



المجلس الوطني لشؤون الأسرة
NATIONAL COUNCIL FOR FAMILY AFFAIRS

Legislation
Service
GOVERNING
Awareness
and prevention
Protection and care
LEGAL ASSISTANCE
SERVICE
Service
Service
Well-trained and qualified staff specialized in the field of juveniles and case management methodology
CONFIDENTIALITY AND PRIVACY
Providing social, psychological and legal support services
SERVICE PROVISION
Legislation governing
Service Provision
PROTECTION AND CARE
COORDINATING
AND NETWORKING
JUVENILE IN NEED OF
CARE AND PROTECTION
LEGAL ASSISTANCE
RESTRAIN AND ARREST SHALL ONLY
BE USED AS A LAST RESORT
LEGISLATION
GOVERNING
Protection and care
Well-trained and qualified staff specialized
IN THE FIELD OF
juveniles and case
MANAGEMENT METHODOLOGY

NATIONAL STRATEGY
FOR JUVENILE JUSTICE
2024-2028

Pillar 1: Prevention and Awareness

Goal (1): Protect children from the risk of delinquency and recidivism.

Objectives	Proposed Programs and Projects	Owner	Performance indicators	2024	2025	2026	2027	2028
1. 1 Performing scientific and impact assessment studies on the juvenile justice system with the aim of crafting effective prevention programs.	1.1.1 Prioritizing the necessary studies for the juvenile justice system based on best practices for child welfare.	" National Council for Family Affairs - UNICEF - UNHCR Universities"	An approved list of study priorities identifying topics and titles for various types of studies (quantitative, qualitative, impact assessment, surveys, etc.) and based on the needs identified.			✓		✓
	"2.1.1 Adopting and implementing studies in accordance with the defined list of priorities and the identified needs of the juvenile justice system"	" - National Council for Family Affairs - The Juvenile Justice Technical and Steering Committee - UNICEF "	"The number of programs and projects that adopted the study's outputs and recommendations. Field studies implemented as per the agreed needs of the juvenile justice system."			✓		✓
2.1 Enhancing awareness of juvenile justice and child rights concepts.	1.2.1 Developing awareness campaigns on juvenile and delinquency issues, and creating media messages for use in these campaigns.	" - Ministry of Social Development - National Council for Family Affairs - Steering and Technical Committee for Juvenile Justice. "	" - The number of media messages disseminated - Number of the media campaigns targeted groups."	✓	✓	✓	✓	✓
	2.2.1 Utilizing media outlets to disseminate awareness across diverse segments of society.	- Steering and Technical Committee for Juvenile Justice.	" - Number of media reports - Number of media messages - Number of media interviews"	✓	✓	✓	✓	✓
	3.2.1 Leveraging social media to address juvenile justice concerns.		" - Number of advertisements published - Number of messages for media."	✓	✓	✓	✓	✓
	4.2.1 Organizing awareness-raising initiatives for service providers on juvenile delinquency in schools, educational institutions, and educational and vocational centers.	" - Ministry of Education and Higher Education Ministry of Social Development Steering and Technical Committee for Juvenile Justice."	" " "Number of conducted activities and awareness campaigns." " " "Number of students benefiting from the project." " " "	✓	✓	✓	✓	✓

Objectives	Proposed Programs and Projects	Owner	Performance indicators	2024	2025	2026	2027	2028
	5.2.1 Incorporating juvenile justice concepts into educational curricula.	" - Ministry of Education and Higher Education - Steering and Technical Committee for Juvenile Justice "	The count of curricula incorporating juvenile justice concepts.		✓			
	6.2.1 Developing a guide for the media on juvenile justice issues.	"National Council for Family Affairs - Steering and Technical Committee for Juvenile Justice. - Jordan Media Institute."	Endorsed Awareness Guidance Manual		✓			
	7.2.1 Promoting awareness of non-custodial measures as a community service for the well-being of the child as an alternative to custodial punishment.	" - Ministry of Justice - Ministry of Social Development - The Judicial Council - Steering and Technical Committee for Juvenile Justice. "	The number of cases referred for non-custodial measures..	✓	✓	✓	✓	✓
3.1 Preventing juvenile recidivism through awareness initiatives.	1.3.1 Activating correctional intervention and rehabilitation programs at juvenile homes	"Ministry of Social Development - Steering and Technical Committee for Juvenile Justice. "	The number of rehabilitation and correctional programs implemented in juvenile facilities. -The number of juveniles participated in correctional, therapeutic, and rehabilitation programs within these facilities.		✓	✓		
	2.3.1 Updating and develop programs and psychosocial interventions to reduce the recurrence of juvenile delinquency.	"Ministry of Social Development Ministry of Health Ministry of Education and Higher Education- Steering and Technical Committee for Juvenile Justice. Civil society organizations"	" - Count of programs that have been updated and upgraded. - Growth in the number of social workers and psychologists. "	✓			✓	
	"3.3.1 Implementing aftercare programs for juveniles and their families."	Ministry of Social Development	" - Count of beneficiaries from events within aftercare programmes. - Number of specialized and approved aftercare programs. "	✓	✓	✓	✓	✓

Objectives	Proposed Programs and Projects	Owner	Performance indicators	2024	2025	2026	2027	2028
	4.3.1 Enhancing the role of the probation officer in reducing the recurrence of juvenile delinquency.	"Ministry of Social Development The Judicial Council - Family and Juvenile Protection Department."	Count of rehabilitation sessions organized by probation officers for reoffending juvenile.	✓	✓	✓	✓	✓
4.1 Safeguarding children who are particularly susceptible to exploitation.	1.4.1 Defining and increasing community awareness within the national framework to decrease instances of child labor, begging, and both school dropouts and out-of-school children.	" - Ministry of Social Development - Ministry of Education and Higher Education. - Family and Juvenile Protection Department. - Steering and Technical Committee for Juvenile Justice. - The National Committee to Combat Child Labour. - The media"	" - Number of bulletins, activities, programs, campaigns, and initiatives implemented. - Number of beneficiaries and participants in activities, programs, and awareness campaigns.."	✓	✓	✓	✓	✓
5.1 Advocacy for Children's Rights and Juvenile Law	"1.5.1 Creating a lobbying strategy for child rights and juvenile law."	" - National Council for Family Affairs. - United Nations agencies. Media institutions - Steering and Technical Committee for Juvenile Justice. - Committee for the Enforcement of Child Rights Law"	Reviewed and endorsed lobbying strategy	✓	✓	✓	✓	✓
6.1 Preventing and educating juveniles about the hazards of drug addiction, abuse, and the associated impacts on society	1.6.1 Furnishing precise and comprehensive studies, information, data, and statistics regarding drugs, their underlying causes, and the detrimental effects they pose on personal, professional health, and life.	"Ministry of Justice -Ministry of Youth. -Ministry of Health - Ministry of Social Development (MoSD). - Ministry of Education and Higher Education - Military Judiciary/State Security Court. - National Council for Family Affairs - Public Security Directorate -UN Agencies (UNICEF, UNHCR) - Local and international community organizations."	"-Successfully implemented outreach programs in schools, universities, and communities. - Conducted an insightful analysis of the root causes of drug abuse and addiction. - Established a consolidated drug database. - Studying his analysis of the root causes of drug abuse and addiction. Consolidated drug database. "	✓	✓			

Objectives	Proposed Programs and Projects	Owner	Performance indicators	2024	2025	2026	2027	2028
	2.6.1 Enhancing the resilience and decision-making skills of youth and adolescents to effectively navigate life's challenges.		"Training initiatives aimed at improving communication skills, problem-solving, and stress management. Number of youth and adolescents involved in social clubs, youth centers and scouting programs."	✓	✓	✓	✓	✓
	3.6.1 Providing psychosocial support services to youth and adolescents facing psychological stress or emotional difficulties.		"Number of educational counsellors and social workers. Number of specialized counselling centres providing psychosocial support services to youth and adolescents."	✓	✓	✓	✓	✓

Pillar 2 : Regulatory Legislation.

Goal (2) : Ensuring a legislative framework that meets the needs of the juvenile justice system

Objectives	Proposed Programs and Projects	Owner	Performance indicators	2024	2025	2026	2027	2028
1.2 Reviewing the legislation governing the juvenile justice system to ensure it aligns with the best interests of the child and the Child Rights Law.	1.1.2 Concluding its reviews and endorsing the draft juvenile law in accordance with the Children's Law.	"Ministry of Interior Ministry of Justice- Ministry of Social Development - Ministry of Labor. - Jordanian Judicial council - Military judiciary - National Council for Family Affairs. - Public Security Directorate (Family and Juvenile Protection Department, Police Judiciary). - Justice Center for Legal Aid. "	"A technical committee tasked with examining the draft Juvenile Law and its corresponding regulations.	✓	✓	✓		
	2.1.2 Drafting regulations and By-Laws under the Juvenile and Child Law and reviewing the subsequently issued By-Laws.		A document outlining positive reasons and a draft law for juveniles, along with the adoption of the law amending the Juveniles Law by the Ministerial Committee.	✓	✓	✓		
	3.1.2 Reviewing legislation, including the Juvenile Probation Law, to ensure the incorporation of community sanctions aligns with the Juvenile Law and is in the best interest of the child. This encompasses the Law of Narcotic Drugs and Psychotropic Substances, the Instructions on the Application of Non-custodial Sanctions, the Social Development Law, the Personal Status Law, and the Rights of Persons with Disabilities Law.		Proposed regulations and By-Laws for the Children's Law. A revised draft of the regulations and instructions of the Juvenile Law.	✓	✓	✓		
	4.1.2 Evaluating the draft of the Working Child Bill currently with the Ministry of Social Development, along with legislation pertaining to school dropout.		Draft amended legal aid system for juveniles. Draft regulations for working children. An amended draft of the Juvenile Conduct Control Act. An amended draft of the Correction and Rehabilitation Centers Law."	✓	✓	✓		

Objectives	Proposed Programs and Projects	Owner	Performance indicators	2024	2025	2026	2027	2028
	5.1.2 Reviewing the Correction and Rehabilitation Centers Law to ensure the implementation of juveniles' rights as guaranteed under the Rights of the Child Law. Coordinating with the sentence enforcement judge and adhering to the regulations and the pertinent instructions.			✓	✓	✓		
2.2 Child Law Enforcement	1.2.2 Establishing the Monitoring Committee for the Enforcement of the Child Rights Law, along with sub-committees dedicated to education, protection, care, and the socialization system.	National Council for Family Affairs	A committee established in accordance with defined terms of reference, along with specialized sub-committees focused on the child rights system.	✓	✓	✓	✓	✓
3.2 Providing a legislative framework to reduce school dropout..	1.3.2 Establishing a collaborative committee comprising of relevant authorities to formulate an effective legislative framework for preventing and addressing school dropout	"- Ministry of Interior -Ministry of Justice - Ministry of Education - Ministry of Social Development. - National Council for Family Affairs - Steering and Technical Committee for Juvenile Justice."	A decrease in the dropout rate and the development of a draft legislation.		✓	✓	✓	✓
	2.3.2 Establishing a mechanism in accordance with legislation to monitor and address school dropout cases.		"Low percentage of working children Begging Control Committee. Number of reports issued by the committee. Low percentage of dropout students."		✓	✓	✓	✓

Objectives	Proposed Programs and Projects	Owner	Performance indicators	2024	2025	2026	2027	2028
4.2 Expanding the scope of legal aid in juvenile justice	1.4.2 Revising the legal aid regulation for juveniles throughout all stages of the juvenile justice system to guarantee legal representation before the State Security Courts	"Ministry of Justice Ministry of Social Development The Judicial Council Military judiciary - Police judiciary. - National Council for Family Affairs - Justice Center for Legal Aid. - Bar association. - Civil society organizations"	"Number of juveniles benefiting from the legal aid system. Number of legal aid cases at Family and Juvenile Protection Departments and Departments, Security Centers, and Narcotics Control Department."			✓	✓	✓
	2.4.2 Creating a network of lawyers with expertise in juvenile cases.		" - Count of cases managed by the lawyers' network. - Percentage of lawyer representation in juvenile cases before the State Security Court. - Number of entities and institutions offering legal aid services."		✓	✓		

Pillar 3 : Technical Services

Goal: (3) Enhance the level of comprehensive and integrated services for juveniles at all stages of the juvenile justice system.

Objectives	Proposed Programs and Projects	Owner	Performance indicators	2024	2025	2026	2027	2028
1.3 Delivering psychological, health, social, educational, and vocational support services for juvenile delinquents and juveniles in need of care and protection, in compliance with the law and relevant instructions.	1.1.3 Establishing a dedicated treatment center for juvenile abusers and addicts, and ensuring compliance with operational requirements.	" – Ministry of Finance – Ministry of Health Ministry of Planning and International Cooperation- – Ministry of Social Development. – Public Security Directorate/Drug Control Department. – Fund for Combating Narcotic Drugs and Psychotropic Substances. – Family and Juvenile Protection Department. "	"Allocating funds for the establishment of the center. Establishing a center equipped and dedicated to receiving cases of juvenile abusers and addicts. "		✓	✓		
	2.1.3 Offering specialized health and psychological treatment programs designed for the rehabilitation of juvenile abusers and addicts.	" – Ministry of Health – Ministry of Social Development –Ministry of Education and Higher Education Public Security Directorate/Drug Control Department and Family and Juvenile Protection Department. –Institutions of the national community. "	"Number of health and psychological treatment programs provided to juveniles. Number of juveniles benefiting from health and psychological treatment programs. The number of entities, institutions and community organizations participating in the provision of treatment, health and psychological treatment for juvenile abusers and addicts. "			✓	✓	

Objectives	Proposed Programs and Projects	Owner	Performance indicators	2024	2025	2026	2027	2028
	3.1.3 Implementing psychosocial support programs, aftercare initiatives, vocational training, employment assistance, and economic support for juveniles.	<ul style="list-style-type: none"> - Ministry of Health - Ministry of Social Development - - Ministry of Education and Higher Education - Family and Juvenile Protection Department. - Local and international organizations. - National Employment and Training Corporation. - Vocational Training Corporation 	<p>"Juvenile Participation Rates in Psychosocial Support Programs, Vocational Training, and Employment, along with Economic Assistance.</p> <p>- Count of Entities, Institutions, and Community Organizations Engaged in Providing Psychosocial Support Programs and Aftercare.e. "</p>	✓	✓	✓	✓	✓
	4.1.3 Establishing dedicated areas and facilities to provide psychosocial services for juveniles in police stations and various courts with jurisdiction over juvenile cases.	<ul style="list-style-type: none"> "Ministry of Justice Ministry of Health Ministry of Social Development The State Security Court- Public Security Directorate/Family and Juvenile Protection Department." 	<p>"Percentage of juveniles benefiting from psychosocial services in police stations and courts out of the total number of juveniles</p> <p>Percentage of relevant institutions that allocated private spaces.</p> <p>Number of juvenile psychologists and social workers in police stations and courts. "</p>			✓	✓	
	5.1.3 Offering suitable educational services and programs for juveniles and ensuring their participation in programs within juvenile homes..	<ul style="list-style-type: none"> "- Ministry of Education and Higher Education, - Local and international community D11 organizations - Ministry of Social Development" 	"Percentage of juveniles benefiting from educational programs services out of the number of juveniles "	✓	✓	✓	✓	✓

Objectives	Proposed Programs and Projects	Owner	Performance indicators	2024	2025	2026	2027	2028
	Broadening the 6.1.3 implementation of non-formal education programs for juveniles who have dropped out .of formal schooling	"- Ministry of Education and Higher Education, - Local and international community organizations - Ministry of Social Development. -Vocational Training Corporation, National Training and Employment Company "	"Number of non-formal education centers for dropout juveniles Number of facilitators implementing the non-formal education program. Percentage of juveniles benefiting from non-formal education programs out of the number of dropout juveniles Percentage of juveniles graduating from non-formal education centers (completed) out of the number of enrolled in the program. "	✓	✓	✓		
	7.1.3 Delivering vocational training services for individuals placed in juvenile homes.		Number of juveniles benefiting from vocational training services.		✓	✓		
2.3 Establishing an integrated and comprehensive quality control system for all institutions and service providers for juveniles..	"1.2.3 Evaluate and enhance the quality of services offered within the juvenile justice system, encompassing: a. Facilities: police stations, courts, shelters... b. All personnel within the juvenile justice system concerning tasks, roles, and responsibilities... c. Training, Qualification, and Capacity Building. d. Programs and interventions of various types. e. Tools and methods employed."	National Council for Family Affairs	"Percentage of institutions and service providers for juveniles that have developed quality system standards. The existence of a quality system for services within the institutions providing the service "					
	2.2.3 Implementing quality control systems within the relevant institutions.		The existence of quality reports for the relevant institutions					

Objectives	Proposed Programs and Projects	Owner	Performance indicators	2024	2025	2026	2027	2028
3.3 Providing legal aid and support to juveniles.	Instituting 1.3.3 regulatory procedures to offer support and legal assistance to juveniles throughout all stages of investigation and trial, ensuring the provision of effective and prompt legal aid during court proceedings.	"- Ministry of Justice The Judicial Council - Military Judiciary - Police Judiciary. National Council for Family Affairs Bar Association - Community institutions."	"Allocation of financial allocations. A guide to organizational procedures for providing support and legal assistance to juveniles. Number of entities providing legal support services to juveniles. Number of juveniles benefiting from legal support and assistance services."	✓	✓	✓		
			" - Number of accredited bodies providing legal aid services. - Approved list of legal service providers (lawyers)."		✓	✓	✓	✓
3. 4 Establishing child-friendly spaces within the Departments of Family and Juvenile Protection, the Department of Drug Control, the Anti-Human Trafficking Unit, the Courts, and the Public Prosecution Services dedicated to children	1.4.3 Establishing conditions and standards for the creation of child-friendly spaces within the departments of the Family and Juvenile Protection Department, the Drug Control Department, the Anti-Human Trafficking Unit, the courts, and the Public Prosecution Services.	"Ministry of Justice The State Security Court The Judicial Council Courts. - Family and Juvenile Protection Department. - Drug Control Department. Countering Human Trafficking Unit Civil society organizations"	"Document of standards for the establishment of child-friendly places for the relevant authorities. Number of institutions and entities that provide juvenile-friendly spaces."			✓	✓	
	2.4.3 Establishing child-friendly and dedicated spaces at institutions and juvenile service providers..		"Number of institutions and entities that provide child-friendly places for juveniles. Number of children benefiting from the service There are sufficient financial allocations."			✓	✓	

Objectives	Proposed Programs and Projects	Owner	Performance indicators	2024	2025	2026	2027	2028
5.3. Expanding the implementation of non-custodial measures in the juvenile justice system.	1.5.3 Developing and reviewing accreditation standards for the adoption of non-custodial measures by implementing entities in the juvenile justice system.	"Ministry of Social Development Ministry of Planning and International Cooperation The Judicial Council Family and Juvenile Protection Department. Civil society organizations "	"Document of criteria for the accreditation of entities implementing non-custodial sanctions in the juvenile justice system."	✓	✓	✓	✓	✓
	3.5.3 Supporting entities, institutions and community organizations implementing programs, activities and interventions for non-custodial measures.		The number of institutions that have been approved to implement programs, activities and interventions for non-custodial measures.	✓	✓	✓	✓	✓
"6.3 Implementing and utilizing modern technologies in juvenile cases. "	1.6.3 Introducing the utilization of Closed-Circuit Television (CCTV) and remote trials to the Family and Juvenile Protection departments and the relevant courts.	"Ministry of Justice Ministry of Planning and International Cooperation Ministry of Social Development Family and Juvenile Protection Department. - Courts."	The number of cases in which the technology is used, the number of juveniles and the number of courts in which the service is available	✓	✓	✓	✓	
	2.6.3 Enhancing the technological infrastructure in family protection departments, juvenile courts, and care homes.		Numbers of buildings equipped through their building management.	✓	✓	✓		
	3.6.3 Advancing the procedures for implementing modern technologies in the courts.	"– Ministry of Justice –The Judicial Council –National Council for Family Affairs – Family and Juvenile Protection Department."	"Geographical distribution of juvenile police stations and number of beneficiary cases. "	✓	✓	✓	✓	✓
	4.6.3 Creating an electronic program for reporting issues related to juveniles.	"– National Council for Family Affairs – Public Security Directorate"	Number of complaints and whistleblowers.		✓			

Objectives	Proposed Programs and Projects	Owner	Performance indicators	2024	2025	2026	2027	2028
7.3 Establishing standardized case management procedures for juvenile abusers and addicts.	1.7.3 Establishing a specialized judicial program for convicted juveniles that encompasses treatment, punishment, and rehabilitation.	"– Ministry of Interior –Ministry of Social Development –Ministry of Health – Military jurisdiction. –National Council for Family Affairs –Public Security Directorate – Addiction treatment center"	A judicial program based on a developed and approved participatory approach to case management.		✓	✓		
	2.7.3 Designing comprehensive and integrated treatment plans for convicted juveniles or abusers.		"Reports prepared according to criteria that include the date and period of addiction, and the reasons for abuse or addiction. Treatment plans based on reports and recommendations."			✓	✓	
	3.7.3 Developing random screening mechanisms and procedures during the treatment for juvenile addicts.		"Number of random checks. New treatment programs for addicted and abused juveniles."			✓	✓	
	4.7.3 Creating post-treatment follow-up plans.					✓	✓	✓

Pillar 4: Coordination and Networking

Goal : (4) - Promoting and activating participatory coordination among all ministries, governmental, non-governmental, and international institutions and entities involved in dealing with the juvenile justice system.

Objectives	Proposed Programs and Projects	Owner	Performance indicators	2024	2025	2026	2027	2028
1.4 - Allocating available financial resources to implement programs and ensure their continuity.	1.1.4- Mobilizing support at the decision-makers' level to allocate additional resources available within the public budget.	". Office of the Prime Minister Ministry of Finance Ministry of Planning and International Cooperation National Council for Family Affairs"	An increase of 10% of the budgets allocated to the juvenile justice system.			✓	✓	✓
	2.1.4 - Guiding and coordinating international funding and support frameworks to enhance sustainability and responsiveness to the needs and priorities of the national juvenile justice system.	"National Council for Family Affairs - UN Offices. - International and local donor and supporting bodies and organizations."	"An increase of 10% in the budgets allocated by international donors to the juvenile justice system is targeted. More stability in the support and funding programs (3-5)five years."	✓	✓	✓	✓	✓
	3.1.4 - Conducting studies on economic costs, economic impact, and any developments affecting the juvenile justice system.	Ministry of Finance Ministry of Planning and International Cooperation- International donors and donors.	Number of studies of economic costs and developments of the juvenile justice system.			✓		✓
2.4 Preparing a coordination framework for all stakeholders in the juvenile justice system	1.2.4 - Establishing a unified national database encompassing all service providers and ensuring continuous updates.	"Prime Ministry, Ministry of Interior. Ministry of Social Development (MoSD). Ministry of Education and Higher Education	Percentage of records and files saved and entered for juvenile cases in the database system	✓	✓	✓		
	2.2.4 - Establishing a coordination network for the juvenile justice system.	Ministry of Justice Ministry of Labor. Ministry of Health The Ministry of Youth Ministry of Digital Economy. State Security Court. The Judicial Council and the Military Judiciary.	"Number of projects implemented Number of periodic meetings."	✓	✓	✓		

Objectives	Proposed Programs and Projects	Owner	Performance indicators	2024	2025	2026	2027	2028
	3.2.4 Building a monitoring and evaluation system for the juvenile justice system.	Chief Justice Department National Council for Family Affairs Public Security Directorate/Family and Juvenile Protection Department, Anti-Narcotics Department, Anti-Human Trafficking Unit. United Nations Offices International and local organizations."	"An effective monitoring and evaluation system for the juvenile justice system. Number of periodic monitoring and evaluation reports issued to the juvenile justice system."			✓	✓	
	4.2.4 -Generating a follow-up and evaluation report every six months to gauge the attainment of performance objectives and indicators as delineated in the juvenile justice strategy.		Count of recommendations implemented by entities in accordance with their commitment to the decisions and recommendations of the monitoring and evaluation reports, as well as the performance indicators outlined in the strategy.		✓	✓	✓	✓
	5.2.4 Accrediting members of the National Team/National Steering Committee for Juvenile Justice, inclusive of all pertinent partners..		A national team with all partners represented.	✓				
	6.2.4 Defining the roles, tasks, and responsibilities of all actors and partners in the juvenile justice system.		Unified and mutually agreed-upon document outlining the roles and responsibilities for all partners.	✓	✓			
	Preparing a legislative framework for the work of the Steering and Technical Committee for Juvenile Justice	National Council for Family Affairs	Issuing a legislative framework	✓	✓			

Pillar 5: Human Resources and Training

Goal (5): Raising the efficiency and efficiency of all workers in the juvenile justice system.

Objectives	Proposed Programs and Projects	Owner	Performance indicators	2024	2025	2026	2027	2028
1.5 Ensuring a sufficient and sustained workforce in organizations overseeing juvenile justice.	1.1.5 Establishing institutional foundations and selection criteria for personnel within the juvenile justice system.	"Ministry of Justice - Ministry of Health. - Ministry of Education and Higher Education - Ministry of Social Development - Judicial Council - The State Security Court. - National Council for Family Affairs, - Department of the Chief Justice, - Public Security Directorate - Civil Society Organizations - National Company for Employment and Training, - Vocational Training Corporation. - Higher Population Council - The higher council for the rights of persons with disabilities. - Media"	"The document outlining the principles and criteria for selecting workers in the juvenile justice system is endorsed by each party and approved. Number of beneficiaries adhering to the principles and standards."	✓	✓			
	2.1.5 Conducting a study to determine the required staffing numbers and positions for each service provider based on the nature of the cases it handles.		A comprehensive study, duly prepared and approved, outlining the required number of employees for each entity based on identified needs.	✓	✓			
	3.1.5 Ensuring an adequate workforce of service providers, including public security, probation officers, psychologists, prosecutors, juvenile judges, social workers, the Sharia Prosecution, and the Judge Advocate General's Department, in alignment with identified needs and study outcomes.		The allocation of personnel, including public security, probation officers, psychologists, prosecutors, juvenile judges, social workers, the Sharia Prosecution, and the Department of the Chief Justice, to each entity based on the findings of the conducted needs assessment study.		✓	✓	✓	✓
	4.1.5 Offering financial incentives to personnel in the juvenile justice system following established standards and mechanisms designed for this purpose.		"An official document outlining approved criteria for the disbursement of financial incentives to each entity. Percentage of workers availing themselves of financial incentives."	✓	✓			

Objectives	Proposed Programs and Projects	Owner	Performance indicators	2024	2025	2026	2027	2028
	5.1.5 Developing, reviewing, and refining job descriptions for employees within the system.		"Number of institutions that have issued approved administrative instructions to ensure job stability. Number of administrative circulars issued outlining specific procedures."	✓	✓			
	6.1.5 Initiating administrative procedures with all relevant authorities in the system to ensure the job stability of the personnel.		Number of institutions that initiated the development of specialized job description cards for workers in the juvenile justice system and the number of institutions that reviewed and enhanced their existing job description cards.	✓	✓			
2.5 Conducting training sessions for all personnel within the juvenile justice system.	1.2.5 Assessing the training needs of all those working in the juvenile justice system.		"A prepared and approved study to determine the training needs of each entity"	✓	✓			
	2.2.5 Developing comprehensive training plans to enhance the skills and capabilities of personnel and the effectiveness of institutions within the juvenile justice system, encompassing key concepts and procedures of law, settlement, and non-custodial measures.		"Number of entities that have prepared annual approved training plans Number of trained employees "	✓	✓	✓	✓	✓
	3.2.5 Creating and revising procedural training manuals to align with the training needs of all personnel within the entities involved in the juvenile justice system.		Number of training manuals prepared, approved and developed	✓	✓	✓	✓	✓

Objectives	Proposed Programs and Projects	Owner	Performance indicators	2024	2025	2026	2027	2028
	4.2.5 Implementing specialized training programs, aligning with approved training plans, for system employees based on thoroughly crafted training manuals.		"Number of training courses and programs implemented and the number of participants in the training courses. Number of entities participating in training courses "	✓	✓	✓	✓	✓
	5.2.5 Establishing accreditation standards for specialized training programs, training institutions, and trainers.		The document of standards for accrediting training programs, training bodies and trainers is prepared and approved. A qualified national team of trainers accredited by the National Council for Family Affairs.	✓	✓			
	6.2.5 Developing a national team of trainers specializing in juvenile justice.			✓	✓			
	7.2.5 Implementing self-care programs, including emotional release sessions, for those working in the juvenile justice system.		"Number of self-care /emotional discharge programs implemented Number of Participants Self-Care /Emotional Discharge Programs"	✓	✓	✓	✓	✓

