

Protection Working Group Jordan

Date: 02 August 2022, Teams online meeting

Agencies present: AAH, ARDD, Care, CRP, ICMC, IRAP, JOHOUD, DRC, Generations for Peace, JRF, LWV, NOVIA, Oxfam, Plan International, SCJ, UNHCR.

AGENDA:

- Gender Mainstreaming Training
- AOB

Agenda item	Discussion points	Follow up action and focal point
Update from the Co-Chairs	<ul style="list-style-type: none"> - Welcoming participants and provide a brief on the agenda and housekeeping rules. 	PWG MoM
Gender with Age Marker	<ul style="list-style-type: none"> - Will talk about gender equality measures and IASC gender with age marker, will discuss essential tools for project design and monitoring. Will focus on the designing phase during this training, will have other sessions for monitoring. - Learning outcomes: - Understanding the difference between gender and sex that is essential. Understanding different gender terminologies. The importance of incorporating gender equality in protection programming, and how to incorporate gender equality in the program cycle. How to measure gender mainstreaming in programming (the GAM tool). - Members were requested to share a half pager to understand what they have done in terms of gender equality and to see the gaps they face. - Terminologies related to gender: - A link was shared with members to see their understanding of gender terminologies that are: - Gender Equity: the process of being fair to women and men and to achieve gender equality. - Gender Equality: between women and men in society in general. - Gender Identity: the conception of gender according to the person. - Gender Roles: related to social behaviour and social aspect. - Intersectional Identities: analytical framework for understanding how aspects for the person's social and political identities play different roles. - It is important to incorporate gender equality into protection programming to understand the needs and potential risks faced by women, men, girls, and boys. Only by integrating gender can we ensure that planning and programming reflect the protection needs of women, girls, men, and boys, especially the most vulnerable, without discrimination. - Achievements of integration of gender in Protection Programming: 	<p>Links:</p> <ul style="list-style-type: none"> - The Gender Handbook for Humanitari an Action: Arabic English - JRP - GAM



	<ul style="list-style-type: none">- Ensure the rights of women, girls, men, and boys to a life free from violence and abuse.- Provide access to documentation and registration.- Enhance access to justice and accountability.- Enhance security from protection threats to women, girls, men, boys and LGBTI individuals.- Counter harmful cultural practices and social stigma. - Gender in Humanitarian Action handbook: this handbook covers needs assessments and gender analysis, strategic planning, resource mobilization, implementation, and M&E. It provides important steps that needs to be taken to apply gender mainstreaming.- The handbook takes us to the following sectors where it is important to implement gender equality and gender mainstreaming: cash-based interventions, cap coordination and camp management, early recovery, education, food security, health, livelihoods, nutrition, protection, shelter, water sanitation and hygiene.- Members were asked what does a project look like when it considers gender equality?- Answers: beneficiaries from both genders, safe places, understanding that many women can't speak freely or have limited movement, gender segregated data, same salary for both genders, training tools targeting all groups, including persons with disabilities, female, and male bathrooms, etc.- It is important that staff are aware of gender.- Applying the gender with age marker: the IASC GAM encourages users to reflect on whether their projects apply gender, age and/or disability in the needs analysis, activities, participation, and review/indicators steps of the design of the program and monitoring the implementation of the projects.- The use of GAM is required when appealing for coordinated funding and periodic reporting.- It is important to understand the GAM and its scoring; it shows the gaps in programs and what measurements to take to fix them.- Measurements in GAM tool help us to ensure gender equality in various steps, we have gender analysis, tailored activities, influence, and benefits. Examples of desegregated access data in Jordan are the gender monitoring dashboard and VAF.- There is no gender analysis looking into not root causes in protection sector.- Gender analyses are important as we should look into the existing needs in particular communities.- Protection checklist provides guiding questions to those submitting proposals through examples of how 4 key Gender Equality Measures (GEMs) support gender equality in protection programs.- It should be read together with TIP sheet and GAM overview.- Four keys (GEMs) are assessed in the design phase, and 12 GEMs are reviewed in the monitoring phase.- Checklist was shared with members to have a clear idea on how to use it.	
--	---	--



Protection
Working Group

	<ul style="list-style-type: none">- According to age and gender activities can be tailored that suits all groups.- GAM Coding Summary:- 4: Addresses GENDER & AGE differences in key programme actions- 3: Addresses only GENDER differences in key programme actions- 2: Addresses only AGE differences in key areas- 1: Key programme actions do not address gender or age differences- 0: Key programme actions are not present- The IASC GAM encourages users to reflect on whether their project considers gender, age and/or disability in the needs analysis, activities, participation, and review/ indicators steps of the design of the program AND monitoring the implementation of the projects.- The user of the GAM is guided through questions and then automatically informs what went well and what needs to be changed.- The use of the GAM is required when appealing for coordinated funding and periodic reporting.- The GAM can be found at www.iascgenderwithagemarker.com + helpful resources in multiple languages.- JRP document was shared with members, and they were asked to go to the Food Security sector and read it. After that an exercise was done using the information from Food Security in the GAM tool. The result was that there is missing information in the JRP as it is a generic document.- Members were asked to share gaps and challenges related to gender in a half-pager and send it to mahafza@unhcr.org .	
--	---	--