

## Chapter : 3601 Integrity and Anti-Corruption Commission

**Creation :** Anti-Corruption Commission was established under law No. (62) for the year 2006 and commenced its work on 19/3/2007. In 2008, the Ombudsman Bureau was established under law No. (11) for the year 2008, and as a complement to comprehensive reform process and consolidation of transparency, fairness, justice and integrity principles, the law No. (13) for the year 2016 was approved and by which a comprehensive control entity was established under the name of Integrity and Anti-Corruption Commission to replace the Anti-Corruption Commission and the Ombudsman Bureau and the new Commission commenced its work on 16/6/2016.

**Vision :** National body that works with an innovative approach that fortifies the future.

**Mission :** An independent oversight body that leads an integrated national system to enhance integrity. Our goal is to protect public trust and enhance values of integrity in institutions and society we serve all groups through smart and reliable oversight mechanisms that ensure the implementation of legislation, effective local and international partnerships, and we are unique in applying techniques for anticipating the dangers of corruption and standards of distinguished ethical institutional performance, which makes us a global model of sustainable integrity.

**Legal Framework :** Integrity and Anti-Corruption Law No. (13) for 2016 and amendments thereto.

**Priorities and targeted results within the determined ceilings for the years 2026 - 2028 :**

**First Priority :**

- Promoting integrity and prevention.

**Key procedures to achieve the first priority :**

- Following up on the results of the National Integrity Index to measure the compliance of a group of government agencies with national integrity standards.
- Completing the stages of the annual plan for corruption risk studies within the targeted sectors.
- Holding awareness-raising meetings with (religious bodies, civil servants, university professors, teachers, educational supervisors, school and university students) in the field of promoting integrity and combating corruption.
- Working on developing the National Integrity Index and its methodologies, and developing the Integrity Indicators Platform.
- Implementing some events and activities in cooperation with the private sector and civil society in the field of integrity and fighting corruption.
- Pursuing compliance with good governance standards in the private sector.
- Spreading awareness messages, including private messages for women, through all available means, in addition to broadcasting religious messages that reject corruption.
- Starting to implement the National Strategy for Integrity and Anti-Corruption (2026-2030).
- Establishing and enabling integrity as a comprehensive national culture.

**First Priority Outcomes :**

- Activating the national integrity system and ensuring compliance by the public administration.
- Promoting the efficiency of preventive work against corruption.

**First priority-related program :**

- Integrity and anti-corruption.

**Second Priority :**

- Law enforcement.

**Key procedures to achieve the second priority :**

- Receiving all complaints, news and grievances received by the Commission by all means of electronic and paper reception and personal attendance, studying and sorting them within the Commission 's specific jurisdiction and in complete confidentiality.
- Investigating the Commission's investigative files relating to public administration and the private sector.
- Studying the grievances received by the Commission and taking appropriate measures in accordance with the Integrity and Anti-Corruption Law.
- Receiving requests to provide protection received by the Commission and dealing with them duly.
- Conducting parallel financial investigations into all money laundering cases submitted to the Commission within its jurisdiction, in coordination with the Anti-Money Laundering and Counter-Terrorism Financing Unit.

**Second Priority Outcomes :**

- Promoting the efficiency of investigation and complaints management and development.
- Strengthening the management of local and international strategic partnerships.

**Second priority-related program :**

- Integrity and combating corruption.

**Third Priority :**

- Institutional capacity building.

**Key procedures to achieve the third priority :**

- Developing the Commission's infrastructure and main servers as planned, computerizing the Commission's operating systems, computerizing the models necessary for the Commission's work, and linking them to the workflow and intelligent digital transformation through an integrated digital system supported by artificial intelligence.
- Implementing a series of training programs and workshops by the Training Section in order to improve the performance and efficiency of staff.
- Implementing a set of training programs and workshops by the Innovation and Training Center, and studying all creative ideas received.
- Preparing development studies with a view to improving institutional performance and preparing development initiatives that will enhance the quality of institutional performance in the Commission.
- Preparing reports related to achievements for all the Commission's work for decision support purposes.

**Third Priority Outcomes :**

- Institutional and human capacities development.

**Third priority-related program :**

- Administration and Support Services.
- Integrity and combating corruption.

**Priority of the needs of both genders, youth and persons with disabilities :**

- Promoting cooperation fields with the Higher Council for the Rights of Persons with Disabilities.
- Involving the female employees in the internal and external training programs.
- Taking into consideration gender through holding awareness programs.
- Involving female employees in the preparation of operational and operational plans and increasing their participation in the standing and temporary committees.

**Key procedures to achieve the priority of the needs of both genders, youth and persons with disabilities :**

- Working to implement the Executive Authority's plan to empower women, which is consistent with the executive plan and the National Strategy for Women, and achieving goals related to both sexes.
- Integrating women's empowerment concepts into the strategic and operational plans of UN-Women.
- Special paths are equipped for persons with motor disabilities.
- Working to implement plans for persons with disabilities.

**The following outcomes are expected to be achieved for the priority of the needs of both genders, youth & perso**

- Enhancing the participation of female employees in all fields, including: training and awareness programs, committees related to persons with disabilities, and women's empowerment committees.
- No person with a disability shall be excluded from applying for or competing for any vacancy in the Commission that is commensurate with his academic qualifications and practical experience, if the disability does not prevent him from performing his job duties.
- Empowering persons with disabilities to carry out their mandated tasks.
- Strengthening communication and coordination with the Higher Council for the Rights of Persons with Disabilities, in order to achieve the Commission's constant endeavor to enhance its services to this segment in a manner appropriate to them and on an ongoing basis.
- Equal opportunities in appointments between both sexes.

**Priority-related program of the needs of both genders, youth and persons with disabilities :**

- Administration and Support Services.
- Integrity and combating corruption.

**Priority of climate change :**

- Promoting the use of solar energy.
- Promoting the use of hybrid cars or the electric cars.
- Supporting the contribution to the recycling process.

**Key procedures to achieve climate change-related priority :**

- The use of solar cells to utilize solar energy in the production of the electricity needed for the completion of the Commission's work.
- Using hybrid and electric vehicles to reduce fuel consumption and reduce gases emitted from vehicles.

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

- Preserving environment cleaning and reducing environmental pollution.
- Limiting the environment-polluted gases emission.

**Program of climate change-related priority :**

- Administration and Support Services.

**Tasks of the Ministry / Department :**

- Activating the national integrity system.
- Awareness and corruption prevention.
- Devotion of law enforcement.
- Guaranteeing the right of anyone harmed by public administration decisions, procedures, or practices, or actions of abstainment from any of them to submit a grievance against them.

**The National objectives that the Ministry / Department contributes to achieving :**

- Activating the national integrity system and establishing the principles and standards of integrity in order to find a national anti- corruption environment.
- Preparing the national environment for participating in fighting corruption through the national awareness for society, institutions and individuals.
- Preventing corruption by eliminating its origin, isolating, encircling and limiting its impacts through effective proactive actions.
- Devoting the enforcement of integrity and anti corruption law as a basis for the rule of law

**The most important issues and challenges facing the Ministry / Department :**

- Prevalence of nepotism and favoritism.
- Weak public awareness of the real role of the Commission within the overall system of fighting corruption.
- Centralization of the Commission and non-existence of branches in the Kingdom's governorates.
- Lack of human resources.
- Limited ability to strengthen the financial and administrative authority's independence as a regulatory entity in accordance with international practice in this area.

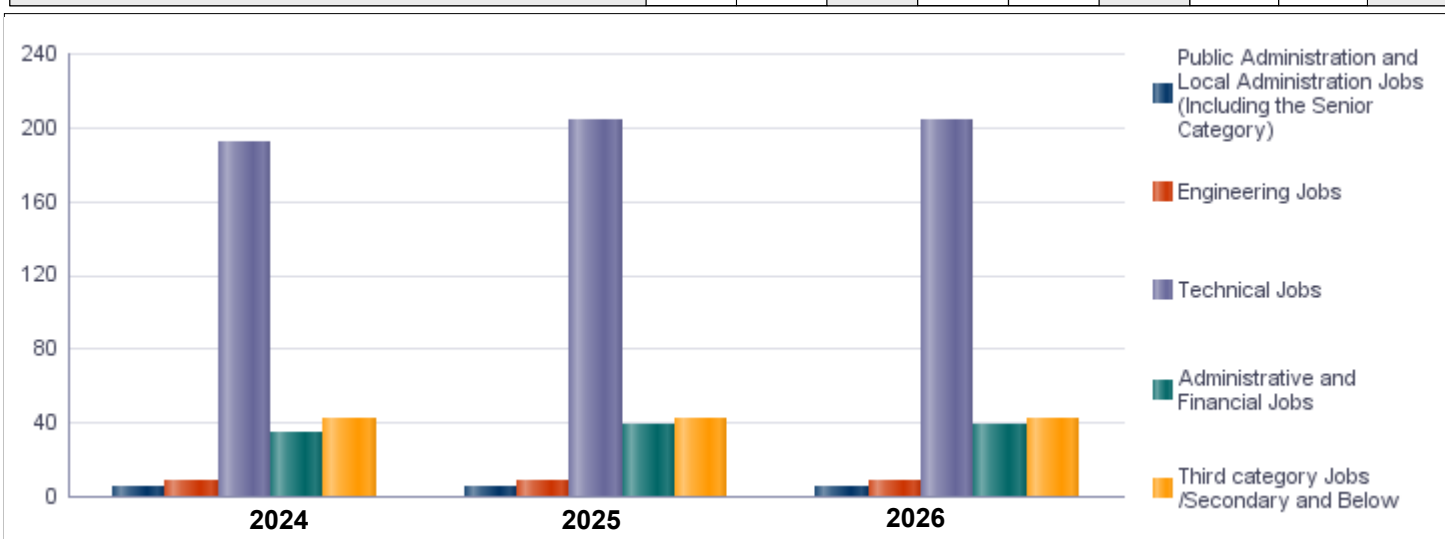
## Chapter : 3601 Integrity and Anti-Corruption Commission

### 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			
				2024	2025	2025	2026	2027	2028	
				1 - Strengthening the national integrity system by enhancing the efficiency of investigative procedures in cases of corruption and grievances and by enhancing the prevention of corruption.	1	Percentage of the Commission's employees joining training courses inside and outside the Kingdom to total employees.	2019	%65	%85	%70
	2	Number of awareness and educational workshops, seminars, lectures and campagins.	2019	30	40	35	35	35	35	35
	3	Number of achieved settled files at the Commission.	2022	1500	1500	1400	1400	1350	1300	1300
	4	Number of specialized training programs held by the Comission in the field of anti-corruption and integrity.	2023	7	8	10	10	10	10	10

### Number of Staff in the Ministry/ Department/ Unit

Group	Job	2024			2025			Preliminary 2026		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
		Public Administration and Local Administration Jobs	6	0	6	6	0	6	6	0
Engineering Jobs	6	3	9	6	3	9	6	3	9	
Technical Jobs	107	84	191	114	89	203	114	89	203	
Administrative and Financial Jobs	24	11	35	23	16	39	23	16	39	
Third category Jobs /Secondary and Below	36	6	42	36	6	42	36	6	42	
<b>Total</b>		<b>179</b>	<b>104</b>	<b>283</b>	<b>185</b>	<b>114</b>	<b>299</b>	<b>185</b>	<b>114</b>	<b>299</b>
<b>Total Cost of Salaries</b>		<b>2291399</b>	<b>1375107</b>	<b>3666506</b>	<b>3245683</b>	<b>1943317</b>	<b>5189000</b>	<b>2851228</b>	<b>1730772</b>	<b>4582000</b>



## Chapter : 3601 Integrity and Anti-Corruption Commission

( In JDs )

Current Activities Appropriations According to Program								
Prog.	Activites		Actual	Estimated	Re-estimated	Estimated	Indicative	Indicative
			2024	2025	2025	2026	2027	2028
6361	601	Administrative and support services	2376373	3129000	2631000	3011000	3054000	3096000
		Total of Program	2376373	3129000	2631000	3011000	3054000	3096000
6362	601	Enhancing the national integrity and corruption prevention system	2181034	3100000	2259000	2667000	2687000	2712000
		Total of Program	2181034	3100000	2259000	2667000	2687000	2712000
		Total	4557407	6229000	4890000	5678000	5741000	5808000

Capital Projects Appropriations According to Program								
Prog.	Projects		Actual	Estimated	Re-estimated	Estimated	Indicative	Indicative
			2024	2025	2025	2026	2027	2028
6362	002	Executing the projects of the National Strategy of Integrity and Anti-Corruption.	1100079	1300000	1300000	1175000	1200000	1200000
		Total of Program	1100079	1300000	1300000	1175000	1200000	1200000
		Total	1100079	1300000	1300000	1175000	1200000	1200000

## Overall Summary of Expenditures for Chapter 3601- Integrity and Anti-Corruption Commission for the Years 2024 - 2028

( In JDs )

Description	Actual	Estimated	Re-estimated	Estimated	Difference between estimated 2026 and re- estimated 2025	Indicative	
	2024	2025	2025	2026		2027	2028
Current Expenditure	4,557,407	6,229,000	4,890,000	5,678,000	788,000	5,741,000	5,808,000
Capital Expenditure	1,100,079	1,300,000	1,300,000	1,175,000	-125,000	1,200,000	1,200,000
<b>Total current and capital expenditure</b>	<b>5,657,486</b>	<b>7,529,000</b>	<b>6,190,000</b>	<b>6,853,000</b>	<b>663,000</b>	<b>6,941,000</b>	<b>7,008,000</b>

### Most notable differences between estimated appropriations for 2026 and re-estimated for 2025

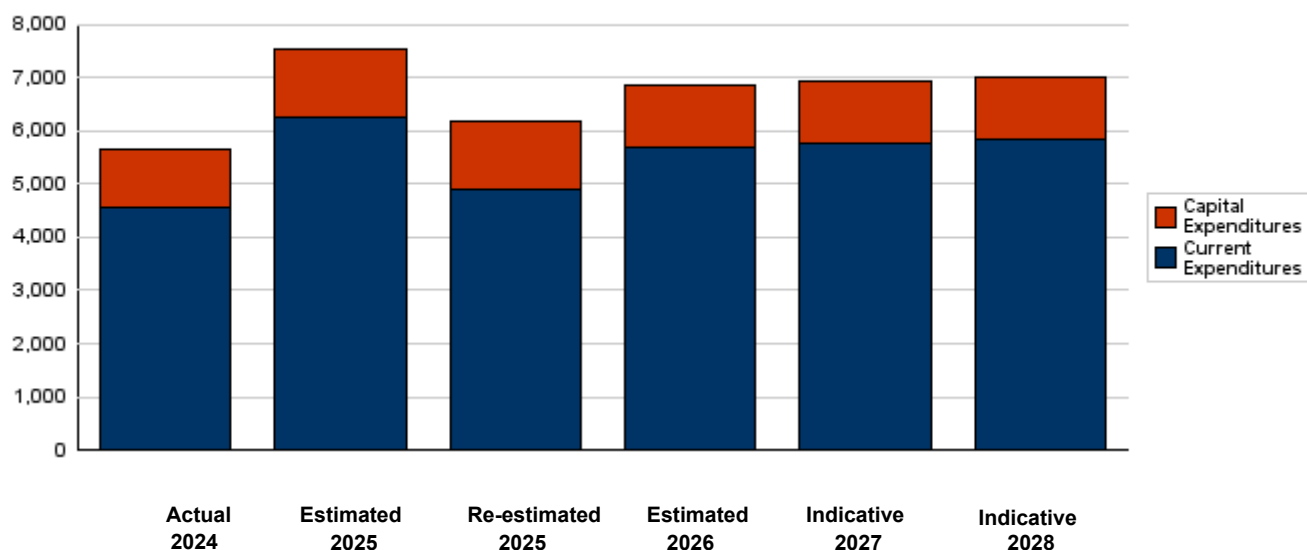
#### Current expenditure :

- Compensation of employees group increased by (689) thousand JDs, to cover the natural increase in salaries and fill vacant positions.
- Operating expenditure increased by (71) thousand JDs, distributed to various items of this group to sustain the Commission's work.
- Other expenditures group increased by (28) thousand JDs, distributed among the items of other expenditure.

#### Capital expenditure :

- Capital expenditures decreased by (125) thousand JDs.

( Thousands of JDs )      Graph of the current and capital expenditures for the years 2024 - 2028



**Overall Summary of Current Expenditures for the Years 2024 - 2028**

**Chapter : 3601 Integrity and Anti-Corruption Commission**

( In JDs )

Group	Item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
<b>21</b>		<b>Compensations of Employees</b>						
<b>2111</b>		<b>Salaries, Wages and Allowances</b>						
	101	Classified Employees	16963	16000	0	0	0	0
	102	Unclassified Employees	382355	418000	387000	400000	406000	413000
	103	Comprehensive Contract Employees	529876	590000	535000	0	0	0
	105	Personal Cost of Living Allowance	336640	347000	339000	343000	343000	343000
	106	Family Cost of Living Allowance	31248	34000	32000	34000	34000	34000
	110	Overtime Allowance	3006	6000	6000	8000	8000	8000
	111	Additional Allowance	605788	1282000	603000	626000	634000	644000
	112	Other Allowances	159106	160000	141000	137000	137000	137000
	113	Transportation Allowance	85479	105000	97000	104000	105000	106000
	114	Transport Allowance	16982	25000	23000	28000	29000	30000
	116	Employees' Bonuses	980457	1050000	1050000	1075000	1075000	1075000
	120	Contract Employees	168741	183000	179000	191000	196000	203000
	121	Fixed-term Contract Employees	0	410000	137000	1176000	1200000	1221000
		<b>Total</b>	<b>3316641</b>	<b>4626000</b>	<b>3529000</b>	<b>4122000</b>	<b>4167000</b>	<b>4214000</b>
<b>2121</b>		<b>Social Security Contributions</b>						
	301	Social Security	349865	563000	364000	460000	467000	474000
		<b>Total</b>	<b>349865</b>	<b>563000</b>	<b>364000</b>	<b>460000</b>	<b>467000</b>	<b>474000</b>
<b>22</b>		<b>Use of Goods and Services</b>						
<b>2211</b>		<b>Use of Goods and Services</b>						
	202	Telecommunications Services	19319	25000	25000	25000	25000	25000
	203	Water	7906	11000	9000	11000	11000	11000
	204	Electricity	120654	133000	130000	140000	130000	122000
	205	Fuels	77980	103000	90000	104000	109000	114000
	206	Maintenance of Machines, furniture and acc	11000	18000	14000	17000	17000	17000
	207	Maintenance of vehicles, equipment and acc	19941	20000	20000	24000	24000	24000
	208	Repair and maintenance of buildings and acc	15628	17000	17000	20000	20000	20000
	209	Stationery, Publications and Office Supplies	34782	35000	35000	40000	41000	42000
	210	Substances and raw materials (medicines, cl	236	2000	2000	3000	3000	3000
	211	Cleaning services and supplies including cle	62189	68000	68000	80000	80000	80000
	212	Insurance	14320	20000	20000	20000	20000	20000
	213	Official Travel Missions	27575	33000	25000	30000	30000	30000
	214	Goods and services expenses	41221	61000	60000	72000	72000	72000
		<b>Total</b>	<b>452751</b>	<b>546000</b>	<b>515000</b>	<b>586000</b>	<b>582000</b>	<b>580000</b>
<b>28</b>		<b>Other Expenditures</b>						
<b>2821</b>		<b>Other Current Expenditures</b>						
	302	Contributions	2081	5000	3000	5000	5000	5000
	303	Scientific scholarships and training courses	14870	30000	20000	42000	42000	42000
	305	Non-Employees' Bonuses	421199	459000	459000	463000	478000	493000
		<b>Total</b>	<b>438150</b>	<b>494000</b>	<b>482000</b>	<b>510000</b>	<b>525000</b>	<b>540000</b>
		<b>Total of Chapter</b>	<b>4557407</b>	<b>6229000</b>	<b>4890000</b>	<b>5678000</b>	<b>5741000</b>	<b>5808000</b>

# Overall Summary of Capital Expenditures for the Years 2024 - 2028

Chapter : 3601 Integrity and Anti-Corruption Commission

( In JDs )

Group	Item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
		<b>Expenditures</b>						
22		Use of Goods and Services						
2211		Use of Goods and Services						
	510	Buildings and facilities repair and maintenance	9674	40000	40000	50000	60000	75000
	512	Operating and Sustaining Expenditures	331046	425000	425000	314000	385000	505000
<b>Total</b>			<b>340720</b>	<b>465000</b>	<b>465000</b>	<b>364000</b>	<b>445000</b>	<b>580000</b>
28		<b>Other Expenditures</b>						
2822		Other Capital Expenditures						
	504	Studies, Research and Consultations	14000	25000	25000	81000	81000	81000
<b>Total</b>			<b>14000</b>	<b>25000</b>	<b>25000</b>	<b>81000</b>	<b>81000</b>	<b>81000</b>
		<b>Fixed Assets</b>						
31		<b>Non-financial Assets</b>						
3111		Buildings and Constructions						
	508	Works and Constructions	438000	630000	630000	650000	550000	400000
<b>Total</b>			<b>438000</b>	<b>630000</b>	<b>630000</b>	<b>650000</b>	<b>550000</b>	<b>400000</b>
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices	35359	180000	180000	80000	124000	139000
	506	Vehicles and Equipment	272000	0	0	0	0	0
<b>Total</b>			<b>307359</b>	<b>180000</b>	<b>180000</b>	<b>80000</b>	<b>124000</b>	<b>139000</b>
<b>Total of Chapter</b>			<b>1100079</b>	<b>1300000</b>	<b>1300000</b>	<b>1175000</b>	<b>1200000</b>	<b>1200000</b>

**Appropriations directed for females and child according to chapter : 3601 Integrity and Anti-Corruption Commission**

( In JDs )

<b>Description</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>
<b>Females</b>	<b>1,375,107</b>	<b>1,943,317</b>	<b>1,730,772</b>	<b>1,752,571</b>	<b>1,774,320</b>
<b>Child</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Appropriations distributed according to population index</b>					
<b>Females</b>	<b>935,761</b>	<b>1,099,800</b>	<b>1,067,370</b>	<b>1,084,290</b>	<b>1,090,400</b>
<b>Child</b>	<b>716,753</b>	<b>842,400</b>	<b>817,560</b>	<b>830,520</b>	<b>835,200</b>
<b>Total appropriations directed for females</b>	<b>2,310,868</b>	<b>3,043,117</b>	<b>2,798,142</b>	<b>2,836,861</b>	<b>2,864,720</b>
<b>Total appropriations directed for Child</b>	<b>716,753</b>	<b>842,400</b>	<b>817,560</b>	<b>830,520</b>	<b>835,200</b>

**6361 Program Administration and Support Services****Objective of the program :**

Providing all supportive financial and administrative services for all the Commission's directorates.

**The strategic objective related to the program :**

Strengthening the national integrity system by enhancing the efficiency of investigative procedures in cases of corruption and grievances and by enhancing the prevention of corruption.

**Directorates associated with the program :**

- Directorate of Human Resources and Services.
- Directorate of Financial Affairs.
- International Cooperation Unit.
- Directorate of Institutional Development.
- Internal Control Unit.
- Media, Communication and Public Relations Unit.
- Secretariat of the Council.

**Services provided by the program :**

- Providing appropriate infrastructure for staff.
- Organizing all the Commission's administrative and financial issues and related data.
- Increasing and developing human resources efficiency.
- Holding workshops.

**Program's main outputs and results during the years (2026 -2028):**

- Providing tools and resources for the implementation of the Commission's projects and initiatives.
- Developing clear policies and procedures for staff recruitment and training.
- Improving the working environment by providing professional services that support staff and achieving the highest levels of performance.

**The Program's challenges :**

- Lack of specialized personnel.
- Limited financial resources.
- The Commission's centrality and lack of branches in the governorates.

**Actions to address challenges and improve services provided:**

- Providing advanced training programs and qualification courses for employees, particularly in the areas of investigation, integrity, digital transformation, cybersecurity, human resources, financial management, and professional certificates specialized in the Commission's work.
- Strengthening cooperation with the Government to increase financial allocations and develop effective mechanisms for the management of financial resources and prioritization.
- Developing rapid and flexible mechanisms to adapt to changes.

**The needs of both genders:**

The program aims to promote the integration of female employees into all aspects of work within the Commission, ensuring a fair and equitable work environment for all employees, regardless of their gender. The program also seeks to develop policies and training programs that enhance female employees' participation in decision-making positions and promote equality and equal career opportunities.

**Staff working in the program :**

The program is implemented through a functional staff in 2025 estimated with ( 130 ) staff, including ( 65 ) males and ( 65 ) females .

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

Description	2024	2025	2026	2027	2028
Females	742,736	1,044,500	957,500	973,500	988,000
Child	0	0	0	0	0
<b>Appropriations directed according to population index</b>					
Females	418,723	488,800	515,120	520,290	526,400
Child	320,724	374,400	394,560	398,520	403,200
<b>Total appropriations directed for females</b>	<b>1,161,459</b>	<b>1,533,300</b>	<b>1,472,620</b>	<b>1,493,790</b>	<b>1,514,400</b>
<b>Total appropriations directed for Child</b>	<b>320,724</b>	<b>374,400</b>	<b>394,560</b>	<b>398,520</b>	<b>403,200</b>

**Key Performance indicators for Program**

Performance Measurement Indicator	Base Year	Value	Actual value	Target value	Preliminary Self Evaluation	Target Value		
			2024	2025		2025	2026	2027
1 Average number of training hours for the Commission's staff	2019	40	70	50	50	50	50	50
2 Number of development studies in the field of human resources.	2023	2	2	2	2	2	2	2

**Chapter 3601 - Integrity and Anti-Corruption Commission**

**6361 Program Administration and Support Services**

**Appropriations 6361 Program Administration and Support Services Per Activities and Projects**

**(In JDs)**

Activities and Projects	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
<b>Current Expenditures</b>	2,376,373	3,129,000	2,631,000	3,011,000	3,054,000	3,096,000
601 Administrative and support services	2,376,373	3,129,000	2,631,000	3,011,000	3,054,000	3,096,000
<b>Capital Expenditures</b>	0	0	0	0	0	0
Program / Treasury	0	0	0	0	0	0
<b>Total Program</b>	2,376,373	3,129,000	2,631,000	3,011,000	3,054,000	3,096,000

Program : 6361 - Administration and Support Services								
Activity : 601 - Administrative and support services								
Group	Item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
<b>21</b>		<b>Compensations of Employees</b>						
<b>2111</b>		Salaries, Wages and Allowances						
	101	Classified Employees	16963	16000	0	0	0	0
	102	Unclassified Employees	137941	168000	157000	164000	167000	171000
	103	Comprehensive Contract Employees	333392	363000	329000	0	0	0
	105	Personal Cost of Living Allowance	140241	145000	145000	148000	148000	148000
	106	Family Cost of Living Allowance	13039	15000	14000	15000	15000	15000
	110	Overtime Allowance	3006	6000	6000	8000	8000	8000
	111	Additional Allowance	192456	412000	200000	209000	213000	217000
	112	Other Allowances	45337	46000	45000	45000	45000	45000
	113	Transportation Allowance	27699	34000	31000	32000	32000	32000
	114	Transport Allowance	9682	13000	13000	14000	15000	16000
	116	Employees' Bonuses	378751	420000	420000	445000	445000	445000
	120	Contract Employees	65142	69000	66000	69000	72000	75000
	121	Fixed-term Contract Employees	0	147000	76000	590000	608000	622000
		<b>Total</b>	<b>1363649</b>	<b>1854000</b>	<b>1502000</b>	<b>1739000</b>	<b>1768000</b>	<b>1794000</b>
<b>2121</b>		Social Security Contributions						
	301	Social Security	121823	235000	132000	176000	179000	182000
		<b>Total</b>	<b>121823</b>	<b>235000</b>	<b>132000</b>	<b>176000</b>	<b>179000</b>	<b>182000</b>
<b>22</b>		<b>Use of Goods and Services</b>						
<b>2211</b>		Use of Goods and Services						
	202	Telecommunications Services	19319	25000	25000	25000	25000	25000
	203	Water	7906	11000	9000	11000	11000	11000
	204	Electricity	120654	133000	130000	140000	130000	122000
	205	Fuels	77980	103000	90000	104000	109000	114000
	001	Heating	16420	25000	22000	22000	23000	24000
	002	Saloon vehicles	35219	44000	38000	47000	49000	51000
	003	Transport vehicles and heavy equipment	26341	34000	30000	35000	37000	39000
	206	Maintenance of Machines, furniture and accessories	11000	18000	14000	17000	17000	17000
	207	Maintenance of vehicles, equipment and accessories	19941	20000	20000	24000	24000	24000
	208	Repair and maintenance of buildings and accessories	15628	17000	17000	20000	20000	20000
	209	Stationery, Publications and Office Supplies	34782	35000	35000	40000	41000	42000
	210	Substances and raw materials (medicines, clothes, food, films, etc..)	236	2000	2000	3000	3000	3000
	211	Cleaning services and supplies including cleaning contracts	62189	68000	68000	80000	80000	80000
	212	Insurance	14320	20000	20000	20000	20000	20000
	213	Official Travel Missions	27575	33000	25000	30000	30000	30000
	214	Goods and services expenses	41221	61000	60000	72000	72000	72000
	001	Events and hospitality	8403	9000	9000	13000	13000	13000
	008	Advertisements and subscriptions	5547	7000	7000	7000	7000	7000
	013	Services, security and guarding contracts	24000	26000	26000	35000	35000	35000
	047	Awareness and advertisement campaigns	175	2000	2000	2000	2000	2000
	060	Conferences and lectures	0	2000	2000	2000	2000	2000
	121	Administrative expenses	3096	8000	7000	7000	7000	7000
	241	Awareness Awards for Integrity and Anti-Corruption.	0	7000	7000	6000	6000	6000
		<b>Total</b>	<b>452751</b>	<b>546000</b>	<b>515000</b>	<b>586000</b>	<b>582000</b>	<b>580000</b>
<b>28</b>		<b>Other Expenditures</b>						
<b>2821</b>		Other Current Expenditures						
	302	Contributions	2081	5000	3000	5000	5000	5000
	303	Scientific scholarships and training courses	14870	30000	20000	42000	42000	42000
	305	Non-Employees' Bonuses	421199	459000	459000	463000	478000	493000
	000	Non-employees' bonuses	421199	446000	446000	450000	465000	480000
	020	Experts and experience fees	0	8000	8000	8000	8000	8000
	021	Financial assistance to whistleblowers, informants and witnesses.	0	5000	5000	5000	5000	5000
		<b>Total</b>	<b>438150</b>	<b>494000</b>	<b>482000</b>	<b>510000</b>	<b>525000</b>	<b>540000</b>
		<b>Total of Activity</b>	<b>2376373</b>	<b>3129000</b>	<b>2631000</b>	<b>3011000</b>	<b>3054000</b>	<b>3096000</b>
		<b>Total of Program</b>	<b>2376373</b>	<b>3129000</b>	<b>2631000</b>	<b>3011000</b>	<b>3054000</b>	<b>3096000</b>

**6362 Program Integrity and Anti-Corruption**

**Objective of the program :**

Strengthening the national integrity system and corruption prevention and enforcing law in corruption-related cases.

**The strategic objective related to the program :**

Strengthening the national integrity system by enhancing the efficiency of investigative procedures in cases of corruption and grievances and by enhancing the prevention of corruption.

**Directorates associated with the program :**

- Liaison Officers' Unit.
- Whistle-blowers, Witnesses, Informants and Experts Protection Unit.
- Directorate of Legal Affairs.
- Directorate of Integrity and Prevention.
- Technical Unit.
- Directorate of Investigation.
- Operations Unit.
- Innovation and Training Centre.
- Directorate of Digital Support.
- Directorate of Settlements and Recovery of Funds.
- Financial Investigation Unit.
- Inspection Unit.
- Central Bureau Unit.
- Information Unit.

**Services provided by the program :**

- Strengthening integrity system and making sure that administrations adhere to integrity standards based on law, transparency, accountability, opportunities equality.
- Awaring citizens of the negative impacts of corruption on the economic, social and political development.
- Treating grievances by facing public administration in terms of its decisions or procedures or practices or refraining from them.
- Recieving complaints and enforcing law in competent cases.
- Providing protection for informants, witnesses, reporting persons, experts and their relatives in coorruption cases.

**Program's main outputs and results during the years (2026 -2028):**

- Conducting awareness-raising campaigns aimed at raising awareness among public officials and citizens about the importance of integrity and the risks of corruption.
- Engaging the private sector in integrity and anti-corruption initiatives through the development of guidelines and standards of ethical conduct.
- Increasing confidence in public institutions and government.
- Effective application of accountability mechanisms contributes to improved governance, ensuring that laws and policies are implemented in a transparent and fair manner.

**The Program's challenges :**

- Weak public awareness of the importance of integrity and combating corruption.
- The prevalence of the phenomenon of nepotism and favoritism.
- Corruption-related investigations can be complex and time-consuming, requiring the collection of evidence and testimony from multiple sources.

**Actions to address challenges and improve services provided:**

- Launching National awareness-raising campaigns on the risks of corruption and the importance of integrity in society.
- Adopting modern digital systems that facilitate the detection of corruption and improve oversight management.
- Strengthening accountability mechanisms within government institutions to enshrine law enforcement.

**The needs of both genders:**

The program aims to enhance women's active participation in integrity and prevention processes, and to raise community awareness of the important role of both males and females considerations in promoting a corruption-free environment. This is achieved by holding awareness programs in the areas of integrity and anti-corruption, in addition to integrating women's empowerment concepts into the commission's strategic and executive plans.

**Staff working in the program :**

The program is implemented through a functional staff in 2025 estimated with ( 169 ) staff, including ( 120 ) males and ( 49 ) females .

Chapter 3601 - Integrity and Anti-Corruption Commission

**6362 Program Integrity and Anti-Corruption**

Appropriations directed for females and child

(In JDs)

Description	2024	2025	2026	2027	2028
Females	632,371	898,817	773,272	779,071	786,320
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	517,037	611,000	552,250	564,000	564,000
Child	396,028	468,000	423,000	432,000	432,000
<b>Total appropriations directed for females</b>	<b>1,149,408</b>	<b>1,509,817</b>	<b>1,325,522</b>	<b>1,343,071</b>	<b>1,350,320</b>
<b>Total appropriations directed for Child</b>	<b>396,028</b>	<b>468,000</b>	<b>423,000</b>	<b>432,000</b>	<b>432,000</b>

**Key Performance indicators for Program**

Performance Measurement Indicator	Base Year	Value	Actual value	Target value	Preliminary Self Evaluation	Target Value			
			2024	2025		2025	2026	2027	2028
1 Average time for adjudication of a case / day	2019	90	180	180	180	180	180	180	180
2 Number of sectoral studies and related activities.	2019	3	3	3	3	3	2	2	2
3 Percentage of compliance recommendations follow up.	2023	%100	%100	%100	%100	%100	%100	%100	%100

**Appropriations 6362 Program Integrity and Anti-Corruption Per Activities and Projects**

(In JDs)

Activities and Projects	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027 2028	
<b>Current Expenditures</b>	<b>2,181,034</b>	<b>3,100,000</b>	<b>2,259,000</b>	<b>2,667,000</b>	<b>2,687,000</b>	<b>2,712,000</b>
601 Enhancing the national integrity and corruption prevention system	2,181,034	3,100,000	2,259,000	2,667,000	2,687,000	2,712,000
<b>Capital Expenditures</b>	<b>1,100,079</b>	<b>1,300,000</b>	<b>1,300,000</b>	<b>1,175,000</b>	<b>1,200,000</b>	<b>1,200,000</b>
002 Executing the projects of the National Strategy of Integrity and Anti-Corruption.	1,100,079	1,300,000	1,300,000	1,175,000	1,200,000	1,200,000
<b>Program / Treasury</b>	<b>1,100,079</b>	<b>1,300,000</b>	<b>1,300,000</b>	<b>1,175,000</b>	<b>1,200,000</b>	<b>1,200,000</b>
<b>Total Program</b>	<b>3,281,113</b>	<b>4,400,000</b>	<b>3,559,000</b>	<b>3,842,000</b>	<b>3,887,000</b>	<b>3,912,000</b>

**Current Expenditures According to Program and Activities for the Years 2024 - 2028**

Chapter : 3601 - Integrity and Anti-Corruption Commission

(In JDs)

Program : 6362 - Integrity and Anti-Corruption								
Activity : 601 - Enhancing the national integrity and corruption prevention system								
Group	Item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
<b>21</b>		<b>Compensations of Employees</b>						
<b>2111</b>		Salaries, Wages and Allowances						
	<b>102</b>	Unclassified Employees	244414	250000	230000	236000	239000	242000
	<b>103</b>	Comprehensive Contract Employees	196484	227000	206000	0	0	0
	<b>105</b>	Personal Cost of Living Allowance	196399	202000	194000	195000	195000	195000
	<b>106</b>	Family Cost of Living Allowance	18209	19000	18000	19000	19000	19000
	<b>111</b>	Additional Allowance	413332	870000	403000	417000	421000	427000
	<b>112</b>	Other Allowances	113769	114000	96000	92000	92000	92000
	<b>113</b>	Transportation Allowance	57780	71000	66000	72000	73000	74000
	<b>114</b>	Transport Allowance	7300	12000	10000	14000	14000	14000
	<b>116</b>	Employees' Bonuses	601706	630000	630000	630000	630000	630000
	<b>120</b>	Contract Employees	103599	114000	113000	122000	124000	128000
	<b>121</b>	Fixed-term Contract Employees	0	263000	61000	586000	592000	599000
		<b>Total</b>	<b>1952992</b>	<b>2772000</b>	<b>2027000</b>	<b>2383000</b>	<b>2399000</b>	<b>2420000</b>
<b>2121</b>		Social Security Contributions						
	<b>301</b>	Social Security	228042	328000	232000	284000	288000	292000
		<b>Total</b>	<b>228042</b>	<b>328000</b>	<b>232000</b>	<b>284000</b>	<b>288000</b>	<b>292000</b>
		<b>Total of Activity</b>	<b>2181034</b>	<b>3100000</b>	<b>2259000</b>	<b>2667000</b>	<b>2687000</b>	<b>2712000</b>
		<b>Total of Program</b>	<b>2181034</b>	<b>3100000</b>	<b>2259000</b>	<b>2667000</b>	<b>2687000</b>	<b>2712000</b>
		<b>Total of Chapter</b>	<b>4557407</b>	<b>6229000</b>	<b>4890000</b>	<b>5678000</b>	<b>5741000</b>	<b>5808000</b>

# Capital Expenditures According to Program and Projects for the Years 2024 - 2028

Chapter : 3601 Integrity and Anti-Corruption Commission

( In JDs )

Program 6362 Integrity and Anti-Corruption								
Project		002 Executing the projects of the National Strategy of Integrity and Anti-Corruption.						
Fund Source		102001 Capital (Treasury)						
Group	Item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
22		Use of Goods and Services						
2211		Use of Goods and Services						
	510	Buildings and facilities repair and maintenance						
	008	Buildings and facilities maintenance	9674	40000	40000	50000	60000	75000
		<b>Total of Item</b>	<b>9674</b>	<b>40000</b>	<b>40000</b>	<b>50000</b>	<b>60000</b>	<b>75000</b>
	512	Operating and Sustaining Expenditures						
	012	Subscriptions, insurances	5395	17000	17000	10000	10000	10000
	014	Archiving and documentation	7200	10000	10000	10000	10000	10000
	015	Operating systems and software	291909	60000	60000	150000	150000	200000
	016	Software licenses	20596	300000	300000	94000	150000	200000
	017	Promotion, advertising and awareness	0	13000	13000	15000	15000	25000
	018	Computer networks maintenance	2468	10000	10000	10000	15000	20000
	032	Conferences, celebrations and workshops	3478	15000	15000	25000	35000	40000
		<b>Total of Item</b>	<b>331046</b>	<b>425000</b>	<b>425000</b>	<b>314000</b>	<b>385000</b>	<b>505000</b>
28		Other Expenditures						
2822		Other Capital Expenditures						
	504	Studies, Research and Consultations						
	013	Legal consultations	0	2000	2000	1000	1000	1000
	014	Studies, researches and design	14000	20000	20000	30000	30000	30000
	027	Purchasing consultation services	0	3000	3000	50000	50000	50000
		<b>Total of Item</b>	<b>14000</b>	<b>25000</b>	<b>25000</b>	<b>81000</b>	<b>81000</b>	<b>81000</b>
31		Non-financial Assets						
3111		Buildings and Constructions						
	508	Works and Constructions						
	014	Buildings additions	438000	630000	630000	650000	550000	400000
		<b>Total of Item</b>	<b>438000</b>	<b>630000</b>	<b>630000</b>	<b>650000</b>	<b>550000</b>	<b>400000</b>
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices						
	001	Computers and accessories	19944	105000	105000	30000	45000	50000
	003	Office supplies and equipment	824	25000	25000	25000	40000	40000
	055	Technical devices	14591	50000	50000	25000	39000	49000
		<b>Total of Item</b>	<b>35359</b>	<b>180000</b>	<b>180000</b>	<b>80000</b>	<b>124000</b>	<b>139000</b>
	506	Vehicles and Equipment						
	001	Saloon cars	108000	0	0	0	0	0
	005	Medium-size passenger buses	110000	0	0	0	0	0
	006	Passenger mini-buses	54000	0	0	0	0	0
		<b>Total of Item</b>	<b>272000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Total of Project / Treasury</b>	<b>1100079</b>	<b>1300000</b>	<b>1300000</b>	<b>1175000</b>	<b>1200000</b>	<b>1200000</b>
		<b>Total of Program</b>	<b>1100079</b>	<b>1300000</b>	<b>1300000</b>	<b>1175000</b>	<b>1200000</b>	<b>1200000</b>
		<b>Total of Chapter</b>	<b>1100079</b>	<b>1300000</b>	<b>1300000</b>	<b>1175000</b>	<b>1200000</b>	<b>1200000</b>