prevention**, reaffirming the importance of promoting women's equality and empowerment and the inclusion of women in efforts related to resolving and maintaining peace.
- **Protection**, including ensuring the accessibility and availability of services to women that focus on their overall well-being, including in emergency and humanitarian situations, such as in refugee camps.
- **Relief and recovery**, stressing that recovery efforts should be equally accessible to women and that women and gender perspectives should be incorporated into relief and recovery efforts and planning.

22 S/RES/1325.

Beyond the four pillars, the resolution calls on all parties to take special measures to protect women and girls from all forms of gender-based violence – particularly rape and other forms of sexual abuse – in situations of armed conflict. The above concepts are especially relevant and applicable in the context of Jordan, which has endured long-standing crisis, conflict and an influx of refugees within its territory. Jordan is committed to advancing the implementation of UNSCR 1325 and women’s full and equal participation in peacemaking and peacebuilding towards sustainable peace.

B. Principles

The following principles form the cornerstones and foundations upon which JONAP II is built:

- **Comprehensive security:** The meaning of security in the context of women, peace and security goes beyond the traditional, narrower understanding of security itself comprised of the security and military sectors. It includes a more expansive and holistic meaning of security encompassing personal, social, environmental, and economic and health security as well as safety from violence, human trafficking, etc. Comprehensive security too must necessarily encompass a gender lens and a gendered understanding of security that takes into account women’s needs and realities.
- **Diversity, inclusion and accessibility:** Diversity takes into account intersectional identities that help shape personal and shared realities, such as age, gender, race, disabilities, ethnicities and national status. Inclusion ensures that there is an enabling environment such that each person feels welcome, heard, valued and supported to help facilitate people’s full and equal participation. This notion of diversity and inclusion also speaks to the need to ensure that programmes are made *accessible* for all, across differing abilities, languages, locations, economic and nationality status throughout Jordan. It rests on the principle that *no one is left behind* – the approach at the heart of the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs) – particularly to ensure that the poorest and most marginalized are not forgotten.
- **Transparency and accountability:** Transparency relates to decisions and processes being conducted in an open and public manner, ensuring that information related to these decisions is easily and widely accessible to all. Accountability refers to people being answerable for decisions taken, and to there being a mechanism for redress, dialogue and inquiry, should there be such a need or desire.
- **Decentralization and localization:** This principle refers to the power, management and centers of decision-making extending beyond the central seat of government in Amman, to more outlying areas and governorates throughout Jordan. Localization refers to priority-setting, programmatic implementation, governance and outreach stemming from local authorities and organizations with the closest ties to the community.
- **Enabling environment:** There is a need to have in place the proper elements to achieve and maintain the stated outcomes and goals, create an environment that is supportive of gender equality and establish meaningful leadership and participation in peacemaking and peacebuilding. The principle requires having the necessary resources, legislation, support, mindsets and infrastructure in place to achieve and sustain such a meaningful change. It also calls for effectively identifying and addressing constraints to women’s full and equal participation at all levels of decision-making.

C. Focus areas

JONAP II will pay particular attention to and focus on the following areas in the implementation of its four-year action plan:

- **Inclusion and participation of all:** Implementation of JONAP II will ensure that all women, including young women, women with disabilities, refugee women, urban/rural women and those who are otherwise vulnerable and/or marginalized will be included in its design, management and implementation strategies. The needs and realities of men and boys, as both allies and beneficiaries, will also be included. Such an approach is rooted in the diversity, inclusion and accessibility principles elaborated above.
- **Gender-based violence:** JONAP II will focus in particular on ensuring the availability of gender-sensitive services to all women in humanitarian and conflict settings, including refugee women. It will also focus on gender-based violence prevention programming, which involves working with the community to foster equal cultural norms around gender equality.
- **Gender equality, climate and security:** JONAP II will focus on the new dimensions of gender, climate and security and their interlinkages, alongside women’s meaningful participation in planning and decision-making processes. Across countries, gender inequality, state fragility and climate vulnerability present challenges to the well-being of communities and the ecosystems upon which they depend. The issues and underlying causes of gender inequality, state fragility and climate vulnerability are highly complex and context specific.²³
- **Partnership and collaboration:** JONAP II will prioritize fostering strong partnerships with various different groups across Jordan in the implementation of its action plan. This includes establishing strong relationships with community and women’s groups and organizations, and with local and regional government entities. This is part of the decentralization and localization principle described above.

D. Outcomes

Outcome 1: The Jordanian security, military, diplomatic and justice sectors are gender-responsive and women actively participate in them across all levels

In order to attain meaningful and sustainable peace and security, it is imperative that the Jordanian security, military, diplomatic and justice sectors are gender-sensitive and responsive to the needs of all women, including those most marginalized. This will require sustained sensitization training and/or support from the highest levels of government and leadership.

It is equally important that women themselves are able to establish and maintain their presence at all levels of decision-making in these various sectors. This will require targeted capacity-building on women’s empowerment and leadership training for women beneficiaries and continued support once they attain leadership positions. It will also require providing the necessary structural support to women, such as on-site day cares and nurseries. Men, too, need gender-sensitization training, so that they can better appreciate the vital role women can play in the attainment and

23 United Nations Environment Programme, UN-Women, UNDP and UNDP/PA/PBSO, 2020. “Gender, Climate and Security: Sustaining inclusive peace on the frontlines of climate change.”

maintenance of peace and security. As men increasingly come to view women as equal partners, this will open doors for further inclusion, self-fulfillment and retention of women at all levels of peace and security efforts.

Doing the above will result in an environment that prioritizes the agency of women, rather than viewing them simply as objects and recipients of targeted initiatives. This will also result in more gender-responsive policies, strategies and plans being adopted and implemented by the Jordanian military, diplomatic and justice sectors. It will create a supportive environment for the advancement and leadership of women in various sectors. Women will be given equal opportunities to participate and lead in peacebuilding and peacekeeping operations, diplomatic missions and mediation, negotiations and conflict resolution at the national, regional and international levels.

Outcome 2: Women actively participate in decision-making frameworks for prevention and response to crises, climate change and emergencies (including natural disasters, pandemics and armed conflicts) and ensure the consideration of gender needs

Times of crisis and emergencies, including natural disasters, climate change, pandemics and armed conflicts, call for comprehensive gender-sensitive response plans. These response plans should be in place beforehand, with clearly identified steps, referral pathways, beneficiaries and funding streams. They should not be merely reactive (adaptation) but also preventative such as in instances of mitigating environmental disasters or crises through investment in renewable energy and agricultural self-reliance.²⁴

Women's needs must be considered and included as the beneficiaries of these plans, including women with disabilities and vulnerable or otherwise marginalized women, such as refugee women, or women living in remote or rural areas. Special care must be taken to ensure that services are accessible to all women, including those with multiple disabilities.

Crisis response plans must address the impacts of crises, emergencies and climate change beyond merely the immediate physical, social and medical needs of women. They should take into account the foreseeable economic fallout from such crises and the rise in gender-based violence during times of crisis due to myriad factors, such as increased stressors that act as triggers for gender-based violence.

Women must not only be seen as the beneficiaries of these plans but must also play an active role in the design, management and roll-out of the plans themselves. Smart partnerships and collaborations between government and civil society organizations, with their strong presence and ties to the community, should be encouraged in the development, coordination and implementation of crisis and emergency response plans.

Women and marginalized groups should be supported and promoted to meaningfully participate in national-level climate change policy and planning processes. Women's organizations and networks should also be supported in their advocacy efforts to address climate-related security risks.

24 In the context of climate change, *adaptation* is the process of adjusting natural or human systems in response to current and expected impacts of climate change, by maintaining or increasing resilience, through increased ability to adapt to or absorb climate change stresses, shocks and variability and/or by helping reduce exposure. Meanwhile, *mitigation* means promoting efforts to reduce or limit the impact or effects of climate change, to a level that prevents dangerous anthropogenic interference with the climate system.

Outcome 3: Women and girls in Jordan, especially from marginalized groups, can safely access gender-responsive social protection as well as basic and humanitarian services (including shelter, medical care, social protection and psychological and legal services)

Gender-sensitive humanitarian services must be made available and accessible to all Jordanians, especially vulnerable and marginalized women and girls. Women suffer from increased and disproportionate sexual abuse and sexual violence in times of conflict. Services become harder to access, and sometimes completely inaccessible, due to displacement and/or emergency conditions.

These services must span from medical care to psychological and legal services to provide the full range of support needed. They must be expanded not only in terms of their breadth but in terms of their quantity and reach as well, including locations and governorates outside Amman and the main cities. Women must not only be the recipients of such services but part of the delivery mechanism, and women's organizations must be the direct recipients of funds as well. These services must also be made accessible to all women, especially those most marginalized, including but not limited to young women, the poor, refugees and migrants, female-headed households, women with disabilities and ethnic and linguistic minorities.

Gender-based-violence-related services must also be provided at the national level, especially in humanitarian settings such as refugee camps and host communities. The provision of gender-based violence services should be based on available referral mechanisms, with personnel trained in case management to ensure effective and accessible quality services that effectively utilize communication channels to reach survivors in emergency settings. Once in place, investments must be made in spreading awareness about the existence of such services, including in a confidential and culturally-sensitive manner.

Finally, robust, efficient and transparent cooperation and collaboration mechanisms must be in place between government and civil society organizations, the latter of which are often those best equipped and experienced in delivering gender-sensitive services in humanitarian settings due to their stronger connection with the community. The implementation of activities under this pillar should be in line with and parallel to other national frameworks, such as the Jordan Response Plan for the Syria Crisis.

Outcome 4: Schools, media, religious and community leaders as well as young men and women promote gender equality and the prevention of gender-based violence, discrimination and violent extremism

At the heart of peace and security is a community culture that recognizes and embraces gender equality and the inherent dignity of women in all their diversity. It also acknowledges that harmful gender stereotypes contribute to the underlying conditions conducive to the spread of violent extremism and terrorism. Integral to this is a society whose behavior and social norms embrace women's full and equal contribution to and participation in society.

Women can and must play an integral role in their own empowerment and in fostering a culture that embraces gender equality. The media is called upon to play an active role in promoting concepts of diversity and tolerance, as well as positive attitudes, gender norms and roles within the family and community.

Broadly engaging men and boys as well as young people is critical, given that they can play a vital role in promoting positive attitudes towards women and gender roles, specifically in the areas of peace and security. The inclusion of men and boys, training them as role models in sharing household responsibilities and in speaking out against violence against women, has proven to be very effective in elevating women's empowerment and overall standing in society. Engaging and sensitizing male community and religious leaders to embrace and champion positive masculinity and gender equality has similarly proven to be effective.

Reform of educational school curricula will be necessary to further reinforce concepts of diversity, tolerance, acceptance of others, justice, gender equality and peace as well as newer trends like climate change through a gender lens. Curriculum reform and changes in instructional practices take time and require long-term efforts. They also require cooperation across entities, including the National Council for Curriculum Development and the Ministry of Education.

Ensuring a positive attitude towards women and acknowledging women's contributions to peace and security will contribute to decreasing the incidence of gender-based violence and help prevent violent extremism. Gender-based violence relies on negative sociocultural perceptions of women and an imbalance in the power dynamics between the sexes. Women's agency in terrorism and violent extremism is often viewed as men controlling them.²⁵ Although the majority of women have been seen as victims or preventers of violent extremism, some women do participate in violent extremist groups as sympathizers, enablers, mobilizers and perpetrators.²⁶ Women-led organizations play an active role in promoting peace and security, under the umbrella of creating social harmony and promoting development.

As JONAP stakeholders continue to support civil society, especially civil society organizations' capacities to promote the role of women in peacebuilding and in countering and preventing violent extremism, and as women's leadership roles in government and the security sector increase, their influence and ability to prevent violent extremism will increase as well. As active members of their community, and through their roles as wives, sisters, mothers, leaders and educators, women can use their influence to raise awareness, detect early warning signs of violent extremism and support efforts to prevent it. Hence, it is imperative to include women in all aspects of preventing violent extremism, including the programming, design and delivery of strategies that incorporate a gender lens.

25 Bloom, M., and A. Lokmanoglu, 2020. "From pawn to knights: The changing role of women's agency in terrorism?" *Studies in Conflict & Terrorism*, pp. 1–16.

26 ESCWA, 2021. Policy Brief: A Gender-Informed Approach to the Prevention of Violent Extremism in the Arab Region.

2. Governance structure

A. Governance

A group of ministries and organizations are involved in the implementation of the National Plan to ensure the achievement of the Plan's strategic outcomes and outputs. The governance structure that was established to oversee the implementation of the first Jordanian National Plan is still in place and valid for use for the second Jordanian National Plan, with the possibility of modifying the membership according to the competent and relevant entities to follow up and implement the objectives of the second National Plan. The following figure illustrates the governance structure of the JONAP.

Translated with www.DeepL.com/Translator (free version) Governance structure for JONAP II



Source: Jordanian National Commission for Women (JNCW).

JNCW was established as the national machinery to promote women's status in Jordan in accordance with Cabinet Decision No. 21/11/3382 in 1992. Chaired by Princess Basma Bint Talal, the JNCW board includes representatives of relevant ministries, CSOs and the private sector. The JNCW seeks to ensure that Jordan complies with its national, regional and international commitments, which aim to improve women's status and participation in sustainable development. On 21 September 1996, the Jordanian Cabinet designated the JNCW as a national reference for all official entities and a representative of the country on all women-related issues and activities. The Commission's tasks and responsibilities were identified along the following key themes:

- Mainstreaming women's issues and priorities in national strategies, policies, legislation, plans and budgets.
- Monitoring discrimination against women and assessing progress vis-à-vis equality and equal opportunities.
- Advocacy for women's issues and awareness-raising on their role and participation in achieving national sustainable development.

The Government of Jordan tasked JNCW, as the national machinery for women's affairs, with the development of JONAP I. Through a permanent secretariat dedicated to JONAP, JNCW coordinates the plan's implementation by developing and implementing policies, monitoring and evaluating the target outcomes, and reporting these to the High-Level Steering Committee for their oversight and approval. It functions as the link among the three bodies of the JONAP coordination structure – namely the Inter-Ministerial Committee for the Empowerment of Women, the High-Level Steering Committee and the National Coalition on UNSCR 1325.

1. Inter-Ministerial Committee for Women's Empowerment (IMC)

The Ministerial Committee for Women's Empowerment was established by a decision of the Prime Minister in 2015, pursuant to Book No. 21/11/8/12001 dated 3/22/2015. The committee's members include:

- His Excellency the Deputy Prime Minister and Minister of Foreign Affairs and Expatriate Affairs
- His Excellency the Minister of Culture
- H.E. Minister of Planning and International Cooperation
- His Excellency the Minister of Tourism and Culture
- H.E. Minister of Industry, Trade and Supply and Minister of Labor
- H.E. Minister of Education, Minister of Higher Education and Scientific Research
- H.E. Minister of State for Legal Affairs
- H.E. Minister of Youth - H.E. Minister of Digital Economy and Riyadh
- H.E. Minister of Government Communication
- His Excellency the Minister of Health
- His Excellency the President of the Legislation and Opinion Bureau
- His Excellency the Government General Coordinator for Human Rights
- His Excellency the Director of the Family and Juvenile Protection Department
- His Excellency the Secretary General of the Higher Population Council
- His Excellency the Secretary General of the National Council for Family Affairs
- His Excellency the Secretary General of the Higher Council for the Rights of Persons with Disabilities
- His Excellency the Secretary General of the National Commission for Women's Affairs (Rapporteur) / Secretary of the Secretariat

* His Excellency the Prime Minister designates, by decision, the head of the committee from among the members.

According to a decision issued by the Council of Ministers in 2017, the Ministerial Committee for Women's Empowerment is responsible for following up on the National Plan to strengthen the political will towards achieving the goals and activities of the National Action Plan on Resolution 1325, provide the necessary guidance to the Supreme Steering Committee, submit annual reports and applicable recommendations to the Council of Ministers, and review the implementation of the strategic outcomes of the Jordanian National Plan in line with the Women, Peace and Security Agenda of the UN

2. High-Level Steering Committee (HSC)

HSC consists of representatives and senior political decision-makers in Jordan. Chaired by the Secretary-General of the Ministry of Interior Affairs, HSC was formed by Cabinet decree in 2016. It is tasked with following up on and overseeing the work and recommendations of the National Coalition on UNSCR 1325, and providing direct guidance and recommendations for final approval and implementation to IMC. HSC measures and monitors the overall progress under JONAP and sets the groundwork for strategic planning and budget allocation. HSC was restructured as approved by the IMC in 2021 in the lead-up to JONAP II.

3. JONAP Programme Board

JONAP has already well established the Programme Board, which brings together key high-level stakeholders (members of IMC and ambassadors) who meet annually to discuss key results, political opportunities, lessons learned and challenges to implementation. The members of the Programme Board are: IMC, JNCW, UN-Women and international partners including Canada, Finland, Norway, Spain and the United Kingdom. CSO representatives attend the annual board meeting as observers on a rotational basis. The JNCW leads on requesting nominations from CSO representatives for each board meeting based on the voting system from all members of the National Coalition on UNSCR 1325.

4. National Coalition on UNSCR 1325 (1325 Coalition) and its technical working groups

The 1325 Coalition consists of over 60 representatives from government ministries, civil society organizations, the security sector and international partners. JNCW established the 1325 Coalition in 2012 and is now its chair. The 1325 Coalition provides guidance and monitoring of implementation, and reports to HSC and IMC on progress made. It is responsible for the follow-up and implementation of JONAP I and II, based on existing activities and indicators, as well as for the preparation and dissemination of quarterly reports.

The 1325 Coalition is further subdivided into technical working groups (TWGs) based on expertise and specialization, as follows:

- The M&E TWG is responsible for developing key performance indicators linked to the monitoring and evaluation system, measuring performance indicators and preparing the necessary periodical reports, according to the information gleaned through a gender-sensitive collection and analysis process.
- The Communication and Advocacy TWG is responsible for communications and outreach on JONAP I and II, through the dissemination of the core messages of the 1325 Communications Strategy. Additionally, it is tasked with networking and advocacy on pressing matters that could arise during implementation.
- The Training TWG is responsible for building partners' capacities on the concepts of JONAP I, JONAP II and UNSCR 1325 as well as providing them with the necessary skills required to coordinate and facilitate awareness-raising in general. This TWG achieves one of the main JONAP goals, in terms of fostering a community culture that recognizes gender-specific needs and the role of women (including young women) in the WPS agenda.
- The General Authority TWG is responsible for providing technical support and advice to the 1325 Secretariat, by contributing to implementing activities that fall within the scope of work, informing JNCW of any activities related

to the plan and its objectives that are being carried out by 1325 Coalition members and providing best practices in various forums and meetings about the implementation of JONAP I and II.

B. Alignment with international, regional and national human rights and women's empowerment frameworks

JONAP II must be read in line with other international, regional and national gender human rights frameworks. Together, these frameworks underscore Jordan's obligations and its commitment to promote and respect human rights, justice, gender equality and the participation of and for all.

1. International frameworks

(a) United Nations Security Council resolutions on women, peace and security

First and foremost, the principles and target outcomes of JONAP II support the United Nations peace and security agenda, as outlined in its various Security Council resolutions – 1325 (2000), 1820 (2008), 1888 (2008), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015), 2467 (2019) and 2493 (2019). These resolutions recognize the unique and disproportionate effects of armed conflict on women and girls, including through gender-based violence, and stress the unique contributions and importance of their equal and full participation in preventing and resolving these conflicts.

(b) United Nations Security Council resolution on youth, peace and security

UNSCR 2250 (2015), which was sponsored and led by the Government of Jordan, is also deserving of special mention. The Youth, Peace and Security (YPS) agenda, which has gained momentum in recent years, marks a shift in the understanding of who young people are and of their role in peace and security. The resolution highlights the proactive role young people can play at all levels of decision-making and encourages Member States to further enable the meaningful participation and contribution of young people to the peace and security agenda, and in preventing violent extremism. UNSCR 2250 is a framework that recognizes the positive role that young people play in preventing and resolving conflict, countering violent extremism and building peace. JONAP II fully aligns with the YPS agenda and places special emphasis on engaging young people, girls and boys in peacebuilding and preventing violent extremism.

(c) Beijing Platform for Action

Adopted in 1995 as a global consensus document, the Beijing Declaration and Platform for Action outlines 12 key areas for women's empowerment, one of them being "women and armed conflict." It acknowledges sexual violence as a tactic of war, the need to provide protection to especially marginalized women (including refugee women) and the need to include women in all aspects of peacemaking, decision-making and negotiations – all areas and protections encompassed in JONAP II.

(d) [Convention on the Elimination of All Forms of Discrimination against Women \(CEDAW\)](#)

Known as the “Women’s Convention,” CEDAW was adopted in 1981. Its 12 substantive articles clearly outline the need to eliminate discriminatory practices against women, including in the fields of family, employment, health, education and public life. Its subsequent 38 general recommendations elaborate on the rights contained in the Convention, including general recommendation No. 30 (2013) on women in conflict prevention, conflict and post-conflict situations. As with JONAP I and II, CEDAW general recommendation No. 30 underscores the link between the United Nations WPS agenda and the integral nature of gender equality in conflict prevention, peacebuilding and post-conflict reconstruction and accountability, as well as in gender-based violence prevention.

(e) [Sustainable Development Goals \(SDGs\) and the 2030 Agenda](#)

The SDGs are 17 interrelated goals – including SDG 5 on gender equality and SDG 16 on peace and justice – which work together to end poverty, protect the planet and ensure health, equality, peace and prosperity for all. The 2030 Agenda for Sustainable Development was adopted in 2015 by 193 Member States as a road map of actions, indicators and strategies to attain these goals by 2030. The 2030 Agenda recognizes that there can be no sustainable development without peace, nor peace without sustainable development, and that women’s leadership and full participation, which are at the core of JONAP II, are essential for both. Similarly, SDG 13 is in line with Outcome 2 of JONAP II on the need for inclusion of women in crisis prevention and response plans, including in environmental and natural disasters.

(f) [Sendai Framework for Disaster Risk Reduction 2015–2030](#)

The Sendai Framework seeks to prevent new and reduce existing disaster risks through the implementation of integrated approaches, including economic, structural, legal, social, health, cultural, educational, environmental, technological, political and institutional measures. It further seeks to increase preparedness for response and recovery and lay the foundations for sustainable development. This framework is directly in line with the protection and relief and recovery pillars of UNSCR 1325 and JONAP II.

2. Regional frameworks

[Executive Action Plan for the Protection of Arab Women: Peace and Security 2015–2030](#)

Adopted in 2015 by the Ministerial Council of the League of Arab States, the Executive Action Plan is a road map for the Arab region in supporting and reinforcing the Women, Peace and Security agenda as set out in UNSCR 1325 and its subsequent resolutions. Organized according to the four pillars of JONAP II and UNSCR 1325 – participation, prevention, protection and relief and recovery – the Executive Action Plan underscores the importance of women’s participation and leadership in all aspects of peace and peacebuilding.

3. National frameworks

(a) [Jordan’s Vision 2025 \(2015–2025\)](#)

Jordan 2025 focuses on participation, prevention and relief and recovery, emphasizing the need for women to take on roles in peacebuilding and the prevention of violent extremism. It encourages women’s participation in conflict prevention, as well as relief and recovery activities. It seeks to leverage programme outputs to increase the productivity, training and qualification of women to ensure the creation of jobs to meet the needs of the most marginalized groups, particularly women, young people and people with disabilities, and the provision of gender-responsive services based on the needs of Jordanian women and female refugees subjected to violence and exclusion. This document is directly in line with the JONAP I and II pillars on women’s participation in peacebuilding and preventing violent extremism, and with United Nations resolution 2242 (2015), which reiterates the importance and role of women in countering violence, extremism and terrorism and the need to mainstream gender in all related activities.

(b) National Strategy for Women in Jordan (NSW) 2020–2025

Developed under the auspices of JNCW, the NSW was initially issued as a five-year plan (2013–2017) and later updated as a National Strategy (2020–2025) to incorporate SDG 5 on gender equality.²⁷ It is based on the three main pillars of: (a) women’s economic empowerment, (b) women’s participation in public life and (c) human security and the protection of women.²⁸ Endorsed by the Government of Jordan, the strategy envisions a society free of “all forms of gender-based violence and discrimination” and views the promotion of gender equality and combating all forms of discrimination and gender-based violence against women as precursors for sustainable peace and development, in line with the pillar on prevention in JONAP II.

In late 2021, an addendum to the NSW was adopted, which summarizes the differential impacts of COVID-19 on women and girls in relation to the main pillars and goals of the NSW, namely the resulting socioeconomic crisis and its disproportionate gendered effects, including obstacles to accessing health services. It addresses the impact of COVID-19 on women of diverse backgrounds, especially for those most marginalized.²⁹ This addendum ties in with JONAP II Outcome 4 on relief and recovery, which emphasizes the need to have a crisis response plan in place and include women’s needs and women themselves in the planning and delivery of such a plan.

(c) Comprehensive National Plan for Human Rights, 2016–2025

The Human Rights Plan addresses improvements to laws, policies and practices to promote human rights in line with national and international obligations. It is divided into three pillars: (a) civil and political rights, (b) economic, social and cultural rights and (c) the rights of the most vulnerable.³⁰ The plan is bolstered by a series of supporting goals and indicators for each pillar. It recognizes the need to tailor benefits and services to the most marginalized, in line with the emphasis in JONAP II on diversity, inclusion and accessibility (for rural women, refugee women, women with disabilities and young women, to name a few).

27 UN-Women (n.d.). Jordan pledges to align national laws with international commitments and expand support to women and girls in many areas. Available at <https://www.unwomen.org/en/get-involved/step-it-up/commitments/jordan>.

28 Jordan, 2020. National Strategy for Women 2020–2025.

29 Jordan, 2021. Addendum to the National Strategy for Women: Impact of the COVID-19 Crisis on the NSW.

30 Jordan, 2015. Comprehensive National Plan for Human Rights, for the Years 2016–2025. Available at <https://andp.unescwa.org/plans/1155>.

(d) Jordan Response Plan (JRP) for the Syria Crisis 2020–2022

The JRP is a three-year plan that seeks to address the needs and vulnerabilities of Syrian refugees as well as Jordanian people, communities and institutions affected by the crisis. Recognizing the pervasiveness of violence against women in the context of the crisis, the plan acknowledges that “[g]ender-sensitive and child-friendly national protection systems addressing violence against women and children, child marriage, and child [labor] must be strengthened.” The JRP calls for, inter alia, the increased expansion of legal aid services for refugees who are survivors of sexual and gender-based violence.³¹ This plan is in line with JONAP II Outcome 3 on protection, which calls for the provision of gender-sensitive humanitarian services, including shelter, medical care, social protection and psychological and legal services, especially for those most vulnerable and marginalized in Jordan, namely refugee women and girls.

(e) National Climate Change Adaptation Plan (NCCAP) of Jordan 2021

In 2021, Jordan adopted the National Climate Change Adaptation Plan. Under the leadership of the Ministry of the Environment, and initiated by the National Committee on Climate Change, the NCCAP was developed to address the impact of climate-related hazards, such as flooding, which are increasingly occurring in Jordan due to climate change. The plan aims to mainstream climate change adaptation and enhance resilience and adaptive capacities across all sectors. It seeks to establish a framework, in line with national priorities and objectives, for medium- and long-term strategies to address climate-related needs and opportunities. Acknowledging a particular gender-based vulnerability to climate change, based in part on low socioeconomic status and less access to resources, the NCCAP calls for gender mainstreaming across all activities. This includes a call for equality in decision-making and taking into account the impact of adaptive measures on women’s needs, all of which is supported by the present JONAP II and its Outcome 2 on the role of women in prevention and response measures in times of crises and emergencies, natural or otherwise.

(f) National Population Strategy 2021-2023

The National Population Strategy adopts a vision that all inhabitants of the Hashemite Kingdom of Jordan should enjoy a state of health, social and economic well-being based on priorities that were identified in four areas in light of a desk review of relevant reports, studies, strategies and literature. The challenges and priorities that formed the basis for building the National Population Strategy for the years (2021-2023) were identified from four axes, namely: 1) Health, reproductive and sexual health. 2) Women and youth. 3) Economic and social axis. 4) Migration, Asylum and Crisis.

(g) National Food Security Strategy 2021-2030

The National Security Strategy is a direct response to the urgency and priority given to security at the highest level of the Jordanian government. It constitutes a launching pad for Jordanian labor and a precondition for national, humanitarian, and regional security. Both the strategy and its implementation plan, which will be prepared later, constitute a roadmap to reach a sustainable Jordan.

31 Jordan, 2020. Response Plan for the Syria Crisis 2020–2022. Ministry of Planning and International Cooperation. Available at <http://www.jrp.gov.jo/Files/JRP%202020-2022%20web.pdf>.

(h) Implementation Plan for the National Priorities Matrix for Strengthening the Protection System against Gender-Based Violence, Domestic Violence and Child Protection 2023-2021

The implementation plan for the matrix of national priorities for strengthening the protection system against gender-based violence, domestic violence and child protection was a continuation of the procedures for developing the executive framework for the matrix of national priorities for strengthening the family protection system at the national level, which was approved by the Prime Minister, and a continuation of the role of the National Team for Family Protection, as stated in its Statute No. (33) of 2016, in following up the implementation of the national priorities for the protection system, as the matrix of national priorities for strengthening the protection system was developed within an executive mechanism that helps translate these priorities into operational activities and develop a follow-up framework and

C. Monitoring and evaluation

JONAP II has a monitoring and evaluation framework that helps define and track each of its four strategic outcomes, centered on participation, prevention, protection and relief and recovery.

With the support of UN-Women, JNCW has established a robust JONAP M&E online system, Activity Info, which is an online platform for national partners to report on indicators and progress. So far, 31 different national partners have contributed to JONAP I reporting as of 2021, including governmental agencies and CSOs. A robust monitoring and evaluation framework is vital to tracking the progress of JONAP. It helps unpack the outcomes, define tasks and targets, and identify data sources and responsible parties. It also helps identify gaps and issues that may arise in a timely manner. JNCW administers the JONAP M&E online system and coordinates national reporting, including producing annual national JONAP reports and providing capacity-building to national partners to produce evidence and data against the key objectives of JONAP and their implementation. JNCW is equipped with the required team, knowledge and dedicated capacity to continue providing quality assurance and coordination for the M&E system for JONAP II.

Each of the four target outcomes of JONAP II are supported by indicators, baselines, targets, data sources and responsible parties. The indicators of JONAP II were developed in a participatory manner, during a drafting workshop attended by the M&E TWG of the 1325 Coalition in December 2021. These indicators were then separately validated at a later workshop with representatives from key government and civil society stakeholders in early 2022.

An effective monitoring and evaluation framework also helps promote accountability and transparency. The indicators help identify the “who” and “what” of the activities that are to take place, in a time-bound and specific manner. They also help flesh out the standards against which progress and compliance will be assessed. If done properly, it provides a feedback mechanism that permits real-time adjustments to be made.

D. Costing and budgeting

In line with the drafting of the JONAP II framework, JNCW and UN-Women supported validation and costing workshops in early 2022 to validate the logical framework and calculate the cost, so as to identify and allocate financial resources and national funding. The 1325 Coalition urged the Jordanian government and national institutions to allocate part of their annual budget to partially implement the activities related to women, peace and security that are commensurate with the field of work of each institution. Given that JONAP I has been implemented as a pooled fund programme based on funding allocations from international partners, it will be critical to secure the contribution from the public budget to the pooled fund programme. The total estimated budget for JONAP II is JOD 10,050,000 over four years.

The Government of Jordan and security sector agencies have demonstrated a commitment to implementing JONAP II through their contributions in the monitoring process and allocating a clear budget to implement the initiatives included in the logical framework in line with the practice established in the first national plan.

A participatory national approach was adopted to determine the costs of the second programme by involving national stakeholders, particularly the members of the 1325 National Coalition, in the validation of the logical framework and the costing process. The representatives of the 1325 National Coalition, who are responsible for the JONAP II implementation, validated the results and indicators framework, and indicated the budget allocations for each output for the entire duration of JONAP II. National stakeholders also calculated the cost of their contributions to the implementation of the NAP to ensure their commitment and mobilize donors' national and international financial resources.

JONAP II applied the same approach as JONAP I to calculate the cost and secure funding, by adopting the pooled fund modality for financiers, which has been recognized globally as a positive example of financing plans related to women, peace and security.

Jordanian National Action Plan for the implementation of United Nations Security Council resolution 1325 on Women, Peace and Security 2022–2025

Results and Resources Framework

National development priorities:

Jordan's Vision (2015–2025)

National Strategy for Women (NSW) 2020–2025

Comprehensive National Plan for Human Rights (2016–2025)

Jordan Response Plan for the Syria Crisis 2020–2022 (JRP)

The National Climate Change Adaptation Plan of Jordan 2021

Regional frameworks:

Executive Action Plan for the Protection of Arab Women: Peace and Security (2015–2030)

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
Outcome 1: Jordanian security, military, diplomatic and justice sectors are gender-responsive and women actively participate in them across all levels.							
1.1 Number of institutions in the justice, military, security and diplomatic sectors that have adopted strategies, policies, plans and budgets that take into account a gender perspective in their work and services.	This indicator monitors the number of national institutions that have adopted internal strategies, policies or procedures and budgets that are gender-sensitive or gender-responsive, with targeted measures	4-PSD, JAF, Judicial Institute, MoFA,	Strategies and action plans submitted by justice, military, security and diplomatic sectors	Administrative data records and annual reports		Assumptions: <ul style="list-style-type: none"> Political support for women-related strategies, policies, plans and budgets Continuous donor support Gender database is in place and up-to-date for indicator tracking purposes 	Public Security Directorate, Jordanian Armed Forces, Judicial Institute, Ministry of Foreign Affairs and Expatriate Affairs,

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
	promoting gender equality and women's participation					Risks: <ul style="list-style-type: none"> Lack of gender-specific data Resistance to change within the relevant institutions 	
1.2 Percentage change in the number of women in Jordanian military, security (including peacekeeping), diplomatic and justice sectors.	This indicator monitors the increase in the percentage of women working in Jordanian security and military, diplomatic and justice sectors.	9.6% JAF (2021); 6.4% PSD (2021) Female judges:28% Embassies (2021)	Human resources departments' administrative data collection	Human resources departments' annual administrative data records		<ul style="list-style-type: none"> Lack of funding and lack of projects' sustainability 	Public Security Directorate, Jordanian Armed Forces, Judicial Institute, Judicial Institute, Embassies
1.3 Percentage change in the number of women in decision-making positions in the Jordanian military, security (including peacekeeping), diplomatic and justice sectors.	This indicator monitors the increase in the percentage of women in decision-making positions in military, security, diplomatic and justice sectors.	1.64% JAF (2020); 2.3% PSD, Judicial Institute, Embassies (2021)	Human resources departments' administrative data collection	HR departments' annual administrative data records			Public Security Directorate, Jordanian Armed Forces, Judicial Institute, Embassies

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
1.4 Number of adopted gender mainstreaming work plans and policies implemented by the security, military, diplomatic and justice sectors.	This indicator monitors the number of adopted gender mainstreaming strategies and policies that have been implemented to promote gender-sensitive security military, diplomatic and justice sectors in Jordan, including the number of completed actions in the gender mainstreaming work plans of these sectors.	cumulative 26 JAF (2021); 31 PSD (2021), Judicial Institute, Embassies	Ministry of Foreign Affairs, Judicial Council, PSD, JAF.	Annual reports of PSD, JAF, JI			Public Security Directorate, Jordanian Armed Forces, Judicial Institute, Ministry of Foreign Affairs and Expatriate Affairs, Embassies.
Output 1.1: Security, military, diplomatic and justice sectors have gained greater knowledge and capacities to develop and implement responsive policies, strategies and plans to mainstream gender into their work environments and services.							
1.1.1 Percentage change in knowledge, awareness and capabilities of	This indicator monitors the increase in knowledge, awareness and	110 Jordan Armed Forces, 3837 Public Security Directorate ^A 358 Justice Sector (2021)	Justice, Military, Security and Diplomatic Sector Strategies and Action Plans	Administrative data records and annual reports	2,000,000		Jordan Armed Forces, Public Security Directorate, Judicial Institute, Embassies

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
security, military, diplomatic and justice sector institutions regarding gender-responsive strategies and action plans.	capabilities of duty-bearers around how to create gender-responsive strategies and action plans in order to empower women within security, military, diplomatic and justice sectors, as well as to respond to women's needs.						
1.1.2 Number of appointed Gender Advisers and Gender Focal Points within security, military, diplomatic and justice sector institutions.	This indicator monitors progress in each sectoral institution by measuring the number of gender units, advisers and focal points established in security and military, diplomatic and justice	Cumulative 28 Jordan Armed Forces (2021) 49 Public Security Directorate (2021) Ministry of Justice and Ministry of Foreign Affairs	Jordan Armed Forces, Military Women's Affairs Directorate, Public Security Directorate, Women's Police Department	JNCW and UN Women analyses gender mainstreaming in the Jordanian Armed Forces, Public Security Directorate, Ministry of Foreign Affairs and the Judicial Institute			Jordan Armed Forces, Public Security Directorate, Ministry of Justice, Ministry of Foreign Affairs

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
	sector institutions.						
1.1.3 Number of internal gender responsive dormitory.	This Indicator measures the Number of internal gender responsive dormitory						
1.1.4 Number of nurseries at work place.	This Indicator measures the Number of nurseries at work place.						

Suggested Activities:

- Conduct a gender audit across the diplomacy and justice sectors.
- Conduct targeted training to build the capacity of relevant departments in the diplomatic and justice sectors to develop strategies for mainstreaming gender equality issues in these sectors.
- Develop gender mainstreaming strategies that outline the responsibilities of staff in identifying and addressing the needs of women in the diplomatic and justice sectors.
- Promote cross-country cooperation, share good practices and increase capacity in gender mainstreaming in line with international standards through advanced national, regional and international field visits, trainings and technical workshops.
- Establish a network of trained gender focal points and advisors specialized in gender equality issues across the security, military, diplomatic and justice sectors.
- Assess and review existing security, military, diplomatic and justice sector infrastructure and internal policies, rules and regulations, including formal and informal measures to ensure they are gender-responsive.
- Ensure the availability of, and access to, gender-sensitive services provided by the security, military, diplomatic and justice sectors, in a manner that meets the needs of women, especially in remote areas.
- Conduct awareness-raising programmes for leaders and decision-makers in the security, military, diplomatic and justice sectors on the importance of integrating gender equality issues into their work.
- Integrate gender equality issues into all training materials in all security, military, diplomatic and justice sectors.
- Provide suitable infrastructure/sleeping facilities for females working in the military zones (southern and eastern).
- Establish nurseries to provide a more favorable working environment for women working in the security and military sector. (Identify the

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
<p>entities that need such facilities, the time frame for their establishment, and the estimated financial cost).</p> <p>- Establishing a mock field at the EST Military Women's Training Centre to enhance the presence of military women in the field more broadly.</p>							
<p>Output 1.2: Women have the skills, experience and opportunities to participate in peacekeeping operations and missions, diplomatic missions, mediation, negotiations and conflict resolution at a regional and international level.</p>							
<p>1.2.1 Number of women who obtained qualification courses for peacekeeping and diplomatic missions, mediation, negotiations and conflict-resolution skills.</p>	<p>This indicator measures the number of women who have completed training and have the prerequisite skills for deployment in international peacekeeping, diplomatic missions, mediation, negotiations and conflict resolution.</p>	<p>302 women trained by the Jordan Armed Forces and the Public Security Directorate (2021)</p>	<p>Collecting administrative data for human resources departments: Jordan Armed Forces, Public Security Directorate, Ministry of Foreign Affairs</p>	<p>Annual administrative data records for the human resources department</p>	<p>600,000</p>		<p>Jordan Armed Forces, Public Security Directorate, Ministry of Foreign Affairs</p>
<p>1.2.2 Percentage change in the number of women participating in peacekeeping and peacebuilding missions, diplomatic missions and regional and international</p>	<p>This indicator monitors the increase in the percentage of women in diplomatic missions and of women mediators who participate in regional or</p>	<p>14.5 per cent Jordanian Armed Forces (2021). 8.5 per cent Public Security Directorate (2021)</p>	<p>Administrative data collection in human resources departments</p>	<p>Administrative data collection in human resources departments</p>			<p>Jordanian Armed Forces, Public Security Directorate.</p>

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
mediation, negotiations and conflict-resolution missions.	international mediation, negotiations and conflict-resolution missions.						
1.2.3 The percentage of women's satisfaction with the infrastructure and institutional arrangements that have been implemented .	This indicator monitors the percentage of women's satisfaction with the infrastructure and institutional arrangements that have been implemented.	TBD					
1.2.4 The number of female graduates in political, military, security and justice sciences	This indicator monitors number of female graduates in political, military, security and justice sciences		Ministry of Higher Education and Scientific Research, Mu'tah University (Military Wing)				
<p>Suggested Activities:</p> <ul style="list-style-type: none"> - Conduct targeted trainings and courses to build women's capacities in mediation, negotiation (including environmental mediation and negotiation) and conflict resolution. - Establish a national network of women in mediation, negotiation and conflict resolution to become members of existing regional and international mediation networks. - Conduct national awareness-raising campaigns to support women's participation in peacekeeping operations and missions, diplomatic missions, mediation, negotiation and conflict resolution. - Conduct specialized training and courses for women in the security and military sectors to facilitate women's deployment, advancement 							

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
<p>and leadership in international peacekeeping missions and pass the pre-deployment test for peacekeeping operations.</p> <ul style="list-style-type: none"> - Evaluate and review the infrastructure of peacekeeping missions to be sensitive to context and gender equality issues. - Review and modify promotion eligibility to be based on professional qualifications to ensure equal opportunities for men and women in leadership positions. - Provide English language courses for women in the security and military sector. 							
<p>Total Budget for Outcome 1: 2,600,000</p>							
<p>Outcome 2: Women actively participate in decision-making frameworks for prevention and response to crises, climate change and emergencies (including natural disasters, pandemics and armed conflicts), and ensure the consideration of gender needs.</p>							
<p>2.1 Percentage of women in decision-making positions working in the National Center for Security and Crisis Management .</p>	<p>This indicator monitors the percentage of women who holds leadership positions at the National Center for Security and Crisis Management.</p>	<p>TBD</p>	<p>National Centre for Security and Crisis Management. Administrative Data for Human Resources Departments</p>	<p>Administrative data collection in human resources departments</p>		<p>Assumptions:</p> <ul style="list-style-type: none"> • Political support for increasing women’s roles in leadership and decision-making • Interest from women in taking up such roles and in taking training programs 	<p>National Centre for Security and Crisis Management</p>
<p>2.2 Percentage change of members who are women in national cells and committees formed to design and develop measures to prevent and/or respond to current or future crises.</p>	<p>This indicator monitors the increase in the percentage of women who are members of national cells and committees to design and develop policies, strategies, plans and procedures</p>	<p>TBD</p>	<p>Administrative data collection in human resources departments</p>	<p>Administrative data collection in human resources departments</p>		<ul style="list-style-type: none"> • Continuous donor support • Inclusion of civil society and women’s organizations • Gender database is in place and up-to-date for indicator tracking purposes through Activity Info <p>Risks:</p>	

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
	to prevent and respond to any crisis in order to mitigate negative impacts on marginalized people.					<ul style="list-style-type: none"> Bias and discrimination in favor of men in decision-making positions to prevent women's participation 	
2.3 Number of measures that include a gender perspective in the prevention and response to crises, climate change, emergencies and disaster risk reduction.	This indicator monitors the extent of gender sensitivity within policies, strategies, plans, services, budgets and procedures for the prevention and response to crises, climate change, emergencies and disasters.	CSO's 66 (2021) ³²	Training reports issued by civil society organizations and the Jordanian National Commission for Women.	Annual reports of civil society organizations and the Jordanian National Commission for Women		<ul style="list-style-type: none"> Lack of women's interest in training programs Lack of financial resources to meet the needs of both genders Exclusion of civil society and women's organizations from participating in the preparation and formulation of response plans 	
Output 2.1: Women and girls have increased skills and experience on how to participate in designing and developing gender-sensitive measures for the prevention of and response to crises, emergencies and disaster risk reduction, including climate change and sustainable resources.							
2.1.1 Percentage change in	This indicator monitors the	TBD	Training reports from civil society organizations	Annual reports of civil society organizations	750,000		CSOs

³² Sisterhood is Global Institute (SIGI), Musanadah Association for Development and Empowerment, Working Women Society, Third Millennium Women's Association, Arab Women's Organization, Intermediaries Changing Center for Sustainable Development

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
skills and experience of women and persons with disabilities, from a gender perspective, in the fields of preventing and responding to potential and current crises and mechanisms and services to deal with emergencies.	increase in the pool of women and persons with disabilities with the necessary qualifications to design and develop sensitive crisis response plans and emergency services that address different gender needs.		and the Jordanian National Commission for Women	and the National Committee for Women's Affairs			
<p>Suggested Activities:</p> <ul style="list-style-type: none"> - Conduct simplified awareness-raising campaigns on the concepts of climate change and crises and their relationship to gender equality issues. - Conduct capacity-building trainings for women and girls (including women with disabilities), communities, civil society organizations and community-based organizations on adapting to and mitigating crises and emergencies. - Build the capacity of women-led organizations, including women in agriculture and rural women, on environmental project proposal writing. - Develop literature on climate change and the impacts of crises on gender equality issues, vulnerable groups and people with disabilities. - Build the capacity of women and girls (including women with disabilities), women-led organizations, civil society organizations, community-based organizations and NGOs to design sustainable climate change and crisis mitigation and adaptation projects. - Promote the exchange of good practices and increase the capacities of women and girls to adapt to and mitigate crises and emergencies through field visits, trainings and advanced technical workshops at national, regional and international levels. 							
<p>Output 2.2: Women-led civil society, community-based organizations and women's groups are actively participating in developing and coordinating the implementation of crisis and emergency response plans.</p>							

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
2.2.1 Percentage change in the capacities of women-led civil society, community-based and women's organizations to advocate on how to deal with potential and current crises, climate change and emergencies and on how to build and support networks.	This indicator monitors the increase in the knowledge and skills of CBOs and women's groups on crisis mitigation, response and management.	0 (2021)	Post-training questionnaires or reports by civil society organizations and JNCW	Annual reports of civil society organizations and the Jordanian National Commission for Women	700,000		Civil society organizations
2.2.2 Number of women-led civil society, community-based organizations and women's groups that have implemented community-based projects related to emergency, gender, climate and security.	This indicator monitors the number of community-based projects that are implemented within the framework of emergency and crisis responses that amplify the voices of women and girls.	7 WPHF projects (2021)	Reports collected by the JNCW from stakeholders.	Annual reports issued by the Jordanian National Commission for Women			Civil society organizations

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
2.2.3 Number of civil society institutions participating in a network of organizations established for the purpose of responding to crises and emergencies.							
<p>Suggested Activities:</p> <ul style="list-style-type: none"> - Build the capacity of civil society organizations and strengthen the role of youth in developing emergency mitigation plans. - Conduct capacity-building trainings for women and girls (including women with disabilities), communities, CSOs and community-based organization's to develop and implement crisis and emergency adaptation and mitigation plans. - Build the capacity of women-led organizations, including women working in agriculture and energy, and youth groups on green economy. - Promote the exchange of good practices and increase the capacity of women-led civil society organizations, community-based organization's and women's groups in crisis and emergency adaptation and mitigation through advanced national, regional and international field visits, trainings and technical workshops. - Develop coordination action plans to improve coordination between all relevant institutions on crisis response. - Ensure the effective participation of women in all institutions related to crisis response. 							
<p>Output 2.3: National institutions have increased capacities and experience in designing and developing gender-sensitive measures for the prevention of and response to crises, emergencies and disaster risk reduction, including climate change and sustainable resources.</p>							
2.3.1 Number of institutions that have developed and adopted gender-sensitive strategies, policies, plans, budgets and procedures to prevent and respond to	This indicator monitors the number of institutions that have drafted crisis response, emergency services and disaster risk plans that are designed and	0		Annual reports by JNCW	700,000		

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
crises, climate change and emergencies.	developed to be gender-sensitive and responsive.						

➤ Suggested Activities:

- Conduct capacity building trainings for relevant national institutions on adapting to and mitigating crises and emergencies from a gender equality perspective.
- Enhance the knowledge of national institutions on gender equality issues during crises, emergencies and climate change.
- Develop transformative policies, implementation strategies and action plans on gender mainstreaming in relation to climate change, crises and emergencies.
- Build the capacity of relevant national institutions to design sustainable climate change and crisis mitigation and adaptation projects.
- Integrate gender equality issues and promote women's representation in all national committees for all crises, to ensure gender-sensitive crisis response.
- Conduct environmental audits to ensure green practices as a form of climate change adaptation and mitigation.
- Encourage and guide organizations to calculate their carbon footprint to ensure green practices.
- Promote the exchange of good practices and increase the capacity of government officials to adapt to and mitigate crises and emergencies through field visits, trainings and advanced technical workshops at national, regional and international levels.

Total Budget for Outcome 2: 2,150,000

Outcome 3: Women and girls in Jordan, especially from marginalized groups, can safely access gender-responsive social protection as well as basic and humanitarian services (including shelter services, medical, psychological, legal services and social protection).

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
3.1 Number of women involved in providing social, basic and humanitarian services in their local communities and in refugee camps in Jordan.	This indicator monitors the number of women providing services that women survivors and other vulnerable women are more likely to access.	8029	Reports collected by JNCW from relevant stakeholders	Annual reports by JNCW		<p>Assumptions:</p> <ul style="list-style-type: none"> • Service-recipients' desire to improve performance and provide high-quality service • The desire of women and men to obtain and access the services provided • The amendment of laws to support women's involvement <p>Risks:</p> <ul style="list-style-type: none"> • Natural disasters and pandemics such as the curfew imposed by the government to mitigate the impact of COVID-19 • Lack of funding • Scarcity of public resources that limit access to services (community culture, infrastructure, 	Civil Society Organizations, Ministry of Social Development

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
						financial resources, etc.) <ul style="list-style-type: none"> • Resistance to behavioural change from community members • Lack of coordination and duplication of projects and work. 	

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
3.2 Percentage change in the number of women receiving humanitarian and basic services and social protection services in their local communities and refugee camps in Jordan.	This indicator monitors the percentage increase in the number of women receiving services – in order to show an improvement in access.	CSOs ³³	Reports collected by JNCW from relevant stakeholders	Annual reports by JNCW			Civil society organizations
3.3 Number of refugee and Jordanian women who are benefiting from adequate GBV services provided by the available institutions.	This indicator monitors the increase in the number of women in Jordan who are able to access at least one type of GBV service(s) that adequately correspond to their case.	13.373 (Jordanian Women's Union 2021) 635 (Arab Women's Association - 2021)	Civil Society Organizations and Shelter Management Reports collected	Civil Society Organizations and Shelter Management Reports			Civil Society Organizations
3.4 Level of satisfaction with services provided by official bodies for GBV survivors.	This indicator monitors the GBV service-provision satisfaction level; (5	TBD		Reports issued by the Jordanian National Commission for Women			Civil society organizations

³³ Musanadah 60%, AWO 80%, Intermediaries Changing Center for Sustainable Development 50%

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
	highly satisfactory, 4 satisfactory, 3 average, 2 rather dissatisfied, 1 very dissatisfied).						
Output 3.1: Women are qualified and actively participating in the provision of basic needs, humanitarian and social protection services in their communities.							
3.1.1 Number of women who are qualified to work and provide basic needs, humanitarian and protection services in local communities and refugee camps in Jordan.	This indicator monitors the increase in the pool of women with the qualification s to work as service-providers with regards to ensuring basic needs, humanitarian and social protection or response services in local communities and refugee camps in Jordan.	Civil Society Organisations 6603 (2021) 541 UNHCR (2021) 900 Ministry of Social Development (2021)	Reports collected by JNCW from stakeholders	Reports issued by the JNCW from stakeholders	950,000		Civil Society Organisations, UNHCR, Ministry of Social Development
<p>Suggested Activities:</p> <ul style="list-style-type: none"> - Mapping of basic, humanitarian and social protection service providers across Jordan in local communities and refugee camps (including 							

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
<p>shelter, medical, psychological, legal and social insurance services).</p> <ul style="list-style-type: none"> - Conduct an assessment to identify the training needs of service providers, to design training packages within basic needs, humanitarian and social protection services - including for persons with disabilities. - Conduct an assessment to identify the needs of potential service users, such as transport to and from services and accessibility requirements for the elderly and persons with disabilities. - Implement capacity building programmes for women-led organisations, relevant civil society organisations and community-based organisations to complement the role of official institutions responsible for basic, humanitarian and social protection services (including shelter services, medical, psychological and legal services, and social insurance) for women and girls in Jordan. - Conduct awareness-raising campaigns to encourage women to participate in training opportunities and provide gender-sensitive services in refugee camps and local communities. - Develop a national database of qualified service providers and adopt policies and standard operating procedures (SOPs) that strongly encourage and promote their employment. - Establish an online system to connect service providers and related organisations. 							
<p>Output 3.2: Women and girls are able to access gender-sensitive social protection, basic and humanitarian services, especially in local communities and refugee camps.</p>							
<p>3.2.1 Percentage change in the number of women who are able to access gender-sensitive services.</p>	<p>This indicator measures the number of recipients of services and social security of the National Aid Fund (NAF) and the Syrian Refugee Affairs Directorate (SRAD).</p>	<p>40 Judicial Council (2021) 733 Public Security Directorate (2021)</p>	<p>Programme implementation reports from national stakeholders</p>	<p>UN Women Annual Reports</p>	<p>950,000</p>		<p>Judicial Council, Public Security</p>
<p>Activities:</p> <ul style="list-style-type: none"> - Provide comprehensive, accessible, affordable, high-quality and responsive services and programmes that meet the needs of women and girls, especially in the area of gender-sensitive social protection, basic and humanitarian services, including for women and girls with disabilities, especially in local communities and refugee camps. - Ensure that gender-sensitive social protection, basic and humanitarian services are available and meet the needs of women and girls, including those with disabilities, especially in local communities and refugee camps. - Conduct national campaigns to raise awareness of gender-sensitive social protection, basic and humanitarian services, especially in local communities and refugee camps. - Ensure full and safe access to gender-sensitive social protection, basic and humanitarian services for women and girls in Jordan, including 							

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
women with disabilities, especially in local communities and refugee camps.							
Output 3.3: Women and girls are aware of, and able to access, adequate services in their areas that prevent and/or respond to GBV.							
3.3.1 Percentage change in the number of women in Jordan (including refugees) who are aware of and able to access GBV response services provided by national institutions.	This indicator monitors the level of awareness and access to services among women in Jordan, including women refugees, around the types of GBV response services provided by the institutions in their areas.	65.71% (2021) ³⁴	Statements submitted by civil society organization's on Jordan's first national action plan for the implementation of UNSCR 1325 under indicator 3.2.2	Attendance sheets from civil society organizations' data on Jordan's first national action plan	1,000,000		Civil Society Organisations / Family and Juvenile Protection Department (Public Security Directorate).
3.3.2 Number of safe centers and shelters providing services for GBV survivors (official or unofficial).	This indicator monitors the number of centers or shelters in both state- and CSO-run centers and shelters that provide access to	37 (2021)	Reports of the Jordanian National Commission for Women and Civil Society Organizations	Annual reports issued by the Jordanian National Commission for Women			Civil society organizations

³⁴ ARDD, policy brief, Enhancing Access to Services for Survivors of Domestic Violence: Building Trust in National and Local Services Providers (2021).

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
	services for GBV survivors.						
3.3.3 Number of certified institutions providing GBV response services and case management, safe referral training and GBV response minimum standards in emergencies.	This indicator monitors the number of certified institutions that provide different GBV services and trainings based on the identified GBV response standards.	0	Annual reports issued by the Jordanian National Commission for Women	Annual reports issued by the Jordanian National Commission for Women			Civil society organizations

Suggested Activities:

- Institutional capacity building for the media and other relevant stakeholders on coverage of services, centres and shelters related to violence against women.
- Conduct national campaigns to raise awareness of existing VAW services, centres and shelters.
- Ensure the availability of VAW services that meet the needs of women and girls, including women with disabilities, and conduct a comprehensive survey of safe centres and shelters that provide services to survivors of VAW to periodically identify the needs for such centres, in addition to identifying areas that lack such institutions and require their establishment.
- Ensure full and safe access to VAW services, centres and shelters for women and girls in Jordan, including women with disabilities.
- Support a referral and documentation system to ensure coordination between civil society and state institutions.
- Reform working conditions (protection and safety measures, health insurance, social security, transport, and measures to address physical abuse) for rural women in agriculture.
- Reform infrastructure (access to water, food, lighting, solar energy and transport) in refugee camps to prevent violence against refugee women.

Total Budget for Outcome 3: 2,900,000

Outcome 4: Schools, media, religious and community leaders, as well as young men and women promote gender equality and the prevention of gender-based violence, discrimination and violent extremism.

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
4.1 Percentage change in knowledge among students aged 15 years enrolled in secondary education in the areas of gender equality and human rights.	This indicator monitors the increase in the knowledge of 15-year-old students in the areas of gender equality and human rights through specialized educational programmes .	17 per cent among boys and 14 per cent among girls (My School Initiative, 2021)	Reports of the Jordanian National Commission for Women and Civil Society Organizations	Annual Reports of the Jordanian National Commission for Women and Civil Society Organizations		<p>Assumptions:</p> <ul style="list-style-type: none"> • Approval from the Curriculum Committee to include gender concepts • Teachers’ willingness to impart gender concepts • Willingness of men and boys to engage in these programmes and initiatives <p>Risks:</p> <ul style="list-style-type: none"> • Lack of approval from the Curriculum Committee to include gender concepts 	Civil society organizations.
4.2 Number of young men and women aged 19–35 who enhanced their awareness about tolerance, acceptance and gender roles.	This indicator monitors the change of perception among youth aged 19–35 with regards to tolerance, acceptance and gender roles.	0	JNCW Reports	Annual Reports from the Jordanian National Commission for Women		<ul style="list-style-type: none"> • Teachers’ refusal to teach gender concepts • Media campaigns against 	JNCW

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
4.3 Percentage of the population and especially youth who see women as making a valuable contribution to peace, security and preventing violent extremism.	This indicator monitors the perception of the general population and youth in particular regarding women's contributions to peace, security and preventing violent extremism.	71.6% women and 59.3% men (2021) ³⁵	Reports by UNWOMEN, JNCW, CSO's.	Annual Reports by UNWOMEN, JNCW, CSO's.		mainstreaming gender <ul style="list-style-type: none"> • Difficulty reaching target groups in remote or most vulnerable communities • Inability to influence vulnerable groups on the relevant issues • Inability of target groups to apply the concepts and content from the courses • Men and boys do not find it acceptable to participate in the proposed programmes and initiatives 	UNWOMEN
Output 4.1: School curricula designers draft proposals for the curricula of degrees and majors that reinforce concepts of diversity, tolerance, acceptance of others, justice and gender equality, and that emphasize the importance of women's role in achieving peace and security.							
4.1.1 Number of drafted gender-sensitive curricula and curricula revised to promote a community	This indicator monitors the availability of gender-sensitive textbooks and curricula that aim to	Cumulative 2 Ministry of Education (2021) 9 National Centre for Curriculum Development in the	Annual Report of the Technical Working Group to the Ministry of Education and the National Curriculum Development Centre	Annual Report to the Ministry of Education and the Curriculum Development Centre	600,000		Ministry of Education, National Centre for Curriculum Development

³⁵ UN-Women Jordan, 2022. "National Research on Gender and Social Cohesion in Jordan".

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
culture of gender and gender equality.	promote a community culture and advance gender equality.	Hashemite Kingdom of Jordan (2021)					

Suggested Activities:

- Equip curriculum designers with the skills to mainstream a gender equality perspective in curriculum review and development for school-age children and incoming professionals in the military, judicial, diplomatic and security sectors.
- Establish specializations in gender equality and women's studies in universities and higher institutions.
- Improve curricula to promote diversity, tolerance, acceptance and the role of women in peace and security, as well as address emerging trends such as climate change and online violence from a gender equality perspective.
- Establish a national monitoring and evaluation team to monitor the development and implementation of gender-sensitive curricula.
- Strengthen the capacities of school teachers, counsellors, university professors and teaching methods to be gender-sensitive, in line with these curricula.
- Ensure the availability of gender-sensitive infrastructure in public schools.
- Activate and strengthen the role of educational counsellors in issues related to gender equality.
- Conduct awareness-raising programmes for parents on the concepts of gender equality, diversity, tolerance, acceptance and the role of women in peace and security.

Output 4.2: Media and religious and local communities develop advocacy campaigns to promote concepts of diversity, tolerance and positive attitudes, gender norms and roles within the family and community.

4.2.1 Number of communication campaigns completed promoting a community culture of gender and gender equality.	This indicator monitors the number of advocacy campaigns conducted as part of different activities and information channels with the aim of promoting a community culture and advancing	7 Advise (2021)	Reports compiled by the Jordanian National Commission for Women	Press clippings and media reports	900,000		JNCW
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National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
	gender equality.						
4.2.2 Number of media programs dedicated to issues of gender-based discrimination, women's rights and PVE.	This indicator monitors the number of media programs about gender equality, gender stereotypes, discrimination, women's rights and PVE, aiming to promote a community culture and advance gender equality.	TBD	Reports collected by JNCW	Press clips and media reports			
4.2.3 Existence of a media observatory to produce national reports on gender-sensitive reporting and media.	This indicator measures the availability of national media analysis and reports on gender equality and women's rights in	0	Media analyses and reports	Media analyses and reports			

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
	order to measure media content from a gender perspective.						

Suggested Activities:

- Build the capacity of media organisations and professionals regarding media coverage of diversity, tolerance, positive attitudes, norms and roles of females and males within the family and community.
- Build the capacity of religious and local community leaders to develop advocacy campaigns to promote diversity and tolerance, as well as positive attitudes, norms and roles of females and males within the family and community.
- Establish alliances between media organisations and professionals with religious and local community leaders to develop national advocacy campaigns to promote diversity, tolerance, positive attitudes, norms and roles of females and males within the family and society.
- Produce TV and radio series, as well as media and social media campaigns to advocate for gender equality and the role of women in preventing violent extremism.

Output 4.3: Young women and men increase their capacity to advocate for gender equality, tolerance, diversity and acceptance and the prevention of violent extremism.

4.3.1 Percentage change in the capacity of young men and women to be able to advocate for gender equality, tolerance, diversity, acceptance and the prevention of violent extremism.	This indicator monitors the increase in knowledge and awareness of youth (women, men, girls, and boys) about WPS and PVE.	800 (half girls, half boys, Madrasati) 2021	Programme implementation reports by national stakeholders	Annual reports	900,000		JNCW
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Suggested Activities:

- Build the capacities of youth to develop advocacy campaigns to promote the concepts of diversity, tolerance, positive attitudes, and female and male norms and roles within their families and communities.
- Incorporate the concepts of peace and security and the prevention of violent extremism into university community service programmes.

National performance indicators	Indicator definition	Baseline (year)	Source of verification	Means of verification	Costing	Assumption statement	Implementing Entities
<ul style="list-style-type: none"> - Conduct a communication and information campaign for gender equality and the participation of youth (and young women in particular) in peace and security. - Establish youth alliances and networks to promote and support the participation of youth (and young women in particular) in peace and security. - Encourage community networks in schools, universities and youth centers to promote gender equality, prevent gender discrimination and violent extremism, as well as to promote youth participation in peace and security. - Promote the exchange of good practices and increase the capacities of youth to engage in peace and security through field visits, trainings and advanced technical workshops at national, regional and international levels. - Build the capacity of youth (and young women in particular) in local and environmental mediation. 							
Total Budget for Outcome 4: 2,400,000							
Total Budget: 10,050,000 Jordanian Dinar							