

Chapter : 2901 Ministry of Labour

Establishment : The Ministry of Labour was established as an independent ministry in 1976 under Bylaw No. (40) for the year 1976, the Ministry is responsible for achieving the public objectives of labor and workers affairs in the Kingdom under Labour Law No. (8) for the year 1996 and amendments thereto, and to keep up with the socio-economic developments, amended Law to Labor Law No. (14) of 2019 was issued, and the Ministry's Administrative Regulation Bylaw No. (38) of 1994 and amendments thereto was established. Ministry's new Administrative Regulation Bylaw for the Ministry No.(32) of 2020 was developed and approved. The Ministry consists of (15) central directorates, (9) units at the directorate level and (36) directorates, it also includes (19) field directorates and (12) labor offices spread all over the Kingdom.

Vision : An effective labor market with national qualified and productive labor within a safe and stable work environment.

Mission : Regulate and develop labor market within the best practices and ensure justice and equal opportunities through using productive and qualified national labor, promoting business entrepreneurship and marketing competences abroad, and finding integrated system of standards, polices and effective monitoring tools as per a participatory approach with all partners.

Legal Framework: Labour Law No. (8) for the year 1996 and amendments thereto, Vocational Work Organization Law No. (11) for the year 2019, Administrative Organization Bylaw No. (38) for the year 1994 and amendments thereto.

Priorities and targeted results within the determined ceilings for the years 2023 - 2025 :

First Priority :

- Regulating the labour market and ensuring that non-Jordanian employment is complementary to, and not a substitute for, Jordanian employment.

First Priority Outcomes :

- Increase the number of licensed expats
- Increase the number of inspectional visits

Second Priority :

- Promote the monitoring and evaluation system and comprehensive system for labor market data

Second Priority Outcomes :

- Increase the number of impact assessment and legislations review studies
- Raise the percentage of solved complaints to total provided complaints

Third Priority :

- Automation of services, processes and electronic transformation

Third Priority Outcomes :

- Develop the monitoring and evaluation system
- Increase the number of automated services

Fourth Priority :

- Develop institutional performance and improve the functional satisfaction and the quality of provided services

Fourth Priority Outcomes :

- Raise the percentage of staff satisfaction

Five Priority :

- Unify all international and national authorities efforts to ensure the optimal investigation of the Ministry's objectives

Five Priority Outcomes :

- Promote the percentage of conflicts settled through direct negotiation to total labor conflicts

Priority of gender, youth and persons with disabilities :

- Enable women economically and empower persons with disabilities
- Develop the vocational guidance and employment services and provide job opportunities and pioneering in business and self-employment
- Promote social protection
- Change the culture of work and promote the productivity of the Jordanian worker
- Improving working conditions and terms in cooperation with all relevant partners.

The following outcomes are expected to be realized for the priority of gender, youth and persons with disabilities :

- Raise the economic participation and opportunities indicator / global report for gender gap
- Raise the percentage of revised economic participation
- Raise the percentage of economic participation of the males
- Raise the percentage of economic participation of the females
- Increase the number of employed males and females
- Increase in the number of women/men workers with disabilities.
- Increase the number of vocational and career counselling sessions.
- Increased number of women from remote areas enrolled in productive branch programmes.

Priority of climate change (green economy) :

- Promote work in the green careers

The following outcomes are expected to be realized for the priority of climate change (green economy) :

- Increase the number of job opportunities in the green careers

Tasks of the Ministry / Department :

- Provide job opportunities for Jordanians inside and outside the Kingdom
- Regulate the Jordanian labor market, set up necessary instructions for employing expatriates and provide job opportunities and employment for the Jordanians inside and outside the Kingdom in cooperation with the competent agencies.
- Develop cooperation and coordination with Arab and International work organizations to serve labor sector
- Registering labor unions and employers unions.
- Contribute and participate the Tripartite Committee to enable the committee to perform its assigned tasks and authorities stated in the the Tripartite Commission for Labor Affairs bylaw No.(21) for 2012 and Labor Law

Ministry/Department Contribution to the Achievement of the National Objectives :

- Accommodate million young people in labor market
- Improve the level of services provided for citizens and fairness in their distribution
- Reduce the poverty and unemployment levels and build an effective social protection system

Major Issues and Challenges which face the Ministry / Department :

- The COVID-19 pandemic, which had a social and economic cost, has led to lower income levels, lower consumption rates, higher inflation rates and increased household and corporate debt.
- Jordan has had an impact on the economic, social and political problems of neighbouring countries over the past years, which have contributed to the imbalance in the labour market due to the influx of large numbers of non-Jordanian labour into the Jordanian labour market, particularly the Syrian asylum crisis, which has affected certain sectors, namely construction and agriculture. It had the greatest impact on Jordan's employment
- High levels of unemployment, especially among young men and women. Unemployment rates are also uneven among the governorates, in addition to low rates of economic participation, especially for women. Unemployment and low economic participation are among the main problems facing the Jordanian economy.
- The absence of a comprehensive labour market data system that affects the timeliness of appropriate decisions to guide public programmes and interventions towards priority economic sectors and limits the ability to make evidence-based decisions regarding the alignment of education and training outputs at different levels of qualifications and labour market requirements.
- Increased influx of Syrian refugees has led to a rise in child labour in Jordan, which poses a major challenge to those responsible for combating it.

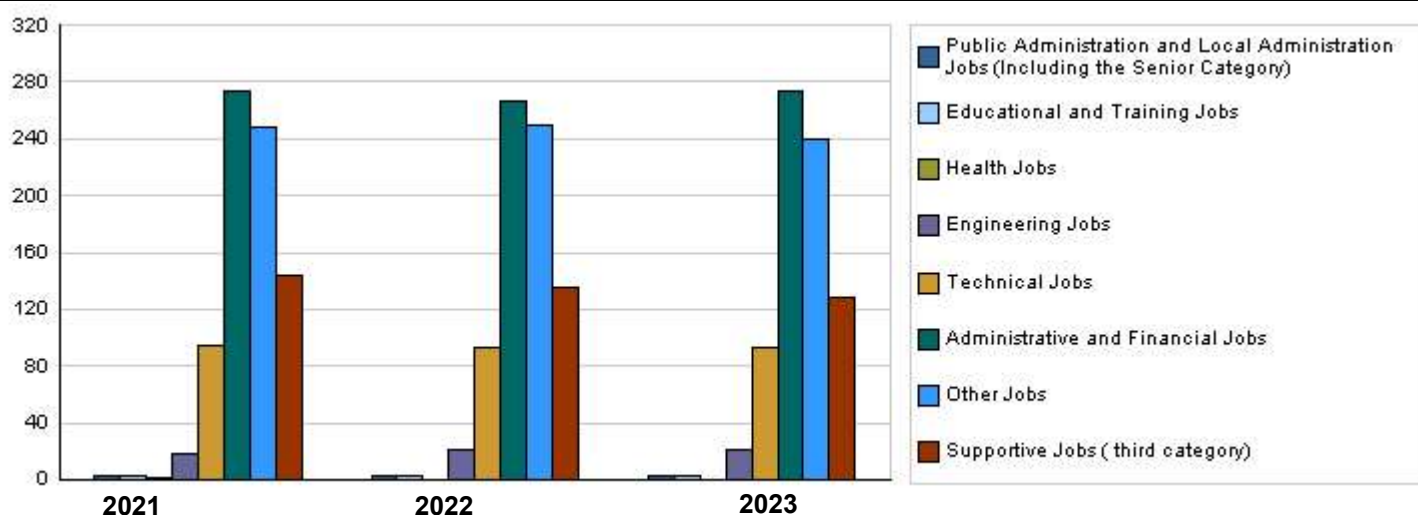
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Strategic objectives of the Ministry/ Department/ Unit and Performance Measurement Indicators

Strategic Objective	Performance Indicator	Base year	Value	Actual Value	Target Value	Preliminary Self Evaluation	Target Value		
				2021	2022	2022	2023	2024	2025
1 - To reduce the collective labor disputes in cooperation with the social partners.	1 Percentage of settled disputes through direct negotiation to total labour disputes.	2019	70.1%	82.8%	90%	79%	91%	92%	93%
	2 Number of labor strikes	2019	62	55	20	9	20	19	18
	3 Number of legal procedures of child labor detected through the inspectional visits	2019	250	84	300	108	300	310	320
2 - To upgrade the quality of provided services.	1 Percentage of resolved complaints to total submitted complaints	2019	81.9%	90%	90%	82%	90%	91%	92%
3 - To increase numbers of the Jordanian workers in the labor market.	1 Rate of general unemployment.	2019	19%	24.8%	24.7%	22.8%	24.6%	24.5%	24.4%
	2 Rate of male unemployment .	2019	17%	22.7%	22.6%	20.5%	22.5%	22.4%	22.3%
	3 Rate of female unemployment .	2019	27%	33.1%	32.8%	31.5%	32.7%	32.6%	32.5%
	4 Percentage of revised economic participation	2019	34.3%	33.7%	34%	33.2%	34.1%	34.2%	34.3%
	5 Percentage of revised economic participation for women.	2019	13.5%	13.9%	14%	13.7%	14.1%	14.2%	14.3%
	6 Economic participation and opportunities indicator/ global report for gender gab	2019	38.1%	53.8%	40.7%	40.7%	40.6%	40.5%	40.4%
	7 Number of licensed expatriate labour.	2019	348736	283563	330000	132916	335000	340000	345000
4 - To reduce the violations number in the labor market.									

Number of Staff in the Ministry/ Department/ Unit

Group	Job	2021			2022			Preliminary 2023		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Public Administration and Local Administration Jobs	Leadership and supervisory	3	0	3	3	0	3	3	0	3
Educational and Training Jobs	Educational and training jobs	2	1	3	2	1	3	2	1	3
Health Jobs	Physician	2	0	2	0	0	0	0	0	0
Engineering Jobs	Engineer	13	6	19	14	7	21	14	7	21
Technical Jobs	Various technical jobs	63	32	95	61	32	93	61	32	93
Administrative and Financial Jobs	Various administrative and	155	119	274	152	115	267	154	119	273
Other Jobs	Inspector, Researcher	188	60	248	192	58	250	190	50	240
Supportive Jobs (third category)	Various support jobs	99	45	144	90	45	135	85	43	128
Total		525	263	788	514	258	772	509	252	761
Total Cost of Salaries		3785566	1901082	5686648	4087593	2052407	6140000	4073664	2045336	6119000



Most notable information about the Ministry/Department/Unit

No.	Description	base year	Value	Primary 2022	Estimatec 2023												
					Irbid	Mafraq	Jarsh	Ajloun	Amman	Balqa'	Zaraq'	Madaba	Karak	Ma'an	Tafila	Aqaba	Total
1	Number of labor and inspection directorates	2016	32	18	1	1	1	1	7	1	1	1	1	1	1	1	18
2	Number of employment directorates	2016	4	3	0	0	0	0	3	0	0	0	0	0	0	0	3
3	Number of issued work permits	2016	318883	190117	54922	5573	3159	1036	202147	19608	32591	3834	5420	3647	2085	978	335000
4	Number of persons employed through the directorates	2016	11147	10651	3060	407	324	242	4533	536	1046	384	988	332	33	115	12000
5	Number of implemented inspection visits to realize the commitment of employers not to employ children	2016	8621	7652	3049	638	285	395	1056	273	508	572	244	484	164	332	8000

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(In JDs)

Current Activities Appropriations According to Program								
Prog.	Activites		Actual	Estimated	Re-estimated	Estimated	Indicative	Indicative
			2021	2022	2022	2023	2024	2025
4801	601	Administrative and Support Services	3134837	3088500	3066000	3078000	3117000	3153000
		Total of Program	3134837	3088500	3066000	3078000	3117000	3153000
4810	601	Providing training and employment services to Jordanians	758414	1053500	942000	1093000	1118000	1139000
		Total of Program	758414	1053500	942000	1093000	1118000	1139000
4805	601	Regulating the Jordanian labour market	4064183	4382000	4362000	4375000	4404000	4435000
		Total of Program	4064183	4382000	4362000	4375000	4404000	4435000
		Total	7957434	8524000	8370000	8546000	8639000	8727000

Capital Projects Appropriations According to Program								
Prog.	Projects		Actual	Estimated	Re-estimated	Estimated	Indicative	Indicative
			2021	2022	2022	2023	2024	2025
4815	007	Anti-Human Trafficking Unit	55000	55000	55000	55000	55000	55000
		Total of Program	55000	55000	55000	55000	55000	55000
4801	001	Institutional capacity-building project	53546	74000	74000	220000	220000	220000
	005	Automation of the Ministry of Labour	44671	229000	229000	380000	330000	230000
		Total of Program	98217	303000	303000	600000	550000	450000
4810	016	Development of employment and unemployment alleviation services	37299	28000	28000	35000	35000	35000
	017	Counrty service program	477409	0	0	0	0	0
	018	National Program for Employment	0	0	0	30000000	20000000	20000000
		Total of Program	514708	28000	28000	30035000	20035000	20035000
4805	003	Reduction of child labour.	225000	0	0	0	0	0
	006	Regulating employment and Vocational work	34212	35000	35000	0	0	0
		Total of Program	259212	35000	35000	0	0	0
		Total	927137	421000	421000	30690000	20640000	20540000

**Overall Summary of Expenditures for Chapter 2901- Ministry of Labour
for the Years 2021 - 2025**

(In JDs)

Description	Actual	Estimated	Re-estimated	Estimated	Difference between estimated 2023 and re- estimated 2022	Indicative	
	2021	2022	2022	2023		2024	2025
Current Expenditure	7,957,434	8,524,000	8,370,000	8,546,000	176,000	8,639,000	8,727,000
Capital Expenditure	927,137	421,000	421,000	30,690,000	30,269,000	20,640,000	20,540,000
Total current and capital expenditure	8,884,571	8,945,000	8,791,000	39,236,000	30,445,000	29,279,000	29,267,000

Most notable differences between estimated appropriations for 2023 and re-estimated for 2022

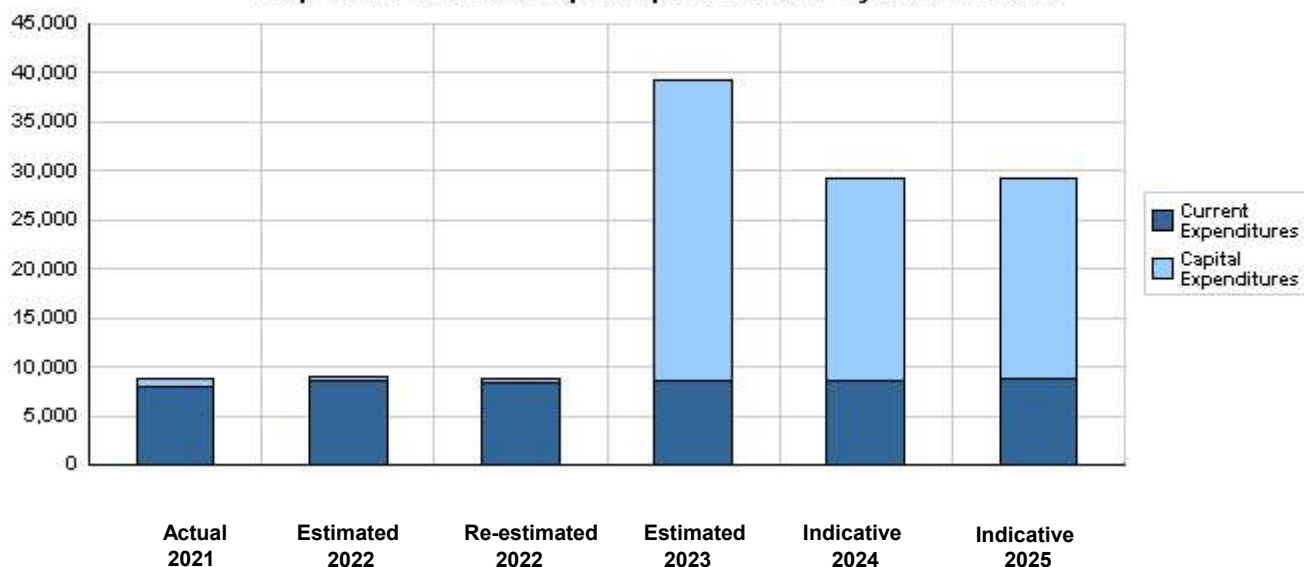
Current expenditure :

- Compensations of Employees group increased by (132) thousand JDs , concentrated on the natural increase of salaries, wages, allowances, the cost of vacancies and new jobs
- Using goods and services: An amount of (15) thousand JDs, concentrated in increasing several operational items
- Other expenses: increased by 29 thousand JDs and concentrated in subsidies item.

Capital expenditure :

- Increased by (30269) thousand JDs, concentrated in increasing the allocation of projects committed by (269) thousand JDs, most notably the project to strengthen institutional capacities and the project to automate the Ministry of Labour and allocate new allocations to the National Employment Programme project by (30) million JDs.

(Thousands of JDs) **Graph of the current and capital expenditures for the years 2021 - 2025**



Overall Summary of Current Expenditures for the Years 2021 - 2025

Chapter : 2901 Ministry of Labour

(In JDs)

Group	Item	Description	Actual 2021	Estimated 2022	Re-estimated 2022	Estimated 2023	Indicative 2024	Indicative 2025
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	101	Classified Employees	33284	65000	45000	35000	36000	37000
	102	Unclassified Employees	1357467	1344000	1344000	1400000	1417000	1425000
	103	Comprehensive Contract Employees	57186	85000	65000	132000	137000	142000
	105	Personal Cost of Living Allowance	1121991	1285000	1185000	1140000	1145000	1150000
	106	Family Cost of Living Allowance	98580	113000	110000	115000	117000	120000
	110	Overtime Allowance	31463	35000	35000	35000	35000	35000
	111	Additional Allowance	857835	763000	763000	910000	929000	956000
	112	Other Allowances	88410	103000	100000	128000	129000	130000
	113	Transportation Allowance	196375	217000	217000	230000	230000	230000
	114	Transport Allowance	68563	83000	83000	70000	70000	70000
	116	Employees' Bonuses	693985	850000	850000	850000	850000	850000
	120	Contract Employees	280943	297000	290000	309000	322000	335000
		Total	4886082	5240000	5087000	5354000	5417000	5480000
2121		Social Security Contributions						
	301	Social Security	800566	900000	900000	765000	780000	795000
		Total	800566	900000	900000	765000	780000	795000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	201	Rents	235240	250000	250000	240000	240000	240000
	202	Telecommunications Services	25759	42000	42000	50000	52000	53000
	203	Water	11973	12000	12000	13000	15000	15000
	204	Electricity	163887	150000	150000	170000	170000	170000
	205	Fuels	87784	112000	112000	120000	125000	129000
	206	Maintenance of Machines, furniture and acces	4899	5000	5000	5000	5000	6000
	207	Maintenance of vehicles, equipment and acce	11649	16000	16000	20000	20000	20000
	208	Repair and maintenance of buildings and acc	4917	11000	11000	13000	14000	14000
	209	Stationery,Publications and Office Supplies	16869	20000	20000	20000	21000	22000
	211	Cleaning services and supplies including clea	213451	210000	210000	195000	198000	200000
	212	Insurance	43124	47000	47000	46000	47000	48000
	213	Official Travel Missions	7684	15000	15000	15000	15000	15000
	214	Goods and services expenses	51225	77500	77000	75000	75000	75000
		Total	878461	967500	967000	982000	997000	1007000
25		Subsidies						
2511		Subsidies to Public Corporations						
	304	Subsidies to non-financial public institution	1342447	1367500	1367000	1395000	1395000	1395000
		Total	1342447	1367500	1367000	1395000	1395000	1395000
28		Other Expenditures						
2821		Other Current Expenditures						
	303	Scientific scholarships and training courses	0	2000	2000	2000	2000	2000
	305	Non-Employees' Bonuses	49878	47000	47000	48000	48000	48000
		Total	49878	49000	49000	50000	50000	50000
		Total of Chapter	7957434	8524000	8370000	8546000	8639000	8727000

Overall Summary of Capital Expenditures for the Years 2021 - 2025

Chapter : 2901 Ministry of Labour

(In JDs)

Group	Item	Description	Actual 2021	Estimated 2022	Re-estimated 2022	Estimated 2023	Indicative 2024	Indicative 2025
		Expenditures						
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	501	Salaries	24278	28000	28000	35000	35000	35000
Total			24278	28000	28000	35000	35000	35000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	510	Buildings and facilities repair and maintenance	9999	10000	10000	80000	80000	80000
	512	Operating and Sustaining Expenditures	623432	338600	338600	30450000	20400000	20300000
Total			633431	348600	348600	30530000	20480000	20380000
25		Subsidies						
2511		Subsidies to Public Corporations						
	520	Subsidies to non-financial public corporations/capital	225000	0	0	0	0	0
Total			225000	0	0	0	0	0
		Fixed Assets						
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices	28452	10400	10400	25000	25000	25000
Total			28452	10400	10400	25000	25000	25000
3122		Inventories						
	503	Materials and supplies	15976	34000	34000	100000	100000	100000
Total			15976	34000	34000	100000	100000	100000
Total of Chapter			927137	421000	421000	30690000	20640000	20540000

Appropriations directed for females and child according to chapter : 2901 Ministry of Labour

(In JDs)

Description	2021	2022	2023	2024	2025
Females	1,901,082	2,052,407	2,045,336	2,071,395	2,097,458
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	1,503,024	1,318,350	15,564,990	10,848,540	10,806,240
Child	1,151,252	1,009,800	11,922,120	8,309,520	8,277,120
Total appropriations directed for females	3,404,106	3,370,757	17,610,326	12,919,935	12,903,698
Total appropriations directed for Child	1,151,252	1,009,800	11,922,120	8,309,520	8,277,120

Chapter 2901 - Ministry of Labour

4801 Administration and Support Services Program

Objective of the program :

Increase the efficiency of Ministry of Labor and its employees and improve its services provided to the citizens.

The strategic objective related to the program :

To upgrade the quality of provided services.

Directorates associated with the program :

Administrative Affairs Directorate, Financial Affairs Directorate, Human Resources Directorate, IT and E-Transformation Directorate, Internal Control Unit, Expatriate Workers Directorate

Services provided by the program :

Provide financial and administrative services to employees, train human resources in the Ministry and raise their efficiency, provide computerized systems, licenses and software linked to the tasks of the directorates and sustain the website, provide a database on expatriate and licensed workers and facilitate work permits issuance procedures.

Staff working in the program :

The program is implemented through a functional staff in 2022 estimated with (335) staff, including (223) males and (112) females .

Appropriations directed for females and child

(In JDs)

Description	2021	2022	2023	2024	2025
Females	764,375	729,170	732,179	741,206	750,233
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	444,974	568,935	699,360	681,500	638,730
Child	340,831	435,780	535,680	522,000	489,240
Total appropriations directed for females	1,209,349	1,298,105	1,431,539	1,422,706	1,388,963
Total appropriations directed for Child	340,831	435,780	535,680	522,000	489,240

Key Performance Indicators for Program

Performance Measurement Indicator	Base Year	Value	Actual value	Target Value	Preliminary Self Evaluation	Target Value		
			2021	2022		2022	2023	2024
1 Percentage of staff satisfaction	2019	65%	62%	70%	70%	75%	76%	78%
2 Percentage of employees joining training courses to total number of employees	2019	70%	39%	75%	69%	75%	76%	77%

Appropriations Of Administration and Support Services Program as Per Activities and Projects.

(In JDs)

Activities and Projects	Actual	Estimated	Re-estimated	Estimated	Indicative	
	2021	2022	2022	2023	2024	2025
Current Expenditures	3,134,837	3,088,500	3,066,000	3,078,000	3,117,000	3,153,000
601 Administrative and Support Services	3,134,837	3,088,500	3,066,000	3,078,000	3,117,000	3,153,000
Capital Expenditures	98,217	303,000	303,000	600,000	550,000	450,000
001 Institutional capacity-building project	53,546	74,000	74,000	220,000	220,000	220,000
005 Automation of the Ministry of Labour	44,671	229,000	229,000	380,000	330,000	230,000
Program / Treasury	98,217	303,000	303,000	600,000	550,000	450,000
Total Program	3,233,054	3,391,500	3,369,000	3,678,000	3,667,000	3,603,000

Current Expenditures According to Program and Activities for the Years 2021 - 2025

Chapter : 2901 - Ministry of Labour

(In JDs)

Program : 4801 - Administration and Support Services								
Activity : 601 - Administrative and Support Services								
Group	Item	Description	Actual 2021	Estimated 2022	Re-estimated 2022	Estimated 2023	Indicative 2024	Indicative 2025
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	101	Classified Employees	18423	15000	15000	10000	11000	12000
	102	Unclassified Employees	543492	504000	504000	510000	517000	520000
	103	Comprehensive Contract Employees	39330	65000	45000	95000	99000	103000
	105	Personal Cost of Living Allowance	477587	500000	500000	500000	500000	504000
	106	Family Cost of Living Allowance	28950	31000	29000	31000	31000	32000
	110	Overtime Allowance	31463	35000	35000	35000	35000	35000
	111	Additional Allowance	370911	240000	240000	265000	270000	272000
	112	Other Allowances	34910	35000	35000	40000	41000	42000
	113	Transportation Allowance	77954	80000	80000	80000	80000	80000
	114	Transport Allowance	23975	26000	26000	22000	22000	22000
	116	Employees' Bonuses	258083	280000	280000	280000	280000	280000
	120	Contract Employees	79944	70000	70000	72000	73000	74000
		Total	1985022	1881000	1859000	1940000	1959000	1976000
2121		Social Security Contributions						
	301	Social Security	301278	300000	300000	250000	258000	268000
		Total	301278	300000	300000	250000	258000	268000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	202	Telecommunications Services	16073	22000	22000	25000	26000	27000
	203	Water	4978	5000	5000	5000	7000	7000
	204	Electricity	54969	40000	40000	45000	45000	45000
	205	Fuels	28626	45000	45000	30000	34000	38000
	001	Heating	6811	8000	8000	12000	14000	16000
	002	Saloon vehicles	20815	35000	35000	15000	17000	18000
	003	Transport vehicles and heavy equipment	1000	2000	2000	3000	3000	4000
	206	Maintenance of Machines, furniture and accessories	4899	5000	5000	5000	5000	6000
	207	Maintenance of vehicles, equipment and accessories	10710	15000	15000	15000	15000	15000
	208	Repair and maintenance of buildings and accessories	997	10000	10000	10000	11000	11000
	209	Stationery, Publications and Office Supplies	6927	10000	10000	10000	11000	12000
	211	Cleaning services and supplies including cleaning contracts	143451	140000	140000	130000	132000	133000
	212	Insurance	33124	35000	35000	34000	35000	36000
	213	Official Travel Missions	3714	7000	7000	7000	7000	7000
	214	Goods and services expenses	20213	44500	44000	42000	42000	42000
	001	Events and hospitality	0	7000	7000	7000	7000	7000
	008	Advertisements and subscriptions	4214	5000	5000	5000	5000	5000
	013	Services, security and guarding contracts	15999	20000	20000	20000	20000	20000
	108	Cases and fees	0	12500	12000	10000	10000	10000
		Total	328681	378500	378000	358000	370000	379000
25		Subsidies						
2511		Subsidies to Public Corporations						
	304	Subsidies to non-financial public institution	469978	480000	480000	480000	480000	480000
	110	Incentives account to Ministry of labour employees *	469978	480000	480000	480000	480000	480000
		Total	469978	480000	480000	480000	480000	480000
28		Other Expenditures						
2821		Other Current Expenditures						
	303	Scientific scholarships and training courses	0	2000	2000	2000	2000	2000
	305	Non-Employees' Bonuses	49878	47000	47000	48000	48000	48000
		Total	49878	49000	49000	50000	50000	50000
		Total of Activity	3134837	3088500	3066000	3078000	3117000	3153000
		Total of Program	3134837	3088500	3066000	3078000	3117000	3153000

Capital Expenditures According to Program and Projects for the Years 2021 - 2025

Chapter : 2901 Ministry of Labour

(In JDs)

Program 4801 Administration and Support Services								
Project		001 Institutional capacity-building project						
Fund Source		102001 Capital (Treasury)						
Group	Item	Description	Actual 2021	Estimated 2022	Re-estimated 2022	Estimated 2023	Indicative 2024	Indicative 2025
22		Use of Goods and Services						
2211		Use of Goods and Services						
	510	Buildings and facilities repair and maintenance						
	009	Buildings repair and renovation	9999	10000	10000	80000	80000	80000
		Total of Item	9999	10000	10000	80000	80000	80000
	512	Operating and Sustaining Expenditures						
	008	Qualification and training expenses	11820	15000	15000	25000	25000	25000
	013	Services contracts	9299	10000	10000	10000	10000	10000
		Total of Item	21119	25000	25000	35000	35000	35000
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices						
	003	Office supplies and equipment	6452	5000	5000	5000	5000	5000
		Total of Item	6452	5000	5000	5000	5000	5000
3122		Inventories						
	503	Materials and supplies						
	001	Computer supplies and accessories	15976	34000	34000	100000	100000	100000
		Total of Item	15976	34000	34000	100000	100000	100000
		Total of Project / Treasury	53546	74000	74000	220000	220000	220000
Project		005 Automation of the Ministry of Labour						
Fund Source		102001 Capital (Treasury)						
Group	Item	Description	Actual 2021	Estimated 2022	Re-estimated 2022	Estimated 2023	Indicative 2024	Indicative 2025
22		Use of Goods and Services						
2211		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	015	Operating systems and software	13000	13000	13000	100000	100000	100000
	036	Computerization and automation operations expenses	19671	210600	210600	260000	210000	110000
		Total of Item	32671	223600	223600	360000	310000	210000
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices						
	001	Computers and accessories	12000	5400	5400	20000	20000	20000
		Total of Item	12000	5400	5400	20000	20000	20000
		Total of Project / Treasury	44671	229000	229000	380000	330000	230000
		Total of Program	98217	303000	303000	600000	550000	450000

Chapter 2901 - Ministry of Labour

4805 Labor Market Regulation Program

Objective of the program :

To increase the compliance of private sector institutions with labour market regulations

The strategic objective related to the program :

To reduce the violations occurring in the labor market.

Directorates associated with the program :

Inspection Directorate, Expatriate Labor Directorate, Domestic Workers Directorate, Vocational Work Organization Directorate, Work Relations Directorate

Services provided by the program :

Support the labor market with qualified graduates to meet the market needs and accredited institutions and programs for vocational training, reinstate working children in schools and qualify them and provide economic substitutes to their families and raise the capacities of the workers in the agencies concerned with human resources.

Staff working in the program :

The program is implemented through a functional staff in 2022 estimated with (278) staff, including (185) males and (93) females .

Appropriations directed for females and child

(In JDs)

Description	2021	2022	2023	2024	2025
Females	908,852	996,237	973,824	982,522	992,558
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	755,108	676,330	688,080	689,490	689,960
Child	578,380	518,040	527,040	528,120	528,480
Total appropriations directed for females	1,663,960	1,672,567	1,661,904	1,672,012	1,682,518
Total appropriations directed for Child	578,380	518,040	527,040	528,120	528,480

Key Performance Indicators for Program

Performance Measurement Indicator	Base Year	Value	Actual value	Target Value	Preliminary Self Evaluation	Target Value		
			2021	2022		2022	2023	2024
1 Number of implemented inspection visits to make sure that employers do not employ children	2019	8621	28813	8000	11000	8000	9000	10000

Appropriations Of Labor Market Regulation Program as Per Activities and Projects.

(In JDs)

Activities and Projects	Actual	Estimated	Re-estimated	Estimated	Indicative	
	2021	2022	2022	2023	2024	2025
Current Expenditures	4,064,183	4,382,000	4,362,000	4,375,000	4,404,000	4,435,000
601 Regulating the Jordanian labour market	4,064,183	4,382,000	4,362,000	4,375,000	4,404,000	4,435,000
Capital Expenditures	259,212	35,000	35,000	0	0	0
003 Reduction of child labour.	225,000	0	0	0	0	0
006 Regulating employment and Vocational work	34,212	35,000	35,000	0	0	0
Program / Treasury	259,212	35,000	35,000	0	0	0
Total Program	4,323,395	4,417,000	4,397,000	4,375,000	4,404,000	4,435,000

Current Expenditures According to Program and Activities for the Years 2021 - 2025

Chapter : 2901 - Ministry of Labour

(In JDs)

Program : 4805 - Labor Market Regulation								
Activity : 601 - Regulating the Jordanian labour market								
Group	Item	Description	Actual 2021	Estimated 2022	Re-estimated 2022	Estimated 2023	Indicative 2024	Indicative 2025
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	101	Classified Employees	14861	50000	30000	25000	25000	25000
	102	Unclassified Employees	745944	760000	760000	790000	797000	800000
	105	Personal Cost of Living Allowance	565990	580000	580000	500000	500000	500000
	106	Family Cost of Living Allowance	62999	67000	67000	69000	70000	71000
	111	Additional Allowance	454924	470000	470000	505000	517000	540000
	112	Other Allowances	48733	55000	55000	70000	70000	70000
	113	Transportation Allowance	104996	115000	115000	122000	122000	122000
	114	Transport Allowance	40125	49000	49000	42000	42000	42000
	116	Employees' Bonuses	297211	300000	300000	300000	300000	300000
	120	Contract Employees	81000	82000	82000	88000	89000	90000
		Total	2416783	2528000	2508000	2511000	2532000	2560000
2121		Social Security Contributions						
	301	Social Security	300000	450000	450000	400000	405000	407000
		Total	300000	450000	450000	400000	405000	407000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	201	Rents	235240	250000	250000	240000	240000	240000
	202	Telecommunications Services	9686	20000	20000	25000	26000	26000
	203	Water	6995	7000	7000	8000	8000	8000
	204	Electricity	108918	110000	110000	125000	125000	125000
	205	Fuels	59158	67000	67000	90000	91000	91000
		001 Heating	5198	10000	10000	15000	16000	16000
		002 Saloon vehicles	49962	52000	52000	70000	70000	70000
		003 Transport vehicles and heavy equipment	3998	5000	5000	5000	5000	5000
	207	Maintenance of vehicles, equipment and accessories	939	1000	1000	5000	5000	5000
	208	Repair and maintenance of buildings and accessories	3920	1000	1000	3000	3000	3000
	209	Stationery, Publications and Office Supplies	9942	10000	10000	10000	10000	10000
	211	Cleaning services and supplies including cleaning contracts	70000	70000	70000	65000	66000	67000
	212	Insurance	10000	12000	12000	12000	12000	12000
	213	Official Travel Missions	3970	8000	8000	8000	8000	8000
	214	Goods and services expenses	31012	33000	33000	33000	33000	33000
		008 Advertisements and subscriptions	5558	8000	8000	8000	8000	8000
		013 Services, security and guarding contracts	25454	25000	25000	25000	25000	25000
		Total	549780	589000	589000	624000	627000	628000
25		Subsidies						
2511		Subsidies to Public Corporations						
	304	Subsidies to non-financial public institution	797620	815000	815000	840000	840000	840000
		110 Incentives account to Ministry of labour employees *	797620	815000	815000	840000	840000	840000
		Total	797620	815000	815000	840000	840000	840000
		Total of Activity	4064183	4382000	4362000	4375000	4404000	4435000
		Total of Program	4064183	4382000	4362000	4375000	4404000	4435000

Capital Expenditures According to Program and Projects for the Years 2021 - 2025

Chapter : 2901 Ministry of Labour

(In JDs)

Program		4805 Labor Market Regulation						
Project		003 Reduction of child labour.						
Fund Source		102001 Capital (Treasury)						
Group	item	Description	Actual 2021	Estimated 2022	Re-estimated 2022	Estimated 2023	Indicative 2024	Indicative 2025
25		Subsidies						
2511		Subsidies to Public Corporations						
	520	Subsidies to non-financial public corporations/capital						
	027	Jordan Hashemite Fund for Human Development	225000	0	0	0	0	0
		Total of Item	225000	0	0	0	0	0
		Total of Project / Treasury	225000	0	0	0	0	0
Project		006 Regulating employment and Vocational work						
Fund Source		102001 Capital (Treasury)						
Group	item	Description	Actual 2021	Estimated 2022	Re-estimated 2022	Estimated 2023	Indicative 2024	Indicative 2025
22		Use of Goods and Services						
2211		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	015	Operating systems and software	34212	35000	35000	0	0	0
		Total of Item	34212	35000	35000	0	0	0
		Total of Project / Treasury	34212	35000	35000	0	0	0
		Total of Program	259212	35000	35000	0	0	0

4810 Training and Employment Program**Objective of the program :**

Provide vocational guidance services and employment for Jordanian people and supply the labor market with qualified and trained workers.

The strategic objective related to the program :

To increase numbers of the Jordanian workers in the labor market and promote the partnership between the public & private sectors and civil societies organizations & international organizations.

Directorates associated with the program :

National Program For Employment Follow Up Unit, Work Market Studies Unit, Employment Directorate, Productive Branches Unit , Woman Work and Gender

Services provided by the program :

- Train the unemployed Jordanians
- Supply the labor market with trained and qualified manpower
- Participate with the private sector for employment of Jordanians especially those from remote areas in order to increase their incomes
- Provide a national database on Jordanian job seekers
- Provide the one stop window service,
- Hold job fairs and days to match job seekers with employers,
- Conduct studies on the labor market,
- Give incentives to the investors to establish productive branches in the remote areas.
- Provide living services to the women workers in remote areas in the qualified industrial zones.

Staff working in the program :

The program is implemented through a functional staff in 2022 estimated with (159) staff, including (106) males and (53) females .

Appropriations directed for females and child**(In JDs)**

Description	2021	2022	2023	2024	2025
Females	227,855	327,000	339,333	347,667	354,667
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	277,092	47,235	14,151,700	9,451,700	9,451,700
Child	212,241	36,180	10,839,600	7,239,600	7,239,600
Total appropriations directed for females	504,947	374,235	14,491,033	9,799,367	9,806,367
Total appropriations directed for Child	212,241	36,180	10,839,600	7,239,600	7,239,600

Key Performance Indicators for Program

Performance Measurement Indicator	Base Year	Value	Actual value	Target Value	Preliminary Self Evaluation	Target Value		
			2021	2022		2022	2023	2024
1 Number of women in the remote areas enrolled in the productive branches program	2019	4000	3645	4000	1520	3000	3000	3000
2 Percentage of Jordanian workers in the qualified industrial zones to the total number of workers	2019	25%	29.6%	30%	30%	30%	30%	30%
3 Number of sessions of vocational and employment guidance.	2019	550	552	550	933	550	550	550

Appropriations Of Training and Employment Program as Per Activities and Projects.**(In JDs)**

Activities and Projects	Actual	Estimated	Re-estimated	Estimated	Indicative	
	2021	2022	2022	2023	2024	2025
Current Expenditures	758,414	1,053,500	942,000	1,093,000	1,118,000	1,139,000
601 Providing training and employment services to Jordanians	758,414	1,053,500	942,000	1,093,000	1,118,000	1,139,000
Capital Expenditures	514,708	28,000	28,000	30,035,000	20,035,000	20,035,000
016 Development of employment and unemployment alleviation services	37,299	28,000	28,000	35,000	35,000	35,000
017 County service program	477,409	0	0	0	0	0
018 National Program for Employment	0	0	0	30,000,000	20,000,000	20,000,000
Program / Treasury	514,708	28,000	28,000	30,035,000	20,035,000	20,035,000
Total Program	1,273,122	1,081,500	970,000	31,128,000	21,153,000	21,174,000

Current Expenditures According to Program and Activities for the Years 2021 - 2025

Chapter : 2901 - Ministry of Labour

(In JDs)

Program : 4810 - Training and Employment								
Activity : 601 - Providing training and employment services to Jordanians								
Group	Item	Description	Actual 2021	Estimated 2022	Re-estimated 2022	Estimated 2023	Indicative 2024	Indicative 2025
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	102	Unclassified Employees	68031	80000	80000	100000	103000	105000
	103	Comprehensive Contract Employees	17856	20000	20000	37000	38000	39000
	105	Personal Cost of Living Allowance	78414	205000	105000	140000	145000	146000
	106	Family Cost of Living Allowance	6631	15000	14000	15000	16000	17000
	111	Additional Allowance	32000	53000	53000	140000	142000	144000
	112	Other Allowances	4767	13000	10000	18000	18000	18000
	113	Transportation Allowance	13425	22000	22000	28000	28000	28000
	114	Transport Allowance	4463	8000	8000	6000	6000	6000
	116	Employees' Bonuses	138691	270000	270000	270000	270000	270000
	120	Contract Employees	119999	145000	138000	149000	160000	171000
		Total	484277	831000	720000	903000	926000	944000
2121		Social Security Contributions						
	301	Social Security	199288	150000	150000	115000	117000	120000
		Total	199288	150000	150000	115000	117000	120000
25		Subsidies						
2511		Subsidies to Public Corporations						
	304	Subsidies to non-financial public institution	74849	72500	72000	75000	75000	75000
		110 Incentives account to Ministry of labour employees *	74849	72500	72000	75000	75000	75000
		Total	74849	72500	72000	75000	75000	75000
		Total of Activity	758414	1053500	942000	1093000	1118000	1139000
		Total of Program	758414	1053500	942000	1093000	1118000	1139000
		Total of Chapter	7957434	8524000	8370000	8546000	8639000	8727000

* Disbursement from this item shall not exceed the amount provided to the Public Treasury in accordance with the provisions of the applicable Government Department and Units Import Law.

Capital Expenditures According to Program and Projects for the Years 2021 - 2025

Chapter : 2901 Ministry of Labour

(In JDs)

Program		4810 Training and Employment						
Project		016 Development of employment and unemployment alleviation services						
Fund Source		102001 Capital (Treasury)						
Group	item	Description	Actual 2021	Estimated 2022	Re-estimated 2022	Estimated 2023	Indicative 2024	Indicative 2025
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	501	Salaries						
	001	Salaries	24278	28000	28000	35000	35000	35000
		Total of Item	24278	28000	28000	35000	35000	35000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	008	Qualification and training expenses	21	0	0	0	0	0
	015	Operating systems and software	3000	0	0	0	0	0
		Total of Item	3021	0	0	0	0	0
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices						
	001	Computers and accessories	9000	0	0	0	0	0
	003	Office supplies and equipment	1000	0	0	0	0	0
		Total of Item	10000	0	0	0	0	0
		Total of Project / Treasury	37299	28000	28000	35000	35000	35000
Project		017 Country service program						
Fund Source		102001 Capital (Treasury)						
Group	item	Description	Actual 2021	Estimated 2022	Re-estimated 2022	Estimated 2023	Indicative 2024	Indicative 2025
22		Use of Goods and Services						
2211		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	008	Qualification and training expenses	477409	0	0	0	0	0
		Total of Item	477409	0	0	0	0	0
		Total of Project / Treasury	477409	0	0	0	0	0
Project		018 National Program for Employment						
Fund Source		102001 Capital (Treasury)						
Group	item	Description	Actual 2021	Estimated 2022	Re-estimated 2022	Estimated 2023	Indicative 2024	Indicative 2025
22		Use of Goods and Services						
2211		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	008	Qualification and training expenses	0	0	0	30000000	20000000	20000000
		Total of Item	0	0	0	30000000	20000000	20000000
		Total of Project / Treasury	0	0	0	30000000	20000000	20000000
		Total of Program	514708	28000	28000	30035000	20035000	20035000

Chapter 2901 - Ministry of Labour

4815 Appropriate Work Environment Program

Objective of the program :

Provide decent work environment and preserve the rights of employees

The strategic objective related to the program :

To reduce violations occurring in the labor market

Directorates associated with the program :

Inspection Directorate, Legal Affairs Directorate, International Cooperation Directorate, Media and Social Communications Directorate, Labor Relations Directorate

Services provided by the program :

Provide suitable work environment for workers, raise the awareness of employees and employers, create mechanisms and means for receiving complaints from Jordanian and expatriate workers and solve them, study the alignment of the minimum wages to inflation, settle labor disputes between workers and employers, contribute to amending labor legislation, increase the percentage of Jordanians working in the textile sector and contribute to alleviating the human trafficking crime.

Staff working in the program :

This program is implemented through the Ministry's staff.

Appropriations directed for females and child

(In JDs)

Description	2021	2022	2023	2024	2025
Females	0	0	0	0	0
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	25,850	25,850	25,850	25,850	25,850
Child	19,800	19,800	19,800	19,800	19,800
Total appropriations directed for females	25,850	25,850	25,850	25,850	25,850
Total appropriations directed for Child	19,800	19,800	19,800	19,800	19,800

Key Performance Indicators for Program

Performance Measurement Indicator	Base Year	Value	Actual value	Target Value	Preliminary Self Evaluation	Target Value		
			2021	2022		2022	2023	2024
1 Number of inspection visits to institutions subject to labour law	2019	75000	60903	76000	21296	77000	78000	79000
2 Number of human trafficking issues reported by the Ministry to Public Security Directorate	2019	12	37	11	36	29	28	27

Appropriations Of Appropriate Work Environment Program as Per Activities and Projects.

(In JDs)

Activities and Projects	Actual	Estimated	Re-estimated	Estimated	Indicative	
	2021	2022	2022	2023	2024	2025
Current Expenditures	0	0	0	0	0	0
Capital Expenditures	55,000	55,000	55,000	55,000	55,000	55,000
007 Anti-Human Trafficking Unit	55,000	55,000	55,000	55,000	55,000	55,000
Program / Treasury	55,000	55,000	55,000	55,000	55,000	55,000
Total Program	55,000	55,000	55,000	55,000	55,000	55,000

Capital Expenditures According to Program and Projects for the Years 2021 - 2025

Chapter : 2901 Ministry of Labour

(In JDs)

Program		4815 Appropriate Work Environment						
Project		007 Anti-Human Trafficking Unit						
Fund Source		102001 Capital (Treasury)						
Group	item	Description	Actual 2021	Estimated 2022	Re-estimated 2022	Estimated 2023	Indicative 2024	Indicative 2025
22		Use of Goods and Services						
2211		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	013	Services contracts	55000	55000	55000	55000	55000	55000
		Total of Item	55000	55000	55000	55000	55000	55000
		Total of Project / Treasury	55000	55000	55000	55000	55000	55000
		Total of Program	55000	55000	55000	55000	55000	55000
		Total of Chapter	927137	421000	421000	30690000	20640000	20540000