Results and
Indicators for
Development

**Security
Sector Reform**

Results and Indicators for Development

General Introduction

his **guidance for action design** has been developed by IN PA Unit D4 Performance, esults and Evaluation Internal Communication, nowledge anagement and Collaborative ethods" jointly with IN PA hematic Units

It is **addressed** to all colleagues involved in the preparation of action documents and project documents and offers a handy tool to develop solid logical framework matrices. It identifies clear and measurable results statements that are in line with IN PA policy priorities, as well as with the UN Sustainable De-velopment Goals (SDGs), along with a range of good indicators to monitor progress. It will be updated regularly to reflect evolving priorities.

Its **main objective** is to enhance the quality of IN PA interventions – both in terms of design as well as of monitoring and reporting in the course of implementation.

The **need for this type of guidance** was identified in the framework of the results-reporting process led by IN PA D4, as well as through its systematic review of all action documents presented to Quality Review Group meetings.

The present guidance covers IN PA strategies in various sectors, and presents for each sector:

1. EU policy priorities: a short narrative explaining EU policy priorities and commitments as articulated in key policy and strategic documents.

2. Results Chain: a diagram showing the main results (impact, outcomes, outputs) that EU development interventions are expected to achieve in the sector, reflecting EU policy priorities and commitments.

3. List of Sector Indicators: examples of measurable indicators associated to each result statement are provided, that may be used in Logframe Matri-ces at project/ programme level.

ou can access the online Sector Indicator Guidance at https europa eu capacity4dev results-and-indicators or further information and or to provide feedback please contact IN PA Unit 04 at IN PA-EU- ESU S ec europa eu

1. EU Policy Priorities

As outlined in the Joint Communication to the European Parliament and the Council 'Elements for an EU-wide strategic framework to support security sector reform', insecurity and instability are frequently generated or exacerbated by a lack of effective and accountable security systems. Helping partner coun-tries to reform their security systems supports the EU's objectives of peace and stability, inclusive and sustainable development, state-building and democracy, the rule of law, human rights and the princi-ples of international law. Conflict and insecurity in partner countries, sometimes associated with violent extremism, also affect the EU's internal security, and that of EU citizens and EU trade and investment interests abroad.

Therefore, the EU steps up its support of partner countries' efforts to ensure security for individuals and the state and, to this end, the legitimacy, good governance, integrity and sustainability of the security sector of partner countries. It remains fully in line with the objectives of the Agenda 2030 (Transforming our world: the 2030 Agenda for Sustainable Development), and more specifically with its Goal 16 fo-cusing on 'promoting peaceful and inclusive societies for sustainable development, providing access to justice for all and building effective, accountable and inclusive institutions at all levels'.

The overall objective (expected **impact**) is to ensure the security of individuals, as perceived and expe-rienced by them. This involves upholding their fundamental freedoms and properly assessing, in a par-ticipatory way, the security needs of different groups, including the most vulnerable. The system should address the specific security needs of women, minors, the elderly and minorities.

The specific objectives (expected **outcomes**) are based on the principle that security actors respect and uphold human rights, without discrimination, for the general population and their own members. This involves:

■ Effective democratic control and oversight: security actors should operate within a clear and un-ambiguous legal framework approved by the national legislator, including effective civilian control. Its budget should be an integral part of the national budget and be discussed and approved by the legislature, which must be able to exercise effective oversight. Consulting and involving civil society should be standard practice in the development and monitoring of security and justice policy and activities.

■ Transparency and openness: applying and putting in place legal guarantees to prevent arbitrary decision-making. Recruitment and promotion procedures and appointments to senior positions in the security structure should be based on clearly defined, publicly available criteria. Official chains of command must be respected. The classification and dissemination of, and access to, security sector documents (including procurement processes) should be subject to officially agreed and predictable procedures. Information should be public, so as to enhance transparency and under-standing. Limitations to openness and transparency may be justified on grounds of clearly defined public policy (e.g. data protection), but should always be kept to a minimum.

■ Participation of all stakeholders in the reform process: implying that national security policies and strategies are developed through inclusive consultation processes. In particular, women's partici-pation should be ensured in line with relevant UN Security Council Resolutions.

■ The security sector itself should be inclusive. Security forces should not exclude or discriminate against any particular group. To avoid generating tension, resource allocation should be public, justified and reflect legally defined roles/tasks. Women should have equal opportunities and be empowered within the security forces.

■ Effective internal accountability systems, such as internal inspection services and audits, as well as external financial and operational conduct control by the national court of auditors and other oversight or equivalent bodies. Mechanisms such as vetting, codes of conduct, independent com-plaints bodies and scrutiny by civil society also contribute to accountability. To avoid impunity, it is important to uphold the principle of equality before the law, avoidance of arbitrariness, and procedural and legal transparency when a security actor is brought to justice.

Disarmament, demobilisation and reintegration (DDR) refers to a set of interventions in a process of demilitarising official and unofficial armed groups by disarming and disbanding non-state groups or downsizing armed forces and reintegrating them into civilian life. DDR processes should respond to im-mediate security needs and help lay the foundations for longer-term stability in a country or region. They should therefore link in with an overall peace process and preferably with a broader SSR. In conflict and post-conflict contexts, EU SSR and DDR support balances the need to restore basic security services as an urgent stabilisation measure with the need to avoid hindering longer-term stability by, for instance, legitimising non-inclusive security forces. Furthermore, the availability of small arms and light weapons (SALWs) is often a key factor in triggering and spreading insecurity. 'Residual conflicts' sustained by the illicit spread of SALWs often blur the dividing line between armed conflict and criminality. SALW control is intrinsically linked to SSR efforts, not least in limiting the perceived or actual need or propensity of individuals or communities to provide for their own defence.

In order to contribute to these objectives, the EU focuses its support on three key areas of intervention (all expected outputs fall under these three categories):
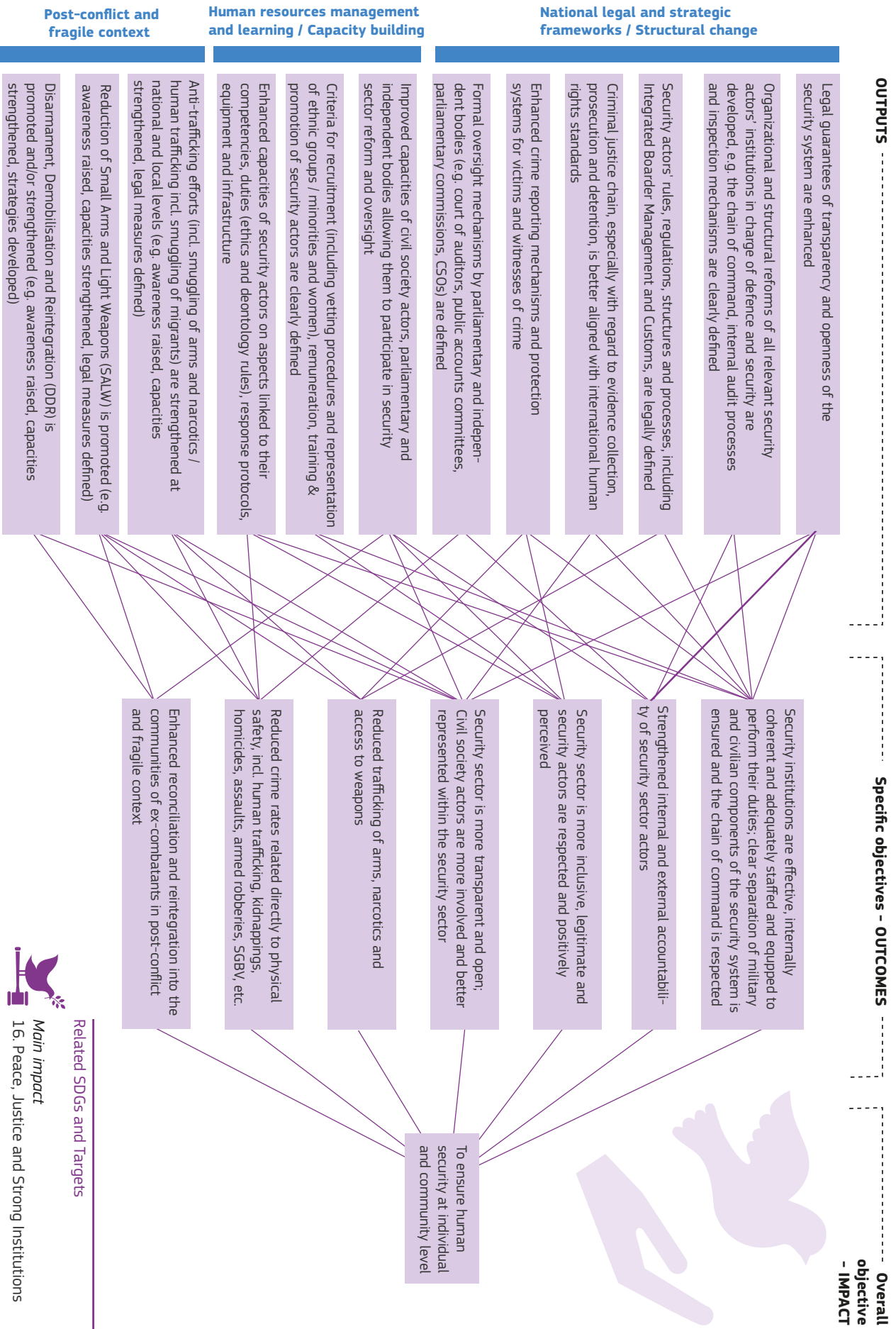
■ Supporting the development of a clear and appropriate legal and strategic framework;

■ Strengthening the capacities of security sector institutions and civil society organisations working in this field; and

■ Supporting stabilization of fragile and post-conflict areas through other complementary means (e.g. SALW, DDR, etc.).

Policy and Strategic Document

- Neighbourhood, Development and International Cooperation Instrument (NDICI) (2021)
- GAP III objectives and indicators (SWD2020 - 284 final)
- Joint Communication to the European Parliament and the Council "Elements for an EU-wide strategic framework to support security reform" (2016)
- 2030 Agenda for Sustainable Development

2. Results Chain

OUTPUTS

Post-conflict and fragile context

- Disarmament, Demobilisation and Reintegration (DDR) is promoted and/or strengthened (e.g. awareness raised, capacities strengthened, strategies developed)
- Reduction of Small Arms and Light Weapons (SALW) is promoted (e.g. awareness raised, capacities strengthened, legal measures defined)
- Anti-trafficking efforts (incl. smuggling of arms and narcotics / human trafficking incl. smuggling of migrants) are strengthened at national and local levels (e.g. awareness raised, capacities strengthened, legal measures defined)

Human resources management and learning / Capacity building

- Criteria for recruitment (including vetting procedures and representation of ethnic groups / minorities and women), remuneration, training & promotion of security actors are clearly defined
- Enhanced capacities of security actors on aspects linked to their competencies, duties (ethics and deontology rules), response protocols, equipment and infrastructure
- Improved capacities of civil society actors, parliamentary and independent bodies allowing them to participate in security sector reform and oversight

National legal and strategic frameworks / Structural change

- Formal oversight mechanisms by parliamentary and independent bodies (e.g. court of auditors, public accounts committees, parliamentary commissions, CSOs) are defined
- Enhanced crime reporting mechanisms and protection systems for victims and witnesses of crime
- Criminal justice chain, especially with regard to evidence collection, prosecution and detention, is better aligned with international human rights standards
- Security actors' rules, regulations, structures and processes, including Integrated Boarder Management and Customs, are legally defined
- Organizational and structural reforms of all relevant security actors' institutions in charge of defence and security are developed, e.g. the chain of command, internal audit processes and inspection mechanisms are clearly defined
- Legal guarantees of transparency and openness of the security system are enhanced

Specific objectives – OUTCOMES

- Security institutions are effective, internally coherent and adequately staffed and equipped to perform their duties; clear separation of military and civilian components of the security system is ensured and the chain of command is respected
- Strengthened internal and external accountability of security sector actors
- Security sector is more inclusive, legitimate and positively perceived
- Security actors are respected and positively perceived
- Security oversight is more transparent and open; Civil society actors are more involved and better represented within the security sector
- Reduced trafficking of arms, narcotics and access to weapons
- Reduced crime rates related directly to physical safety, incl. human trafficking, kidnappings, homicides, assaults, armed robberies, SGBV, etc.
- Enhanced reconciliation and reintegration into the communities of ex-combatants in post-conflict and fragile context

Overall objective – IMPACT

- To ensure human security at individual and community level

Main impact
16. Peace, Justice and Strong Institutions

Related SDGs and Targets

3. List of Sector Indicators

Result	Indicators

◎ Impact
 	
To ensure human security at individual and community level
	▰ Country based Security Perception Indexes (Score)
	   data source National Surveys, E pert assessments and National statistical report
	
	▰ Country status according to the ECD States of ragility eport (Status)
	data source ECD States of ragility eports
	          http://www.oecd.org/dac/conflict-fragility-resilience/listofstateoffragilityreports.htm
	
	▰ Fundamental ights Country Score according to the World Justice Project (Country score)
	data source WJP World Justice Project – ule of aw Inde
	          https://worldjusticeproject.org/our-work/wjp-rule-law-index
	
	▰ Order and Security Country Score according to the World Justice Project (Country score)
	data source WJP World Justice Project – rder and Security
	          https://worldjusticeproject.org/our-work/wjp-rule-law-index
	
	▰ Group Grievances Country Score according to the Fragile State Index (Country score)
	data source WJP World Justice Project – rder and Security
	          https fragilestatesinde org
	
	▰ Human Rights and Rule of Law Country Score according to the Fragile State Index (Country score)
	data source und for Peace – ragile State Inde
	          https fragilestatesinde org
	
	▰ Security Apparatus Country Score according to the Fragile State Index (Country score)
	data source und for Peace – ragile State Inde
	          https fragilestatesinde org
	
	▰ Country ranking according to the Political Stability and Absence of Violence Dimension of the Worldwide Governance Indicators (Country ranking)
	data source World ank eport on Political Stability and Absence of iolence Dimension
	          http info worldbank org governance wgi reports
	
	▰EU Country ranking according to the Rule of Law Dimension of the Worldwide Governance Indicators (Country ranking)
	    data source World ank eport on ule of aw
	            http://info.worldbank.org/governance/wgi/#reports
	
	▰ SDG 16 1 2 Number of conflict-related deaths per 100,000 population (disaggregated by se , age and cause) (Number of)
	    data source Global SDG Indicators Database
	           https unstats un org sdgs indicators database
	
	▰ SDG 16 1 1 Number of victims of intentional homicide per 100,000 population (disaggregated by se and age) (Number of)
	data source National sources a) criminal justice system
	                    b) public health civil registration
	          International sources a) UN DC https dataunodc un org GS app
	                    b) W http apps who int violence-info homicide
	
	▰ Number of terrorist attacks designated as such by the government of the country (Number of)
	data source Government press releases, AC ED Armed Conflict ocation Event Data Project https acleddata com dashboard and Uppsala Conflict Data Program, https ucdp uu se
	
	▰ Incidence of misdemeanour offences per capita (Number of)
	data source inistry agency administrative data and reports
	
	▰ Number of robberies per 1,000 residents (Number of)
	data source inistry agency administrative data and reports

Result	Indicators
Outcome **Security institutions are effective, internally coherent and adequately staffed and equpped to perform their duties; clear separation of military and civilian components of the security system is ensured and the chain of command is respected**	▌ Number of instances per year when the army was unlawfully used for civilian purposes (Number of) *data source* Oversight bodies' reports, civil society reports ▌ Number of confirmed cases where civilian control was not properly e ercised (Number of) *data source* Oversight bodies' reports, civil society reports ▌ Average time from a re uest for the intervention of security forces until the intervention begins (Average time – hours) *data source* inistry agency administrative data and reports ▌ Proportion of crime complaints that are investigated (Percentage) *data source* inistry agency administrative data and reports ▌ Citi ens perception of the effectiveness of the witness protection system (Scale) *data source* aseline and endline surveys conducted and budgeted by the EU-funded intervention ▌ erritorial coverage of police and state security actors vs percentage coverage by non-state armed groups (km2, or number of districts communes) *data source* aseline and endline studies conducted and budgeted by the EU-funded intervention ▌ Criminal conviction rate (percentage of prosecutions resulting in a conviction) (Percentage) *data source* aseline and endline studies conducted and budgeted by the EU-funded intervention ▌ Status of legal provisions regulations defining the independence of the system of command and control for police and military (Status of) *data source* aws and regulations and aseline and endline e pert assessments conducted by the EU-funded intervention ▌ Status of institutional provisions ensuring the independence of the system of command and control for police and military (Status of) *data source* aws and regulations and baseline and endline e pert assessments conducted by the EU-funded intervention ▌ Number of Code of Conduct breach cases (Number of) *data source* Oversight bodies reports (where available – please check before using the indicator ▌ Percentage of e uipment – please specify provided by the EU-funded intervention that is used and maintained by security sector staff in line with its purpose and regulations (Percentage) *data source* Inventory conducted by the EU-funded intervention of the use and maintenance of e uipment donated through the EU-funded intervention ▌ Number of internal security officers and police per 100,000 people (disaggregated by se) (Number of) *data source* National sources Security sector institutions International sources UN DC data portal, https dataunodc un org

Result	Indicators
◎ Outcome **Strengthened internal and external accountability of security sector actors**	▟ Number of internal inspections and/or audits within the individual security institutions (Number of) *data source* Internal inspection audit services administrative records within the individual security institutions ▟ Number of complaint cases received by the internal inspection/ audit services within the individual security institutions (Number of) *data source* Internal inspection audit services administrative records within the individual security institutions ▟ Number of complaint cases related to a security sector institution filed with the independent complaints body responsible for this sector (Number of) *data source* Internal inspection audit services administrative records within the individual security institutions ▟ Percentage of cases resolved by the internal inspection audit services of the security sector institutions within 12 months, out of the total number of complaint cases (disaggregated by institution) (Percentage) *data source* Internal inspection audit services administrative records within the individual security institutions ▟ Proportion of cases that are resolved by the independent oversight body within 12 months, out of the number of new complaint cases relating to a security sector institution *data source* Internal inspection audit services administrative records within the individual security institutions ▟ Percentage of security sector representatives against whom there has been a complaint filed who are disciplined (disaggregated by se) (Percentage) *data source* Security sector institution s administrative records ▟ Status of internal inspection and or audit services within the individual security institutions (Status of) *data source* Government decision on the establishment of internal inspection audit services within the individual security institutions ▟ Status of an independent oversight body with a security sector mandate (Status of) *data source* Government parliamentary decision on the establishment of an independent body with a security sector mandate ▟ Percentage of the budget that is e ecuted by the independent oversight bodies with a security sector mandate, out of the amount that was allocated (EUR) *data source* Government budget document ▟ atio of investigators employed by the independent oversight bodies compared to the number of police officers (atio) *data source* Independent oversight body s report on the number of staff employed and inistry of Interior s report on the number of police officers employed ▟ Percentage of citi ens who report that they were a victim or witness of a crime but say that they did not report it to the police (disaggregated by se) (Percentage) *data source* aseline and endline surveys conducted and budgeted by the EU-funded intervention

Result	Indicators
ⓞ **Outcome** **Security sector is more inclusive, legitimate and security actors are respected and positively perceived**	▟ Percentage of citi ens who believe security sector institutions serve their interests (disaggregated by se , religion, ethnicity, income or pro y such as neighbourhood of residence) (Percentage) *data source* aseline and endline public perception surveys (national or local) conducted by the EU-funded intervention ▟ Percentage of population who e press confidence in the security actors (disaggregated by se , religion, ethnicity, income or pro y such as neighbourhood of residence) (Percentage) *data source* aseline and endline public perception surveys (national or local) conducted by the EU-funded intervention ▟ Percentage of victims who report crimes to the police (disaggregated by se , disability status, ethnicity, religion and age) (Percentage) *data source* aseline and endline household surveys (national or local) conducted by the EU-funded intervention ▟ Difference between the proportions of positions held by representatives of the different se es in the security sector public institutions and the proportion of positions they hold in the public sector as a whole (Percentage) *data source* National sources aseline and endline analyses of administrative data from the line ministry ies If administrative data is not available baseline and endline surveys conducted by the EU-funded intervention International sources UN DC data portal, https dataunodc un org ▟ Difference between the proportions of positions held by representatives of different age groups in the security sector public institutions and the proportions of positions they hold in the public sector as a whole (disaggregated by se) (Percentage point difference) *data source* aseline and endline analysis of administrative data from the line ministry ies If administrative data is not available baseline and endline surveys conducted by the EU-funded intervention ▟ Difference between the proportions of positions held by representatives of persons with disabilities in the security sector public institutions and the proportions of positions they hold in the public sector as a whole (disaggregated by se) (Percentage point difference) *data source* aseline and endline analysis of administrative data from the line ministry ies If administrative data is not available baseline and endline surveys conducted by the EU-funded intervention ▟ Difference between the proportions of positions held by representatives of different ethnicities in the security sector public institutions and the proportions of positions they hold in the public sector as a whole (disaggregated by se) (Percentage point difference) *data source* aseline and endline analysis of administrative data from the line ministry ies If administrative data is not available baseline and endline surveys conducted by the EU-funded intervention ▟ Difference between the proportions of positions held by representatives of different religions in the security sector public institutions and the proportions of positions they hold in the public sector as a whole (disaggregated by se) (Percentage point difference) *data source* Analysis of administrative data to be provided by the line ministry/ies, at the beginning and

Result	Indicators
⊙ Outcome **Security sector is more transparent and open; Civil society actors are more involved and better represented within the security sector**	▰ Status of information on classification of ranks/posts (Status of) *data source* Law/regulation outlining the classification ▰ Status of measurable recruitment criteria (Status of) *data source* Law/regulation outlining the recruitment criteria ▰ E tent of availability and disaggregation of statistics on the security sector available to the public (Scale) *data source* aseline and endline e pert analyses conducted by the EU-funded intervention ▰ Frequency of availability of statistics on the security sector to the public (Frequency) *data source* aseline and endline e pert analyses conducted by the EU-funded intervention ▰ Existence of local peace-oriented structures to provide security services (Existence of) *data source* aseline and endline e pert studies mappings conducted by the EU-funded intervention ▰ Existence of locally-based organisations that contribute to effective dialogue with central authorities and security actors (Existence of) *data source* aseline and endline e pert studies mappings conducted by the EU-funded intervention

Result	Indicators
⊙ Outcome **Reduced trafficking of arms, narcotics and access to weapons**	▰ Number of illicit SALW in the country per capita (Number of) *data source* aseline and endline inistry of Interior statistics re uested by the EU-funded intervention ▰ Percentage of sei ed, found or surrendered arms whose illicit origin or conte t has been traced or established by a competent authority in line with international instruments (Percentage) *data source* National sources Security sector institutions responsible for firearms issues International sources UN DC https dataunodc un org firearms ▰ Number of deaths and injuries caused by small arms and light weapons disaggregated by se , ethnicity, religion, age, disability status and age of the victim and perpetrator (Number of) *data source* aseline and endline inistry of Interior statistics re uested by the EU-funded intervention If administrative data is not available aseline and endline surveys conducted by the EU-funded intervention ▰ Number of kg of illegal narcotics sei ed by the police annually (Number of) *data source* National sources aw Enforcement or other Agencies responsible for narcotics International sources UN DC https dataunodc un org drugs sei ures

Result	Indicators
⊙ Outcome **Reduced crime rates related directly to physical safety, incl. human trafficking, kidnappings, homicides, assaults, armed robberies, SGBV, etc.**	▰ SDG 16 2 2 Number of victims of human trafficking per 100,000 population (disaggregated by se , age and form of e ploitation) (Number of) *data source* National sources national authorities competent in detecting trafficking victims, law enforcement institutions, or services assisting the victims International sources UN DC Global eport on rafficking in Persons every two years ▰ SDG 16 1 1 Number of victims of intentional homicide per 100,000 population (disaggregated by se and age) (Number of) *data source* National sources a) criminal justice system and b) public health civil registration International sources a) UN DC https dataunodc un org GS app b) W http apps who int violence-info homicide ▰ Proportion of population that feel safe walking alone around the area they live (Percentage) *data source* UN DC data portal https dataunodc un org ▰ Percentage of migrants held in detention centres while their asylum claims are being assessed (disaggregated by se and age)(Percentage) *data source* aseline and endline inistry of Interior records re uested by the EU-funded intervention International sources https www globaldetentionproject org

Result	Indicators
⊙ Outcome **Enhanced reconciliation and reintegration into the communities of ex-combatants in post-conflict and fragile context**	▰ Number of e -combatants having abandoned an armed group (disaggregated by se and age) (Number of) *data source* aseline and endline community surveys conducted by the EU-funded intervention ▰ Percentage of e -combatants who were effectively integrated into their communities, out of the number of e -combatants having abandoned an armed group who received support from the EU intervention (disaggregated by se and age) (Percentage) *data source* aseline and endline community surveys to be conducted by the EU-funded intervention

Result	Indicators
▣ **Output** **Legal guarantees of transparency and openness of the security system are enhanced**	▰ Status of legal provisions outlining mechanisms principles of transparency and openness in the security system developed updated with support of the EU-funded intervention (Status of) *data source* egislation policies developed updated with support of the EU-funded intervention Notes from the policy development working group meetings ▰ Number of security sector representatives having participated in events promoting SS transparency organi ed by the EU-funded intervention (disaggregated by se , rank function and institution) (Number of) *data source* Database of event participants ▰ Number of security sector representatives trained by the EU-funded intervention with increased knowledge of mechanisms and tools for promoting transparency and openness (disaggregated by se , rank function and institution) (Number of) *data source* Database of participants and pre- and post-training test reports

Result	Indicators
▣ **Output** **Organizational and structural reforms of all relevant security actors' institutions in charge of defence and security are developed, e.g. the chain of command, internal audit processes and inspection mechanisms are clearly defined**	▰ Status of legislation policies regulating internal inspection and or audit services within the individual security institutions developed updated with support of the EU-funded intervention (Status of) *data source* egislation policies developed updated with support of the EU-funded intervention Notes from the policy development working group meetings ▰ EU 2 2 Number of state institutions and non-state actors supported on security, border management, countering violent e tremism, conflict prevention, protection of civilian population and human rights (Number of) *data source* Progress and final reports for the EU-funded intervention, reviews and baseline and endline surveys conducted and budgeted by the EU-funded intervention ▰ Status of legal provisions regulations outlining the chain of command developed updated with support of the EU-funded intervention (Status of) *data source* egislation policies developed updated with support of the EU-funded intervention Notes from the policy development working group meetings ▰ Status of code of conduct for different security sector actors developed updated with support of the EU-funded intervention (Status of) *data source* Code of Conduct developed updated with support of the EU-funded intervention Notes from the policy development working group meetings

Result	Indicators
▣ **Output** **Security actors' rules, regulations, structures and processes, including Integrated Boarder Management and Customs, are legally defined**	▰ Status of laws regulations on relevant security actor s structures and processes developed updated with support of the EU-funded intervention (Status of) *data source* egislation policies developed updated with support of the EU-funded intervention Notes from the policy development working group meetings

Result	Indicators
▣ **Output** **Criminal justice chain, especially with regard to evidence collection, prosecution and detention, is better aligned with international human rights standards**	▰ Status of laws regulations outlining penitentiary standards and processes in line with international standards developed updated with support of the EU-funded intervention (Status of) *data source* egislation policies developed updated with support of the EU-funded intervention Notes from the policy development working group meetings

Result	Indicators
▣ **Output** **Enhanced crime reporting mechanisms and protection systems for victims and witnesses of crime**	▰ Number of new crime reporting mechanisms established with support of the EU-funded intervention (Number of) *data source* Progress and final reports for the EU-funded intervention ▰ Status of laws regulations outlining the principles and mechanisms for the protection of victims and witnesses of crime developed updated with support of the EU-funded intervention (Status of) *data source* egislation policies developed updated with support of the EU-funded intervention Notes from the policy development working group meetings

Result	Indicators
Output **Formal oversight mechanisms by parliamentary and independent bodies** (e.g. court of auditors, public accounts committees, parliamentary commissions, CSOs) **are defined**	� Status of laws regulations outlining the functioning, composition and budget of formal oversight mechanisms including parliamentary and independent bodies developed updated with support of the EU-funded intervention (Status of) *data source* Progress and final reports for the EU-funded intervention

Result	Indicators
Output **Improved capacities of civil society actors, parliamentary and independent bodies allowing them to participate in security sector reform and oversight**	▸ Number of representatives of the civil society, Parliament and independent bodies trained by the EU-funded intervention with increased knowledge of SS aspects and oversight (disaggregated by se and type of actor (disaggregated by sex and type of actor) (Number of) *data source* Database of training participants and pre and post-training test reports ▸ Number of recommendations of civil society and independent bodies on SS published with support of the EU-funded intervention(Number of) *data source* Written recommendations Notes from meetings with the actors

Result	Indicators
Output **Criteria for recruitment** (including vetting procedures and representation of ethnic groups / minorities and women)**, remuneration, training & promotion of security actors are clearly defined**	▸ Status of regulations outlining criteria for recruitment, training and promotion of security actors developed updated with support of the EU-funded intervention(Status of) *data source* egislation policies developed updated with support of the EU-funded intervention Notes from the policy development working group meetings ▸ Number of human resources and management staff in the security sector trained by the EU-funded intervention with increased knowledge of standards processes relating to recruitment, training and promotion (disaggregated by se)(Number of) *data source* Database of training participants and pre- and post-training test reports

Result	Indicators
Output **Enhanced capacities of security actors on aspects linked to their competencies, duties (ethics and deontology rules), response protocols, equipment and infrastructure**	▸ Number of security actors trained by the EU-funded intervention with improved competencies, as well as skills and or knowledge of their duties and response protocols (disaggregated by se) (Number of) *data source* Database of training participants and pre- and post-training test reports ▸ Number of border management police officials trained by the EU-funded intervention with increased knowledge and or skills on Integrated order anagement rules, regulations, structures and processes (disaggregated by se and institution) (Number of) *data source* Database of training participants, disaggregated by sex ▸ Number of penitentiary staff trained by the EU-funded intervention with knowledge and or skills on response protocols for different types of emergency situations protection of minors (or another topic) (disaggregated by se and institution) (Number of) *data source* Database of training participants, disaggregated by sex ▸ Number of detention facilities that comply with international standards thanks to support of this EU-funded intervention(Number of) *data source* Written recommendations and conclusions on standards eports from detention facilities inspections conducted by the EU-funded intervention ▸ Number of types of e uipment – please specify that are put in service with support of this EU-funded intervention (Number of) *data source* E uipment inventory andover documents

Result	Indicators
◻ Output **Anti-trafficking efforts** (incl. smuggling of arms and narcotics / human trafficking incl. smuggling of migrants) **are strengthened at national and local levels** (e.g. awareness raised, capacities strengthened, legal measures defined)	▰ Number of police officers trained by the EU-funded intervention with increased knowledge of human trafficking channels, the rights of migrants and response protocols (disaggregated by se and institution) (Number of) *data source* Database of training participants and pre- and post-training test reports ▰ Number of national or local strategies for preventing and combatting human trafficking smuggling of arms and narcotics developed with support of the EU-funded intervention (Number of) *data source* Strategy document, notes from working group meetings ▰ Number of police officers trained by the EU-funded intervention with increased knowledge of mechanisms for preventing and combatting the smuggling of arms and narcotics (disaggregated by se and institution) (Number of) *data source* Database of training participants and pre- and post-training test reports ▰ Number of persons reached by public awareness campaigns on the risks of human trafficking, illegal migration (or related topics) implemented with support of the EU-funded intervention (Number of) *data source* Press clipping, event notes and attendance records, online analytics reports ▰ Status of laws regulations outlining the rights of human trafficking victims developed updated with support of the EU-funded intervention(Status of) *data source* egislation policies developed updated with support of the EU-funded intervention Notes from the policy development working group meetings
◻ Output **Reduction of Small Arms and Light Weapons (SALW) is promoted** (e.g. awareness raised, capacities strengthened, legal measures defined)	▰ Number of police officers trained by the EU-funded intervention with increased knowledge and or skills in the small arms and light weapons collection and destruction protocols (disaggregated by se and institution) (Number of) *data source* Database of training participants, pre- and post-training test reports ▰ Number of national or local strategies for promoting SA W reduction developed with support of the EU-funded intervention (Number of) *data source* Strategy document, notes from working group meetings ▰ Number of police officers trained by the EU-funded intervention who increased their knowledge and or skills on the small arms and light weapons collection and destruction protocols (disaggregated by se and institution) (Number of) *data source* Database of training participants, pre- and post-training test reports ▰ Number of persons reached by public awareness campaigns on the SA W collection destruction (or related topics) implemented with support of the EU-funded intervention (Number of) *data source* Press clipping, event notes and attendance records, online analytics reports ▰ Status of laws regulations outlining the rules for SA W collection and destruction developed updated with support of the EU-funded intervention (Status of) *data source* egislation policies developed updated with support of the EU-funded intervention Notes from the policy development working group meetings
◻ Output **Disarmament, Demobilisation and Reintegration (DDR) is promoted and/or strengthened** (e.g. awareness raised, capacities strengthened, strategies developed)	▰ Number of police officers trained by the EU-funded intervention with increased knowledge of DD challenges and the available support services (disaggregated by se and institution) (Number of) *data source* Database of training participants and pre- and post-training test reports ▰ Number of national or local strategies on DD developed with support of the EU-funded intervention (Number of) *data source* Strategy documents, notes from working group meetings ▰ Number of e -combatants benefitting from psycho-social support, E or similar services provided by the EU-funded intervention (disaggregated by se and age)(Number of) *data source* Database of beneficiaries, training materials, mentoring reports ▰ Number of persons reached by public awareness campaigns on the importance of DD and promoting the re-integration of e -combatants (or related topics) implemented with support of the EU-funded intervention (Number of) *data source* Press clipping, event notes and attendance records, online analytics reports