

# Sector Gender Focal Points Network [SGFPN] 2019 Work Plan



Sector Gender  
Focal Points Network  
Jordan

**Objective:** The Jordan Inter-Sector Working Group and its refugee Sector Gender Focal Points Network [SGFPN] seeks to ensure that women and men (including young adults and elderly), girls and boys (including adolescents, children and infants) are able to equitably access the available humanitarian resources regardless of their gender or age. This reflects the policies of the working group and network member agencies. One of the strategies of the ISWG is to sponsor a refugee gender cross-sectorial network that focuses on how to effectively promote gender equality in the sectors' needs analyses, strategic responses and activities, and response indicators. The SGFPN comprises gender focal points nominated from each of the refugee sectors and is chaired by UNHCR's Inter-Sector Coordinator. The role of the Gender Focal Points is to support their nominating sector to incorporate and monitor gender equality measures. The Network uses a range of strategies to support its members, including: peer-learning, information sharing, coaching, training and sharing useful resources.

Key Area	Activities	Expected Output	Q1	Q2	Q3	Q4	Comments
Monitoring & Analysis	Interact with sector coordinators in a monthly basis to advocate for inclusion of gender equality in sector work.	Update on the SGFPN activities and conduct gender-related activities during the monthly Sector Working Group meetings.	X	X	X	X	All SGFPs should request to have SGFPN as a standing item on sector's agenda meetings and have regular meetings with sector coordinators.
	SGFPs openly raise and discuss gender related issues on a regular basis and propose/develop workplan for gender related activities in collaboration with sectors coordinators.	Gender activity plan is produced and endorsed by SGFPN coordinator and members.	X	X	X	X	Monitoring mechanism for the implementation of the workplan is in place.
	Learn how to analyze and review the sex and age disaggregated data (SADD) on the Sector Dashboard.	Attend the sessions provided by the Inter-Agency Coordination Team on the Sector Dashboard and learn how to make good use of the data for gender analysis.	X		X		The SGFPs get familiarized on how to analyze Sector Dashboards.
	Review the SADD on Sector Dashboards for analysis.	Analyze and raise any SADD-related issues to the sector coordinators.	X	X	X	X	The SGFPs should review the monthly data on the dashboard and raise any issues to the sector coordinators if necessary and brief the SGFPN Chair.
	Update the gender analysis of the sector.	The outcome of the gender analysis is reflected to the Sector Strategy including the JRP Sector Comprehensive Vulnerability Assessment.	X	X	X		The SGFPN hosts a gender analysis workshop and updates the gender analysis.
	Review sector work plan from gender perspective.	All the sectors' work plans have incorporated gender.	X	X	X	X	The SGFPs should work on reviewing their sector workplan to ensure that gender perspective is included.
	Be engaged in the project selection process of the Jordan Humanitarian Fund [JHF] as a member of Technical Review Committee, and ensure the application of the gender lense in the programming.	Humanitarian projects selected by the JHF incorporate the gender perspective.		X		X	The SGFPs are normally in charge of their sector project selection in JHF process. However, it is possible that a SGFP joins other sector's Technical Review Committee in order to avoid a conflict of interest.
Applying Gender with Age Marker	Conduct refresher sessions on the Gender with Age Marker [GAM] for the network.	The SGFPs deepen their understanding on the GAM.	X		X		
	Conduct refresher sessions for sector members.	The SGFPs deliver training for sector members on the GAM.		X		X	The SGFPs conduct the GAM refresher sessions every six months for sector members.
	Support sector to apply the GAM to relevant humanitarian planning and funding documents and promote the engagement of each sector in applying the GAM, which is mandatory from 2019.	All the programme documents have incorporated the Gender with Age Marker differences as key actions, scoring at least 3 or 4 on the IASC GAM.	X	X	X	X	The SGFPs support the sectors to ensure that the GAM is applied accurately.
Capacity Building	Establish a small group to identify capacity building needs of the network and propose detailed training plan for the network.	Training needs are identified, and the detailed capacity building plan is developed.	X				Possible training could include the Gender Equality in Humanitarian Action training, training sessions for SGBV guidelines and trainings on LGBTI. Other possible themes could be Gender Awareness, Advocacy techniques, etc.
	Enhance the understanding of the SGFPs on gender through training on the concept of gender, gender mainstreaming, gender equality and equity, power analysis, etc.	The SGFPs are sensitized on gender concept and gender mainstreaming.	X	X	X	X	The SGFPs have clear understanding on gender and its related topics, such as gender inclusion and mainstreaming.
	Enrich the understanding of the SGFPs on information management, monitoring and evaluation of gender.	The SGFPs are well informed on information management, monitoring and evaluation of gender to conduct data analysis on gender.	X	X	X	X	Information Management sessions took place in the previous years and the SGFPN will continue to provide the training with the SGFPs.
Resource Sharing	Disseminate gender resources and analysis in the SGFPN for sharing and advocacy purposes.	The SGFPs monitor resources in their sector and share relevant information including gender analysis with SGFPN.	X	X	X	X	The SGFPs should be well informed on current developments and guidance on gender in their sector.
	Keep the Data Portal active.	The SGFPs share resources from sectors such as meeting minutes and training modules on gender on the portal.	X	X	X	X	
Coordination	Attend the sector working group meetings regularly.	The SGFPs know the latest discussions in their sector working group meetings.	X	X	X	X	
	Attend the SGFPN meetings regularly.	The SGFPs know activities of the SGFPN and follow up with them in a timely manner.	X	X	X	X	
	Identify SGFP in sector in support of sector coordinators.	The activities of the SGFPN will not be adversely affected by the turnover.	X	X	X	X	The SGFPs should identify and recruit possible new gender focal points to improve capacity within the sector.
	Engage with other relevant networks on gender issues.	SGFPs continues to share their gender expertise.	X	X	X	X	The SGFPs are encouraged to participate in relevant gender forum.
	Keep the contact list updated.	Updated contact list is available.	X	X	X	X	The chair continues to update the list of SGFPN.
	Create induction package for new SGFPs	New SGFPs can quickly understand and adapt to the SGFPN's activities.		X	X		
	Review and update TORs for SGFPN	The SGFPN reflects its updated objectives and responsibilities into the annual work plan.				X	The TORs are reviewed and updated yearly.