

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



“ 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*

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“ 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

As a leader in promoting women, peace and security (WPS), Jordan has adopted two National Action Plans (NAPs), known as JONAP I (2018–2021) and the present JONAP II (2022–2025). Both are modelled after United Nations Security Council resolution (UNSCR) 1325 and its nine subsequent WPS resolutions,¹ which underscore the link between women’s meaningful and sustainable involvement in efforts to prevent, resolve and rebuild from conflict and to fully participate in peacebuilding and peacekeeping.

Developed as a comprehensive framework to strengthen women’s meaningful and equal participation in the maintenance and promotion of peace and security in Jordan, JONAP I saw significant progress. Building on this, JONAP II endeavours to strengthen government and stakeholder WPS commitments and increase the meaningful participation of all women in peace, security and peacebuilding, especially those most marginalized, such as young people, persons with disabilities and refugee women. It also seeks to address gender-specific needs and gender-based violence, including in the context of crises, such as COVID-19 and climate change. Like JONAP I, JONAP II is founded on the four foundational pillars of UNSCR 1325: participation, prevention, protection and relief and recovery. Its four target outcomes are:

1. The Jordanian security, military, diplomatic and justice sectors are gender-responsive.
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 the consideration of gender needs.
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).
4. Schools, media and 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.

JONAP II is guided by the principles of comprehensive security,² diversity, transparency and accountability, decentralization and localization, and an enabling environment in line with the country’s other national, regional and international human rights commitments. It also focuses on the new interlinkages between gender, climate and security.

1 UN-Women (n.d.). Global Norms and Standards: Peace and Security.

2 Comprehensive security reflects a more expansive and holistic understanding of security that includes personal, social, environmental, economic and health security, as well as safety from GBV and human trafficking.

JONAP I and II were developed by the Jordanian National Commission for Women (JNCW), which works with several entities to oversee their implementation, including: the Inter-Ministerial Committee for the Empowerment of Women (IMC), the High-Level Steering Committee (HSC) and the National Coalition on UNSCR 1325 (1325 Coalition), which consists of over 60 representatives from the Government, civil society organizations, the security sector and international partners. The Government of Jordan and key national stakeholders have demonstrated their commitment to implementing JONAP II partially through their budget contributions. JONAP II will support the implementation of all outcomes based on the previous best-practice experience of JONAP I's pooled fund programme.

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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 a leader in promoting women, peace and security (WPS). In 2017, Jordan adopted the Jordanian 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.

JONAP I was developed in line with United Nations Security Council resolution (UNSCR) 1325 and its subsequent nine resolutions on WPS.³ 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.⁴ 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.”⁵

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.⁶ 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 2020–2025 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 centres.

3 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.

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

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

6 Jordanian National Commission for Women (JNCW), 2022. ActivityInfo 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 multisectoral 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 2021.⁷ 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, Labour 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 2017.⁸
- 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.⁹
- 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 (ActivityInfo)¹⁰ 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

7 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.

8 Judicial Institute, 2021.

9 Advise, 2020. End line survey, January.

10 ActivityInfo 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, 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- COVID19-pandemic

2020 saw the precipitous rise of the COVID-19 pandemic. By the end of 2020, worldwide cases of COVID-19 and its variants had reached 70 million, with approximately 2 million recorded deaths.¹¹ By the end of February 2022, there had been more than 426 million confirmed cases of COVID-19, with 5.9 million deaths, reported to the World Health Organization (WHO).¹² The COVID-19 pandemic, and its ensuing lockdowns and quarantines, have affected all aspects of everyday life, with wide-ranging socioeconomic consequences. Service delivery has been disrupted. Economic, health and personal risks have all been amplified.

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.¹³

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 society and women’s organizations – in the area of peace and security, particularly in times of fragility.^{14,15} Nonetheless

11 World Health Organization (WHO), 2020. Coronavirus Disease Dashboard [Data updated 11 December 2020].

12 See <https://covid19.who.int/region/emro/country/jo>.

13 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>.

14 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.

15 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.

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- Refugeecrisis

As one of the leading host countries to refugees in the world, Jordan is committed to supporting the refugee populations within its borders. Jordan is host to over 750,000 registered refugees,¹⁶ around 674,268 of which have come from the conflict in the neighbouring Syrian Arab Republic.¹⁷ The rest include refugees from 52 other nationalities, mainly from Iraq, Yemen and Sudan.¹⁸ Close to 81.7 per cent of registered refugees live outside the two official refugee camps,¹⁹ primarily concentrated in urban and rural areas in the country's northern governorates.²⁰

This refugee population faces unique challenges from barriers to accessing services to earning a basic living, in addition to the psychological stresses of displacement.²¹ 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.²² 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.²³ 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 coordinated response framework that addresses the needs of Syrian refugees and vulnerable Jordanians impacted by the Syrian crisis.

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- 16 United Nations Office of the High Commissioner for Refugees (UNHCR), 2020. "UN refugee chief concludes Jordan visit with call for solidarity amid the COVID-19 crisis," September. Available at <https://www.unhcr.org/news/press/2020/9/5f60a7524/un-refugee-chief-concludes-jordan-visit-call-solidarity-amid-covid-crisis.html>.
 - 17 United Nations High Commissioner for Refugees (UNHCR), 2022. Syria Regional Refugee Response. [Data as of 31 March 2022]. Available at http://data2.unhcr.org/en/situations/syria/location/36#_ga=2.117118470.1233564425.1617281151-671402819.1617281150.
 - 18 UNHCR, 2019. "UNHCR continues to support refugees in Jordan throughout 2019", December. Available at <https://www.unhcr.org/jo/12449-unhcr-continues-to-support-refugees-in-jordan-throughout-2019.html>.
 - 19 There are two official refugee camps in Jordan: (1) Za'atari, home to 80,000 refugees located in Northern Jordan, and (2) Azraq, with around 38,000 refugees, located in the north-east of Jordan. Available at <https://www.unhcr.org/jo/refugee-camps>.
 - 20 Jordan GBV IMS Task Force (2019). Annual Report 2019. Available at <https://reliefweb.int/sites/reliefweb.int/files/resources/75705.pdf>.
 - 21 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.
 - 22 Ibid., p. 2.
 - 23 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>.

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 neighbouring 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.²⁴

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.²⁵ 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 subregional 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 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

24 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.”

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

various governorates.²⁶ 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.

26 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.²⁷

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.

²⁷ 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, 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 centres 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.²⁸
- **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

28 United Nations Environment Programme, UN-Women, UNDP and UNDPPA/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-fulfilment 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.²⁹

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.

29 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 behaviour 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.³⁰ 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.³¹ 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.

30 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.

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

2. Governance structure

A. Governance

Jordan has a vast network of interrelated institutions and entities, each playing their unique role, which together ensure that the strategic outcomes and outputs of JONAP are realized. The governance structure for overseeing the implementation of JONAP I remains in place for JONAP II and is summarized in the following figure:

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)

Established by Cabinet decree in 2017, the IMC consists of high-level representatives from 11 ministries and the JNCW. Chaired by the Minister of Political and Parliamentary Affairs, the IMC is tasked with providing the necessary guidance to the High-Level Steering Committee, submitting annual reports and applicable recommendations to the Council of Ministers, and reviewing the implementation of the strategic outcomes of JONAP in line with its WPS agenda.

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 2015 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 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 (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.³² 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.³³ 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.³⁴ 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.

32 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>.

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

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

(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.³⁵ 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).

(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 [labour] 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.³⁶ 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.

C. Monitoring and evaluation

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

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

36 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>.

With the support of UN-Women, JNCW has established a robust JONAP M&E online system, ActivityInfo, 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.

A strong monitoring and evaluation framework also helps enhance 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 2025 (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)

Results	National performance indicators	Indicator definition	Baseline (year)	Target	Source of verification	Means of verification	Costing	Assumption statement
Outcome 1: Jordanian security, military, diplomatic and justice sectors are gender-responsive and women actively participate in them across all levels.								
Outcome indicators	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 promoting gender equality and women's participation.	4-PSD, JAF, Judicial Institute, MoE (2021)		Strategies and action plans submitted by justice, military, security and diplomatic sectors	Administrative data records and annual reports		Assumptions: 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 Risks: Lack of gender-specific data Resistance to change within the relevant institutions Lack of funding and lack of projects' sustainability
	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); 12.41% PSD (2021); women judges: 28% Judicial Institute (2021)		Human resources departments' administrative data collection	Human resources departments' annual administrative data records		
	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 (2021)		Human resources departments' administrative data collection	HR departments' annual administrative data records		

¹ JONAP online M&E system Activity info (2021), managed by JNCW.

Results	National performance indicators	Indicator definition	Baseline (year)	Target	Source of verification	Means of verification	Costing	Assumption statement
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.	1.4 Number of adopted gender mainstreaming workplans 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 workplans of these sectors.	26 JAF (2021); 31 PSD (2021) ²		Ministry of Foreign Affairs, Judicial Council, PSD, JAF	Annual reports of PSD, JAF, JI		
	1.1.1 Percentage change in knowledge, awareness and capabilities of security, military, diplomatic and justice sector institutions regarding gender-responsive strategies and action plans.	This indicator monitors the increase in knowledge, awareness and 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.	110 JAF; 558 PSD; 358 justice sector (2021)		Strategies and action plans by justice, military, security and diplomatic sectors	Administrative data records and annual reports	2,000,000	
	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 sector institutions.	28 JAF (2021); 49 PSD (2021)		JAF Women Military Directorate and PSD Women Police Directorate	JNCW and UN-Women analysis of gender mainstreaming in JAF, PSD, MOFA and JI		
Output 1.2: Women have the skills,	1.2.1 Number of women who obtained qualification courses for	This indicator measures the number of women who have completed training	Women (302) trained by JAF		Human resources departments'	Human resources	600,000	

² These are the number of actions implemented from the GMS and work plans as reported by PSD and JAF in ActivityInfo.

Results	National performance indicators	Indicator definition	Baseline (year)	Target	Source of verification	Means of verification	Costing	Assumption statement	
experience and opportunities to participate in peacekeeping operations and missions, diplomatic negotiations and conflict resolution at a regional and international level.	peacekeeping and diplomatic missions, mediation, negotiations and conflict-resolution skills.	and have the prerequisite skills for deployment in international mediation, negotiations and conflict resolution.	and PSD ³ (2021)		administrative data collection: JAF, PSD, MOFA	departments' annual administrative data records			
	1.2.2 Percentage change in the number of women participating in peacekeeping and peacebuilding missions, diplomatic missions and regional and international mediation, negotiations and conflict-resolution missions.	This indicator monitors the increase in the percentage of women in diplomatic missions and of women mediators who participate in regional or international mediation, negotiations and conflict-resolution missions.	14.5% JAF (2021); 8.5% PSD (2021)		Human resources departments' administrative data records	Human resources departments' annual administrative data records			
<p>Activities:</p> <p>Conduct targeted trainings and courses to build women's capacities in mediation, negotiation (including environmental mediation and negotiation) and in conflict resolution.</p> <p>Establish a national network of women in mediation, negotiations and conflict resolution, to become members of existing regional and international mediation networks.</p> <p>Conduct national awareness campaigns to support women's participation in peacekeeping operations and missions, diplomatic missions, mediation, negotiations and conflict resolution</p> <p>Conduct specialized trainings and courses for women in the security and military sectors to facilitate women's deployment, advancement and leadership on international peacekeeping missions and to pass the pre-deployment exam for peacekeeping operations.</p> <p>Assess and revise peacekeeping missions' infrastructure to be context- and gender-sensitive.</p> <p>Revise and amend promotion eligibility to be based on professional qualifications to ensure equal opportunities for both men and women in leadership positions.</p>									
Total budget (Outcome 1)							2,600,000		
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.									
Outcome indicators	2.1 Percentage of women in decision-making positions working in the National Center for Security and Crisis Management.	This indicator monitors the percentage of women who holds leadership positions at the National Center for Security and Crisis Management.	TBD		National Center for Security and Crisis Management human resources departments' administrative data	Human resources departments' annual administrative data records		Assumptions: Political support for increasing women's roles in leadership and decision-making Interest from women in taking up such roles and in taking training programmes Continuous donor support Inclusion of civil society and women's organizations Gender database is in place and up-to-date for	
	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.	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 to prevent and respond to any crisis in order to mitigate negative impacts on marginalized people.	TBD		Human resources departments' administrative data	Human resources departments' annual administrative data records			

³ 191 women have completed English language skills training from PSD and JAF, while 111 women were qualified through mentorship coaching and leadership training.

Results	National performance indicators	Indicator definition	Baseline (year)	Target	Source of verification	Means of verification	Costing	Assumption statement
	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.	(2021) 66 ⁴		Training reports by CSOs, JNCW	CSO and JNCW annual reports		indicator tracking purposes through ActivityInfo Risks: <ul style="list-style-type: none"> Bias and discrimination in favour of men in decision-making positions to prevent women's participation Lack of women's interest in training programmes 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 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. Activities: <ul style="list-style-type: none"> Conduct simplified awareness-raising campaigns on the concepts of climate change and crises and their relation to gender. Conduct capacity-building trainings for women and girls (including those with disabilities), local communities, CSOs and CBOs on adapting to and mitigating crises and emergencies. Build the capacity of women-led organizations, including women working in agriculture and rural women, on proposal writing for environmental projects. Develop literature on climate change and crisis effects on gender, vulnerable groups and people with disabilities. Build the capacities of women and girls (including those with disabilities), women-led organizations, CSOs, CBOs and NGOs to design sustainable projects on climate change and crisis mitigation and adaptation. Promote the exchange of good practices and increase the capacities of women and girls in adapting to and mitigating crises and emergencies through advanced national, regional and international field visits, trainings and technical workshops. 	This indicator monitors the 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.	TBD		Training reports by CSOs, JNCW	CSO and JNCW annual reports	750,000	

⁴ ARDD capacity-building project (JONAP Pooled Fund Programme) 2021.

Results	National performance indicators	Indicator definition	Baseline (year)	Target	Source of verification	Means of verification	Costing	Assumption statement
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.	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 surveys or reports by CSOs, JNCW	CSO and JNCW annual reports	700,000	
	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 JNCW from relevant stakeholders	Annual reports by JNCW		
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.	2.3.1 Number of institutions that have developed and adopted gender-sensitive strategies, policies, plans, budgets and procedures to prevent and respond to crises, climate change and emergencies.	This indicator monitors the number of institutions that have drafted crisis response, emergency services and disaster risk plans that are designed and developed to be gender-sensitive and responsive.	0		Reports collected by JNCW from relevant stakeholders	Annual reports by JNCW	700,000	
	Activities: <ul style="list-style-type: none"> ➢ Build the capacities of CSOs and promote the role of youth in developing adaptation and mitigation plans for emergencies. ➢ Conduct capacity-building trainings for women and girls (including those with disabilities), local communities, CSOs and CBOs on developing and implementing plans on adapting to and mitigating crises and emergencies. ➢ Build the capacity of women-led organizations, including women working in agriculture and energy, and youth groups on the green economy. ➢ Promote the exchange of good practices and increase the capacities of women-led CSOs, CBOs and women's groups in adapting to and mitigating crises and emergencies through advanced national, regional and international field visits, trainings and technical workshops. ➢ Develop implementation and coordination action plans, strategies and toolkits to better coordinate all concerned institutions on crisis response. ➢ Ensure the active participation of women in all concerned institutions related to crisis response. 							
Total budget (Outcome 2)							2,150,000	

Results	National performance indicators	Indicator definition	Baseline (year)	Target	Source of verification	Means of verification	Costing	Assumption statement
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).								
Outcome indicators	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.	8,029 ⁵		Reports collected by JNCW from relevant stakeholders	Annual reports by JNCW		<p>Assumptions: 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 Cooperation among national stakeholders</p> <p>Risks: 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, financial resources, etc.) Resistance to behavioural change from community members Lack of coordination and duplication of projects and work</p>
	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.	TBD		Reports collected by JNCW from relevant stakeholders	Annual reports by JNCW		
	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 (JWU 2021) ⁶ ; 635 (AWO – 2021) ⁷		CSO and administrative reports of the shelters collected	Annual reports by JNCW		
	3.4 Level of satisfaction with services provided by official bodies for GBV survivors.	This indicator monitors the GBV service-provision satisfaction level: (5 highly satisfactory, 4 satisfactory, 3 average, 2 rather dissatisfied, 1 very dissatisfied).	TBD		Reports collected by JNCW from relevant stakeholders	Annual reports by JNCW		
Output 3.1: Women are qualified and actively participating in the provision of basic needs, humanitarian	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 qualifications to work as service-providers with regards to ensuring basic needs, humanitarian and social	6,603 CSOs (2021); 541 UNHCR (2021)		Reports collected by JNCW from relevant stakeholders	Annual reports by JNCW	950,000	

⁵ NAFPE (5,800), Working Women Society-Al Russaifeh (100), Intermediaries Changing Center for Sustainable Development (33), The North for Sustainable Development (450), Arab Women's Organization (45), Madaba Cultural Forum for Children (130), MoSD (900), UNHCR (541), ARDD (30).

⁶ Total beneficiaries from the cooperation between JWU and UN-Women for 2021.

⁷ Total beneficiaries from the cooperation between AWO and UN-Women for 2021.

Results	National performance indicators	Indicator definition	Baseline (year)	Target	Source of verification	Means of verification	Costing	Assumption statement
and social protection services in their communities.		protection or response services in local communities and refugee camps in Jordan.	900 MoSD (2021)					
	<p>Activities:</p> <ul style="list-style-type: none"> Map the basic, humanitarian and social protection service-providers across Jordan in local communities and refugee camps (including shelter services, medical, psychological, legal services and social insurance). Conduct an assessment to identify the training needs of service-providers, to tailor training packages within basic needs, humanitarian and social protection services – including for people with disabilities. Conduct an assessment to identify the needs of would-be service users, such as transportation to and from services and access needs for the elderly and persons with disabilities. Conduct capacity-building programmes for women-led organizations, concerned CSOs and CBOs to complement the role of formal institutions responsible for basic, humanitarian and social protection services (including shelter services, medical, psychological, legal services and social insurance) for women and girls in Jordan. Conduct outreach campaigns to encourage women to participate in training opportunities and to provide gender-sensitive services in refugee camps and local communities. Develop a national database of qualified women service-providers and adopt policies and Standard Operating Procedures (SOPs) that strongly encourage and promote their recruitment. Establish an online system to connect service-providers and related institutions. 							
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.	3.2.1 Percentage change in the number of women who are able to access gender-sensitive services.	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).	40 Judicial Council (2021); 733 PSD (2021)		Programme implementation reports by national stakeholders	Annual reports by UN-Women	950,000	
	<p>Activities:</p> <ul style="list-style-type: none"> Provide comprehensive, accessible, high-quality and affordable services and programmes that respond to and meet women and girls' needs, particularly 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 the availability of gender-sensitive social protection, basic and humanitarian services, meeting women and girls' needs, including those with disabilities, especially in local communities and refugee camps. Conduct targeted 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 to women and girls in Jordan, including those 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) ⁸		CSOs' provided data for JONAP I under indicator 3.2.2	Attendance sheets from the CSOs' provided data on JONAP I	1,000,000	
	3.3.2 Number of safe centres and shelters providing services for GBV survivors (official or unofficial).	This indicator monitors the number of centres or shelters in both state- and CSO-run centres and shelters that provide access to services for GBV survivors.	37 (2021)		Reports by JNCW and CSOs	Annual reports by JNCW		

⁸ ARDD, policy brief, Enhancing Access to Services for Survivors of Domestic Violence: Building Trust in National and Local Services Providers (2021).

Results	National performance indicators	Indicator definition	Baseline (year)	Target	Source of verification	Means of verification	Costing	Assumption statement	
	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		Reports by JNCW and CSOs	Annual reports by JNCW			
	<p>Activities:</p> <ul style="list-style-type: none"> Build the institutional capacity of media and other relevant stakeholders on coverage of GBV-related services, centres and shelters. Conduct targeted national campaigns to raise awareness of existing GBV services, centres and shelters. Ensure the availability of GBV services that meet women and girls' needs, including those with disabilities. Ensure full and safe access to GBV services, centres and shelters for women and girls in Jordan, including those with disabilities. Support a referral and documentation system to ensure coordination between civil society and state institutions. Reform the work conditions (protection and safety measures, health insurance, social security, transportation and measures to address physical abuse) of rural women in agriculture. Reform the infrastructure (access to water, food, lighting, solar energy and transportation) in refugee camps to prevent GBV against refugee women. 								
Total budget (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.									
Outcome indicators	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% among boys and 14% among girls (Madrasati, 2021)		Reports by JNCW and CSOs	Annual reports by JNCW and CSOs		Assumptions: 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	
	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		Reports by JNCW	Annual reports by JNCW			

Results	National performance indicators	Indicator definition	Baseline (year)	Target	Source of verification	Means of verification	Costing	Assumption statement
	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) ⁹					Risks: <ul style="list-style-type: none"> Lack of approval from the Curriculum Committee to include gender concepts Teachers' refusal to teach gender concepts Media campaigns against mainstreaming gender 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
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.	<p>4.1.1 Number of drafted gender-sensitive curricula and curricula revised to promote a community culture of gender and gender equality.</p> <p>Activities:</p> <ul style="list-style-type: none"> ➢ Equip curriculum designers with the needed skills to mainstream gender in reviewing and developing curricula for school-age children and incoming military, judicial, diplomatic and security sector professionals. ➢ Establish majors and specializations in the area of gender and women's studies at university and higher-level institutions. ➢ Enhance curricula to reinforce concepts of diversity, tolerance, acceptance and the role of women in peace and security, as well as to address emerging trends like climate change and online violence from a gender lens. ➢ Establish a national monitoring and evaluation team to monitor the process of developing and implementing gender-sensitive curricula. ➢ Enhance schoolteachers', counsellors' and university professors' capacities and teaching methods to be gender-sensitive, in line with these curricula. ➢ Ensure the availability of gender-sensitive infrastructure in public schools. ➢ Activate and enhance the role of school counsellors on gender-related issues. ➢ Conduct awareness-raising programmes for parents on concepts of gender equality, diversity, tolerance, acceptance and the role of women in peace and security. 	This indicator monitors the availability of gender-sensitive textbooks and curricula that aim to promote a community culture and advance gender equality.	Cumulative: 2 MoE (2021); 9 NCCD (2021)		Annual report by the Ministry of Education (MoE) and National Curriculum Development Center (NCCD)	Annual report submitted to the Technical Working Group by the MoE and NCCD	600,000	

⁹ UN-Women Jordan, 2022. "National Research on Gender and Social Cohesion in Jordan".

Results	National performance indicators	Indicator definition	Baseline (year)	Target	Source of verification	Means of verification	Costing	Assumption statement
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 gender equality.	7 Advise (2021)		Reports collected by JNCW	Press clips and media reports	900,000	
	4.2.2 Number of media programmes dedicated to issues of gender-based discrimination, women's rights and PVE.	This indicator monitors the number of media programmes 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 order to measure media content from a gender perspective.	0		Media analytics and reports	Media analytics and reports		
								<p>Activities:</p> <ul style="list-style-type: none"> ➢ Build the capacity of media institutions and professionals on media coverage of diversity, tolerance and on positive attitudes, gender norms and roles 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, gender norms and roles within the family and community. ➢ Establish alliances between media institutions and professionals with religious and local communities' leaders to develop national advocacy campaigns to promote the concepts of diversity, tolerance and positive attitudes and gender norms and roles within the family and community. ➢ Produce a television 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. ➢ Facilitate religious discussions through the Friday speech, preaching lessons, guidance and the role of the Qur'an in supporting diversity, gender equality, tolerance, justice and various concepts of diversity, taking into account the legal regulations governing the role of women in achieving security and peace and in preventing violent extremism. ➢ Form a religious committee from the various official religious institutions that steer the Shari'ah laws regulating the role of women in achieving security and peace, and the efforts to prevent 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 Increase of 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	
								<p>Activities:</p> <ul style="list-style-type: none"> ➢ Build the capacity of youth, youth networks and the 2250 coalition to develop advocacy campaigns that promote the concepts of diversity, tolerance, positive attitudes, gender norms and the roles of youth within their families and communities. ➢ Include the concepts of peace, security and the prevention of violent extremism in community service programmes in universities. ➢ Conduct a communication and media campaign for gender equality and the participation of youth (and of young women in particular) in peace and security in collaboration with the 2250 coalition. ➢ Establish youth alliances and networks to promote and support the participation of youth (and of young women in particular) in peace and security.

Results	National performance indicators	Indicator definition	Baseline (year)	Target	Source of verification	Means of verification	Costing	Assumption statement
	<ul style="list-style-type: none"> ➤ Enhance and strengthen the capacity of community networks in schools, universities and youth centres to promote gender equality, prevent gender discrimination and violent extremism, as well as to promote youth engagement in peace and security. ➤ Promote the exchange of good practices and increase the capacities of youth to participate in peace and security through advanced national, regional and international field visits, trainings and technical workshops. ➤ Build the capacities of youth (and of young women in particular), youth networks and the 2250 coalition on both local and environmental mediation. 							
Total budget (Outcome 4)							2,400,000	
Total JOD							10,050,000	

