

PROJECT CLOSURE NARRATIVE REPORT - FLEXIBLE PROJECT FUNDING

The information collected in this form will be used for the sole purpose of the EIF Secretariat monitoring and reporting requirements.

PART 1: PROJECT DETAILS

Project Name Construction of Policewomen Qualification Center in the Public Security Directorate

Fund Recipient Public Security Directorate - Jordan

Country Jordan

Project Manager Name Ltc. Abdel Karim Al Wardat

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Government Coordinating Entity (GCE) The Ministry of Planning and International Cooperation

National Entity (NE) Public Security Directorate - PSD

Project Timeframe 4/15/2022 to 10/15/2023

Project Closure Report Submission Date 25/6/2024

T/PCC FUND RECIPIENT	PUNO FUND RECIPIENT
Where the fund recipient is a T/PCC, the following signatory is required:	Where the fund recipient is a PUNO, the following signatory is required:
Name of the National Entity (NE) ¹ :	Name of the United Nations Organisation ² :
Signatory Name: Brigadier Eng. Rami Abdul Rahim Al Dabbas Position: Assistant Director for Administration and HR Sig [Redacted] Da [Redacted] Telephone Number: 962 772 130 512 Email: Ld.dewan@psd.gov.jo	Signatory Name: Position: Signature: Date: Telephone Number: Email:
	UN Women Atlas / Quantum Project No:
	MPTFO Project Number MPTFO 00129307

PART 2: SUMMARY OF RESULTS

Results Framework

Select the Primary (P) and Secondary (S) outcomes that this Project has contributed to.	<ol style="list-style-type: none"> 1. Expanded country-specific knowledge of barriers to deployment of women peacekeepers to United Nations peace operations 2. Increased meaningful deployment of uniform women peacekeepers to United Nations peace operations 3. Increased pool of uniform women eligible to deploy as United Nations peacekeepers 4. Improved working and/or living conditions for uniformed women peacekeepers in United Nations peace operations
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EIF Outcome 1: Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to UN peace operations						
Activities	Outputs	Indicators	Baseline data	Targets	Key Results	Comments
Objective:						
EIF Outcome 2: Increased meaningful deployment of uniformed women peacekeepers to UN peace operations						
Activities	Outputs	Indicators	Baseline data	Targets	Key Results	Comments
Objective:						
- Holding preparatory courses to pass United Nations examinations (English, French) - Holding awareness workshops for women - Holding courses to prepare competitive positions for women	- Qualifying the largest number of women eligible to apply for United Nations examinations. - Increase awareness of peacekeeping missions	Increasing the number of female candidates and qualifications to participate in peacekeeping operations	100	240	Target was not achieved	In light of the center not being operational yet, it was not possible to achieve the target due to the following justification: The target was not achieved due to the center's lack of readiness, and some courses were trained using training facilities at the Royal Police Academy, in the office, and on the job.

Deployment of women peacekeepers at project commencement and completion, by rank/position:

	Deployment at project start (31 December 2021)				Deployment at project completion (Dec 2023)							
					Planned Deployment (2023)				Actual Deployment (Jan 2024)			
Personnel	M	W	T	%W	M	W	T	%W	M	W	T	%W
Military Observers												
Staff Officers												

Military Unit(s)												
Individual Police Officers	66	10	76	13%	67	53	120	44%	114	33	147	22%
Formed Police Unit(s)	165	14	179	8%	330	90	420	21%	159	21	180	12%
Total	176	14	190	7%	397	143	540	26%	273	54	327	17%

Due to the prevailing global circumstances due to the closure of some United Nations missions, such the Darfur mission UNAMID, and the downsizing in the number of call for participation in other missions, this caused the inability to deploy the annually planned numbers by the PSD in peacekeeping missions, as the PSD was planning to deploy at least 100 female police officers in United Nations missions, but this did not occur due to the closure of some missions and the downsizing power numbers for other missions. However, the PSD continues to train and qualify women until the door for recruitment and appointments in United Nations missions opens.

EIF Outcome 3: Increased pool of uniformed women eligible to deploy as UN peacekeepers						
Activities	Outputs	Indicators	Baseline data	Targets	Key Results	Comments
Objective:						
Construct a Policewomen Qualification Center - accommodation and training facility for women police	One Policewomen Qualification Center is constructed	As of 2020, no facility existed within the Jordan PSD where women from remote regional areas could attend training at a training facility specifically designed for women with childcare facilities, and with live-in accommodation	0	1	Construction of the Policewomen Qualification Center completed October 2023 – 18 months	Facility will be operationalized in 2024 -the first course was conducted in 12/-16/5/2024. - 18 of students attended the course. -14 of female police officers attended the course and use the facility. -Childcare unit was not used because female participants attended without their children, because a child nursery requires the completion of government licensing procedures from the Ministry of Social Development and those concerned from various government agencies, and because the instructions do not allow children to be kept inside a child nursery unless it is officially licensed to ensure their safety and provide them with an appropriate environment.
Training women uniformed personnel qualified for deployment	Increase the number of uniformed women qualified for deployment	Number (#) and percentage (%) of women recruited into national armed forces and police services, and change in percentage (%) of women in national armed forces and police services, compared to the year before and at the end of the project	2022 Commissioned Officers 6.2% Non-commissioned officer class 0.2%	2023 Commissioned Officers 6.1% Non-commissioned officer class 17.5%		
		Change in ratio of women to men in	2022	2023		

		senior military and police service roles within EIF-funded T/PCCs	4%	4.1%		
		Number (#) and % of promotions of women in national armed forces and police service, compared to the year before and at the end of the project	2022 Commissioned Officers 6.1% Non-commissioned officer class %	2023 Commissioned Officers 4.1% Non- commissioned officer class 7%		
Raising the level of awareness and education about gender among public security personnel	Implementing special training courses that highlight the importance of women's participation in addition to men in peacekeeping operations	training 234 Trainee during the years 2023 + 2024	57 males 177 females	Motivating male and female salaries to work in peacekeeping operations	Increasing the number of those wishing to participate in peacekeeping operations	

PART 3: DESCRIPTION OF PROJECT RESULTS AND LESSONS

1. Summary of Results

Please provide a summary of the accomplishments, results and outcomes of the project. The summary should also highlight potential impact and any relevant achievement related to the project's implementation, including unexpected results, both positive and negative. This section should be no longer than one page.

- A) The PSD, in coordination with the Elsie Initiative, implemented the HRDDP examination through an independent expert specialized in the field of human rights. As the PSD is a security entity responsible for achieving security and the procedures that arise from it, as appropriate, the PSD has implemented and still to implements the HRDDP policy of exercising due diligence in taking into account Human rights within the scope of its work, in addition to adding a checklist to assess human rights risks, both of which require conducting human rights risk assessments and adopting mitigating measures through the following:
- M03: confirmation that a reporting mechanism on gender-based violence and discrimination, sexual harassment, and SEA was developed - for all members who will work and/or be trained at the training center, including civilians, as an annex to the PSD Code of Conduct.
 - M04: Reporting Mechanism on GBV and SEA and training for inclusion in the PSD's training and processes and remaining items M05-M08

- Where the mitigating measures have been specifically addressed in the activities and actions in accordance with M02: (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) & M06: (ensure fair and transparent selection criteria for the beneficiaries of this center, criteria governing the qualifications of its employees, that is ratified by the "Director of Public Security," or similar).
- B) *Establishing a gender capacity building institute and center (fully equipped). The building consists of three floors with a 100% completion rate. The total cost of the project amounted to one million US dollars from the Elsie Initiative Fund. The building can accommodate about 32 beds (with an additional capacity of 20 beds in the multi-room hall)..*
- C) *Equipping three training halls with modern systems to implement training activities with a 100% completion rate.*
- D) *Preparing a private parking area for the building, the external walls and stairs with a 100% completion rate, and the electric elevator.*
- E) *Implementing communications and information technology work and establishing an electronic library, a computer laboratory, and surveillance systems with cameras, television screens, and smart boards.*
- F) *100% equip a sports training hall and provide it with the latest sports equipment.*
- G) *Preparing a children's nursery and providing it with all equipment, child care supplies, and female cadres specialized in raising and caring for children.*
- H) *Providing offices and sleeping rooms for the trainers and staff at the center, in addition to kitchens, bathrooms, showers, changing rooms, and a meeting hall.*
- I) *Preparing a garden, entertainment areas, children's play areas, and outdoor training fields.*

2. Good practices, lessons, and recommendations

a. *What has worked well during the conduct of the barrier assessment? Describe any good practices implemented during project implementation that can be replicated in future programming.*

A) The participation of women's police in conflict areas such as the Congo, Cyprus and South Sudan is one of the major tasks that has contributed and influenced the empowerment of women in the women's police, which is an important element of empowerment and is the foundation on which women are based, the participants were able to perform their duties, and this resulted in improving the linguistic aspect related to passing the English and French language tests for the women's police, shooting tests, leadership skills, and training, in addition to giving them experience that women will be far from their homeland, husband, and family, and their psychological aspect must be strengthened so that they can carry out their tasks and duties with all strength and high professionalism and this was shown through the following aspects and results:

- Active participation in peacekeeping forces and international police is considered one of the important elements that increased the participants' self-confidence, revealed their strengths and weaknesses, and gained them new experiences as a result of

dealing with international officers, which placed them in effective participation with the international police in line with developed countries in terms of professionalism, level, and discipline in Peacekeeping forces, especially since their tasks are diverse and include assistance in confronting sexual and gender-based violence and preventing its recurrence, which is an essential effort to help countries of conflict and disputes achieve lasting peace, and the work of women police in United Nations missions was a way to achieve their dreams.

- The Jordanian women police performed ordinary and extraordinary police tasks in the various police stations and UN missions in which they worked, and they relied on their experience in reform and rehabilitation in the field of community policing and providing unique services such as raids, arrests, arresting wanted persons, and maintaining the stability of the security conditions in the conflict zone, which are tasks. A new one in which the female police demonstrated their ability to carry out distinct and qualitative duties in partnership with their fellow international police personnel from other countries.
 - B) The project helped identify and clarify the obstacles that limit the active participation of the women's component of the Public Security Directorate in peacekeeping operations and the leadership positions expected to be addressed through this project. The project's activities will focus on addressing the social, technical, economic, and psychological obstacles facing the women's component. It limits their assuming leadership positions and participating in peacekeeping operations.
 - C) Jordan is considered one of the three largest active participants in peacekeeping operations and multinational security missions in recent years, as the Public Security Directorate provides groups of formed police units / FPU within the security tasks in UN missions as law enforcement units and operations to achieve security stability on the mission's grounds. It also provides groups of police officers specialized in supporting United Nations Police Operations (IPO) / international observers, prison security operations officers, and qualified officers for various specializations in the fields of planning, supply, training, investigation, human rights, first responders, security and humanitarian policy makers, and civil protection.
 - D) Many training workshops were implemented for the ranks of the Public Security Directorate with various international partners, and many officers from different leadership levels were involved in these training and workshops (national and international), which contributed to consolidating the importance of the culture of working to mainstream the gender perspective and clarifying how to qualify and develop capabilities. for women working in the Public Security Directorate at various levels and job types.
 - E) An audit was conducted of the work, training, and media policies of the Public Security Directorate, and in light of this, gender-specific training materials were included in all training curricula – see annex: training plan - implemented by the Public Security Directorate in its affiliated institutes and training centers, in addition to giving gender the utmost attention in work policies, security media, and planning. Strategic recruitment and hiring policies.
- b. Looking back, is there anything that you would do differently about the project's design and implementation? If so, please provide a detailed description.
- Given that the center is located in the capital, Amman, and that some of the women working in the Public Security Directorate live in areas far from the capital, Amman, it was also desirable to provide centers similar to this center in northern and southern Jordan in

order to facilitate women's access to training without difficulty and enable them to Return to their homes on the same day. However, the Public Security Directorate will be able to seek international partnerships to meet this requirement in the future to find training facilities that support the work of the main center in Amman.

- c. *What recommendations and lessons have you identified regarding project design, implementation, and results? Please provide a detailed description including recommendations.*
- A) *Many lessons have already been learned regarding different aspects of the project (e.g. project management, resources, communication, requirements, etc.), how to overcome some challenges and what needs to be improved. Answering participants' questions helped in finding alternative implementation plans, which contributed In preparing better integrated team plans and a more focused division of roles.*
 - B) *Also, the importance of documenting, summarizing and analyzing the results of the meetings along with other key reports during the sessions, which contributed to providing strong recommendations to improve initiatives and projects in the future, for example: thinking about building a comprehensive quality system for the training and management processes system, which in turn has an impact on the sustainability of the project outcomes. In the present and the future in terms of excellence, leadership and striving towards regionalism, as well as thinking about smart training and qualification by developing plans for electronic systems to build special and smart training databases, and to establish an electronic library and a distance education system.*
 - C) *Through the good practices carried out by the Directorate of Public Security in cooperation with the Elsie Initiative Fund and other international cooperation partners, the impact is clearly evident in the strength that results from harmony between males and females in terms of exchanging roles and experiences and ensuring that both genders perform their duties at the national and international levels and encourages the strengthening of Joint efforts of women and men towards the full, effective and beneficial participation of women and men in uniform on an equal footing in peacekeeping operations.*
 - D) *Through project planning processes, the scrutiny of the gender perspective in project documents and international cooperation proposals is highlighted in line with the above-mentioned sustainable development goals. This brings new added value, which is related to improving future policies, programs and projects, which in turn provide services, flexible organizational structures and agile security procedures. It is consistent with the human and financial budgets and other resources available to the Directorate of Public Security.*
 - E) *The launch of the third programming cycle had the benefit of better understanding current and potential technical assistance programs of United Nations organizations, including missions related to the technical aspects of the Enhanced Integrated Framework, the impact that the Enhanced Integrated Framework aims to achieve, and the financing means and methods available to beneficiaries for financing, and an overview of The Measuring Opportunities for Women in Peace Operations (MOWIP) methodology to assess obstacles and eligibility criteria for applying to the Fund. This good understanding may lead to the growth of knowledge acquired by the beneficiary institutions and enhance the exchange of experiences between these institutions, which is what the Public Security Directorate aspires to to increase the representation of women on All levels of local and international action and support the implementation of the Action Plan regarding addressing barriers that limit women's participation in building, sustaining and*

negotiating peace in accordance with UN Security Council Resolution 1325, Women, Security and Peace Accredited Participation, Protection, Prevention, Relief and Recovery.

- F) The workshop on qualifying the cadres of the Gender Capacity Building Center in the Public Security Directorate in coordination with the Department of Planning and International Cooperation and the Royal Police Academy, which was concerned with the subject of (needs assessment and gap analysis - organizational gaps), had a good impact in identifying needs in accordance with the strategic and operational objectives of the center and linking them to the project document.*
- G) The seminars and sessions that were attended online with the Elsie Initiative, in addition to the participation of the representative of the Public Security Directorate as a speaker in the preparatory meeting for the United Nations Peacekeeping Ministerial Meeting (UNPKM), contributed to strengthening the concepts of promoting gender equality in international peacekeeping operations, the importance of specialized training for women to develop their capabilities to Carrying out their duties at work, and finding ways to increase the nomination of women to apply for leadership positions in peacekeeping operations.*
- H) By attending the initiative's seminars on types of funding: the Letter of Intent targeting the methodology for assessing barriers and measuring opportunities for women in peace operations (MOWIP) in collaboration with the Elsie Initiative Fund (EIF), flexible project financing and distinct funding modalities for a strong Gender Unit (GSU), it was observed that There is an enhancement of technical understanding of the work of the Elsie Initiative, and this leads to expected future results:*
 - Expand country-specific knowledge of barriers to deploying uniformed peacekeepers in UN peace operations.*
 - Increase the targeted deployment of women peacekeepers in UN peace operations.*
 - Increase the pool of uniformed women qualified to deploy as UN peacekeepers.*
 - Improving working and/or living conditions for women in uniform in peacekeeping forces in UN peace operations.*

These are all principles and lessons that the project has benefited from developing and will have a sustainable impact in the future.

3. Challenges/Problems

Please elaborate on the key challenges/problems faced by the project, both in terms of the project's design (e.g. type of activities, expected accomplishments, objectives, etc.) and implementation (e.g. change in country situation, administrative processes, collaboration with partners, etc.). Please also list actions taken to address them.

Description of key challenges	Key action(s) taken to solve the issue, if any
Corona pandemic	During the project implementation period and due to the outbreak of the Corona pandemic, which led to delays

	in supply chains and a decline in productivity for many raw materials due to the restrictions placed at the world level that limit working hours and the movement of labor, coordination was made with the partner agencies of the Public Security Directorate for the purposes of providing raw and basic materials for operations. Construction during the pandemic.
Milan location and rocky nature	The inclination of the sites led to the need for a longer period of time to level the construction site, in addition to the high hardness of the rocky nature, which led to an increase in the duration of excavation on the site through construction mechanisms to obtain a suitable level site to begin preparing the building foundations.
Construction site inside an existing security facility (Royal Police Academy)	Entry and exit to these facilities requires security approvals for all workers from companies, engineers, and representatives of the entities that implemented the project. In addition, working hours are within the scope of official working hours and no person is allowed to remain at the work site for late hours due to the privacy of the site as a security facility subject to the instructions of the laws, as Permits were issued to workers (with daily entry and exit) in the project to facilitate procedures for them.
Weather fluctuations	Sudden changes in weather conditions during the project implementation period, especially in the winter season, led to work stopping at frequent times, especially when rainfall and snowfall increased.

4. Advocacy and Knowledge Generation

Please describe any events, consultations, reports, research papers, blog posts that you led, or contributed to, in order to promote the project and contribute to the global conversation about uniformed women's representation in United Nations peace operations. Please indicate your role(s) in these knowledge production activities. Please also include the link or URL to each of these products, activities, or events.

- A) *Participating in preparing the results of the evaluation related to measuring women's opportunities in peacekeeping operations for the Directorate of Public Security, the Hashemite Kingdom of Jordan (MOWIP), in cooperation with Cornell University and the Geneva Center for Security Sector Government (DCAF).*
- B) *Participation in filling out the questionnaire contained in the United Nations Office for Women regarding the importance of the presence of women in the security and military sector for the national plan for Security Council Resolution 1325.*
- C) *Participation in a workshop at the Dead Sea to discuss a draft report on the Methodology for Measuring Opportunities for Women in Peace Operations (MOWIP) in partnership with Cornell University and the National Commission for Women. This workshop sought to*

generate knowledge and hold discussions that included many public security units in order to create ideas related to the results of the survey that It was conducted and presentations were made that allowed explaining the objectives of the Public Security Directorate in reaching the required balance in providing opportunities for both genders by increasing opportunities for women's empowerment and the strategic priorities of the Public Security Directorate for gender integration 2021-2024 and its executive plan, promoting the gradual transition and accelerating procedures related to the participation of Purposeful Women in Peace Operations, the workshop produced joint recommendations for inclusion in the final report.

- D) Conducting interviews, training and scholarships for cadres (females and males) and issuing a travel decision to the State of Qatar for a wide range of human cadres of both sexes and of various ranks and job categories to participate in the stadium security duty for the 2022 World Cup in Qatar. The percentage of female participation has reached 32% of the total participating force. In due course, it should be mentioned here that all participants received extensive and extensive training in the field of stadium security and public service.*
- E) Amending and developing the code of conduct for police work in line with a gender perspective:
For a copy of code of conduct check it here: <https://www.psd.gov.io/media/5ufp4er4/%D9%85%D8%AF%D9%88%D9%86%D8%A9-%D8%A7%D9%84%D8%B3%D9%84%D9%88%D9%83.pdf>*

5. Sustainability

How does the security institution plan to sustain the project's outputs and results to advance women's meaningful participation in UN peacekeeping? This section should elaborate on the extent to which the achievements of the project are likely to be sustained beyond its completion, leading to enduring, self-sustained results. It should also include information on any follow-up activity to the project that was implemented or initiated by the fund recipient or implementing partners following the completion of the project.

- A) The courses implemented at the center will be included in the annual training plan issued by the Training Directorate of the Public Security Directorate.*
- B) Marketing the center through various forums and demonstrating the potential and capabilities of this center at the regional and international levels.*
- C) Inviting the security services in various friendly and brotherly countries to visit the center and learn about the training programs that are implemented within the center, which focus in their entirety on deepening gender concepts in the security services.*
- D) Providing all forms of support for participants in courses within the center by providing the appropriate training environment and pajamas prepared in an appropriate manner, in addition to the logistical services provided to the trainees at the center.*
- E) Providing future support, whether through the Public Security Directorate's budget or through donors, to carry out any updates or development of the center's duties in a way that is consistent with the future outlook of the Public Security Directorate's strategy.*
- F) Marketing the center through coordination with the Permanent Representative to the United Nations for the purpose of involving women participating in peacekeeping missions in specialized courses in peacekeeping from various countries.*
- G) The sustainability of expected results will be ensured through:*

- *Activating the Women's Component Center and carrying out the tasks for which it was created (qualification, training, studies and research).*
- *The statistical reports issued by the Center include numbers, percentages, and types of training and qualification programs provided to female members.*
- *Producing a group of specialized trainers through the necessary courses (training of trainers, foundation courses, and advanced and specialized courses related to peace operations.) In cooperation with the United Nations Department of Peace Operations, where official United Nations recognition of training for pre-deployment courses is requested, local partners And international in this field.*
- *Providing qualified and highly trained human resources, so that they are preserved to carry out various tasks and duties in the present and future in a safe and fair manner.*
- *Continuing to provide the Public Security Directorate with a female component, especially in the operational field, which requires specialized training, thus holding the necessary courses on an ongoing basis at the center and transferring a number of females in the Public Security Directorate from civilian to regular military status, which requires training in specialized courses.*

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

- *The presence of a specialized rehabilitation center for the female component at the national and regional levels contributes effectively to all areas of training for the female component and takes into account women's needs in order to support increased participation of the Jordanian female component in peacekeeping missions.*
- *The Center will have an active role in increasing knowledge about gender and culture in the Public Security Directorate by providing local and international training courses and workshops on issues related to gender and Security Council Resolution 1325 (Women, Security and Peace), which will help in creating a new organizational culture. It is based on gender equality and ensuring gender needs. This new center will support the current training efforts of the Public Security Directorate, which are already taking place in a number of Public Security Directorate training facilities (Training City, Police Academy, Gendarmerie Forces, Civil Defense Directorate, and Public Security Directorate shooting ranges) where men and women are already training. Together, these existing facilities will also be able to support the efforts of the new training centers to enhance the institutional culture of the Public Security Directorate by ensuring gender equality and ensuring gender needs.*
- *The Center plays an active role in implementing the Gender Mainstreaming Strategy in the Public Security Directorate 202-2024 which was launched in February 2021 and the gender mainstreaming policies in the Public Security Directorate.*
- *Disseminating success stories of former participants in international peacekeeping missions by engaging trainees as trainers and experts and publishing success stories for trainees during preparation periods. These stories will include topics such as success stories, challenges, self-resilience, daily life, self-confidence, and mission requirements.*
- *Empowering women and increasing their opportunities to assume leadership positions in all locations and in peacekeeping missions (observers/companies) by engaging in leadership and supervisory skills courses.*
- *The possibility of investing the presence of this facility in training members of regional security institutions.*

6. Additional Information

- I) *This section should include any additional information about the project's activities, such as press clippings, media coverage, meeting reports, publications, websites, etc. If the information is available online, please include the link or URL.*
- J) *The Public Security Directorate carries out a number of gender-sensitive activities and increases the representation of women alongside men in providing humanitarian security duties in order to reach safe, sound and socially and economically empowered communities, by demonstrating the role of the center and conducting awareness programs for salaries in various public security units, in addition to clarifying Project activities through the radio program in the Public Security Directorate, where a meeting was held with the director of the center, explained the goals and activities of the center and the future vision of establishing this center.*
- K) *Introductory data were also published on the internal website of the Public Security Directorate through the Training Directorate, as this center is structurally affiliated with this Directorate, which explains the purpose of establishing the center and the most important training activities and events that are provided through it.*
- L) *The center's work supports many police departments, such as the Royal Police Academy, the Family Protection Department, the Strategic Security Studies Department, the Media and Community Police Directorate, the Communications and Information Technology Department, the Women's Police Command, the Logistics Support Directorate, the Purchasing Department, the Planning and International Cooperation Department, the Buildings Department, The Directorate of Public Security Justice and the Training Directorate as the parent training incubator.*
- M) *Useful Links:*
 - <https://www.psd.gov.jo/en-us/content/news/psd-and-the-european-union-launch-a-project-to-support-protection-and-prevention-systems-to-prevent-gender-based-violence/> .
 - <https://www.psd.gov.jo/en-us/psd-department-s/family-and-juvenile-protection-department/efforts-in-the-gender/>
 - <https://www.psd.gov.jo/en-us/psd-department-s/princess-basma-women-police-training-institute/>

Annex A: Security Institution Personnel Data

Police

By rank

	Personnel Data at Project Start (2022)					Personnel Data at Project Completion (2023)				
Rank	Men	Women	%Women	Total	Ratio of women to men (Nb of W / Nb of M) x 100	Men	Women	%Women	Total	Ratio of women to men (Nb of W / Nb of M) x 100
Top Warrant Officer	69%	31%				74.3%	25.7%			
Warrant Officer	95.1%	4.9%				94.2%	5.8%			
Sergeant	94.1%	5.7%				95%	5%			
Corporal	96.9%	3.1%				96%	4%			
Cadet	98.3%	1.7%				97.7%	2.3%			
Total	95.2%	4.8%				94.7%	5.3%			
Commissioned officers	93.8%	6.2%				93.9%	6.1%			