

Good Practice Example:

# UNCT-SWAP PERFORMANCE INDICATOR 5.2

## Virtual Toolkit Resource



### What?

Promotion of Gender Equality and Women's Empowerment: Capacity Development (United Nations Jordan 2020 draft)



### Why?

The capacity development plan was developed in line with the UNCT-SWAP Scorecard requirements for Performance Indicator 5.2 (criteria a and b).

The plan takes a systemwide approach to assessing and targeting capacity development on gender equality and women's empowerment, focusing on Gender Focal Points as well as building technical expertise across the three Cooperation Framework Outcomes and the five thematic areas of the Socio-economic Framework for the COVID-19 Response.

The plan draws on a combination of available online training resources, as well customized approaches tailored to the country context and specific needs.



### Performance Indicator 5.2 Gender Capacities

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



## Performance Indicator 5.2 Gender Capacities

**Exceeds Minimum  
Requirements**

Meets **all** of the following:

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

## **Promotion of Gender Equality and Women's Empowerment: Capacity Development**

Jordan's UNCT SWAP gender equality scorecard (2019) brought forward a number of insights and recommendations on how the UN can work better together to strengthen collective efforts to address gender equality and women's empowerment (GEWE). For indicator 5.2 [UNCT has adequate capacities developed for gender mainstreaming] the score received was "approaching minimum standards" in 2019, indicating a need to address capacity needs for GEWE in Jordan. To this end, this capacity development plan has a twofold approach; 1) *ensure that the UN family has adequate basic capacity to address GEWE and knowledge to address Jordan's GEWE commitments*; 2) *ensure that the UN has additional thematic and tailored knowledge, technical capacity to implement the socio-economic framework and the UNSDF.*

### **1) Basic capacity needs**

Promotion of gender equality and the empowerment of women is everybody's business and responsibility for gender mainstreaming should be shared among staff at various levels throughout the UN System, including the management. While the below skills are desired across functions, Gender Focal Points (GFPs) can act as champions for GEWE and safeguard basic knowledge and skills available. The GFP role can differ somewhat from organization to organization, and duties may depend upon the functional role of the GFP in the organization and what kind of gender architecture the organization has in place. It is acknowledged that the role of a GFP is taken on by staff with existing workloads, and thus a GFP is not intended to serve as a substitute for a full-time institutional gender specialist. Yet, the GFP role is a vital contribution to the building of the capacity of staff and partners alike to identify the distinct needs of women, girls, boys, and men, the use of gender analysis and sex disaggregated data, and tailor the organization's actions and performance indicators accordingly. To fulfill these tasks, below skills and knowledge are main requirements for GFPs:

#### **Skills**

- Apply gender mainstreaming tools (such as gender markers)
- Advocate and communicate effectively for gender equality (in thematic area / the organization)
- Provide advice on requests on gender perspectives in aspects of the work of the department/ unit/ organization, using own resources or outside expertise

#### **Knowledge**

- Knowledge of basic and key gender concepts
- Knowledge of Jordan's frameworks and commitments relevant to GEWE and the linkages to international policy and normative framework for GEWE
- Acquainted with UN accountability systems (UN SWAP – UNCT Gender Equality Scorecard)



### **Suggested curriculum for GFPs:**

#### I) Gender concepts, analysis and data:

- UN Women “I Know Gender” online course (free):  
<https://trainingcentre.unwomen.org/portal/product/i-know-gender-1-2-3-gender-concepts-to-get-started-international-frameworks-for-gender-equality-and-promoting-gender-equality-throughout-the-un-system/>

#### II) Jordan’s policy frameworks and international normative and policy frameworks

- Familiarity with the National Strategy for Women, the Women’s Economic Empowerment Plan under Mashreq Facility, the Jordanian National Action Plan (JONAP) to implement UN Security Council Resolution 1325 on Women, Peace and Security; Jordan Vision 2025; Jordan’s Executive Development Plan; Jordan Renaissance Plan
- 2030 Agenda for Sustainable Development and Gender Equality  
<https://trainingcentre.unwomen.org/portal/product/2030-agenda-sustainable-development-gender-equality/>
- Introduction to CEDAW (free): <https://trainingcentre.unwomen.org/portal/product/cedaw/>

#### III) Navigating GEWE within a UN context and the role of GFPs in Jordan

- Customized training based on need.

### **2) Thematic and technical capacity needs**

In addition to basic knowledge, the UN in Jordan needs to be equipped to support Jordan in its socioeconomic recovery in relation to the five pillars that the UN collectively has committed to prioritize:

- I. Health First: Protecting Health Services and Systems
- II. People First: Social protection and Basic Services,
- III. Economic Response and Recovery: Protecting Jobs and MSMEs and the Informal Sector
- IV. Macro-economic Response and Multilateral Cooperation
- V. Social Cohesion and Community Resilience

Specific technical capacity needed to work on these pillars will be addressed through an assessment and tailored sessions for programme managers and staff with leadership roles within the implementation of the framework.

**Suggested capacity development to strengthen skills to promote gender equality in Jordan:**

<b>Activities</b>	<b>Audience</b>	<b>Modality</b>	<b>Facilitation</b>	<b>Tentative roll out</b>
<b>Session on the national GEWE commitments and links to international normative and policy frameworks</b>	Gender Focal Points, Programme Managers	Online	UN Women	TBC
<b>COVID-19, the Socioeconomic Framework, intersectionality and gender data</b>	Gender Focal Points, Programme Managers, HoA, RCO	Customized sessions for each target group, online	UN Women Jordan COVID, gender and intersectionality expert	August 2020
<b>Gender and communications</b>	Communications staff, RCO, Gender Focal Points	Customized, online	UN Women Regional Office for the Arab States	TBC
<b>UNCT Gender Markers</b>	Gender Focal Points, programme managers, M&E staff	Customized training sessions to shape UN Joint roll out plan	UN Women and RCO	December 2020- January 2021 (TBC)
<b>UNCT SWAP Gender Equality Scorecard training</b>	RCOs, Results Groups Chairs, Gender Focal Points	Customized, online	UN Women HQ/Regional Office for the Arab States	September 2020