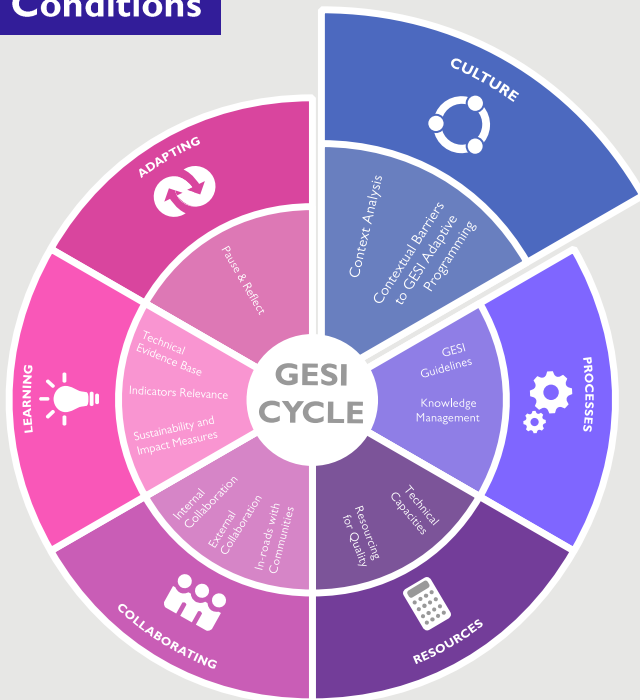




RECOMMENDATIONS

GESI Enabling Conditions



Recommendations



CULTURE Context Analysis

- Consider the use of socio-ecological model or gender transformative framework (gender continuum) to ensure a focus on the individual, family, community, institution and policy contexts in the SoW of GESI analyses.
- Consider political economy analyses at IPs and GoJ counterparts to ensure awareness of incentives, barriers, and assess changes in awareness, buy-in and accountability for GESI regularly.



CULTURE GESI Terminology

- Consider developing a GESI lexicon that unifies terminology, identifies sensitive words and ways to navigate GESI in Arabic.

GESI Enabling Conditions



Recommendations



Processes

Knowledge Management

- Activate and dedicate a GESI platform/repository like the KAMP for cross fertilization of GESI analyses, etc. include best practices, tools, good GESI analyses and action plans, guidance notes, and a glossary of GESI terminology.
- Co-create knowledge and learning more systematically. For example, require GESI dissemination among partners, sharing of GESI data sets, and sharing new knowledge and innovative practices.
- Noting the gender data gaps, consider investing in further data, studies, statistics, secondary trend analysis and previous gender assessments to capture intersectional baseline data, and increase their 'findability' within and across stakeholders and IPs.

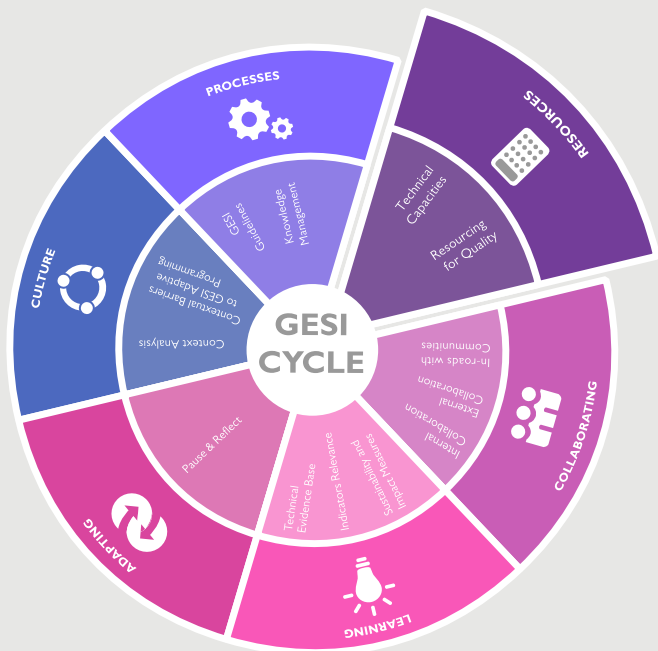


Processes

GESI Guidelines

- Produce standard GESI SoW guidelines that include guidance on proposed methodology, level of effort allocation, team qualifications, etc.

GESI Enabling Conditions



Recommendations



Resources

Technical Capacity

- Consider merging IP resources for a collective and deeper GESI Analyses by DO, that ensures both ADS 205 compliance, as well as a deeper dive into Activity component-based analysis and action planning.
- Provide training for staff and MEL practitioners on gender indicators, their use and capture, as well as ways in which to mainstream gender in components, among partners, and non-gender metrics. Highlight how gender sub-targets make Activities accountable to GESI.
- Provide training to staff on how to make in-roads with communities on GESI, considering GESI sensitivities and mobilizing community buy-in through stories and case studies which resonate.



Resources

Resourcing for Quality

- Ensure sufficient allocation of resources for GESI analyses by using an industry benchmark, such as a set percentage of annual budgets for GESI analysis and related research similar to MEL resource allocation (5-10% of annual budget).
- Promote gender responsive budgeting to bolster technical capabilities of GoJ counterparts in compliance with country's budget law.
- Develop a Gender CoPR-vetted list of expertise for inclusion, access, gender in Jordan, also able to translate that to robust research design and participatory analysis.

Recommendations



COLLABORATING Internal Collaboration

- Support increased strategic collaboration within DOs, and across DOs with resourced support to specific interventions and initiatives that amplify GESI impact.
- Accelerate the role of the Gender CoPR to address GESI issues and challenges being encountered in a more systematic way, such as through GESI peer review, a clearinghouse of tools, and experts that are vetted that can support USAID aims.
- Empower the Gender Team with resources and lines of authority as a cross-cutting function that can support the operationalization of the Gender CoPR to fulfill its important role.
- Build awareness around the new USAID 2023 Gender Equality Policy, as well as the deeper understanding of USAID/Jordan GESI objectives by DO for the current CDCS.

GESI in the Program Cycle



Recommendations

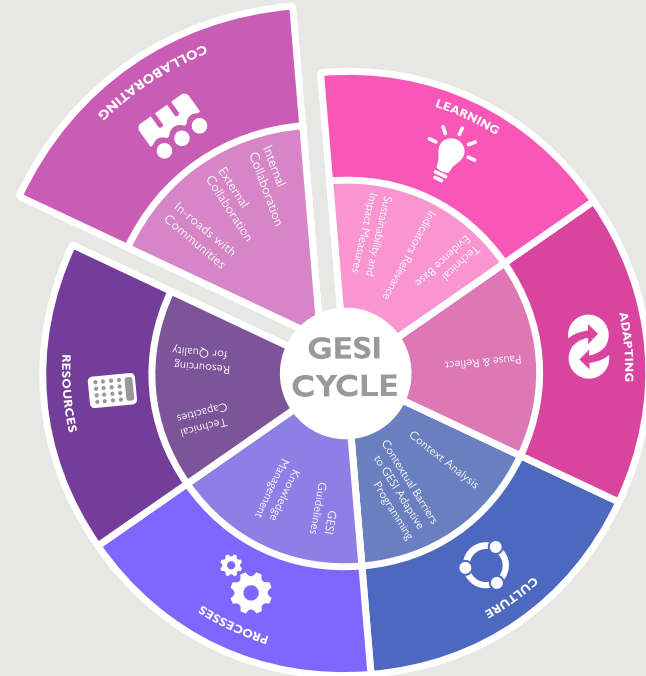


COLLABORATING

External Alignment

- Consider providing IPs with key strategic national and sectoral indicators by DO that support alignment with national strategies, with guidance on how to incorporate these into MEL plans as context indicators.
- Consider requiring a GESI institutional capacity assessment when partnering with a GoJ institution, inclusive of allocating resources for GESI capacity building, GESI initiatives and interventions, and collective influence by multiple IPs that are supporting that GoJ institution.

GESI in the Program Cycle



Recommendations

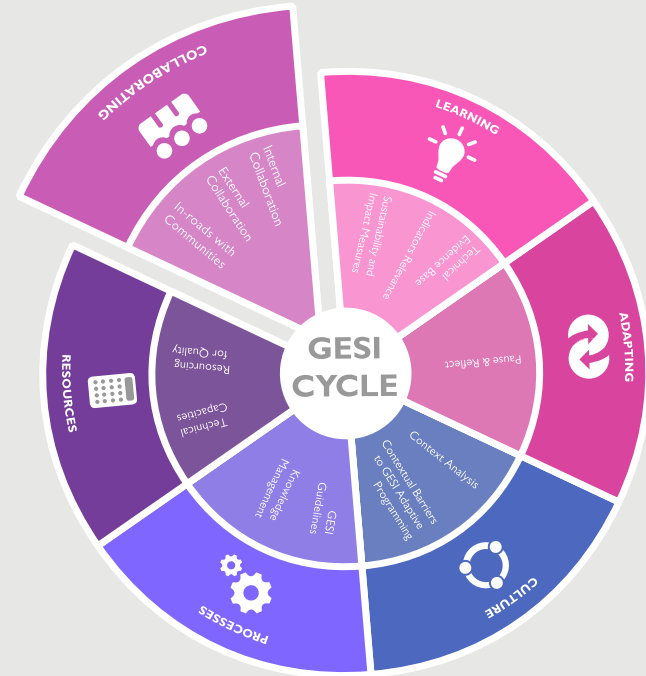


COLLABORATING

In-roads with Communities

- Enhance locally-led ownership and buy-in of GESI work through their active engagement in all phases: analysis, planning, implementation and evaluation.
- Address communities and staff resistance to GESI lexicon by connecting terminologies and practices to people's lived realities in order to 'attract' them and facilitate transformation.

GESI in the Program Cycle



Recommendations



LEARNING

Technical Evidence Base

- Continually use community feedback and knowledge as well as expert sources to inform planning and implementation.
- Consider coupling annual GESI reflection and adaptation initiatives and interventions along with periodic evaluations, impact assessments, and introduce meta-analyses of GESI reports.
- Review lessons from successful GESI implementation elsewhere.

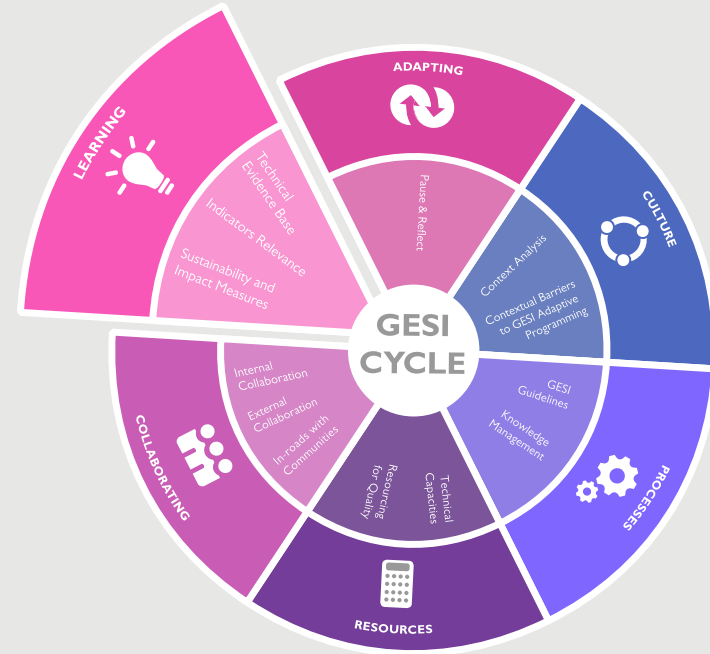


LEARNING

Indicators Relevance

- Due to lack of data on people with disabilities, consider sharing data where available, supporting updated evidence-generation, and unifying disability definitions (e.g., Washington Group surveys).
- Ensure that indicators do not make gender-biased assumptions and inadvertently bias data capture towards non-inclusion, such as employment reflecting male-based modes of working.

GESI in the Program Cycle



Recommendations

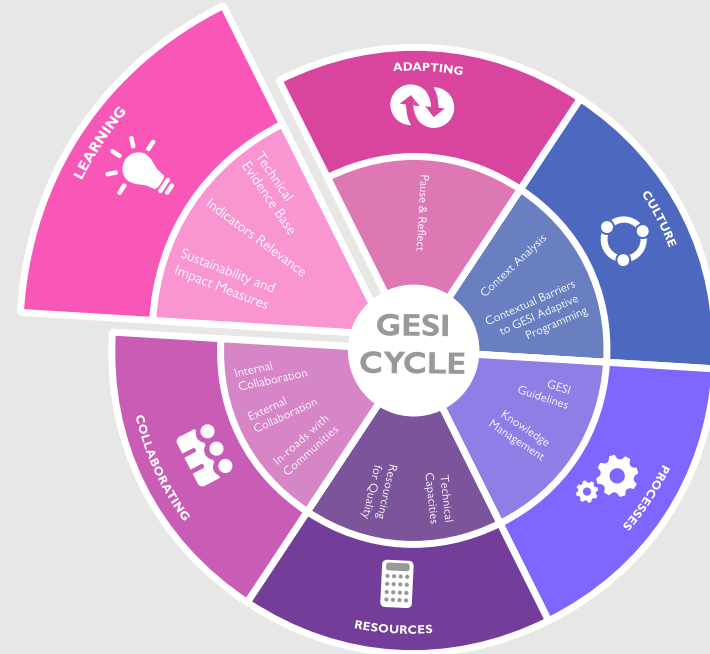


LEARNING

Sustainability & Impact Measures

- Remediate the lack of quantitative outcome level indicators and GESI analyses requirements through qualitative assessments and case studies to showcase impacts.
- Replicate piloted and proven custom (qualitative and/or sector specific) gender indicators that capture contexts, offer gender nuance, and are more holistic/family-centric.
- Develop GESI Pathways for Change across each Activity component and DO, disseminate successful pathways to change within DOs, and consider using the Gender Continuum as a tool.

GESI in the Program Cycle



Recommendations



ADAPTING

Pause & Reflect

- Conduct annual GESI review to ensure evidence generated is integrated into refined program approaches and influence improved performance and informed decision-making (at GESI and Portfolio level).

GESI in the Program Cycle



