



اللجنة الوطنية الأردنية
لشؤون المرأة
The Jordanian National
Commission for Women



Jordanian National Action Plan (JONAP) for the Implementation of UN Security Council resolution 1325 on Women, Peace and Security 2018 - 2021



United Nations Entity for Gender Equality
and the Empowerment of Women



With support from
Finland's development
cooperation



#JONAP



December
2017



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Women, Peace and Security
2018 - 2021



#JONAP



His Majesty King Abdullah II ibn Al Hussein

“Today's unprecedented global refugee crisis remains a humanitarian disaster and it is proving to be an increasing threat to global security, development and economic growth. This is a collective responsibility and we need to raise the level of global engagement without delay. Creative ideas are needed. I thank my co-host nations and all who are participating with us today”.

Speech of His Majesty King Abdullah II ibn Al Hussein
At the Leader's Summit on Refugees (on the margins of the 71st UN General Assembly)
New York
20 September 2016



Her Royal Highness Princess Basma bint Talal

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

Basma bint Talal



**The Cabinet Endorsed the Jordanian
National Action Plan
for the Implementation of
UN Security Council resolution 1325 on
Women, Peace and Security
on 3 December 2017**

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■ Introduction

Since its establishment, Jordan has aspired to become a driver of peace and security in the region. Since the 1940s, the country has overcome several challenges related to ongoing instability in the Middle East—ranging from wars, occupations and political coups in neighbouring countries, to the repercussions of the Arab Spring that began in 2011. Jordan, however, has succeeded in transforming these challenges into opportunities, establishing a stable country capable of providing its citizens with education, employment and the participation of both men and women in relief and recovery efforts. This was possible despite political challenges, scarce natural resources and the significant recent influx of refugees. Today Jordan is positioned among the region's leading countries in terms of cultural diversity and political stability.

Despite regional tensions and challenges, Jordan has not been involved in any armed conflicts. The country has, however, suffered impacts. Due to Jordan's central geographical location, it has historically received sudden influxes of nationals from neighbouring countries fleeing conflicts and seeking peace and security. The latest are the result of the Syrian crisis. Massive responsive efforts are needed to maintain stability and security, both for Jordanians and those arriving, in particular for the civilian women and children who, together, represent the majority¹ of those negatively affected by the conflict. They increasingly remain a target for armed groups, forced to flee their homes and leave their belongings behind.

Simultaneously, the changing global context of peace and security has witnessed the spread of cross-border radicalization conducive to violence and terrorism. There has been a consequent call for gender-sensitive interventions by Jordanian authorities at all levels, requiring the involvement of both security and humanitarian actors.

The (2018-2021) Jordanian National Action Plan (JONAP) for advancing the implementation of UN Security Council resolution 1325 on Women, Peace and Security (UNSCR 1325), and its subsequent resolutions, was developed to respond to the country's latest security and military challenges. It is in line with Jordan's commitments to promote and respect human rights, justice, equality and participation—all of which are embodied in various national frameworks, such as The National Strategy for Jordanian Women (2013-2017) and The Comprehensive National Plan for Human Rights (2016-2025). The JONAP for advancing the implementation of UNSCR 1325 aims to integrate a gender-based approach towards women's participation in prevention and protection processes during conflicts, as well as in peace building, and maintaining stability and sustainable security.

Parallel to these efforts, the JONAP specifically responded to the 2015 UN Security Council resolution 2242, which highlights the importance of cooperation with civil society and the role of women as key partners in preventing and combating violent extremism. It also reiterates the importance of engaging men and boys as partners in promoting women's participation in the prevention and resolution of armed conflicts.

The process of drafting the JONAP on resolution 1325 began as Jordan and other countries were endorsing the 2030 Agenda and the Sustainable Development Goals (SDGs). The Agenda's overall objectives—and Goal 5 and its targets in particular—represent an opportunity to transform development and planning approaches and mechanisms for implementation, to ensure equality of opportunity and the empowerment of women. Furthermore, they provide a means to ensure the inclusion and participation of all segments of society, for the fair and efficient implementation of comprehensive and sustainable development.

¹ Based on statistics of the Syrian Refugee Affairs Directorate (SRAD) of the Ministry of the Interior, received through formal letters and correspondence. As of 29 March 2017, there were 297,418 Syrian refugee women, representing 45.3% of the total number of Syrian refugees in Jordan.

However, the challenges of conflicts and political instability facing the Arab States region represent major obstacles to the effective implementation of the 2030 Agenda. Goal 16 seeks to promote peaceful and inclusive societies and provide access to justice for all as key pillars of sustainable development, and reflects many of the objectives of UNSCR 1325 and its subsequent resolutions.

Jordan has made significant progress in advancing the status of women, narrowing the gender gap and almost achieving equality between men and women in education and health, as well as advancing women's participation in political life, and elected councils in particular. Nevertheless, a number of challenges remain to attaining gender equality and women's empowerment. Jordan is ranked 86 out of 188 States on Gender Inequality², and 134 out of 144 on the Global Gender Gap index³.

Jordan continuously reviews its legislation in order to eliminate any discriminatory references to women. It adopts positive measures to ensure women's access to decision-making positions and incorporates further positive measures to protect women against all forms of discrimination and violence. Such efforts are in keeping with its global commitments on women and human rights, including UN resolutions on Women, Peace and Security.

Jordan's commitment to implement the Women, Peace and Security Agenda reflects the country's leadership and institutions' belief in the important role that Jordanian women play in development processes in general, as well as in enhancing protection, peace and security in local societies in particular. To that effect, the Jordanian National Commission for Women (JNCW) established the National Coalition in 2010 to pursue the development of a National Strategy for advancing the implementation of UNSCR 1325 on Women, Peace and Security. However, the repercussions of the Arab Spring signalled the need to conduct a comprehensive review of the National Strategy and the National Coalition's mandate, to respond both to conflicts in neighbouring countries as well as to the influx of refugees.

To respond to such challenges, the JNCW mobilized efforts at national and local levels to ensure the participation of the military sector, government institutions, civil society, media, and all those concerned with implementing the Women, Peace and Security Agenda in Jordan to draft the National Action Plan for 2018 to 2021. The JNCW began by expanding the membership of the National Coalition for advancing the implementation of resolution 1325, and forming a High-Level Steering Committee by cabinet decree. With generous financial support from the Government of Japan in 2015 and the Government of Finland from 2016 onwards, and technical support from UN Women. Considerable national efforts were initiated in 2016, aimed at drafting a Jordanian National Action Plan. Participatory approach to identify the Plan's strategic goals was employed, by engaging a wide spectrum of national parties concerned with advancing and implementing the Women, Peace and Security Agenda.

The Jordanian National Commission for Women conducted a series of national and local consultations in governorates throughout Jordan, which resulted in the adoption of several priorities that formed the basis for drafting the logical framework (logframe)⁴ of the Jordanian National Action Plan.

Accordingly; the logframe is based on four strategic goals, namely: (1) Achieve gender-responsiveness and meaningful participation of women in the security sector and in peace operations; (2) Achieve the meaningful participation of women in preventing radicalization and violent extremism, as well as in national and regional peace building; (3) Ensure the availability of gender-sensitive humanitarian services (including psychological, social, legal and medical services) that are safely accessible by Jordanians and refugees (including those women and girls most vulnerable to violence and in need of protection, in host communities and refugee camps in Jordan), in full alignment with the Jordan Response Plan for the Syria Crisis; and (4) Foster a community culture that recognizes the gender needs, the importance of gender equality and the role of women (including young women) in peace and security⁵.

² UNDP Gender Equality Index (2015): <http://hdr.undp.org/en/composite/GII>

³ World Economic Forum, The Global Gender Gap Report (2016)

<http://reports.weforum.org/global-gender-gap-report-2016/economies/#economy=JOR>

⁴ Drafting the NAP logical framework (logframe) involved several stages, with four main phases summarized as follows: preliminary and main drafting stage, further national and security reinforcement consultations stage, strategic drafting stage, and final drafting stage.

⁵ The fourth strategic objective aims to be consistent with the Jordanian Constitution and Islamic Sharia law, according to the High-Level Steering Committee recommendations, recommended by the (Supreme Judges Department).

The fourth goal contributes to reaching all strategic goals. These goals are considered the primary axis of work related to the pillars of the UN Security Council resolution on Women, Peace and Security: participation, prevention, protection, and relief and recovery.

Through the NAP drafting methodology, the Coalition members affirmed their commitment to UNSCR 1325 and subsequent resolutions, mainly, UNSCR 2122 (2013) and 2242 (2015). Both resolutions signalled the need to review existing action plans and their goals and provide updated information on the progress achieved so far. Furthermore, they highlighted the need to ensure adequate financial resources (i.e. allocated financial budgets) for implementation—including funds for civil society organizations to enhance their engagement and participation in implementing all activities—as well as evaluating progress achieved, in cooperation with governmental entities. To this effect, monitoring, evaluation and costing systems have been established for the JONAP, to ensure national and global advocacy to facilitate and support its implementation within the specific time frame. These are based on measurable indicators, with a realistic and economically feasible budget, and will be monitored under the supervision of the Jordanian National Commission for Women.

1. The importance of advancing implementation of UN Security Council resolution 1325 on Women, Peace and Security in Jordan

1.1. Jordan as a global provider of expertise for peacekeeping and peacemaking

Jordan has vast experience in providing security expertise and peacekeeping forces to countries suffering from armed conflicts. Over the past 10 years, Jordan has been a significant contributor to UN peacekeeping operations, and one of the top contributors of UN police in such operations. As reflected in the latest statistics of the UN Department of Peacekeeping Operations (DPKO), Jordan provides nearly 8 per cent of the police peacekeepers in UN missions⁶. Jordan also contributes significant numbers of Military Experts and Officers. According to the latest statistics provided by the Jordanian Armed Forces and the Public Security Directorate, as of August 2017, a total of 71,901 troops and 30,702 police officers have been deployed on UN missions⁷.

In the middle of a region ravaged by armed conflicts, Jordan's strength seems to reside in its ability to provide high levels of security and tolerance. Jordan is seen by the international community as a relatively stable country, where citizens can enjoy security and safety in public spheres. According to the World Economic Forum, Jordan is classified as a strong country in the area of public safety, with high performance along a number of indicators, such as crime and violence costs, where it is ranked 55th out of 137 nations, 41st out of 137 in organized crime, and 21st out of 137 in the reliability of its police service⁸.

1.2 Advancing the participation of women in military and security sectors and ensuring gender responsiveness

1.2.1 Women as active agents in peace building and peacekeeping

Women's participation in peacekeeping operations and missions makes conflict-resolution operations more effective and sustainable. The drive to advance implementation of UNSCR 1325 on Women, Peace and Security aims to document and demonstrate Jordan's efforts and commitment to security and peacekeeping missions, to confirm Jordan's recognition of the importance of addressing women's needs in conflict situations, and to promote women's role—and increased participation—in global efforts to maintain peace and security. It has sought to ensure gender equality and responsiveness to women's security needs in times of crisis, particularly in the Syrian crisis.

There is global concern regarding the low representation of women in various official operations and bodies related to peacekeeping and global security. Such concern extends to the relatively small number of women in senior positions in national, regional and international political institutes

⁶ UN Department of Peacekeeping Operations (30 June 2017). http://www.un.org/en/peacekeeping/contributors/2017/jun1_17.pdf

⁷ These numbers were provided to UN Women during a formal meeting on 27 August, 2017 by the Peacekeeping Operations Training Centre (PKOTC) of the Public Security Directorate, who had consulted with their Department of Peacekeeping Operations as well as the Jordanian Armed Forces.

⁸ Global Competitiveness Index (2017-2018)

<http://reports.weforum.org/global-competitiveness-index2018-2017-/competitiveness-rankings/#series=EQSQ034>

focused on peace and security. Moreover, the inadequacy of humanitarian responses that take gender considerations into account has been noted, as has the lack of support for empowering women to play leading roles in these contexts⁹.

For the past decade, Jordanian women have been participating in UN peacekeeping operations. The first female police officer was deployed in 2007, followed by the first female military officer three years later¹⁰, making Jordan one of the first countries in the Arab States region to take clear steps towards implementing UN Security Council resolution 1325. Yet, in spite of these efforts, Jordan still faces various challenges related to spreading and scaling up the integration of gender perspectives in the composition of security and peacekeeping operations.

Over the past 10 years, the deployment of women in peacekeeping operations has remained low¹¹. More efforts are needed to increase these numbers to the levels recommended by UN DPKO; namely, that women comprise 20 per cent of UN Police, and 15 per cent of Military Experts, Observers and Officers. In parallel, more emphasis should be given to increasing the number of women within the security sector in Jordan in general, and to ensuring an enabling environment, including mechanisms for police and military to integrate gender perspectives into their work. Such efforts will not only improve the efficiency and gender responsiveness of Jordan's direct contributions to peace missions, but they should also improve the security sector's responsiveness to the security needs of Jordanian men and women, as well as their capacity to integrate a gender lens in the response to the growing risks of violent extremism.

1.3 Countering threats of violent extremism

1.3.1 Recognition of women's role in preventing and addressing the increased threat of violent extremism

Given the changing global context of peace and security—and in particular the escalation of violent extremism, which has led to terrorism and increased numbers of refugees—it is becoming more pressing to pay more attention to women's role in addressing these and other risks threatening international peace and security. Terrorism and violent extremism have a unique and disproportionate impact on women and girls during armed conflict, hindering their ability to protect themselves and their human rights, mainly with respect to their health, education and participation in public life. Women have been the direct targets of terrorist groups. Some of the most radical groups believe that sexual and gender-based violence are part of their ideologies and strategic objectives, and are thus to be utilized as a means of demonstrating power, escalating terror among communities and mobilizing more resources (in terms of recruitment and funding) to destroy local communities¹².

Since 2014, the UN has raised concern over the use of sexual violence as a terror tactic by violent extremist groups. Such acts include systematic and strategic mass rape committed by various parties in armed conflicts, accompanied by other crimes, such as murder, looting, forced displacement and detention, forced mobilization and recruitment, terrorizing citizens to abide with inspections of residential areas and at check points, as well as different crimes committed in the context of intelligence operations conducted by extremist groups. The strategic nature of violence and extremism is evident in the selective targeting of victims from certain ethnic, religious groups or political opposition. It has led to increasing migration and displacement of civilians from hot spots affected by conflict.

For these extremist groups, sexual violence is not limited to these criminal acts, but is utilized to impose an ideology that permits the oppression of women and control over their lives, means, sexual and productive rights. This ideology is also utilized as a means to generate income in the shadow economy that flourishes in times of conflict and terrorism, through sexual slavery, human trafficking, forced prostitution, blackmailing families through ransoms, etc. In some cases, women and girls are used as "war prizes" to compensate or reward fighters, who in turn have the right to sell or abuse them as they wish. Over the past few years, enslaved women and girls have been used as human

9 UN Security Council resolution 2242 (2015) focuses on women's role in combating violent extremism and terrorism and on improvement of the Security Council's work around Women, Peace and Security. Furthermore, it makes recommendations also mentioned in the Global Study on the Implementation of United Nations Security Council resolution 1325. Available at: <http://wps.unwomen.org/>.

10 Statistics received through formal letters and correspondences from the Public Security Directorate, dated 26 March 2017. In addition to the Jordanian Armed Forces- Arab army statistics dated on 12 March, 2017.

11 Women participants in UN DPKO missions amounted to 22 participants from general security ranks, as per General Security data for 2017

12 United Nations (2015). Security Council resolution 2242.

shields and suicide bombers, reiterating their status as resources feeding the war, terrorism, violence and extremist machinery. With respect to forced mass migration, women, girls and children

impacted by conflicts are also falling victim to traffickers in the absence of any form of political, legal, economic or social protection¹³.

Like other countries, Jordan has been threatened by extremism and terrorism, which has been increasing in the last few years. Jordan is the main source of foreign fighters in Syria, relative to its population¹⁴. Extremism poses a real threat to women and men in the Middle East and North Africa (MENA) region. Due to the spread of extremism and exclusionary ideology, women have been exposed to multiple forms of violence and exploitation, especially in the context of the armed conflicts in which Iraq and Syria were particularly affected. Unfortunately, extremist ideology has begun to spread rapidly through social media platforms and websites and is gaining acceptance in certain circles of Jordanian society.

According to research commissioned by JNCW and UN Women in 2016 on gender and PVE, both men and women perceive a growing and expanding radicalization within their communities, with both young men and women at risk. Radicalization is seen as an added pressure to existing restrictions on women's freedoms and access to rights. Mothers are seen as the primary pillars and influencers within families and subsequently are targeted by radicalized groups as an entry point to the entire family. At the same time, women's role as an anchor to prevent extremism in their local communities was highlighted.

All national efforts to counter extremism and violence are in line with the pillars of the Jordanian National Action Plan for advancing the implementation of UNSCR 1325. They seek to ensure the mainstreaming of women's needs and gender perspectives as a comprehensive approach within all efforts to address and counter terrorism and violent extremism.

1.4 Response to the Syrian Refugee Crisis

1.4.1 Ensuring the provision of gender-responsive humanitarian services and enhancing women's role in promoting peace and security in local communities

The protection of women and prevention of all forms of violence in situations of conflict is one of the main purposes for the implementation of resolution 1325 in Jordan. As such, special consideration must be given to the particular needs of women and girls in humanitarian relief and recovery efforts, the same way that Jordanian peacekeepers need to be able to consider and implement gender perspectives when engaging in peacekeeping operations in other countries. Furthermore, protecting the rights of women and girls, particularly of refugees in areas impacted by conflict, are main priorities for the implementation of resolution 1325.

There are an estimated 297,418 Syrian refugee women, representing 45.3 per cent of the total Syrian refugees in Jordan. These displaced women and girls face different humanitarian and protection needs than do men, such as higher risks of sexual and gender-based violence linked to the lack of privacy in overcrowded shelters or to the poorly designed infrastructure of the refugee camps. Furthermore, deep-rooted social stigma prevents sexually abused women from reporting cases of gender-based violence, while impacting the efficiency of service-delivery, and limiting opportunities for women to access humanitarian services or participate in planning¹⁵

13 United Nations (15 April 2017). Report of the Secretary-General on Conflict-Related Sexual Violence (S/2017/249)

<http://www.un.org/en/events/elimination-of-sexual-violence-in-conflict/pdf/1494280398.pdf>

14 The Economist (September 2014) <http://www.economist.com/blogs/graphicdetail/2014/09/daily-chart-2>

15 SRAD statistics, received through formal letters and correspondence, dated 29 March 2017, in addition to data from the Jordanian Response Plan to the Syrian Crisis for the years 2016-2018, which reflects priority interventions to strengthen the Kingdom's ability to respond to the impacts of the Syrian crisis without jeopardizing its development path. An additional planning year will be incorporated to extend the current 2016-2018 period to 2017-2019, and implementation will be under the guidance of Jordan's Hashemite platform for the response to the Syrian Crisis and the leadership and supervision of the Government of Jordan.

Given that violence against women increases in areas impacted by conflict, legal aid, health and protection services are imperative to respond to the needs of Jordanian women living in host communities¹⁶.

Although women face specific risks during conflict, they also play critical roles in building resilience and promoting peace and security within their local communities, roles which need to be further capitalized upon.

2. Implementation approach

2.1 National consultative approach to draft the Jordanian National Action Plan for the implementation of UNSCR 1325

The Jordanian National Commission for Women (JNCW) committed itself to lead and guide the process of drafting and developing a Jordanian National Action Plan (JONAP) for advancing the implementation of UN Security Council resolution 1325 on Women, Peace and Security¹⁷. The JNCW recognized the importance of continuous, widespread consultation through forums organized to promote dialogue and the exchange of views among various entities, including civil society and women's organizations in all governorates¹⁸.

2.1.1 Formation of the National Coalition and High-Level Steering Committee to contribute to the drafting of the Jordanian National Action Plan

Accordingly, the JNCW opted to expand the composition of the National Coalition in late 2015 to advance the implementation of the resolution. The Coalition's duties and responsibilities when drafting the National Action Plan (NAP) are based on the comprehensive national participatory approach and wide consultative process to promote cooperation between diverse stakeholders. These included: governmental institutions, military sectors, civil society organizations (especially women's organizations), youth, media, international organizations operating in Jordan, activists, legal professionals, as well as a large number of experts with experience in developing and drafting logical frameworks (logframes).

They determined the main priorities and strategic goals to be integrated in the NAP logframe, as well as monitoring and evaluation systems. The drafting process also benefited from the technical support of the Institute for Inclusive Security (IIS-Washington)¹⁹, while the initial cost estimates and budget were drafted with the technical support of The Global Network of Women Peacebuilders (New York), UN Women and specialized local experts. A number of civil society organizations outside of the National Coalition also contributed to the process of strengthening the NAP logical framework by conducting further national workshops.

The same year, a High-Level Steering Committee was formed by a cabinet decree (of the Council of Ministers). Composed of high-level governmental representatives with political decision-making power in Jordan (secretary generals), the committee is entrusted with the responsibility of supervising and monitoring the work and progress of the National Coalition. It also provided direct guidance, observations and recommendations to steer the process of drafting the logical framework of the JONAP for resolution 1325.

¹⁶ The services delivered to all Syrian refugees in the Kingdom, as stipulated under the different pillars of the Jordanian Response Plan to the Syrian Crisis, include: provision of food, security and protection, education, healthcare services, social services, access to justice and psychosocial support, technical and in-kind aid, shelter and housing services, services distributed to all refugees in and outside the camps (based on geographical location), and services for women focused on targeting and engaging them in social and vocational projects. It is worth noting that the plan adopts a gender perspective throughout its different pillars. The JONAP for resolution 1325 and subsequent resolutions reaffirm Jordan's commitment and response.

¹⁷ The Jordanian Government expressed this commitment in the document "Step It Up: Planet 50:50 by 2030", presented at the "Global Leaders' Meeting on Gender Equality and Women's Empowerment", held parallel to the United Nations General Assembly in September 2015. <http://www.unwomen.org/en/get-involved/step-it-up/commitments/jordan>

¹⁸ United Nations (2015). Security Council resolution 2242 as well as UN Security Council resolution 2122, which was adopted by Security Council in its session No. 7044, held on 18 October 2013. This resolution addresses the continuing gaps in implementing the Women, Peace and Security agenda.

¹⁹ The Institute for Inclusive Security-Washington, a technical partner to UN Women, provided technical support and expertise to the National Coalition members during the drafting of the JONAP Logframe and M&E template.

2.1.2 National Dialogue on UN Security Council resolution 1325 ; Women, Peace and Security in Jordan

Global experience with drafting national action plans to advance the implementation of UNSCR 1325 reiterates the need to focus on priority areas that can be realistically executed, to increase the likelihood that these plans will be implemented on the ground. Therefore, in drafting the JONAP, a consultative participatory approach was adopted to involve diverse partners from all national sectors in setting milestones identifying the key priorities and recommendations, to ensure local and national ownership and implementation.

To that effect, in early 2016, the JNCW launched several consultative sessions and dialogues in governorates throughout Jordan²⁰, with the engagement of all concerned with the Women, Peace and Security Agenda. Ten national and local consultations were organized to allow participants to reflect, make recommendations and address concerns related to peace and security in Jordan, focusing on women's role and participation in promoting peace and security at local and international levels.²¹

2.1.3 A study on Women and Violent Radicalization in Jordan

In February and March of 2016, the JNCW and UN Women commissioned a study on Women and violent radicalization in Jordan, to address the gender dimensions of countering extremism, to assess its impacts on women and girls, as well as to explore methods to incorporate women in gender-responsive measures to counter violent extremism. UN Security Council resolution 2242 stresses the importance of conducting gender-sensitive research and data-collection, to outline the factors driving women to extremism and violence as well as exploring the impacts of counter-terrorism strategies. Such research will contribute to the development of response-driven actions, policies and programmes. The study was conducted in order to respond to the above mentioned global recommendations, and to take into consideration the priorities of the national and local consultations—both of which promote for an enhanced participation of women as key players in efforts to counter extremism. The results of the study have also been reflected in JONAP's Strategic goals and related outputs.

2.2 Priorities of the JONAP for advancing the implementation of resolution 1325, as recommended during the national and local consultation process

Based on the results of national and local consultations, the following priorities were identified for incorporation during the JONAP drafting process:

- **Participation pillar:** Participants agreed on the need to increase women's participation in peacekeeping and peace building operations, in both military and police sectors. They also recognized the need to enhance leadership competencies for military women to enable their contribution to such missions, mainly at decision-making levels, and noted the relatively low level of Jordanian women's participation in these areas.
- **Prevention of extremism and protection against gender-based violence pillar:** Participants confirmed existing threats due to political violence, such as tribal and sectarian conflicts and violent extremism. The latter were repeatedly mentioned during the discussions as one of the most jeopardizing threats to peace and security. The participants discussed options employed by societies in their efforts to counter extremism, with special emphasis on women's role in preventing family members from joining extremist groups—groups growing in numbers and presence due to the influx of terrorists fleeing conflicts in the region²²

²⁰ The first national dialogue was held on 31 January, 2016 in Amman, followed by eight local dialogues held in the Kingdom's governorates. They included seven local and community dialogue sessions in the governorates of Al-Zaraqa, Al-Mafraq, Al-Karak, Ajloun, Jerash, Ma'an, Amman, Madaba and Irbid as well one consultative session including refugees' community in Al-Mafraq. In addition, a final national dialogue session was held on 28 February, 2016 in Amman at a leadership level. The results of consultations were presented at the governorates level and submitted to the parties concerned with security and peace in Jordan.

²¹ National dialogue on UNSCR 1325, advancing the implementation of the resolution is a final report highlighting the recommendations proposed in national and local consultations. The report was a joint production of JNCW and UN Women in Jordan, prepared by the Al-Hayat Center for Civil Society Development (RASED) and the Search for Common Ground Organization. The consultations were funded by the Government of Japan, with their publication financed by the Government of Finland.

²² Prevention of violence and violent extremism is one of the key issues to be addressed by various activities of the JONAP, making it one of the most important pillars highlighted in these consultations.

- **Relief and recovery in response to the refugee crisis pillar:** With the increasing numbers of refugees in Jordan, the consultations put forward a clear set of recommendations for national and international agencies to address and respond to the immediate needs of refugees and host communities. The recommendations focused on providing adequate services, protection and support to women refugees, with parallel efforts to increase the capacities of local civil society organizations to support refugees, promote social cohesion and community resilience and call for the inclusion of women as active and effective partners in relief and recovery initiatives²³
- **Capacity-building, awareness-raising and participation of civil society and youth pillar:** Participants emphasized the importance of awareness-raising and capacity-building targeting local communities and local leadership. They voiced support for efforts to portray women participating in peacekeeping missions as role models, and to share success stories of Jordanian women in such roles. This is with the goal of increasing societal and community awareness, especially among youth, as well as to promote their participation in strengthening peace and security in Jordan²⁴

It is worth mentioning that although the above pillars have been incorporated within the logical framework as separate strategic goals, all pillars are strongly interlinked and interrelated. Each strategic goal supports and complements the others and contributes to their attainment. All priorities contribute to the realization of the four pillars of UNSCR 1325, namely: participation, prevention, protection, in addition to recovery and relief. For example, women's enhanced role in security sectors will strengthen capacities in countering violent extremism, as well as the gender-responsiveness of humanitarian responses. Similarly, engaging youth and civil society will increase the likelihood of achieving the objectives reflected in all pillars of the JONAP.

2.3 Main references of the Jordanian National Action Plan to advancing the implementation of UNSCR 1325 and its subsequent resolutions

The UN Security Council's resolutions subsequent to 1325—particularly UNSCR 2242 and UNSCR 2250—were essential references when drafting the JONAP, along with the results of the national and local consultations and the regional context of peace and security.

Resolution 2242 (2015) reiterates the importance and role of women in countering violence, extremism and terrorism. It stresses the need to mainstream gender in all activities related to countering violence and radical ideology. It urges further consultations with women and women's organizations to guide primary prevention efforts. The resolution also encourages the effective participation of women through National Action Plans, empowering them to take leadership roles when engaging in efforts to prevent and counter extremism, violence and related activities.

The resolution further calls for greater participation and leadership of women and women's organizations in developing strategies to counter violent extremism and terrorism. This can be done by leveraging links with media, to spread anti-terror messages and other activities in line of these efforts. To this effect, several means can be used, such as empowering women, youth, religious clergy (imams, women preachers), intellectuals, and opinion leaders to address the environment that is conducive to the spread of terrorism and violent extremism. The resolution reiterates the importance of engaging men and boys as partners to promote the participation of women in preventing armed conflict as well as in resolving conflicts and peace building efforts in post-conflict situations.²⁵

²³ The JONAP for advancing the implementation of UNSCR 1325 has been aligned with the National Response Plan to the Refugee Crisis (Syrian Crisis Response Plan). The response to the refugee crisis has also been mainstreamed in the logical framework of the plan, as stipulated under output 3 which states that: "gender-responsive services shall easily and safely be provided to Jordanians and refugees, including the most vulnerable women who need protection in host communities and refugee camps"

²⁴ The discussions referred to UN Security Council resolution 2250 (2015) on Youth, Peace and Security at the national level. They also stressed that resolution 2250 must be linked to UN Security Council resolution 1325 to activate youth's role in peace building, conflict prevention and combating violent extremism.

²⁵ United Nations (2015). Security Council resolution 2242.

UN Security Council resolution 2250, on Youth, Peace and Security²⁶, incorporates a reference to UNSCR 1325 and its subsequent resolutions on Women, Peace and Security in terms of the positive and significant contributions of youth in enhancing and maintaining peace and security, as well as in prevention and conflict-resolution. It suggests exploring means to increase youth involvement and enhance their participation in peace building and conflict-resolution. Resolution 2250 also recognizes the significant role youth can play in preventing and countering violent extremism and terrorism. It stresses the need to create an enabling environment to support youth, and to recognize and acknowledge the important role they play in enhancing social cohesion and community resilience and countering violent extremism. Such efforts will support peace education and empower youth, families and women, as well as intellectuals and religious, cultural and educational leaders from all relevant groups and institutions to promote social inclusion and cohesion²⁷

3. The Jordanian National Action Plan to implement UNSCR 1325 and its subsequent resolutions

Based on national and local consultations, guided by international frameworks and references on Women, Peace and Security, and in consideration of the regional and national context, four strategic goals were identified for the Jordanian National Action Plan 2018-2021. The goals are:

3.1 Strategic Goal #1: Achieve gender-responsiveness and meaningful participation of women in the security sector and in peace operations.

To that end, it is essential to create a culture or enabling environment to encourage men and women personnel in security sectors to integrate gender perspectives in all tasks, and to promote women's entry into security and military sectors. Such an environment will enhance the operational effectiveness of military and police, facilitate the entry and retention of women in security sector jobs, and support women's performance and access to leadership positions. In addition to ensuring equal opportunities in employment within security and military sectors, such an environment should also promote women's participation in peace negotiations, diplomatic missions as well as peace operations.

Given the positive impact of women's participation in maintaining international peace and security at national and international levels, the pillar for promoting women's active participation in these sectors, traditionally considered exclusive domains for men, is one of the main reasons and goals behind the adoption of Security Council resolution 1325. Accordingly, and in order to improve the performance of military and security sectors, efforts to incorporate gender perspectives into their structures and plans is deemed necessary. This would ensure services respond to the needs of women as well as men, and improve their capacity to more effectively respond to the needs of victims of conflict and war—who are primarily women and children.

3.2 Strategic Goal #2: Achieve the meaningful participation of women in preventing radicalization and violent extremism, as well as in national and regional peace building.

The study on Women and Violent Radicalization, produced by the JNCW and UN Women in 2016, proposed an important recommendation: the recognition of women as both champions and potential advocates in combating threats of violent extremism, as well as the victims of such threats. Raising women's skills and competencies across all governorates will assist with the early detection of extremist trends within households and local communities, especially among youth. Furthermore, building the capacities of local civil society organizations, especially women's organizations and relevant religious and national institutions, will be critical in order to support and promote the role of women in peace building and in countering violent extremism in local communities.

²⁶ United Nations (2015). Security Council resolution 2250.

²⁷ The term youth mentioned in the context of the resolution refers to persons aged 18 to 29. It should be noted that this term may have different definitions at national and international levels, including the definition of the term in General Assembly resolutions 50/81 and 56/117.

The pillar also reiterates the importance of community awareness-raising around the values of tolerance, acceptance and true Islamic values (as opposed to pervasive misconceptions and stereotyped gender roles). Efforts in this regard will seek to increase women's participation in preventing disturbances that stem from violent and extremist ideologies. Women are influencers, given their roles as mothers and educators who can raise awareness among family and children, teach correct religious concepts and values, and detect the early warning signs of radicalization, when their children are developing extremist tendencies.

This goal will seek to challenge gender stereotypes utilized by violent extremist groups as a means to recruit and spread their ideology. It will equally encourage the exchange of knowledge on the gendered dimensions of violent extremism, to support the incorporation of its prevention in national policies and programmes.

3.3 Strategic Goal #3: Ensure the availability of gender-sensitive humanitarian services (including psychological, social, legal and medical services) that are safely accessible by Jordanians and refugees (including those women and girls most vulnerable to violence and in need of protection, in host communities and refugee camps in Jordan).

This can be achieved by increasing the number of qualified women who provide services that respond to the various needs of women in host communities and refugee camps in Jordan. Another key method is knowledge-sharing among vulnerable Jordanian women and female refugees on available services and access. Awareness-raising should also be extended to government institutions, local communities, civil society and media regarding the negative impacts of gender-based violence in conflicts (such as physical violence, forced marriage, early marriage, sexual harassment and violence) and ways to address such violence.

This goal is in line with Jordan's efforts to provide humanitarian relief and protection for the victims of conflicts and wars in refugee camps and host communities. The implementation of activities under this pillar are also parallel to, and in line with, activities implemented under the Jordan Response Plan for the Syria Crisis. One of the main pillars of that response is the provision of services to victims and communities impacted by the influx of refugees, so the JONAP focuses on promoting women's participation in providing such services, increasing women's access to such services, and assessing the responsiveness of those services to women's needs.

3.4 Strategic Goal #4: Foster a community culture that recognizes the gender needs, the importance of gender equality and the role of women (including young women) in peace and security²⁸.

This can be encouraged through the recognition and appreciation of the positive roles women and girls have played in building and maintaining peace throughout history. It can equally be nurtured by developing school curricula that promote women's and girls' participation in peacemaking and national and international security operations. Strengthening a community culture that promotes women's participation in peacekeeping and security maintenance, and changing the stereotypes that restrict women's engagement, are essential for the implementation of UNSCR 1325. Such efforts will enhance the role of women as effective and equal partners in building peace, rather than as mere victims—even if the majority of conflict victims are women and children.

²⁸ The High-Level Steering Committee recommended that the fourth strategic goal to be consistent with the Jordanian Constitution and Sharia law. Recommended by the (Supreme Judge Department).

4. Ensuring coherence and harmonization of the Jordanian National Action Plan with national, regional and international plans, strategies and frameworks

The JONAP for advancing the implementation of UNSCR 1325 responds to Jordan's commitments to relevant international conventions, charters, and both international and regional frameworks. In particular, it is in keeping with recommendations of the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW); such as recommendation 30, which pertains to women's roles in conflict prevention, both during and post-conflict.

It is also in line with "Critical Area of Concern E: Women and armed conflict" of the 1995 Beijing Declaration and Platform for Action, in which peace is inseparably linked to gender equality and development. The plan equally responds to Jordan's commitments to the 2030 Agenda for Sustainable Development and its goals, particularly Goal 5 on gender equality and women's empowerment, and Goal 16, which focuses on achieving peaceful and inclusive societies and providing access to justice for all²⁹.

At the regional level, the JONAP is consistent with the strategic framework of the regional action plan on "Women, Peace and Security in the Arab Region 2015-2030"³⁰. This plan incorporates a pillar on terrorism in response to the requirements of some countries of the region that consider terrorism the main challenge threatening the safety of individuals in general, and women and girls in particular, primarily in areas of conflict and insecurity.

The JONAP is coherent with all national efforts to empower women and achieve gender equality. The plan further reflects synergy and linkages with the concerns, priorities and aspirations of local communities. Moreover, the plan is consistent with all relevant national frameworks and strategies, including:

1. **The Comprehensive National Human Rights Plan (2016-2025)**³¹, which incorporates issues related to nationality, residency, asylum and freedom of movement within Goal 5 of this plan and its sub-goals. It also addresses the coherence of national legislations and policies with the Constitution and international charters that Jordan has endorsed, and stresses the need to increase awareness within society of citizenship and refugee rights, while establishing a national mechanism to address the large influx of refugees.
2. **The National Strategy for Jordanian Women (2013-2017)**³², aims to empower women based on an inclusive perspective. It focuses on attaining women's political empowerment and participation in public life, while encouraging women to assume leadership and decision-making positions. To that end, efforts will be made to foster an environment that supports women's empowerment, utilizing media and information and communications technology for such ends.
3. **Jordan's Vision 2025 (2015-2025)**, focuses on participation, prevention, relief and recovery, emphasizing women to take on roles in peace building and the prevention of violent extremism³³. It also 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 creation of jobs to meet the needs of the most marginalized groups, particularly women, youth and people with disabilities, and the provision of gender-responsive services based on and the needs of Jordanian women and female refugees subjected to violence and exclusion.

²⁹ SDG #16 seeks to: "Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels."

³⁰ In May 2013, during a high-level meeting attended by representatives of Arab League Member States, the "Regional Strategy for the Protection of Arab Women: Security and Peace" was launched by the Department of Women, Family and Childhood, General Secretariat of the League of Arab States and the Technical Secretariat of the Arab Women Committee, in cooperation with the Arab Women Organization and UN Women.

³¹ After conducting an in-depth study of human rights in the Kingdom, a Comprehensive National Rights Plan for the years 2016-2025 was developed. It aimed to address the existing shortcomings of legislation, policies and practices in order to promote human rights in a manner consistent with national principles and the Kingdom's Constitution and commitments in this regard.

³² The National Strategy for Jordanian Women 2013-2017 was prepared and developed by the JNCW. It has emanated from the Jordanian Constitution and is consistent with both the national agenda and Executive Developmental Programme (2011-2013). It is equally in line with national strategies and the plans of various ministries, government institutions, and organizations concerned with women's issues. In addition, it is built on Islamic law principles, societal values and human rights principles developed as a reference framework for the Jordanian National Commission for Women, governmental and non-governmental institutes and civil society organizations working on women's empowerment and participation in various fields.

³³ His Majesty King Abdulla II Ibn Al Hussein (2015) Jordan's Vision 2025 for the years 2015 to 2025, pgs. 113-124.

4. **The Jordanian Response Plan for the Syrian Crisis (2016-2018)**³⁴, and the JONAP are consistent in their goals for recovery for those most impacted by the Syrian crisis. Joint efforts will focus on improving and scaling-up legal aid as well as providing health care for survivors of gender-based sexual violence. The plan also seeks to provide immediate access to justice for both Jordanian and Syrian women and girls vulnerable to violence in crisis-affected areas (refugee camps and host communities) in light of surrounding armed conflicts.

5. Institutionalizing the implementation of the JONAP on UNSCR 1325

A Secretariat was established within the structure of the JNCW to institutionalize and coordinate efforts, mobilize resources and oversee the monitoring and evaluation of the JONAP for implementing resolution 1325. The establishment of the Secretariat was supported by UN Women and funded by the Government of Finland under the project entitled Women, Peace and Security in the Arab World. The JNCW committed to ensure funding for the Secretariat after the completion of the project. This will ensure continuity in the coordination among members of the National Coalition working to implement resolution 1325, especially with respect to initiatives and projects implemented by partners in military and security sectors, government institutions or civil society organizations.

Furthermore, the JNCW committed to build partnerships with various entities and bodies and to support them with capacity-building, as well as to provide adequate financial support to guarantee the achievement of the expected results within the proposed timeframe. Through its Secretariat, the JNCW will coordinate efforts to monitor, evaluate and follow up on progress attained, with periodic revision of the plan. This will be done in cooperation with National Coalition members and in coordination with the High-Level Steering Committee, to ensure a timely response according to the requirements of JONAP monitoring, to evaluate progress achieved on the basis of lessons learned at the highest levels of political decision-making in Jordan.

6. Ensuring implementation through financing, monitoring and evaluation mechanisms

6.1 Building a Monitoring and Evaluation system (M&E).

To ensure implementation of the plan, Coalition members established partnership and cooperation mechanisms with civil society and government entities. They institutionalized a systematic framework based on a national participatory approach to engage all parties in the implementation of JONAP activities. All parties are encouraged to contribute to monitoring and evaluating progress for each activity under the Women, Peace and Security Agenda in Jordan. A framework for monitoring and evaluation was thus prepared in a participatory manner by all members of the National Coalition, in cooperation with government and civil society organizations who identified SMART indicators³⁵ to measure the achievement of the strategic goals, outcomes and outputs within the logical framework. Furthermore, they identified the entities responsible for implementation, collecting relevant data for the performance indicators and determined the frequency for data collection.

Based on their identification of performance indicators, baselines and target values, implementing parties will cooperate in monitoring and evaluating progress for the activities and initiatives they've been assigned. Furthermore, each implementing party will submit a periodic progress report to the central focal point responsible for monitoring and evaluating the comprehensive plan. Accordingly, the Government of Jordan's commitment to advance the implementation of UNSCR 1325 will identify the central entity (focal point) and delegate the authority and responsibility to monitor this role. This will allow the focal point to oblige implementing parties to provide data and identify to what extent indicators have been achieved. It will equally allow concerned entities to correct their course if target values are not attained through the initiatives implemented.

³⁴ The Jordanian Response Plan for the Syria Crisis (2016-2018).

³⁵ The M&E system has been built according to SMART indicators (specific, measurable, realistic, relevant, targeted and achievable within a specific timeframe) to measure progress achieved on Women, Peace and Security indicators in Jordan.

6.2 Budgeting and costing for the Jordanian National Action Plan (JONAP)

So as to ensure JONAP implementation and encourage partners to mobilize financial resources, a model to calculate the cost of the Jordanian National Action Plan on resolution 1325 has been established. It identifies concerned partners from government, military institutions and civil society organizations, in order to assess their contribution to the implementation of the plan, ensure their commitment and mobilize adequate international and national funding. A cost-estimate was proposed for the different initiatives and programmes, matched by a clear, realistic and feasible budget to assist in estimating allocations for each organization assigned to implement each initiative of the NAP Logical framework (Logframe), commensurate with each institution's scope of work. The total estimated budget is 7,820,000 JOD.

Emphasis was placed on the need to mobilize national financial resources in addition to international funding. The Coalition called on government and national institutions to allocate part of their annual budgets to the implementation of some initiatives related to Women, Peace and Security and relevant to their scope of work, and not only to rely on the mobilization of international funding and resources when implementing JONAP activities. Furthermore, it stipulated that technical support should be provided to assist civil society organizations, especially local ones, in gaining access to funding from international donor governments for the implementation of Women, Peace and Security initiatives at the local and community level³⁶.

For example, the "Women's Peace and Humanitarian Fund" (WPHF) is considered one of the main rapid and flexible international sources of funding. It aims to mobilize resources, coordinate response efforts and expedite the implementation of the Women, Peace and Security Agenda. It seeks to support quality interventions incorporating a gender perspective. The mechanism targets civil society organizations (especially women's organizations) and emphasizes the importance of their contribution to advancing the implementation of resolution 1325, and to preventing or peacefully resolving conflicts³⁷.

This instrument aims to enhance the capacity of local women to prevent conflict, respond to crises and emergencies, and seize key peace building opportunities. Jordan is one of the first countries to be granted this funding, which will be channeled to support civil society efforts to implement targeted activities that promote gender equality and the participation of women in humanitarian and crisis response, peace building, relief and recovery.

³⁶ The High-Level Steering Committee recommends adherence to legal standards, guidelines and norms for receiving donations allocated to the implementation of initiatives related to the JONAP in Jordan. Recommended by the (Ministry of Foreign Affairs).

³⁷ Five civil society organizations (CSOs) in 2017 benefited from the "Women's Peace and Humanitarian Fund (WPHF)" Three of these are members of the National Coalition for the implementation of UNSCR 1325, namely: the Jordan National Forum for Women, the Arab Women's Organization and thirdly Arab Renaissance for Democracy and development - ARDD. The two other CSOs that are not members of the National Coalition are: The Association for Family and Childhood Protection-Irbid, and the Jordanian Forum for Professional and Business Women.

Annexes

Annex 1 The JONAP logical Framework (Logframe)

| Strategic Goal 1 | | Achieve gender-responsiveness and meaningful participation of women in the security sector and in peace operations | | | | | | |
|--|--|---|--|----------------------------|------|------|------|------|
| Performance indicators | | | | | | | | |
| % increase in the number of women participating in the security sector ¹ | | | | | | | | |
| % increase in the number of women in leadership positions in the security sector | | | | | | | | |
| % increase in the number of women participating in peacekeeping missions | | | | | | | | |
| # of security sector institutions with gender advisors / gender focal points | | | | | | | | |
| Outcomes | Outputs | Proposed initiatives | Potential actors involved in implementation | Estimated total cost (JOD) | 2018 | 2019 | 2020 | 2021 |
| 1.1 An environment within the security sector that is responsive to the security needs and priorities of women, and conducive to women's entry, advancement and leadership | <p>1.1.1 Obstacles for women to enter, advance and lead in the security sector, and recommendations for how to address these obstacles, are identified.</p> <p>1.1.2 Steps are taken towards improving the working environment in the security sector to better accommodate the needs of women.</p> <p>1.1.3 Women and men have an increased awareness of the importance of women's participation in the security sector, and women are encouraged to engage in the security sector.</p> <p>1.1.4 Senior leaders demonstrate support for women's advancement and candidacy for leadership positions.</p> | <ul style="list-style-type: none"> Conduct a gender audit across the security sector to determine: <ul style="list-style-type: none"> whether changes to the standard operating procedures, selection criteria or other rules and regulations may positively impact women's participation – including regulations that may determine where women can and cannot engage within the security sector training needs for women to enter, advance and lead in the security sector steps that leaders can take to more meaningfully support women's advancement (i.e. mentor programmes) clear recommendations and action plans for the respective sectors to facilitate women's participation in the security sector. In tandem with implementing recommendations from the gender audit, conduct targeted skills training for women in the security sector, which may include driving, machinery and shooting (as key areas of proficiency to engage in peacekeeping and for leadership within the security sector). Participation of military women)workers or retirees(in the educational lectures held by representatives of civil society organisations on the role of military women, as a living example and role models of enhancing the role of women in peace and security. | The security sectors, Ministry of Interior (MoI), the Jordanian National Commission for Women (JNCW), UN Women and other UN entities, NATO, DCAF, NAMA, etc. | 1,500,000 | X | X | X | X |

¹ The security sector refers to the Jordanian Armed Forces, the Public Security Directorate (Police), Gendarmerie and Civil Defense

| Strategic Goal 1 | | Achieve gender-responsiveness and meaningful participation of women in the security sector and in peace operations | | | | | | |
|--|--|---|--|----------------------------|------|------|------|------|
| Performance indicators | | | | | | | | |
| % increase in the number of women participating in the security sector ¹ | | | | | | | | |
| % increase in the number of women in leadership positions in the security sector | | | | | | | | |
| % increase in the number of women participating in peacekeeping missions | | | | | | | | |
| # of security sector institutions with gender advisors / gender focal points | | | | | | | | |
| Outcomes | Outputs | Proposed initiatives | Potential actors involved in implementation | Estimated total cost (JOD) | 2018 | 2019 | 2020 | 2021 |
| 1.1 An environment within the security sector that is responsive to the security needs and priorities of women, and conducive to women's entry, advancement and leadership | <p>1.1.5 Staff within the security sector, especially at the decision-making level, are gender-aware and capable of identifying and responding to harassment, gender-based violence (GBV) and discrimination within the security sector.</p> <p>1.1.6 Women are qualified and skilled, enabled to advance and reach decision-making positions within the security sector.</p> <p>1.1.7 Institutional capacities within the security sector to integrate gender perspectives and to respond to women's security needs are strengthened across all security sector institutions.</p> | <ul style="list-style-type: none"> • Increase access to foreign language programmes, especially in official languages of the United Nations (such as French and English). • Conduct targeted training to build women's leadership and governance skills in the Ministry of the Interior. • Promote cross-country collaboration, exchange good practices and increase capacities in line with international standards through advanced international field trainings and technical workshops. • Conduct training for military personnel of all ranks on UNSCR 1325, subsequent resolutions and gender awareness. Also, gender mainstreaming and GBV policies should be integrated into the institution's plans and programmes. • Assess and revise current security sector training curriculums and infrastructure to ensure they are gender-responsive. • Conduct a nationwide advocacy campaign targeting all governorates, to raise awareness of the benefits and importance of women's participation in peace and security, and informing the public of opportunities available to women in the security sector. | The security sectors, Ministry of Interior (MoI), the Jordanian National Commission for Women (JNCW), UN Women and other UN entities, NATO, DCAF, NAMA, etc. | 1,500,000 | X | X | X | X |

¹ The security sector refers to the Jordanian Armed Forces, the Public Security Directorate (Police), Gendarmerie and Civil Defense

| Strategic Goal 1 | | Achieve gender-responsiveness and meaningful participation of women in the security sector and in peace operations | | | | | | |
|--|---------|--|--|----------------------------|------|------|------|------|
| Performance indicators | | | | | | | | |
| % increase in the number of women participating in the security sector ¹ | | | | | | | | |
| % increase in the number of women in leadership positions in the security sector | | | | | | | | |
| % increase in the number of women participating in peacekeeping missions | | | | | | | | |
| # of security sector institutions with gender advisors / gender focal points | | | | | | | | |
| Outcomes | Outputs | Proposed initiatives | Potential actors involved in implementation | Estimated total cost (JOD) | 2018 | 2019 | 2020 | 2021 |
| 1.1 An environment within the security sector that is responsive to the security needs and priorities of women, and conducive to women's entry, advancement and leadership | | <ul style="list-style-type: none"> • Undertake a review to explore the potential of implementing a fast track professional scheme and incentive schedule to encourage women's entry into the security sector. • Establish a system of trained gender focal points and gender advisors within all security sector institutions. • Develop gender action plans within the security sector that specify the responsibilities of personnel in identifying and addressing women's security needs. • The establishment of a nursery and an associate club for the military sector's female employees to share experiences and increase communication among them. | The security sectors, Ministry of Interior (MoI), the Jordanian National Commission for Women (JNCW), UN Women and other UN entities, NATO, DCAF, NAMA, etc. | 1,500,000 | X | X | X | X |

¹ The security sector refers to the Jordanian Armed Forces, the Public Security Directorate (Police), Gendarmerie and Civil Defense

| Strategic Goal 1 | | Achieve gender-responsiveness and meaningful participation of women in the security sector and in peace operations | | | | | | |
|---|--|---|--|----------------------------|------|------|------|------|
| Performance indicators | | | | | | | | |
| % increase in the number of women participating in the security sector 1 | | | | | | | | |
| % increase in the number of women in leadership positions in the security sector | | | | | | | | |
| % increase in the number of women participating in peacekeeping missions | | | | | | | | |
| # of security sector institutions with gender advisors / gender focal points | | | | | | | | |
| Outcomes | Outputs | Proposed initiatives | Potential actors involved in implementation | Estimated total cost (JOD) | 2018 | 2019 | 2020 | 2021 |
| 1.2 Increased opportunities for women's participation and leadership in peace operations and international missions | <p>1.2.1 Women have the required skills to enter and advance in peace operations and related diplomatic missions.</p> <p>1.2.2 Women and men in the security sector, and in local communities, demonstrate support for women's participation in peace operations.</p> <p>1.2.3 Personnel deployed to peace operations are gender aware and capable of identifying and responding to conflict-related sexual violence (CRSV) and gender-based violence (GBV).</p> | <ul style="list-style-type: none"> Conduct trainings according to the needs identified in the gender audit, to facilitate women's deployment on international missions and to pass the pre-deployment exam for peacekeeping operations (PKOs) (linked to output 1.1.2, trainings will likely include driving, shooting and languages). Support women to serve in front-line security roles, such as foot patrols, community policing and investigation, to gain the experience needed for international deployment. Preparation and dissemination of training and promotional materials that emphasize the key skills needed for women's engagement in diplomatic missions, support for peace negotiations and how to effectively manage and settle conflicts and crises. Create a network and/or database for women who have worked in peacekeeping missions or other peace operations, and build on their expertise and experience to conduct outreach and advocacy. Linked to this, create peer-to-peer and mentorship relationships between women who have engaged in PKOs and women who aspire to engage in more front-line security sector roles. Strengthen the capacity of all personnel who will be deployed to a peace operation to understand gender, CRSV and GBV through pre-deployment trainings and Training of Trainers. | The security sector, Mol, Peacekeeping Operations Training Center (PKOTC-PSD), Peace Operations Training Center (POTC- JAF), UN Women and DPKO, National Defence College, The Jordanian Diplomatic Institute | 450,000 | | X | X | |
| Total budget (Goal 1) | | | | 1,950,000 | | | | |

1 The security sector refers to the Jordanian Armed Forces, the Public Security Directorate (Police), Gendarmerie and Civil Defense

| Strategic Goal 2 | | Achieve the meaningful participation of women in preventing radicalization and violent extremism and in national and regional peacebuilding | | | | | | |
|--|---|---|--|----------------------------|------|------|------|------|
| Performance indicators | | | | | | | | |
| % increase in the number of women participating in the development of national policies, laws and programmes to preventing radicalization and violent extremism | | | | | | | | |
| # of women, men and youth with changed religious concept of gender roles and tolerance | | | | | | | | |
| % increase in funding and resources allocated to national organizations to roll out women's community-based programming on tolerance and the reduction of violent extremism | | | | | | | | |
| % increase in the number of Jordanian women who participated in national, regional and international mediation networks | | | | | | | | |
| Outcomes | Outputs | Proposed initiatives | Potential actors involved in implementation | Estimated total cost (JOD) | 2018 | 2019 | 2020 | 2021 |
| 2.1 Women (including young women), CSOs and national institutions are able to contribute to efforts to prevent violent extremism (PVE), through responsive and gender-sensitive approaches | <p>2.1.1 Women (female community leaders, mothers, teachers, professors, youth, etc.), have the necessary skills to detect and address early signs of radicalization in a safe and confidential manner.</p> <p>2.1.2 CSOs, national institutions and community leaders have increased knowledge, allowing them to integrate gender perspectives in their approach to PVE.</p> | <ul style="list-style-type: none"> To integrate the role of women in the National Strategy and Action Plan on PVE, and identify modalities for supporting women in PVE. Create and disseminate guidance and training material on gender-responsive counter-messaging, tolerance, and on identifying and addressing early signs of radicalization—and gendered strategies to tackle it within communities. Train female community leaders, mothers, teachers, professors and youth to become constructive voices in efforts to address violent extremism, including by promoting non-securitized responses to the challenges of violent extremism. Expand knowledge on the gendered dimension of PVE through research. Create inclusive spaces to promote dialogue and break cycles of isolation that can drive engagement in violent extremist groups. Provide training and technical support to CSOs (including women's organizations) and national institutions to strengthen their capacity to develop and implement gender-responsive PVE initiatives. Expand extracurricular activities provided by national institutions to build the capacity of youth to effectively engage in public work, promote dialogue and foster the principle of good citizenship. | CSOs, INGOs, JNCW, Ministry of Culture (MoC), the Ministry of Awqaf and Islamic Affairs, the Ministry of Education (MoE), the Ministry of Higher Education, Audio visual Media Authority, Ministry of Interior, UN Women, UNDP, UNICEF and other UN entities, religious leaders, universities, youth groups and youth foundations— such as the All Jordan Youth Commission (AJYC) and the Crown Prince Foundation. | 1,100,000 | X | X | X | X |

| Strategic Goal 2 | | Achieve the meaningful participation of women in preventing radicalization and violent extremism and in national and regional peacebuilding | | | | | | |
|--|---------|---|--|----------------------------|------|------|------|------|
| Performance indicators | | | | | | | | |
| % increase in the number of women participating in the development of national policies, laws and programmes to preventing radicalization and violent extremism | | | | | | | | |
| # of women, men and youth with changed religious concept of gender roles and tolerance | | | | | | | | |
| % increase in funding and resources allocated to national organizations to roll out women's community-based programming on tolerance and the reduction of violent extremism | | | | | | | | |
| % increase in the number of Jordanian women who participated in national, regional and international mediation networks | | | | | | | | |
| Outcomes | Outputs | Proposed initiatives | Potential actors involved in implementation | Estimated total cost (JOD) | 2018 | 2019 | 2020 | 2021 |
| 2.1 Women (including young women), CSOs and national institutions are able to contribute to efforts to prevent violent extremism (PVE), through responsive and gender-sensitive approaches | | <ul style="list-style-type: none"> Conduct awareness-raising sessions on the role of women in PVE, in dialogue and in social cohesion, to expand the actors engaged in this challenge beyond security actors. Conduct educational meetings with media, religious leaders, and community leaders to foster awareness of women's role in PVE, and of the terms, concepts and methodology related to violent extremism. Develop community-based initiatives that emphasize the importance of women's role in PVE, dialogue and social cohesion. Train women leaders, who are "administrative rulers" in the Ministry of Interior, to undertake efforts to prevent violent extremism. | CSOs, INGOs, JNCW, Ministry of Culture (MoC), the Ministry of Awqaf and Islamic Affairs, the Ministry of Education (MoE), the Ministry of Higher Education, Audio visual Media Authority, Ministry of Interior, UN Women, UNDP, UNICEF and other UN entities, religious leaders, universities, youth groups and youth foundations— such as the All Jordan Youth Commission (AJYC) and the Crown Prince Foundation. | 1,100,000 | X | X | X | X |

| Strategic Goal 2 | | Achieve the meaningful participation of women in preventing radicalization and violent extremism and in national and regional peacebuilding | | | | | | |
|---|---|--|--|----------------------------|------|------|------|------|
| Performance indicators | | | | | | | | |
| % increase in the number of women participating in the development of national policies, laws and programmes to preventing radicalization and violent extremism | | | | | | | | |
| # of women, men and youth with changed religious concept of gender roles and tolerance | | | | | | | | |
| % increase in funding and resources allocated to national organizations to roll out women's community-based programming on tolerance and the reduction of violent extremism | | | | | | | | |
| % increase in the number of Jordanian women who participated in national, regional and international mediation networks | | | | | | | | |
| Outcomes | Outputs | Proposed initiatives | Potential actors involved in implementation | Estimated total cost (JOD) | 2018 | 2019 | 2020 | 2021 |
| 2.2 Notions around religion and gender roles in society are discussed and explored, to promote more equitable notions of gender equality and tolerance in general | <p>2.2.1 Broadened spaces for cultural and religious dialogue are created by enhancing concepts of tolerance in society and addressing religious misconceptions about gender roles.</p> <p>2.2.2 Women, men and youth are encouraged to broaden the current religious discourse, by clarifying misconceptions about religious beliefs and traditions related to the role of women, particularly in relation to PVE.</p> | <ul style="list-style-type: none"> Conduct a campaign through various meetings and information channels, with religious leaders (Muslim and Christian, male and female), intellectual leaders and community leaders to address misconceptions and stereotypes related to women, men, religion and traditions. Support spaces for broadened religious discourse through the design of religious speeches and media messages targeting local communities. They should question the hyper-masculine messaging of radicalized groups, and emphasize women's role in peace and security, and in preventing violent extremism—in a manner that bolsters and ensures the legitimacy of religious leaders. Conduct a review of the tools and approaches related to the prevalent religious discourse and women's preaching. Conduct subsequent surveys on the changes in religious misconceptions of gender roles, which will also aim to measure the results of the aforementioned awareness campaigns. | Religious institutions, religious leaders, intellectual and community leaders, CSOs, media, the JNCW, MoC, the Ministry of Awqaf and Islamic Affairs, Ministry of Higher Education—General Iftaa' Department | 800,000 | | | X | X |

| Strategic Goal 2 | | Achieve the meaningful participation of women in preventing radicalization and violent extremism and in national and regional peacebuilding | | | | | | |
|---|--|--|--|----------------------------|------|------|------|------|
| Performance indicators | | | | | | | | |
| % increase in the number of women participating in the development of national policies, laws and programmes to preventing radicalization and violent extremism | | | | | | | | |
| # of women, men and youth with changed religious concept of gender roles and tolerance | | | | | | | | |
| % increase in funding and resources allocated to national organizations to roll out women's community-based programming on tolerance and the reduction of violent extremism | | | | | | | | |
| % increase in the number of Jordanian women who participated in national, regional and international mediation networks | | | | | | | | |
| Outcomes | Outputs | Proposed initiatives | Potential actors involved in implementation | Estimated total cost (JOD) | 2018 | 2019 | 2020 | 2021 |
| 2.3 Jordanian women are supported to become active participants in national and regional peacemaking | <p>2.3.1 Women have the necessary skills to mediate, negotiate and facilitate dialogue, as well as to engage in peacemaking initiatives.</p> <p>2.3.2 Jordanian women's representation in national and regional mediation networks is ensured.</p> | <ul style="list-style-type: none"> Select and train suitable women in negotiation, mediation and dialogue facilitation, to become members of existing mediator networks which can be engaged in local communities, especially hosting communities, and across the region. | Mediterranean Women Mediators Network, Med-Med Initiative, INGOs, UN Women and other UN entities, CSOs | 150,000 | X | X | | |
| Total budget (Goal 2) | | | 2,050,000 | | | | | |

| Strategic Goal 3 | | Ensure the availability of gender-sensitive humanitarian services (including psychological, social, legal and medical services) that are safely accessible by Jordanians and refugees (including those women and girls most vulnerable to violence and in need of protection, in host communities and refugee camps in Jordan), in full alignment with the Jordanian Response Plan for the Syrian Crisis | | | | | | |
|---|---|---|--|----------------------------|------|------|------|------|
| Performance indicators | | | | | | | | |
| # of qualified women engaged in providing services in host communities and refugee camps in Jordan | | | | | | | | |
| % increase in number of women aware of available services in host communities and in refugee camps | | | | | | | | |
| % increase of the targeted group aware of the negative effects of GBV and CRSV, and how to address them | | | | | | | | |
| # of cases of violence against women successfully adjudicated through national courts or competent authorities | | | | | | | | |
| # of women accessing humanitarian services (psychological, social, legal and medical) and comprehensive centres, including public security centres. | | | | | | | | |
| Outcomes | Outputs | Proposed initiatives | Potential actors involved in implementation | Estimated total cost (JOD) | 2018 | 2019 | 2020 | 2021 |
| 3.1 The number of qualified women (Jordanian & refugee women) engaged in the delivery of front-line services in host communities and refugee camps in Jordan is increased | <p>3.1.1 Women have the required qualifications to provide quality and gender-sensitive services to women in refugee camps and host communities.</p> <p>3.1.2 Policies and programmes are in place to ensure that organizations are employing trained service-providers to deliver gender-sensitive services.</p> | <ul style="list-style-type: none"> Conduct an assessment to identify the training needs of service-providers, to prepare tailored training packages within health, legal, psychological and medical services and specialized services for people with disabilities. Ensure all national and international partners adhere to core principles around services that correspond to the different needs of men and women. Conduct outreach activities to attract women to participate in training opportunities and to provide gender-sensitive services in refugee camps and host communities. Organize trainings for women on gender-sensitive disaster and crisis management, including evacuation procedures. Train women paramedics and civil defence personnel on humanitarian work and relief efforts. Develop a national database of qualified women service-providers and adopt policies and Standard Operating Procedures (SOPs) that strongly encourage and promote their recruitment. | CSOs, INGOs, Institute for Family Health, Ministry of Social Development (MoSD), Ministry of Planning and International Cooperation (MoPIC), Mol, Directorate of Civil Defence, UNHCR, UNFPA and other UN entities | 450,000 | | X | X | X |

| Strategic Goal 3 Ensure the availability of gender-sensitive humanitarian services (including psychological, social, legal and medical services) that are safely accessible by Jordanians and refugees (including those women and girls most vulnerable to violence and in need of protection, in host communities and refugee camps in Jordan), in full alignment with the Jordanian Response Plan for the Syrian Crisis | | | | | | | | | |
|---|---|---|---|----------------------------|------|------|------|------|--|
| Performance indicators | | | | | | | | | |
| # of qualified women engaged in providing services in host communities and refugee camps in Jordan | | | | | | | | | |
| % increase in number of women aware of available services in host communities and in refugee camps | | | | | | | | | |
| % increase of the targeted group aware of the negative effects of GBV and CRSV, and how to address them | | | | | | | | | |
| # of cases of violence against women successfully adjudicated through national courts or competent authorities | | | | | | | | | |
| # of women accessing humanitarian services (psychological, social, legal and medical) and comprehensive centres, including public security centres. | | | | | | | | | |
| Outcomes | Outputs | Proposed initiatives | Potential actors involved in implementation | Estimated total cost (JOD) | 2018 | 2019 | 2020 | 2021 | |
| 3.2 Women in host communities and in refugee camps (including young women) are aware of the services available | <p>3.2.1 NGOs and the Government actively distribute information to women about available humanitarian services (including psychological, social, legal and medical services) and how to access these services.</p> <p>3.2.2 A comprehensive governmental website and database is established under the Syrian Refugee Affairs Directorate (SRAD) mapping initiatives, available services and places of delivery.</p> | <ul style="list-style-type: none"> Organize free promotional medical days in refugee camps and host communities to familiarize refugees, particularly women, with available medical and psychological services, and how to access these services. Relevant partners coordinate work to cover all needed services and raise awareness of issues of sexual exploitation and abuse by aid workers, including complaints procedures and recourse. Conduct information sessions on the humanitarian services offered to women in refugee camps and host communities, and how to access the services. Provide media with appropriate, engaging summaries on the impact of GBV (including forced and early marriage, harassment and sexual violence), existing services provided, and gaps, needs and other key information, to encourage media coverage. Support the SRAD in establishing and managing a dedicated governmental website and database on service-delivery and availability. | CSOs, INGOs, media, SRAD, MoI, UNHCR, UNFPA and other national institutions and UN entities | 400,000 | X | X | X | | |

| Strategic Goal 3 Ensure the availability of gender-sensitive humanitarian services (including psychological, social, legal and medical services) that are safely accessible by Jordanians and refugees (including those women and girls most vulnerable to violence and in need of protection, in host communities and refugee camps in Jordan), in full alignment with the Jordanian Response Plan for the Syrian Crisis | | | | | | | | | |
|---|--|---|---|----------------------------|------|------|------|------|--|
| Performance indicators | | | | | | | | | |
| # of qualified women engaged in providing services in host communities and refugee camps in Jordan | | | | | | | | | |
| % increase in number of women aware of available services in host communities and in refugee camps | | | | | | | | | |
| % increase of the targeted group aware of the negative effects of GBV and CRSV, and how to address them | | | | | | | | | |
| # of cases of violence against women successfully adjudicated through national courts or competent authorities | | | | | | | | | |
| # of women accessing humanitarian services (psychological, social, legal and medical) and comprehensive centres, including public security centres. | | | | | | | | | |
| Outcomes | Outputs | Proposed initiatives | Potential actors involved in implementation | Estimated total cost (JOD) | 2018 | 2019 | 2020 | 2021 | |
| 3.3 Government agencies, local communities, media and civil society have increased knowledge of the negative effects of gender-based violence (GBV) and conflict-related sexual violence (CRSV), and how to address them, with actions undertaken to strengthen services and GBV-related prosecutions | <p>3.3.1 Advocacy and community outreach campaigns regarding the negative effects of GBV and CRSV are conducted.</p> <p>3.3.2 Instruments to monitor, document and report GBV and CRSV are created, linked to national structures and systems.</p> <p>3.3.3 Prosecutors, judges and the security sectors are trained on how to handle GBV and CRSV, and promote access to safe reporting channels.</p> | <ul style="list-style-type: none"> Organize workshops for government agencies, local communities, media and civil society on the effects of GBV (including forced and early marriage, harassment and sexual violence) and CRSV. Encourage and support preventive campaigns highlighting stigma, reporting (and legal obstacles, such as ZINA Initiative Association), and promoting ways to destigmatize reporting. Lobby for additional resources to improve the quality and number of services addressing GBV and CRSV. Assess the current training curriculum, and train prosecutors, judges and the security sectors on evidence-collection and the prosecution of GBV and CRSV-related crimes. Develop a monitoring and documentation system to report CRSV-related violations (under the framework of UNSCR 1325 indicators ²). Ensure all police stations—beginning with at least one police station in each urban centre across Jordan—have confidential reporting services and female police officers able to take testimony and support efforts to prosecute perpetrators of GBV. Support targeted campaigns to reform laws that hinder women’s reporting and the prosecution of cases involving violence against women. | CSOs, INGOs, media, government agencies, National Center for Human Rights, Jordanian Media Commission, Judicial Institutions, Ministry of Justice (MoJ), the UN and JNCW, National Council for Family Affairs, Supreme Judge Department | 770,000 | | X | X | X | |

² http://www.peacewomen.org/sites/default/files/women_peace_security-un_sc_res_1325-indicators_for_monitoring_implementation_0.pdf

| Strategic Goal 3 | | | | | | | | | |
|---|---|--|---|----------------------------|------|------|------|------|--|
| Ensure the availability of gender-sensitive humanitarian services (including psychological, social, legal and medical services) that are safely accessible by Jordanians and refugees (including those women and girls most vulnerable to violence and in need of protection, in host communities and refugee camps in Jordan), in full alignment with the Jordanian Response Plan for the Syrian Crisis | | | | | | | | | |
| Performance indicators | | | | | | | | | |
| # of qualified women engaged in providing services in host communities and refugee camps in Jordan | | | | | | | | | |
| % increase in number of women aware of available services in host communities and in refugee camps | | | | | | | | | |
| % increase of the targeted group aware of the negative effects of GBV and CRSV, and how to address them | | | | | | | | | |
| # of cases of violence against women successfully adjudicated through national courts or competent authorities | | | | | | | | | |
| # of women accessing humanitarian services (psychological, social, legal and medical) and comprehensive centres, including public security centres. | | | | | | | | | |
| Outcomes | Outputs | Proposed initiatives | Potential actors involved in implementation | Estimated total cost (JOD) | 2018 | 2019 | 2020 | 2021 | |
| 3.4 Women at risk of, or having survived, GBV/CRSV have increased access to gender-sensitive services | <p>3.4.1 Essential humanitarian services (legal, psychosocial and medical) are tailored to the needs and priorities of women, including women with disabilities.</p> <p>3.4.2 Obstacles that prevent women's access to medical, psychosocial and legal support after having experienced GBV or CRSV are identified and tackled.</p> | <ul style="list-style-type: none"> Conduct action-oriented research to inform humanitarian actors with regards to gender- and disability-responsiveness of essential services (legal, psychosocial and medical) both in terms of availability and quality (including for women with disabilities). This will involve surveying a number of women with access to services, identifying obstacles to women's access to services, and identifying gaps in existing mechanisms for tracking and reporting sexual violence and harassment. Support ongoing efforts to develop a national strategy to reform and strengthen instruments around documenting sexual violence and harassment. Scale-up the scope and quality of targeted legal aid and medical assistance to those at risk of, and/or surviving, gender-based violence. Create a mobile application for Jordanians and refugee women in refugee camps and host communities to facilitate reporting cases of GBV. Scale up necessary skills to empower refugee women, and enable them to confront GBV within the household. | service-providers, Institute for Family Health, UNICEF, UNFPA and other UN entities, national and international institutions, technological companies | 900,000 | | X | X | X | |
| Total budget (Goal 3) | | | | 2,520,000 | | | | | |

| Strategic Goal 4 | | | | | | | | | |
|--|--|--|--|----------------------------|------|------|------|------|--|
| Foster a community culture that recognizes gender-specific needs, the importance of gender equality and the role of women (including young women) in peace and security ³ | | | | | | | | | |
| Performance indicators | | | | | | | | | |
| % of the population that perceives women as making a valuable contribution to peace and security | | | | | | | | | |
| # of educational policies adopted and approved on WPS and gender-responsive curricula | | | | | | | | | |
| Outcomes | Outputs | Proposed initiatives | Potential actors involved in implementation | Estimated total cost (JOD) | 2018 | 2019 | 2020 | 2021 | |
| 4.1 Local communities, society at large, and youth in particular acknowledge and actively promote gender equality and the role of women (including young women) in peace and security ⁴ | <p>4.1.1 Youth throughout the Kingdom are aware of the importance of gender equality and the participation of women (including young women) in peace and security.</p> <p>4.1.2 Youth are supported in establishing networks and alliances aimed at highlighting the role of women, and encouraging young women's participation in peace and security.</p> | <ul style="list-style-type: none"> Produce a television series highlighting the success stories of women (including young women) who participate and lead in the security sectors, in peacekeeping operations, preventing violent extremism, and peacemaking. Initiate a communication and media campaign for gender equality and the participation of women (including young women) in peace and security. Hold awareness-raising sessions throughout the Kingdom (including in refugee camps and host communities) in cooperation with community leaders, religious leaders, opinion-makers and national institutions, on the Women, Peace and Security (WPS) agenda in Jordan. Establish youth alliances and networks, and build their capacity, to promote and support women's (including young women) participation in peace and security. Conduct a review of prevalent cultural attitudes, with subsequent surveys on the changes in society's misconceptions on WPS, to measure the results of awareness-raising campaigns. | Media, CSOs, youth and youth organizations, INGOs, religious and intellectual leaders, and government institutions | 700,000 | | X | X | X | |

³ To be consistent with the Jordanian Constitution and sharia law, according to the High-Level Steering Committee recommendations. Recommended by (Supreme Judge Department)

⁴ To be consistent with the Jordanian Constitution and sharia law, according to the High-Level Steering Committee recommendations. Recommended by (Supreme Judge Department)

| Strategic Goal 4 | | Foster a community culture that recognizes gender-specific needs, the importance of gender equality and the role of women (including young women) in peace and security | | | | | | |
|--|--|--|---|----------------------------|------|------|------|------|
| Performance indicators | | | | | | | | |
| % of the population that perceives women as making a valuable contribution to peace and security | | | | | | | | |
| # of educational policies adopted and approved on WPS and gender-responsive curricula | | | | | | | | |
| Outcomes | Outputs | Proposed initiatives | Potential actors involved in implementation | Estimated total cost (JOD) | 2018 | 2019 | 2020 | 2021 |
| 4.2 School curricula encourage gender equality and the involvement of women (including young women) in peace and security ⁵ | <p>4.2.1 Curriculum is revised to inform about the importance of gender equality and WPS.</p> <p>4.2.2 Educational policies on gender equality and women's role (including young women) in peace and security are developed and implemented.</p> <p>4.2.3 University professors and executive academic leaders have the required skills to lecture about gender equality and women's role (including young women) in peace and security.</p> | <ul style="list-style-type: none"> Assess and revise the curricula in schools to be gender-responsive and to highlight the importance of women (including young women) participating in peace and security. Establish a coordination mechanism for cooperation and integration between relevant actors in the development of a gender-responsive curriculum. Develop and adopt executive policies on gender-responsive curricula, and the inclusion of the WPS Agenda. Establish a scholarship for Master's and Doctoral theses related to WPS and UNSCR 1325. Organize academic symposia, and calls for policy papers and research on women's role (including young women) in peace and security. Organize open days and field visits for students to the security sectors to encourage students, especially female students, to join the security sectors in the future. | The National Assembly for Curriculum Development, MoE, Ministry of Higher Education, academic institutions, universities, security institutions, and CSOs | 600,000 | X | X | X | |
| Total budget (Goal 4) | | | 1,300,000 | | | | | |
| Total budget of JONAP on resolution 1325 | | | 7,820,000 | | | | | |

⁵ To be consistent with the Jordanian Constitution and sharia law, according to the High-Level Steering Committee recommendations.(Supreme Judge Department)

Annex 2: Statistics for Jordanian women's participation in military sectors and peacekeeping operations

The participation of Jordanian women in military and security sectors is estimated at 4.4%. This includes an estimated 660 women in the civil defense department, and around 6.8% representation within the ranks of the Jordanian Armed Forces-Arab Army. Within the different ranks of the Gendarme forces, women's participation reaches 10%, which amounts to an estimated 267 women—of which seven are in a leadership position, 183 are administrative, and 77 are field executives. In addition, women account for around 7% of staff within the Public Security Directorate and around 10% of the Syrian Refugee Affairs Department (which falls under the Public Security Directorate)¹

Women's participation within military ranks in peacekeeping missions includes five military and security specialized women from the General Directorate of Civil Defense, all of whom are part of the psychological support team deployed to the Gaza Strip to deal with citizens of Gaza who have been psychologically affected by war and conflict. The search-and-rescue team, which has three women paramedics, is specialized and internationally accredited to deal with national and local crisis, in addition to others who provide services to Syrian refugees at Za'atari, Rukban, Al-Sarhan and Al-Dahlan and other camps. The services include offering special assistance and support to Syrians female refugees during child birth, providing safe spaces, managing crisis-prevention and self-protection, ensuring readiness in issuing alarms, preparing evacuation spaces and camps, as well as mine- and chemical-spill-detection²

There are 224 female officers and soldiers in the Jordanian Armed Forces-Arab Army that have participated in the capacity of nurses in missions to Liberia, Ivory Coast, Democratic Republic of the Congo, Afghanistan, Libya and Gaza, after being assigned to rehabilitation and training sessions both nationally and outside of Jordan³. Women in the ranks of the Gendarme forces also participated in peacekeeping missions, where two Community Police Officers worked in community service⁴. In addition, 64 military women, representing 3% of the Public Security Directorate, took part in peacekeeping missions in South Sudan, Kosovo, Darfur (Sudan), and Libya, from 2007 until the present⁵.

Annex 3: Members of the High-Level Steering Committee for advancing the implementation of UNSCR 1325 in Jordan

The Prime Ministry has approved, on 6 March 2016, the composition of the High-Level Steering Committee in order to follow up on the work of the National Coalition on advancing the implementation of Security Council resolution 1325 on Women, Peace and Security, under the presidency of the:

- Secretary General of the Ministry of Interior

In addition, it includes the membership of the:

- Secretary General of the Ministry of Foreign Affairs and Expatriates
- Secretary General of the Ministry of Justice
- Secretary General of the Ministry of Awqaf and Islamic Affairs
- Secretary General of the General Ifta' Department
- Director General of Supreme Judge Department
- Assistant Director of the General Command of the Armed Forces- Arab Army
- Assistant Director of the Public Security Directorate
- Assistant Director of the General Directorate of the Gendarmerie

¹ Military and security sector statistics obtained through correspondence and official letters dated to January and March 2017.

² Statistics of the General Directorate of Civil Defense obtained through correspondence and official letters dated 28 March 2017.

³ Data of the General Command of the Armed Forces—Arab Army obtained through correspondence and official letters dated 12 March 2017.

⁴ Statistics of the General Directorate of Gendarmerie obtained through correspondence and official letters dated 30 January 2017.

⁵ Statistics of the Public Security Directorate obtained through correspondence and official letters dated 26 March 2017.

- Assistant Director of the General Directorate of Civil Defense
- Governmental Coordinator for Human Rights-Prime Ministry
- Director of Syrian Refugees Affairs Directorate - Ministry of Interior
- Director of Countering Violent Extremism Unit - Ministry of Culture
- Secretary General of the Jordanian National Commission for Women

Annex 4: Member organizations of the National Coalition for the implementation of UNSCR 1325 in Jordan

Security sector institutions

- General Command of the Armed Forces—Arab Army
- Public Security Directorate
- General Directorate of Civil Defense
- General Directorate of the Gendarmeries
- Ministry of Interior—Syrian Refugees Affairs Directorate

National governmental and semi-governmental institutions

- Prime Ministry—Governmental Coordinator for Human Rights Office
- Ministry of Planning and International Cooperation
- Ministry of Education
- Ministry of Social Development
- Ministry of Foreign Affairs and Expatriates
- Ministry of Justice
- Ministry of Awqaf and Islamic Affairs. Ministry of Culture—Countering Violent Extremism Unit
- Ministry of Political and Parliamentary Affairs
- Supreme Judge Department
- General Ifta' Department
- General Secretariat - the Jordanian House of Representatives H.K of Jordan.
- Department of Statistics
- Department of Palestinian Affairs
- Greater Amman Municipality—Women International Network
- National Council for Family Affairs
- National Center for Human Rights
- National Center for Security and Crisis Management
- Princess Basma Center for Jordanian Women's Studies—Yarmouk University
- Center for Women's Studies—University of Jordan

Civil society organizations

- Jordanian National Forum for Women (JNFW)
- Arab Women's Organization (AWO)
- Arab Renaissance for Democracy & Development - ARDD
- Sisterhood is Global Institute (SIGI)
- Al-Thoria Studies Center
- Arab Women's Media Center
- General Federation of Jordanian Women
- Women Helping Women Network—Jordan
- Justice Center for Legal Aid
- Intermediaries Changing Center for Sustainable Development
- Association of Military Recruits
- Al-Hayat Center for Civil Society Development (RASED)
- Building Bridges Association
- Jordanian Society for Human Development—Jerash
- Working Women Society—Al Russaifeh
- National Association for Women's Empowerment
- Chechen Charitable Society for Women
- Alsoura Association for People with Disabilities—Alkarak
- Arab Future (Jordanian daily news web site)



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