



MONITORING AND ASSESSMENT FRAMEWORK JORDAN COMPACT AND BRUSSELS MEETINGS – FINAL - 7 MAY 2020

The Jordan Compact was adopted at the London Conference in February 2016 and strengthened and expanded at follow-up conferences in Brussels in 2017, 2018 and 2019. It is a holistic approach agreed between the Hashemite Kingdom of Jordan and the international community to deal with the Syrian Refugee Crisis.

At the Brussels II Conference in April 2018, the Government of Jordan (GoJ) and international community agreed to 'identify the best modality to assess progress against mutual commitments made in London and Brussels'. This Monitoring and Assessment (M&A) Framework fulfils this commitment.

The principles underpinning the M&A Framework are:

- **Prioritisation** – The Framework tracks a selection of the commitments that have been made, in order to provide an overview of progress in the most important areas.
- **Mutual accountability** – The Framework covers commitments made by all parties, to enable them to hold each other to account.
- **Monitoring outcomes as well as commitments** – The Framework measures the impact of actions taken and resources provided, as well the fulfilment of the commitments themselves.
- **Beneficiary focus** – The needs and wellbeing of beneficiaries are central to the monitoring process.
- **Gender sensitive** – The Framework seeks to ensure that gender is considered at all levels and that data is sex-disaggregated.

The framework links indicators to the original commitments and to the outcomes that were expected as a result of the actions taken. Definitions used in this framework follow definitions adopted by each of the sources used. For each indicator, the framework specifies:

- Source of data and the frequency with which it is collected
- Baseline level (2016 where possible)
- Target, where this was specified
- Achievement

The framework will be used for independent assessment reports, and will enable the parties to the commitments to continue to monitor progress in the years ahead.

Structure of the framework

The core of the Compact relates to the provision of financial support by the International Community to underpin efforts by the Government of Jordan to provide economic opportunities and social services for Syrian refugees. There have been over one hundred commitments made by GoJ and the international community in the Jordan Compact and subsequent meetings. The framework groups the commitments and outcomes under the following four pillars, with eight associated sectors:

- | | |
|----------------|--|
| 1. Economic | 1.1 Livelihoods |
| | 1.2 Trade and Investment |
| 2. Social | 2.1 Education |
| | 2.2 Health |
| | 2.3 Social protection |
| 3. Protection | 3.1 Protection |
| 4. Partnership | 4.1 Financial support (humanitarian, budget and programme) |
| | 4.2 Aid quality and effectiveness |

The majority of indicators are quantitative and, in some cases, highlight key data gaps that need to be addressed. Qualitative or process indicators in the framework involve a progress rating by the Independent Monitors, which is set out in full at the back of the document. For all of the indicators we are seeking data that distinguishes between Jordanians and Syrians and is sex-disaggregated.

MONITORING & ASSESSMENT FRAMEWORK FOR THE JORDAN COMPACT AND BRUSSELS CONFERENCES

1. FULL FRAMEWORK - Final - 7 May 2020

1. ECONOMY

1.1 Livelihoods								
Aim	Indicator	Sources		2016	2017	2018	2019	Rating/ Performance
Commitment: Provide about 200,000 job opportunities	1.1.1 Number Annual Work Permits issued (% of which are to women)	27		Actual: 36,790 (Women:4%)	Actual: 46,717 (Women:5%)	Actual: 45,649 (W:4.5%)	31 Dec 2019: 47,766 (W: 5.8%)	Exceeded target
		48				Target: 90,000 (50.7% met)	Jan 2016 to Dec 2019: 176,920 End Target 31.12.19 ¹ 130,000 (136% met)	
Commitment: GoJ to continue to reform the labour market to remove barriers to accessing work and provide job opportunities for Syrian refugees, without competing with Jordanian jobs.	1.1.2 Process Indicator: Progress of Labour Market reform ²	PI - 1		No change	GoJ reduced fees for WPs, removed application conditions & created flexible WPs	GoJ extended fee exemptions, better defined rules, Syrians exempted from the National Employment and Empowerment Programme restrictions	GoJ approved flexible work system (including part-time work) exempted youth from paying social security fees in first 5 years of employment, and allowed hiring non-Jordanians in all highly specialised occupations. National Employment Charter released with list of 28 professions closed to non-Jordanians	Continued efforts by GoJ to remove barriers. Syrian employment has increased, but low pay & poor working conditions remain the norm. New restrictions on non-Jordanian employment were introduced in 2019.
Commitment: IC to increase livelihood support and skill matching programmes for Syrian refugees and host communities	1.1.3 Value of donor-funded skill-matching programming channelled through JRP – Refugee-focused (USD, annual) – Resilience-focused (USD, annual)	21					No update	Incomplete: waiting for JRP to provide JORISS figures on the

¹ Note that this is a target from the World Bank Program for Results

² For more details on all the process indicators see the supplementary pages below

									value of this programming
Commitment: IC/GoJ increase efforts to improve women's empowerment, economic inclusion and participation in the labour market	1.1.4	Process Indicator: Progress in amending Labour Law to improve access for Women	PI – 2		No Change	Committee recommends two amendments to Labour Law.	MoL removed occupational, sector and night shift restrictions to women in the workplace in the Labour Law (article 69) and regulations.	Amendments to five articles of the Labour Law are accepted by parliament (2, 5, 53, 66 and 72).	Changes sought in Parliament have been achieved.
	1.1.5. Global Gender Gap, Jordan		50 10, 11, 12		2016	2017	2018	2019	Jordan remains in the lowest 10% of countries in the GGG ranking. Inequalities persist in economic participation, economic opportunity and political empowerment
	Overall Ranking				134/144	135/144	138/149	Rank: 138/153	
	a. Economic Participation and Opportunity*				0.381	0.377	0.375	0.408 (Rank:145)	
	b. Educational Attainment*				0.993	0.996	0.998	0.991 (Rank:81)	
	c. Health and Survival*				0.996	0.969	0.971	0.971 (Rank:103)	
	d. Political Empowerment*			0.07	0.075	0.075	0.121 (Rank:113)		
* Score of 1 = complete gender parity and 0 = complete imparity									
1.1.6 % Women Economically Active ³		10		2014	2016	2017	2018	2019	
All Jordan (Syrians)				12.6% (6%)	13.4% (N/A)	16.3% (N/A)	15.8% (7%)	14.4% (Syrians N/A)	
Commitment: GoJ will remove barriers on Syrians establishing and formalising businesses	1.1.6	Process Indicator: Progress of reforms to business environment.	PI – 3		Increased number of industries open to non-Jordanian investors, reduced minimum investment capital	Simplification of procedures for registering and licensing investment projects. Companies Law amended. Pre-registration approval abolished	SMEs no longer require 50% Jordanian ownership. Monitoring and inspections Law enacted. Insolvency Law enacted	GoJ amended the Non-Jordanian Investment Bylaw (2019) to fully liberalize 22 economic activities and services to 100% foreign investment from a previous maximum ceiling of 50%.	Good progress has been made, but other barriers remain (financial inclusion, licensing, consistency of application at local and governorate level)
Commitment: GoJ efforts to promote "decent work"	1.1.7	Process indicator: Improved Syrian access to decent work	PI – 4		Relaxation of the Kefala system and introduction of flexible WPs		A committee was established to look at disincentives on companies to	No new developments	Labour market dynamics leading to deteriorating working conditions. Jordan currently lacks a Labour Law and

³ Economically active refers to the fraction of the people that are employed or unemployed and actively seeking employment. Those who are not involved in the labour market are considered to be economically inactive.

						formalise work		inspections regime that adequately protects workers' rights
	1.1.8 Annual public disclosure by Better Work Jordan of factory-level compliance with a list of at least 29 social and environmental-related items	48		2016 No	2017 Yes	2018 Yes	2019 Yes	Positive developments have been made in the garment industry
	1.1.9 Increasing social security coverage for Jordanian and Syrian workers	7	2015	2016	2017	2018	2019	
	Jordanians (thousands)		1,031	1,078	1,123	1,141	Not yet available	
	Non-Jordanians (thousands)		135.9	147.4	162.3	158.6	Not yet available	
Outcome: Job creation for Syrians and Jordanians	1.1.10 Job Creation		2015	2016	2017	2018	2019	GoE surveys indicate job creation slowed considerably in 2018, particularly for Syrians
	Net Formal Sector Jobs Created: All Jordan		48,310	50,853	53,969	38,906	Not yet available	
	<i>Males</i>		<i>M: 35,512</i>	<i>M: 37,694</i>	<i>M: 37,501</i>	<i>M: 21,179</i>	Not yet available	
	<i>Females</i>	<i>F: 12,798</i>	<i>F: 13,158</i>	<i>F: 16,469</i>	<i>F: 17,727</i>	Not yet available		
	Net Formal Sector Jobs Created: Jordanians	8, 9	43,575	45,300	49,097	34,493	Not yet available	
	<i>Males</i>		<i>M: 33,277</i>	<i>M: 34,761</i>	<i>M: 34,272</i>	<i>M: 19,232</i>	Not yet available	
	<i>Females</i>		<i>F: 10,298</i>	<i>F: 10,539</i>	<i>F: 14,824</i>	<i>F: 15,261</i>	Not yet available	
	Net Formal Sector Jobs Created: Syrians		561	1,010	1,795	770	Not yet available	
	<i>Males</i>		<i>M: 394</i>	<i>M: 1,121</i>	<i>M: 1,485</i>	<i>M: 180</i>	Not yet available	
	<i>Females</i>		<i>F: 167</i>	<i>F: -111</i>	<i>F: 310</i>	<i>F: 590</i>	Not yet available	
1.1.11 Cumulative number of people employed through Skill-Matching programmes (ILO and IRC)					2018	2019	ILO & IRC programmes have more than doubled the number of employed placements in 7 months. This comes primarily through ILO employment centres increasing their output of 'all employed' from 4,419 to 13,540	
All Employed					3,264	14,292		
Male (%Male)					M: 1,636 (50.2%)	M/F: N/A ⁴		
Female (%Female)					F: 1,628 (49.8%)			
Syrians Employed								
Male (%Male)						1,571	5,056	
Female (%Female)						M: 1,064 (68%) F: 507 (32%)	M/F: N/A	

⁴ IRC has not provided a gender break down of its placements, preventing us from providing one as well. However the breakdown from ILO Employment Centres is as follows: All Employed: 7,446 (M: 4,844 F: 2,602); Syrians Employed 2,187 (M:1,815, F:372)

Outcome: Increasing economic participation	1.1.12a % Economically Active, All Jordan age 15+ (male, female)	10, 11, 12	2014 36.8% M: 60.3% F: 12.6%	2016 35.6% M: 57.7% F: 13.4%	2017 38.2% M: 60.1% F: 16.3%	2018 36.8% M: 56.9% F: 15.8%	2019 34.1% M: 54.3% F: 13.5%	Reduced levels of economic activity overall.
	1.1.12b % Economically Active, Syrians age 15+ (male, female)	16, 17	28% M: 52% F: 6%	Not available	Not available	32% M: 59% F: 7%	Not available	
Outcome: Increasing employment	1.1.13a % Economically active who are employed – All Jordan age 15+ (male, female)	10, 11, 12	2014 87.7% M: 89.1% F: 80.9%	2016 74.2% M: 86.2% F: 75.2%	2017 81.5% M: 83.9% F: 74.4%	2018 81.4% M: 83.7% F: 72.9%	2019 88.7% M: 82.3% F: 75.6%	Increase in employment rate, though could also be the effect of reduction of economic activity rate.
	1.1.13b % Economically active Syrians in Jordan who are employed, age 15+ (male, female)	16, 17	61% M:57% F: 88%	Not available	Not available	75% M: 78% F: 57%	Not available	
Outcome: Increased opportunity and employment for youth	1.1.14 Youth (age 15 to 29)– % Econ. Active Youth, all nationalities (by age group)		2014	2016	2017	2018	2019⁵	Consistent levels of economic activity. Female economic activity remains low in comparison to male economic activity
	15 to 19	10, 12	Data not comparable	10% (M:18%, F:0.7%)		11% (M:19%, F:1%)	9.5% (M: 17.4%; F:0.7%)	
	20 to 24			43% (M:62%, F:20%)		44% (M:64%, F:20%)	42.6% (M: 61.6%; F:19.7%)	
	25 to 29			74% (M:92%, F:33%)		60% (M:86%, F:32%)	63.2% (M: 88.1%; F:29.7%)	
	Syrian youth (by age group)	16						
	15 to 19		19% (M:36%, F:2%)	Not yet available				
	20 to 29	39% (M:73%, F:7%)	Not yet available					
1.1.15 Youth (age 15 to 29) – % Economically Active that are Employed All Youth (by age group)	10, 12							
15 to 19			64% (M:63%, F:86%)	53% (M:53%, F:70%)	47.4% (M:46.6%, F:71.4%)			
20 to 24			64%	63%	65.5%			

⁵ Fourth Round – 2019 results from Government of Jordan Department of Statistics: [Source](#).

				(M:70%, F41%)		(M:68%, F48%)	(M:67.5%, F:57.9%)	
	25 to 29			79% (M:83%, F:68%)		78% (M:83%, F:65%)	77.5% (M:81.6%, F:63.3%)	
	Syrian youth (by age group)							
	15 to 19					68% (M:72%, F:0%)	Not yet available	
	20 to 29	16				74% (M:70%, 43%)	Not yet available	
Outcome: Increased incomes for Syrians & Jordanians	1.1.17 Average Annual Household Income All Households (JD, thousands) ⁶ Syrian Households (JD, thousands)	4 16	2013 7 – 9 2.7-3.0			2017/18 10-12 JD 3.1 JD	Not yet available	Very little change in Syrian incomes relative to Jordanians
Outcome: More registered Small and Medium Enterprises	1.1.19 Process Indicator: progress in creating opportunities for female economic participation through Home-based businesses (HBBs)	PI – 5		2016 WB identifies HBBs as opportunity. GoJ reduces capital requirement for start ups	2017 Companies Law changed to ease Joint Venture formation. Instructions published	2018 Cabinet changes regulations twice, first allowing HBBs only in camps, then allowing out of camps (for restricted activities) Security approvals process simplified, allowing approvals to be issued in 7-10 working days	2019	Significant hurdles for Syrians remain: 1) dependence on property owners for permission; 2) complexity of requirements for Syrians often necessitates their seeking legal advice; 3) municipal officials often not aware of rules
	1.1.20 Number of Registered Home-based Businesses	29				2018 (June)	2019 (end Dec)⁷	Increase in registered HBBs since September, including the addition of 22 female-owned.
	All					471	919	
	Female-owned					362	546	
	Syrian owned					0	22	

⁶ Ranges calculated from Department of Statistics income distributions from its Household Expenditures and Income Survey: [found here](#)

⁷ Figures appear in MOPIC's "Jordan Compact Update – 3 May 2020". MOPIC communicated by email to Agulhas that these figures were current as at 31 December 2020.

1.2 Trade & Investment								
Aim	Indicator	Source		2016	2017	2018	2019	Rating/ Performance
Commitment: EU to revise preferential rules of origin (RoO) and provide support to Jordan to benefit from these	1.2.1 Process Indicator: progress of opening access to EU markets	PI – 6		Rules allow access for 52 products from 18 SEZs, provided companies employ 15% Syrians (increasing to 25% by year 3)		Rules relaxed for 10 years, production can occur anywhere, and more lenient quotas on Syrian employment (no increase to 25%)	New instructions on RoO were published in Official Gazette 4056 in May 2019, and established the requirement that benefiting factories participate in Better Work	Continued simplification of rules to lower entry barriers for Jordanian companies exporting to Europe
Commitment: GoJ to encourage investment by following a predictable path of business reforms	1.2.2 Share of business regulations mandatory to the private sector issued following the adopted predictability process (%)	48		Not yet applicable	Not yet applicable	Not yet applicable	Pilot took place as of 1 September 2019	Too early to judge. Framework was announced April 2018 and piloted in September 2019
Commitment: IC to provide firm-level assistance to increase export capability	Export promotion /Firm-level Assistance (FLA)	29				2018	2019	MOPIC reports a list several well-funded, multi-year projects providing FLA. MOPIC reporting suggests some have stopped (USAID, GIZ, EBRD) Amount of support per project however is not always reported, and where it is, disbursements by year are not provided. Going forward, we recommend tracking the level of support going towards this.
	1.2.3a Number of initiatives (by donor)					13	11	
	USAID					1	--	
	Netherlands					4	5	
	GIZ					1	--	
	UNIDO					4	4	
	EBRD					1	--	
	Jordanian initiatives					2	2	
	1.2.3b Value of initiatives (USD, thousands)	29				--	--	
	USAID					--	--	
	Netherlands					--	--	
	GIZ					--	--	
	UNIDO					--	--	
	EBRD					--	--	
Jordanian initiatives					--	--		
Outcome: Improving business environment	1.2.4 World Bank Ease of Doing Business Ranking	45, 46, 47	2015 117/189	2016 118/190	2017 103/190	2018 104/190	2019 75/190	Jordan moved up an impressive 29 places

1.2 Trade & Investment								
Aim	Indicator	Source		2016	2017	2018	2019	Rating/ Performance
	a. Starting a business*		85.70	84.62	84.40	84.43	84.5	in the rankings, distinguishing it as one of the 'top 10 improvers' in the ranking. Marked progress in 'increasing availability of credit' and 'paying taxes'.
	b. Dealing with construction permits*			67.19	65.74	60.47	60.3	
	c. Getting electricity*			80.93	83.33	80.49	80.5	
	d. Registering property*			62.18	66.40	66.40	66.4	
	e. Getting credit*		0.00	0.00	25.00	35.00	95.0	
	f. Protecting minority investors			35.00	40.00	46.67	50	
	g. Paying taxes			73.94	70.75	71.48	78.7	
	h. Trading across borders			86.39	85.93	79.03	79.0	
	i. Enforcing contracts*		51.5	52.42	53.71	55.56	55.6	
	j. Resolving insolvency			30.38	30.53	30.31	39.7	
	*Scores show the distance to the best performing country on each indicator. This distance score is indicated on a scale from 0 to 100, where 0 represents the worst performance and 100 the frontier.							
Outcome: Jobs created in the export sector	1.2.5a Number of people employed in the companies participating under the scheme (of which are Syrian)	29			2017 697 (Syr: 170)	2018 1,019 (Syr: 281)	2019 (31 Dec) 1,150 (Syr: 355)	In the last year, employment increased by 13%, (26% increase of Syrians) and a nearly 200% increase in the value of exports by firms participating in the scheme
	1.2.5b Value exports from companies participating under the scheme – Euro millions (cumulative)	29, 29a			1.64m €	19.2 m ⁸ €	56.35m €	
Outcome: Increasing foreign investment and exports	1.2.6 Value Foreign Investment – Inward Flow (USD, millions)	31		2015 1,600	2016 1,553	2017 2,030	2018 950	2019 Not yet available
	1.2.7 Value of Exports, by region	49						
	World – USD, millions (% share)		7,833 (100%)	7,509 (100%)	7,469 (100%)	Not yet available	Not yet available	
	Middle East & North Africa - USD, millions (% Share)		3,629 (46%)	3,256 (43.4%)	3,036 (40.7%)	Not yet available	Not yet available	
Europe and Central Asia – USD, millions (% Share)		361 (4.6%)	549 (7.3%)	378 (5.1%)	Not yet available	Not yet available		

⁸ Figure from February 2019

2. SOCIAL

2.1 Education								
Aim	Indicator	Source	Other	2016	2017	2018	2019	Change/ Performance
Commitment: GoJ to increase Syrian enrolment in formal education at all levels	2.1.1 Number of Syrian children enrolled in Type I, II and III schools (excludes Kindergarten)	14		2016/17 126,127	2017/18 (Sept 2018) Actual:130,668	2018/19 (Jan 2019) Actual: 134,121	2018/19 (Jan 2020) Actual: 136,437	GoJ has met its enrolment targets
		48		Target:130,000 (97% met)	Target:130,000 (100% met)	Target:130,000 (103% met)	Target:130,000 (105% met)	
Commitment: GoJ to provide free certified education for all children to achieve the ambition of all Syrian children in education	2.1.2 Age specific enrolment rates:	16	2014			2017		Very low rates of enrolment for 16 year olds. Positive increases in retention rates for 14 and 15-year olds, the age when children transition to secondary school.
	Up to 11		--			99%		
	12 years old		--			92%		
	13 years old		--			86%		
	14 years old		49%			68%		
	15 years old		22%			48%		
	16 years old		12%			15%		
	17 years old		17%			21%		
	18 years old		--			13%		
	19 years old		--			12%		
Commitment: IC to provide predictable, multi-year financial and technical support to the needs of the Ministry of Education	2.1.3 MoE needs through JRP covered by donor contributions	22, 23, 24, 25						Continued reduction in donor funding to Education relative to requirements set out in the JRP. In 2019, the greatest reduction occurs in Resilience support, though budget support more
	Budget requirements (USD, millions)				336.8m	328.8m	434.8m	
	Realised – TOTAL (USD, millions)				296.2m (88% of requirement)	158.1m (48% of requirement)	150.4m (35% of requirement)	
	<i>Budget Support</i> (USD, millions)				47m	27.2m	56.3m	

2.1 Education								
Aim	Indicator	Source	Other	2016	2017	2018	2019	Change/ Performance
	<i>Refugee Support</i>				77.6m	43.7m	43.3m	than doubled from 2018.
	<i>Resilience Support</i>				171.6m	87.3m	50.8m	
Commitment: GoJ to increase access to quality education opportunities in a safe environment for all children	2.1.4 Process Indicator: Progress in increasing quality of education	PI – 7		PISA results indicate that educational quality in Jordan a cause for concern EMIS and HR Strategy launched.	Joint High-Level committee established. MOI cards no longer needed for enrolment. Schools are safer and improved early grade learning outcomes	Further easing of enrolment for Syrian children	Released PISA results from 2018 indicate improvements	MoE has continued efforts to strengthen its own delivery capacity and to improve the quality of education. Available evidence suggests that these efforts are delivering results.
Outcome: Universal education - increasing inclusion for children with disabilities	2.1.5a. Children with disability enrolled in public schools						--	
	2.1.5b. Children with disability have access to educational services, including private schools, non-formal and informal education						--	
	2.1.5c. Syrian refugee children with disabilities enrolled in public schools in camps						--	
Outcome: Increased youth engagement in education, employment and/or training	2.1.6 % 15 to 24 year olds NEET – All Jordan (Not in Education, Employment or Training)	19	2015			2018	Not available	Jordanian NEET rates were assessed in 2015, and were considered high by global standards. Syrian youth NEET rates assessed in 2018 are much higher than their Jordanian counterparts.
	<i>Male</i>		14.5%					
	<i>Female</i>		44.2%					
	2.1.7 % 15 to 24 year olds NEET – Syrians (not in Education, Employment or Training)	16					61%	
	<i>Male</i>						49%	
	<i>Female</i>						79%	
Outcome: Increasing literacy	2.1.8a Youth literacy rate (age 10 to 30) - % All Jordan (% Syrian)	16, 42	2012			2018	No new data	

2.1 Education									
Aim	Indicator	Source	Other	2016	2017	2018	2019	Change/ Performance	
			All: 99.1%			Syrians: 78%			
	2.1.8b Illiteracy rate (age 15+)*	10, 10a, 11, 12		2016	2017	2018	2019	Illiteracy gradually reducing overall. Female illiteracy rates much higher than male illiteracy.	
	i. % All Jordan (% M/F)		6.8% (M:3.6 F:10.1)	6.8% (M:4.5 F:9.2)	6.3% (M:4.8 F:8.2)	6.4% (M:4.3 F:8.8)			
	ii. % Jordanians (% M/F)			5.3% (M:2.9 F:6.8)	4.8% (M:2.9 F:6.8)	4.9% (M:3.4 F:7.2)			
	iii. % Non-Jordanians (% M/F)			10.7% (M:8.1 F:13.7)	10% (M:8.6 F:12.3)	9.7% (M:7.4 F:13.8)			
Figures from Jordan Labour Force Survey, fourth round each year.									
Outcome: Increasing safety of learning environment	2.1.9	Incidence of Violence against Children in schools (teacher on student violence) ⁹	43 UNICEF ¹⁰	2014/15	2015/16	2016/17	2017/18	2018/19	Both sources show long term decreases in children's exposure to physical and verbal violence in schools. In 2019, schools in host communities show increases in both physical and verbal violence over 2018.
	2.1.9a	Results from the 2017 Ma'an Evaluation:							
		% Incidence of physical violence in schools (average of all school types, excluding UNRWA schools)		23%	17%	17%	No data		
		% Incidence of verbal violence (average of all school types, excluding UNRWA schools)		34%	27%	24%	No data		
	2.1.9b	Results from Ministry of Education Online Survey:		2014/15	2015/16	2016/17	2017/18	2018/19	
		% Incidence of physical violence in camp schools		12.2%	9.6%	7.8%	7.2%	5.2%	
		% Incidence of physical violence in host schools		13.5%	11.7%	10.9%	9.3%	12.8%	
		% Incidence of verbal violence in camp schools		22.2%	18.6%	14.4%	14.7%	10.7%	
		% Incidence of verbal violence in host schools		21.5%	19.5%	17.9%	15.6%	17.7%	

⁹ The two sources sample differently and this may account for apparent differences in measured levels of violence in each given year. The 2009-2016 Ma'an Programme targeted 3,241 MOE schools, 151 Double Shift Schools for Syrian Children, 40 Military schools and 168 UNRWA schools, all of which submitted data to the project's monthly Ma'an Online Survey System (MOSS). The MOE online survey however is implemented by the Ministry of Education, covers 70% of all MOE schools and sampling from each school involves selecting three grades randomly and selecting a sample of students from each of these grades to complete the survey. Although the two sources differ in the level of violence measured, they show a similar overall trend of reducing violence.

¹⁰ Results from the MOE Survey were provided by UNICEF by email.

2.2 Health									
Aim	Indicator	Source	Other	2016	2017	2018	2019	Change/ Performance	
Outcome: Health policy that provides universal and affordable access to health care	2.2.1 Process Indicator: progress in creating health policy that expands access to affordable health care	PI – 8	2012-14, services virtually free for Syrian refugees. From Nov 2014, Syrians pay 20% rate for selected services		May 2017, WB disburses \$50m to cover health costs for poor Syrians and Jordanians	Feb 2018, Syrians (and uninsured Jordanians) required to pay 80% foreigners' rate. Donor Health Account established in late 2018.	Creation of MDA and GoJ reversed policy of charging Syrians high rates at public hospitals. 2 ^o and 3 ^o care remains expensive.	GoJ provided generous support until 2018, when changes to pricing reduced Syrian access to health services. in March 2019 this was reversed for 1 ^o care, but 2 ^o & 3 ^o remains out of reach.	
Outcome: Expanding access and use of health systems	2.2.2a % Syrian refugees who needed health services in the previous month	35, 36, 37		37%	39%	49%	Not yet available	2018 change in policy reduced the proportion of Syrians seeking health services they needed	
	2.2.2b % of whom sought health services during that month	35, 36, 37		78%	77%	45%	Not yet available		
Outcome: Increasing quality of care	2.2.3 % Syrians 'very' or 'rather' satisfied with health care services after consultation for acute illness	16				87%	Not yet available	High rates of satisfaction for care received	
Outcome: Access to public primary and secondary public healthcare	2.2.4a % of Syrians going to a government hospital on their first visit	35, 36, 37		28%	27%	14%	Not yet available	2018 change in policy resulted in a reduction of Syrians seeking health services from public sector providers	
	2.2.4b % of Syrians going to government hospital on their second visit	35, 36, 37		57%	29%	9%	Not yet available		
	2.2.5a % women receiving antenatal health care from a skilled provider – Jordan (Syrian)	2, 3		2012 99.1%			2018 97.8%	Not yet available	Overall quality of health care is considered good. There are only small differences in indicators of population health between Syrian and Jordanians.
	2.2.5b % Children and Women with moderate to severe Anaemia	2, 3							
	Children (5 to 59 months) - All (% Jordanians, % Syrians)			12.6%			10.5% (J:10%; S: 13%)	Not yet available	
Women (15 to 49 years) - All (% Jordanians, % Syrians)			7.3%			6.7% (J: 7%; S:11%)			

2.3 Social Protection									
Aim	Indicator	Source		2016	2017	2018	2019	Change/ Performance	
Commitment: IC and GoJ to maximise use of cash support as an efficient and effective modality	2.3.1	% Syrian Households receiving cash or in-kind support from any social safety net programmes	16			90%	Not yet available		
	2.3.2	% Syrian Households receiving cash or in-kind support from UN social safety net programmes	16			65%	Not yet available		
	2.3.3	% Jordanian Households receiving cash assistance from the National Aid Fund (NAF)	4			2.1%	No new data		
	2.3.4a	Size and reach of UNHCR cash assistance	UNHCR (40c)		2016	2017	2018	2019	Consistent levels of basic needs cash assistance disbursed since 2017.
		Amount disbursed by year – to Syrian refugees (millions, USD)			84.8m	63.5m	59.3m	60.3m	
		# Beneficiaries supported (USD/beneficiary)		--	--	153,469 (443)	137,171 (432)	146,011 (413)	
	2.3.4b	Size and reach of the Common Cash Facility (CCF)	UNHCR (40c)		2016	2017	2018	2019	Despite an increase in the number of partners in the CCF, there has been a 61.5% reduction in the amount of cash distributed through the facility, to a level below that of 2016.
		Amount disbursed through the CCF – (millions, USD)			118m	125m	301m	116m	
		Number of organisations that are partners to CCF			3	12	25	30	
		UN Agencies					5	7	
		INGOs					13	15	
		Municipalities				7	8		
	2.3.5	Size and reach of WFP cash assistance to Syrians– Cash and E-Vouchers	WFP		2016	2017	2018	2019	In 2019, increased support by over 7%.This continues

2.3 Social Protection								
Aim	Indicator	Source		2016	2017	2018	2019	Change/ Performance
	Combined value of WFP Cash and E-vouchers (USD Millions)			138.2m	140.3m	152.2m	163.5m ¹¹	the shift towards cash support away from vouchers.
	E-Vouchers: Amount disbursed by year – all (millions, USD)			138.2m	125.1m	59.7m	64.9m	
	E-Vouchers: number beneficiaries supported (USD/ beneficiary)			558,390 (247)	497,021 (252)	193,650 (308)	191,764 (339)	
	Cash: Amount disbursed– to all Syrians (millions, USD)			0	15.2m	94.3m	97.7m	
	Cash: number beneficiaries supported (USD/ beneficiary)			0	59,367 (255)	317,295 (297)	334,389 (292)	
Outcome: Women’s empowerment	2.3.6a % Syrian girls who have ever been married (by age group)	16					Not yet available	Very high rates of early marriage among Syrian girls. Nearly one in five are married by the time they are 15, and nearly half are married by the time they are 18
	- 14-year olds					14%		
	- 15-year olds					19%		
	- 16-year olds					27%		
	- 17-year olds					37%		
	- 18-year olds					47%		
	2.3.7b % 15 to 19-year-old girls that have given birth or are pregnant with their first child – All (Jordanian, Syrian)	2, 3		2012 4.5%			2018 5.2% (J:3% S: 28%)	No update since last report
Outcome: Reducing Gender-Based violence	2.3.8 Process indicator: progress made to reduce Gender-based Violence, including domestic violence (DV)	PI – 9		2016 Protection against DV bill passed; a bylaw on women’s	2017 No apparent developments	2018 No apparent developments	2019 A new National Women’s Strategy and National Gender	National level task forces in place to mobilise actions, and positive legislative actions

¹¹ Note that figures provided by WFP for the value of Cash and E-vouchers do not add to the total.

2.3 Social Protection								
Aim	Indicator	Source		2016	2017	2018	2019	Change/ Performance
				shelters introduced			Mainstreaming Policy drafted under leadership of the Jordanian National Commission for Women (JNCW) and with technical support from UN Women	taken from 2012 to 2017. Jordanian National Commission for Women (JNCW), Government endorsed the new National Women's Strategy and Gender Mainstreaming Policy in March 2020.
	2.3.9a % ever-married women that have experienced physical violence since age 15	2, 3	2012			2017/18	No update since last report	Overall improvement in numbers that have ever experienced physical violence, but higher rates of women that experienced it recently
	2.3.9b % experienced within last month		12.6%			14.4%	No update since last report	
	2.3.10a % ever-married women who have ever experienced sexual violence from their current or former husband (DHS, 2012)	2, 3	2012			2017/18	No update since last report	Decrease in proportion of women who have experienced sexual violence,
	2.3.11b % experienced within the last month (DHS, 2012)		6%			3.3%		
Outcome: Reducing vulnerability and insecurity of Syrian refugees	2.3.12a. UNHCR Vulnerability Assessments: % Syrian households exhibiting "Emergency" or "Severe" levels of vulnerability on	40a, 40b, 41	2014	2016	2017	2018	2019 (April 2019)	UNHCR VAF 2019 indicates an increasing % Syrians are using negative coping strategies and exhibiting signs of food insecurity
	Basic Needs		92%			96%	95%	
	<i>Debt per capita</i>		62%			69%	62%	WFP's VAF finds that conditions have slightly worsened for Syrians living in host communities, but slightly improve
	<i>Predicted expenditure to Minimum Expenditure Basket</i>		78%			100%	78%	
	Negative coping strategies		84%			74%	77%	

2.3 Social Protection								
Aim	Indicator	Source		2016	2017	2018	2019	Change/ Performance
	Food insecurity (UNHCR)		79%			41%	48%	for those living in camps.
	2.3.12b. VAF Vulnerability Assessments: % Syrian households exhibiting vulnerability in							
	Livelihood coping Strategies: % exhibiting 'crisis' and 'emergency' Livelihood coping strategies							
	<i>In host communities</i>			63%		68%		
	In camps			42%		32%		
	Food security: % food insecure							
	<i>In host communities</i>			12%		14%		
	In Zaatari Camp			5%		5%		

3. PROTECTION								
3.1 Protection								
Aim	Indicator	Source	2015	2016	2017	2018	2019	Change/ Performance
Commitment: GoJ to expand registration and regularisation of Syrian refugees to achieve comprehensive registration	3.1.1 Number Syrian refugees registered with UNHCR	39		648,836	655,629	671,551	5 Jan 2020 654,692	Reduced by 2.6% over 2019
	3.1.2a Number Syrians issued a MOI card (Cumulative)	26		472,259	674,879	707,941 ¹²	719,933	12,000 MOI cards issued in 2019, down significantly from previous years
	3.1.2b Number Syrians issued a MOI card (Annual)	UNHCR ¹³	277,592	146,733	28,714	40,924	11,992	
	3.1.2c 3.1.2a Of whom were not registered with UNHCR (cumulative)	26		19,546		33,865	34,934	
	3.1.3a Number Syrians voluntarily returned during year	UNHCR			2016 7,165	2017 7,913	2018 7,237	2019 30,687 ¹⁴

¹² MOI reports that this figure contains a small amount of double counting.

¹³ Provided through direct email correspondence

¹⁴ From UNHCR Voluntary Returns Regional Analysis December 2019 ([online](#)). UNHCR note that return data after the border re-opening on 15 October 2018 remains tentative, and will undergo validation and re-adjustments

3. PROTECTION								
3.1 Protection								
Aim	Indicator	Source	2015	2016	2017	2018	2019	Change/ Performance
	3.1.3b Number deported	26				28	0	opening of the border on 15 Oct 2018. Conditions in Syria still deemed unsafe for returnees lacking documentation
Commitment: IC will increase resettlement opportunities for refugees	3.1.4a Number of Syrians resettled from Jordan to third countries through UNHCR	38		20,101	4,473	4,404	4,843	Resettlement decreased in 2017, after USA disengaged. Since then, numbers have stayed low.
	3.1.4b Number Syrians resettled from Jordan to third countries through Complementary pathways	UNHCR ¹⁵						Though always a small percentage of resettlement, there was a gradual expansion of complementary pathways since 2016. These sharply contracted in 2019.
	All		23	0	34	76	19	
	1. Family reunification		--	--	--	30	0	
	2. Work opportunities		--	--	--	15	0	
	3. Educational scholarships		23	--	34	31	19	
4. Community sponsorship (Numbers not available to UNHCR)		--	--	--	--	--		
Commitment: GoJ to issue documentation to Syrian refugees	3.1.5 Birth certificates issued	UNHCR	2015 24,078	2016 7,126	2017 2,050	2018 23,623	2019 21,230	
Commitment: IC and GoJ to build on existing close working relationship on protection issues	3.1.6 Process indicator: progress in advancing discussion on protection issues	PI – 10						Limited progress on advancing dialogue on protection issues

4. PARTNERSHIP

4.1 Finance								
Aim	Indicator	Source	2015	2016	2017	2018	2019	Change/ Performance
Commitment: Donors to at least maintain	4.1.1 Grant support to JRP (USD, millions)			1,632.3	1,718.9	1,586.7	1,211	International

¹⁵ Provided through direct email correspondence

2016 and 2017 funding levels for the JRP	4.1.1a	Budget Support (USD millions)	22, 24		385.0	306.8	507.1	393.5	funding has fallen sharply below 60% of JRP requirements. This continues a trend of declining support since 2017	
	4.1.1b	Refugees/Humanitarian (USD millions)	22, 24		600.6	653.7	716.8	500.6		
	4.1.1c	Resilience (USD millions)	22, 24		646.7	758.4	362.81	317.0		
	4.1.2a	JRP Requirement (USD millions)	22, 24		2,675.9	2,650.0	2,483.0	2,400		
	4.1.2b	% JRP Requirement met			36%	61.0%	64.9%	63.9%		50.5%
	4.1.3	ODA Received, All Sectors (USD millions)	OECD DAC			1,832	1,878	(Not Available)	(Not Available)	
	4.1.4a	Value Brussels grant pledges (USD millions)	13			982	482	411	685*	Donor surveys indicate steadily increasing donor pledges and support since 2017, with realised grants reaching 85% of their peak in 2016.
	4.1.4b	Value grants realised (USD millions)	13			1,354	960	721	1,157*	
	4.1.5	% Brussels pledges met				137.9%	199.2%	175.4%	168.9%	
*Figures from draft DI's draft Post-Brussels Conference report, dated 27 April 2020										

4.2 Aid Quality								
Aim	Indicator	Source	2015	2016	2017	2018	2019	Change/Performance
Alignment of Aid to GoJ priorities	4.2.1 % Donor funding through JRP (JRP support as a % of Total ODA received)			89.1%	91.5%	Not Available	Not Available	Incomplete: Currently a crude estimation. MOPIC to find the amount of donor funding going outside of JRP
Coordination of donor efforts	4.2.2 Process indicator: regularity and quality of donor coordination, by sector	PI – 11					Donor survey finds that sector coordination needs improvement; protection is particularly weak	Donor coordination has been strong Health, Livelihoods, Economic Growth and Livelihoods could be strengthened
Working environment for donors	4.2.3 Average time to approve a project through JRP (projects approved during year)	MOPIC						MOPIC reports that the average time for approval is 4-5 weeks for projects
	4.2.3a. All projects						Not available	

4.2 Aid Quality								
Aim	Indicator	Source	2015	2016	2017	2018	2019	Change/ Performance
	4.2.3b. Projects with complete documentation						4 to 5 weeks	uploaded with all required information. MOPIC has issued a rule requiring line ministries to provide feedback within 8 working days. If none, then projects are approved
	4.2.3c. Projects with incomplete documentation						<i>Not available</i>	
Commitment: GoJ and IC will identify the best modality to assess progress against mutual commitments made in London and Brussels.	4.2.4 Process indicator: M&A framework developed, adopted and in use	PI – 12					Two rounds of monitoring conducted. Jordan team working closely with Lebanon monitoring team	Work currently underway and progressing well. Stakeholders report indicate that reports are used.
Financing arrangements	4.2.5 Number of Multi-donor accounts in operation				1	2	2	
	4.2.6 Process indicator: Improving quality of financial tracking (JRP)	PI – 13				An attempt was made to introduce a new integrated financial management system but development stopped	No update	Donors continue to be dissatisfied with JRP financial reporting.
	4.2.7 Financial contributions directed towards interventions that promote gender equality	33			2017	2018	2019	UN Women analysis of projects registered in JORISS shows an increase in % expenditure on projects whose primary purpose is to promote gender equality (2b).
	Total Funding – All projects (USD, millions)				1,721.3	877.8	294.7	
	Total funding to 2b projects (USD, millions)				37.3	39.7	16.7	
	% JRP project funding going to 2b. projects				2.17%	4.53%	5.65%	
	<i>2b projects by Sector</i>							
	<i>Justice</i>				--	--	8.35% Sector (0.10% JRP)	
<i>Local Governance and Municipal Services</i>				--	40.45% Sector (0.59% JRP)	--		

4.2 Aid Quality								
Aim	Indicator	Source	2015	2016	2017	2018	2019	Change/ Performance
	<i>Livelihoods</i>				1.4% Sector (0.08% JRP)	9.94% Sector (1.44% JRP)	5% Sector (1.10% JRP)	
	<i>Social Protection</i>				4.71% Sector (0.75% JRP)	6.35% Sector (2.19% JRP)	0.25% Sector (4.20% JRP)	
	<i>Health</i>				18.7% Sector (1.34% JRP)	3.04% Sector (0.31% JRP)	1.17% Sector (0.25% JRP)	
	<i>Education</i>				0.04% Sector (0.006% JRP)	--	--	
	4.2.8 Process Indicator: Progress in improving tracking of gender-focused initiatives	PI – 14			Gender marker tool introduced	Improvements to gender market tool made	No progress made in standardizing vetting of gender marker and systematic inclusion in project review process	There is still considerable difficulty in rolling out a consistent approach to tracking gender-focused initiatives.

2. Data Sources

Source #	Source
1	Brussels Conference, 2017. Annex: Supporting Resilience of Host Communities and Refugees in the context of the Syrian Crisis
2	Department of Statistics 2012. <i>Jordan Population and Family Health Survey 2012, and 2017-18</i>
3	Department of Statistics 2018. <i>Jordan Population and Family Health Survey 2017-2018</i>
4	Department of Statistics 2019, <i>Household Income and Expenditure Survey 2017-18</i>
5	Department of Statistics 2013, <i>Household Income and Expenditure Survey, 2013</i>
6	Department of Statistics 2013, <i>Household Income and Expenditure Survey, 2013</i>
7	Department of Statistics 2017, <i>Jordan in Figures 2017</i>
7a	Department of Statistics 2018, <i>Jordan in Figures 2018</i>
8	Department of Statistics 2016 Job Creation Survey
9	Department of Statistics 2015 Job Creation Survey
10	Department of Statistics 2018, <i>Labour Force Survey, 2018</i>
10a	Department of Statistics 2019, <i>Labour Force Survey, 2019 – Fourth Round</i>
11	Department of Statistics 2017, <i>Labour Force Survey, 2017</i>
12	Department of Statistics 2016, <i>Labour Force Survey, 2016</i>
13	Development Initiatives, <i>Post Brussels Conference Financial Tracking Reports (Reports 1 to 6)</i>
14	Education Common Results Framework (CRF), <i>Monitoring for June 2018</i>
15	EU Monitoring and assessment on Education Quality for 30 Centres and Schools
16	Fafo 2019 <i>The Livelihoods of Syrian Refugees in Jordan</i>
17	Fafo 2015 <i>Impact of Syrian Refugees on the Jordanian Labour Market</i>
18	ILO 2016. <i>School to Work report</i>
19	ILO 2015. <i>School to Work report: what does NEET mean and why is the concept so easily misinterpreted?</i> Technical brief No. 1
20	Jordan Times, 13 February 2017: <i>Jordan secures 60% of required funds under 2016 refugee response plan.</i> (Online)
21	JORISS, <i>Descriptive Statistics from Projects, 2016, 2017, 2018</i>
22	JRP, 2018a. <i>Jordan Response Plan for the Syrian Crisis 2018-2020</i>
23	JRP, 2018b. <i>JRP Financial Status Report</i>

Source #	Source
23	JRP, 2019c, JRP Financial Status Report
24	JRP, 2017a. Jordan Response Plan for the Syrian Crisis 2017-2019
25	JRP, 2017b. JRP Financial Status Report
26	Meeting 30 January 2019: Ministry of Interior officials
27	Ministry of Labour, Work permits Report (Monthly Reports: 2017 to 2018)
28	Ministry of Trade (numbers of SMEs)
29	MOPIC, Jordan Compact Update (Monthly Reports: 2017 to 2019)
29a	<i>Ministry of Industry Trade and Supply: The decision to simplify the Rules of Origin for export to the European Union</i>
30	OECD, ODA (Online source)
31	Santander, Trade Portal: Jordan Foreign Investment. (Online Source)
32	Syria Regional Refugee Response (Online source)
33	UN Women. A Gender Analysis of the Financial Allocations to the Jordan Response Plan (2017, 2018, 2019)
34	UN Women 2018. Amending the Labour Code to Improve Women's Economic Participation
35	UNHCR, 2017 Health Access and Utilisation Survey
36	UNHCR, 2018 Health Access and Utilisation Survey
37	UNHCR, 2019 Health Access and Utilisation Survey (not yet published)
38	UNHCR Resettlement data (Online data)
39	UNHCR Syria Regional Response: Jordan (Online Data)
40a	UNHCR, Vulnerability Assessment Framework 2018
40b	UNHCR, Vulnerability Assessment Framework Population Study 2019 (Online)
40c	UNHCR Cash and Voucher Assistance Monitor (Online data)
41	UNHRC, Vulnerability Assessment Framework 2015
42	UNESCO: Literacy – rates for 2012 (Online Source)
43	UNICEF 2017, Ma'an Final Evaluation
44	UNICEF 2017. RAMP Midline Study
45	World Bank 2017, Ease of Doing Business Survey
46	World Bank 2018, Ease of Doing Business Survey

Source #	Source
47	World Bank 2019, Ease of Doing Business Survey
48	World Bank 2019, Economic Opportunities for Jordanians and Syrian Refugees P4R (P159522): Archived 7 January 2019
49	World Bank 2019. World Integrated Trade Solution (WITS) (Online Source)
50	World Economic Forum, Global Gender Gap Reports, 2016, 2017, 2018

3. Process Indicators

What they are: process indicators provide a qualitative assessment on progress that has been made on implementing actions towards fulfilling key Brussels commitments (e.g., labour market reforms).

How they are used: they draw information together from a range of different sources process indicators to provide a summary of key events and achievements that show how work is progressing in key areas. These summaries in turn offer background for formulating recommendations and provoking discussion about actions or support that could be taken to continue progress that is underway or to strengthen work going forward

#	List of Process Indicators
PI – 1	Progress of Labour Market reform
PI – 2	Progress in amending Labour Law to improve access for Women
PI – 3	Progress of reforms to business environment
PI – 4	Improved Syrian access to decent work
PI – 5	Progress in creating opportunities for female economic participation through Home-based businesses
PI – 6	Progress of changing Rules of Origin to increase access to EU markets for Jordanian products
PI – 7	Progress in increasing quality of education
PI – 8	Progress in creating health policy that expands access to affordable health care
PI – 9	Progress of actions taken to reduce Sexual and Gender Based Violence
PI – 10	Progress in advancing discussion on protection issues
PI – 11	Regularity and quality of donor coordination, by sector
PI – 12	M&A framework developed, adopted and in use
PI – 13	Improving quality of financial tracking (JRP)
PI – 14	Progress in improving tracking of gender-focused initiatives

ANNEX 1. PROCESS INDICATORS

PI-1: Progress of Labour Market Reforms

<p>Situation</p>	<p>The Jordanian labour market has been under pressure for several years. One study estimated that during the period of 2010 – 2016, one out of every two new jobs created in Jordan were for a non-Jordanian, and employment became increasingly precarious for the poorest, least educated Jordanian workers.¹⁶</p> <p>To protect Jordanian employment, the government limit the sectors in which foreigners can work by issuing work permits. Prior to the Jordan Compact, Syrians faced the same restrictions to employment as other foreigners. Since 2016 however, restrictions on Syrians have been gradually relaxed. Another key change was the reduction in their cost in 2017, which had previously been set at more than USD 500. These changes have brought an increase in the penetration of work permits among Syrian refugees: Fafo found that in 2014, only 10% of Syrian refugees living outside of camps held valid work permits, whereas in 2018, this increased to 37 to 40% (depending on the governorate). Furthermore, among Syrians workers who were not currently holding valid work permits, 7% previously did.¹⁷</p> <p>This has effort to incorporate Syrians has had wider benefits. The flexible work permits originally instituted for Syrians in agriculture and construction have been extended in 2019 to all non-Jordanians - addressing a longer-term development problem through a crisis related intervention.</p> <p>However, the fact that work permits have not reached 100% penetration reflects the prevalence of Jordan’s informal economy. Syrian refugees want work permits because they are a useful form of official documentation, but many Syrians continue to rely on short term informal jobs that are poorly paid, and these are often unrelated to the work permit they carry. Only 5% of Syrian men work in white collar jobs; most work in trades (37%), service and sales (25%) and elementary occupations (23%). Only 2-8% of Syrian refugees working outside of camps have written work contracts (compared to 43% working inside camps, although these are often for cash-for-work schemes).</p> <p>Labour market reforms have helped increase employment among Syrian refugees, but they do not appear to have translated into improved livelihoods. Syrian household incomes have not substantially increased, and Syrian households continue to exhibit high levels of vulnerability. Furthermore, the influx of Syrian workers into lower paid informal jobs has had a negative effect on working conditions for Syrians and Jordanians alike (see PI-4 for discussion).</p>
<p>Potential next steps</p>	<p>Interviewed stakeholders would like to see a shift towards reforms that are not primarily based on issuing work permits, but are instead aimed at a) formalising employment so that workers’ rights are better protected and b) remove labour supply bottlenecks that are barriers to growth. Such a shift would require examining incentives for businesses that prevent the formalisation of work, for example: how sectors set quotas for Jordanian and foreign workers, and how rates of payroll tax and the cost of social security may be preventing companies from taking more workers onto their payroll.</p> <p>GoJ could consider reviewing and relaxing quotas and closed occupations, based on available skills and amongst both the Jordanian and Syria refugee workforce, particularly in sectors targeted for growth. Some stakeholders advocate abolishing the need for work permits altogether, starting with the jobs that offer the lowest rates of pay, and instead only requiring Syrian workers to possess MOI cards. Progress towards formalisation of work could be tracked by monitoring the number of Syrian workers covered by social insurance and private health insurance.</p>

¹⁶ Assad, R and Salemi, C (2018). *The Structure of Employment and Job Creation in Jordan 2010 – 2016*. Economic Research Forum, Working Paper 1259, November 2018.

¹⁷ Fafo (2019). *The Livelihoods of Syrian refugees in Jordan: Results from the 2017-2018 survey of Syrian refugees inside and outside camps*.

	<p>Stakeholders would also like to see more communication and outreach about regulatory changes that are made, so that employers and local authorities are fully aware of new rules.</p> <p>The international community could consider increasing scope of NGO involvement in coordination. NGO stakeholders note that most advocacy on livelihood for refugees has been handled at high level by the World Bank and ILO, and feel that NGOs have much to contribute, given their first-hand experience with policy implementation. In particular, NGOs are well placed to monitor and report the gap between policies and their implementation on the ground, by reporting on cases of workplace abuse, such as remuneration at the discretion of the employer, low wages, refusal to pay overtime, and discrimination and harassment especially for women.</p>
--	--

Key Events/ Milestones			
2016	2017	2018	2019
No change	<ul style="list-style-type: none"> • GoJ dropped the requirement to show a passport from the application process for a work permit • GoJ waived Permit fees, which previously cost more than \$500 • GoJ allowed farmers and construction workers to get permits through the cooperatives and trade unions • Instead of registering for social security, Syrians were required to pay roughly \$70 for annual private health insurance • GoJ waived the requirements that Syrians had to present a Certificate of Prior Learning • GoJ removed the need for social security registration or health certificate to apply for a permit 	<ul style="list-style-type: none"> • Exemptions on Syrian permit fees are extended until the end of 2019 • Syrians are exempted from any Jordanian national policies such as NEEP, that restrict employers from hiring non-Jordanians • Comprehensive instructions on conditions and procedures of employment of non-Jordanian labour from Syrian nationality issued 	<ul style="list-style-type: none"> • GoJ approved the flexible work systems (including part-time work) and instructions • GoJ enforced involuntary retirement for those above 30 years of service and voluntary retirement for those between 20 (women) and 25 (men) years of service (buyout). • GoJ amended the Social Security Law, which included providing exemption of fees for the youth for the first five years of their employment. It also launched the Social Protection Strategy, rolling out the strategy for decent work, social security and employment. • GoJ allows hiring of non-Jordanians in highly specialized occupations and positions. • GoJ launched the National Employment Charter, as well as a list of 28 professions closed to Non-Jordanians. Many of these make it more difficult for Syrian women to enter the formal labour sector.

PI-2: Progress in amending the Labour Law to improve women's access to employment

<p>Situation</p>	<p>Since 2016, women's economic participation in Jordan has been low: only 16% of Jordanian women and 7% of Syrian women are economically active, and these figures have changed very little since 2016. Over this period, the World Economic Forum has consistently ranked Jordan in the lowest 7% of countries in its Global Gender Gap rankings, owing primarily to large disparities between men and women in terms of their <i>Economic Participation and Opportunity</i> and <i>Political Empowerment</i>.</p> <p>Positive legislative changes were introduced into parliament in 2017, and in 2019, five amendments to the Labour Code which were requested by women's civil society were adopted by parliament (listed below). While these changes are welcome, Jordan still lacks legal protections against discrimination in recruitment with employers and on protection from sexual harassment in the workplace.</p> <p>Amendments were the following:</p> <ul style="list-style-type: none"> • Article (53): (equal pay for work of equal value): The criminalization of gender pay gap. If female and male employees are doing similar jobs and work same number of hours, the employer must compensate them both equally. The amended law imposes penalties that reach 1,000 JOD on equal pay violations. • Article (66): 3 days paternity leave, which is similar to the Civil Service Law • Article (72): (Childcare services). Every employer who employs number of workers (males and females) who have 15 children under the age of 5, is obliged by the law to provide them with childcare services. The article gave the option for more than one employer to create a joined childcare services in one location. • Article (2): Adding definitions for flexible work and its different types, pay or compensation discrimination (gender-based discrimination), and part time work. Regarding flexible work definition, the aim was to legalize the flexible work bylaw, as some parties were arguing that the flexible working hours bylaw is illegal as it didn't refer to a certain article in the Labour Law. • Article (5): Non-Jordanian children of Jordanian mothers are excluded from work permits requirements.
<p>Potential Next Steps</p>	<p>The issue of increasing female economic participation should continue to be seen as priority for the committee, and further consultations should be held to identify other barriers to work for women, and identify other legislation that could be amended.</p>

Key Events/ Milestones			
2016	2017	2018	2019
<p>No change</p>	<ul style="list-style-type: none"> • The Parliamentary Committee on Labour, Social Development and Population recommends criminalizing pay discrimination between men and women, proposing amendments to Article 53 and 54 of the Labour Law • The Committee recommends the mandatory establishment of day care in workplaces when number of children of employees reaches 15 (amendment to article 72). 	<ul style="list-style-type: none"> • Changes still pending on articles to the pay discrimination (53 and 54) and on mandatory childcare (72) • MoL removed occupational, sector and night shift restrictions to women in the workplace in the Labour Law and regulations. 	<ul style="list-style-type: none"> • In May 2019, the Labour code and law was endorsed in the official gazette. Article 53 introduces a penalty on employers for gender discrimination; Article 72 obliges employers to set up childcare facilities when 15 employees have children under 5 (whether parents are male or female). Paternity leave has also been introduced.

			<ul style="list-style-type: none"> in October 2019, The Ministry of Labour issued Decree 19 to boost opportunities for Jordanians, stipulating additional professions closed to non-Jordanians, including Syrians. These include sectors cleaning, hospitality, handcrafts, textile industry and others, which in effect make it more difficult for Syrian women to find formal employment.
--	--	--	--

PI-3: Progress of reforms to business environment

Situation	<p>Good progress has been made, shown by Jordan jumping 42 places on the World Bank's <i>Doing Business</i> country rankings in since 2016. In the last year, Jordan moved up 29 places, distinguishing itself among the top 10 best improvers in the 2020 rankings. Most significant improvements in increasing 'availability of credit', and in 'paying taxes'.</p> <p>Interviews with stakeholders delivering livelihoods programming note that although Jordanians and Syrians are subject to the same set of rules for registering businesses, Syrians face more barriers when trying to start a business. Syrians reportedly find it more challenging to acquire bank accounts, and in some sectors, they face greater hurdles in obtaining licenses. There are also issues of uneven application of rules and regulations, whereby authorities in distant governorates and localities are not aware of new rules and fail to implement them properly.</p> <p>As a positive improvement, the GoJ amended the Non-Jordanian Investment bylaw (2019) to fully liberalizes 22 economic activities and services to 100% foreign investment from a previous maximum ceiling of 50%.</p>
Potential Next Steps	<p>Future work should build on progress that has been made by looking at issues beyond business registration, such as increasing financial inclusion and building the capacity of officials at governorate and municipal levels, to ensure that new procedures are followed.</p> <p>Things that could be achieved in the short term are the following:</p> <ul style="list-style-type: none"> - Abolish 10% of sectoral licenses out of the 24 licenses that have been recommended for abolition. <p>Over the longer term, efforts might be taken to increase Syrian financial inclusion, and to look at the licensing regimes of various sectors to remove other barriers that might be limiting Syrian entrepreneurship.</p>

Key Events/ Milestones			
2016	2017	2018	2019
<ul style="list-style-type: none"> Foreign investments require shared ownership — 49-51%— with a 	<ul style="list-style-type: none"> Procedures for registering and licensing investment projects simplified by 	<ul style="list-style-type: none"> SMEs no longer need to have at least 50% Jordanian ownership HBB regulation issued 	<ul style="list-style-type: none"> GoJ amended the Non-Jordanian Investment Bylaw (2019) to fully

<p>Jordanian</p> <ul style="list-style-type: none"> • Regulation No. 77 of 2016 introduced. Increase in number of industries open to non-Jordanian investors (still restricted sectors: tourism, construction, advertisement, restaurants, and transportation) • Removal of minimum capital contribution of JOD 50,000 for non-Jordanian investors. Implementation still inconsistent, with Ministries other than the Investment Commission arbitrarily requiring minimum capital for investment in some sectors • Some nationalities require security clearance to register a business 	<p>reducing the number of JIC approval committees from 23 to 13 panels</p> <ul style="list-style-type: none"> • Amendment of Companies Law • Abolition of pre-registration approvals issued by the Ministry of Interior for business activities that have low or no impact on public safety and security 	<p>to allow Syrians to register HBBs</p> <ul style="list-style-type: none"> • Monitoring and Inspections law enacted • Insolvency law enacted • Lending laws enacted • Regulatory Predictability framework enacted • Endorsement of Public Investment Management PPP Governance Framework • Venture capital Bylaw enacted • MoI to process the security clearance for HBBs in 7 days 	<p>liberalizes 22 economic activities and services to 100% foreign investment from a previous maximum ceiling of 50%.</p>
--	--	---	---

PI-4: Improving Syrian access to decent work

<p>Situation</p>	<p>Progress was made in 2016, with the relaxation of the kefala system in Construction and Agriculture that allowed work permits to be issued by trade associations. This made Syrian workers less dependent on sponsors and reduced their vulnerability to exploitation. In 2019, these were extended to all non-Jordanian, addressing a longer-term development problem through a crisis-related intervention.</p> <p>Another positive development has been GoJ's work with ILO's Better Work programme to introduce inspections in garment factories. In 2018, a committee was established to review measures that might be undertaken to reduce companies' reliance on informal workers (e.g. quotas on foreign and domestic workers, rates that need to be paid on payroll tax and social security contributions). A short secondment programme was launched in 2018 to facilitate the transfer of knowledge and skills to the labour inspectorate through in-class training and joint factory visits with Better Work. To date, 14 labour inspectors have benefitted from the short-term secondment programme, exceeding the target of three labour Inspectors per quarter.</p> <p>Key challenges arise due to the extent of the informal sector, which makes it challenging to regulate the labour market and enforce minimum working conditions. Fafo's 2017 surveys found that nearly two thirds of Syrian workers are day labourers, and that more than half of Syrians were employed for less than half the year. One in four Syrian refugees report that payment for work or their salary was delayed by two weeks or more (with rates varying between 17% in camps to 32% in Amman), and 16% report not being paid for a job in the past year.¹⁸</p>
-------------------------	--

¹⁸ Fafo (2019). *The Livelihoods of Syrian refugees in Jordan: Results from the 2017-2018 survey of Syrian refugees inside and outside camps.*

	<p>An ILO study notes that these issues are not limited to Syrian refugees. Many Jordanians also work informally, and the influx of foreign workers willing to accept poorer working conditions has created a “race to the bottom that impacts Jordanians as well”.¹⁹</p> <p>The Ministry of Labour conducts inspections, but their capacity is limited. Some sectors like construction are better covered than others, and the Inspection Unit is limited by its numbers of staff as well as by training opportunities and technology. Their ability to monitor working conditions is also hampered by their additional responsibilities for catching non-Jordanians who might be working without proper documentation.²⁰</p>
<p>Potential Next Steps</p>	<p>Further efforts should be directed towards strengthening the Labour Code so that it is aligned with internationally accepted standards. Jordan’s Labour Code misses key internationally-recognised protections, for example on freedom of association, non-discrimination, absence of forced or bonded labour, and no child labour²¹.</p> <p>Inspectorates also need appropriate tools for inspections and staff need to be trained to carry out inspections properly. ILO’s <i>Better Work</i> programme offers useful tools, and the work it is doing with the Ministry of Labour should be expanded beyond the garments sector. GoJ should also continue efforts to incentivise formal work, so that more Jordanian and Syrian workers can work under contracts and enjoy legal protections.</p> <p>Work going forward might include:</p> <ul style="list-style-type: none"> • Ministry of Labour developing a Labour Code that is aligned with international standards and inspectorates provided with tools and procedures for enforcing it. • Provide support to enable Labour Code violations committed against Syrians to be brought to Court. • As an interim measure, introduce an independently conducted annual survey on working conditions, and linking results to donor support. • Examine and address incentive structures that keep companies relying on informal work, so that more Syrians could be brought into formal employment and enjoy benefits of contracted work. Progress on this might be tracked by monitoring the number of Syrians registered in Social Security. • Increase investment in the decent work agenda focusing on occupational health, labour rights, safe working environment for women and men, sexual harassment, notably by building the capacity of the Ministry of Labour to assess labour conditions and providing legal services to employees

Key Events/ Milestones			
2016	2017	2018	2019
<ul style="list-style-type: none"> • A positive step forward was made with the relaxation of the Kefala system, in which permit holders are dependent on a single sponsor, and the introduction of flexible Work Permits in the agricultural and construction sectors. 		<p>Committee established to consider quotas by industry, closed occupations and limits on numbers of work permits per company</p>	<ul style="list-style-type: none"> • May 2019: The GoJ launched the Social Protection Strategy, which rolls out GoJ strategy in terms of decent work, social security and employment. • Among the 15 factories eligible to export to the EU under the RoO, nine (five non-garment

¹⁹ Razzaz, Susan 2017. A Challenging Market Becomes More Challenging: Jordanian Workers, Migration Workers and Refugees in the Jordanian Labour Market. ILO

²⁰ Ibid

²¹ ILO, The rules of the game, An introduction to the standards-related work of the International Labour Organization, 2019, [link](#)

Key Events/ Milestones			
2016	2017	2018	2019
			factories and four garment factories) were registered to Better Work Jordan by December 2019.

PI-5: Progress in creating opportunities for female economic participation through home-based businesses

Situation	<p>GoJ has taken positive incremental steps to find an arrangement for home-based businesses that works, learning from the experience of previous attempts.</p> <p>By the end of 2019, the number of home-based businesses increased from 471 to 919 (120% increase), and female owned ones increased from 362 to 546 (51%). Among these were the emergence of 22 Syrian-owned HBBs, which may have been assisted by UNHCR and UNICEF, who reportedly worked to help Syrians register.</p> <p>Stakeholders indicate that reasons for continued low numbers of Syrians may be the following:</p> <ol style="list-style-type: none"> 1. <i>Reliance on property owners for permission</i>: property owners may be unwilling or unable (e.g. if the property is in poor legal standing) to give their permission to use the residence for the business. 2. <i>Complexity of registration</i>: requires the entrepreneur to seek legal advice in order to properly navigate legal requirements. 3. <i>Municipal officials are not aware</i>: those responsible for registrations themselves are not aware of procedures and recent decisions related to HBBS.
Potential Next Steps	<p>GoJ has committed to HBBS in the 2019 JRP 2019.²² GoJ, with the support of IC, should continue to raise awareness on the new policy, including at the level of local government. GoJ should continue to consult with stakeholders to increase its understanding about barriers and incentives for establishing and registering a home-based business. It should also consider:</p> <ul style="list-style-type: none"> - Further streamlining and simplifying access to HBB registration - Standardizing HBB registration procedures across governorates and provide training to municipality officials - Opening more sectors for Syrian HBBS outside camps to maximize their added value to the Jordanian economy.

Key Events/ Milestones			
2016	2017	2018	2019
<ul style="list-style-type: none"> • In September,²³ The World Bank identifies removing barriers to establishing home based-businesses as an opportunity to provide Jordanian and Syrian women with livelihood 	<ul style="list-style-type: none"> • In August, the lower and upper houses of parliament pass a bill to amend the existing companies law aiming to facilitate the establishment of joint ventures and increase corporate governance standards • In September, the Greater Amman 	<ul style="list-style-type: none"> • Early in 2018, Government instructions require Syrians living outside camps who wish to register a HBB to have a Jordanian business partner. Humanitarian agencies are allowed to provide grants and support to HBBS only if they are set up jointly by Jordanians and Syrians • In November, Cabinet 	<ul style="list-style-type: none"> • UNHCR and UNICEF began efforts, with support from MOPIC, to promote HBBS among Syrian refugees. By the end of 2019, 919 HBBS were registered (22 Syrian, 897 Jordanian), 546 of these were female-owned.

²² MOPIC, Jordan Response Plan 2019 Draft, [link](#)

²³ The World Bank. Economic Opportunities for Jordanians and Syrian Refugees Program-For-Results. Report No. 108201- JO. September 2016, [link](#)

Key Events/ Milestones			
2016	2017	2018	2019
<p>opportunities</p> <ul style="list-style-type: none"> • Later in the year, GoJ amends regulations to reduce the initial capital needed to establish companies 	<p>Municipality (GAM) issues new instruction regarding the registration of home-based businesses for Jordanians and non-Jordanians. Similar instructions are passed by the Ministry of Municipal Affairs for all governorates outside Amman</p>	<p>decides to change the regulations, allowing Syrian owned HBBs to register and license.²⁴ In camps, Syrian HBBs are allowed to work in all sectors (including closed occupations), and products can be sold outside camps. In host communities, Syrian HBBs are limited to tailoring, basic food processing, and handicrafts. Humanitarian agencies can support 100% Syrian HBBs in camps and 70% Jordanians/30% Syrians in host communities.</p> <ul style="list-style-type: none"> • Mol to process the security clearance for HBBs in 7 days 	

PI-6: Progress of updating European Rules of Origin to increase access to EU markets to Jordanian products

Situation	<p>The EU followed through on its commitment to relax its Rules of Origin in 2016. Following a slow reaction from companies and muted export figures, the EU made concessions in 2018. Among the changes in 2018 were to allow production to occur throughout Jordan, not just in the Special Economic Zones. Quotas on Syrian employment were also relaxed, removing the requirement of companies to increase employment of Syrians from 15% to 25% by year three. The rules were extended from 2026 to 2030, providing a longer investment horizon for companies and greater incentive for them to take part.</p>
Potential Next Steps	<p>Positive results from Rules of Origin scheme appear to be gathering momentum. Commitments were achieved by both the Government of Jordan and the International Community. Substantial efforts have been made to make sure the legal framework is in place for firms to benefit from the scheme, and for Syrians to be allowed to work in factories.</p> <p>Efforts have translated into greater trade and employment. Although these have not yet increased Jordanian exports to the EU market to the extent that would create a significant increase in new jobs for Jordanians and Syrians, they have shown considerable year-on-year growth. Substantial technical support from EU and wider international community is still needed to elevate the quality Jordanian companies' products and to create matchmaking opportunities with EU buyers.</p> <p>Our recommendations going forward include:</p> <ol style="list-style-type: none"> 1. Expand outreach: continued outreach is required to make more Jordanian businesses aware of the scheme. Outreach should also be undertaken by EU member states to raise the profile of Jordan as a source destination. 2. Continue support to businesses: Businesses need technical and financial assistance to conform to regulations, and to comply with the technical standards required to export to the EU. 3. Monitoring and analysis: Periodic consultations with businesses and analysis is needed to

²⁴ MOPIC, Cabinet Decision to allow Syrians to register and operate Home-Based Businesses, November 2018, [link](#)

	<p>better understand barriers to export, and further changes that might ease access. Continued monitoring of the extent to which companies are attracted to participate, exports are stimulated and of Firm Level Assistance.</p> <p>4. Realistic expectations: A long-term perspective of at least ten years, and lower expectations as to what can be achieved in a shorter timeframe, are needed.</p>
--	--

2016	2017	2018	2019
<ul style="list-style-type: none"> In July 2016, the Jordan Association Committee signed the relaxation of the Rules of Origin. This allowed access to 52 products produced in 18 Special Economic Zones for 10 years (until 2026), on the condition that 15% of the workforce of companies producing goods are Syrian, and that this would rise to 25% in year 3. 	No change	<ul style="list-style-type: none"> In 2018, rules were further relaxed. The scheme will extend to 2030, companies could operate anywhere in Jordan, and businesses could maintain 15% of the workforce. Furthermore, if the government meets a target of 60,000 active work permits for Syrians, the company-specific minimum of 15% can be lifted. 	<ul style="list-style-type: none"> In May 2019, new instructions on RoO were published in the Official Gazette 4056, and established the requirement that benefitting factories participate in Better Work A visibility action plan is under development by the Ministry of Trade, setting out the activities, leading entities, timeframe and required action needed to implement the simplified RoO scheme. Among the 15 factories eligible to export to the EU under the RoO, nine (five non-garment factories and four garment factories) were registered to Better Work Jordan by December 2019.

PI-7: Progress in increasing quality of education

Situation	<p>International studies find that Jordan's education system performs well compared to many of its regional neighbours, but faces substantial challenges to bringing quality up to global standards. In 2015, PISA's review of 15-year olds in reading, mathematics and science found that Jordanian students were on average 2.8 years behind the OECD countries in reading and 3.6 years behind in mathematics.²⁵ In 2019, the World Bank's <i>Human Capital Project</i> assessed Learning Poverty in Jordan - defined as the inability to read and understand a short, age appropriate text by age 10 – found Jordan to be 23.1 percentage points worse than the average for upper middle-income countries, but 11.3 points better than the average for MENA region.²⁶ Like many other countries, PISA studies find statistically significant gender differences between girls and boys in reading and math, with girls outperforming boys on both.²⁷ The 2019 World Bank study finds that Learning Poverty is greater for boys.</p> <p>Jordan's ability to guide improvements is hampered by the lack the systematic tools and processes to collect representative data on the quality of education. It does not for example administer a National Large-Scale Assessment (NLSA) at the end of primary school (a commitment under the SDGs, indicator 4.1.2b). Figures on basic needs are also contested. For example the number of Out of School children is a sensitive topic and challenging to estimate, due to the weakness of the current data collection process, the fact that retention data are not disclosed, and disagreements</p>
------------------	---

²⁵ OECD Development Centre (2018). *Youth Well-Being Policy Review of Jordan*, EU-OECD Youth Inclusion Project, Paris.

²⁶ World Bank 2019, *Jordan: Learning Poverty Brief (Online)*. Learning poverty is defined as being unable to read and understand a short, age appropriate text by age 10.

²⁷ OECD Education GPS, *Jordan Student performance (PISA 2018)*, [Online](#)

over the total number of refugees in the country.

The international community provides significant support to educational delivery. It delivers all formal education in camps, with 19,243 enrolled in Zaatari camp and 9,837 in Azraq camp alone. It also delivers learning services to both Syrians and vulnerable Jordanians, reaching 89,000 children in 2019 to improve basic literacy and numeracy in vulnerable areas. Many of these children were enrolled in school and required additional learning assistance.

Despite these challenges, stakeholders are working hard to improve the quality of education, with the Ministry of Education at the forefront. A multi-donor account has been established to implement the Ministry of Education's *Education Strategic Plan* (ESP). Substantial efforts have also been made to strengthen MoE capacity, including updating its information systems. The Ministry has made it easier for Syrian children to be enrolled in schools. In December 2019, as part of the announcement of its Fourth Economic Package²⁸, the Prime Minister announced that starting in the 2020-2021 scholastic year, all children in Jordan will have access to the second stage of Kindergarten (KG2), citing evidence that children who attend Kindergarten perform better than their peers.²⁹ Government will subsidise transportation companies to provide better service to rural areas and will provide transportation support coupons to 10,000 families as part of NAF.

Furthermore, a range of studies suggest that Jordan's efforts to improve quality are bearing fruit:

1. *Learning outcomes*: Although still well below the OECD average, PISA 2018 results shows that Jordan has made steady improvement in learning outcomes for 15-year-olds in Jordan in science, mathematics and reading after initially flat or even declining (mathematics) trends between 2006 and 2012.³⁰ Improvements are also occurring in early grades. In 2018 we reported that USAID's RAMP project found significant improvements in country-wide early grade reading and mathematics assessments between 2014 and 2017³¹. RAMP reports released in 2019 show that further improvements were made between 2017 to 2018.³²
2. *Quality of teaching*: In 2018, the CRF indicated that steadily increasing numbers of teachers are receiving qualifications. The Education Sector working group reported at the end of 2019 that nearly 7,000 teachers, facilitators and school staff had been trained.
3. *Student retention*: For a variety of reasons, Syrian secondary school age children leave school at very high rates. At the end of 2019, the Inter-Sectoral Education Working group reported that only 25% of secondary school (G11-12) age Syrians are enrolled, compared to 68% of the Basic Education (G1-10).³³ The situation may be gradually improving however, as Fafo surveys found that 14 and 15 year-olds are staying in school in 2018 compared to 2014.³⁴
4. *Corporal punishment*: remains a concern in Jordan, though there are some signs conditions may be gradually improving. Online surveys conducted by the Ministry of Education and the 2017 independent evaluation of the joint UNICEF – Government of Jordan *Ma'an* programme indicate that since 2012 there has been a substantial reduction in the incidence of physical and verbal violence experienced by students from teachers³⁵. Corporal punishment however is still allowable in law, and in 2019 MoE's EU-supported monitoring of educational quality³⁶ found that it is still widespread. Boys are exposed to much higher levels of corporal punishment than girls, but the EU-supported monitoring also found that "teachers are rather in denial" about

²⁸ Video of the announcement of Jordan's Fourth Economic Package is available [here](#)

²⁹ *Kindergarten education 'real investment' for future – Razzaz*. Jordan Times, 7 January 2020. Available [online](#).

³⁰ The PISA report cautions however that measured improvements likely do not reflect improvements in learning overall. Measured improvements covered the period when the resident population of 15-year-olds increased dramatically with the influx of Syrian refugees, but the number of enrolled 15 year-olds (i.e. the number tested) remained close to 2012 levels.

³¹ Brombacher and Gargano (2017). *Early Grade Reading and Mathematics Initiative: Midline Summary Report*. RTI International. Research Triangle Park, USA.

³² RTI International 2018, Early Grade reading and Mathematics Initiative, Lot Quality Assurance Sampling Assessment, November 2018.

³³ Intersectoral Working Group Jordan 2019. Education quarterly dashboard 2019 Q4 (Oct – Dec 2019). [Online](#)

³⁴ Fafo, (2019). *The livelihoods of Syrian refugees in Jordan: Results from the 2017-2018 survey of Syrian refugees inside and outside camps*.

³⁵ AAN Associates 2017. *Evaluation of the Ma'an (Together) towards a Safe School Environment Programme 2009-2016*. 21 June 2017

³⁶ Joachim Pfafe 20 October 2019. *Donor Presentation 20 October 2019: Findings of the Education Quality Survey for 100 Schools: April – May 2019*. Amman Jordan (Presentation Slides)

	<p>the extent to which corporal punishment is carried out.</p> <p>5. <i>Bullying</i>: remains a problem in Jordan, but there are some signs of positive change. The 2018 PISA study found that In Jordan, 38% of students reported being bullied at least a few times a month, compared to 23% on average across OECD countries. 74% of students in Jordan (and 88% of students on average across OECD countries) agreed or strongly agreed that it is a good thing to help students who cannot defend themselves. In 2019, EU supported quality monitoring found an increase in student perceptions of protection from bullying in school, compared to 2018.</p> <p>Challenges remain. In 2019, the EU supported Survey of Education Quality, which monitors the quality of delivery across a number of dimensions across 88 schools found that 22% of schools were operating at “acceptable” or higher levels of performance, up from 21% in 2018.</p> <p>School infrastructure remains a key challenge, and the government continues to work hard to address these. There are now 209 double-shifted schools, running morning and afternoon classes in order to accommodate Syrian children. In 2018, the CRF indicated that student-teacher ratios improved over previous years, though interviewed stakeholders indicate that actual improvements on the ground were not always visible.³⁷ Poor areas lack land to build new schools, and existing schools in these areas tend to be overcrowded. Furthermore, children attending these schools have shortened school days, with hours missed accumulating over time resulting in delayed progression. Running schools later in the day also disadvantages Syrian girls in particular, exposing them to higher rates of harassment, and parents prefer to keep them at home. The 2019 EU-supported quality monitoring shows delivering schooling on Saturday remains challenging: only 8% of schools had a regular attendance of at least 75-90%, whereas 50% had attendance rates of between 0 - 50%.³⁸</p> <p>Though data is scarce, a variety of sources indicate a substantial gap persists in accessibility for children with disabilities and special learning needs. The 2015 census showed that 79% of persons with disabilities do not receive any form of education. More concerning are statistics from the Ministry of Education which show the number of people with disabilities that are beneficiaries of educational services does not exceed 20,000 students. This is less than 2% of the total number of students in Jordan, suggesting that most children with disabilities are outside educational institutions. Enrolment data from UNICEF’s Makani Programme, which provides an integrated package of learning support services, indicates a similar gap. UNICEF reports that 6 per cent of children with no difficulties who visit Makanis are out of school, whereas 23 per cent of children with one or more difficulties are out of school. Finally, the 2018 UN Flagship report on Disability and Development found that PWDs in Jordan attend school at lower rates, complete tertiary education at lower rates and are more likely to be illiterate than those without disabilities, which in turn has implications on economic outcomes. The data also suggests that outcomes for girls with disabilities are worse than those for boys with disabilities.³⁹</p>
<p>Potential Next Steps</p>	<p>Continue the current approach of strengthening MoE capacity with budget support and technical assistance to carry on improvements. Future areas of work could include:</p> <ol style="list-style-type: none"> 1. Providing professional accounting and budgeting assistance to the Ministry of Education to help them fully account for the indirect costs of delivering education and further strengthen their management capacity. 2. Develop a national testing regime capable of monitoring learning outcomes at key stages of children’s education, which can help identify gaps and guide future investments. A key milestone within this should be to introduce a National Large-Scale Assessment (NLSA) at the end of primary school (and also meet a commitment under the SDGs, indicator 4.1.2b).

³⁷ It should be noted that student:teacher ratios were discontinued under CRF as it was agreed that they do not capture the different requirements for classroom teaching on one side, and subject teaching on the other (that required more teachers). Instead it was decided that the total number of teachers would be guided by adherence to existing MoE recruitment regulations.

³⁸ In 2018, the main reasons given for Syrian non-attendance in double-shift schools on Saturdays were (i) the increase of transportation fees per child; (ii) the desire of students and parents to have two-day weekends; and (iii) students’ parallel enrolment in remedial classes offered by NGOs.

³⁹ UN Department of Economic and Social Affairs (2018). UN Report on Disability and Development. UN Department of Economic and Social Affairs. Available [Online](#).

	<ol style="list-style-type: none"> 3. Continue teacher training to continue improvements in early grade learning outcomes and to reduce violence in schools. Reinforce this by introducing a rigorous system of monitoring the quality of teaching by school management. 4. Monitor accessibility for children facing barriers to certified education (e.g., children with disabilities, children who have missed out on education and need ways back in), so that investments can be made to maximise their inclusion. 5. Expand the scope of EU-supported independent quality assessments of schools to make the findings of these missions more representative and strengthen their potential for guiding further interventions. 6. Expand and improve school inspections carried out by MoE, to ensure that targets of the ESP are met.
--	---

Key events/ milestones			
2016	2017 Not he	2018	2019
<ul style="list-style-type: none"> • OECD reports that PISA results from 2015 indicate that educational quality in Jordan falls below international standards, and is “a cause for concern” • The Education Management Information System (EMIS) launched • Launch of HR strategy 	<ul style="list-style-type: none"> • Joint high level steering committee established • Ministry allows enrolment of Syrian children without MOI cards • Ma’an evaluation shows substantial year-on-year reductions in violence from 2012 to 2017 • In 2017, RAMP project finds substantial improvements in Early Grade Reading and Mathematics across Jordan since 2014 • Enrolment figures for 15 and 16-year-old Syrians significantly increase between 2014 and 2017 	<ul style="list-style-type: none"> • Ministry waives the requirement for children to possess passports to be enrolled in schools • UNICEF funding cut led to reduction of families receiving cash transfers from 55K to 10K in the 2018/19 school year, with implications for access. • Jordan adopts the Multi-Sectoral National Plan of Action to End Physical Violence against children. Notably however Penal Code article 62 still allows for corporal punishment in schools and other settings. 	<ul style="list-style-type: none"> • CRF discontinues using student:teacher ratios as a basis for funding. Instead, total number of teachers is guided by adherence to MoE recruitment regulations. • In Dec 2019, GoJ announces that universal access to KG2 will start in 2020/21. • Challenges in sector-wide coordination have emerged, partially from the merger of sector working groups that has led and to a dilution of focus diminished clarity in leadership. There is also uncertainty among NGOs about how the aims of JRP and ESP will come in alignment.

PI-8: Progress in health policy that expands access to affordable health care

Situation	<p>In September 2019, this indicator was upgraded due to the reversal on 27 March 2019 of the 2018 pricing policy. This involved the following:</p> <ol style="list-style-type: none"> 1. Cancellation of the user fees and upfront payment requirements in hospitals and health centres for Syrian refugee users and off-age Jordanians without health insurance. 2. Relief for Syrian refugees from payments regarding to maternity health and child health offered to them in centres serviced by the Ministry of Health on the condition they provide documentation from UNHCR and their Security Paper.
------------------	--

	<p>Health is a comparatively recent addition to Brussels commitments, appearing first in April 2018 at the Brussels II conference, with an intention to learn positive lessons from education and social protection. Since the beginning of the Syrian crisis, Jordan has provided high quality affordable health care services to Syrian refugees. This is reflected in broad measures of public health, such as access to skilled antenatal care, vaccinations, and levels of anaemia, in which Jordanians and Syrians do not show large discrepancies.</p> <p>In 2018, GoJ cut subsidies and imposed foreigners' rates on refugees, and in early March 2019 we reported that this had sharply reduced access for health services and reduced the number of Syrians seeking health care services that needed them, with consequences to their health. It also generated higher traffic on clinics and hospitals run by INGOs, encouraging the development of parallel structures in a way that undermines the goal of strengthening Jordanian health care infrastructure.</p> <p>At the end of 2018, donors created a Multi-Donor Account, seeking to both "appropriately apply best practise and lessons learnt [from the Education sector] to other priority sectors, in particular in health"⁴⁰. The MDA was also significant in the GoJ decision to reverse the pricing policy as the ambition was to support MoH to cover costs of healthcare for Syrians in exchange of the re-establishment of subsidies for primary and secondary health care and the exemption of maternity fees. It is reported that the MDA grew in size and influence over the course of 2019, with the United States, Denmark, Canada and Qatar all making contributions. In parallel, the World Bank and Spain increasingly their support to the health sector and the EU stepped in to fund the costs of "vaccinations for all".</p> <p>The reversal of the policy in March 2019 was welcome, but did not however did reduce health costs for secondary and tertiary healthcare, medication and necessary medical tests, and so remain unaffordable for Syrian refugee households (as well as uninsured Jordanians). The consequences of the one-year subsidies cut are likely to have lasting effects, especially for the most vulnerable who had seen their healthcare cost increase threefold and have to carry lasting medical debt.⁴¹. Non-Syrian refugees were not subject to the policy reversal, and remain dependent on a few humanitarian health assistance programs.</p> <p>In 2019, patient privacy concerns were raised by NGOs that a newly formed project approval committee at the Ministry of Health (MoH) requested that NGOs to submit the names of patients and their phone numbers as part of the project approval process. Although MoH intentions are to monitor and control the quality of the project after medical procedures, NGOs have raised concerns that the disclosure of patients' names to the MoH, especially in the absence of data protection guarantee, risks patient confidentiality, is not consistent with data protection legislation and has potentially wider implications for humanitarian actors.</p>
<p>Potential Next Steps</p>	<p>The GoJ reversal of the pricing policy was a positive development, but it did not resolve all the concerns about health access. In order better understand and address these, stakeholders should better coordinate to collect data and monitor issues. Following the example of Education, further steps should be taken to align support from international actors behind a central government health strategy.</p> <p>Improved coordination to strengthen evidence:</p> <ol style="list-style-type: none"> 1. Improving granularity of key sources: UNHCR's VAF is a key resource describing conditions faced by Syrian refugees in Jordan and provides excellent coverage. Its utility however is limited in that its assessment depends on composite indicators that are built from underlying more specific 'atomic' indicators, and this underlying data is not published. Releasing this

⁴⁰ GoJ-EU Brussels Conference II Partnership paper

⁴¹ The reversal also did not apply to non-Syrian refugees, who have faced foreigner rates on all health services for years, and consequently face unmeetable costs while also lacking the right to work formally (Refugees of other nationality than Syrian were not included in the Jordan Compact and therefore have not benefited from the work permit scheme)

	<p>information would help overcome challenges in the VAF with tracking changing situation across years (the method of creating some composites changes between editions, making comparisons difficult) and to better enable triangulation with other surveys, such as UNHRC's Health Utilisation and Access Survey.</p> <p>2. More coordinated collection and review of evidence: some NGOs have been very active in collecting evidence and alerting donors about persistent problems (particularly IRC). In isolation their reports provide a fragmented picture, and do not contribute as much as they could. Improved coordination of data collection could occur could be the Health Sector Working Group and/or the donor group on Health (Jordan Health Development Group).</p> <p>Aligning efforts behind a government strategy</p> <p>1. Strategy development: The creation of Multi-Donor Account (MDA), modelled on the education account was also a positive development. GoJ and donors should work together to articulate a political vision and strategy that covers both insured and non-insured Jordanians and foreigners, and to agree on the best modalities for how to finance their creation. The new strategy should cover access to primary, secondary and tertiary healthcare.</p> <p>2. Clear governance: Furthermore, the governance and operations of the MDA should be made more transparent. Stakeholders report that documents about the MDA have not been shared outside a small group, and little is known about how it is governed or what conditionalities are attached to financing.</p>
--	---

Key Events/ Milestones			
2016	2017	2018	2019
<ul style="list-style-type: none"> Between 2012-2014, GoJ allows registered Syrian refugees to pay the same rate as insured Jordanians, which rendered health services almost free for Syrians In November 2014, MOH requires Syrian refugees to pay approximately 20% of the cost of care Jordanians pay for select services, while still providing free services for certain interventions such as antenatal care and vaccinations 	<ul style="list-style-type: none"> In May 2017, WB disburses \$50m to the GoJ, the amount needed to maintain the delivery of primary and secondary health services to poor uninsured Jordanians and Syrian refugees at Ministry of Health facilities 	<ul style="list-style-type: none"> In February 2018, a change in health policy requires Syrians to pay 80% of the foreigner's rate In April 2018, commitments on health are added in the Brussels II partnership papers In 2018, USAID launches a multi-donor account to fund GoJ costs of assisting Syrians in MoH facilities. Canada and Denmark contribute to this account 	<ul style="list-style-type: none"> In March 2019, the pricing policy is reversed, putting the cost of primary health care back to what it was in 2016/2017. Costs of secondary and tertiary care however remain out of reach. NGO Stakeholders report that the MDA has grown in size and influence over 2019, with contributions from the US, Denmark, Canada and Qatar. In Dec 2019, a new health insurance programme is announced with four different schemes subsidised by government, based on family incomes. Initially it will be available to Jordanians, but will be expanded to include non-Jordanians by 2025. Additional health insurance coverage is

			also included in NAF complementary expansion program
--	--	--	--

PI-9: Progress of actions to reduce Sexual and Gender Based Violence (SGBV)

Situation	<p>Gender inequality in the Arab region is high, with marginalization spanning economic, political and social dimensions.⁴² Gender parity⁴³ in the Middle East and North Africa (MENA) is 60.2%, the lowest among all eight geographical regions.⁴⁴ Jordan shares many of these challenges, and both the international community and the Jordanian government have scaled up efforts to combat violence against women and girls. A national level SGBV Task Force was established in 2014, and an SGBV information Management System Task Force was established in 2012, co-chaired by UNFPA and UNHCR. National procedures have also been put in place to address violence against women and children, including two technical committees within the justice sector to develop guidelines on SGBV cases and train non-state actors dealing with SGBV cases (lawyers, judges, police, etc). Guidelines have also been created, and are awaiting endorsement by the Judicial Council, which will take full ownership for the agenda in the future.</p> <p>DHS studies show that these initiatives have accompanied some improvement in SGBV since 2012, but levels remain high relative to international standards. Legislative progress has been made, but quite a lot remains to be done legislatively. For example:</p> <ul style="list-style-type: none"> • The Penal Code criminalises rape but not marital rape • There is no specific law on honour crimes and it is not explicitly mentioned in the Penal Code • Female genital mutilation is still practised in limited areas in southern Jordan but it is not explicitly criminalized except in cases of injuries for which perpetrators can be persecuted • The Domestic Violence Protection Law was heavily amended in 2017, but does not mention the concept of SGBV⁴⁵. <p>Very recently, a National Strategy for Women (2020-2025) has been launched, coordinated by the Jordanian National Commission for Women (JNCW) and supported by UN Women. While still in early days, the strategy aims to reduce all forms of GBV and discrimination against women and girls in Jordan through a range of initiatives delivered across government to 1) improve livelihoods, 2) increase female access to justice, 3) encouraging more positive gender norms, and 4) encouraging better practice within institutions.</p>
Potential Next Steps	<p>Continued effort is needed to maintain the issue of decreasing Sexual and Gender-Based Violence as a matter of priority, and further consultations should be held to identify other legislative changes and programming that could be undertaken. It is important that more men be involved in this issue.</p> <p>Efforts should be taken to check the extent to which the strategy encompasses actions recommended by previous studies and reports:</p> <ol style="list-style-type: none"> 1. SGBV IMA Task Force 2018 Annual Report 2. SGBV Sub Working Group Gap Analysis 2017-2018 3. EuroMed’s Jordan Situation Report on Violence against Women <p>Capacity of the National Committee for Women to carry out monitoring under the National Strategy for Women should be supported, to ensure that data is captured and reviewed, and used to promote positive change.</p>

⁴² Towards Gender Equality in the Arab/Middle East Region: Islam, Culture, and Feminist Activism, Valentine M. Moghadam, UNDP, 2004, [link](#).

⁴³ Gender parity concerns the relative equality between the two sexes, and is often calculated as the ratio of female-male value for an indicator (e.g. 0 = disparity, 1= parity) [link](#).

⁴⁴ The Global Gender Gap Report 2018, [link](#).

⁴⁵ Jordan Situation Report on Violence against Women, EuroMed Rights, March 2018, [link](#).

Key Events/ Milestones			
2016	2017	2018	2019
<ul style="list-style-type: none"> The protection against domestic violence bill of 2016 set a number of standards, such as protection of whistle-blowers. The amendment 161 of 2016 provided for the effective protection of women against violence, including through shelters, until their case was settled. Link In December, a bylaw on shelters was introduced. The National Commission for Women discussed with GoJ ways to address specific challenges, including duration of the stay or the possibility for women to keep male children with them. Link 	<ul style="list-style-type: none"> Amendments were made to Penal Code Article 98 in 2017 to 'disallow attenuating circumstances for crimes committed in a fit of rage'.⁴⁶ Article 308, which allowed sexual assault perpetrators impunity if they married their victims, was abolished in August 2017.⁴⁷ It also became an obligation for 'health, social and educational personnel to report witnessed or suspected cases of child abuse or family violence'.⁴⁸ 	No updates	<ul style="list-style-type: none"> Jordanian National Commission for Women (JNCW) prepares a National Strategy for Women. (Launched in Feb 2020)

PI-10: Progress in advancing discussion on protection issues

Situation	<p>Humanitarian access to refugees in camps is considered to be good in comparison to other countries with large numbers of refugees. UNHCR reports that it has regular and productive dialogue with GoJ on protection issues, and that this has led to improved practice. The 2018 drive to regularise the status of Syrians for example reportedly came about through such discussions. UNHCR also report that dialogue has led to positive actions such as GoJ making marriage certificates more affordable for Syrians, and ensuring that children born can obtain birth certificates.</p> <p>Sensitivity remains when it comes to protection issues, many of which are considered matters of national security. UNHCR conducts discussions with GoJ on protection issues has requested that other stakeholders not engage with GoJ bilaterally, and is the conduit of information for other protection actors.</p> <p>Most stakeholders agree that deportations spiked in late 2016 and early 2017⁴⁹ and then reduced in 2018 and afterwards (the Ministry of Interior reported that 28 Syrians were deported in 2018 and zero in 2019, though provided no figures for previous years). NGO stakeholders have expressed concerns that difficult living conditions in camps function as coercive push factors to induce Syrian refugees to decide to return, where they may face considerable risks. GoJ stresses however that the return office works in close consultation with UNHCR, who also collect the information to assess suitability for voluntary and safe return. GoJ stresses that there are instances in which</p>
------------------	--

⁴⁶ Jordan Situation Report on Violence against Women, EuroMed Rights, March 2018, [link](#).

⁴⁷ Rape Cases Drop, Thanks to the Abolishment of Article 308 – Activists, The Jordan Times, 20 May 2019, [link](#).

⁴⁸ Jordan Situation Report on Violence against Women, EuroMed Rights, March 2018, [link](#).

⁴⁹ See Human Rights Watch 2017. *I have no idea why they sent us back. Jordanian Expulsions and Deportations of Syrian Refugees.* (Online), which reports that Government of Jordan deported 2,000 Syrians in the first five months of the year, and a further 2,500 were returned to Syria with little known about their circumstances.

	<p>returns have not been conducted when safety standards are not met.</p> <p>Durable solutions also remain a prominent area of concern. There has been a severe reduction in numbers of resettled Syrians to third countries over the past three years, reducing from around 20,000 in 2016 to between 4,000 - 5,000 in subsequent years. This sends negative signals to GoJ and governments of other host countries, making discussion about protection issues more difficult.</p>
Potential Next Steps	<p>Donors and other humanitarian actors express a desire for protection issues to be dealt with more transparently, and would welcome a broader process of dialogue, especially about sensitive issues such as referrals to restricted settlements and deportations, which are not widely discussed. Moving forward, we would suggest increasing transparency and dialogue among humanitarian actors. Markers of progress could include:</p> <ul style="list-style-type: none"> • Improving the culture where it is possible to talk about issues of common concern. In particular an increase in dialogue between GoJ and protection actors to explore suitable and dignified solutions for Syrian refugees retained in restricted settlements, which are also compatible with GoJ's security concerns. • Increased sharing of information across the humanitarian sector • Strengthening the role of PWG in sharing information and discussion of alternative mechanisms for dialogue

Key Events/ Milestones			
2016	2017	2018	2019
No change	<ul style="list-style-type: none"> • GoJ reported to be deporting hundreds of Syrian refugees per month, with little opportunity to have their case heard 	<ul style="list-style-type: none"> • Dramatic reduction in the number of deportations • Ex Village 5 refugees are permitted to receive work permits. 	<ul style="list-style-type: none"> • For restricted settlements, exceptional authorization for temporary exits granted on a case by case basis for 1) youth to take their Tawjihi exam 2) Two families to visit relatives in a detention centre. • In cases of forced relocation, the family of the relocated person is no longer required to relocate, but given the choice to relocate as well (needs confirmation)

PI-11: Regularity and quality of donor coordination, by sector

Situation	<p>Feedback from stakeholders indicates that donor coordination has been generally strong, although some areas have been stronger than others.</p> <p>Donor surveys on donor coordination conducted in August 2019 found that overall alignment between GoJ and IC is good. Scores in specific areas however varied:</p> <ul style="list-style-type: none"> • Coordination within sectors and duplication of work scored less well (46% and 42% respectively) • Coordination in the protection sector scored low • 53% of respondents thought sector groups met often enough • 53% of respondents felt that coordination was 'average' in successfully managing for results and 50% thought it was 'average' in dealing with difficult issues • Most respondents responded that mutual accountability is good both in terms of transparency, consultativeness and representation
Potential	We propose to introduce an independent and anonymous survey, whereby participants in each of

Next Steps	the 11 sector coordination groups can provide feedback on the frequency, efficiency and effectiveness of donor coordination mechanisms. This is possibly a role for the independent monitor. Anonymised results would be reported back to JRP and committees themselves, and be used as a way to introduce process improvements.
-------------------	--

PI-12: M&A framework developed, adopted and in use

Situation	<p>The need to establish a mechanism to monitor progress under the Jordan Compact was identified in 2016, but had been slow to materialise. In December 2018, Agulhas was commissioned by the European Union to develop an approach and a three-month mission was undertaken from January to March 2019 to create the Assessment Framework and carry out the first assessment. The work was undertaken in close consultation with the EU Delegation in Jordan, MOPIC, UN, JIF and other key stakeholders, and results were circulated to all stakeholders in time for the April Brussels donor meeting.</p> <p>In August 2019, a second monitoring mission is underway to capture progress that has been made since March. Close coordination has been established between the Jordan and Lebanon assessment teams, and work is currently underway to develop a regional approach to the assessment for February 2020.</p>
Potential Next Steps	<p>The Jordan work has been well-received, and stakeholder feedback indicates that recommendations and potential next steps provided in the report and under process indicators are being actively used.</p> <p>Assessment work has already been done in Lebanon, and a regional approach will need to be sensitive to very different developmental context and political situation, and not make direct comparisons between the countries. In developing this going forward, we will need to hold consultations with:</p> <ul style="list-style-type: none"> • The EU officials at Brussels headquarters, as well as delegations in Jordan and Lebanon, in order to make sure a common set of objectives is defined and can be reached, and; • Responsible entities in Jordan and Lebanon: As we develop a regional approach, oversight entities in both countries need to be closely consulted to make sure that information is presented in ways that are valid, reliable and usefully help them coordinate work with their diverse stakeholders.

Key Events/ Milestones			
2016	2017	2018	2019
<ul style="list-style-type: none"> • Co-hosts commit to work with GoJ to put in place the monitoring mechanism 	<ul style="list-style-type: none"> • No change 	<ul style="list-style-type: none"> • Brussels II paper commits to identify the best modality to monitor the progress of the Jordan Compact. • In late 2018, Agulhas is contracted to provide an assessment of progress to date, and a framework for monitoring going forward. • The team mobilised in early 2019 and has completed an assessment of progress from 2016 to 2018. 	<ul style="list-style-type: none"> • First monitoring Mission to Jordan completed in March 2019. Findings provided in in the April 2019 Brussels conference. • Jordan monitoring team coordinating closely with Lebanon team. • Second Monitoring Mission to Jordan completed 3rd September.

PI-13: Improved quality of financial tracking

Situation	<p>A major accomplishment of the Compact has been to establish the JRP, situated within the Ministry of Planning (MOPIC), as the focal point for managing aid flows towards Compact priorities.</p> <p>JORISS, the system that JRP currently uses to track financial flows, has serious weaknesses. Multiple donors commented that they cannot reconcile their own recorded expenditures with those that JORISS attributes to them. Furthermore, the EU-supported Development Initiatives project to track donor pledges and contributions in its <i>Post Brussels Financial Tracking reports</i> cannot be reconciled with JRP financial reports. Donors offer a range of possible explanations including the misallocation of funding amounts from multiple year projects to specific years, and that donor funding channelled through UN agencies might have been reported twice. Previous attempts to introduce a new system (AFIS) have reportedly failed. Donors would like to see a new system put in place.</p>
Potential Next Steps	<p>Inconsistency of financial reporting is a source of frustration among many donors and JRP should regard introducing a system for storing, tracking and reporting financial information to be a matter of some urgency. A first step would be to re-examine reasons why the project to introduce the Aid Flows Information System (AFIS) came to a halt in mid 2018. If the work that was started is found to be technically robust and appropriate, the work should be re-started and taken to completion.</p>

Key Events/ Milestones			
2016	2017	2018	2019
<ul style="list-style-type: none"> Development Initiatives establishes tracking of donors' Brussels Conference pledges and financial contributions JORISS System established for implementers to apply for projects 	<ul style="list-style-type: none"> Jordan decides to introduce Aid Flows Information System (AFIS). 	<ul style="list-style-type: none"> Work proceeded through 2018 to establish AFIS System. The work stopped in summer 2018, as negotiations take place concerning the continuation of UNDP's contract to manage the JRP. Work on AFIS has not been re-started. 	<ul style="list-style-type: none"> No update

PI-14: Improved tracking of gender-focused initiatives

Situation	<p>The approach used to track gender-focused activities within JORISS was assessed by UN Women in 2017 and found to be inadequate. Analysis also found that implementers entering data into the system were not entering gender disaggregated information as they were required to do.</p> <p>Improvements to the gender marker were introduced to JORISS in 2018. In September 2019, we reported that MOPIC had not introduced a centralised system to vet and analyse the entered data. MOPIC had provided UNWOMEN with special access to the data, and has expressed a view that focal points from the UN and NGOs should have a more proactive role ensuring required data is entered by training their staff (noting that training is available online).</p> <p>Now in March 2020, challenges with data remain. Instructions on the gender marker were disseminated 2019, but owing to a number of complications, Government has reportedly decided not to make it a requirement this year. Some partners have continued to struggle to provide the right information, and it is not clear whose responsibility it should be to do partner outreach to ensure all partners understand and comply with requirements. Furthermore, there are inconsistencies in the way other large agencies track financial track financial allocations to gender-focused initiatives.</p>
Potential Next Steps	<p>With the gender marker now available, an important resource is now in place that should be used. UN agencies and implementing NGOS need stronger inducement to apply the gender marker correctly. MOPIC and the Department of Statistics should be encouraged to work with UN Women to compile data and conduct analysis.</p> <p>Capacity development in applying the gender marker has begun, through trainings and support through the UN and NGOs, as well as JNCW support. A central government entity should be empowered to monitor and report on gender-focused activity and to reach out to implementing</p>

	<p>partners to ensure they are applying the new gender marker correctly when entering data about their projects and programmes.</p> <p>An investment in the institutional capacity of line ministries to implement the GRB budget circular will also be an important next step in tracking national budget allocations. This should include capacity strengthening on undertaking gender analyses, collecting sex-disaggregated data for indicators and baselines and, subsequently, reflecting identified needs in budget allocations and tracking the impact.</p>
--	---

2016	2017	2018	2019
	<ul style="list-style-type: none"> • The gender marker tool was developed to help code projects according to their level of gender mainstreaming • UN Women Jordan undertook a financial analysis of the 2017 JRP contributions demonstrating only 2.17 per cent of JRP funding in 2017 targeted gender equality and women's empowerment initiatives (Briefing note on tracking financing-UN women) 	<ul style="list-style-type: none"> • There were improvements made to the Gender Marker in JORISS (including a rating of 0 to 4) 	<ul style="list-style-type: none"> • Access to new JORISS 2018 data increases previous estimate from 2.4% to 4.72% of JRP expenditures. Access to JORISS 2019 data enables an estimate of 5.6%. • GoJ has disseminated instructions to apply the gender marker, but implementers are inconsistently using it and GoJ is not vetting the data or including it in the approval process.