

Good Practice Example:

UNCT-SWAP PERFORMANCE INDICATOR 5.1

Virtual Toolkit Resource



What?

UN Gender Task Team Terms of Reference
(United Nations Jordan 2020)



Why?

The TOR for the gender coordination mechanism of the UNCT in Jordan, provides background on how the UNCT-SWAP Gender Equality Scorecard comprehensive assessment influenced the formation and membership of the Gender Task Team (GTT) in line with requirements for UNCT-SWAP Performance Indicator 5.1 Gender Coordination.

The scope of work for the GTT includes supporting accountability of UN leadership for gender equality, through implementation of the UNCT-SWAP Scorecard Action Plan and annual reporting.



Performance Indicator 5.1 Gender Coordination

Approaches Minimum Requirements

Meets **2** of the following:

- a. A coordination mechanism for gender equality is chaired by a HOA;
- b. The group has an approved TOR and annual work plan;
- c. Members include at least 50% senior staff (P4/NOC and above or equivalent);
- d. The group has made substantive input into the UNSDCF including the CCA, Cooperative Framework design, results framework and M&E.



Performance Indicator 5.1 Gender Coordination

Meets Minimum Requirements

Meets **3** of the following:

- a. A coordination mechanism for gender equality is chaired by a HOA;
- b. The group has an approved TOR and annual work plan;
- c. Members include at least 50% senior staff (P4/NOC and above or equivalent);
- d. The group has made substantive input into the UNSDCF including the CCA, Cooperative Framework design, results framework and M&E.

Exceeds Minimum Requirements

Meets **all 4** of the following:

- a. A coordination mechanism for gender equality is chaired by a HOA;
- b. The group has an approved TOR and annual work plan;
- c. Members include at least 50% senior staff (P4/NOC and above or equivalent);
- d. The group has made substantive input into the UNSDCF including the CCA, Cooperative Framework design, results framework and M&E.



UN Gender Task Team

Terms of Reference

1. Background

In 2019, the UN Country Team in Jordan undertook the UNCT-SWAP Gender Equality Scorecard¹ exercise, a participatory self-assessment of joint processes and operations, to identifying gaps and corrective actions during the UNSDCF cycle. Under the umbrella of the Gender Champion, UN Women led the process with support from the Resident Coordinator's Office and mobilized an inter-agency assessment team (IAT) who collaboratively finalized the exercise and came up with a set of recommendations and an action plan to strengthen UNCTs work on Gender Equality and Women's Empowerment (GEWE). The Scorecard revealed that UNCT meets minimum requirement for 8 indicators, exceeds minimum requirement for one indicator (Leadership), approaches minimum standards for 3 indicators, and misses minimum requirements for 3 indicators, thus just meeting the QCPR target set out by the Secretary General for 2019, that UNCTs meet or exceed minimum requirements for 50% of the Scorecard indicators. Based on the recommendations the UNCT has asked for a gender coordinating mechanism to be established. To this end, the Gender Task Team (GTT) is formed to ensure follow-up and implementation of the Scorecard Action Plan during the course of the implementation of Jordan's UN Sustainable Development Framework (UNSDF 2018-2022) with a specific focus on ensuring gender equality is central to the changing context and work of the UN family due to the Covid-19 outbreak. Kicking off the implementation the IAT will transition into the GTT, that will be chaired by the UNCT Gender Champion.

The need for UN coordination on gender derives from a global agenda for women's rights and gender equality as set out in the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) 1979; the Beijing Platform for Action (1995); the UN Security Council Resolutions on Women, Peace and Security (WPS) framework; and the 2030 Agenda for Sustainable Development, particularly SDG 5: "Achieve gender equality and empower all women and girls" and its targets to be achieved by 2030. Additionally, the GTT will play a critical role in ensuring Jordan's Socio-economic framework to address the effects of the Covid-19 crisis is gender responsive through monitoring, consequent integration of gender mainstreaming principles and ensuring that the UNCT has adequate capacity to address challenges related to GEWE. GEWE is recognized as [central to an effective response and recovery by the Secretary General](#).

¹ UNCT-SWAP Gender Equality Scorecard, hereafter referred to as the "Scorecard". Updated 2018 Framework and Technical Guidance from UNSDG: https://undq.org/wp-content/uploads/2018/06/UNCT-SWAP_Gender-report_Web.pdf



2. Objectives and scope of work

The objective of the GTT is to implement and report on the action plan coming out of the 2019 Scorecard assessment and ensure that the UN is strengthening its collective work on GEWE joint planning processes and in all aspects of the cooperation framework and the socioeconomic framework. The tasks of the GTT include, but are not limited to:

- Support accountability of the UN Leadership to GEWE through implementation of the UNCT endorsed Scorecard Action Plan
- Provide technical support related to gender mainstreaming in overall UN Planning processes
- Coordinate knowledge sharing and ensure availability of gender expertise
- Inform strategies for GEWE results across agencies
- Support GEWE capacity building of UN staff
- Ensure yearly Scorecard reporting
- In the performance of the above-stated tasks and responsibilities, bring to bear global best practices and relevant international and national networks

3. Working mechanisms

The GTT will operate under the guidance of the UNCT Gender Champion and UN Women will support the group with secretariat services. The group will report to the UNCT on the implementation of the Scorecard Action plan on a quarterly basis. The group will convene every two months and has the possibility to create sub- or ad-hoc groups based on expressed needs, by the group or the UNCT.