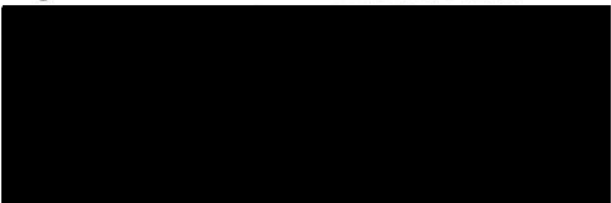


## Proposal Form

### Part 1. Project Details

<p><b>1. APPLICANT INFORMATION</b></p> <p><b>Organization Name</b> (PSD)Public Security Directorate</p> <p><b>Address:</b> Amman / Tabarbour / Royal Police Academy</p> <p><b>Country: Jordan</b></p> <p><b>Website:</b> <a href="https://www.psd.gov.jo/index.php/en/">https://www.psd.gov.jo/index.php/en/</a></p> <hr/> <p><b>His Excellency the Assistant for Administration and Logistic Support in the Public Security Directorate, Jordan</b></p> <p><b>Brigadier General Dr. Mutasem Abu Shatal</b></p> 	<p><b>2. RECIPIENT TYPE</b></p> <p><b>Type of Recipient</b></p> <p><input checked="" type="checkbox"/> Current T/PCC</p> <p><input type="checkbox"/> Potential T/PCC</p> <p><input type="checkbox"/> United Nations organization</p> <p><b>Type of Institution</b></p> <p><input type="checkbox"/> Gendarmerie</p> <p><input type="checkbox"/> Military</p> <p><input type="checkbox"/> Police</p> <p><input checked="" type="checkbox"/> Other (police, civil defence, Gendarmerie)</p> <p><b>United Nations</b></p> <p><input type="checkbox"/> Department of Peace Operations</p> <p><input type="checkbox"/> United Nations peace operations (please specify)</p> <p><input type="checkbox"/> Other (please specify)</p>
<p><b>FOCAL POINT CONTACT INFORMATION</b></p> <p><b>First and Last Name:</b> Major Abdel Karim Al-Wardat</p> <p><b>Job Title:</b> PSD / Planning and International Cooperation Department/ Project Manager</p> <p><b>Email address:</b> lcd.planning@psd.gov.jo</p> <p><b>Telephone number:</b> 962772130512</p> <p><b>First and Last Name:</b> 1st Lt. Engineer Nadeen Al-Assaf</p> <p><b>Job Title:</b> PSD / Constructions Department/ Project Engineer</p> <p><b>Email address:</b> nadeen_assaf@hotmail.com</p>	<p><b>First and Last Name:</b> Captain Engineer Haya Awad</p> <p><b>Job Title:</b> PSD Head of Gender Office</p> <p><b>Email address:</b> Gender.office@psd.gov.jo</p> <p><b>Telephone number:</b> 962790138134</p>

Telephone number: 962797500369
<b>4. FINANCING MODALITY</b>
Financing requested for: Project funding <input type="checkbox"/> Barrier assessment only <input checked="" type="checkbox"/> Project activities only <input type="checkbox"/> Barrier assessment and project activities Gender strong unit premium <input type="checkbox"/> Military <input type="checkbox"/> Police
<b>6. Project Timeline</b>
Proposed Project Start Date: 15 / 4 / 2021 Proposed Project End Date: 30/ 4 /2023 Total Project Duration (in months/years): Note: End date will be approximately 2 years from the project start date.

<b>5. BUDGET (USD)</b>
<b>Total Project Cost: US\$ 1,000,000</b>
<p>The executed contractor will be announced after the end of the bidding process by the PSD and will be funded from PSD through the Elsie Initiative grant.</p> <p><b>Funding method:</b></p> <p>Given that there are no financial or in-kind contributions to be made or pledged by other parties, and based on the method and strategy for implementing the project stages that include a tender (tender in the sealed envelope) to implement the project by the PSD through the Construction Department, and because there are no other implementers or partners Executives from outside PSD, the preferred financing method for PSD is direct funding to the PSD budget to support a Gender Unit. Moreover, after calculating the total costs and minimum expenses, it has been shown that the total cost of completing all planning, engineering and construction work Preparing training cadres and preparing training plans, up to reach training the first pilot group of women (uniformed) who are expected to be (20) participants, the total cost provided by the Elsie initiative (one million dollars(\$)) &gt;</p> <p>In addition to the above, and because there are some financial deductions on the amounts transferred sometimes, the PSD wishes to take advantage of all the amounts that are made and allocated by the Elsie initiative, and wishes to receive them in full without any deductions, because the cost calculation in has been studied on the basis the minimum wages and prices in the Jordanian market standards.</p>

<b>7. COMPLIANCE WITH HACT AND HRDDP</b>
<input checked="" type="checkbox"/> Agree to comply with the UN Harmonized Approach on Cash Transfers (HACT) requirements

<b>X Agree to comply with the UN Human Rights Due Diligence Policy (HRDDP) requirements</b>
<b>HRDDP Mitigating Measures / Actions – See Section 15</b>

**8. IMPLEMENTING PARTNERS (IF APPLICABLE)**

<b>Name of PUNO:</b>  <b>Name of PUNO Representative:</b>  <b>Job Title:</b>  <b>Signature:</b>  <b>Date:</b>	<b>Name of CSO:</b>  <b>Name of CSO Representative:</b>  <b>Job Title:</b>  <b>Signature:</b>  <b>Date:</b>	<b>Other: Construction Company</b>  Will be determined after the bidding process  <b>Name of Representative:</b>  <b>Job Title:</b>  <b>Signature:</b>  <b>Date:</b>
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<b>9. ELSIE INITIATIVE FUND (EIF) RESULTS FRAMEWORK - Terms of Reference (Page 13)</b>	<p>This project will contribute to the following outcomes and indicators:</p> <p><input checked="" type="checkbox"/> <b>Outcome 2:</b> Increased meaningful deployment of uniformed women peacekeepers to UN missions</p> <p><b>Outcome 2 Indicators</b></p> <p><input checked="" type="checkbox"/> 2.1 Number and percentage of deployed uniformed women peacekeepers at project completion, compared to three-year average contribution prior to project commencement</p> <p><input checked="" type="checkbox"/> 2.2 Number and percentage of deployed women peacekeepers two years after project completion, compared to three-year average contribution prior to project commencement</p> <p><input type="checkbox"/> 2.3 Ratio of women to men senior military and police officers (ranks equivalent to Major and above) deployed in UN peace operations at project completion, compared to the 3-year average prior to project commencement</p> <p><input type="checkbox"/> 2.4. Number of gender-strong units deployed</p> <p><input checked="" type="checkbox"/> <b>Outcome 3:</b> Increased pool of uniformed women eligible to deploy as UN Peacekeepers</p> <p><b>Outcome 3 Indicators</b></p> <p><input checked="" type="checkbox"/> 3.1. Number and percentage of women recruited into national armed forces and police service, compared to 3-year average prior to project commencement</p> <p><input type="checkbox"/> 3.2. Number of promotions of women in national armed forces and police service, compared to 3-year average prior to project commencement</p> <p><input checked="" type="checkbox"/> 3.3. Number of women in national armed forces or police service who have received training necessary for overcoming barriers to deploying to United Nations peace operations</p>
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3.4. Number of women in national armed forces and police services who have been informed about opportunities to deploy as UN peacekeepers, associated costs and benefits, and relevant application procedures

**10. UN DEPARTMENT OF PEACE OPERATIONS (DPO) Caveats (standard text for all EIF Secretariat project documentation) (DPO Version 21 Apr 2021).**

The UN Department of Peace Operations (DPO) - Office of Military Affairs (OMA) and Police Division (PD) - has the authority to select and deploy T/PCC personnel to UN peace operations.

The following factors will determine whether an Elsie-funded project can achieve the outcome, as set out in the Terms of Reference of the Elsie Fund, of "increased meaningful deployment of uniformed women peacekeepers to United Nations missions":

1. **A T/PCC's** ability to deploy trained female and male personnel with the required skillsets in the timeframe stipulated in the project proposal and to address challenges related to performance and sustainability when it increases the number of Formed Police Units and/or military contingents it is deploying.
2. **DPO's** processes, criteria and available infrastructure for deployment of military and police personnel, including but not limited to:
  - a) actual and future needs for police and military personnel, taking into consideration any UN field missions projected to close or downsize;
  - b) the obligation to ensure geographical representation of TCCs and PCCs in the military and police components of UN field missions;
  - c) the obligation to respect the pledges made by TCCs and PCCs in the framework of the United Nations Peacekeeping Capability Readiness System (PCRS);
  - d) the availability in the UN field mission(s) of the requisite logistics, welfare and medical facilities for women.

In addition to the above, any provision of training or other assistance by DPO to TCCs and PCCs that is outlined in a project proposal will be contingent upon the availability of relevant DPO personnel and financial resources unless requisite resources are mobilized - in a timely manner - to enable the planning for and creation of additional capacities to address the scale and scope of activities envisaged in the project proposal(s).

**11. AUTHORIZATION**

First and Last Name: **Brigadier General Dr. Mutasem Abu Shatal**  
Job Title: **His Excellency the Assistant for Administration and Logistic Support in the Public Security Directorate, Jordan**

**Agreement for the LOI to be published on the EIF website. Note that sensitive data identified by the applicant can be requested not to be made public.**

Yes



## Part 2. Project Proposal

1. PROJECT TITLE	Police Women Qualification Center in the Public Security Directorate.
2. PROJECT DESCRIPTION, GOALS AND OBJECTIVES	<p>The project aims to provide a dedicated training facility with a capacity of 32 beds (with a surge capacity of an additional 20 beds in the multi-purpose hall) for the qualification of women police officers in the Public Security Directorate. Beds are for women from remote areas; the building's foundations are suitable to add another floor if required. It will provide an appropriate environment that takes into consideration the female components' needs, to enable them to assume positions across the four key elements of UN police peacekeeping operations: Command; Operations; Administration; and Capacity-Building &amp; Development, and to increase their participation in peacekeeping missions and to ensure the achievement of the goals of Security Council Resolution 1325 Women, Security and Peace.</p> <p>On construction of the training facility, the PSD will be able to conduct the necessary specialized training required for FPU to deploy on peace operations by training 240 women per year and qualify 100 women to deploy on peace operations in an FPU capacity per semi-annual in 4 UN missions. These increased numbers will be supported through recruiting against increased targets for women of 17% per year as set out in the 2021-2025 Recruitment Policy.</p>
3. BARRIER ASSESSMENT	<p><b>Has a barrier assessment on the deployment of uniformed women in United Nations peace operations been conducted?</b></p> <p>A legal framework (Memorandum of Understanding) was worked out with DCAF to conduct a study to identify barriers and obstacles that limit women's police participation in peacekeeping missions consisting of three questionnaires, one of which is answered by decision makers and the second by the relevant security apparatus and the third is a questionnaire that includes a number of questions that are distributed to the PSD staff to identify obstacles and limit them after conducting a detailed study.</p> <p>The Memorandum of Understanding was approved by the Ministry of Interior and is awaiting adoption and approval by the Prime Ministry and then setting a date for signing it with DCAF.</p> <p><i>EIF Addendum@ 15 Nov 2020: PSD signed (October 2020) the MOU between DCAF – the Geneva Centre for Security Sector Governance and JNCW, to commence the DCAF Measuring Opportunities for Women in Peace Operations (MOWIP) barrier assessment with the PSD for the Jordanian Gendarmerie. JNCW and DCAF are now planning the next steps with PSD.</i></p> <p><input checked="" type="checkbox"/> Yes (go to 3.3)</p> <p><input type="checkbox"/> No (go to 3.2.)</p> <p>Please check the box to agree to allow the Fund Secretariat to use data from the</p>

	<p>assessment to compile an anonymized overview report.</p> <p><input checked="" type="checkbox"/> Yes</p>
<p><b>4. PROJECT RATIONALE AND IMPLEMENTING STRATEGY</b></p>	<p><b>DCAF Barrier Assessment (ongoing):</b> The project will help to identify and clarify the barriers that limit the active participation of the female component in the Public Security Directorate in peacekeeping operations and leadership positions that are expected to be addressed through this project, as project activities will focus on addressing social, technical, economic and psychological barriers facing the female component and limit their posts.</p> <p>Jordan is one of the three largest active participants in peacekeeping operations and multinational security missions in recent years, so that the Public Security Directorate provides groups of Formed Police Units (FPU) within the security tasks in United Nations missions as law enforcement units and operations to achieve security stability on the mission land, as well It also provides groups of Police officers who are specialized in supporting the operations of the United Nations police (IPO) in addition to providing a large group of officers participating in competitive positions in the capacity of corrections officer as Government Provided personnel (GPP), planning, policy formulation.</p> <p>Annex C shows the numbers and percentages of the female component in the above-mentioned categories of missions: According to the Annex (c) it is clear that:</p> <ul style="list-style-type: none"> <li>- The female participation rate in missions is low compared to males.</li> <li>- There is still no participation by the female component in the (Formed police units (FPUs)).</li> </ul> <p>Based on the foregoing and in view of the merge process of the Gendarmerie Forces and the Civil Defence into the Public Security Directorate, There was a need to enhance female capabilities and experiences in security and the police on an equal basis with males in a manner that takes into account the modern social perspective based on gender and the roles played by female actors. In an integrated manner with a male, for this point, the first team consisting of (14) female members in the Public Security Directorate – see table (1)- have been now trained to participate in the FPU mission, including a number of paramedics to provide rescue services and a number of the females SWAT team to participate in the tasks of keeping public order in an integrated manner with the duties and major tasks within the framework of the duties required of the force.</p> <p>Because of the UN’s requirements to include the WPS framework in training at the national level, which includes sexual gender based violence (SGBV), the PSD needs funding to solve infrastructure problems and raise the capabilities to respond to</p>

the needs of the uniformed women, which are expected to make a clear impact in addressing the above two problems<sup>1</sup>, in order to ensure the active participation of the female component by providing various and optimal services. PSD Peacekeeping Operations Department will continue to ensure the requirements of the 2016 [SOP on Assessment of Operational Capability of Formed Police Units for Service in United Nations Peacekeeping Operations](#) are integrated into the new training facility program. Hence, the need to establish a specialized center for the qualification of the female component to participate in peacekeeping operations has emerged, as some exercises require physical skills and are not limited to theoretical training only, and also with international tendencies to increase the participation of the female component in peacekeeping, it was necessary to establish this center to increase the number of qualified women able to participate in international missions, as the number of vacancies assigned to the female component in existing institutes was very limited and did not fulfill the purpose of reaching the planned percentage for the participation of the qualified and trained female component in peacekeeping missions.

The project activities will achieve the following main results:

The project will support the operational activities of the Public Security Directorate's strategy by achieving the seventh strategic goal on sustainable development of the police work system to reach excellence in providing service through the operational goals system in which the female component is concerned, and achieving the optimum investment for women police in the Public Security Directorate. This means investing equally in male and female human resources including in the field of training cadres, appointing and employing them in suitable positions so as to achieve their ambitions and operational goals. This project will also develop new initiatives that include flexible work plans to enhance outstanding performance and ensure better working environments to ensure Gender Equality across the PSD and especially for women. This is in addition to improving work procedures and services, and improving the efficiency of work at the institutional and individual levels, including enhancing the level of operational readiness from a gender perspective through increased participation of women, especially with regard to peacekeeping and peace building operations at the regional and international levels.

- **Supporting the objectives of the Jordanian National Plan** to activate Security Council Resolution 1325, which are:
  1. Achieving a response to the gender needs and the active participation of women in the security and military sectors and in peacekeeping

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<sup>1</sup>The female participation rate in missions is low compared to males, and lack of participation by the female component in the (Formed police units (FPUs)).

operations.

2. Achieving the active participation of women in preventing extremism and violence, in addition to participating in building and making national and regional peace.
3. Providing responsive humanitarian services to gender needs and facilitating their safe access.
4. A social culture that supports gender needs and the importance of gender equality and the role of women, including the role of young women in achieving peace and security.

The **sustainability** of the expected results will be ensured through:

1. Activating the female component center and performing the duties for which it was found (qualification, training, studies and research)
2. The statistical reports issued by the center include numbers, percentages, and types of training and qualification programs provided for female members.
3. Producing a group of specialized trainers through the necessary courses (TOT, foundation, advanced, and specialized courses related to peace operations) in cooperation with the UN Department of Peace Operations where official UN training recognition of pre-deployment courses is sought, and local and international partners in this field.
4. Providing qualified and highly trained human resources, so that they are maintained to carry out various functions and duties in the present and the future in a safe and fair manner.
5. The continuous provision of the PSD with the female component, especially in the operational field, which requires training them in a specialized manner and consequently holding the necessary courses continuously in the center, and converting a number of the female in PSD from the civilian category to the uniformed category requires training in specialized courses.

The project is expected to set a **new creative precedent** through:

1. The existence of a specialized qualification center for the female component at the national and regional levels that contributes effectively in all areas of training for the female component and takes into considerations the needs of gender in order to support increased participation of the Jordanian female component in peacekeeping missions.
2. The center will have an active role in increasing knowledge on gender and culture in the Public Security Directorate by providing training courses and



	<p>local and international workshops on issues related to gender and Security Council Resolution 1325 (Women, Security and Peace) which will help in creating a new organizational culture based on gender equality and ensuring Gender needs. This new centre will support PSD's current training efforts that already occur at a number of PSD's training facilities (Training City, the Police Academy, Gendarmerie and the Academy of the Civil Defense Directorate and PSD shooting ranges) where men and women already train together. These existing facilities will also be able to support the new training centres efforts to strengthen the institutional culture of the PSD through ensuring gender equality and ensuring Gender needs.</p> <ol style="list-style-type: none"> <li>3. The Center has an active role in implementing the PSD Gender Mainstreaming Strategy 2021-2024 launched in February 2021 and policies to integrate a gender perspective into the Public Security Directorate.</li> <li>4. Publicize success stories of previous participants in international peacekeeping missions by engaging participants as trainers and experts and telling success stories to trainees during preparation periods. These stories will include topics such as success stories, mission challenges, self-resilience, mission daily life, self confidence, and mission requirements.</li> <li>5. Empowering women and increasing their opportunities to take leadership positions in all locations and in peacekeeping missions (FPU &amp; IPO) by engaging in leadership and supervisory skills courses.</li> <li>6. The possibility of investing the presence of this facility in training female personnel from regional security institutions.</li> </ol>
<p><b>5. PROJECT RESULTS FRAMEWORK</b></p>	<p>See</p> <ul style="list-style-type: none"> <li>- Annex A: Project Outcome Framework</li> <li>- Barriers identified in the Situation Analysis below</li> </ul>
<p><b>6. DETAILED BUDGET</b></p>	<p>A detailed Estimated budget for the Project Construction is detailed in Annex E.</p> <p>An updated detailed budget will be provided once tender has been successful.</p> <p>The total project cost is US \$1,706,281.10; PSD are funding US \$197,806.50; EIF US \$1,000,000.00</p>

### Part 3. Deployment Planning for United Nations Peace Operations

Table of deployment planning 2021 to 2023 (Taken from PSD Annex C). The following figures represent the number of personnel and % of women that the PSD estimates it would be able to deploy (IPOs / FPU) in future years, in accordance with DPO's actual and future requirements including field mission downsizing.

On advice from DPO, PSD acknowledge that

- UNMISS, the main English-speaking mission, will have no capacity to absorb an increased number of UNPOL from Jordan.
- the likely IPO and FPU numbers deployed will be in the region of 75 (Women: 52, Men 50) and 160 (Women: up to 32, Men: up to 150) respectively in the years 2021-2023.

Type of personnel	2021			2022			2023		
	Total personnel	# women	% women	Total	# women	% women	Total	# women	% women
Individual Police Officer	103	28	27%	103	40	39%	120	53	44%
Formed Police Unit	280	50	18%	280	60	21%	420	90	21%

#### Detailed FPU deployment 2021

Field mission	Total personnel	# women	% women	Ranks held by women	Job functions held by women in the contingent
MINUSCO - Congo	180	20	11%	COP – 1 <sup>ST</sup> .LT	Administrations

#### Detailed FPU deployment 2022

Field mission	Total personnel	# women	% women	Ranks held by women	Job functions held by women in the contingent
MINUSCO - Congo	180	30	17%	COP – 1 <sup>ST</sup> .LT	Administrations And Operations

#### Detailed FPU deployment 2023

Field mission	Total personnel	# women	% women	Ranks held by women	Job functions held by women in the contingent
MINUSCO - Congo	180	30	17%	COP – 1 <sup>ST</sup> .LT	Administrations And Operations

### Part 4.Situation Analysis:

On 12/16/2019, His Majesty King Abdullah II directed the government to proceed immediately with the procedures of merging the General Directorate of the Gendarmerie Forces and the General Directorate of Civil Defence within the Public Security Directorate (PSD) and on 16/2/2020, a law amending the Public Security Law No. (14) for the year 2020 was published in the Official Gazette No. (5621).

- Therefore, a Gender Unit was created and a coordination committee was formed to implement the gender mainstreaming action plan to activate Security Council Resolution 1325 in the Public Security Directorate, and a staff of units concerned with implementing the work plan were appointed with administrative and operational competencies to deal with gender issues and to study their needs, particularly with regard to enabling the female component to carry out the duties assigned to them within the processes related to the deployment of the United Nations Force and Formed Police Units (FPU). The aforementioned unit has studied the impact of the Women's Training and Qualification Center on the gender contribution to United Nations peacekeeping missions, as individual police officer (IPO) or formed police units (FPU). The results are as follows:

- The project planning team has been provided with the following table by the Peacekeeping Operations Department in the PSD, which includes the numbers of female sector participants in peacekeeping operations, where the year 2019 was defined as a baseline with which results - percentages and numbers - can be measured in the years that follow until the year 2022.

**Table (1) Female deployment and projections:**

Category	2018	2019 (Baseline)	2020	2021	2022	2023
Individual Police Officer (IPO)	20	16	21	21	34	40
Formed Police Units	0	0	14 (under preparation) for six months service each	50 will be qualified for six months service each	100 +20 (standby) for 6-month deployments	200 + 40 (standby) for 6-month deployments
Leadership Positions	0	0	0	5	3	5
Other posts as required by the UN	0	0	0	5	0 - depends on UN requirements	0 - depends on UN requirements
<b>Total</b>	<b>20</b>	<b>16</b>	<b>35</b>	<b>81</b>	<b>157</b>	<b>285</b>

**Note:**

- (i) The 2023 total of 285 – is total pers trained FPU as at 2023 (i.e. 100 + 20 in 2022 and 100 + 20 in 2023); rather than the total number of women to be trained in 2023
- (i) To reach the 2023 total of 285 trained women, existing training facilities will be used.

(ii) Other posts as required – this information is unknown at this date; and will be changed once additional details –post type, period, type of business, qualifications needed etc for other posts are advertised.

- Based on the numbers mentioned in the above table, a strategic committee was formed to re-examine the project proposal submitted by the Gendarmerie (previously) to include all women sectors working in the Public Security Directorate with its components after the merge, therefore, an analysis was made of the internal and external environment of the new Public Security Directorate on the SWOT & PESTEL tools, the results are as follows:

**Strength Point:-**

- 1) The presence of the political decision to empower women: the Jordanian constitution, the ratification of international agreements, declarations and international decisions by the Jordanian government, the adoption of the global goals for sustainable development 2030, the approval of the national strategy for Jordanian women, and the activation of Resolution 1325 issued by the Security Council, which includes activating the role of women in preventing conflicts and bringing peace.
- 2) Security stability in Jordan and good relations with neighbouring countries and the international community.
- 3) The distinguished position of Jordanian women in Jordanian society.
- 4) The merge process, which provided the PSD with more experiences, specializations and skills that females possess within the components of the Directorate with its new structure.
- 5) The presence of a gender office and coordination committee.
- 6) The presence of a strategic location for the establishment on the of the Royal Police Academy's campus.
- 7) The desire, willingness and enthusiasm of the female component in Jordan to participate in the United Nation missions.
- 8) The ability to speak Arabic language by female component, which is an advantage required by some UN missions, to enable communication with females in some communities in host countries for peacekeeping missions.

**Weaknesses:- (Barriers that limit participation)**

- 1) Lack of skills required to participate in peacekeeping forces such as (language, driving, communication skills).
- 2) Poor infrastructure that takes into considerations the needs of gender.
- 3) Weak financial resources for the establishment of the center.
- 4) Lack of specialized training staff.
- 5) Lack of female staff to assume leadership positions.

**Available Opportunities:-**

- 1) Increase the female component in the PSD after the merge by 17%.
- 2) The presence of a group of partners and donors interested in matters of qualification and empowerment of women.
- 3) It provides an opportunity for a grant from the Elsie initiative to create a specialized training center that will ensure an increase in the number of training vacancies for the female component.



**Threats:-**

- 1) Security instability in neighbouring countries.
- 2) The lack of necessary support that meets the needs of gender, such as permanent financial and technical support to complete the project.
- 3) Emergency global epidemiological conditions.

The project's expected impact on identifying and removing obstacles that limit the active participation of the female component in peacekeeping operations:

**Barriers Identified:** Due to the lack of the required skills to participate in the peacekeeping operations (language, vehicle driving, communication skills), as the required languages to participate in peacekeeping missions (English and French) cause an obstacle for those who wish to participate in peacekeeping missions, and because the spoken and working language of the PSD is Arabic, and to meet the requirements of the United Nations before deployments (tests and interviews in the English or French), the project is expected to contribute to tackling this challenge by including future training plans, exercises and courses in both languages, which will be reflected in the refinement of the female component's skills.

There is also a tendency to hold training courses on four-wheel drive vehicles that are used in most of United Nations missions, the project will provide the appropriate environment for training the female component on such vehicles, In addition to developing the communication skills of the participants in the UN missions, which enables them to pass the required interviews within the assessment and selection activities and raise their communication capabilities, which can be reflected on their ability to deal with societies in conflict areas, especially with women, children and vulnerable groups, and to ensure effective participation to meet the requirements of the United Nations mandate on the mission areas, conflict prevention and social problem solving, which contributes to supporting the goal of the national plan "to achieve the active participation of women in preventing extremism and violence and building and making national and regional peace".

In addition to the poor infrastructure that takes into consideration the privacy of gender needs, especially women's elements, for example (finding private dormitories, dressing rooms, places of prayer, some dedicated halls and fields, and places to provide medical services and first aid ..... etc.) because there are differences in the physical needs of gender - must be taken into consideration during the implementation of activities related to training and qualification of both sexes in the pre-deployment stages, which contributes to support the goal of the national plan "to achieve a response to gender needs and the active participation of women in the security and military sectors and in peacekeeping operations" It is expected that through the establishment of a center for training and qualifying genders equally and according to the above-mentioned peculiarities, it will contribute to addressing these needs and this will be achieved by providing the necessary funding to address the poorness of financial resources, which will be found in the creation of a special facility for training specialized staff (TOT) and empowering female component to take leadership positions.

Based on these data, the presence of a specialized center for the qualification of the female component will take into considerations the following contexts:

### **Economic context**

The project will enable gender economically in the Public Security Directorate by obtaining equal opportunities to participate equally in all functional fields locally and internationally.

### **Social context:**

The project will be important for promoting the concept of gender in the local and international community through peacekeeping missions and functions. It will take into consideration enhancing the response to the needs and priorities of the female component in all peacekeeping operations and increasing the percentage of their participation in United Nations missions, which will lead to a significant positive impact on the activation and application of gender equality and the empowerment of women in other relevant aspects of Jordanian society through the promotion of the concepts of a Culture Change in Jordanian society within the following elements:-

1. Reaching the international standards of training in Jordan through capacity building for Jordanian staff including the Women Peace and Security framework and gender equality.
2. Explain the effect of the change on social culture (at the community and organization levels) by integrating them into an institutional framework.
3. Moral change through the achievement of self-satisfaction and self-esteem of the female component in order to achieve self-reliance.
4. Ensuring the protection of women and children's' rights.
5. Achieving family and community support for women to encourage them to participate in peacekeeping operations.

### **The political context:**

This project was adopted by the Public Security Directorate, which is considered one of the main law enforcement institutions of the Jordanian state, which promotes the political situation and supports and maintains security and peace through gender representation in security institutions and United Nations missions, which strengthens the government's commitment to implement the Jordanian National Plan to activate the Council's decision Security No. 1325 (JONAP).

### **Institutional context:**

At the local level, this project will help to analyze and manage the obstacles that limit the participation of the female component in institutional processes by providing the necessary information to qualify and train the female component, which helps achieve the seventh strategic goal of the Public Security Directorate concerned with sustainable development of the security work system and encourages the inclusion of women in operations Administrative, tactical, and decision-making, which will be reflected in national governance, support for the security sector, and the strengthening of security, justice and reform institutions with regard to gender mainstreaming and development. This will also support the operational context within the institutional environment by meeting some of the urgent necessities that require the presence of women in the field of law enforcement through their participation in maintaining security and order during protests and demonstrations in addition to qualifying new

specialized staff of the gendarmerie and civil defence in a female environment compatible with the Elsie Initiative and meets the desires and ambition by establishing a specialized training center, and this will contribute to assisting the Public Security Directorate while it is converting uniformed women in the civil formula to the uniformed formula and establishing their transfer based on specialized training in the field of law enforcement, as the number of the female component reached (PSD total women: 7300) women including (Gendarmerie and Civil Defence Directorate women: 2000) in the civil nature.

**Note (1): Activities are being undertaken to support women in leadership positions:**

The Public Security Directorate has implemented a set of activities that help encourage women to assume leadership positions by establishing clear policies regarding the participation of women in all activities and jobs they undertake, including direct work with women, regardless of any cultural and societal considerations, In order to qualify potential female leaders.

Moreover, the Public Security Directorate, in cooperation with the United Nations Entity for Gender Equality and the Empowerment of Women, launched the PSD's Gender Mainstreaming Strategy 2021-2024. The strategy was developed based on the Jordanian National Action Plan to implement Security Council Resolution 1325, on women, security, peace and subsequent resolutions, and with the support of the governments of Canada, Norway, Finland, Spain and the United Kingdom, in order to support Jordan in achieving its goal of becoming a regional security sector leader in integrating the concept of gender, building capacities and capabilities, and promoting the advancement of women in all services of the Public Security Directorate, and also to support the participation of women who are an active element in the Public Security Directorate. The Public Security Directorate has adopted a four-year strategy, through which it seeks to implement a set of measures and deliberate, gender-responsive policies, with the aim of promoting gender equality, and ensuring equitable access for women to all roles, training and opportunities.

This strategy is in line with the Jordanian National Action Plan to implement Security Council Resolution 1325 on Women, Security and Peace and subsequent resolutions (JONAP) 2018-2021, making public security services a pioneer that adopts gender-responsive policies and procedures.

One of these policies is the establishment of a Gender Office in the Public Security Directorate that is concerned with developing awareness programs for males and females at all levels about concepts of women's rights and equality, and about methods of communication between men and women to find ways to deal on the basis of professionalism and respect, where through this the gap Trust between the two parties can be narrowed the idea of direct work with women in all aspects of administrative and operational sides can be enhanced.

The PSD has established a Gender Coordination Committee to oversee the integration of a gender perspective in the PSD; this committee actively participated in preparing, discussing and drafting the PSD Gender Mainstreaming Strategy 2021-2024. The committee meets at least monthly and is chaired by the Director of Peacekeeping Operations; the deputy is the Director of the Women Police and the eight members are from various public security departments. The committee monitors the PSD's performance indicators and report

Although stereotypes have influenced women's career aspirations, women have aspirations towards leadership and competing for positions as soon as they feel ready for them. This will never happen without giving them the same opportunities as male colleagues, on that the PSD involved women in

basic and advanced leadership courses and finally in 2020 they participate in the promising future leaders course.

The Public Security Directorate continues to provide lectures to male and female human cadres to introduce the great role of women in the fields of security, justice and peace, and the adoption of Resolution No. 1325 made the PSD able to keep pace with global Developments in the areas of empowering women and granting them the right to assume power and position, and this is done through field guidance of the on job training in the workplace by leaders.

**1- Training in the requirements for leadership positions in FPU & IPO, for example, platoon commander & operation officer in FPU, and we will work in the future to be a FPU commander girl**

**2- Continuous communication with the United Nations leadership in New York and the leadership of any mission in any mission to obtain an evaluation of the performance of women in the task, for example, the appraisal evaluation leader in the IPO UN police station leader or commander + team side**

## Part 5. Issues and Recommendations

### Other issues

The project will enhance the procedures of the Public Security Directorate in the areas:

#### A- Recruitment policies:

For the purposes of framing the joint specialized work of all uniformed women and current workers in the Public Security Directorate, and to fill the shortage in the number of uniformed women, the Public Security Directorate developed plans that would increase the current number by not less than 17% from the **baseline** that began with the beginning of the integration of the Public Security Directorate. With its three components (general security, gendarmerie, and civil defense), which is the year 2019, when the Directorate decided to set a future plan for five years in which the number of women recruited would increase, according to what is mentioned in the following table:

Actual Recruiting Values						
Year	2015	2016	2017	2018	2019	2020
The recruited number of both sexes	2800	4217	6080	1899	1366	63
The recruited number of females	112	132	152	207	287	22
The percentage of female recruitment	4%	3,13%	2,5%	10,9%	21%	41,5%
Target values according to the five-year plan, at a rate of 17%, as a constant annual increase percentage over the baseline for 2019						
Year	2021	2022	2023	2024	2025	
The recruited number of both sexes	4200	4500	4620	5100	5500	



<b>Planned number of female recruitment</b>	<b>336</b>	<b>385</b>	<b>434</b>	<b>483</b>	<b>532</b>	
<b>The percentage of increase in the number of female recruits</b>	<b>17%</b>	<b>17%</b>	<b>17%</b>	<b>17%</b>	<b>17%</b>	
<b>Overall increase</b>	<b>8%</b>	<b>8.6%</b>	<b>9.4%</b>	<b>9.5%</b>	<b>9.7%</b>	

Based on the data in the table (actual values of recruitment) in the years (2015-2020), the currently available preparation of female personnel is insufficient for the security work requirements in the Public Security Directorate at the local level, and the second table (target values) shows that the target values for the number of females who will be recruited for the next five years, and with an increase of 17%, there will be sufficient numbers of females to enable the Public Security Directorate to include them in local jobs and in peacekeeping operations. The Gender Coordination Committee for the Inclusion of Women, through their implementation of the PSD Gender Mainstreaming Strategy 2021-2024 is responsible for developing the plans to increase the number of women in the PSD. The standard of women's education in Jordan is high with the supply normally outstripping the demand for women to join the PSD.

Increasing the number of women recruited into the PSD who are then able to undergo training required to deploy on UN Peace operations, will contribute to **Outcome 3** of the Elsie Fund's results framework in the longer term.

**Specific activities will be undertaken to increase the recruitment to 17% of total intake through:**

There are some activities that the Public Security Directorate carries out to achieve the targets that it wants to recruit from women in security work, and although these activities are not comprehensive in all aspects, the recruitment plan includes the following:

1. Determine and prioritize the physiological needs that are needed to be recruited into the police on the basis that they possess those desired characteristics to appoint the appropriate personnel based on organizational and societal needs and the assigned tasks.
2. Appointing and selecting staff who can understand the culture and the organizational goals and who possess the capabilities that enable them to achieve these goals in conjunction with an understanding of the demographics of the community and its needs.
3. Disseminating success stories, achievements and principles of gender equality like hosting a Women in Policing Career in the media and social media interviews, taking into account that the Public Security Directorate has a department specialized in media and community police, a website and a Facebook page, which are considered as strengths that can be used to develop flyers, posters and brochures with female officers features.
4. Focusing on diversity in its comprehensive sense, which includes gender, geographic regions, scientific levels and required professions, this step is very important for the task of recruitment.
5. Simplify the hiring process by finding ways to shorten the time between tests, interviews and background checks.

6. Developing and announcing a perception of the benefits that applicants will receive, such as increased wages and incentives (Developing Effective Awards and Recognition Programs), vacation times, the level of rank, period of promotions and position that can be occupied by female officer, and/or promoting the quality of administrative services such as transportation, leave, etc.

As mentioned previously, these are policies and procedures that are strengthened by the Public Security Directorate and included in future recruitment plans in a preparatory strategic manner from now to maintain the 17% rate for female recruitment in the coming numbers.

#### **B- Training plans to increase training capacity:**

The Public Security Directorate has a number of training institutes, which in turn train the human element, both male and female, but there is a **lack of training outputs**, especially with regard to training the female component on the necessary skills to participate in the peacekeeping forces, as well as a **shortage in the number of women trained** in the skills required to participate. With the peacekeeping forces, in the Princess Basma Institute for Training Women's Police, compulsory courses and courses for new recruits specializing in infantry and weapons are held and some specialized courses. Specialized courses for participation in peacekeepers are not held for the female component because this type of course is held at the Peacekeeping Operations Training Institute.

These courses include males and females, but the percentage of females is much less than the percentage of males. Therefore, these peace-keeping courses that are held at the Peacekeeping Operations Training Institute do not include a sufficient number of women targeted to participate in peacekeeping missions and according to the target rate for the coming years, especially that Jordan began with the participation The female component is within the FPU companies, and therefore it became imperative to have a place in the Public Security Directorate that offers specialized courses for peacekeeping missions, whether they are FPU or IPO, and especially for the female component, so that we can get the sufficient and targeted number for the coming years for the participation of military women in peacekeeping missions, which Comply with the terms and requirements applicable in the United Nations. The number allocated to women is very small compared to that of males, and therefore the number of female graduates from these courses does not meet the purpose and does not cover the percentage for male participants, as the percentage of males is double the proportion of women in the Public Security Directorate.

The Public Security Directorate currently has several training institutes. Institutes have limited training capacity to take into account gender needs. This, in turn, constitutes an obstacle to female training, especially since these training facilities do not contain full amenities for females, such as nurseries and changing rooms for females, in addition to the lack of bedrooms for women coming from distant governorates, and this affected the training outputs and limited capabilities as well, table The following provides statistical information about the status of training at the Princess Basma Institute for Training Women's Police, and the Institute for Peacekeeping Operations Training:

The PSD Peacekeeping Operations Department will continue to ensure the requirements of DPO's SOP on Assessment of Operational Capability of Formed Police Units for Service in United Nations Peacekeeping Operations ([link](#)) are integrated into the new training facilities training requirements, noting DPO's FPU policy requirement that a minimum of eight weeks be devoted exclusively to the delivery of content envisaged in the UN Pre-deployment Training Standards for FPUs ([link](#)).

Due to the lack of sufficient numbers of women's cadres or enough specialized courses for them, there is a plan to increase the number of courses and cadres from the women's sector to involve them in

various types of training, such as languages and skills, whether related to security work or peace-keeping, and these trends laid the foundations for them in planning human resources budgets and the PSD annual training plan (the new plan after the process of merging the gendarmerie and the civil defense with the police in one body) as targets that can be achieved by utilizing the current training centers and the Center for Rehabilitation and Training of the female component, funded by the EIF, where it is expected that (240) women will be trained annually to participate in the Peace-KEEPING forces (the Formed Police Units), provided that the pilot period is six months, taking into account the planning to find spare of (5) trained females for each (25) trainees in the event of a circumstance that prevents some of them from participating in the UN missions, such as marriage or childbirth.

The Public Security Directorate currently has several training institutes. Institutes have limited training capacity to take into account the needs of women. This, in turn, constitutes an obstacle to female training, especially since these training facilities **do not contain full amenities for females**, such as nurseries and changing rooms for females, in addition to the lack of bedrooms for women coming from distant governorates, and this affected the training outputs and limited capabilities as well. The following table provides statistical information about the status of training at the Princess Basma Institute for Training Women's Police, and the Institute for Peacekeeping Operations Training:

Current annual total	Types of courses according to the training plan	The annual number of participants in the courses	Institute name
225	Basic Police Training	150	Princess Basma Training Institute Women's Police
	Specialized courses	75	
130	Six different special courses concerning United Nations IPO's curriculum	130	Peacekeeping Operations Training Institute

Table (3)

Based on this training reality, it is expected that the women's training and qualification center will contribute to increasing the number of specialized training courses for peacekeeping and law enforcement tasks at high and high rates, especially in the areas of the FPU, as it is planned to involve a faction of women in the peacekeeping companies in this year and next year. At the beginning of the year 2022, as shown in the following table:

Duration of participation	Annual participation rate	Planned participant's number (6 months)	Faction Name	Year
6 months/2	11,2%	14	MONUSCO (Congo)	2020
6 months/2	20%	50+ 10 standby	UNAMID (Darfur) (two factions)	2021
6 months/2	20%	50 + 10 standby	UNISFA (Abyei)	2022

6 months/2	20%	50 + 10 standby	MINUSMA (Mali)	
6 months/2	20%	100 + 20 standby	UN Multiple duty station	2023
<b>120*2=240 (6 month deployment is a pilot)</b>			<b>Total training output 240 at the end of 2023</b>	

Table (4)

The PSD acknowledge that the above proposed numbers of trained police ready for deployment to any UN peacekeeping operation is fully contingent on the UN's future mission, IPO and FPU requirements, noting that UNAMID (Darfur) closed 31 Dec 2020; and there are no FPU's currently deployed to UNISFA.

The PSD note that where a 6-month deployment is indicated, that this is a pilot to encourage more women to deploy for a shorter amount of time.

In addition to the above, the Public Security Directorate will need to continue training with 225 female members annually in the new center, and this will feed the tasks of the FPU and IPO with trained personnel ready to work in these tasks, as training will be conducted in accordance with the UN's pre-deployment training requirements, on the following commenced pre-deployment courses:

1. Languages: English and French refresher courses.
2. Competitive positions
3. communication skills
4. Driving vehicles
5. Shooting
6. Light weapons and snipers
7. Personal security and VIP guarding.
8. Climbing and landing from high altitude areas
9. Deterrence patrol tactics clearly
10. Indoor fighting
11. Accompaniment and insurance
12. Information gathering and analysis
13. Rapid response to rescue and evacuation of people at risk (hostages)
14. Resolve situations related to roadblocks (illegal closure)
15. Solve high-risk situations with the least human losses, injuries, or property damage
16. Experts in dealing with situations related to the presence of explosives
17. first aid
18. Negotiating in the case of hostages
19. UN Core Values and Competencies
20. UN Mission Structure
21. HIV and AIDS in Peacekeeping
22. UN Aviation Safety Awareness
23. Landmines and Explosives Remnants of War
24. Integrating Gender into Peacekeeping Operations
25. UN Peacekeeping Operations: An Introduction
26. United Nations Civil-Military Coordination
27. UN Respect for Diversity

**In addition to the above mentioned Pre-deployment courses the next table shows the FPU specific Pre-deployment Training Plan:**

Course title	Duration	Topics	Notes and status
Languages courses	4 weeks/3 times annually.	English / French as mission requirements.	commenced
Mission specific <sup>2</sup>	2 weeks/ 4 time annually.	<ul style="list-style-type: none"> <li>- SCR# 0000 that established the mission.</li> <li>- FPU Mandates.</li> <li>- SoPs</li> <li>- PoC, Child Protection, GBV.</li> </ul>	commenced
Public Order Management - POM	2 weeks/ 4 times annually.	Theory and Tactics	commenced
SCR 1325 Introduction.	1 week/ 4 times annually.	Introduction to the UN Security Council Resolution/s on the Women, Peace, and Security Agenda to Define the Uniqueness of Women through Soft and Hard Security skills, also to raise awareness about the importance of these UN SCRs; to build capacities for their implementation; and to promote their sustainable implementation at the regional and national levels. the course will be especially designed for people who work in the area of peace and security at the national or regional levels.	commenced
Weapons Skills: handling and shooting	2 weeks/ 4 times annually.		commenced
Women Police courses.	1 week/ Based on needs for such course.	special life skills course	Will be provided by female officers who are specialized in the special needs of females through hypothetical case study or telling stories from the reality of missions. It is preferable for such courses to be not commenced together with Male officers to preserve the confidentiality and

<sup>2</sup> The aim of the Mission-Specific Generic Training for personnel is to equip them with knowledge of issues that are considered to be of importance to the mission and will enhance their early integration into the system and also facilitate commencement of early support to mission operations.

			privacy of the females in the missions.
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**In future plans of qualifying women for leadership positions at national and international levels:**

The PSD through cooperation between the training institutes and centers of the Public Security Directorate - the gendarmerie, civil defense, Police, and along with the new women established center will offer training courses for female and male cadres are specialized within the Strategic Guidance Framework -SGF for international policing, these trainings will focus on gender through four pillars:

- 1) Police Administration.
- 2) Police Capacity-Building and Development.
- 3) Police Command.
- 4) Police Operations.

These trainings will aim to enhance the effectiveness of national/international policing through more consistent, harmonized approaches to the provision of public safety, police reform and support to police services, and to enable the more sophisticated recruitment of staff with the necessary specialized skills and competencies to meet contemporary security, safety and protection of civilians demands and challenges.

Construction of the women's training and qualification center will enable the PSD to train the proposed increased number of women IAW DPO's requirements and will contribute to **Outcome 2** of the Elsie Fund's results framework in the medium to long term.

**C- Improving United Nations job advertisements and candidate nominations policies:**

The Public Security Directorate, and through the United Nations liaison officer in New York, receives advertisements for jobs or vacancies available for work in United Nations missions. They include the competence and desire of both sexes to apply for the post declared by the United Nations. At this stage the Department of Peacekeeping Operations follows the requirements of the United Nations in terms of conditions that usually represent the availability of certain conditions for the candidate, such as years of service, academic degree, professional specialization, and proficiency in languages Work in the United Nations and other duties, in addition to the person's desire to participate in the tasks, and in light of that selection processes are carried out, which are represented by personal interviews, sufficient number of comparison between them, language examination (English or French according to the task requirements) and the study of the CV presented by the candidate

Those wishing to participate in peacekeeping missions, males and females, apply. It is worth noting that a large number of females who are willing to participate in peacekeeping missions apply for participation, and then applicants (males and females) are subjected to pre-SAAT tests conducted by the PSD Department of Peacekeeping Operations - similar to the SAAT test. Unfortunately, a large number of females do not pass these tests, both PSD and SAAT, due in part to the lack of sufficient qualification and training for the requirements to pass the pre-SAT test. Of the females who pass the pre-SAAT exam, unfortunately many still do not pass the SAAT exam, in part due to lack of confidence in their own skills and resilience. This issue is explained in the following table.

Consequently, the percentage of women who have the desire to participate in peacekeeping missions is high, but they lack the specialized training and qualification necessary to participate in peacekeeping missions, and thus this is a new justification indicating the extent of the need to establish a specialized training center for women on peacekeeping missions and that the establishment of the center has become Urgent need.

In the following table, we find that the **success rates** in the United Nations tests for the female component are low and need more focus on capacity building to help female members overcome this obstacle:

*Table 2*

<b>Cumulative statistic</b>									
<b>Year</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2020</b>	<b>Total</b>
<b>Total number that submitted for the test</b>	1048	915	877	376	511	713	631	193	5264
<b>Males total number</b>	1045	800	842	369	485	683	411	150	4845
<b>Females total number</b>	3	55	35	7	26	30	220	43	419
<b>Total successful in English</b>	179	256	91	90	131	249	0	32	1073
Males number successful in English	178	245	90	86	117	279	28	26	1049
Females number successful in English	1	11	1	4	14	15	28	6	80
<b>Males number successful in French</b>	39	30	4	12	8	31	55	55	234
Females successful in French	0	0	0	0	0	0	0	0	0
<b>Total successful</b>	218	286	95	102	139	325	55	87	1307
<b>Percentage for passing the test 100%</b>	%20.8	%31.3	%10.8	%27.1	%27.2	%45.6	%8.7	%45.1	%24.8
<b>Cumulative statistics for the number of women police who applied for United Nations exam</b>									
<b>Year</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2020</b>	<b>Total</b>



<b>Total number that submitted for the test</b>	<b>3</b>	<b>55</b>	<b>35</b>	<b>7</b>	<b>26</b>	<b>30</b>	<b>220</b>	<b>43</b>	<b>419</b>
<b>Total successful in English</b>	<b>1</b>	<b>11</b>	<b>1</b>	<b>4</b>	<b>14</b>	<b>15</b>	<b>28</b>	<b>6</b>	<b>80</b>
<b>Percentage for passing the test 100%</b>	<b>%33</b>	<b>%20</b>	<b>%3</b>	<b>%57</b>	<b>%54</b>	<b>%50</b>	<b>%13</b>	<b>%14</b>	<b>%19</b>

**How to improve at this point:** This is done by performing all of the aforementioned, taking into account that the proportions of those who are selected conform to the United Nations standards in gender equality, so that a sufficient number of females is chosen against the number of males, and this is the current problem Facing the selection and classification committees, as there are currently insufficient numbers of females to compete with males in advancing and obtaining competitive positions or the armed police force.

**How to solve the problem:** This is through empowering and qualifying female members in advance through the new center in order to have the desire and ability to compete in front of males, and thus female participation rates are in line with the standards adopted by the United Nations because the mechanisms of advertising employment and competition for both sexes have been improved.

**D- Increase the percentage of women’s participation in various peace processes:**

This item will relate to all types of jobs, as the statistics we got from the Department of Peacekeeping Operations indicated that there is still no participation in the FPU by women, at the time that 14 officers were trained and qualified this year, compared to only 130 female officers involved in The tasks of the IPO from 2007 to 7/2019, and this number compared to the number of males is considered insufficient and the participation rate is almost non-existent.

To solve this problem, the Public Security Directorate will train and qualify new and active female personnel, in addition to recruiting sufficient numbers to comply with the rates required globally, and as mentioned previously (a), there is an intention to involve about 125 female personnel every 6 months in the FPU, in addition to Strengthening women's capabilities through training to increase competition for positions in the United Nations so that the number of participants in the IPO is increased.

The following list shows the percentage of women participating in peacekeeping missions:

	<b>year</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Percentage %</b>
<b>IPOs</b>	<b>2018</b>	<b>150</b>	<b>20</b>	<b>170</b>	<b>13.3</b>
	<b>2019</b>	<b>150</b>	<b>16</b>	<b>166</b>	<b>10.7</b>
	<b>2020</b>	<b>137</b>	<b>21</b>	<b>158</b>	<b>15.3</b>
<b>Total</b>		<b>437</b>	<b>57</b>	<b>494</b>	<b>13.0</b>

	year	Rank	Male	Female	Total	Percentage %
POSTS	2018	From lieutenant to brigadier	2	0	2	0.0
	2019		8	0	8	0.0
	2020		9	0	9	0.0
Total			19	0	19	0.0

	year	Male	Female	Total	Percentage %
FPU	2018	573	0	573	0.0
	2019	550	0	550	0.0
	2020	279	0	279	0.0
Total		1402	0	1402	0.0

#### **E- Enriching the culture of change for the individual and society:**

The Public Security Directorate will follow some policies that will help change the societal culture of Jordanian society, as well as the subculture of women's police salaries. These cultures will be affected by the measures that the Public Security Directorate will take to ensure an increase in the percentage of women recruiting and increase the rate of participation in peacekeeping operations, Among these policies and procedures:

- 1- The culture of change in the community, by showing the success stories of female security workers, whether in the Public Security Directorate at the local level or through the female members who participated in peace-keeping operations previously or now.
- 2- Following the methodology of persuading women to join the security establishment and getting used to bearing the job burdens, and this is done through the announcement of vacancies and the importance of the role of women in security work and the effects obtained in society through the privacy of the work carried out by women in the security work.
- 3- Creating the appropriate environment and infrastructure appropriate to the needs of the gender, which will be provided in the new training facility in cooperation with the Elsie initiative, which will address basic needs and provide amenities, especially for females coming from areas far from Amman, and reduce the financial costs incurred by females by providing accommodation and nurseries. For children, in addition to providing transportation.

#### **F- Alignment of the participation rate to the uniformed gender parity strategy of the United Nations Secretary-General 2018-2028:**

The Public Security Directorate will seek to increase the percentage of female recruitment in the upcoming recruitment plans and increase the number of courses that women receive. This will ensure the empowerment of larger numbers that are active and effective in the Public Security Directorate and have the ability to pass the tests required by the United Nations to participate in peace operations, which will provide the Directorate Public Security A larger number of females can be involved in all the jobs provided by the United Nations so that the percentages are compatible and

consistent with the unified gender parity strategy of the United Nations Secretary-General 2018-2028 as follows:

Job	Current female participation rate as at March 2021	Baseline year					United Nations Secretary-General's uniform gender parity strategy targets 2018-2028
		2022	2023	2024	2025	2026	
FPU	0	4% each year					20%
IPO	13	Based on DPO call for service					30%
Posts	0	Based on DPO call for job opening					20%

These targets will be implemented from the beginning of the year 2021 AD and it is expected within the next two years that these percentages will coincide with the above-mentioned strategy in the event that a specialized center has been built to be comprehensive with all the training needs of the jobs mentioned in the above table, in addition to improving the types of training curricula that will be provided For female candidates to participate in all these jobs, especially since the competence and training capacity of the training centers of the Princess Basma Institute for Training Women’s Police and the Peacekeeping Operations Training Institute mentioned above do not meet the training needs in terms of numbers and ratios envisaged for the uniform gender parity of the United Nations Secretary-General 2018-2028.

#### **G - Implementation of the Jordanian national action plan to activate Security Council Resolution No. 1325**

The Public Security Directorate committed itself to implementing the Jordanian National Action Plan to activate Security Council Resolution No. 1325, and accordingly, in 2016, the Directorate appointed coalition members with the National Committee for Women’s Affairs to act as a liaison officer to implement the national plan in relation to the military and security sectors.

As part of the PSD Gender Mainstreaming Strategy, the PSD Training Directorate meets annually with CSOs and NGOs to ensure Gender and Human Rights training remains relevant, this also provides CSOs and NGOs with oversight of the training curriculum. UN Women Jordan are also part of this ongoing program and exchange of ideas. Additionally, as part of the JONAP, the PSD will be sponsoring three women to undertake University Masters training on Gender.

During this period, work was done with the National Committee for Women’s Affairs on drafting the **Jordanian National Action Plan (JONAP)** and developing a proposal for its strategic goals, and a number of activities were implemented that would increase the percentage of women’s military participation in peacekeeping missions.

The work was done on an individual basis and with individual efforts, and the activities during this period were not linked to **performance indicators**

To be able to measure the percentage of achievement by implementation and thus produce the required results.

Work continued on formulating the strategic objectives of the national plan, and in 2019 the Jordanian National Action Plan was launched to activate Resolution 1325, which is considered a pioneering experience to be enlightened and emulated when drafting national plans related to women, security and peace, and which contain four strategic objectives that were formulated based on the priorities, challenges and national concerns related to Peace and security in Jordan. It is the achievement of responding to the needs of gender and the active participation of women in the security and military

sectors and in peace processes, and achieving the active participation of women in preventing extremism and violence, and in building and making national and regional peace and providing humanitarian services that are responsive and sensitive to gender needs. A set of operational goals has been formulated to achieve the strategic goal, and accordingly, a set of initiatives have been developed through which the operational goals can be achieved to obtain the required outputs and thus achieve the desired results.

In 2019, the partnership between the Public Security Directorate and the United Nations Commission for Women began to implement the national plan and activate the decision regarding the security and military agencies, and accordingly an action plan was developed to integrate a gender perspective in the Public Security Directorate emanating from the Jordanian national plan to activate Resolution 1325 containing a set of initiatives Associated with a **monitoring and evaluation framework** within a certain time frame to be able **to measure the percentage of completion** in implementing the plan and to take all measures that would enable us to obtain the outputs and reach the required results.

Consequently, there has become a systematic institutional framework to integrate a gender perspective in the Public Security Directorate, where some initiatives have been implemented in order to be able to obtain the outputs that achieve the required results. During the implementation of the initiatives, a set of procedures were developed and introduced that contribute to achieving the integration of gender and gender equality in the directorate, identifying some of the challenges that prevent the implementation of the initiative and working on finding solutions to achieve them.

For example, but not limited to, a **gender audit** was conducted in the Public Security Directorate as follows:

<b>Strategic goal</b>	Achieving a response to gender needs and the active participation of women in the security and police sectors and in peacekeeping operations.
<b>Results</b>	An attractive and supportive environment for the entry and advancement of women in leadership positions within the security and police sectors, so that this environment is responsive to the security and police priorities and needs of women in these sectors.
<b>Initiative</b>	<ul style="list-style-type: none"> <li>- Conducting a gender audit for all police and security sectors, whether the changes in the standards and principles of operational management, standard operating systems, selection and promotion criteria, roles or rules and other systems that may positively affect the participation of women, including the systems that can determine the capacity of women Or their inability to engage in the police sectors, feasible and suitable for work.</li> <li>- Training to identify women's needs for entry, advancement, and leadership in the police sectors.</li> <li>- Steps that leaders can take to better support the advancement of women.</li> <li>- Clear recommendations and clear action plans for the aforementioned sectors to facilitate the participation of women in the police sectors.</li> </ul>
<b>The Outcomes</b>	<ul style="list-style-type: none"> <li>- Obstacles to the entry and advancement of women in the security and police sectors have been identified, and recommendations have been identified to address them.</li> <li>- Necessary steps have been taken to improve the work environment in the police and security sectors to better match the needs of women.</li> </ul>

	<ul style="list-style-type: none"> <li>- The awareness of men and women regarding the importance of women's participation in the police sectors has been raised and women have been encouraged to engage in these sectors.</li> <li>- Responsible leaders have demonstrated support for the candidacy and advancement of women in leadership positions within the police sectors</li> <li>- Preparing a staff of personnel in the police and security sectors in particular for the cadre of decision-makers to raise awareness of gender and identify sexual and gender-based violence.</li> </ul>										
Implementation responsibility	<b>Public security Directorate</b>	Actual and targeted values									
Performance Indicator		2018		2019		2020 (2021)		2022		2023	
		Actual	targeted	Actual	targeted	Actual	targeted	Actual	targeted	Actual	targeted
The percentage increase in the number of women participating in the security sectors		207	250	287	280	22	300		336		393
<b>#</b>	<b>Planned activities</b>										
1.	Amending the terms of recruitment for women and those whose height is not less than 150 cm for females instead of 155 cm mentioned in the draft law, and the Director of Personnel Affairs may override this condition in cases of necessity.										
2.	Study (remote) geographical places with a low participation rate in the sector to stimulate participation and raise awareness.										
<b>#</b>	<b>Challenges</b>										
1.	Lack of an independent budget for female recruitment (the budget is linked to the general budget of the agency)										
2.	Geographical and cultural diversity of females in Jordan.										
3.	Marriage and the inability of females to coordinate household tasks (housewife) and police work (shifts and long-term duties)										
	Unwillingness to continue serving after reaching retirement age, which is a minimum of 20 years continuous service.										
<b>#</b>	<b>Reinforcements</b>										
1.	Providing work and income opportunities for females										
2.	Allocating a special medal in the name of military woman										

In addition, we are now in the process of conducting a **gender impact analysis study** as part of the PSD Gender Mainstreaming Strategy 2021-2024 with the aim of evaluating the extent of the PSD's response to gender mainstreaming and identifying the areas in which gender mainstreaming activities should be implemented and providing support in the development of an action plan for gender inclusion

To ensure the Public Security Directorate is more responsive to gender considerations in improving the response to the community it serves; It enhances operational effectiveness; To meet the highest standards of professional accountability, to make progress on gender (such as increasing women's participation), to develop future visions, and to enable them to create a culture of continuous improvement.

We are now in the final stages of collecting data for the gender impact analysis study in the directorate, and the outputs will be formulated in the form of recommendations for building and developing a strategy for integrating the gender concept in the Public Security Directorate. Thus, the gender-responsive institution meets both the distinct and different needs of women and men in the fields of security and justice, which the full and equal participation of women and men alike is promoted.

#### **Conclusion:**

The new training center will have a **clear impact on ratios and numbers** to ensure keeping pace with the unified gender parity of the Secretary-General of the United Nations 2018-2028, and semi-annual reports are submitted by the Center for Rehabilitation and Training of Women's Elements in cooperation with the C initiative that includes numbers and percentages and provides an indicator of improvement in these numbers and percentages.

#### **At the international level:**

This project will provide the ability to formulate proposals and recommendations for senior leaders on progress made in gender equality, women's empowerment, peace and security and will help senior leaders to monitor progress and ensure accountability and compliance from all individuals; In addition to activating the implementation of gender equality and the empowerment of women in peace and security operations according to the mandate of United Nations missions; By strengthening the capabilities of all women components of United Nations peacekeeping operations - civil and police posts, Whereas, the center will coordinate the roles of the participants from the PSD with all its components (SWAT from the female gendarmerie, paramedic from the civil defence and women's police) to work for the first time within one FPU in peacekeeping missions to achieve complementary in the performance of the required duties of FPU, where the role of paramedics from The civil defence in providing aid services to the FPU staff and any situation that requires medical intervention during the mission as the presence of this center will be supportive of preparing an integrated company from the female component to participate in future missions, It is worth noting that a number of workers in the Psychological Support Division have been included in field hospital missions sent to Gaza with the aim of supporting the injured and people suffering from the scourge of war to achieve contact between the psychological and humanitarian aspects.

## **6. Implementation Strategies**

Implementation will be divided into three phases: -

1. **The first phase: engineering and construction design and planning** of the project by a special engineering committee from the Constructions Department in the Public Security Directorate

headed by 1st Lieutenant Engineer Nadeen Al-Assaf. The engineering committee will do the following: -

- a. Monitor the site devoted to the construction of the site in terms of levels and site boundaries and determine the spacing requirements at the site by specialized engineers.
- b. Design of initial architectural plans.
- c. Calculating the initial cost based on the engineering drawings.
- d. After approval of the architectural plan and the agreed structural costs, coordination with the support communication teams will be made.
- e. Prepare technical specifications and include them in tenders, bid for architectural companies, follow-up to tenders, choose the company executing the project, and assign the tender to it.
- f. Follow-up on the role in the construction works executed by the bidder, and according to the engineering plan that has been approved until the building is handed over to the beneficiary administration.
- g. All the logistics requirements of the center will be provided according to the concerned authority (logistics & support dept, communications dept, training dept, planning and international cooperation dept).

2. **The second phase: The preparation phase:** It is carried out by:

- Planning and International Cooperation Department: It includes the formulation of the center's duties and job descriptions for workers and organizational structures, and human budgets (numbers, positions, ranks, categories).
- Training Department, Women's Police Department, Royal Police Academy and Peacekeeping Operations Department: implementing a qualifying training plan for the female component.

3. **The third phase: the readiness and preparedness phase,** which is the stage that the center can implement training and qualification programs for the female component with **(120)** participations per semi-annual, after providing it with all the special logistical requirements through the concerned authority (Logistic Support Department, Communications Department, Training Department and Planning and International Cooperation Department).

A weekly / monthly follow-up plan will be prepared by the project management that includes procedures, costs (expenses and needs) to ensure that the project will be effective in terms of procedures and cost and that the resources have been used economically for the purposes of establishing a training and qualification center to support the gender to carry out its duties and overcome barriers that limit its role in the Public Security Directorate and the tasks of the United Nations.

Mon 5 Oct	- provide detailed Project plan to the IEF as per information above / previously requested along with indicative budget
Sun 15 Oct	- Provide certified engineer drawings for construction of the Accom and Training facility to the EIF, along with a more detailed cost estimate for construction.



	<ul style="list-style-type: none"> <li>- Note that should cost over-runs occur in excess of the US \$1m amount, the PSD will require to fund these from alternate sources.</li> <li>- Advise EIF of all formal approvals required by the Jordanian authorities to commence facility construction</li> </ul>
~15 Oct	<ul style="list-style-type: none"> <li>- Receive final site approval from Jordanian authorities to construct building</li> <li>- Receive any other formal approvals as necessary from the Jordanian Government for the construction of the Facility</li> </ul>
15 April – 15 May, 2021	<ul style="list-style-type: none"> <li>- Conduct the tender process IAW Jordanian Government <u>requirements if the 1M\$ grand is approved by Elsie initiative</u></li> <li>- Closing date: XX/XX/XX</li> </ul>
15 May – 30 May	<ul style="list-style-type: none"> <li>- Review tender/s (i.e. construction / furnishings / landscaping etc), and costs in detail</li> </ul>
30 May	<ul style="list-style-type: none"> <li>- Announce successful and selected tender and provide copy of successful tender to the EIF Secretariat along with detailed budget for the project – by line item</li> </ul>
	<ul style="list-style-type: none"> <li>- This is when the final submission for the Construction project would be due as we would have the detailed budget from the successful contractor.</li> </ul>
15 June 2021	<ul style="list-style-type: none"> <li>- Construction begins</li> </ul>
Jan 2023	<p>Training Commences in this new facility.</p> <p>EIF expectation is plans to deploy female platoons as part of the three FPU will be concurrent using existing training facilities to commence training the first female platoon in 2021</p>

#### Baseline Data –provide where available

- Current numbers and percentage of women in national armed forces and/or police service (regular and reserve) including across ranks / levels. PSD policies in relation to recruitment, promotion and progression through the ranks are based on skills and not specifically gender. Activities identified in the PSD Gender Mainstreaming Strategy 2021-2024, include the development of a range of actions to mainstream gender in PSD's human resource policies including how to increase numbers of PSD senior female officers, who would also be able to deploy on UN peacekeeping operations.

Table (2)

#	Rank	number	Percentage (2020)	Targets for 2021?
1.	Colonel	1	0.36	Depends on the PSD promotions for males and females officers.
2.	lieutenant colonel	1	0.24	
3.	Major	74	3.81	
4.	captain	226	6.68	
5.	first lieutenant	527	5.85	
6.	Second lieutenant	552	5.65	
Total percentage of officers by total number			5.57	
7.	Warrant officer	1477	5.8	
8.	Sergeant	1648	5.7	
9.	Corporal	606	3	

10.	Private	538	3.1
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- The following table shows the internal deployment plan for women's human resources in the Public Security Directorate, including a statistic of the appointment percentage across geographical regions inside Jordan.

- **Table (3)**

#	Career	Percentage
1.	Provincial Security Commands	%34.49
2.	Traffic Affairs	%9.64
3.	Criminal Investigation Affairs	%6.71
4.	Judicial Affairs	%22.67
5.	Community Policing	%19.52
6.	Tactical security *	%2.23
7.	Civil Protection**	%4.74
TOTAL		%100

\* (Facility Security, Stadium Security, Law Enforcement, SWAT)

\*\* (First Aid Services, Rescue, Fire Fighting)

- International Deployment Plan – Peacekeeping.

## Current Situation

1. The lack of a place takes into consideration the privacy of women to hold all the required courses to enhance the participation of uniformed women in peacekeeping missions.
2. The insufficient number of vacancies assigned to the female component to participate in peacekeeping courses and leadership courses.
3. Lack of desire to participate in peacekeeping missions due to the lack of a training place that takes into consideration the needs of gender.
4. Lack of the necessary women's experiences to train the uniformed women to participate in peacekeeping missions.
5. The training of uniformed women in the security services is limited to the local level.

## Operational Objectives

1. Providing a strategic location suitable for building a qualifications center for the female component in the Public Security Directorate.
2. Forming a work team to study and develop strategies for implementing the project.
3. Availability of the financial amount for the establishment of the center.
4. Providing qualified staff to build and equip the center, and the training cadres that will do the work when the center is finished.
5. The construction of the center will be completed in 2022 and work will start.

## Prospects

1. Provide a place that takes into consideration the privacy of women, to hold all the required courses to enhance the participation of uniformed women in peacekeeping missions.
2. Increase the number of vacancies for the female component to participate in peacekeeping courses and leadership courses.
3. Increase the desire to participate in peacekeeping missions when a training place is available that takes into consideration the needs of gender.
4. Take advantage of the female participation experiences in peacekeeping missions to train uniformed women who wish to participate in peacekeeping.
5. Moving towards transferring the training and qualification process for the uniformed women to the regional level.

## 7. Project Management and Coordination arrangements.

- A specialized team has been formed to prepare a proposal for a project to build an approved model for the establishment of a female component qualification center in PSD, and to follow up the implementation procedures, where its tasks are summarized as following:

1. Prepare the project's logical framework and develop a comprehensive and brief description of the objectives.
2. Analyze the current situation and re-examine the proposal previously submitted by the gendarmerie before the merge, and identify barriers and training needs to increase the active participation of women in peacekeeping operations.
3. Project design and structural engineering and optimum utilization of the project site.
4. Determine the strategy of project activities implementation to ensure maximum effectiveness to achieve results.
5. Analyzing the main risks that threaten the project and how to manage it.
6. Determine the estimated cost of preparing the project in all three phases.
7. Studying the needs of qualified and trained human staff based on the proposed organizational structure.

**Table (4)**

#	Occupation	The required task
1.	Local Project Consultants	<ul style="list-style-type: none"> <li>- Providing administrative, logistical and consulting support for the project in all its phases.</li> <li>- Distribute coordinating roles and assign work teams.</li> <li>- Approving the decisions of the bidding committees and follow-up reports.</li> <li>- Follow-up and approval of project evaluation reports.</li> </ul>
2.	Local Project planning Consultant	<ul style="list-style-type: none"> <li>- Setting a comprehensive vision for the project budget, analyzing the budget and dividing it into the various activities within the specified time frames.</li> <li>- involves making careful choices on ways to complete tasks so that projects can be finished on time and within budget.</li> <li>- develop a plan to complete a construction project based on budget</li> <li>- develop a plan to complete a construction work schedule, and available resources.</li> <li>- Synthesizing the steps necessary to complete a construction project is a challenging task.</li> <li>- choosing among technology and methods, defining work tasks and relationships, and estimating activity durations and resource requirements.</li> <li>- examining construction planning, to ensure that decisions on how to organize the project are either budget or schedule oriented.</li> <li>- Identifying work tasks involves breaking down each operation on the job into sub-activities so that scheduling can be done on time.</li> </ul>

3.	Project Manager / Main Focal Point and Project Coordination.	<ul style="list-style-type: none"> <li>- Preparing a detailed work schedule for the project as well as work plans.</li> <li>- Coordinate the internal resources of the project and coordinate with external parties and suppliers in order to ensure the project is running in full.</li> <li>- Develop a detailed plan for the project and follow up on the completion rate.</li> <li>- Assist in the process of identifying projects and defining the scope and objectives of the project.</li> <li>- Monitor project budgets, choose scope of work, and track all project costs in order to properly cover the budget.</li> <li>- Providing donors with all project updates periodically and providing them with the necessary information about planning the implementation of administrative operations and the amendments.</li> <li>- Preparing reports for the Senior Management Department regarding the status of projects and providing recommendations and proposals regarding activities.</li> <li>- Follow up all the project phases on time.</li> <li>- Verify that all necessary project resources are available from all parties.</li> <li>- Measuring the effectiveness of project performance using the necessary tools and technologies.</li> <li>- Managing public relations with clients and interested parties.</li> <li>- Risk management to reduce - as much as possible - the risks to which the projects may be exposed.</li> <li>- Prepare and maintain complete documentation describing projects.</li> <li>- Goal Analysis (short, medium and long term).</li> <li>- Attending meetings, workshops, and work-related training courses.</li> <li>- Ensure that all tasks assigned to employees are running efficiently and effectively.</li> <li>- Prepare spreadsheets, charts, graphs, and maps that explain how it works.</li> </ul>
4.	Project Engineer	<ul style="list-style-type: none"> <li>- Develop the appropriate project visualization and prepare the initial documents for the initial design.</li> <li>- Create architectural engineering plans and designs for the project, including all logistical requirements, public safety requirements, etc.</li> <li>- - Ensuring the implementation of the workflow plan for design work according to designs.</li> <li>- Complete all design work (architectural + structural + mechanical + electrical) and deliver it on time.</li> <li>- Setting all necessary technical specifications to be included in the tender through the table of specifications and quantities.</li> <li>- Follow up appropriate specifications and make continuous studies to develop the project and address urgent defects due to natural conditions.</li> <li>- Follow up the work of the implemented projects to remedy any</li> </ul>

		<p>notes of future designs.</p> <ul style="list-style-type: none"> <li>- Coordinate between all design specialties (logistics, communications and information technology, procurement, committees and other support teams) to sustain project work.</li> </ul>
5.	Gender Unit Officers	<ul style="list-style-type: none"> <li>- Participate in the strategic planning team and the drafting team for a draft project proposal for the establishment of a women's qualifying center in the PSD.</li> <li>- Ensure that the project proposal's terms are in line with the requirements of the Jordanian National Plan for Security Council Resolution (1325) Women, Security and Peace.</li> <li>- Ensure that gender requirements are taken into considerations during the formulation of all items to be presented in the project proposal.</li> <li>- Ensure that the uniformed women's requirements and needs are taken into consideration at the national and international levels in all three phases of the project.</li> <li>- Monitor the project results and indicate the extent to which the project outputs are in line with the Jordanian National Plan for Resolution 1325 Women, Security and Peace, with regard to her participation in peacekeeping missions, enabling her to assume leadership positions.</li> <li>- Clarify that the role of the Gender Office) is effective in overcoming barriers and providing appropriate infrastructure to facilitate the participation of women in peacekeeping missions, and vice versa in periodic reports on relevant indicators.</li> </ul>
6.	Correlation officer / Correspondence	<ul style="list-style-type: none"> <li>- Maintaining and activating the contact point through the e-mail mentioned in the above table.</li> <li>- Maintain coordination between project management and donors and give all correspondence special attention.</li> <li>- Coordination with the project management and work teams on all incoming communications.</li> <li>- Translate all documents related to the project into Arabic and English.</li> </ul>

## 8. Risk Management, Monitoring evaluation and reporting requirements.

- The concerned authority responsible for bearing costs if the project is suspended due to emergency conditions or failure to transfer financial payments from the donor in its time, as the PSD does not bear any financial costs in the event of delay or failure to complete any phase of the project according to its specified time.
- Appendix (D1&D2) shows details of Monitoring Evaluation and Risk Management related and reporting requirements within the proposed period of constructions, for more details see Appendix (D3) Time Frame.

**Risk Management** (see Annex D2). There are a number of risks inherent in construction projects which can lead to time and cost overruns, construction delay, adverse weather contractual non-performance, breaches of health and safety resulting in injury, subsurface and surface conditions. To manage / mitigate some of these risks, as per Jordanian Law, the PSD are required to proceed to tender through

a competitive bidding process, to select a construction company to construct the facility. The construction company will be responsible for delivering the project on time and within budget and will therefore be the owner of this risk through the contract.

The construction will be according to the engineering designs already prepared by the Project Engineer 1st Lt. Engineer Nadeen Al-Assaf. Examination of the surface and subsurface has already been undertaken, as per the Project Timeframe in Annex D3.

To ensure timely accreditation and operationalisation of the facility, a project coordination team has been established which will oversee the construction project and then the follow-on phases which include internal fit-out of the facility (furniture / IT equipment), appointing training and support staff, to enable the facility to become fully operational training facility. The future running cost of facility will be included in the PSD’s Finance Division at the Planning and International Cooperation Department annual budget. MAJ Abdul Karim will have oversight of the Construction; he brings recent experience of managing other construction projects on time and within budget including during the COVID situation in 2020-2021. *It is assessed that the overall construction risk is low.*

The PSD will also develop a Monitoring and evaluation framework that relates to the Elsie Initiative Fund Outputs 2 and 3 for the duration of the project out to 2028 in accordance with the UGPS 2018-2028 timeframe:

- Training center with appropriate facilities that provides an enabling environment for women is established; and
- Capacities of uniformed women in the Jordanian PSD are increased, through qualification, training, studies and research.

## 9. Work plan, detailed budget and accounting policy and procedural requirements.

Table (6)

#	Phase	Estimated project Costs	Funding source	Amount
1.	Engineering and construction design of the project. See Annex (Estimated cost)	1,000.000\$	The Elsie Initiative	1.000.000\$
2.	Preparation phase	706.281.1 \$	PSD source.	To be determined and allocated by PSD from its resources.
<b>Total Estimated cost</b>		<b>1,706.281.1 \$</b>		

- Ability for providing financial support to the Jordanian Police Women Qualification and Training Center (PSD):  
The Public Security Directorate will be able to receive financial support directly from the grantor on the bank account of the Public Security Directorate (IBAN), where the Public Security Directorate has controls for preparing and approving transactions, ensuring that all



transactions are carried out correctly and detailed appropriately in the Financial Control Division in the Planning and International cooperation Department within monthly and yearly budgets is kept in accounting ledgers approved in the financial Department of the Public Security Directorate, in addition to an accounting audit mechanism in the Planning and International cooperation Department that relies on invoiced financial assets and financial situation that include expenditures versus inputs and the financial reporting system.

## **10. Compliance with Elise TOR eligibility requirements**

- Detailed proposal is signed by either the Minister of Defence, Interior, Foreign Affairs or Chief of Police or the Defence Force - demonstrates clear national ownership.  
Public Security Directorate / through a memorandum of understanding signed between the Public Security Directorate and DCAF.
- Meets the requirements of the [https://www.ohchr.org/Documents/HRBodies/SP/AMeetings/20thsession/IdenticalLetterSG25Feb2013\\_en.pdf](https://www.ohchr.org/Documents/HRBodies/SP/AMeetings/20thsession/IdenticalLetterSG25Feb2013_en.pdf)HRDDP (where required, will be conducted separately between UN Women / UN Country Office and T/PCC / PUNO).
- Meets the requirements of the UNDP Harmonised Approach to Cash Transfer Policy – HACT (where required, will be conducted separately between UN Women / UN Country Office and T/PCC / PUNO).

## **11. Barrier Assessment**

A committee has been formed from the specialized departments in cooperation with the National Committee for Women Affairs to study the Barriers that limit the participation of women in peacekeeping operations and come up with Barriers through a set of questionnaires (previously mentioned) and a draft memorandum of understanding was agreed upon by the parties (PSD, The National Committee for Women's Affairs, (DCAF), and a survey study will start if the MoU is signed and approved by the Prime Ministry.

A memorandum of understanding was recently signed between the Public Security Directorate, the National Committee for Women's Affairs and DCAF to study the barriers that limit the participation of women in the peace-keeping operations. Accordingly, work will be done to collect information through:

1. A questionnaire to be filled out by the decision-makers in the Public Security Directorate.
2. Conducting a survey study (questionnaires) to be conducted on a sample of (380) of public security cadre, males and females, commissioned and non-commissioned officers, who participated in peacekeeping and who did not participate in line with the methodology developed by Cornell University according to scientific and academic research methods to obtain information.
3. A questionnaire to be answered by the concerned persons in the Public Security Directorate.

This information will be assessed and analyzed to come up with recommendations and to identify the barriers that limit the participation of women in the peacekeeping operations, so that the necessary actions and measures are taken to solve them.

## **12. Lessons and Insights**

- What are the plans to capture and share lessons and insights, including with other T/PCCs / Regional Training Centres?

It is expected when the project succeeds and achieves its objectives that will appear as success stories, the plan developed in advance to deal with these successes will be by publishing and sharing these stories with several countries that have a role and significant contributions to peacekeeping operations, and will be shared in international training institutes and centers that is concerned with gender, empowering women and increasing the active roles of women in the military sectors.

- How will learning and lessons be systematically captured in the organisation's knowledge management and learning systems?
  - The knowledge that the trainees receive will be published and transferred from theoretical knowledge to practical applications, and transferred to their colleagues (peer-to-peer) in an orderly manner, to develop the work and study the extent of improvement on the mechanisms used in the achievement to raise the level of the service provided as well as preparing a training guide as a reference for all interested in this field.

### **13. Innovation.**

Innovation is demonstrated throughout this proposal through the range of activities that the PSD have already undertaken to understand, analyse and progress gender issues within the PSD and Gendarmerie, including the strategic committee convened to align all gender related activities in the PSD and the inclusion of the Gender Unit in the strategic planning team and the facility construction. The proposal also demonstrates innovation through seeking to drive culture change more broadly within Jordanian society, and its aims to sensitise the community to women's employment and deployment on peace operations, alongside the PSD gender audit, which included a thorough review of the organisations policies, SOPs and standards, to identify the gaps and identify steps and actions for leaders and the organisation.

### **14. Sustainability and National Ownership.**

The construction of infrastructure by way of a female accommodation and training centre, along with the ongoing facility maintenance requirements, is a sustainable solution to the shortage of appropriate training facilities. PSD ownership of the facility alongside PSD financial contribution to the project demonstrates clear national ownership. The intention to become a regional training centre of excellence in cooperation with local and international partners also demonstrates clear national ownership, not only of this construction project but more broadly of the cultural change that the range of supporting projects are aiming to support and drive.

Identification and allocation of funds required to cover the operating costs of the PSD Female Accommodation and Training Centre is the responsibility of the PSD Finance Division at the Planning and International Cooperation Department, who prepare an annual budget across the PSD. The annual operating budget will include expenses such as training, equipment, maintenance, fuel, vehicles, machineries and all other running costs according to administrative and operational issues and take into account the allocation of items in the budget related to all spending costs, salaries and incentives for cadres and all work requirements from the financial costs that ensure the progress of the training process.

## **15. Human Rights Due Diligence Policy (HRDDP) Risk Assessment**

Following the conduct of the HRDDP Risk Assessment by an external consultant, which identified several key risks (Low to Medium), along with recommendations for mitigating measures, the PSD agreed on the following mitigation actions.

#	<b>Mitigating Measures and Recommendations</b>	<b>Responsible</b>
M01	<p>For the duration of the EIF support, the Jordan PSD will advise the EIF of all allegations of human rights violations should they arise or be reported to the PSD. The report is to include the corrective measures to be undertaken by the PSD and is to be <b>semi-annual</b>.</p> <p>For the duration of the EIF support, Jordan PSD will submit a <b>quarterly</b> report that will include incidents, including human rights violations allegedly committed by the PSD including allegations of SEA committed during deployment on a UN peacekeeping operation, and the measures undertaken by the relevant security forces to address these allegations and incidents.</p> <p>Such reporting will not only serve as a deterrent but also allow for ex post facto cross verification with reports coming from other sources.</p>	<p>Jordan PSD EIF Manager</p> <p>Jordan PSD: - PSD Judiciary - Department of Peace Keeping Operations (JPDPKO) reporting to EIF Manager, <b>through the Project manager of Jordan PSD.</b></p>
M02	<p>Within the new Women’s Training and Accommodation Facility, the Jordan PSD is requested to establish Standard Operating Procedures for the selection and vetting of trainers and trainees who will benefit from the project after its completion. Selection procedures are to ensure that all persons accused of committing serious human rights violations and perpetrators of domestic violence and child abuse, are excluded from all future participation in any peacekeeping missions.</p> <p><b>Note:</b> PSD already automatically implements this policy as part of its personnel accountability and oversight procedures, through security restrictions imposed by the Uniformed Individuals Affairs Section (Preventive Security) on anyone who commits gross violations of human rights or commits practices that may involve some risks if they are allowed to participate in peace-keeping operations.</p>	<p>Jordan PSD: - Preventive security office. - Training Department. - (PSD Judiciary). - JPDPKO. - Gender Office. - Other relevant departments. In line with <b>M06</b> and with UN standard selection criteria.</p>
M03	<p>Develop and implement "Code of Conduct" in line with best practices and international standards, maintaining a balance between "observing social traditions and taking into account the requirements for preparing participants for the work environment in peacekeeping missions"</p> <p>Develop a “reporting mechanism” on gender-based violence and discrimination, sexual harassment, and SEA and include it as an appendix to the code of conduct, for all members who will work and / or be trained at the training centre, including civilians.</p>	<p>Jordan PSD: - Gender Office. - (PSD Judiciary). - JPDPKO. - Preventive security office. - Other relevant departments. - In line with UN criteria &amp; policy <b>In coordination between PSD Project Manager &amp; EIF Manager.</b></p>
M04	<p>Develop a “Code of Conduct” and a Reporting Mechanism on gender-based violence and discrimination, sexual harassment, and SEA, for inclusion in the Public Security Directorate's awareness and training policies and plans, at all levels - basic training, career and promotion courses, and courses specialized in human rights and gender.</p>	<p>Jordan PSD: - Training Department. - Gender Office. - JPDPKO.</p>

#	<b>Mitigating Measures and Recommendations</b>	<b>Responsible</b>
	Ensure that detailed Human Rights training is conducted in pre-deployment training including on children and armed conflict, and child trafficking.	<ul style="list-style-type: none"> <li>- Other relevant departments.</li> </ul> <b>In coordination between PSD Project Manager &amp; EIF Manager.</b>
M05	Issue "consistent and comprehensive work instructions / Standard Operating Procedures" for all activities of the centre, which are written and approved by a high administrative level, "Director of Public Security," for example, to govern all work procedures, verify institutional work, and ensure the safety of trainees, trainers and children, and the financial sustainability and ongoing viability (through ToT and peer to peer training) of the training centre's work including with UN Women and NGOs.	<p>Jordan PSD, to establish and approved SoPs to govern all work procedures, verify institutional work, and ensure the sustainability of the training centre's work.</p> <p><b>In coordination between PSD Project Manager &amp; EIF Manager.</b></p>
M06	In addition to M02, ensure fair and transparent selection criteria for the beneficiaries of this centre, criteria governing the qualifications of its employees, that is ratified by the "Director of Public Security," or similar.	<p>Jordan PSD, to establish and adopt selection criteria approved document, <b>in coordination between PSD Project Manager &amp; EIF Manager.</b></p>
M07	Ensure that work instructions, procedures and SOPs are established for the operation of the Nursery and its staff, mothers and children including for overnight stays, and procedures for their care and medical treatment in the event that any of them experiences health symptoms while accompanying their mother in the training centre.	<p>Jordan PSD, to be considered in conjunction with M05.</p> <p><b>In coordination between PSD Project Manager &amp; EIF Manager.</b></p>
M08	Introduce special training topics to enhance the safety and wellbeing of all trainees: (i) how to address instances of discrimination within the mission, (ii) hands-on skills on how protect themselves from violence or sexual harassment they may be exposed to in peacekeeping missions by co-workers or hostile parties as they perform their duties in insecure or conflict areas, and (iii) United Nations reporting mechanisms on the prevention and reporting of SEA in a mission area.	<p>Jordan PSD</p> <ul style="list-style-type: none"> <li>- Training Department.</li> <li>- JPDPKO.</li> <li>- Gender Office.</li> <li>- Other relevant departments.</li> </ul> <p>It will be in line with the UN reporting mechanism &amp; criteria.</p> <p><b>In coordination between PSD Project Manager &amp; EIF Manager.</b></p>

Annex A: Project Outcome Framework (All data must be disaggregated by Gender)

Results	Outputs	Indicators	Means of verification	Completion rate to the result.
<p>Outcome (1): Increased presence of uniformed women in international peacekeeping missions.</p>	<p>A- Uniformed women have the skills required to participate in international peacekeeping missions.</p> <p>B- The local community supports the participation of uniformed women in international peacekeeping missions.</p> <p>C- Raise gender awareness for all employees of public security Directorate, especially in peacekeeping operations.</p> <p>D- Responding to the needs of uniformed women participating in peacekeeping operations.</p> <p>E- Increased presence of women senior officers (major and above) in leadership positions with the United Nations.</p> <p>F- Adoption of Jordan as a rallying point for the training of women to participate in international peacekeeping missions, to enable uniformed women to have the required skills at the regional level.</p>	<ol style="list-style-type: none"> <li>1. Number and percentage of uniformed women with the skills required to participate in international peacekeeping missions.</li> <li>2. Percentage of social acceptance of the participation of uniformed women in international peacekeeping missions.</li> <li>3. Number of gender awareness workshops.</li> <li>4. Percentage of needs coverage of the uniformed women participating in peacekeeping operations.</li> <li>5. Percentage of uniformed women to men (senior officers) deployed in United Nations peacekeeping operations.</li> <li>6. Number of uniformed women from other countries who have been qualified to participate in international peacekeeping missions.</li> </ol>	<ul style="list-style-type: none"> <li>- Reports of Peacekeeping Operations Department.</li> <li>- Reports of the Community Police Division in the Public Security Directorate.</li> <li>- Follow-up reports issued by the gender office.</li> <li>- Training programs for women's participation in peacekeeping operations.</li> <li>- Interviews (feedback from participants).</li> <li>- Reports of national organizations and the European Union.</li> <li>- Reports issued by the Training Directorate.</li> <li>- International training agreements with the Public Security Directorate.</li> </ul>	<p>Baseline 2019</p> <p>-Number of participants in peacekeeping missions as (IPOs) is (16).</p> <p>The number of participants in peacekeeping missions as(FPU) is zero</p> <p>2020</p> <p>2021</p> <p>2022</p> <p>Target</p> <p>2020</p> <p>Number of participants in peacekeeping missions as (IPOs) is (21).</p> <p>Number of participants in peacekeeping missions as (FPU) is (14).</p> <p>2021</p> <p>Number of participants in peacekeeping missions as (IPOs) is (26).</p> <p>Number of participants in peacekeeping missions as (FPU) is (20).</p> <p>2022</p>

				<p>Number of participants in peacekeeping missions as (IPOs) is (31)</p> <p>Number of participants in peacekeeping missions as (FPU) is (28)</p>
<p>Outcome (2):</p> <p>A facility specialized in the qualifying and training of the female component in Public Security Directorate taking into consideration a gender perspective.</p>	<p>A- A study to count the number and percentage of uniformed women participating in peacekeeping forces as (IPOs) and (FPUs).</p> <p>B- Forming a strategic committee to study the project proposal and conduct an analysis of the internal and external environment of the new Public Security Directorate on the tools of strategic analysis (SWOT &amp; PESTEL) (identifying barriers).</p> <p>C- Determining the location of the building, studying its properties, and preparing engineering plans.</p> <p>D- Building a facility specialized in training and qualifying female police officers.</p>	<ol style="list-style-type: none"> <li>1. The rate of a study fulfillment for expected uniformed women to participate in United Nations peacekeeping missions.</li> <li>2. Forming a specialized committee to study and prepare the project proposal.</li> <li>3. The number of barriers that prevented uniformed women from participating in peacekeeping missions.</li> <li>4. The percentage of Project proposal preparation and processing.</li> <li>5. The percentage of the readiness of the site for construction.</li> <li>6. The number of engineering plans for the first phase within the financial amount allocated for the grant.</li> </ol>	<ol style="list-style-type: none"> <li>1. Data and information from the concerned departments: <ul style="list-style-type: none"> <li>- Human Resources Directorate</li> <li>- Peacekeeping Operations Department.</li> <li>- Construction Department.</li> </ul> </li> <li>2. Reports of previous women's participation in UN missions.</li> <li>3. Quarterly completion reports issued by the Monitoring and Evaluation Department</li> <li>4. Periodic financial situations for the expenditures achieved by the Financial Control Division in the Planning and International Cooperation Department.</li> </ol>	<p>Baseline 2019 zero</p> <p>2020</p> <p>2021</p> <p>2022</p> <p>Target</p> <p>2020 10%</p> <p>2021 90%</p> <p>2022 100%</p>



		<p>7. The percentage of completion in building the facility.</p> <p>8. The amount of money spent from the allocated amount.</p>		
<p>Outcome (3): Staff preparation and work plans (human, training)</p>	<p>A- Preparing a qualifying training plan for the female component.</p> <p>B- Drafting the center's duties and job descriptions for workers, organizational structures, and human budgets (numbers, positions, ranks, categories).</p>	<p>1- The percentage of preparing a comprehensive training plan that takes into consideration a gender perspective.</p> <p>2- The number of job descriptions prepared according to the approved human budgets.</p> <p>3- The number of human budgets (numbers, positions, ranks, categories).</p> <p>4. Adoption of the organizational structure of the center.</p> <p>5- The percentage of preparing the center's procedures manual.</p>	<ul style="list-style-type: none"> <li>- Approved training plans.</li> <li>- Official correspondence.</li> <li>- The center's human budget.</li> </ul>	<p>Baseline 2019 zero</p> <p>2020</p> <p>2021</p> <p>2022</p> <p>Target</p> <p>2020 10%</p> <p>2021 90%</p> <p>2022 100%</p>
<p>Outcome (4): Readiness and willingness to start</p>	<p>A- Providing the infrastructure.</p> <p>B- Covering the center with all logistical needs.</p>	<p>1- The coverage percentage of the center's logistical resources.</p> <p>2- The percentage of coverage from human resources.</p>	<p>1. Official correspondence</p> <p>2- The human budget</p> <p>3- The implementation</p>	<p>Baseline 2019 zero</p> <p>2020</p> <p>2021</p>

work	C- Covering the center with specialized human resources.		percentage of the logistic needs plan. 4- The implementation percentage of the human needs plan.	2022 Target 2020 10% 2021 90% 2022 100%
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Risk Id.	Category	Risk	Prob. (1-5)	Impact (1-5)	Score	Rating	Response Plan - Mitigation Actions	Post - Prob. (1-5)	Post - Impact (1-5)	Post - Score	Post - Rating	Owner	Month Identified	Status	Latest Updates (08/11/19)	Comments	
1	01. OPERATIONAL RISK	Inadequate design of the facility	2	2	4	LOW	The construction will be according to the engineering designs already prepared by the Project Engineer 1st Lt. Engineer Nadeen Al-Assaf. Examination of the surface and subsurface has already been undertaken, as per the Project Timeframe in Annex D3.	1	2	2	LOW	PSD Engineering Department	Sep-20	ACTIVE			
3	02. SECURITY & SAFETY RISK	Inadequate Occupation Health and Safety standards for construction workers; injury could lead to delay and additional costs	3	3	9	MEDIUM	Ensure Contracting Company has provisions in the contract that ensure the safety of all workers i.e. PPE, site notices (i.e. construction zone), and access security (restricted to construction workers) Ensure adequate legal liability insurance	2	2	4	LOW	Lead: PSD Project Manager Construction Site: Construction Manager	Sep-20	ACTIVE			
4	02. SECURITY & SAFETY RISK	Jordan: Coronavirus restrictions and limits on personal movement may cause time overruns, should there be additional COVID-19 waves that break out in Jordan.  Construction site: a local lockdown may be required if construction workers test positive.	2	4	8	MEDIUM	Ensure protocols are put in place by the Construction Manager. These could include: -Daily testing on site -provision of PPE and handwashing facilities -Vaccinations encouraged / supported IAW Jordan Government protocols / availability	1	2	2	LOW	Lead: PSD Project Manager Construction Site: Construction Manager	Sep-20	ACTIVE			
5	02. SECURITY & SAFETY RISK	Adverse weather could cause time overruns	1	2	2	LOW	Jordan does not experience significant periods of adverse weather; a certain amount of contingency time is built in to a contract for delays (i.e. rain / dust storms)	1	2	2	LOW	To be factored into the Contract	Sep-20	ACTIVE			
	04. POLITICAL / REPUTATIONAL RISK	Cost and / or Time Overruns actually occur	1	4	4	LOW	Where cost and time overruns become apparent and will occur, ensure early communication to the EIF Secretariat, UN Women Jordan and the PSD Heirachy	1	2	2	LOW	PSD Project Manager	Sep-20	ACTIVE			
6	01. OPERATIONAL RISK	Contractual non-performance results in financial and / or time delay	2	1	2	LOW	Periodic meetings / communication with Construction Manager / contractor to highlight any issues and ensure adequate management and construction planning	1	1	1	LOW	Lead: Construction Manager overall responsibility. PSD Project Manager	Sep-20	ACTIVE			
7	03. FINANCIAL RISK	Initial cost of project projections affected by inflation (~2.5% in 2021)	1	2	2	LOW	During the tender process, allow a certain amount for contingencies including inflation Ensure that the tender process requires a fixed price / cost quote to be provided.	1	1	1	LOW	PSD Legal Department	Sep-20	ACTIVE			
2	05. GENDER RELATED RISK	Women trainees (if included in cohorts) are discriminated against, either by their colleagues or superiors, or are not made to feel comfortable in the training environment, therefore decreasing the trainings overall effectiveness and potentially causing them harm.	3	3	9	MEDIUM	-The project has a proven capability to effectively integrate women within major training programmes in culturally sensitive contexts, and have engaged the Jordanian PSD and Gendarmerie leadership in order to ensure that mixed-gender cohorts are successful. -Based on lessons learnt from this delivery, project guidance has been created for trainers providing culturally sensitive advice to be used during training courses attended by women, including practical ways in which to address sexist or misogynistic behaviours of men trainees. -Project team includes women trainer; additional women trainers are available, as needed from project roster of experts. -All trainers deployed have received pre-deployment training which includes a gender sensitivity module. -As an integral part of our projects, trainers regularly receive gender sensitivity, diversity and equality training, they endorse and promote UNSCR 1325 on WPS to consider the specific needs of women and fully comply with projects code of conduct. - PSD mixed training has received widespread praise from host organisations in Jordan; so much so, it is their intention to organise internal training along the format we use.  Refer to the HRDDP RA mitigating actions included in the PSD PRODOC to the EIF.	1	3	3	LOW	PSD Heirachy, Gender Unit and Gender Trainers	Sep-19	ACTIVE			
8	01. OPERATIONAL RISK	Planning and Approval timeframes could impact the completion date of the project (2 years); impact Contractor's ability to deliver on time	2	3	6	MEDIUM	Periodic meetings / communication with Construction Manager / contractor to highlight any issues and ensure adequate management and construction planning  Where cost and time overruns become apparent and will occur, ensure early communication to the EIF Secretariat, UN Women Jordan and the PSD Heirachy	2	2	4	LOW	Lead: Construction Manager overall responsibility. PSD Project Manager	Sep-20	ACTIVE			
9		Inadequate Infrastructure maintance / funding	2	3	6	MEDIUM	Future running costs will be included in the PSD's Finance Division at the Planning and International Cooperation Department annual budget	1	2	2	LOW	PSD Project Manager	Nov-21	ACTIVE			
					0	-				0	-						

**Theory of Change (ToC)**

If a PSD training center with proper facilities that provides enabling environment for women is established

**And**

If the PSD launch campaigns to make the society more aware of the importance and benefits of women participation in the PSD

**Then**

More women are recruited into the Jordanian PSD

**AND**

If more women PSDs are trained to overcome barriers to deploying to United Nations peace operations

**And**

If uniformed women PSDs are more aware of UN deployment opportunities including criteria, costs, benefits, and any relevant application procedures

**Then**

More women PSDs are available and qualified to apply for UN peacekeepers

**THEN**

The change towards the increased meaningful participation of uniformed women PSDs in UN peace operations is accelerated

**Results framework**

Impact/ Long term Outcome			
Provide a gender enabling environment to enable the Jordanian PSD forces accelerate the pace of change towards the increased meaningful participation of uniformed women in UN peace operations <i>Percentage of deployed uniformed women peacekeepers in UN missions</i> <i>Annual rate of change in the percentage of deployed uniformed women in UN peace operations</i>			
Intermediate Outcome			
Increased pool of uniformed women eligible to deploy as UN peacekeepers <i>Number of females' PSD eligible to be deployed as UN peacekeepers</i>			
Immediate Outcomes			
Improve the enabling environment to recruit more women in the PSD forces		Enhance the skills and knowledge among women PSD to apply for UN peace operations	
Outputs			
Recruitment campaigns for national armed forces and police services that include messaging for women are launched	Training center with appropriate facilities that provides enabling environment for women is established	Capacities of uniformed women in the Jordanian PSD are increased	Awareness of uniformed women in the Jordanian PSD is increased regarding UN deployment opportunities, deployment criteria, costs and benefits, and any relevant application procedures are held
Indicators			
3.1 Number and percentage of women recruited into national armed forces and police service, compared to 3-year average prior to project commencement.	2.1. Number and percentage of deployed uniformed women peacekeepers at project completion, compared to three-year average contribution prior to project commencement	3.3 Number of women in national armed forces or police service who have received training necessary for overcoming barriers to deploying to UN peace operations	3.4 Number of women in national armed forces and police services who have been informed about opportunities to deploy as UN peacekeepers, associated costs and benefits, and relevant application procedures

## Monitoring and Evaluation Plan

Indicators	Linkage to Elsie RF	Baseline	Data source	Data collection method	Targets			
					2020	2021	2022	
Provide a gender enabling environment to enable the Jordanian PSD forces accelerate the pace of change towards the increased meaningful participation of uniformed women in UN peace operations								
Percentage of deployed uniformed women peacekeepers in UN missions	Primary Impact indicator		PKOD		20%	22%	25%	
Annual rate of change in the percentage of deployed uniformed women in UN peace operations	Primary Impact indicator		PKOD		2	2	3	
Increased pool of uniformed women eligible to deploy as UN peacekeepers								
Number of females' PSD eligible to be deployed as UN peacekeepers			PKOD		25	34	NA	
Recruitment campaigns for national armed forces and police services that include messaging for women are launched								
Number and percentage of women recruited into national armed forces and police service, compared to 3-year average prior to project commencement.	Indicator 3.1							
Number and percentage of women recruited into PSD, compared to 3-year average prior to project commencement.		172	HR		300	336	385	
Training center with appropriate facilities that provides enabling environment for women is established								
Number and percentage of deployed uniformed women peacekeepers at project completion, compared to three-year average contribution prior to project commencement	Indicator 2.1	5%	GSU		10%	30%	50%	
Percentage of completion in building the facility		0%	GSU		10%	90%	100%	
Capacities of uniformed women in the Jordanian PSD are increased								
Number of women in national armed forces or police service who have received training necessary for overcoming barriers to deploying to UN peace operations	Indicator 3.3							
Number of women in PSD who have received training necessary for overcoming barriers to deploying to UN peace operations			PKOD		20	100	150	
Number of Gender awareness workshops		0			8	35	50	
Awareness of uniformed women in the Jordanian PSD is increased regarding UN deployment opportunities, deployment criteria, costs and benefits, and any relevant application procedures are held								
Number of women in national armed forces and police services who have been informed about opportunities to deploy as UN peacekeepers, associated costs and benefits, and relevant application procedures	Indicator 3.4							
Number of women in PSD who have been informed about opportunities to deploy as UN peacekeepers, associated costs and benefits, and relevant application procedures			PKOD		3000	3500	4000	

## **1- The contribution to Elsie RF**

The project will contribute to the achievement of Outcome 3 “Increased pool of uniformed women eligible to deploy as UN peacekeepers “in the Elise Initiative Results Framework. The project is will also contribute to the primary Impact of the Elise Initiative Fund to Accelerate the pace of change towards the increased meaningful participation of uniformed women from the Jordanian PSD in UN peace operations. Throughout its implementation the project will document the lessons learned and the knowledge gained to contributes to the global conversation on increasing the representation of uniformed women in United Nations peace operations.



<b>Block works &amp; Plastering</b>																		<b>Elsie</b>
<b>Finishing Works (electrical,mechanical,civil.)</b>																		<b>Elsie</b>
<b>Furniture</b>																		<b>PSD</b>
<b>Assignment preparation training cadre phase</b>																		<b>PSD</b>
<b>Training plans and studies preparation phase</b>																		<b>PSD</b>

**Proposed Time frame for the Building Construction for three floors :**

PSD\* : PSD will deduct the soil test cost later on from the Elsie Fund .



# Annex E to Jordan PSD Elsie Initiative Fund Proposal



Exchange Rate: 1 USD = 0.709 JOD											
Project Title: Police Women Qualification Center at Puplic Sec											
Project Period: 1 year											
TPPC:											
0.709 ← Insert the exchange rate multiple in cell B1											
January 1, 2021 - December 31, 2021											
Activity	Item	UNDG Category	Unit	Qty	# of units	Unit Price in National Currency	Total Item Price National Currency	Activity Subtotal National Currency	USD Total Item Price (1 USD = 0.709JOD)	Activity Subtotal in USD	Observations
Activity 1 : Structural Works	Site excavation works	4. Contractual Services	cube		2150	JOD 6.00	JOD 12,900.00		\$18,194.64		
	Cut & Fill works	4. Contractual Services	cube		1820	JOD 5.00	JOD 9,100.00		\$12,834.98		
	Base course	4. Contractual Services	sqare		536	JOD 4.00	JOD 2,144.00		\$3,023.98		
	Concrete grade 15 works	4. Contractual Services	sqare		570	JOD 12.00	JOD 6,840.00		\$9,647.39		
	Concrete grade 20 works	4. Contractual Services	cube		110	JOD 80.00	JOD 8,800.00		\$12,411.85		
	Concrete grade 25 works	4. Contractual Services	cube		755	JOD 95.00	JOD 71,725.00		\$101,163.61		
	Reinforcement steel	4. Contractual Services	ton		138	JOD 750.00	JOD 103,500.00		\$145,980.25		
	Ribs	4. Contractual Services	no		10400	JOD 0.80	JOD 8,320.00		\$11,655.01		
	Floors insulation works	4. Contractual Services	sqare		250	JOD 5.00	JOD 1,250.00		\$1,763.05		
								JOD 224,579.00		\$ 316,674.76	
Activity 2: Architectural Works	10 cm brick wall works	4. Contractual Services	sqare		2510	JOD 7.00	JOD 17,570.00		\$24,781.38		
	15 cm brick wall works	4. Contractual Services	sqare		1103	JOD 9.00	JOD 9,927.00		\$14,001.41		
	Interior Plaster work	4. Contractual Services	sqare		5012	JOD 6.00	JOD 30,072.00		\$42,414.67		
	Exterior Plaster works	4. Contractual Services	sqare		1125	JOD 9.00	JOD 10,125.00		\$14,280.68		
	Polystyrene works	4. Contractual Services	sqare		1136	JOD 3.00	JOD 3,408.90		\$4,808.04		
	Porcelain Tiling works	4. Contractual Services	sqare		1265	JOD 22.00	JOD 27,830.00		\$39,252.47		
	Porcelain Tiling works	4. Contractual Services	linear m		885	JOD 4.00	JOD 3,540.00		\$4,992.95		
	Ceramic Tiling works	4. Contractual Services	sqare		875	JOD 14.00	JOD 12,250.00		\$17,277.86		
	marble works	4. Contractual Services	sqare		122	JOD 65.00	JOD 7,930.00		\$11,184.77		
	marble works	4. Contractual Services	linear m		56	JOD 9.00	JOD 504.00		\$710.86		
	Securit interior works	4. Contractual Services	sqare		17.76	JOD 70.00	JOD 1,243.20		\$1,753.46		
	Glazing works	4. Contractual Services	sqare		149	JOD 82.00	JOD 12,218.00		\$17,232.72		
	Paint work	4. Contractual Services	sqare		4210	JOD 4.00	JOD 16,840.00		\$23,751.76		
	Wood Doors work	4. Contractual Services	sqare		101	JOD 120.00	JOD 12,120.00		\$17,094.50		
	UPVC Doors work	4. Contractual Services	sqare		30.2	JOD 100.00	JOD 3,020.00		\$4,259.52		
	Aluminum Doors works	4. Contractual Services	sqare		11.2	JOD 200.00	JOD 2,240.00		\$3,159.38		
	Steel Doors works	4. Contractual Services	sqare		11	JOD 130.00	JOD 1,430.00		\$2,016.93		
	Louver steel door works	4. Contractual Services	sqare		13.9	JOD 85.00	JOD 1,181.50		\$1,666.43		
	Fire rated doors works	4. Contractual Services	sqare		8.5	JOD 170.00	JOD 1,445.00		\$2,038.08		
	False Ceiling work	4. Contractual Services	sqare		821	JOD 7.00	JOD 5,747.00		\$8,105.78		
Buffet & kitchens cabinets	4. Contractual Services	linear m		30	JOD 110.00	JOD 3,300.00		\$4,654.44			
	Roof insulation works	4. Contractual Services	sqare		480	JOD 12.00	JOD 5,760.00		\$8,124.12		
								JOD 189,701.60		\$ 267,562.20	
Activity 3:Electrical Works	Main Distribution board	4. Contractual Services			1	JOD 2,500.00	JOD 2,500.00		\$3,526.09		
	Submain Distribution board	4. Contractual Services			3	JOD 1,500.00	JOD 4,500.00		\$6,346.97		
	Distribution board	4. Contractual Services			9	JOD 800.00	JOD 7,200.00		\$10,155.15		
	Cable works	4. Contractual Services			0	several types	JOD 20,300.00		\$28,631.88		the total is calculated because they have several types & prices , details are available upon request
	Socket Outlet	4. Contractual Services			116	JOD 30.00	JOD 3,480.00		\$4,908.32		
	IP65 Socket Outlet	4. Contractual Services			14	JOD 45.00	JOD 630.00		\$888.58		
	lightning Works	4. Contractual Services				several types	JOD 12,135.00		\$17,115.66		
								JOD 50,745.00		\$ 71,572.64	
	Toilet seat	4. Contractual Services			18	JOD 245.00	JOD 4,410.00		\$6,220.03		

Activity 4: Mechanical Works	Washbasin	4. Contractual Services		17	JOD 225.00	JOD 3,825.00	\$5,394.92		
	Showers	4. Contractual Services		4	JOD 180.00	JOD 720.00	\$1,015.51		
	Rain water drainage pipes	4. Contractual Services		77	JOD 15.00	JOD 1,155.00	\$1,629.06		
	F.T	4. Contractual Services		15	JOD 25.00	JOD 375.00	\$528.91		
	C.O	4. Contractual Services		8	JOD 25.00	JOD 200.00	\$282.09		
	Sink	4. Contractual Services		4	JOD 220.00	JOD 880.00	\$1,241.18		
	Electric water heater 50 litre	4. Contractual Services		9	JOD 110.00	JOD 990.00	\$1,396.33		
	Electric water heater 80 litre	4. Contractual Services		1	JOD 135.00	JOD 135.00	\$190.41		
	Plumbing pipes	4. Contractual Services		1	JOD 135.00	JOD 135.00	\$1,015.51		
	Plastic water tanks	4. Contractual Services		8	JOD 180.00	JOD 1,440.00	\$1,629.06		
	Exhaust fans (150-750)	4. Contractual Services	fan	13	several types	JOD 965.00	\$282.09	the total is calculated because they have several types & prices , details are available upon request	
	Split Air Condition (1-2) Ton	4. Contractual Services	Unit	38	several types	JOD 34,700.00	\$1,241.18	the total is calculated because they have several types & prices , details are available upon request	
							JOD 49,930.00	\$ 22,066.29	
Activity 5: Site works	Site excavation works	4. Contractual Services	cube	1148	JOD 6.00	JOD 6,888.00	\$9,715.09		
	Cut & Fill works	4. Contractual Services	cube	800	JOD 5.00	JOD 4,000.00	\$5,641.75		
	Concrete grade 15 works	4. Contractual Services	sqauare	645	JOD 12.00	JOD 7,740.00	\$10,916.78		
	Concrete grade 25 works	4. Contractual Services	cube	520	JOD 95.00	JOD 49,400.00	\$69,675.60		
	Reinforcement steel	4. Contractual Services	ton	39	JOD 750.00	JOD 29,250.00	\$41,255.29		
	20 cm brick wall works	4. Contractual Services	sqauare	420	JOD 9.00	JOD 3,780.00	\$5,331.45		
	Colored Plaster work	4. Contractual Services	sqauare	1500	JOD 9.00	JOD 13,500.00	\$19,040.90		
	Expansion joint works	4. Contractual Services	m	130	JOD 32.00	JOD 4,160.00	\$5,867.42		
	Mechanical works	4. Contractual Services			JOD 9,578.00	JOD 9,578.00	\$69,675.60	the total is calculated because they have several types & prices , details are available upon request	
	Electrical works	4. Contractual Services			JOD 11,725.00	JOD 11,725.00	\$41,255.29	the total is calculated because they have several types & prices , details are available upon request	
	Sidewalk	4. Contractual Services	m	210	JOD 12.00	JOD 2,520.00	\$5,331.45		
	Tiling works	4. Contractual Services	sqauare	482.1	JOD 27.00	JOD 13,016.70	\$19,040.90		
	Sidewalk Tiles	4. Contractual Services	sqauare	251	JOD 26.00	JOD 6,526.00	\$5,867.42		
	Asfalt works	4. Contractual Services	sqauare	500	JOD 15.00	JOD 7,500.00	\$13,509.17		
							JOD 169,583.70	\$ 322,124.12	
<b>Grandtotal</b>					JOD 684,539.30	JOD 684,539.30	\$1,000,000.00	\$ 1,000,000.00	

Annex E1 to Jordan PSD Elsie Initiative Fund Proposal

UNDG Categories	Total	% Budget
1. Staff and other personnel cost	\$ -	0.00
2. Supplies, Commodities, Materials	\$ -	0.00
3. Equipment, Vehicles and Furniture	\$ -	0.00
4. Contractual Services	\$ 1,000,000.00	100.00
5. Travel	\$ -	0.00
6. Transfers and Grants to Counterparts	\$ -	0.00
7. General Operating and other Direct Costs	\$ -	0.00
8. Indirect Support Cost	\$ -	0.00
	<b>\$ 1,000,000.00</b>	<b>100.00</b>

**Project : Police Women's Qualification Center in Public Security Directorate**

**Location : Royal Police Academy Campus**

**Three floors building within an approximately Total Area of 1600 m2**

**Estimated Cost for the Training Project Construction:**

No	Description	Expected Cost	Fund Resource
1	Construction works for main building	1600*360= 813,559.6 \$	Elsie
2	Cut & fill cost	158,191.9 \$	Elsie
3	Parking		
4	Site works + retaining walls		
5	Communications works	141,415.3 \$	PSD
6	Furniture	564,865.8 \$	PSD
Provisional sum		28,248.5 \$	Elsie
Estimated Total Cost funded by <u>Elsie</u>		1,000,000 \$	
Estimated Total Cost funded by <u>PSD</u>		706,281.1 \$	
Estimated Total Cost		1,706,281.1 \$	

**Project : Police Women's Qualification Center in Public Security Directorate**

**Location : Royal Police Academy Campus**

**Three floors building within an approximately Total Area of 1600 m2**

**Spatial Program for Schematic Design:**

Floors	Functional spaces	Area
Basement floor	Nursery + Rest area + Storages	544 m2
Ground floor	Administration offices	541 m2
First floor	Lecture halls + Dormitory	480 m2
Staircase + elevator	-	35m2
<b>Total Area</b>	<b>1600 m2</b>	

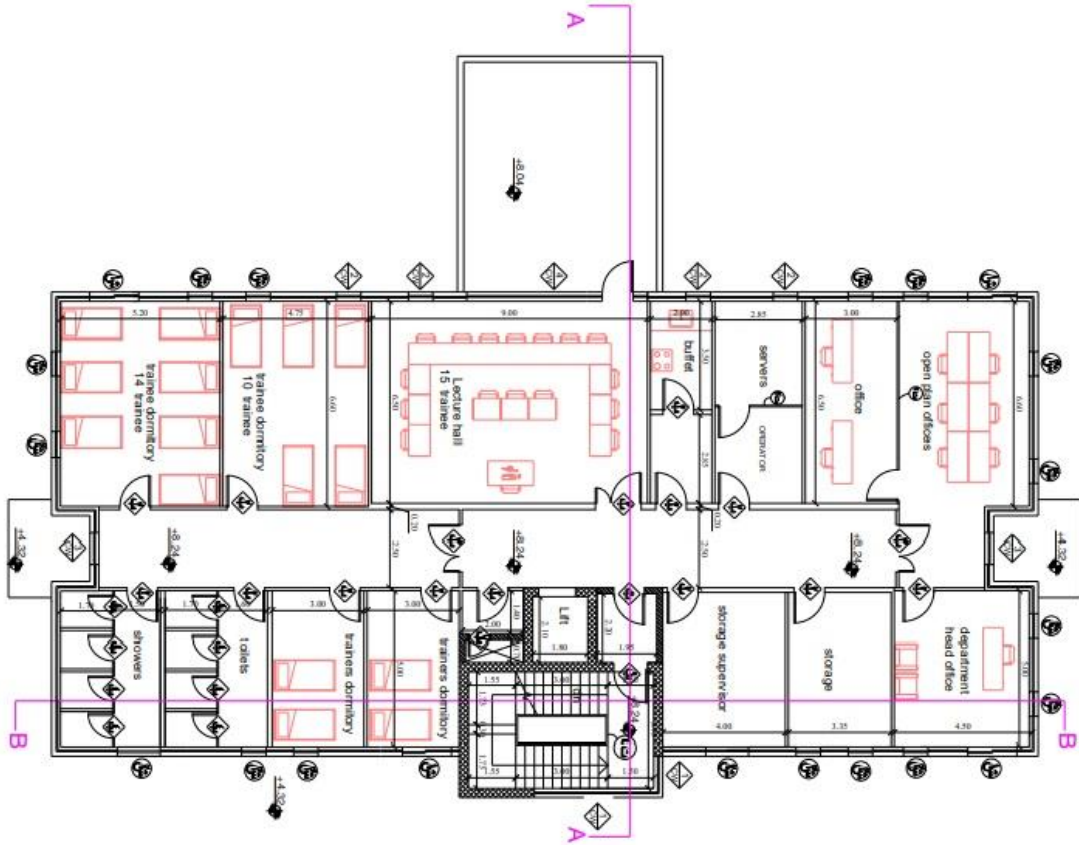
Basement floor	Total Area 544 m2	
Nursery	197 m2	
Trainees rest area	88 m2	
Storages + supervisor office	62 m2	
Services ( stairs +elevator+ circulation )	-	
Nursery facilities	Number	Area
Entrances	2	-
Supervisor office	1	20 m2
Babies sleeping room	1	25 m2
Infant playing room	1	35 m2
Kids playing room	1	32 m2
Kids toilets & changing area	1	-
Staff toilets	1	-
kitchen	1	-
Trainees facilities	Number	Area
Dining hall + rest area	1	88 m2
Kitchen + Canteen	-	34.8
Toilets	-	-
Storage supervisor office	1	-
Storages	2	62 m2

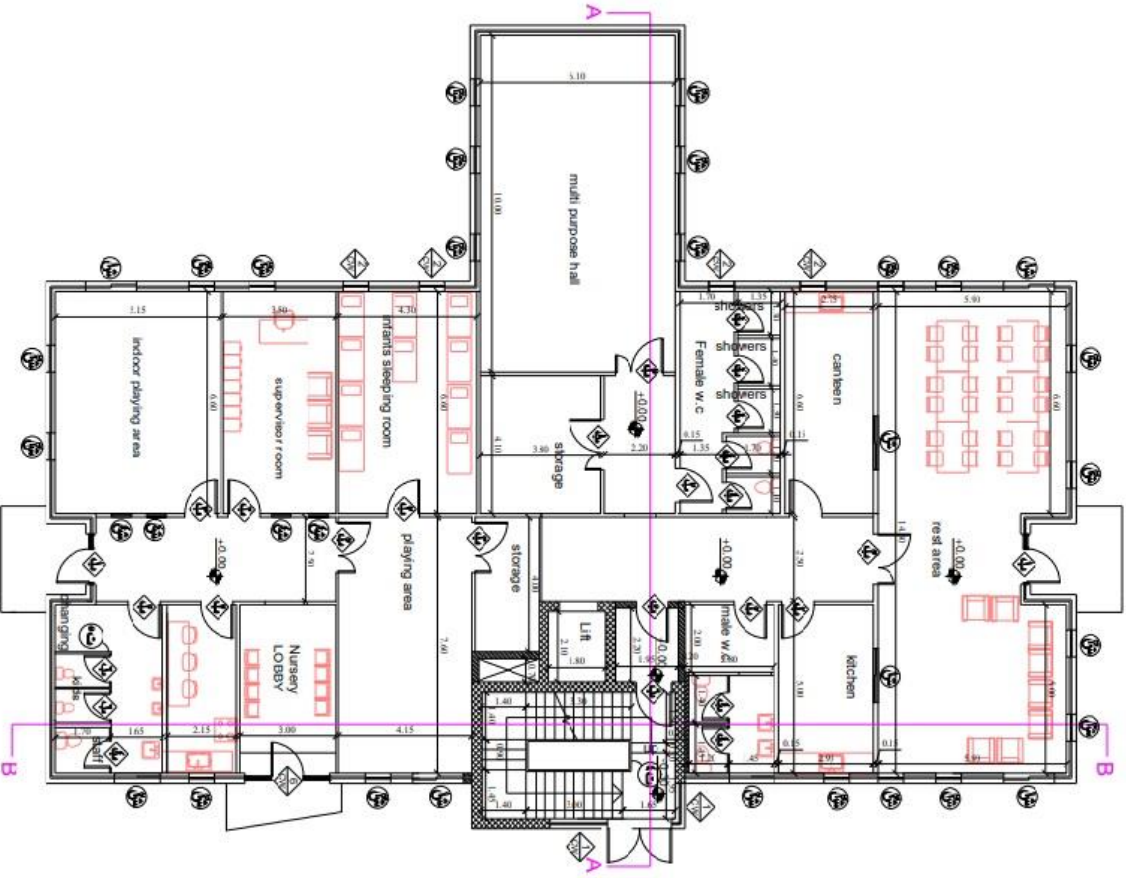
<b>Ground Floor</b>	<b>Number</b>	<b>Total floor area 541 m2</b>
Administration offices	-	125 m2
Director office + bedroom	1	52.50 m2
Deputy director office+ bedroom	1	40 m2
Meeting room	1	35 m2
Buffet + toilets	-	-
Services ( stairs +elevator+ circulation )	-	-

<b>First floor</b>	<b>Number</b>	<b>Total floor area 480 m2</b>
Lecture halls	3	Capacity for 72 trainees
Pray Area	1	18 m2
Supervisor office	1	20 m2
dormitory	4	112 m2
Toilets	-	-
Services ( stairs +elevator+ circulation )	-	-

Annex G to Jordan PSD Elsie Initiative Fund Proposal

First Floor Plan

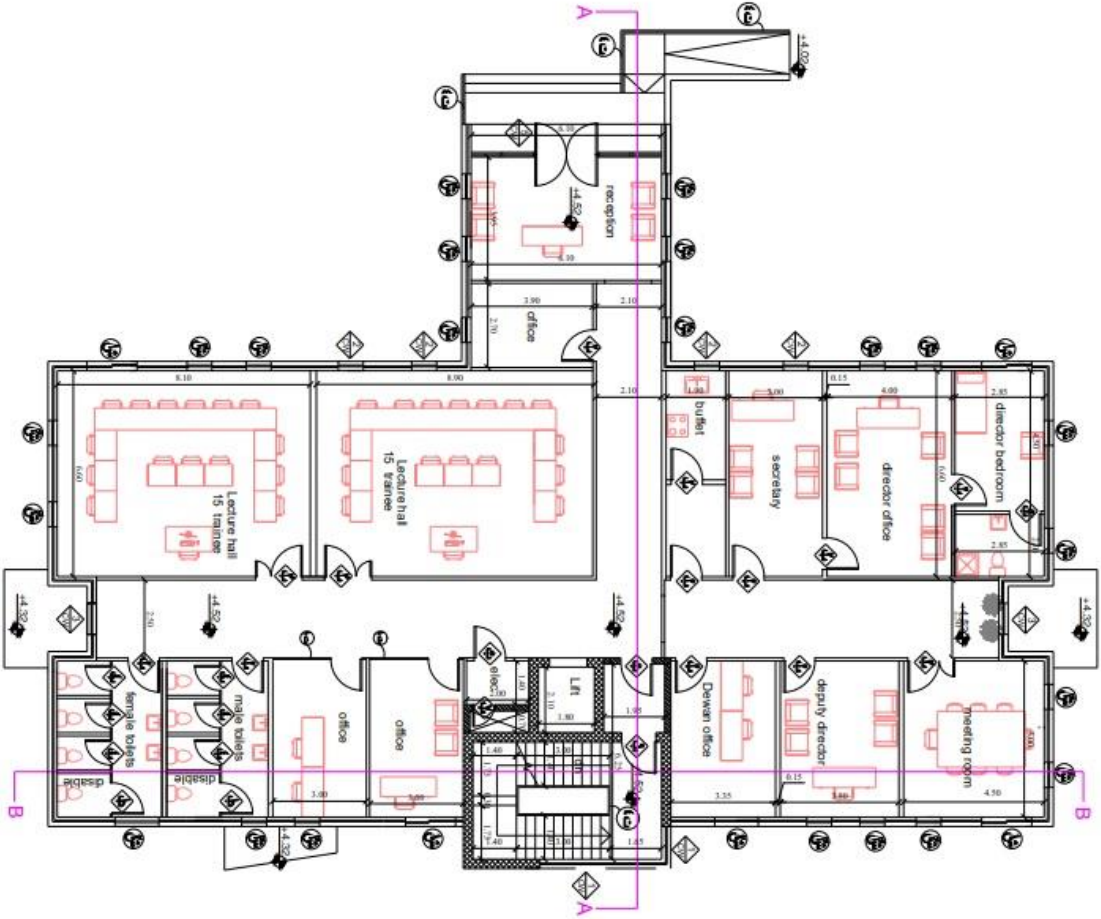




**Basement Floor Plan**



# Ground Floor Plan



# **Police Women's Qualification Center** **in Public Security Directorate funded** **Gratefully by EIF**



## Index :

<b>-Introduction .....</b>	<b>1-2</b>
<b>-Project planning time frame .....</b>	<b>3</b>
<b>-Spatial Program.....</b>	<b>4</b>
<b>-Site location &amp; Zoning .....</b>	<b>5-6</b>
<b>-Plans Zoning .....</b>	<b>7-14</b>
<b>-Elevations.....</b>	<b>15-16</b>
<b>-Sections .....</b>	<b>17-18</b>
<b>-Exterior Shots .....</b>	<b>19-22</b>

## Police Women's Qualification Center in Public Security Directorate

A **Specialized Women Training center** located in Jordan & Funded by EIF with cooperation with PSD .

After understanding **the needs** to Design such a building , & analyzing these needs along with the **funded budget** we've reflected them into indoor & outdoor facilities ...

It was a great challenge to **re-design** the building in this short time ,so it can be in parallel with the **estimated cost** .

**Perhaps in the future** we could add a new forth floor to increase the number of lecture halls & dormitory in our building due to the budget .

## Police Women's Qualification Center in Public Security Directorate

Main factors affecting design :

### 1)The estimated Budget :

We had to re-design the building to match the fund through :

- Decreasing the total area of the building to 1600 m<sup>2</sup>
- Decreasing the parking lots in site

### 2)The sloped construction site :

After analyzing and studying site topography :

- we designed the outdoor facilities matching with land topography as much as we could to **reduce the cost** of retaining walls .
- we Provided natural sun light & ventilation to our **basement** .

### 3)Surrounding context :

the exterior material will be block with colored plaster finishing ,to relate to our surrounding buildings in the Royal Police Academy campus .

**PSD represented as Building Department  
would love to shine the light on our BUILDING  
in a closer look ...**

**Hoping it meet your expectations.....**

<b>Thu 15 Oct</b>	<b>-PSD Provides Architectural drawings for EIF study &amp; review.</b>
<b>Fri 16 Oct</b> - <b>Sun 25 Oct</b>	<b>- EIF gives PSD the Approval or any recommendations in order to continue design process (civil, mechanical ,electrical , communications dwg ).</b>
<b>Sun 25 Oct</b> - <b>Mon 9 Nov</b>	<b>-Engineering department will review the recommendations or any notes by EIF.</b> <b>-Proceeding the engineering drawings (architectural , civil , mechanical, electrical...)</b> <b>-Review cost and Preparing the tender papers .</b>
<b>Tue 10 Nov</b> - <b>Mon 13 Dec</b>	<b>Conduct the tender process IAW Jordanian government requirements .</b>
<b>Mon 13 Dec</b>	<b>Announce successful tender &amp; provide copy of successful tender to the EIF secretariat along with detailed budget .</b>
<b>Sun 3 Jan</b>	<b>Construction Begins .</b>

**Project Name : Police Women's Qualification Center**

**Location : Royal Police Academy Campus**

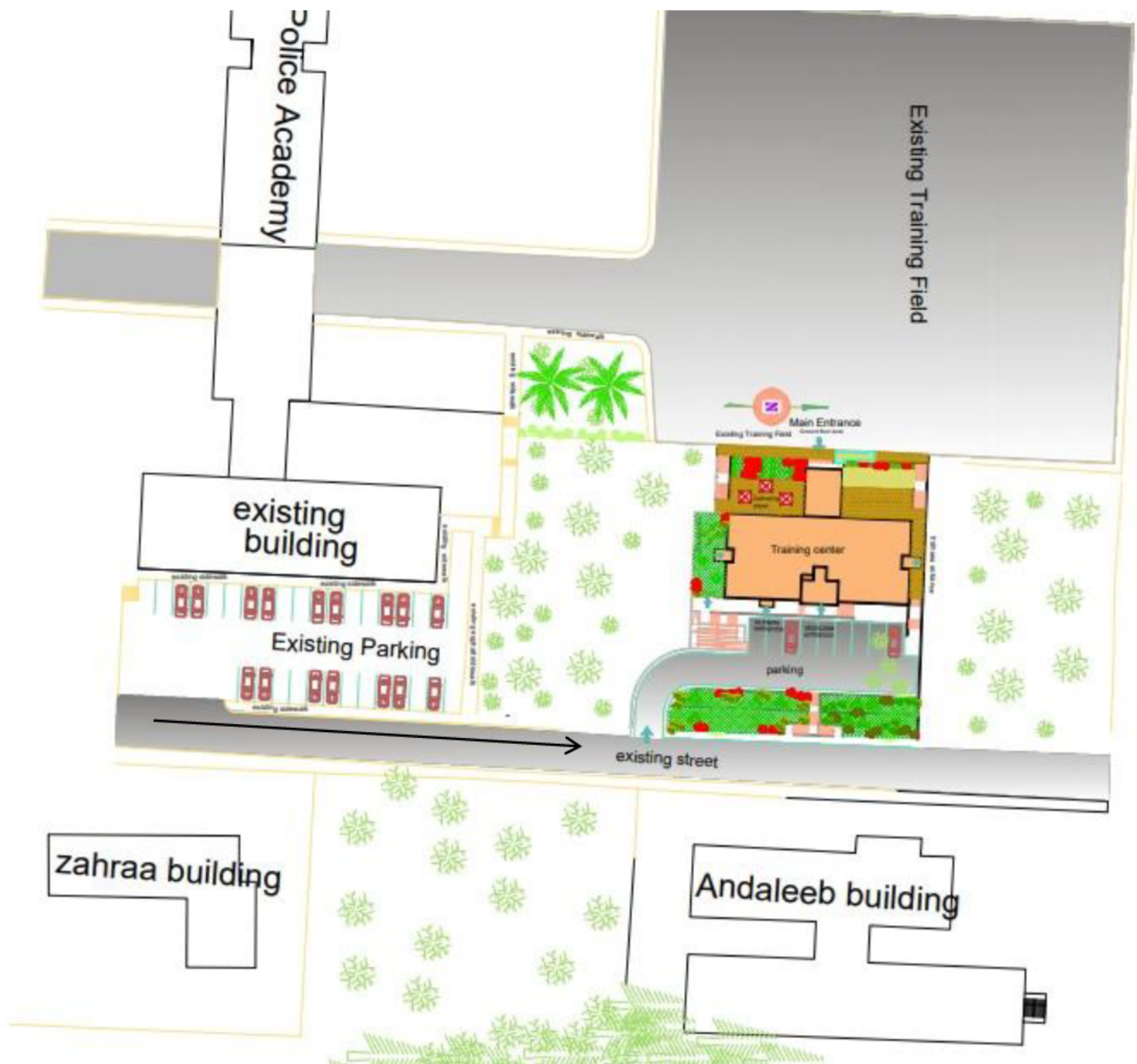
**Three Floors building within an approximately Total Area of 1600 m2**

**Spatial Program for the Building :**

Floors	Functional spaces	Area
Basement floor	Nursery + Rest area + Storages	550 m2
Ground floor	Administration offices	535 m2
First floor	Lecture halls + Dormitory	479m2
Staircase + elevator	-	36m2
<b>Total Area</b>	<b>1600 m2</b>	



# Architectural Drawings

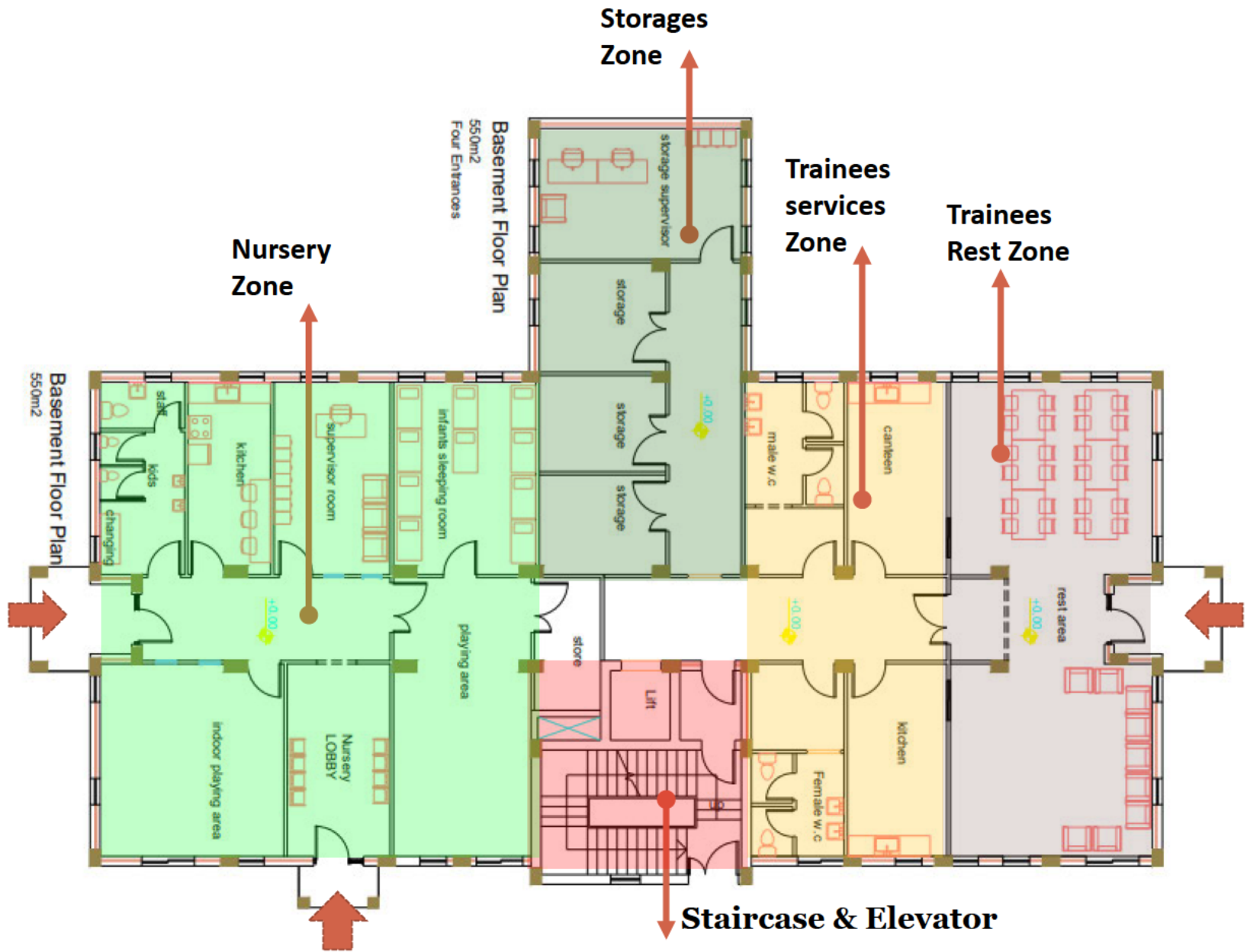


Site location





# Basement Floor Plan



# Basement Floor Plan zoning

<b>Basement floor</b>	<b>Total Area 550 m2</b>	
<b>Nursery</b>	<b>200 m2</b>	
<b>Trainees facilities</b>	<b>152 m2</b>	
<b>Storages + supervisor office</b>	<b>61 m2</b>	
<b>Services ( stairs +elevator+ circulation )</b>	<b>-</b>	
<b>Nursery facilities</b>	<b>Number</b>	<b>Area</b>
<b>Entrances</b>	<b>2</b>	<b>-</b>
<b>Lobby &amp; waiting area</b>	<b>1</b>	<b>18 m2</b>
<b>Supervisor office</b>	<b>1</b>	<b>20 m2</b>
<b>Babies sleeping room</b>	<b>1</b>	<b>25 m2</b>
<b>Infant playing room</b>	<b>1</b>	<b>35 m2</b>
<b>Kids playing room</b>	<b>1</b>	<b>32 m2</b>
<b>Staff toilet &amp; Kids toilets</b>	<b>-</b>	<b>15 m2</b>
<b>kitchen</b>	<b>1</b>	<b>15 m2</b>
<b>Trainees facilities</b>	<b>Number</b>	<b>Area</b>
<b>Dining hall + rest area</b>	<b>1</b>	<b>83 m2</b>
<b>Kitchen + Canteen</b>	<b>2</b>	<b>35 m2</b>
<b>Toilets</b>	<b>-</b>	<b>35 m2</b>
<b>Storage supervisor office</b>	<b>1</b>	<b>24 m2</b>
<b>Storages</b>	<b>2</b>	<b>37 m2</b>
<b>Services ( stairs +elevator+ circulation )</b>	<b>-</b>	<b>-</b>



# Administration Entrance

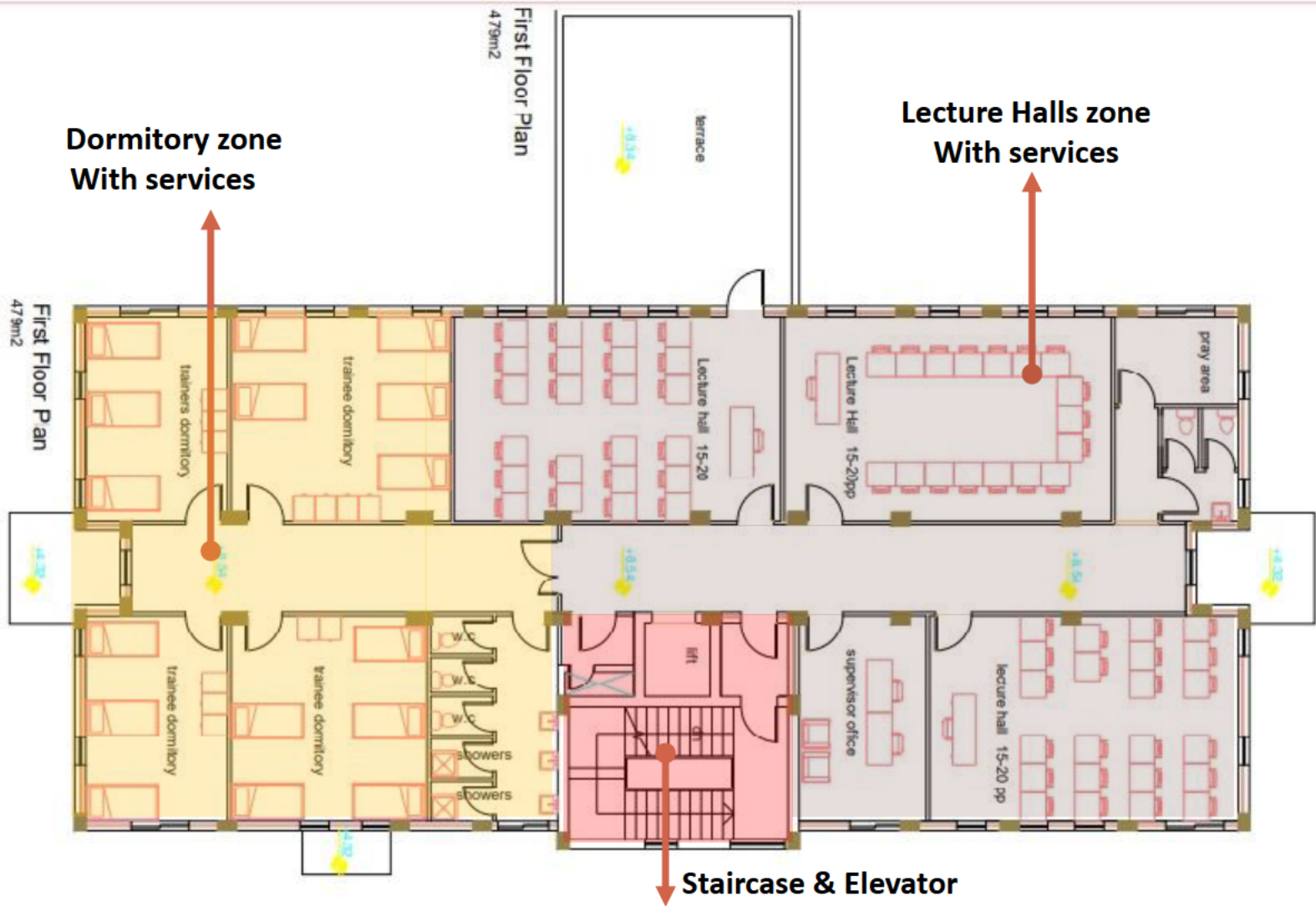


<b>Ground Floor</b>	<b>Number</b>	<b>Total floor area 535 m2</b>
<b>Main Entrance &amp; reception</b>	<b>1</b>	<b>24 m2</b>
<b>Director office + bedroom</b>	<b>1</b>	<b>52 m2</b>
<b>Secretary office</b>	<b>1</b>	<b>17 m2</b>
<b>Deputy director office+ bedroom</b>	<b>1</b>	<b>40 m2</b>
<b>Dewan office</b>	<b>1</b>	<b>20 m2</b>
<b>Head department offices</b>	<b>2</b>	<b>22 m2</b>
<b>Officer offices</b>	<b>2</b>	<b>22 m2</b>
<b>Meeting room</b>	<b>1</b>	<b>35 m2</b>
<b>Buffet + toilets</b>	<b>-</b>	<b>-</b>
<b>Services ( stairs +elevator+ circulation )</b>	<b>-</b>	<b>-</b>





# First Floor Plan

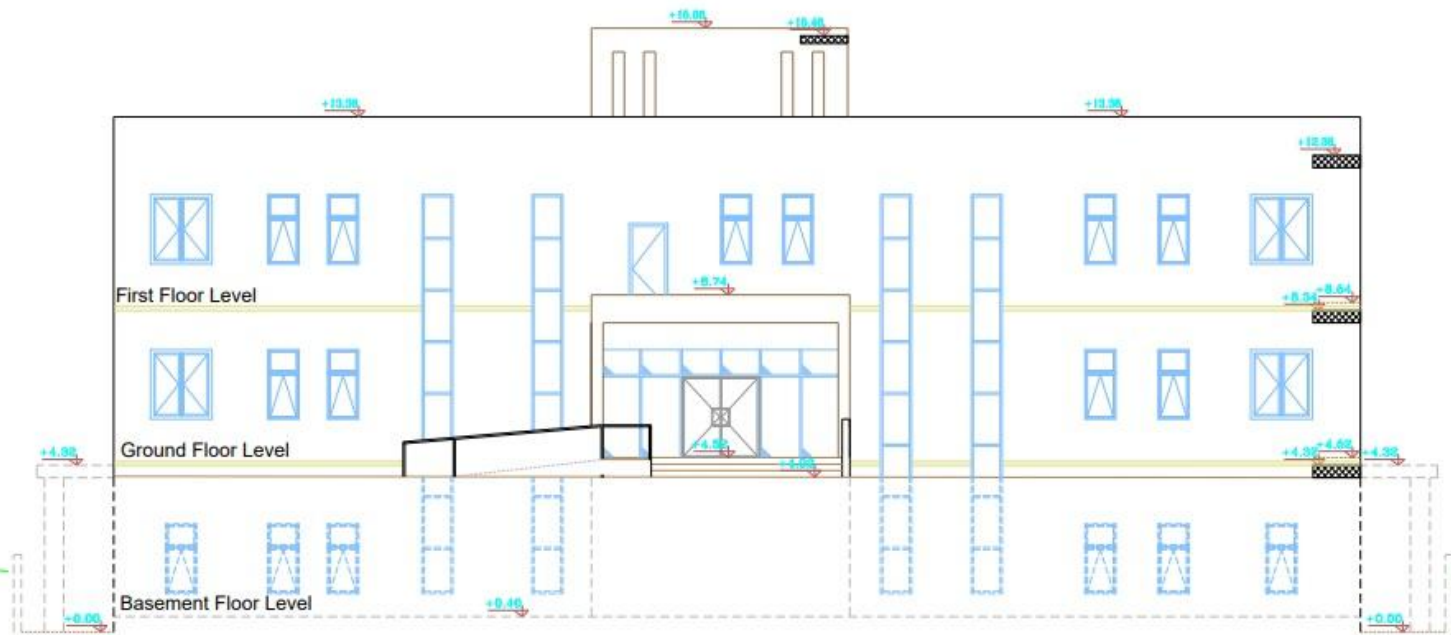


# First Floor Plan Zoning

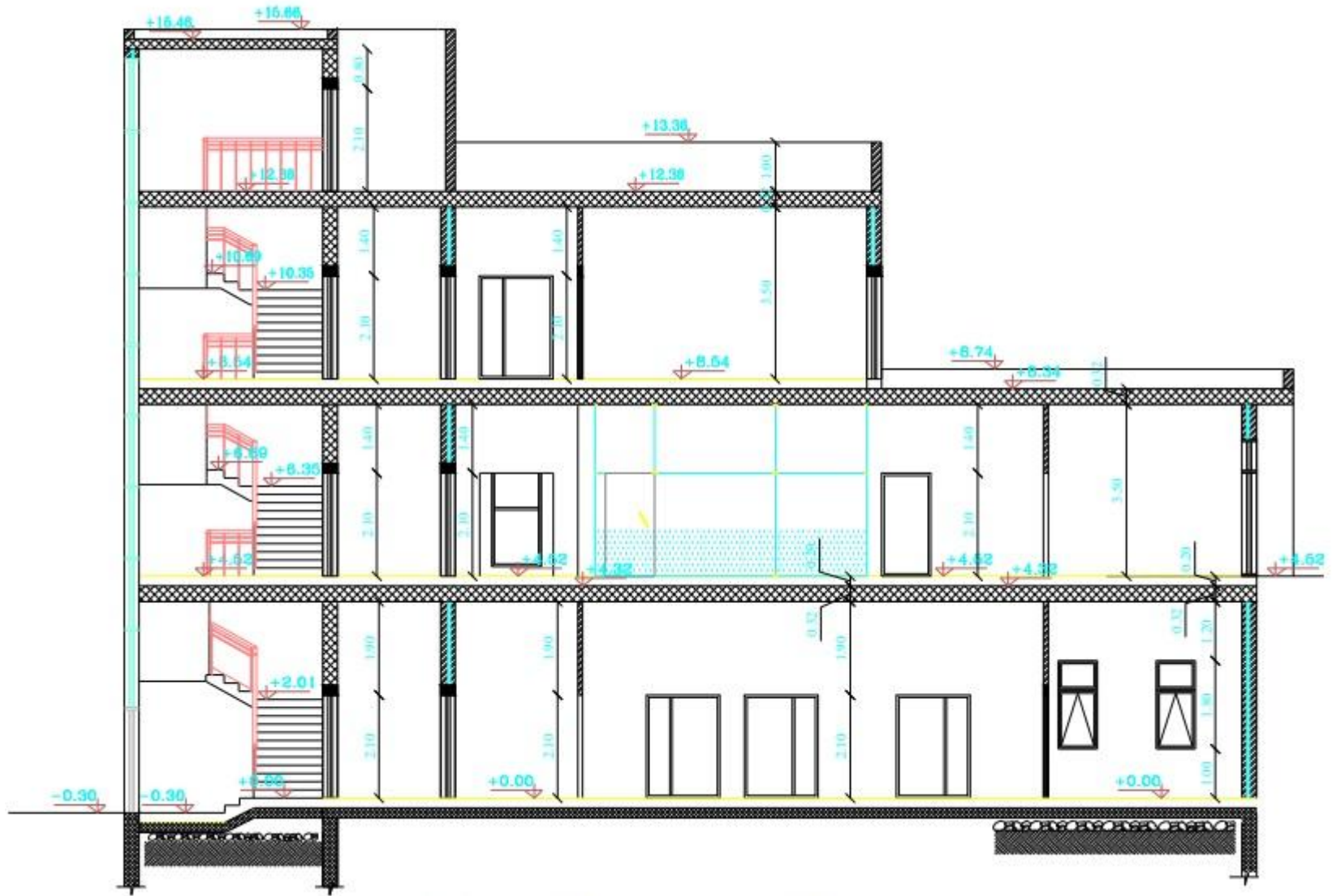
<b>First floor</b>	<b>Number</b>	<b>Total floor area 479 m2</b>
<b>Lecture halls</b>	<b>3</b>	<b>Capacity for 60 trainees 153 m2</b>
<b>Toilets</b>	<b>-</b>	<b>-</b>
<b>Dormitory</b>	<b>4</b>	<b>112 m2</b>
<b>Services ( stairs +elevator+ circulation )</b>	<b>-</b>	<b>-</b>



East Elevation



West Elevation



**Section A-A**





**Section B-B**



**Exterior Shots** from existing training field level showing administration entrance



**Training Field**

**Parking**





**Exterior Shots** from existing training field level

**Thank You**