

Chapter : 2901 Ministry of Labour

- Creation :** 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. (174) of 2016 and amendments thereto was established. The Ministry consists of (15) central directorates, (5) units at the directorate level, it also includes (19) field directorates and (11) labor offices spread all over the Kingdom.
- Vision :** An effective labor market with national qualified and productive labor, attractive for competencies within a safe and stable work environment.
- Mission :** Regulate and develop labor market according to 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. (174) for the year 2016 and amendments thereto.

Priorities and targeted results within the determined ceilings for the years 2024 - 2026 :

First Priority :

- Contributing to increasing female and male economic participation, increasing the number of male/female workers and creating opportunities.

Key procedures to realize the first priority :

- Analogy and operation by supervising the employment of job seekers and following up on workplaces.
- Supervising the implementation of training at work sites.
- Holding awareness sessions for job seekers with disabilities.
- Conducting vocational counselling sessions for job seekers in field directorates (specialized/individual vocational counselling sessions).
- Holding job exhibitions.

First Priority Outcomes :

- Employment of approximately (60) thousand male and female unemployed persons.
- Increasing the number of male and females employed.
- Increasing the number of male/ female workers with disabilities.
- Increasing the number of vocational and career counselling sessions.
- Increased number of women from remote areas enrolled in productive branch programs.

First priority-related program :

- Training and Employment.

Second Priority :

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

Key procedures to realize the second priority :

- Contributing to the regulation of the labour market through legislation on non-Jordanian workers in the labour market, and issue work permits to non-Jordanian workers.
- Reviewing bilateral conventions, memoranda and protocols relating to exemption from payment of work permit fees through the exemption committee.
- Development of electronic work permit system.

- Carrying out inspection campaigns on all articles of the law relating to the regulation of the labour market and the legal employment of non-Jordanian workers.
- Carrying out inspection visits to ensure that Jordan's labour law is applied to various sectors.

Second Priority Outcomes :

- Increasing the number of licensed migrant workers.
- Increasing the number and quality of inspection visits.

Second priority-related program :

- Regulation of the labour market.
- Decent work environment.

Third Priority :

- Developing a comprehensive labour market information system and strengthen the follow-up and evaluation system.

Key procedures to realize the third priority :

- Development and updating of the national labour market information system.
- Undertaking an inspection impact assessment study.
- Developing electronic inspection system and developing complaints system.

Third Priority Outcomes :

- Establishing a comprehensive labour market information system.
- Increased number of impact assessment and legislative review studies.
- Increasing the proportion of complaints resolved.

Third priority-related program :

- Administration and Support Services

Fourth Priority :

- Automation of services, operations and electronic transformation.

Key procedures to realize the fourth priority :

- Updating the electronic follow-up and evaluation system.
- Development of electronic permit system.
- Development of electronic inspection system.
- Developing a complaints system.
- Preparing and updating the Ministry's service cards.
- Inventory of services that can be automated and prepare an electronic service delivery scheme.

Fourth Priority Outcomes :

- Development of the follow-up and evaluation system.
- Increased number of services automated.

fourth priority-related program :

- Administration and Support Services.

Five Priority :

- Developing institutional performance and improving job satisfaction and quality of services provided.

Key procedures to realize the fifth priority :

- Preparation, dissemination and analysis of the staff satisfaction questionnaire 2023.
- Preparation of a gender mainstreaming policy for its institutionalism in the Ministry's work.

Five Priority Outcomes :

- Increased staff satisfaction(male/female) percentage.
- Raising the quality of services provided to males and females equally.
- Improving the Ministry's working environment in a gender-sensitive manner.

Fifth priority-related program :

- Administration and Support Services

Sixth Priority :

- Strengthening networking and cooperation to unite all efforts of national and international bodies to ensure the optimal achievement of the Ministry's objectives and institutions of the education, vocational training and technical sector.

Key procedures to realize the sixth priority :

- Holding meetings with conflicting parties at all stages and negotiations and discussions to find solutions to disputes between workers and employers.
- Following up and registering all issues relating to trade unions and employers' unions.

Sixth Priority Outcomes :

- Increasing the proportion of workers' disputes resolved.
- Increasing and activating different partnerships.

Sixth priority-related program :

- Regulation of the labour market.
- Decent work environment.

Priority of gender, youth and persons with disabilities :

- Enabling women economically and empowering persons with disabilities.
- Developing the vocational guidance and employment services and providing job opportunities and pioneering in business and self-employment.
- Promoting social protection.
- Changing the culture of work and promoting the productivity of the Jordanian worker.
- Improving working conditions and terms in cooperation with all relevant partners.

Key procedures to realize the priority of gender, youth and persons with disabilities :

- Networking and supervising the employment of job seekers.
- Strengthening partnership with the public and private sector and civil society organizations through the National Employment Program.
- Setting up job exhibitions in many governorates.
- Operation and follow-up of job seekers in existing productive branches.
- Attracting investors to create new branches/production units.
- Empowering persons with disabilities.
- Developing employment services, career guidance, job creation, entrepreneurship and self-employment.
- Strengthening of social protection.
- Changing the working culture and increasing the productivity of Jordanian workers.
- 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 :

- Contributing to increasing economic participation, creating opportunities and reducing the gap in the Global Gender Gap Report.
- Increasing the revised economic participation rate for males and females.
- Increasing the number of employed/employed women and persons with disabilities.
- Increasing the number of vocational and career counselling sessions.
- Increased number of women from remote areas enrolled in productive branch programs.

Priority-related program of gender, youth and persons with disabilities :

- Training and operation
- Administration and Support Services
- Organization of the labour market
- Decent work environment.

Priority of climate change :

- Promoting work in the green careers.

Key procedures to realize climate change-related priority :

- Developing the classification of green occupations on the national platform for employment.
- Adopting Jordan's standard occupation classification in all occupation classifications.
- Encouraging job seekers to join green jobs.
- Working on the integration matrix between climate change actions and unemployment reduction policies in cooperation with the Upper House.

The following outcomes are expected to be realized for the priority of climate change :

- Increasing the number of job opportunities in the green careers.

Program of climate change-related priority :

- Administration and Support Services
- Organization of the labour market
- Training and Employment
- Decent work environment.

Tasks of the Ministry / Department :

- Providing job opportunities for Jordanians inside and outside the Kingdom.
- Regulating 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.
- Developing cooperation and coordination with Arab and International work organizations to serve labor sector.
- Registering labor unions and employers unions.
- Contributing and participating in 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 :

- Accommodating million young people in labor market.
- Improving the level of services provided for citizens and fairness in their distribution.
- Reducing the poverty and unemployment levels and building an effective social protection system.

Major Issues and Challenges which face the Ministry / Department :

- Jordan has been affected by the economic, social and political problems in 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, and has had the greatest impact on Jordanian 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 programs 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.

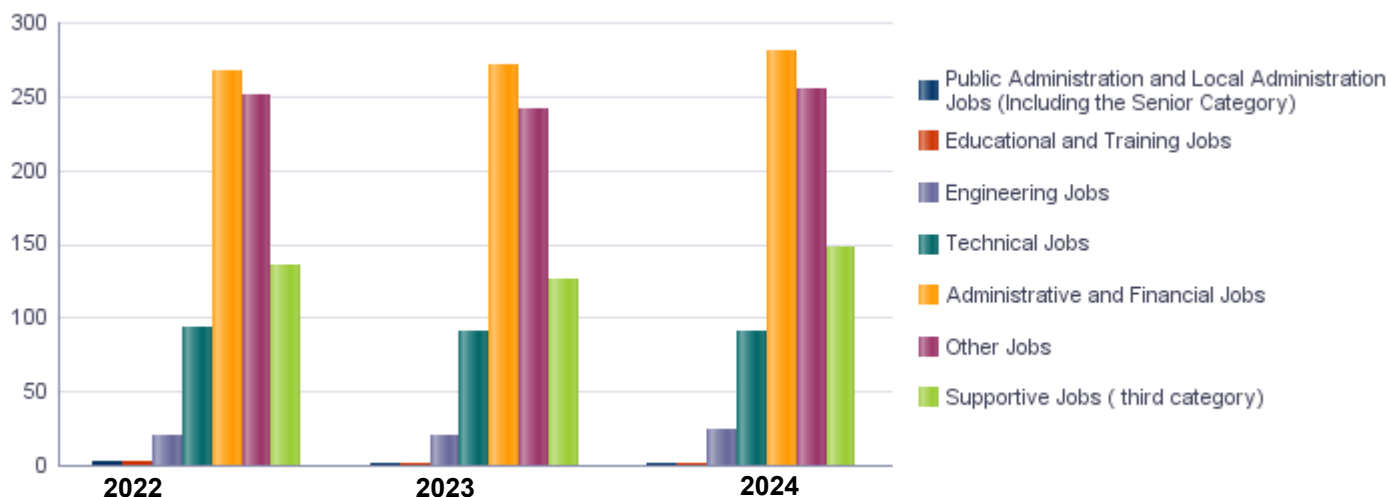
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Strategic goals of the Ministry/ Department/ Unit and Performance Measurement Indicators

Strategic Objective	Performance Indicator	Base year	Value	Actual Value	Target Value	Preliminary Self Evaluation	Target Value			
				2022	2023	2023	2024	2025	2026	
				1 - Reducing abuses occurring in the labour market.	1	Percentage of settled disputes through direct negotiation to total labour disputes.	2019	70.1%	100%	91%
	2	Number of labor strikes.	2019	62	18	20	18	20	19	18
	3	Number of legal procedures of child labor detected through the inspectional visits.	2019	250	303	300	432	380	350	320
2 - Raising the quality of services provided.	1	Percentage of resolved complaints to total submitted complaints.	2019	81.9%	97%	90%	90%	91%	92%	93%
3 - Increasing the number of Jordanian workers in the labour market and strengthening partnerships with the public and private sectors, civil society organizations and international organizations.	1	Rate of general unemployment.	2019	19%	22.8%	24.6%	22.3%	22.2%	22.1%	22%
	2	Rate of male unemployment.	2019	17%	20.5%	22.5%	20%	19.9%	19.8%	19.7%
	3	Rate of female unemployment.	2019	27%	31.5%	32.7%	30.9%	30.8%	30.7%	30.6%
	4	Percentage of revised economic participation.	2019	34.3%	33.2%	34.1%	33%	33.1%	33.2%	33.3%
	5	Percentage of revised economic participation for women.	2019	13.5%	13.7%	14.1%	13.8%	13.9%	14%	14.1%
	6	Economic participation and opportunities indicator/ global report for gender gab.	2019	38.1%	40.7%	40.6%	54.2%	54.1%	54%	53.9%
	7	Number of licensed expatriate labour.	2019	348736	377147	335000	282804	340000	345000	350000

Number of Staff in the Ministry/ Department/ Unit

Group	Job	2022			2023			Preliminary 2024		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
		Public Administration and Local Administration Jobs	Leadership and supervisory	3	0	3	2	0	2	2
Educational and Training Jobs	Educational and training jobs	2	1	3	1	1	2	1	1	2
Engineering Jobs	Engineer	14	7	21	14	7	21	17	7	24
Technical Jobs	Various technical jobs	61	32	93	61	30	91	61	30	91
Administrative and Financial Jobs	Various administrative and	152	115	267	146	125	271	150	130	280
Other Jobs	Inspector, Researcher	192	58	250	195	45	240	200	54	254
Supportive Jobs (third category)	Various support jobs	90	45	135	83	43	126	100	47	147
Total		514	258	772	502	251	753	531	269	800
Total Cost of Salaries		3814548	1911058	5725606	4073543	2045457	6119000	4135047	2074953	6210000



Most notable information about the Ministry/Department/Unit

No.	Description	base year	Value	Primary 2023	Estimatec 2024												
					Irbid	Mafraq	Jarsh	Ajloun	Amman	Balqa'	Zaraq'	Madaba	Karak	Ma'an	Tafila	Aqaba	Total
1	Number of labor and inspection directorates.	2016	32	17	1	1	1	1	6	1	1	1	1	1	1	1	17
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	282804	44361	7016	3313	1260	182628	18803	25749	4281	6554	3233	1814	988	300000
4	Number of persons employed through the directorates.	2016	11147	6665	2981	494	105	121	1184	119	1084	186	390	60	145	131	7000
5	Number of implemented inspection visits to realize the commitment of employers not to employ children	2016	8621	48080	18774	6393	3324	672	17669	7685	4630	4562	7444	1252	4709	886	78000

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(In JDs)

Current Activities Appropriations According to Program								
Prog.	Activites		Actual	Estimated	Re-estimated	Estimated	Indicative	Indicative
			2022	2023	2023	2024	2025	2026
4805	601	Regulating the Jordanian labour market	4205158	4375000	4358000	4484000	4512000	4542000
	Total of Program		4205158	4375000	4358000	4484000	4512000	4542000
4801	601	Administrative and Support Services	3035130	3078000	3015000	3180000	3216000	3249000
	Total of Program		3035130	3078000	3015000	3180000	3216000	3249000
4810	601	Providing training and employment services to Jordanians	777174	1093000	947000	1053000	1073000	1096000
	Total of Program		777174	1093000	947000	1053000	1073000	1096000
Total			8017462	8546000	8320000	8717000	8801000	8887000

Capital Projects Appropriations According to Program								
Prog.	Projects		Actual	Estimated	Re-estimated	Estimated	Indicative	Indicative
			2022	2023	2023	2024	2025	2026
4805	006	Regulating employment and Vocational work	34999	0	0	0	0	0
	Total of Program		34999	0	0	0	0	0
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	75806	220000	200000	220000	220000	220000
	005	Automation of the Ministry of Labour	134799	380000	350000	350000	350000	350000
	704	Construction and maintenance of buildings in Tafila governorate.	0	0	0	10000	0	0
	Total of Program		210605	600000	550000	580000	570000	570000
4810	016	Development of employment and unemployment alleviation services	27047	35000	35000	40000	40000	40000
	018	National Program for Employment	0	29828000	29800000	20000000	20000000	20000000
	Total of Program		27047	29863000	29835000	20040000	20040000	20040000
Total			327651	30518000	30440000	20675000	20665000	20665000

**Overall Summary of Expenditures for Chapter 2901- Ministry of Labour
for the Years 2022 - 2026**

(In JDs)

Description	Actual	Estimated	Re-estimated	Estimated	Difference between estimated 2024 and re-estimated 2023	Indicative	
	2022	2023	2023	2024		2025	2026
Current Expenditure	8,017,462	8,546,000	8,320,000	8,717,000	397,000	8,801,000	8,887,000
Capital Expenditure	327,651	30,518,000	30,440,000	20,675,000	-9,765,000	20,665,000	20,665,000
Total current and capital expenditure	8,345,113	39,064,000	38,760,000	29,392,000	-9,368,000	29,466,000	29,552,000

Most notable differences between estimated appropriations for 2024 and re-estimated for 2023

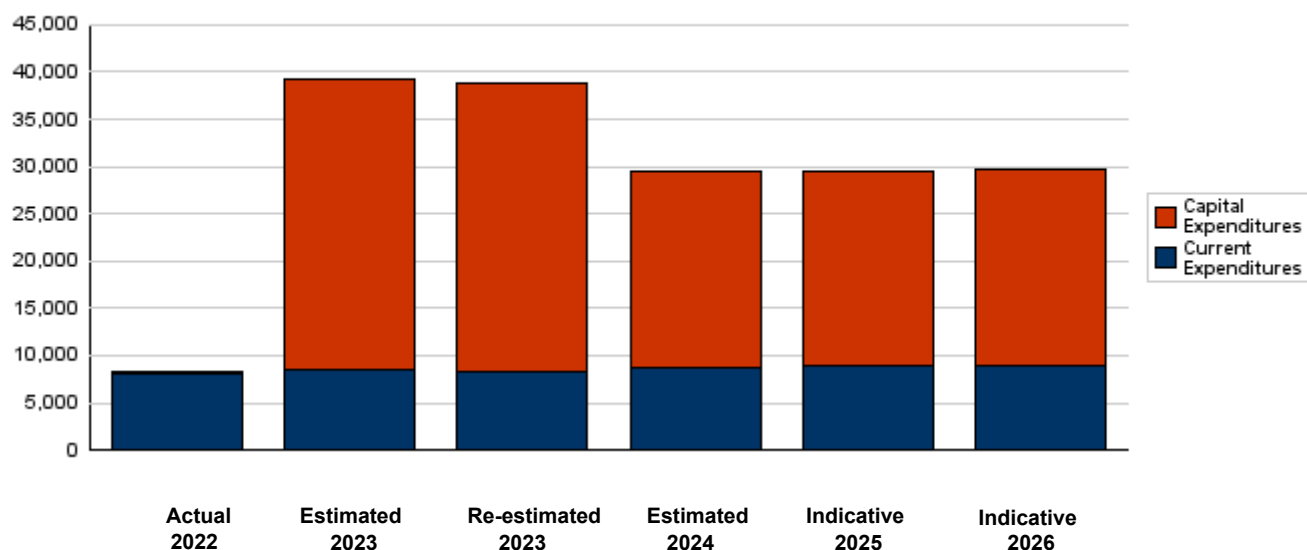
Current expenditure :

- Compensations of employees :- increased by (299) thousand JDs, concentrated on the natural increase of salaries, wages, allowances, the cost of vacancies and new jobs.
- Use of goods and services : An amount of (68) thousand JDs, concentrated in increasing several operational items such as electricity, fuels and cleaning.
- Other expenses: increased by (30) thousand JDs and concentrated in subsidies item.

Capital expenditure :

- Decreased by (9765) thousand JDs, concentrated on decreasing the appropriations of National Employment Program project.

(Thousands of JDs) Graph of the current and capital expenditures for the years 2022 - 2026



Overall Summary of Current Expenditures for the Years 2022 - 2026

Chapter : 2901 Ministry of Labour

(In JDs)

Group	Item	Description	Actual 2022	Estimated 2023	Re-estimated 2023	Estimated 2024	Indicative 2025	Indicative 2026
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	101	Classified Employees	29429	35000	32000	30000	28000	26000
	102	Unclassified Employees	1333622	1400000	1365000	1379000	1389000	1400000
	103	Comprehensive Contract Employees	55092	132000	75000	145000	152000	159000
	105	Personal Cost of Living Allowance	1069947	1140000	1080000	1140000	1152000	1166000
	106	Family Cost of Living Allowance	99429	115000	110000	120000	125000	128000
	110	Overtime Allowance	34448	35000	35000	35000	35000	35000
	111	Additional Allowance	887554	910000	888000	925000	938000	952000
	112	Other Allowances	97760	128000	110000	124000	132000	136000
	113	Transportation Allowance	210965	230000	230000	235000	236000	237000
	114	Transport Allowance	56355	70000	70000	75000	75000	75000
	116	Employees' Bonuses	684765	850000	850000	850000	850000	850000
	120	Contract Employees	280635	309000	301000	340000	350000	363000
Total			4840001	5354000	5146000	5398000	5462000	5527000
2121		Social Security Contributions						
	301	Social Security	885605	765000	765000	812000	823000	835000
Total			885605	765000	765000	812000	823000	835000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	201	Rents	234014	240000	240000	250000	250000	250000
	202	Telecommunications Services	25564	50000	35000	35000	35000	35000
	203	Water	10981	13000	13000	14000	15000	15000
	204	Electricity	149961	170000	170000	177000	180000	185000
	205	Fuels	126472	130000	130000	136000	140000	142000
	206	Maintenance of Machines, furniture and acce	4800	5000	5000	10000	10000	10000
	207	Maintenance of vehicles, equipment and acce	19273	20000	20000	22000	22000	22000
	208	Repair and maintenance of buildings and acc	12584	13000	12000	17000	18000	19000
	209	Stationery, Publications and Office Supplies	19439	20000	20000	22000	22000	22000
	210	Substances and raw materials (medicines, cl	0	0	0	10000	10000	10000
	211	Cleaning services and supplies including cle	186979	195000	195000	210000	210000	211000
	212	Insurance	43215	46000	46000	46000	46000	46000
	213	Official Travel Missions	9483	40000	40000	43000	43000	43000
	214	Goods and services expenses	72154	90000	88000	90000	90000	90000
Total			914919	1032000	1014000	1082000	1091000	1100000
25		Subsidies						
2511		Subsidies to Public Corporations						
	304	Subsidies to non-financial public institution	1339049	1345000	1345000	1375000	1375000	1375000
Total			1339049	1345000	1345000	1375000	1375000	1375000
28		Other Expenditures						
2821		Other Current Expenditures						
	303	Scientific scholarships and training courses	68	2000	2000	2000	2000	2000
	305	Non-Employees' Bonuses	37820	48000	48000	48000	48000	48000
Total			37888	50000	50000	50000	50000	50000
Total of Chapter			8017462	8546000	8320000	8717000	8801000	8887000

Overall Summary of Capital Expenditures for the Years 2022 - 2026

Chapter : 2901 Ministry of Labour

(In JDs)

Group	Item	Description	Actual 2022	Estimated 2023	Re-estimated 2023	Estimated 2024	Indicative 2025	Indicative 2026
		Expenditures						
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	501	Salaries	27047	35000	35000	40000	40000	40000
Total			27047	35000	35000	40000	40000	40000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	510	Buildings and facilities repair and maintenance	9354	80000	70000	90000	80000	80000
	512	Operating and Sustaining Expenditures	246700	30278000	30220000	20420000	20420000	20420000
Total			256054	30358000	30290000	20510000	20500000	20500000
		Fixed Assets						
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices	2890	25000	25000	25000	25000	25000
	506	Vehicles and Equipment	10000	0	0	0	0	0
Total			12890	25000	25000	25000	25000	25000
3122		Inventories						
	503	Materials and supplies	31660	100000	90000	100000	100000	100000
Total			31660	100000	90000	100000	100000	100000
Total of Chapter			327651	30518000	30440000	20675000	20665000	20665000

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

(In JDs)

Description	2022	2023	2024	2025	2026
Females	1,911,058	2,045,457	2,074,953	2,100,042	2,125,804
Child	0	0	0	0	0
Appropriations distributed according to population index					
Females	1,231,168	15,484,150	10,895,540	10,895,070	10,899,300
Child	943,023	11,860,200	8,345,520	8,345,160	8,348,400
Total appropriations directed for females	3,142,226	17,529,607	12,970,493	12,995,112	13,025,104
Total appropriations directed for Child	943,023	11,860,200	8,345,520	8,345,160	8,348,400

Chapter 2901 - Ministry of Labour

4801 Administration and Support Services Program

Objective of the program :

Increasing the efficiency of Ministry of Labor and its employees and improving its services provided to the citizens.

The strategic objective related to the program :

Raising the quality of services provided.

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 :

Providing financial and administrative services to employees, training human resources in the Ministry and raising their efficiency, providing computerized systems, licenses and software linked to the tasks of the directorates and sustaining the website, providing a database on expatriate and licensed workers and facilitating work permits issuance procedures.

Staff working in the program :

The program is implemented through a functional staff in 2023 estimated with (321) staff, including (217) males and (104) females .

Appropriations directed for females and child

(In JDs)

Description	2022	2023	2024	2025	2026
Females	710,443	709,533	735,452	744,199	753,271
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	494,875	699,360	700,300	699,830	702,180
Child	379,053	535,680	536,400	536,040	537,840
Total appropriations directed for females	1,205,318	1,408,893	1,435,752	1,444,029	1,455,451
Total appropriations directed for Child	379,053	535,680	536,400	536,040	537,840

Key Performance Indicators for Program

Performance Measurement Indicator	Base Year	Value	Actual value	Target Value	Preliminary Self Evaluation	Target Value		
			2022	2023		2023	2024	2025
1 Percentage of staff enrolled in training programmes to total number of staff.	2019	70%	70%	75%	70%	76%	77%	78%

Appropriations 4801 Of Administration and Support Services Program as Per Activities and Projects.

(In JDs)

Activities and Projects	Actual	Estimated	Re-estimated	Estimated	Indicative	
	2022	2023	2023	2024	2025	2026
Current Expenditures	3,035,130	3,078,000	3,015,000	3,180,000	3,216,000	3,249,000
601 Administrative and Support Services	3,035,130	3,078,000	3,015,000	3,180,000	3,216,000	3,249,000
Capital Expenditures	210,605	600,000	550,000	580,000	570,000	570,000
001 Institutional capacity-building project	75,806	220,000	200,000	220,000	220,000	220,000
005 Automation of the Ministry of Labour	134,799	380,000	350,000	350,000	350,000	350,000
704 Construction and maintenance of buildings in Tafila governorate.	0	0	0	10,000	0	0
Program / Treasury	210,605	600,000	550,000	580,000	570,000	570,000
Total Program	3,245,735	3,678,000	3,565,000	3,760,000	3,786,000	3,819,000

Program : 4801 - Administration and Support Services								
Activity : 601 - Administrative and Support Services								
Group	Item	Description	Actual 2022	Estimated 2023	Re-estimated 2023	Estimated 2024	Indicative 2025	Indicative 2026
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	101	Classified Employees	11885	10000	9000	8000	7000	6000
	102	Unclassified Employees	503192	510000	505000	512000	515000	519000
	103	Comprehensive Contract Employees	49358	95000	55000	100000	105000	111000
	105	Personal Cost of Living Allowance	455967	500000	500000	515000	518000	521000
	106	Family Cost of Living Allowance	29788	31000	31000	35000	37000	38000
	110	Overtime Allowance	34448	35000	35000	35000	35000	35000
	111	Additional Allowance	364554	265000	265000	285000	290000	295000
	112	Other Allowances	34861	40000	40000	45000	48000	50000
	113	Transportation Allowance	79993	80000	80000	81000	81000	81000
	114	Transport Allowance	19857	22000	22000	24000	24000	24000
	116	Employees' Bonuses	244838	280000	280000	280000	280000	280000
	120	Contract Employees	64068	72000	68000	80000	83000	90000
		Total	1892809	1940000	1890000	2000000	2023000	2050000
2121		Social Security Contributions						
	301	Social Security	300000	250000	250000	270000	274000	275000
		Total	300000	250000	250000	270000	274000	275000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	202	Telecommunications Services	17327	25000	15000	15000	15000	15000
	203	Water	4691	5000	5000	6000	7000	7000
	204	Electricity	39982	45000	45000	47000	50000	52000
	205	Fuels	44587	40000	40000	44000	48000	50000
	001	Heating	8000	22000	22000	24000	26000	26000
	002	Saloon vehicles	35000	15000	15000	17000	18000	19000
	003	Transport vehicles and heavy equipment	1587	3000	3000	3000	4000	5000
	206	Maintenance of Machines, furniture and accessories	4800	5000	5000	10000	10000	10000
	207	Maintenance of vehicles, equipment and accessories	14685	15000	15000	17000	17000	17000
	208	Repair and maintenance of buildings and accessories	12180	10000	9000	14000	15000	16000
	209	Stationery, Publications and Office Supplies	9542	10000	10000	11000	11000	11000
	211	Cleaning services and supplies including cleaning contracts	119829	130000	130000	140000	140000	140000
	212	Insurance	35000	34000	34000	34000	34000	34000
	213	Official Travel Missions	6906	32000	32000	32000	32000	32000
	214	Goods and services expenses	43355	57000	55000	55000	55000	55000
	001	Events and hospitality	6474	12000	12000	10000	10000	10000
	008	Advertisements and subscriptions	5894	15000	15000	15000	15000	15000
	013	Services, security and guarding contracts	20000	20000	20000	22000	22000	22000
	108	Cases and fees	10987	10000	8000	8000	8000	8000
		Total	352884	408000	395000	425000	434000	439000
25		Subsidies						
2511		Subsidies to Public Corporations						
	304	Subsidies to non-financial public institutions	451549	430000	430000	435000	435000	435000
	110	Incentives account to Ministry of labour employees *	451549	430000	430000	435000	435000	435000
		Total	451549	430000	430000	435000	435000	435000
28		Other Expenditures						
2821		Other Current Expenditures						
	303	Scientific scholarships and training courses	68	2000	2000	2000	2000	2000
	305	Non-Employees' Bonuses	37820	48000	48000	48000	48000	48000
		Total	37888	50000	50000	50000	50000	50000
		Total of Activity	3035130	3078000	3015000	3180000	3216000	3249000
		Total of Program	3035130	3078000	3015000	3180000	3216000	3249000

Capital Expenditures According to Program and Projects for the Years 2022 - 2026

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 2022	Estimated 2023	Re-estimated 2023	Estimated 2024	Indicative 2025	Indicative 2026
22		Use of Goods and Services						
2211		Use of Goods and Services						
	510	Buildings and facilities repair and maintenance						
	009	Buildings repair and renovation	9354	80000	70000	80000	80000	80000
		Total of Item	9354	80000	70000	80000	80000	80000
	512	Operating and Sustaining Expenditures						
	008	Qualification and training expenses	12770	25000	25000	25000	25000	25000
	013	Services contracts	10000	10000	10000	10000	10000	10000
		Total of Item	22770	35000	35000	35000	35000	35000
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices						
	003	Office supplies and equipment	2022	5000	5000	5000	5000	5000
		Total of Item	2022	5000	5000	5000	5000	5000
	506	Vehicles and Equipment						
	001	Saloon cars	10000	0	0	0	0	0
		Total of Item	10000	0	0	0	0	0
3122		Inventories						
	503	Materials and supplies						
	001	Computer supplies and accessories	31660	100000	90000	100000	100000	100000
		Total of Item	31660	100000	90000	100000	100000	100000
		Total of Project / Treasury	75806	220000	200000	220000	220000	220000
Project		005 Automation of the Ministry of Labour						
Fund Source		102001 Capital (Treasury)						
Group	item	Description	Actual 2022	Estimated 2023	Re-estimated 2023	Estimated 2024	Indicative 2025	Indicative 2026
22		Use of Goods and Services						
2211		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	015	Operating systems and software	32105	100000	100000	46000	46000	46000
	036	Computerization and automation operations expenses	101826	260000	230000	284000	284000	284000
		Total of Item	133931	360000	330000	330000	330000	330000
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices						
	001	Computers and accessories	868	20000	20000	20000	20000	20000
		Total of Item	868	20000	20000	20000	20000	20000
		Total of Project / Treasury	134799	380000	350000	350000	350000	350000
Project		704 Construction and maintenance of buildings in Tafila governorate.						
Fund Source		102001 Capital (Treasury)						
Group	item	Description	Actual 2022	Estimated 2023	Re-estimated 2023	Estimated 2024	Indicative 2025	Indicative 2026
22		Use of Goods and Services						
2211		Use of Goods and Services						
	510	Buildings and facilities repair and maintenance						
	008	Buildings and facilities maintenance	0	0	0	10000	0	0
		Total of Item	0	0	0	10000	0	0
		Total of Project / Treasury	0	0	0	10000	0	0
		Total of Program	210605	600000	550000	580000	570000	570000

Chapter 2901 - Ministry of Labour

4805 Labor Market Regulation Program

Objective of the program :

Increasing the compliance of private sector institutions with labour market regulations.

The strategic objective related to the program :

Reducing abuses occurring in the labour 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 :

Providing the needs of the labour market with qualified graduates to meet the needs of the market, accredited institutions and programmes for vocational training, returning working children to school and rehabilitating them, providing economic alternatives to their families and upgrading the capacities of workers in human resources authorities.

Staff working in the program :

The program is implemented through a functional staff in 2023 estimated with (280) staff, including (185) males and (95) females .

Appropriations directed for females and child

(In JDs)

Description	2022	2023	2024	2025	2026
Females	959,542	987,661	1,010,054	1,019,554	1,028,375
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	663,656	688,080	708,290	708,290	710,170
Child	508,332	527,040	542,520	542,520	543,960
Total appropriations directed for females	1,623,198	1,675,741	1,718,344	1,727,844	1,738,545
Total appropriations directed for Child	508,332	527,040	542,520	542,520	543,960

Key Performance Indicators for Program

Performance Measurement Indicator	Base Year	Value	Actual value	Target Value	Preliminary Self Evaluation	Target Value		
			2022	2023		2023	2024	2025
1 Number of institutions visited to verify employers' commitment not to employ children.	2019	3000	3499	3300	3090	3450	3600	3750

Appropriations 4805 Of Labor Market Regulation Program as Per Activities and Projects.

(In JDs)

Activities and Projects	Actual	Estimated	Re-estimated	Estimated	Indicative	
	2022	2023	2023	2024	2025	2026
Current Expenditures	4,205,158	4,375,000	4,358,000	4,484,000	4,512,000	4,542,000
601 Regulating the Jordanian labour market	4,205,158	4,375,000	4,358,000	4,484,000	4,512,000	4,542,000
Capital Expenditures	34,999	0	0	0	0	0
006 Regulating employment and Vocational work	34,999	0	0	0	0	0
Program / Treasury	34,999	0	0	0	0	0
Total Program	4,240,157	4,375,000	4,358,000	4,484,000	4,512,000	4,542,000

Program : 4805 - Labor Market Regulation								
Activity : 601 - Regulating the Jordanian labour market								
Group	Item	Description	Actual 2022	Estimated 2023	Re-estimated 2023	Estimated 2024	Indicative 2025	Indicative 2026
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	101	Classified Employees	17544	25000	23000	22000	21000	20000
	102	Unclassified Employees	760000	790000	790000	795000	800000	805000
	105	Personal Cost of Living Allowance	559780	500000	500000	525000	530000	535000
	106	Family Cost of Living Allowance	67000	69000	69000	73000	75000	76000
	111	Additional Allowance	470000	505000	505000	515000	520000	525000
	112	Other Allowances	55000	70000	60000	65000	68000	68000
	113	Transportation Allowance	115000	122000	122000	125000	126000	127000
	114	Transport Allowance	31625	42000	42000	45000	45000	45000
	116	Employees' Bonuses	226474	300000	300000	300000	300000	300000
	120	Contract Employees	75700	88000	88000	100000	102000	105000
		Total	2378123	2511000	2499000	2565000	2587000	2606000
2121		Social Security Contributions						
	301	Social Security	450000	400000	400000	412000	418000	425000
		Total	450000	400000	400000	412000	418000	425000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	201	Rents	234014	240000	240000	250000	250000	250000
	202	Telecommunications Services	8237	25000	20000	20000	20000	20000
	203	Water	6290	8000	8000	8000	8000	8000
	204	Electricity	109979	125000	125000	130000	130000	133000
	205	Fuels	81885	90000	90000	92000	92000	92000
	001	Heating	10000	15000	15000	17000	17000	17000
	002	Saloon vehicles	66885	70000	70000	70000	70000	70000
	003	Transport vehicles and heavy equipment	5000	5000	5000	5000	5000	5000
	207	Maintenance of vehicles, equipment and accessories	4588	5000	5000	5000	5000	5000
	208	Repair and maintenance of buildings and accessories	404	3000	3000	3000	3000	3000
	209	Stationery, Publications and Office Supplies	9897	10000	10000	11000	11000	11000
	210	Substances and raw materials (medicines, clothes, food, films, etc..)	0	0	0	10000	10000	10000
	211	Cleaning services and supplies including cleaning contracts	67150	65000	65000	70000	70000	71000
	212	Insurance	8215	12000	12000	12000	12000	12000
	213	Official Travel Missions	2577	8000	8000	11000	11000	11000
	214	Goods and services expenses	28799	33000	33000	35000	35000	35000
	008	Advertisements and subscriptions	7999	8000	8000	10000	10000	10000
	013	Services, security and guarding contracts	20800	25000	25000	25000	25000	25000
		Total	562035	624000	619000	657000	657000	661000
25		Subsidies						
2511		Subsidies to Public Corporations						
	304	Subsidies to non-financial public institutions	815000	840000	840000	850000	850000	850000
	110	Incentives account to Ministry of labour employees *	815000	840000	840000	850000	850000	850000
		Total	815000	840000	840000	850000	850000	850000
		Total of Activity	4205158	4375000	4358000	4484000	4512000	4542000
		Total of Program	4205158	4375000	4358000	4484000	4512000	4542000

Capital Expenditures According to Program and Projects for the Years 2022 - 2026

Chapter : 2901 Ministry of Labour

(In JDs)

Program		4805 Labor Market Regulation						
Project		006 Regulating employment and Vocational work						
Fund Source		102001 Capital (Treasury)						
Group	item	Description	Actual 2022	Estimated 2023	Re-estimated 2023	Estimated 2024	Indicative 2025	Indicative 2026
22		Use of Goods and Services						
2211		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	015	Operating systems and software	34999	0	0	0	0	0
		Total of Item	34999	0	0	0	0	0
		Total of Project / Treasury	34999	0	0	0	0	0
		Total of Program	34999	0	0	0	0	0

Chapter 2901 - Ministry of Labour

4810 Training and Employment Program

Objective of the program :

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

The strategic objective related to the program :

Increasing the number of Jordanian workers in the labour market and strengthening partnerships with the public and private sectors, civil society organizations and 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 :

- Training the unemployed Jordanians.
- Supplying the labor market with trained and qualified manpower.
- Participating with the private sector for employment of Jordanians especially those from remote areas in order to increase their incomes.
- Providing a national database on Jordanian job seekers.
- Providing the one stop window service.
- Holding job fairs and days to match job seekers with employers.
- Conducting studies on the labor market.
- Giving incentives to the investors to establish productive branches in the remote areas.
- Providing 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 2023 estimated with (152) staff, including (100) males and (52) females .

Appropriations directed for females and child

(In JDs)

Description	2022	2023	2024	2025	2026
Females	241,073	348,263	329,447	336,289	344,158
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	46,787	14,070,860	9,461,100	9,461,100	9,461,100
Child	35,837	10,777,680	7,246,800	7,246,800	7,246,800
Total appropriations directed for females	287,860	14,419,123	9,790,547	9,797,389	9,805,258
Total appropriations directed for Child	35,837	10,777,680	7,246,800	7,246,800	7,246,800

Key Performance Indicators for Program

No	Performance Measurement Indicator	Base Year	Value	Actual value	Target Value	Preliminary Self Evaluation	Target Value			
				2022	2023		2023	2024	2025	2026
				1	Number of male employees from remote areas within the productive branches programme.		2019	800	227	800
2	Number of employed females from remote areas within the productive branches programme.	2019	3200	3045	2200	1805	2400	2500	2600	
3	Percentage of Jordanian workers in qualified industrial zones to total workers.	2019	25%	30%	30%	28.2%	30%	31%	32%	
4	Number of vocational and career counselling sessions.	2019	550	1480	550	900	950	1000	1050	

Appropriations 4810 Of Training and Employment Program as Per Activities and Projects.

(In JDs)

Activities and Projects	Actual	Estimated	Re-estimated	Estimated	Indicative	
	2022	2023	2023	2024	2025	2026
Current Expenditures	777,174	1,093,000	947,000	1,053,000	1,073,000	1,096,000
601 Providing training and employment services to Jordanians	777,174	1,093,000	947,000	1,053,000	1,073,000	1,096,000
Capital Expenditures	27,047	29,863,000	29,835,000	20,040,000	20,040,000	20,040,000
016 Development of employment and unemployment alleviation services	27,047	35,000	35,000	40,000	40,000	40,000
018 National Program for Employment	0	29,828,000	29,800,000	20,000,000	20,000,000	20,000,000

Chapter 2901 - Ministry of Labour

4810 Training and Employment Program

Appropriations 4810 Of Training and Employment Program as Per Activities and Projects.

(In JDs)

Activities and Projects	Actual	Estimated	Re-estimated	Estimated	Indicative	
	2022	2023	2023	2024	2025	2026
Program / Treasury	27,047	29,863,000	29,835,000	20,040,000	20,040,000	20,040,000
Total Program	804,221	30,956,000	30,782,000	21,093,000	21,113,000	21,136,000

Current Expenditures According to Program and Activities for the Years 2022 - 2026

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 2022	Estimated 2023	Re-estimated 2023	Estimated 2024	Indicative 2025	Indicative 2026
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	102	Unclassified Employees	70430	100000	70000	72000	74000	76000
	103	Comprehensive Contract Employees	5734	37000	20000	45000	47000	48000
	105	Personal Cost of Living Allowance	54200	140000	80000	100000	104000	110000
	106	Family Cost of Living Allowance	2641	15000	10000	12000	13000	14000
	111	Additional Allowance	53000	140000	118000	125000	128000	132000
	112	Other Allowances	7899	18000	10000	14000	16000	18000
	113	Transportation Allowance	15972	28000	28000	29000	29000	29000
	114	Transport Allowance	4873	6000	6000	6000	6000	6000
	116	Employees' Bonuses	213453	270000	270000	270000	270000	270000
	120	Contract Employees	140867	149000	145000	160000	165000	168000
		Total	569069	903000	757000	833000	852000	871000
2121		Social Security Contributions						
	301	Social Security	135605	115000	115000	130000	131000	135000
		Total	135605	115000	115000	130000	131000	135000
25		Subsidies						
2511		Subsidies to Public Corporations						
	304	Subsidies to non-financial public institution	72500	75000	75000	90000	90000	90000
		110 Incentives account to Ministry of labour employees *	72500	75000	75000	90000	90000	90000
		Total	72500	75000	75000	90000	90000	90000
		Total of Activity	777174	1093000	947000	1053000	1073000	1096000
		Total of Program	777174	1093000	947000	1053000	1073000	1096000
		Total of Chapter	8017462	8546000	8320000	8717000	8801000	8887000

* This item shall be disbursed not exceeding the amount provided to the General Treasury in accordance with the provisions of the applicable Government Departments and Units Imports Supplying Law.

Capital Expenditures According to Program and Projects for the Years 2022 - 2026

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 2022	Estimated 2023	Re-estimated 2023	Estimated 2024	Indicative 2025	Indicative 2026
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	501	Salaries						
	001	Salaries	27047	35000	35000	40000	40000	40000
		Total of Item	27047	35000	35000	40000	40000	40000
		Total of Project / Treasury	27047	35000	35000	40000	40000	40000
Project 018 National Program for Employment								
Fund Source 102001 Capital (Treasury)								
Group	item	Description	Actual 2022	Estimated 2023	Re-estimated 2023	Estimated 2024	Indicative 2025	Indicative 2026
22		Use of Goods and Services						
2211		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	008	Qualification and training expenses	0	29828000	29800000	20000000	20000000	20000000
		Total of Item	0	29828000	29800000	20000000	20000000	20000000
		Total of Project / Treasury	0	29828000	29800000	20000000	20000000	20000000
		Total of Program	27047	29863000	29835000	20040000	20040000	20040000

Chapter 2901 - Ministry of Labour

4815 Appropriate Work Environment Program

Objective of the program :

Providing decent work environment and preserving the rights of employees.

The strategic objective related to the program :

Reducing abuses occurring in the labour market.

Directorates associated with the program :

Inspection Directorate, Directorate of Occupational Safety and Health, Directorate of Labour Relations, Directorate of Employment, Directorate of Women Employment and Gender.

Services provided by the program :

Providing suitable work environment for workers, raising the awareness of employees and employers, creating mechanisms and means for receiving complaints from Jordanian and expatriate workers and solve them, studying the alignment of the minimum wages to inflation, settle labor disputes between workers and employers, contributing to amending labor legislation, increasing the percentage of Jordanians working in the textile sector and contributing 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	2022	2023	2024	2025	2026
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		
			2022	2023		2023	2024	2025
1 Number of enterprises visited subject to labour law.	2019	20000	23324	22000	20602	23000	24000	25000
2 Number of human trafficking issues reported by the Ministry to Public Security Directorate	2019	12	84	29	62	28	27	26

Appropriations 4815 Of Appropriate Work Environment Program as Per Activities and Projects.

(In JDs)

Activities and Projects	Actual	Estimated	Re-estimated	Estimated	Indicative	
	2022	2023	2023	2024	2025	2026
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 2022 - 2026

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 2022	Estimated 2023	Re-estimated 2023	Estimated 2024	Indicative 2025	Indicative 2026
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	327651	30518000	30440000	20675000	20665000	20665000

Capital Expenditures Distributed According to Governorates

Chapter : 2901 Ministry of Labour

(In JDs)

Governorate		Estimated 2024	Indicative 2025	Indicative 2026
21	Irbid Governorate	0	0	0
22	Mafraq Governorate	0	0	0
23	Jerash Governorate	0	0	0
24	Ajloun Governorate	0	0	0
31	The Capital Governorate	0	0	0
32	Balqa' Governorate	0	0	0
33	Zarqa Governorate	0	0	0
34	Ma'daba Governorate	0	0	0
41	Karak Governorate	0	0	0
42	Ma'an Governorate	0	0	0
43	Tafileh Governorate	10,000	0	0
44	Aqaba Governorate	0	0	0
Total		10,000	0	0