

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



MINISTRY OF PLANNING AND INTERNATIONAL COOPERATION

"Gender Policy Statement"



MINISTRY OF PLANNING AND INTERNATIONAL COOPERATION
(MoPIC)

"Gender Policy Statement"¹

Supported by:

- Gender and Social Fund / Canadian International Development Agency
- KVINFO / The Danish Centre for Information on Gender, Equality and Ethnicity

¹ The original document is the Arabic version. This is a translation and should be handled as such.

1 Preamble

- 1.1 The vision of the Ministry of Planning and International Cooperation lies in its effective contribution towards achieving sustainable economic and social development.
- 1.2 The mission of MoPIC highlights the importance of coordinating and directing developmental efforts to improve the level of national economy and the living standards of Jordanians through coordinating and directing developmental efforts and enhancing economic, financial and technical cooperation with various governments and international organizations to achieve sustainable economic development.
- 1.3 Due to its role in overseeing and ensuring the quality of implementation of development programs and projects at the national level, the Ministry of Planning and International Cooperation has a significant responsibility among all ministries and institutions in Jordan,
- 1.4 This central, leading, monitoring and guiding role of the Ministry is confirmed through its various functions and duties, which are determined by the Planning Act No. (68) for the year (1971) including the following
 - the general policy for economic and social development and draw plans and programs for its implementation.

- Follow-up on means to achieve the national objectives and priorities through developing different sectors.
- Place a mechanism for follow-up, monitoring, assessment and accountability for the implementation of developmental plans, programs and projects, in cooperation with concerned parties, as well as proposing necessary amendments whenever needed.
- Coordinate and cooperate with the Department of Statistics in defining statistical data in the fields of economic, social, human and other, needed by the Government for its various developmental plans and programs.

- 1.5 The Ministry of Planning and International Cooperation **recognizes** that achieving sustainable economic and social development through enhancing economic growth, productivity and local development requires full and equitable participation of both men and women in all areas and at all levels.

Despite many achievements and progress made in various areas, there still are many gender gaps in different fields and across all levels. This gap continues to restrict the participation of individuals based on equal opportunities and social justice. Maximizing the effect of developmental programs requires mainstreaming the gender perspective and analysis

in developmental projects. This implies taking into account practical needs and strategic interests of both women and men in the developmental projects and programs, in addition to defining their impacts on each of them in a way that ensures equal opportunity in accessing, controlling and benefiting from skills and resources.

Therefore, it has become necessary to adopt a relevant **“Gender Policy”** statement at MoPIC, that is directly related to its mission, objectives and strategy. The policy is also intended to confirm the Ministry’s decision to mainstream the gender perspective in its various policies, programs, projects and activities; thus ensuring more equal opportunities for both women and men, especially in accessing and controlling over resources. This element is considered as a central part of the developmental process and an integral part of the development objectives. It also ensures the adoption of a corporate culture that is in line with this approach, through communication and learning about gender issues.

2. Justification of “Gender Policy” Statement

- The importance of the Ministry’s central, guiding and monitoring position in what is related to preparing and following up on the implementation and evaluation of economic and social development plans and coordinating international relations and external support.
- Fulfill the commitment of international conventions and agreements that have been ratified and signed by Jordan and that highlight the fact that development results cannot be maximized and sustained without focusing on the different interests of both women and men.
- The realization of the constitutional right and the implementation of national charters especially those related to achieving social justice, increasing opportunities and options, and the better investment of human resources.
- Respond to the recommendations of several conferences, committees and studies to guide the work of the Ministry and institutionalize the principle of justice and equal opportunities on the institutional and programmatic levels in order to minimize the gender-related gaps.
- Commitment to gender-based justice, which is implicitly rooted in the Ministry’s vision and mission.

- Build on the Ministry's achievements in realizing the first position at King Abdullah Award for Excellence and respond to its recommendations for the importance of having a methodology to institutionalize gender mainstreaming process.
- Build on the Ministry's achievements in focusing on the gender dimension at both the institutional and programmatic levels. This is marked by the establishment of the Gender Division in 2005, and the completion of the gender audit of the Ministry's work and procedures. Also, to build on the results of the audit and implement pilot projects in cooperation with many concerned partners, the results which form the base of the policy implementation.
- Connect with the Department of Statistics to institutionalize the process of providing gender disaggregated data in the different fields to guide policy and program development.
- Provide a model to be followed by various ministries whereby roles are complimenting each other to achieve sustainable economic and social development as well as pave the way for a general policy statement at the government level.
- Translate the objectives and approaches of the Jordanian National Commission for Women, represented in the National Strategy for Women adopted by the government.

- Strengthen the position of the Ministry with international agencies and organizations, especially those adopting gender-based equality policy, thereby increasing opportunities and frameworks for cooperation.

3. **"Gender Policy" Statement:**

"This Policy aims to present the commitment of the Ministry of Planning and International Cooperation in ensuring gender-based justice and equal opportunities for both men and women according to their different needs and interests, in accessing and controlling resources, and participating in decision-making processes within various fields and at both institutional and programmatic levels."

The institutional level:

Build on the achievements of the Ministry by focusing on the following:

- The mainstreaming of gender perspective into the policies, strategy, regulations, procedures and culture of the Ministry, to ensure equal opportunities between both men and women.
- Ensure non-discrimination on the basis of gender, marital

status, disability, religion, age, race or social class in human resources systems and procedures, especially in recruiting, appointing, promoting staff. Also in setting , incentives, rewards, internal and external training, missions and the representation in committees and delegations to achieve the Ministry's objectives and ensure the highest level of efficiency and effectiveness.

- Prevent actions, practices or immoral acts that violate commonly held morals and good behavior.
- Commitment to mutual respect between women and men as colleagues and partners in the work environment.
- Create mechanisms for filing complaints and accountability, based on transparency and credibility.
- Ensure working on gender-sensitive budgets.

Programmatic Level:

Mainstream the gender perspective into all aspects and at the different stages of the projects and programs that MoPIC handles directly or negotiates for. The process would be based on a rigorous gender analysis to ensure justice and equality in accessing and benefiting from available opportunities, and upgrading living standards for men and women though achieving the following **objectives**:

- Increase efficiency and effectiveness of interventions that aim to contribute to economic and social development and that address and consider gender relations and roles.
- Remove all structural obstacles and constraints that limit the participation of women and men in decision-making processes and achieve better results.
- Reduce gender-based gaps in accessing and controlling over resources and obtaining development benefits.

4. Institutional arrangements for Policy implementation

Successful implementation of the Policy requires active participation and continuous cooperation and communication between all departments and levels in the Ministry through the following:

- Senior management should take major steps to ensure the translation of the policy into mechanisms of action on institutional and programmatic levels.
- Provide a clear understanding of the policy amongst all administrative and technical staff, and follow up on the harmony and effectiveness of policy implementation.
- Develop a strategy to mainstream gender in work plans, government's program, budgets, technical cooperation, external relations, the Ministry's regulations and standard

operating procedures, the follow up and evaluation mechanisms, and in the scope of work of consultants contracted by the Ministry for specific tasks.

- Ensure the provision of human and financial resources to mainstream the gender dimension into the Ministry's fields of work.
- Define a specific reference point (a specialized team) that is empowered with full authority to be responsible for translating the Gender Policy into reality through preparing an integrated action plan, monitoring its implementation and follow up, and submitting progress reports to the Secretary General of the Ministry.
- Add the tasks of priority identification of the gender mainstreaming process under each Directorate/Unit, and include the tasks of follow-up on work progress and setting cooperation and coordination mechanisms with the gender reference point, within the job description of the Director of the Directorate/Unit.

5. Responsibility of Policy implementation and work mechanism

The responsibility of Gender Policy implementation is carried out by the defined "Reference point" and in line with the Ministry's structure to ensure the efficiency and effectiveness of the Policy implementation, and the coordination and implementation of all departments, units and divisions. The Gender reference will report to the Secretary General in accordance to the defined organizational structure.

The Gender Reference shall perform the following:

- Develop a strategy to institutionalize the gender mainstreaming approach within the institutional and programmatic levels of the Ministry, and define appropriate methodologies, tools and frameworks especially those related to contacting and communicating with the Ministry's departments/ units and the partners from various ministries.
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- Supervise the establishment of a monitoring and evaluation system of the policies and programs and their impact on gender equity through defining gender sensitive criteria and indicators.

6. Mechanism of accountability, follow-up and evaluation:

- Identify criteria and indicators that measure performance for each Directorate/Unit by its field of work (programmatic and / or institutional).
- Define the mechanism of progress reports preparation by the Directorates/Units, their submission to the Secretary General, in addition to following-up on them and building on their results.
- Integrate the follow-up mechanism under the Ministry's standard operating procedures (SOPs).
- Identify a mechanism for regular meetings with different levels in order to exchange expertise and experiences related to gender mainstreaming issues.
- Review the work mechanism (Gender Reference) based on the expected achievements of each phase and build on the results and needs that ensure the effective and efficient implementation of the policy.

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تميز الأداء الحكومي والشفافية



الدورة الخامسة (٢٠١٠/٢٠١١)



المرحلة الفضية

المركز الأول