

## Chapter : 2901 Ministry of Labour

- Creation:** The Ministry of Labor as an independent Ministry in 1976, and the first Ministry for Social Affairs was established in 1951 and it involved a department concerned to labor which supervising the union regulation. In 1960, the first department was established as per the provisions of labor law no.(21) for the year 1960, and the name of labor was added to the Ministry of Social Affairs, and the Ministry of Labor was established as per the organization regulation of the Ministry of Labor no.(40) for 1976 to regulate and develop the Jordanian labor market, and the Ministry will work currently as per the administrative regulation of the Ministry of Labor no.(38) for the year 1994 and its amendments, and the labor law no. 8 for the year 1996 was issued.
- Vision :** Upgrading the Jordanian labor market to reach a level of best utilization of workforces.
- Mission:** Contributing to building contemporary Jordan through the best utilization of workforce by fitting its inputs, its current and future needs in all fields in order to promote the national economy and achieve comprehensive development.

### Tasks of the Ministry / Department:

- \_ Contribute to developing the labor forces through technical and vocational training and education council.
- \_ Develop the labor legislations in line with the international standards.
- \_ Enhance partnership and cooperation with the institutions responsible for preparing and developing the human resources.
- \_ Contribute to develop human resources and develop the labor forces through human resources development council.
- \_ Provide job opportunities and employ Jordanian people.
- \_ Apply the vocational work regulation law.
- \_ Enhance partnership and cooperation with the private sector.
- \_ Regulate the Jordanian labor market.
- \_ Build the Jordanian labor market database.
- \_ Enhance the regional and international partnership and cooperation in the field of work and labor.

### Ministry/Department Contribution to the National Objectives:

- \_ Prepare and the Jordanina people for permanent learning and encourage them to work in occupations that their added value increase continuously.

### Major Issues and Challenges which face the Ministry / Department:

- \_ The increased need of the private sector from foreign labors.
- \_ Lack of seriousness of Jordanian unemployed people in searching for job and continue working.
- \_ Narrow space of leased buildings and the large number of people referring to the Ministry which affects performance.
- \_ Non-commitment of employers to train Jordanian people on the agreed careers.
- \_ Lack of coordination with the concerned entities.
- \_ Delay in the official procedures to approve work systems and strategies.
- \_ Legislations governing the Jordanian labor market.
- \_ Some projects are associated with foreign donars which control the mechanism and date of reports presentation.
- \_ The delay in financing some projects which may affect achievement.
- \_ Lack of qualified human resources especially the technical resources.

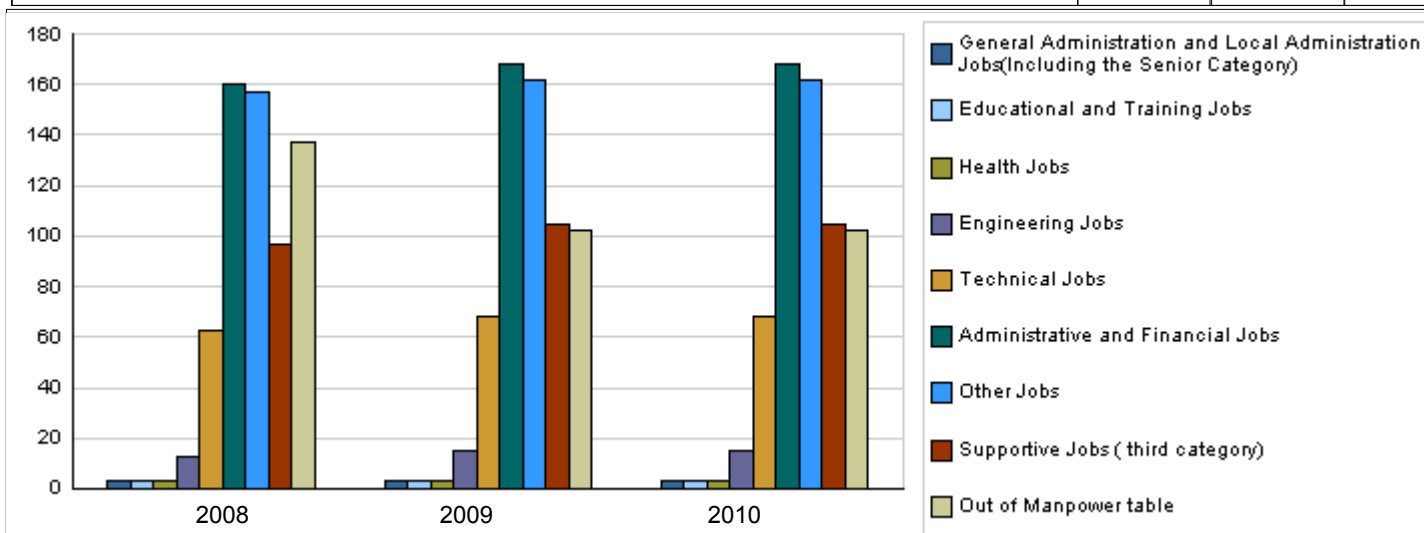
## Chapter : 2901 Ministry of Labour

### Strategic Objectives and Performance Indicators of the Ministry / Department

Strategic Objective	Performance Indicator		base year	Value	Actual Value	Target Value	Primary Self Evaluation	Target Value		
					2008	2009		2009	2010	2011
1 - Organizing the Jordanian Labor Market	1	Percentage of incoming permitted labor to total incoming labor.	2007	80%	81%	84%	82%	83%	85%	87%
	2	Percentage of Jordanians occupancy for new job opportunities.	2007	82%	82%	83%	82%	83.5%	84%	85%
	3	Percentege of classified Jordanian employees in pursuant to the vocational labor law.	2007	.5%	1%	2.5%	3%	6%	9%	13%
2 - Providing and securing workers' rights	1	Percentage of disagreements settled by direct negotiation to total labor disputes.	2007	85%	80%	81%	81%	81%	81%	82%
	2	Number of labour strikes to total labor disputes.	2007	5%	5%	5%	4%	3%	3%	3%
	3	Number of labor cases registered in civil courts.	2007	145	145	140	135	130	120	110
3 - Training and employing Jordanians	1	Percentage of Jordanian employees to total workforces.	2007	77%	79%	79%	80%	81%	83%	85%

### Number of Staff of the Ministry / Department

Group	Job	Actual 2008	Primary 2009	Estimated 2010
General Administration and Local Administration J	Leadership and supervisory jobs	3	3	3
Educational and Training Jobs	Teaching and training jobs	3	3	3
Health Jobs	Physician	3	3	3
Engineering Jobs	Engineer	13	15	15
Technical Jobs	Different Technical jobs	63	68	68
Administrative and Financial Jobs	Different administrative and financial jobs	160	168	168
Other Jobs	Inspector	157	162	162
Supportive Jobs ( third category)	Different supportive jobs	97	105	105
Total		499	527	527
Out of Manpower table	Various jobs	137	102	102
Overall Total		636	629	629
Number of male staff		437	434	434
Number of female staff		199	195	195



### Key Information of the Ministry / Department

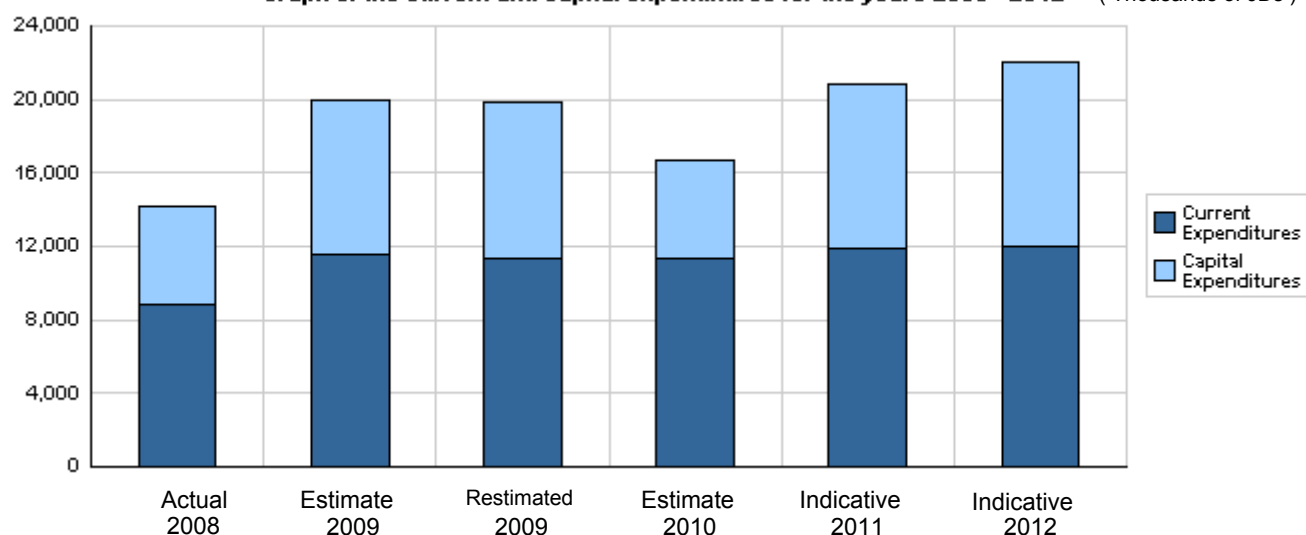
No.	Description	base year	Value	Primary 2009	Estimated 2010												
					Irbid	Mafraq	Jarsh	Ajloun	Amman	Balqa'	Zaraq'	Madaba	Karak	Ma'an	Tafila	Aqaba	Total
1	Number of inspection directorates	2008	27	27	4	1	1	1	7	3	3	1	3	1	1	1	27
2	Number of employment directorate	2008	3	7	1	1	0	0	3	0	1	0	0	0	0	1	7
3	Number of issued work permits ( in	2008	314	303	32	13	4	2	158	32	29	8	11	7	2	2	300
4	Number of persons enrolled with tr	2008	6500	6800	1139	450	250	270	240	950	230	1000	1000	650	802	219	7200
5	Number of hired persons of trainee	2008	3400	4000	650	300	130	130	130	480	130	650	650	350	550	150	4300

**Overall Summary of Expenditures for Chapter 2901- Ministry of Labour**  
**for the years 2008 - 2012**

( JDs )

Description		Actual 2008	Estimate 2009	Re_Estimate 2009	Estimate 2010	Indicative 2011 2012	
<b>Group</b>	<b>Current Expenditures</b>						
2111	Salaries, Wages and allowances	2,342,554	2,747,160	2,659,000	2,572,000	2,975,000	3,080,000
2121	Social Security Contributions	110,000	179,000	179,000	200,000	220,000	235,000
2211	Use of Goods and Services	414,240	579,000	540,000	511,000	662,000	666,000
2631	Subsidy to public gov. units	6,000,000	8,000,000	8,000,000	8,000,000	8,000,000	8,000,000
2821	Other current expenses	10,951	14,000	14,000	13,000	16,000	16,000
<b>Total current expenditures</b>		<b>8,877,745</b>	<b>11,519,160</b>	<b>11,392,000</b>	<b>11,296,000</b>	<b>11,873,000</b>	<b>11,997,000</b>
<b>Capital Expenditures</b>							
2111	Salaries, Wages and allowances	417,741	823,000	823,000	497,000	511,000	517,000
2121	Social Security Contributions	16,820	22,000	22,000	49,000	50,000	51,000
2211	Use of Goods and Services	2,484,964	1,933,250	1,933,250	1,862,000	2,851,000	3,064,000
2632	Subsidy to other public gov. units/capital	1,900,000	2,000,000	2,000,000	2,250,000	2,850,000	3,250,000
2822	Other Capital expenditures	24,500	67,000	67,000	97,000	261,000	311,000
3111	Buildings and Constructions	227	3,081,750	3,081,750	500,000	2,200,000	2,500,000
3112	Machinery and Equipment	191,102	255,000	255,000	56,000	116,000	126,000
3113	Other Fixed Assets	84,316	151,000	151,000	20,000	84,000	104,000
3122	Inventories	159,720	147,000	147,000	107,000	77,000	77,000
<b>Total capital expenditures</b>		<b>5,279,390</b>	<b>8,480,000</b>	<b>8,480,000</b>	<b>5,438,000</b>	<b>9,000,000</b>	<b>10,000,000</b>
<b>Treasury</b>		<b>5,279,390</b>	<b>8,080,000</b>	<b>8,080,000</b>	<b>5,038,000</b>	<b>8,300,000</b>	<b>9,100,000</b>
<b>Loans</b>		<b>0</b>	<b>400,000</b>	<b>400,000</b>	<b>400,000</b>	<b>700,000</b>	<b>900,000</b>
<b>Total current and capital expenditures</b>		<b>14,157,135</b>	<b>19,999,160</b>	<b>19,872,000</b>	<b>16,734,000</b>	<b>20,873,000</b>	<b>21,997,000</b>

**Graph of the current and capital expenditures for the years 2008 - 2012** ( Thousands of JDs )

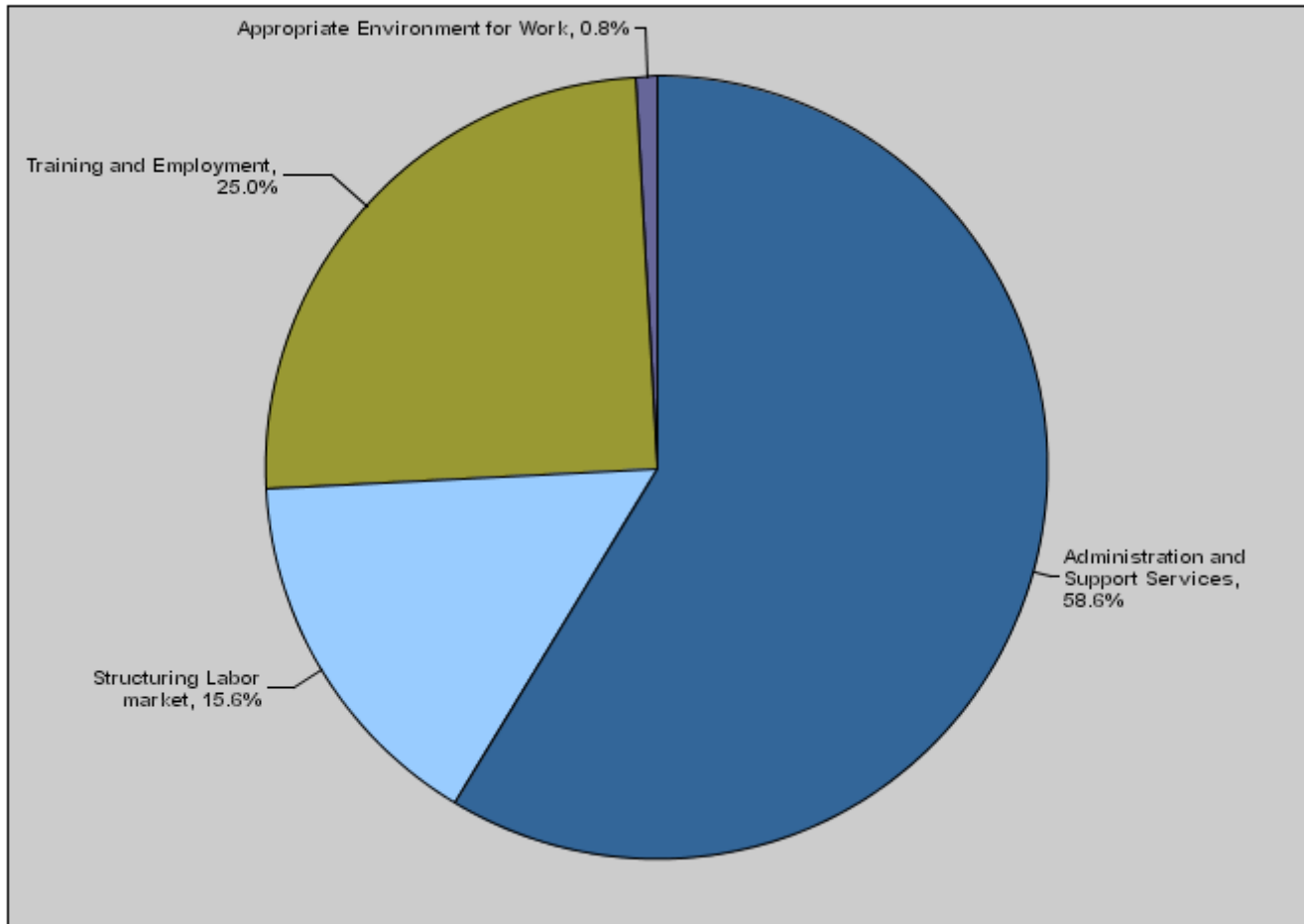


Budget of Chapter 2901 - Ministry of Labour  
For the Year 2010 Distributed According to Program

(In JD's )

Prog.	Description	Current Expenditures	Capital Expenditures	Total Expenditures
4801	Administration and Support Services	9,185,000	620,000	9,805,000
4805	Structuring Labor market	2,111,000	494,000	2,605,000
4810	Training and Employment	0	4,182,000	4,182,000
4815	Appropriate Environment for Work	0	142,000	142,000
Total		11,296,000	5,438,000	16,734,000

**Total Expenditures for the year 2010 Distributed According to Program**



Budget Chapter 2901 - Ministry of Labour Distributed According to the Program

4801

Administration and Support Services Program

Objective of the program :

Raise the efficiency of the staff of the Ministry of Labor and its directorates and develop its regulatory services and computerize its activities in order to develop the capacities of their employees to improve programs and projects management implemented by the Ministry and improve services provided to citizens.

The strategic objective related to the program :

- Regulate the Jordanian labor market.

Directorates associated with the program :

- Administrative and financial affairs directorate.  
- Internal control unit.  
- Policies and strategic planning unit.

Services provided by the program :

Provide financial and administrative services, train human staff in the Ministry, and upgrade their capacity, provide database about job finders as well as about companies and institutions requesting labor, facilitate the procedures needed for giving work permits and develop employment services for Jordanian citizens.

Staff working in the program :

The program is implemented through a functional staff in 2009 estimated with ( 193 ) staff, including ( 140 ) males and ( 53 ) females .

Performance Measurement Indicators for program

Performance Measurement Indicator		Base Year	Value	Actual value	Target Value	First Self Evaluation	Target		
				2008	2009	2009	2010	2011	2012
1	Satisfaction percentage of the Ministry's clients.	2007	72%	73%	85%	75%	76%	78%	80%
2	Percentage of qualified employees to the total employees.	2007	83%	84%	87%	84%	87%	90%	90%

Appropriations OF Administration and Support Services Program as Per Activities and Projects. ( In JDs

Activities and Projects		Actual 2008	Estimate 2009	Re_Estimate 2009	Estimate 2010	Indicative 2011 2012	
Current Expenditures		6,644,199	9,402,160	9,348,000	9,185,000	9,447,000	9,489,000
2111	Salaries, Wages and allowances	438,925	1,102,160	1,066,000	923,000	1,119,000	1,150,000
2121	Social Security Contributions	21,325	52,000	52,000	39,000	44,000	51,000
2211	Use of Goods and Services	172,998	234,000	216,000	210,000	268,000	272,000
2631	Subsidy to public gov. units	6,000,000	8,000,000	8,000,000	8,000,000	8,000,000	8,000,000
2821	Other current expenses	10,951	14,000	14,000	13,000	16,000	16,000
Capital Expenditures		858,698	1,290,000	1,290,000	620,000	850,000	880,000
001	Administration Project	235,500	533,000	533,000	620,000	850,000	880,000
002	Enhancing Institutional Efficiencies	205,487	757,000	757,000	0	0	0
003	Computerizing the Ministry and Dire	305,133	0	0	0	0	0
004	Programs Administration Unit	112,578	0	0	0	0	0
Program / Treasury		858,698	1,290,000	1,290,000	620,000	850,000	880,000
Total Program		7,502,897	10,692,160	10,638,000	9,805,000	10,297,000	10,369,000

Budget Chapter 2901 - Ministry of Labour Distributed According to the Program

4805

Structuring Labor market Program

Objective of the program :

Raise the degree of harmonization among the requirements of labor market and jordanian labor skills, increase coordination among the concerned authorities by developing human resources through the establishment of higher council for human resources development, upgrade functional capacities of inspection body and enhance the participation of citizens in decision making process.

The strategic objective related to the program :

Regulate the Jordanian Labor Market.

Directorates associated with the program :

Labor affairs and inspection directorate affiliated with (26) directorates in governorates, immigrated labor directorate, coordination and development unit, in-house workers directorate.

Services provided by the program :

Raise the capacities of labor organizations and employers, take children back to study seats and qulify them, supply labor market with qualified graduates to meet the needs of market.

Staff working in the program :

The program is implemented through a functional staff in 2009 estimated with ( 404 ) staff, including ( 276 ) males and ( 128 ) females .

Performance Measurement Indicators for program

Performance Measurement Indicator		Base Year	Value	Actual value	Target Value	First Self Evaluation	Target		
				2008	2009	2009	2010	2011	2012
1	Percentage of expatriate labor to the local labor.	2007	21.5%	22.6%	20%	22%	20%	18%	16%
2	Percentage of inspectors to the Ministry's total employees.	2007	21%	22%	23%	24%	25%	27%	30%
3	Number of children working in the local market.	2007	32676	31574	30000	30000	29000	28000	27000

Appropriations OF Structuring Labor market Program as Per Activities and Projects. ( In JDs )

Activities and Projects		Actual 2008	Estimate 2009	Re_Estimate 2009	Estimate 2010	Indicative 2011 2012	
Current Expenditures		2,233,546	2,117,000	2,044,000	2,111,000	2,426,000	2,508,000
2111	Salaries, Wages and allowances	1,903,629	1,645,000	1,593,000	1,649,000	1,856,000	1,930,000
2121	Social Security Contributions	88,675	127,000	127,000	161,000	176,000	184,000
2211	Use of Goods and Services	241,242	345,000	324,000	301,000	394,000	394,000
Capital Expenditures		247,843	417,000	417,000	494,000	585,000	585,000
002	Restructuring the education and trai	134,501	167,000	167,000	222,000	300,000	300,000
003	Reducing Child Labor	108,904	250,000	250,000	250,000	250,000	250,000
004	Establishing the Higher Council for H	4,438	0	0	22,000	35,000	35,000
Program / Treasury		247,843	417,000	417,000	494,000	585,000	585,000
Total Program		2,481,389	2,534,000	2,461,000	2,605,000	3,011,000	3,093,000

Budget Chapter 2901 - Ministry of Labour Distributed According to the Program

4810	Training and Employment Program										
<u>Objective of the program :</u>											
Train and employ the unemployed Jordanian people inside and outside Jordan and to replace the local labor instead of expat labor, increase the economic participation of woman and contribute to matching between supply and demand in the Jordanian Labor Market.											
<u>The strategic objective related to the program :</u>											
- Train and employ the Jordanian people.											
<u>Directorates associated with the program :</u>											
- Training and employment directorate with seven affiliated directorates in governorates.											
- Woman work unit.											
<u>Services provided by the program :</u>											
Training the unemployed Joranian people, supplying labor market in trained and qualified labor, partnership with the private sector for Jordanians employment especially the citizens of remote areas in order to increase their incomes, and providing national database on Jordanian job applicants.											
<u>Staff working in the program :</u>											
The program is implemented through a functional staff in 2009 estimated with ( 20 ) staff, including ( 13 ) males and ( 7 ) females .											
Performance Measurement Indicators for program											
Performance Measurement Indicator				Base Year	Value	Actual value	Target Value	First Self Evaluation	Target		
						2008	2009	2009	2010	2011	2012
1	Number of employed people from trainees in training and employment programs.			2007	1514	3400	3000	4000	4300	4600	5000
2	Number of people enrolled in the training programs.			2007	3494	6500	5000	6800	7200	7600	8000
5	Percentage of unemployed people holding the general secondary certificate or less to total unemployment percentage.			2007	58%	58%	57.8%	57%	56%	54%	52%
Appropriations OF Training and Employment Program as Per Activities and Projects. ( In JDs )											
Activities and Projects		Actual 2008	Estimate 2009	Re_Estimate 2009	Estimate 2010	Indicative 2011		Indicative 2012			
Current Expenditures		0	0	0	0	0		0			
Capital Expenditures		3,846,634	6,477,750	6,477,750	4,182,000	7,370,000		8,340,000			
002	Combating Poverty and Unemploym	240,888	307,000	307,000	0	0		0			
003	National employment for Girls in Und	92,557	146,000	146,000	0	0		0			
004	Activating the Role of the Departmen	51,710	102,000	102,000	10,000	25,000		25,000			
005	Merging the national employment ce	61,697	53,000	53,000	32,000	50,000		50,000			
006	Developing the Employees Skills fro	18,092	538,000	538,000	550,000	1,000,000		1,250,000			
007	Transferring Investment to Remote A	1,481,690	3,081,750	3,081,750	500,000	2,200,000		2,500,000			
008	Vocational Training	1,900,000	2,000,000	2,000,000	2,000,000	2,600,000		3,000,000			
009	Development and Coordination Unit	0	250,000	250,000	250,000	250,000		250,000			
010	Combating poverty and unemployme	0	0	0	690,000	745,000		765,000			
011	Supporting the agricultural company	0	0	0	80,000	420,000		420,000			
012	Linking municipalities, civil society o	0	0	0	30,000	40,000		40,000			
013	Developing a comprehensive system	0	0	0	40,000	40,000		40,000			
Program / Treasury		3,846,634	6,077,750	6,077,750	3,782,000	6,670,000		7,440,000			
Program / Loans		0	400,000	400,000	400,000	700,000		900,000			
Total Program		3,846,634	6,477,750	6,477,750	4,182,000	7,370,000		8,340,000			

4815

Appropriate Environment for Work Program

Objective of the program :

Review and develop labor legislations as per international labor criteria, enhance social dialogue for social partners, form an effective triple national committee for labor sector and focus on improving the quality and conditions of labor to ensure continuation and elimination of human beings trafficking, combating forced labor in institutions, increase the productivity of worker to reflect the satisfaction and enhance the capacities of production parties ( government, employer, workers).

The strategic objective related to the program :

Provide and ensure the rights of labors.

Directorates associated with the program :

- Legal affairs and international cooperation directorate.

Services provided by the program :

Provide suitable work environment for workers, find mechanisms and means for receiving the complaints of Jordanian workers and foreigners and solving them, add new social and economic dimensions for labor issues through economic and social council establishment, conduct awareness campagins for the Ministry's employees and concerned social partners and participate in modifying labor legislations.

Staff working in the program :

The program is implemented through a functional staff in 2009 estimated with ( 12 ) staff, including ( 5 ) males and ( 7 ) females .

Performance Measurement Indicators for program

Performance Measurement Indicator		Base Year	Value	Actual value	Target Value	First Self Evaluation	Target		
				2008	2009	2009	2010	2011	2012
1	Number of held sand activities to increase awareness of workers' rights	2007	10	15	17	18	20	23	25
2	Observance of the international labor standards.	2007	71%	72%	73%	73%	74%	75%	76%
3	Average frequency of work injuries.	2007	31%	29%	25%	25%	22%	21%	20%
4	Number of warnings and violations issued by labor inspectors.	2007	10639	5000	3000	4000	3500	3000	2500

Appropriations OF Appropriate Environment for Work Program as Per Activities and Projects. ( In JDs

Activities and Projects		Actual 2008	Estimate 2009	Re_Estimate 2009	Estimate 2010	Indicative 2011 2012	
Current Expenditures		0	0	0	0	0	0
Capital Expenditures		326,215	295,250	295,250	142,000	195,000	195,000
002	Establishing the economic and socia	290	196,000	196,000	0	0	0
003	Economic and Social Dialogue	2,969	3,750	3,750	72,000	75,000	75,000
004	Inspectors training and work relation	44,224	13,500	13,500	35,000	50,000	50,000
005	Appropriate work	249,999	80,000	80,000	35,000	70,000	70,000
006	Hot line	28,733	2,000	2,000	0	0	0
Program / Treasury		326,215	295,250	295,250	142,000	195,000	195,000
Total Program		326,215	295,250	295,250	142,000	195,000	195,000