

Joint Sectoral GAM Implementation Action Plan 2019-2020

REF - SGFPN

Background

The Gender with Age Marker [GAM] is an online tool which, based on the user's responses and entries, provides an automatic and objectives-based code calculation (0-4) of the gender and age sensitivity and equality achievements of projects and therefore the overall project quality in contributing to gender equity, updating the previous Inter-Agency Standing Committee [IASC] Gender Marker [GM] and integrating gender with age considerations.

The GAM was developed collaboratively by UN agencies, INGOs and donors after the extensive piloting from 2015 to 2017 in DRC, Jordan and Ukraine. The global roll-out began in September 2018 and the SGFPN, hosted by UNHCR, rolled-out in Jordan December 2018. From the 2019 Humanitarian Planning Cycle, the GAM replaces the previous IASC Gender Marker applied to appeal projects since 2009. It will be also part of the Regional Refugee and Resilience Plan [3RP] and Jordan Response Plan [JRP]. The GAM codes the submitted projects on a 0-4 scale, based on responses to questions each relating to the key 12 Gender Equality Measures [GEMs].

The GAM is designed with the aim to capture the needs of humanitarian aid organisations & donors who want to ensure that:

- programming is relevant, responding to an analysis;
- affected people are actively engaged in and influencing humanitarian processes - more than just passive recipients of aid;
- programming is at a minimum gender- and age-sensitive and ideally responsive and transformative;
- new ways of working to address humanitarian "silos", both as contexts and across sectors.

By using this tool, the following will be revealed:

- which gender and age groups the project aims to directly support;
- which age and gender groups are reflected in the needs assessment, and to what extent gender and age roles & dynamics are considered;
- on which exact needs the project response is built, and whether it is tailored to specific gender and age needs;
- how the project engages affected people in the different phases of project management, by age and gender groups;
- if the projects have indicator that measures distinct benefits for affected age and gender groups.

It is much more than a gender marker with a monitoring phase. It examines levels of accountability and protection, addressing the principle of "Leaving No One Behind".

Introduction:

Gender-aware policies and planning recognise that women and men, boys and girls are actors in societal and economic development, but that the nature of their involvement is determined by gender relations that make their involvement different and often unequal. Such policies recognize that women, men, girls and boys have different needs, interests and priorities, and that these may sometimes conflict.

The Jordan Inter-Sector Working Group [ISWG] and its refugee Sector Gender Focal Points Network [REF-SGFPPN] seeks to ensure that women and men (including young adults and elderly), boys and girls (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, as well as key performance indicators.

The Sector Gender Focal Points' Network is comprised of Gender Focal Points [GFPs] 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 refugee gender Network uses a range of strategies to support its members, including peer-learning, information sharing, coaching, training and sharing useful resources. By promoting, advocating and applying the Gender with Age Marker, the members are provided with great support, their respective organizations and consequentially contribute positively to the Jordan Response Plan [JRP] to ensure that the planned interventions are on track and delivering assistance effectively to women, girls, boys and men [WGBM] of all ages, equitably.

In March 2018, the IASC endorsed the new GAM tool and UNHCR's refugee SGFPN rolled-out in Jordan in December of the same year with up to seventy participants from UN, Donors, INGO/NNGO, women national institutions and Jordan Government. GAM roll-out make Jordan among the few pioneer countries rolling and applying the new tool. One of the main purposes of the refugee SGFPN is to create awareness and build capacity of the Sector Gender Focal Points, other humanitarian actors and government ministries on the use of the new GAM tool and Gender in Cash programming.

Why GAM:

- Advocate for the inclusion of gender issues in project formulation.
- Advocate for sector assessments to disaggregate data by sex and age.
- Support the sectors to interpret and analyse the different needs, risks and capacities of women, men, girls and boys in order to shape the development of appropriate activities.
- Support the inclusion of gender equality measures (IASC Gender Handbook in Emergency Action Framework) in implementation, monitoring and evaluation.
- Support the sectors and the SGFPN updating and monitor sector gender analysis.
- Contribute to sectors information and analysis to ensure a more accurate understanding of gender equality measures in humanitarian action.
- Support the sectors and the Sector Gender Focal Points as members of the Technical Review Committees for the Jordan Humanitarian Funds (JHF).
- Promote inter-sector linkages for gender mainstreaming.

Capacity Building:

Under the ISWG and SGFPN work plans activities, training workshops and refresher session were organized to support the Sector Gender Focal Points, the sector coordinators and the sectors members to develop and deliver the Refugee Joint Sectoral GAM Implementation Plan 2019-2020 to ensure appropriate gender equality analysis in their programs and to encourage and support staffs in raising gender equality issues in their sectors.

Objective of the Joint Plan:

This Refugee Joint Sectoral GAM Implementation Plan 2019-2020 is to provide collective support of the GAM implementation in eight refugee sectors including five sub-sectors under the Jordan Response Plan by developing step-by-step action plans with sector leads and the Refugee Sector Gender Focal Points Network. It is also aimed at promoting synergies on the outcomes of the GAM implementation by planning jointly and sharing challenges and lessons-learned with each other.

Sector Action Plans

by alphabetical order

BASIC NEEDS SECTOR



Issue / Goal	Activities	Who	When	Resources	How will you know it is done
1. Secure support of sector leads on rolling out the GAM to the working group members.	Bilateral exchanges with sector lead to: <ul style="list-style-type: none"> • Discuss approach to integrating gender within Basic Needs. • Explain how presentations on different themes within gender can and should all be linked back to the GAM tool. • Establish timing of GAM tool walk-through • Present gender presentation plan, including GAM review, in BNWG. 	SGFP	March 2019 Status: DONE	N/A	<ul style="list-style-type: none"> • Minutes of BNWG meeting. • Inclusion of GAM in Basic Needs 2019 Work Plan / annexes.
2. Conducting walk-through session targeting Basic Needs Working Group members on how to use the GAM tool.	<ul style="list-style-type: none"> • Ensure that the GAM tool is effectively included in the second half of 2019. • Train partners on the GAM tool so that it can be applied consistently within their organizations and with their partners. 	SGFPs	Sept 2019 Status: DONE	<ul style="list-style-type: none"> • Materials and key messages from the GAM roll-out and refresher sessions. • GAM tool. 	Minutes of BNWG meeting and accompanying documents shared with working group members.
3. Ongoing support and coordination, and reinforcement of importance of the GAM.	<ul style="list-style-type: none"> • Review GAM monitoring GEMs. • Share resources to support partners with mainstreaming gender and age in various aspects of Basic Needs programming. 	SGFPs	April-Dec 2019 Status: DONE	<ul style="list-style-type: none"> • GAM tool • Coding tip sheet 	Minutes of BNWG meeting and accompanying documents shared with working group members.
4. Monitoring and Follow Up.	<ul style="list-style-type: none"> • Follow up with BN WG members throughout the monitoring stage, getting their feedback through receiving monthly reports about their ongoing projects and if any further support needed. • Ensure that the GAM tool is implemented by Sector members in the second half of 2020. 	SGFPN & SGFP	On Quarterly Basis	<ul style="list-style-type: none"> • Coding tip sheets. • GAM tools. 	Feedback and recommendations provided to the agency. Selective reporting to sector chairs.

EDUCATION SECTOR



Issue / Goal	Activities	Who	When	Resources	How will you know it is done
1. Sector leads support to the implementation of GAM and in the Education Sector Working Group.	Bilateral communications with Sector lead to: <ul style="list-style-type: none"> Working closely with sector leads to encourage sector members integrating GAM tool in their programs design and sector work plan. Ensure Gender mainstreaming including GAM rollout is in the work plan. Plan the rollout phase.	SGFPs and Chairs	July 2019 Status: DONE	Time availability.	<ul style="list-style-type: none"> Inclusion in regular meetings agenda. Initiate formation of the GAM sensitization plan.
2. Capacity Building.	Introduce GAM through sector monthly or Ad-hoc meetings to the sector members.	SGFPs and Chairs	July-Dec 2019 Status: IN PROGRESS	<ul style="list-style-type: none"> Agenda item. SGFPN availability. Briefing documents. 	<ul style="list-style-type: none"> Inclusion in MoM. Training plan is in place.
	Train partners on the GAM to be adopted in their action plans.	SGFPs	Sept 2020	<ul style="list-style-type: none"> Material including case studies. Presentation. Venue. Internet connection. Members' availability. 	Stocktaking session on effectivity and benefit.
	Ensure that the GAM tool is implemented by Sector members in the second half of 2019.	SGFPs and Chairs	Sep-Dec 2020		<ul style="list-style-type: none"> GAM result reports from IPs. Members' feedback.
3. Coordination.	Information sharing and discussion of lesson learnt, best practices, and challenges regarding capacity building and implementation of the GAM to SGFPN members.	SGFPs	Sep-Dec 2020		<ul style="list-style-type: none"> Meeting minutes. Documents shared. PowerPoint presentations.
	Sharing GAM implementation lesson learned by the sector members.		Oct-Dec 2019-2020		<ul style="list-style-type: none"> GAM coding and reports in design and monitoring phases. Partners' feedback in the "lessons learned" report.
4. Follow-up and way forward.	Follow up with partners who received training on GAM throughout the monitoring stage, getting their feedback and if any further support needed. Providing technical support to sector members who need during writing proposals and project design phase in light of the GAM tool.	SGFPs		<ul style="list-style-type: none"> SGFPs availability. GAM Tool. Coding tip sheets. 	<ul style="list-style-type: none"> Reviewed PDs. Feedback and recommendations provided to the agency. Selective reporting to sector chairs.
	Review project proposals in light with of the technical GAM training.				

FOOD SECURITY SECTOR



Issue / Goal	Activities	Who	When	Resources	How will you know it is done
1. Capacity Building.	Conduct refresher gender training with implementing partners and key stakeholders.	SGFPs	May-July 2020	<ul style="list-style-type: none"> Gender and GAM training materials from previous SGFPN training. 	Training completion report and feedback.
2. Gender mainstreaming in policy and programming.	<p>Review and update internal policies to ensure that gender has been integrated into programming. Ensure all tools such as impact assessments and evaluation tools have a gender and protection lens.</p> <p>Encourage implementing partners to review and update their policies, programs and tools on gender.</p>	SGFPs	Ongoing	<ul style="list-style-type: none"> Gender and GAM training materials from previous SGFPN training. Additional support from UNHCR Coordination Unit as required. 	Annual country report and program completion reports.
3. Monitoring and follow-up.	Conduct walk-through of key activities to observe gender implementation and provide follow-up advice and support.	SGFPs	Oct-Dec 2020	<ul style="list-style-type: none"> Monitoring and evaluation form. 	Evaluation report and follow-up actions after the review.

HEALTH SECTOR

Mental Health, Psycho-Social, Nutrition and Reproductive Health SWGs



Issue / Goal	Activities	Who	When	Resources	How will you know it is done
1. Seeking the Support of Sector leads to the implementation of GAM in the health sector Humanitarian Programs.	Bilateral Meetings with Sector leads to: <ul style="list-style-type: none"> Understand their needs, entry points and challenges regarding gender and age dimensions in their humanitarian interventions. Gain sector leads support to integrate GAM tool in their programs plans. 	SGFPs	July 2020	Venue/Tea breaks	Inclusion of GAM in Health Sector 2020 action plans targeting those involved in proposal writing among health actors.
2. Conducting Refresher sessions targeting different Partners in health sector focal points on GAM tool.	Ensure that GAM is effectively included in the second half of 2019.	SGFPs	July-December 2020	Materials and key messages from the SGFPN GAM trainings and refresher sessions.	Action plan is in place for health sector for the period July-Dec. 2020.
	Train partners on the GAM to be adopted in their action plans.	SGFPs	July-December 2020	Materials and key messages from SGFPN GAM trainings and refresher sessions.	Trainings delivered reports.
3. Coordination.	Information sharing and discussion of possibilities and challenges regarding capacity building and implementation of the GAM in monthly SGFPN meetings.	SGFPs	July-Dec 2020		<ul style="list-style-type: none"> Meeting minutes. Documents shared.
	<ul style="list-style-type: none"> Follow up with partners who received training on GAM. Review of GAM implementation in the design and monitoring phases. Sharing GAM implementation lesson learned by the health sector. 	Coordination SGFPN	Oct-Dec 2020 Nov-Dec 2020	<ul style="list-style-type: none"> GAM Tool Coding tip sheets 	<ul style="list-style-type: none"> GAM coding and reports in design and monitoring phases. Partners' feedback in the "lessons learned" report.

LIVELIHOODS SECTOR



Issue / Goal	Activities	Who	When	Resources	How will you know it is done
1. Coordinate with sector leads and gain their support to ensure raising awareness on GAM in the livelihoods sector.	Up to date Follow up visits and meetings with the sector leads.	SGFPs	Aug 2020	Livelihoods working group and SGFPs meetings.	Applying GAM in Livelihoods working plans.
2. Conduct awareness sessions on GAM in the livelihoods sector, targeting partners, stakeholders, employers and ministry of Labour, etc.	Conduct trainings to partners to ensure applying GAM as monitoring tool in their activities.	SGFPs	Sep-Oct 2020	Collaborate with the UNHCR Coordination unit in conducting trainings plus using materials from previous SGFPN GAM training.	Narrative Reports after conducted trainings.
	Ensure Using GAM tool pre, during and post livelihoods sector activities.	SGFPs	Sep-Oct 2020	Training materials plus online training.	Narrative reports after conducted trainings.
3. Coordination with other sectors (Health, Protection, WASH, Shelter) and the Inter-Agency Coordination unit.	Write a final report on using GAM in the livelihoods sector and share GAM implementation lessons learned by the livelihoods sector with other sectors.	SGFPS	Oct-Nov 2020	Monthly meetings/during SGFPs meetings.	Collecting data/surveys from the livelihoods working group and partners.

PROTECTION SECTOR
Child Protection and SGBV SWGs



Issue / Goal	Activities	Who	When	Resources	How will you know it is done
1. Sector leads support to the implementation of GAM and in the Protection Working Group.	Bilateral communications with Sector leads to: <ul style="list-style-type: none"> • Work closely with sector leads to encourage sector members integrating GAM tool in their programs design and sector work plan. • Introduce GAM through sector monthly or Ad-hoc meetings to the sector members. 	SGFPs and Chairs	Sep 2020	Time availability.	<ul style="list-style-type: none"> • Inclusion in regular meetings agenda. • Initiate formation of the GAM sensitisation plan.
2. Capacity Building.	Train partners on the GAM to be adopted in their action plans.	SGFPs and Chairs	Oct 2020	Briefing documents. Material including case studies. Presentation Members' availability.	Inclusion in MoM Training plan is in place.
	Ensure that the GAM tool is fully understood by Sector members next month.	SGFPs and Chairs	Nov 2020	Members' feedback.	Stocktaking session on effectively and benefit. GAM result reports from IPs.
3. Coordination.	Information sharing and discussion of lesson learnt, best practices, and challenges regarding capacity building and implementation of the GAM to SGFPN members.	SGFPs and Chairs	Dec 2020		Meeting minutes.
4. Follow-up and way forward.	Follow up with partners who received training on GAM throughout the monitoring stage, getting their feedback and if any further support needed.	SGFPs and Chairs	Dec 2020	SGFPs availability. GAM Tool. Coding tip sheets.	Feedback and recommendations provided to the agency. Selective reporting to sector chairs.
	Providing technical support to sector members who need during writing proposals and project design phase in light of the GAM tool.		Dec 2020		

SHELTER SECTOR



Issue / Goal	Activities	Who	When	Resources	How will you know it is done
1. Seeking the support of Sector Leads to the implementation of GAM in the Shelter sector Humanitarian Programs.	Understand their needs, entry points and challenges regarding gender and age dimensions in their humanitarian interventions. Gain sector leads support to integrate GAM tool and gender mainstreaming in their programs plans.	Shelter gender focal point and SGFPN	Second half of 2020	N/A	Minutes of the meetings.
2. Capacity building.	Conducting training targeting different Partners in Shelter sector focal points on gender and GAM tool to ensure gender mainstreaming.	Shelter gender focal point and SGFPN	Sep 2020	GAM tool	Trainings evaluation.
3. Follow up and monitoring.	Follow up with partners and receive their feedback, provide guidance.	Shelter gender focal point and SGFPN	Dec 2020		Minutes of the meetings, reports, etc.

WASH SECTOR



Issue/Goal	Activities	Who	When	Resources	How will you know it is done
1. Seeking the Support of Sector leads to the implementation of GAM in the WASH sector Humanitarian Programs.	Bilateral Meetings with Sector leads to: <ul style="list-style-type: none"> Understand their needs, entry points and challenges regarding gender and age dimensions in their humanitarian interventions. Gain sector leads support to integrate GAM tool and gender mainstreaming in their programs plans. 	SGFPs	July 2020	Venue/Tea breaks	Inclusion of GAM in WASH Sector 2019 & 2020 Action Plans.
2. Conducting Refresher sessions targeting different Partners in WASH sector focal points on GAM tool.	Ensure that GAM is effectively included from the second half of 2019 to 2020.	SGFPs	July-Dec 2020	Materials and key messages from the SGFPN GAM trainings and refresher sessions.	To be added to the sector plan for the period July-Dec. 2020.
	Train partners on gender mainstreaming to ensure that everyone knowing exactly what doses gender mean.	SGFPs	Aug-Sep 2020	Materials and key messages form the SGFPN trainings.	Trainings delivered reports.
	Train partners on the GAM to be adopted in their action plans.	SGFPs	Sep-Dec 2020	Materials and key messages from the SGFPN GAM trainings and refresher sessions.	Trainings delivered reports.
3. Coordination.	Information sharing and discussion of possibilities and challenges regarding capacity building and implementation of the GAM in monthly SGFPN meetings.	SGFPs	July-Dec 2020		<ul style="list-style-type: none"> Meeting minutes. Documents shared.
	<ul style="list-style-type: none"> Follow up with partners who received training on GAM. Review of GAM implementation in the design and monitoring phases. Sharing GAM implementation lesson learned by the WASH sector. 	Coordination SGFPN	Oct-Dec 2020 Nov-Dec 2020	<ul style="list-style-type: none"> GAM Tool. Coding tip sheets. 	<ul style="list-style-type: none"> GAM coding and reports in design and monitoring phases. Partners' feedback in the "lessons learned" report.