



Gender Policy

Jordan Renewable Energy & Energy Efficiency Fund
(JREEEF)

Introduction

The term ‘gender’ is often used as if it is synonymous and interchangeable with the word women. This is not the case. Women and men both contribute significantly to addressing climate change, and climate change impacts differently on men and women. The reason why gender approaches often address women and girls is because of the acknowledged discrimination and exclusion; climate change can exacerbate these inequalities.

No society can develop sustainably without increasing and transforming the distribution of opportunities, resources, and choices for males and females so that they have equal power to shape their own lives and contribute to their communities. Empowering women to participate in and lead public and private institutions makes these institutions more representative and effective. Increasing girls’ and women’s education and access to resources will have the ability to improve the health and education of the next generation.

Gender equality and female empowerment are universally recognized as core development objectives, fundamental for the realization of human rights, and the key to effective and sustainable development outcomes. The Sustainable Development Goals (SDG’s) include the achievement of gender equality and empowerment of all women and girls.

Article 8a of Chapter 5 in the Jordanian Constitution states that “Jordanian men and women are equal before the law, with no discrimination between them in rights and duties.” Article 8(b) adds “women and men are partners in the growth and development of the Jordanian society.” These sentiments have been echoed by Their Majesties on several occasions, nationally and internationally.

The Jordan Renewable Energy and Energy Efficiency Fund (JREEEF) believes that women and men, girls and boys should enjoy the same status and have equal opportunity to realize their full human rights and potential to contribute to national, political, economic, and social and cultural development and to benefit from the results.

Objectives

JREEEF is committed to the equality of men and women in the renewable energy and energy efficiency sector and seeks to promote gender equality as a common value across the sector.

The objective of this policy is to ensure gender equity and mainstreaming within JREEEF and JREEEF's programmes and projects, as well as support gender equity within the renewable energy and energy efficiency sector.

Principles

The gender policy's objectives will be achieved through the implementation of the below principles.

Principle 1: Promote gender balance in staffing and representation

JREEEF members shall respect the promotion of gender balance at all levels and areas of work in terms of human resource requirements.

JREEEF is committed to:

- Ensuring the availability of accurate, comprehensive, and disaggregated human resource management (HRM) data to support operational and strategic planning within the organization.
- Integrating gender balance into plans that guide HRM activities, policies, and programs within the organization including training and recruitment, among others.
- Monitor senior positions in the institution using detailed data to follow up on the number of male and female employees in leadership positions.
- Gender training and awareness on gender analysis of staff, managers, and policy makers.
- Commitment of the institution and its staff to implement the gender equality policy and present success stories if gender equality is taken into account and to investigate if the policy has been violated.
- Use gender impact assessments (GIAs) to identify where policies may adversely affect the development of female staff within the organization.

- Identify existing constraints on female staff development and participation in leadership positions.
- Use succession planning to support female staff development within the organization.

Principle 2: Promote gender equality at the program and project level

JREEEF will promote gender equality at the program and project level including gender sensitive contextual analysis, needs assessments, planning, implementation, and evaluation of programs and projects. This approach recognizes that women and men require gender-sensitive interventions that meet their distinct needs. JREEEF commits to:

- Integrate gender equality and social inclusion as cross-cutting themes across all projects, including taking into account the needs, interests, roles and responsibilities of girls and boys, women and men and the most vulnerable groups in programme design, planning, and execution.
- Use gender-based analysis across as part of every project's results-based management approach to identify and monitor the differentiated impact of project interventions on girls and boys, women and men, and vulnerable groups.
- Modify existing programs and initiatives as necessary, in order to take into account the requirements of the gender policy.

Principle 3: Promote gender equality within the renewable energy & energy efficiency (REEE) sector

JREEEF will support women having access to and being encouraged to participate in the planning and management of the REEE sector, including decision-making processes and economic participation.

JREEEF commits to:

- Assist in taking action to increase the number of female REEE service providers by recruiting and training women for all sector areas.
- Make sure that women identify their needs for renewable energy solutions and efficiency and how they can be integrated by involving them in project design.
- Share successful gender balance initiatives with relevant stakeholders (e.g. MEMR, JREEEF partners, electricity companies, etc.).

- Encourage review of all high-level statements and media-related activities by a gender or HRM representative to ensure a gender-sensitive communication strategy and to communicate ideas related to the renewable energy sector and its developments.
- Where feasible, actively engage men and boys in the promotion of gender equality and social inclusion.
- Provide professional support on gender-related issues.
- Incorporating gender equality and social inclusion perspectives in all policy/planning processes and documents, utilizing a participatory approach with multiple stakeholders.

Monitoring and Evaluation

JREEEF is committed to ensuring monitoring and evaluation (M&E) processes are gender-sensitive and support tracking the implementation of the gender policy across all JREEEF activities, programs and projects. JREEEF's monitoring and evaluation system includes:

- Tools and methodologies for collecting gender-sensitive quantitative and qualitative data.
- Monitoring and evaluation of gender mainstreaming within JREEEF's institutional structures and processes.
- Collecting and analysing gender-disaggregated data that demonstrates project results, including the extent of women's integration and benefits from projects.

JREEEF will apply gender mainstreaming across all activities in order to encourage and achieve sustainable gender equality. The following are indicators to measure and ensure continued implementation of the gender policy.

1. Sustain at least 50% representation in management positions and representation for women.
2. Number of women and men benefiting from gender training from JREEEF staff or JREEEF stockholders.

JREEEF will review all programs and projects from a gender perspective, and will specify a detailed indicators and targets through M&E framework. The following is the general and shared indicator for all JREEEF projects.

Number of people (%M, %F) benefiting from installed EE&RE Solutions.

Gender-Related Human Resource Aspects

JREEEF is committed to promoting and improving gender diversity from a human resource perspective as follows:

1. Attract and promote female staff:
 - Institute ‘succession’ planning method for females at leadership level.
 - Institute equitable recruitment through guidance and training.
 - Ensure meaningful female representation.
 - Establish and maintain pay equity.
 - Invest in female talent through the Learning and Development Fund and other talent management mechanisms.
2. Promote consistent staff attitudes that uphold gender equality:
 - Effective communication of gender equality values.
 - Establish and support women at work groups.
 - Appoint and support gender equality champions.
 - All staff to receive mandatory gender sensitization training.
3. Promote an organizational environment where women are safe & respected:
 - Institute gender sensitive safety and security framework that includes female safety and security focal persons, risk assessments informed by female staff, and security management plans responsive to threats faced by female staff.
 - All staff to receive mandatory anti-sexual misconduct training.
 - Ensure wide awareness of complaint mechanisms to report misconduct.
 - Institute minimum operational standards to improve work environment.

JREEEF is committed to creating and providing a safe working environment for its employees free from discrimination on any ground and from harassment, including sexual harassment. JREEEF is committed to treating any case or incident seriously and immediately investigate any claims of sexual harassment. Should a person be found to have sexually harassed another, they will face disciplinary action and may be dismissed from employment. Any information disclosed will be treated as private and will not be shared with others before permission is granted by parties included in the original complaint. JREEEF will not victimize any person who submits a complaint.

Definitions

Gender: Gender refers to how societies and cultures assign roles and ascribe characteristics to women and men on the basis of their sex. These are learned through socialization processes, dependent on time and place. There are differences and unequal power relations between men and women in most societies, whether in terms of responsibilities, activities, decision making, or access to resources.

Gender Equality: Gender equality refers to the process of being fair to women and men, with measures taken to address historical, social or other disadvantages that prevent men and women from operating on an equitable basis. This concept does not aim to create a society where men and women are exactly the same, but that a person's sex should not determine the opportunities they are exposed to. Gender equality is considered to be a human rights issue and is an indicator of sustainable development.

Gender Mainstreaming: Gender mainstreaming involves integrating gender considerations as a cross-cutting issue within legislation, policies, projects and activities.

Gender Analysis: Gender analysis is used to understand relationships between women and men, their access to resources, their activities and the constraints they face relative to each other. Gender analysis involves assessing the different roles, rights, needs and opportunities of men and women, boys and girls in the context of a given programme or project.