

"Together for WoMEN: GIZ Jordan's Holistic Approach to Gender Mainstreaming"

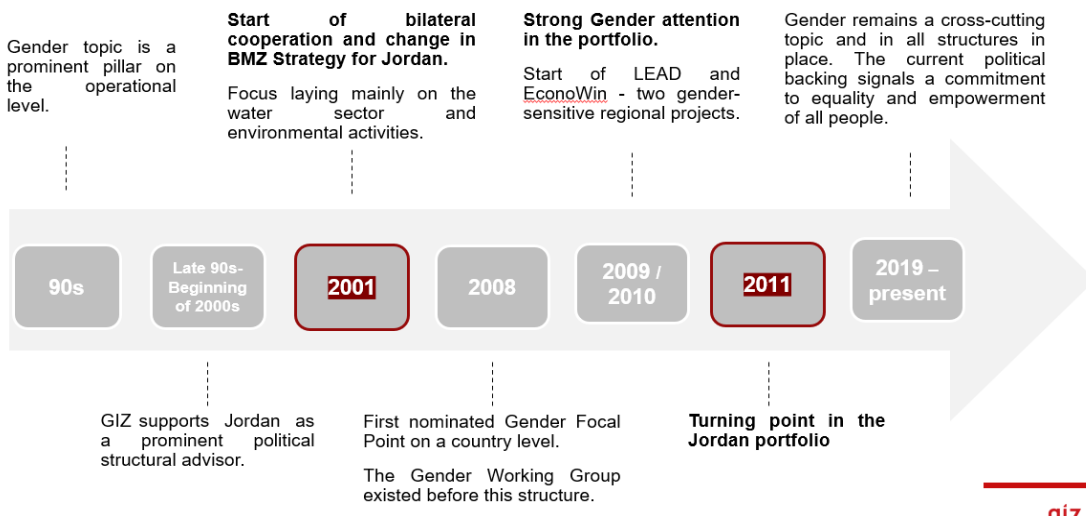
In response to the evolving landscape of gender dynamics and the emergence of a new Feminist Development Policy, GIZ Jordan proudly presents its [Gender Strategic Plan for 2023-2025](#). The Plan represents our outlook for the future by an integrated strategic approach to build on what we have, make it more prominent, and work on advancing gender equality across the spectrum, mainly introducing and contextualizing the Feminist Development Policy, qualitative restructure the Gender Focal Persons System, create visibility for the Gender Working Group, and increase GG1 & GG2 projects in the Jordan Portfolio. It is guided by the five pillars of the GIZ Gender Strategy and encompasses both theoretical components and the practical translation of efforts into actionable activities, with a focus on tangible impact at the ground level.



This entry outlines our contributions across three key areas: **Corporate Culture**, **Gender Competence**, and **Cooperation**.

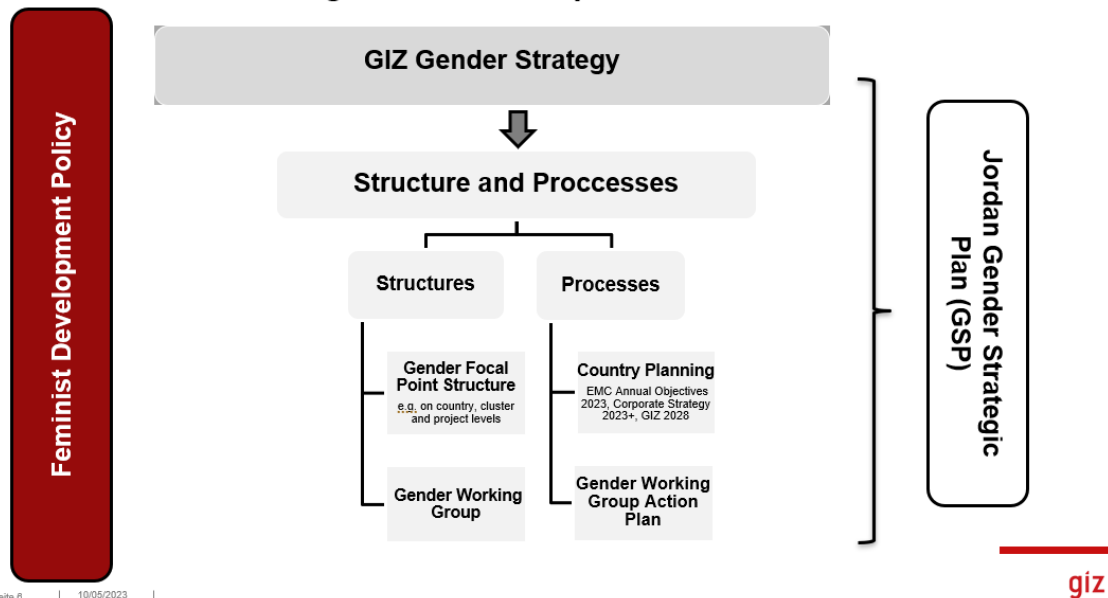
Our journey towards gender mainstreaming began with a comprehensive review of GIZ's historical engagement with gender issues. We revisited the past, acknowledging our successes and learning from challenges. In the present, our focus is on aligning with the Feminist Development Policy and the Feminist Foreign Policy, with a dedication to changing unequal power structures through the 3 Rs: Rights, Resources, and Representation.

Walk down gender-memory lane



Our vision moving forward is clear: GIZ Jordan aims at fostering Gender Equality within the organization and its partnerships, operationalizing and contextualizing the Feminist Development Policy. The goal is to mainstream Gender Equality both internally and externally, ensuring that our staff and projects serve as ambassadors for the feminist foreign and development policies. Our structures, capacities, and processes adhere to GIZ standards and meet the expectations of our commissioning parties and partners. To convey our strategic elements and processes, we crafted a visual representation. This visualization illustrates the interconnection of internal and external mainstreaming, highlighting the pivotal role of gender language in conveying our commitment to gender equality.

Visualisation of the Strategic elements and processes



To better understand the context, in which we operate, and the challenges faced by GIZ Jordan, we have undertaken initiatives to enhance gender competence in our portfolio, which include targeted training programs, workshops, and awareness campaigns to address the unique challenges within our organizational unit and country. Our success lies in fostering a culture where gender competence is not just a goal but an integral part of our professional development. Our commitment to gender equality goes beyond rhetoric, it has been manifested in all our recent activities. Conducted last month, the initiatives yielded commendable results, marking a crucial step toward fostering gender competence within our organizational unit and country. The success of these endeavors has paved the way for reflections on an upcoming gender-specific training session for managers, further empowering our Gender Focal Persons.

Recognizing that gender equality is a collective effort, we have engaged in robust cooperation both internally and externally. Collaborating with various stakeholders, we navigated challenges and identified three key success factors: transparency, inclusivity, and a shared commitment to our vision. The outcomes include strengthened partnerships, shared resources, and a collective impact that goes beyond individual efforts.

Results and Future Plans

In our pursuit of a future marked by gender equality, we have objectives, based on the five main pillars of the GIZ Gender Strategy that underscore our commitment. Today, we would like to highlight our contributions across the three key areas: Corporate Culture, Gender Competence, and Cooperation

1. Corporate Culture:

Objective: Promote gender sensitivity and equality through PR activities, events, and knowledge-sharing initiatives.

Foster a culture where gender competence is integral to professional development, for example by meaningfully contributing to international campaigns such as the 16 days of activism. Numerous knowledge-sharing sessions were arranged with senior management at GIZ Jordan to establish a shared understanding of gender and gain deeper insights into the operating context.

2. Gender Competence:

Objective: Build the capacity of Gender Focal Points and ensure effective onboarding of new members of the gender working group.

New Terms of Reference (ToRs) were created for all gender focal persons to clarify roles and responsibilities. Understanding them and working toward a strengthened structure was one of the key steppingstones in the latest training conducted for the GFPs.

3. And Cooperation:

Our qualitative restructuring of the Gender Focal Persons System (GFPs) and the introduction of the "Together for WoMEN" Gender Strategic Plan for Jordan 2023-2025 showcase our dedication to internal and external mainstreaming. We aim to create visibility for the gender contribution of the Gender Working Group both internally and externally, increasing the impact of our GG1 and GG2 projects through capacity-building measures.

On-Going Initiatives:

- **Thematic Sessions for an upcoming SFF Project on contextualizing the feminist development policy in Jordan:**

We are conducting thematic sessions with clusters to present the Feminist Development Policy, gathering valuable feedback for the project setup.

- **16 Days of Activism Campaign:**

Proudly contributing to the 16 Days of Activism Against Gender-Based Violence campaign,

In conclusion, our commitment to gender mainstreaming at GIZ Jordan is a transformative journey towards a future worth living. Each objective is a pillar in our overarching goal – to create a workplace and projects that truly embody equality. "Together for WoMEN" signifies not just a plan but a collective commitment to building a future where gender equality is not just a concept but a lived reality in every aspect of our work.