

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 :	Organizing and developing the labour market in accordance with best practices and ensuring equity and equal opportunities by employing qualified and productive employment, promoting entrepreneurship, marketing competencies abroad and creating an integrated system of effective standards, policies and oversight tools in 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 2025 - 2027 :

First Priority :

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

Key procedures to achieve the first priority :

- Networking and employment by supervising the employment of male and female 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 achieve the second priority :

- Contributing to the regulation of the labour market through legislation on non-Jordanian workers in the labour market, and issuing 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 achieve 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 achieve 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 achieve the fifth priority :

- Preparation, dissemination and analysis of the staff satisfaction questionnaire 2024.
- Preparing a gender integration 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 achieve 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 percentage 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 achieve 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 achieved for the priority of gender, youth & 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 achieve 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 achieved 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.

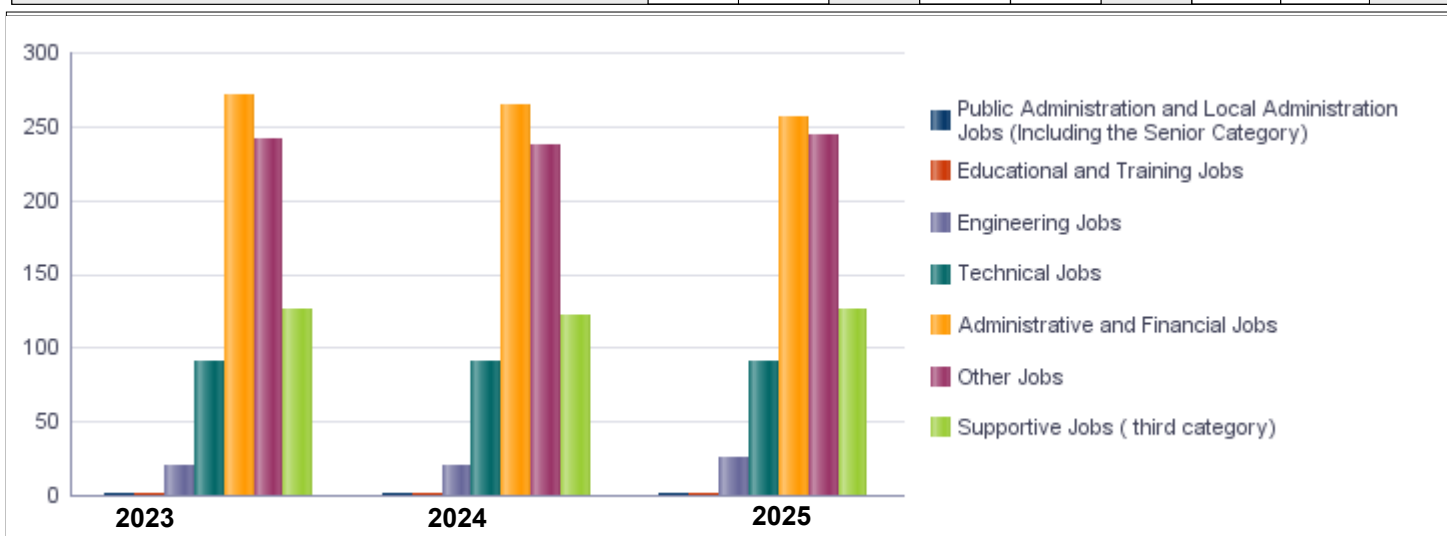
Chapter : 2901 Ministry of Labour

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		
				2023	2024	2024	2025	2026	2027
1 - Reducing abuses occurring in the labour market.	1 Percentage of settled disputes through direct negotiation to total labour disputes.	2019	70.1%	82%	92%	88%	93%	94%	95%
	2 Number of labor strikes.	2019	62	22	20	13	19	18	17
	3 Number of legal procedures of child labor detected through the inspectional visits.	2019	250	501	380	265	350	320	290
2 - Raising the quality of services provided.	1 Percentage of resolved complaints to total submitted complaints.	2019	81.9%	91%	91%	93%	92%	93%	94%
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%	22.2%	21.4%	22.1%	22%	21.9%
	2 Rate of male unemployment.	2019	17%	19.6%	19.9%	18.9%	19.8%	19.7%	19.6%
	3 Rate of female unemployment.	2019	27%	30.7%	30.8%	31%	30.7%	30.6%	30.5%
	4 Percentage of revised economic participation.	2019	34.3%	33.2%	33.1%	33.9%	33.2%	33.3%	33.4%
	5 Percentage of revised economic participation for women.	2019	13.5%	14%	13.9%	13.9%	14%	14.1%	14.2%
	6 Economic participation and opportunities indicator/ global report for gender gab.	2019	38.1%	40.6%	54.1%	55%	54%	53.9%	53.8%
	7 Number of licensed expatriate labour.	2019	348736	301033	340000	222561	345000	350000	355000

Number of Staff in the Ministry/ Department/ Unit

Group	Job	2023			2024			Preliminary 2025		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Public Administration and Local Administration Jobs (Including the Senior Category)	Leadership and supervisory	2	0	2	2	0	2	2	0	2
Educational and Training Jobs	Educational and training jobs	1	1	2	1	1	2	1	1	2
Engineering Jobs	Engineer	14	7	21	14	7	21	16	10	26
Technical Jobs	Various technical jobs	61	30	91	61	30	91	60	30	90
Administrative and Financial Jobs	Various administrative and	146	125	271	141	122	263	136	119	255
Other Jobs	Inspector, Researcher	195	45	240	187	50	237	188	56	244
Supportive Jobs (third category)	Various support jobs	83	43	126	83	39	122	82	44	126
Total		502	251	753	489	249	738	485	260	745
Total Cost of Salaries		3780147	1916898	5697045	4120165	2089835	6210000	4133475	2098525	6232000



Most notable information about the Ministry/Department/Unit

No.	Description	base year	Value	Primary 2024	Estimatec 2025												
					Irbid	Mafrq	Jarsh	Ajloun	Amman	Balqa'	Zaraq'	Madaba	Karak	Ma'an	Tafila	Aqaba	Total
1	Number of labor and inspection directorates.	2019	32	17	1	1	1	1	6	1	1	1	1	1	1	1	17
2	Number of employment directorates.	2019	6	3	0	0	0	0	3	0	0	0	0	0	0	0	3
3	Number of issued work permits.	2019	434851	222561	38364	5667	2726	1092	3474	15539	24257	3474	5398	2364	1327	887	104569
4	Number of persons employed through the directorates.	2019	17817	9670	1805	854	209	242	2228	378	2273	193	801	122	162	403	9670
5	Number of implemented inspection visits to realize the commitment of employers not to employ children	2019	5518	2869	423	648	178	34	583	211	233	179	251	28	44	57	2869

Chapter : 2901 Ministry of Labour

(In JDs)

Current Activities Appropriations According to Program							
Prog.	Activites		Actual	Estimated	Re-estimated	Estimated	Indicative
			2023	2024	2024	2025	2026
4805	601	Regulating the Jordanian labour market	4206184	3993000	3876000	4636000	4728000
		Total of Program	4206184	3993000	3876000	4636000	4728000
4801	601	Administrative and Support Services	2986813	3547000	3347000	3596000	3632000
		Total of Program	2986813	3547000	3347000	3596000	3632000
4810	601	Providing training and employment services to Jordanians	855847	1177000	1150000	1515000	1537000
		Total of Program	855847	1177000	1150000	1515000	1537000
		Total	8048844	8717000	8373000	9747000	9897000

Capital Projects Appropriations According to Program							
Prog.	Projects		Actual	Estimated	Re-estimated	Estimated	Indicative
			2023	2024	2024	2025	2026
4815	007	Anti-Human Trafficking Unit.	55000	55000	55000	55000	55000
		Total of Program	55000	55000	55000	55000	55000
4801	001	Institutional capacity-building project	95299	220000	150000	200000	200000
	005	Automation of the Ministry of Labour	188277	350000	200000	350000	350000
	704	Construction and maintenance of buildings in Tafila governorate.	0	10000	10000	0	0
		Total of Program	283576	580000	360000	550000	550000
4810	016	Development of employment and unemployment alleviation services	23814	40000	40000	30000	30000
	018	National Program for Employment	18600000	20000000	6000000	8000000	10000000
		Total of Program	18623814	20040000	6040000	8030000	10030000
		Total	18962390	20675000	6455000	8635000	10635000

Overall Summary of Expenditures for Chapter 2901- Ministry of Labour for the Years 2023 - 2027

(In JDs)

Description	Actual	Estimated	Re-estimated	Estimated	Difference between estimated 2025 and re- estimated 2024	Indicative	
	2023	2024	2024	2025		2026	2027
Current Expenditure	8,048,844	8,717,000	8,373,000	9,747,000	1,374,000	9,897,000	9,986,000
Capital Expenditure	18,962,390	20,675,000	6,455,000	8,635,000	2,180,000	10,635,000	635,000
Total current and capital expenditure	27,011,234	29,392,000	14,828,000	18,382,000	3,554,000	20,532,000	10,621,000

Most notable differences between estimated appropriations for 2025 and re-estimated for 2024

Current expenditure :

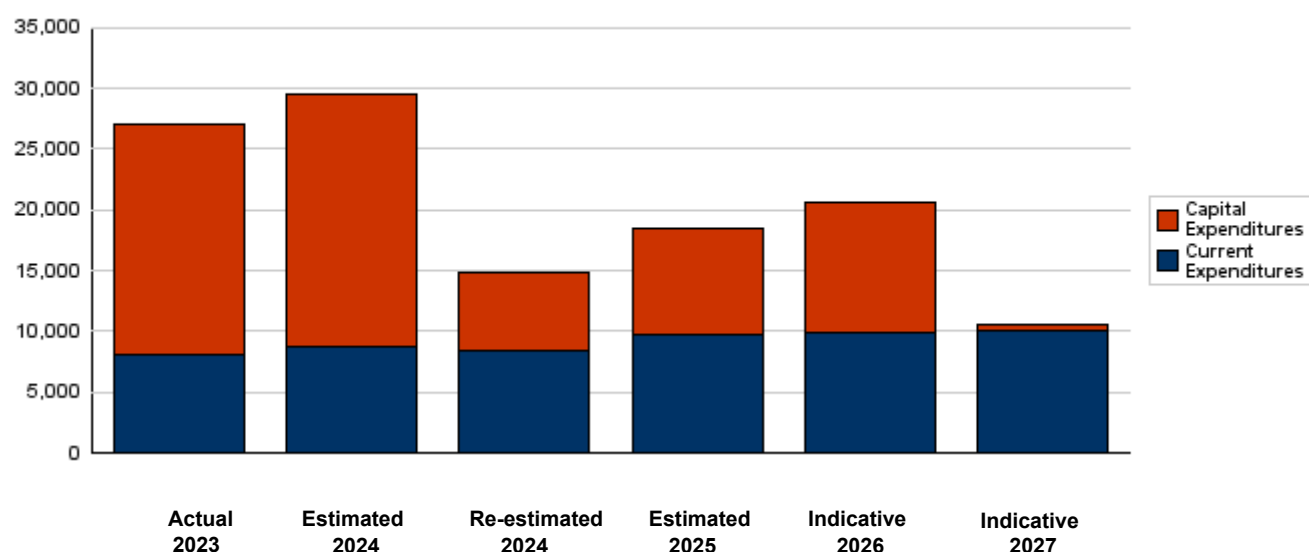
- Current expenditures increased by (1374) thousand JDs, as follows:
- Compensations of employees group : increased by (354) thousand JDs, concentrated in the natural increase of salaries, wages, allowances, the cost of vacancies and new jobs.
- Use of goods and services: increased by (472) thousand JDs and concentrated in monitoring the allocation of labour market studies and increasing several operational items such as electricity, fuel and cleaning.
- Other expenditure: increased by (548) thousand JDs, and allocating appropriations for operation systems, software and non-employees bonuses.

Capital expenditure :

- Increased by (2180) thousand JDs, concentrated on increasing the appropriations of National Employment Program project.

(Thousands of JDs)

Graph of the current and capital expenditures for the years 2023 - 2027



Overall Summary of Current Expenditures for the Years 2023 - 2027

Chapter : 2901 Ministry of Labour

(In JDs)

Group	Item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	101	Classified Employees	29739	30000	30000	27000	26000	22000
	102	Unclassified Employees	1336529	1292000	1258000	1280000	1267000	1255000
	103	Comprehensive Contract Employees	60187	110000	88000	93000	0	0
	105	Personal Cost of Living Allowance	1073574	1165000	1077000	1100000	1070000	1050000
	106	Family Cost of Living Allowance	98456	126000	104000	111000	109000	106000
	110	Overtime Allowance	30048	35000	35000	35000	35000	35000
	111	Additional Allowance	894556	1009000	919000	929000	920000	910000
	112	Other Allowances	91910	116000	109000	109000	109000	109000
	113	Transportation Allowance	219282	235000	235000	242000	244000	246000
	114	Transport Allowance	53420	75000	75000	78000	78000	78000
	116	Employees' Bonuses	787372	850000	850000	870000	870000	870000
	120	Contract Employees	295244	355000	338000	350000	358000	364000
	121	Fixed-term staff	0	0	0	198000	401000	508000
		Total	4970317	5398000	5118000	5422000	5487000	5553000
2121		Social Security Contributions						
	301	Social Security	726728	812000	760000	810000	822000	830000
		Total	726728	812000	760000	810000	822000	830000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	201	Rents	233724	250000	250000	250000	250000	250000
	202	Telecommunications Services	14908	35000	35000	36000	36000	36000
	203	Water	10421	14000	14000	15000	15000	15000
	204	Electricity	169815	177000	177000	186000	191000	196000
	205	Fuels	132997	136000	135000	144000	148000	152000
	206	Maintenance of Machines, furniture and acces	4165	10000	8000	10000	10000	10000
	207	Maintenance of vehicles, equipment and acces	22729	22000	22000	23000	23000	23000
	208	Repair and maintenance of buildings and acce	11287	17000	17000	17000	17000	17000
	209	Stationery,Publications and Office Supplies	18990	22000	22000	23000	23000	23000
	210	Substances and raw materials (medicines, clo	0	10000	10000	10000	10000	10000
	211	Cleaning services and supplies including clea	211544	210000	210000	215000	221000	227000
	212	Insurance	28034	46000	40000	40000	40000	40000
	213	Official Travel Missions	34052	43000	43000	43000	43000	43000
	214	Goods and services expenses	72722	90000	87000	530000	588000	588000
		Total	965388	1082000	1070000	1542000	1615000	1630000
25		Subsidies						
2511		Subsidies to Public Corporations						
	304	Subsidies to non-financial public institution	1344771	1375000	1375000	1390000	1390000	1390000
		Total	1344771	1375000	1375000	1390000	1390000	1390000
28		Other Expenditures						
2821		Other Current Expenditures						
	303	Scientific scholarships and training courses	0	2000	2000	3000	3000	3000
	305	Non-Employees' Bonuses	41640	48000	48000	380000	380000	380000
		Total	41640	50000	50000	383000	383000	383000
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	402	Devices, Machinery and Equipment	0	0	0	200000	200000	200000
		Total	0	0	0	200000	200000	200000
		Total of Chapter	8048844	8717000	8373000	9747000	9897000	9986000

Overall Summary of Capital Expenditures for the Years 2023 - 2027

Chapter : 2901 Ministry of Labour

(In JDs)

Group	Item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
		Expenditures						
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	501	Salaries	23814	40000	40000	30000	30000	30000
Total			23814	40000	40000	30000	30000	30000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	510	Buildings and facilities repair and maintenance	23128	90000	70000	60000	60000	60000
	512	Operating and Sustaining Expenditures	18855333	20420000	6270000	8420000	10420000	420000
Total			18878461	20510000	6340000	8480000	10480000	480000
		Fixed Assets						
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices	20263	25000	25000	25000	25000	25000
Total			20263	25000	25000	25000	25000	25000
3122		Inventories						
	503	Materials and supplies	39852	100000	50000	100000	100000	100000
Total			39852	100000	50000	100000	100000	100000
Total of Chapter			18962390	20675000	6455000	8635000	10635000	635000

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

(In JDs)

Description	2023	2024	2025	2026	2027
Females	1,916,898	2,089,835	2,098,525	2,124,848	2,150,359
Child	0	0	0	0	0
Appropriations distributed according to population index					
Females	10,017,669	10,895,540	5,710,500	6,684,810	1,991,860
Child	7,673,108	8,345,520	4,374,000	5,120,280	1,525,680
Total appropriations directed for females	11,934,567	12,985,375	7,809,025	8,809,658	4,142,219
Total appropriations directed for Child	7,673,108	8,345,520	4,374,000	5,120,280	1,525,680

4801 Program Administration and Support Services**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.

Program's main outputs and results during the years (2025 -2027):

- Development of electronic systems.
- Providing a database on migrant and licensed workers and facilitating the procedure for granting work permits.

The Program's challenges :

- Providing the Ministry with qualified personnel

Actions to address challenges and improve services provided:

- Raising the efficiency of employees in the Ministry.

Gender:

- The Administration and Support Services Program contributes to the provision of nursery service to women workers in the Ministry through the purchase of nursery workers' services.

Staff working in the program :

The program is implemented through a functional staff in 2024 estimated with (315) staff, including (215) males and (100) females

Appropriations directed for females and child

(In JDs)

Description	2023	2024	2025	2026	2027
Females	675,553	837,143	837,778	846,349	854,286
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	536,927	700,300	708,290	712,520	716,280
Child	411,263	536,400	542,520	545,760	548,640
Total appropriations directed for females	1,212,480	1,537,443	1,546,068	1,558,869	1,570,566
Total appropriations directed for Child	411,263	536,400	542,520	545,760	548,640

Key Performance indicators for Program

Performance Measurement Indicator		Base Year	Value	Actual value	Target value	Preliminary Self Evaluation	Target Value		
				2023	2024	2024	2025	2026	2027
1	Percentage of staff enrolled in training programmes to total number of staff.	2019	70%	80%	76%	60%	76%	77%	78%

Appropriations 4801 Program Administration and Support Services Per Activities and Projects

(In JDs)

Activities and Projects		Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026 2027	
Current Expenditures		2,986,813	3,547,000	3,347,000	3,596,000	3,632,000	3,665,000
601	Administrative and Support Services	2,986,813	3,547,000	3,347,000	3,596,000	3,632,000	3,665,000
Capital Expenditures		283,576	580,000	360,000	550,000	550,000	550,000
001	Institutional capacity-building project	95,299	220,000	150,000	200,000	200,000	200,000
005	Automation of the Ministry of Labour	188,277	350,000	200,000	350,000	350,000	350,000
704	Construction and maintenance of buildings in Tafila governorate.	0	10,000	10,000	0	0	0
Program / Treasury		283,576	580,000	360,000	550,000	550,000	550,000
Total Program		3,270,389	4,127,000	3,707,000	4,146,000	4,182,000	4,215,000

Current Expenditures According to Program and Activities for the Years 2023 - 2027

Chapter : 2901 - Ministry of Labour

(In JDs)

Program : 4801 - Administration and Support Services								
Activity : 601 - Administrative and Support Services								
Group	Item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	101	Classified Employees	9999	21000	21000	18000	17000	14000
	102	Unclassified Employees	509980	600000	580000	600000	597000	595000
	103	Comprehensive Contract Employees	54187	100000	78000	80000	0	0
	105	Personal Cost of Living Allowance	487866	540000	480000	490000	480000	475000
	106	Family Cost of Living Allowance	30637	60000	42000	45000	44000	43000
	110	Overtime Allowance	30048	35000	35000	35000	35000	35000
	111	Additional Allowance	264990	473000	409000	415000	410000	405000
	112	Other Allowances	36287	33000	33000	33000	33000	33000
	113	Transportation Allowance	80000	81000	81000	85000	85000	85000
	114	Transport Allowance	22000	24000	24000	26000	26000	26000
	116	Employees' Bonuses	279999	280000	280000	290000	290000	290000
	120	Contract Employees	71999	120000	116000	120000	122000	124000
	121	Fixed-term staff	0	0	0	102000	222000	258000
Total			1877992	2367000	2179000	2339000	2361000	2383000
2121		Social Security Contributions						
	301	Social Security	249999	270000	270000	300000	305000	308000
Total			249999	270000	270000	300000	305000	308000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	202	Telecommunications Services	12990	15000	15000	16000	16000	16000
	203	Water	4682	6000	6000	7000	7000	7000
	204	Electricity	45000	47000	47000	52000	54000	56000
	205	Fuels	42999	44000	43000	47000	49000	50000
	001	Heating	22000	24000	23000	24000	24000	24000
	002	Saloon vehicles	14999	17000	17000	19000	20000	21000
	003	Transport vehicles and heavy equipment	6000	3000	3000	4000	5000	5000
	206	Maintenance of Machines, furniture and accessories	4165	10000	8000	10000	10000	10000
	207	Maintenance of vehicles, equipment and accessories	17999	17000	17000	18000	18000	18000
	208	Repair and maintenance of buildings and accessories	9339	14000	14000	14000	14000	14000
	209	Stationery, Publications and Office Supplies	9732	11000	11000	12000	12000	12000
	211	Cleaning services and supplies including cleaning contracts	146544	140000	140000	145000	150000	155000
	212	Insurance	28034	34000	28000	28000	28000	28000
	213	Official Travel Missions	26152	32000	32000	32000	32000	32000
	214	Goods and services expenses	39774	55000	52000	53000	53000	53000
	001	Events and hospitality	7120	10000	10000	10000	10000	10000
	008	Advertisements and subscriptions	12024	15000	12000	12000	12000	12000
	013	Services, security and guarding contracts	20000	22000	22000	23000	23000	23000
	108	Cases and fees	630	8000	8000	8000	8000	8000
Total			387410	425000	413000	434000	443000	451000
25		Subsidies						
2511		Subsidies to Public Corporations						
	304	Subsidies to non-financial public institutions	429772	435000	435000	440000	440000	440000
	110	Incentives account to Ministry of labour employees *	429772	435000	435000	440000	440000	440000
Total			429772	435000	435000	440000	440000	440000
28		Other Expenditures						
2821		Other Current Expenditures						
	303	Scientific scholarships and training courses	0	2000	2000	3000	3000	3000
	305	Non-Employees' Bonuses	41640	48000	48000	80000	80000	80000
Total			41640	50000	50000	83000	83000	83000
Total of Activity			2986813	3547000	3347000	3596000	3632000	3665000
Total of Program			2986813	3547000	3347000	3596000	3632000	3665000

Capital Expenditures According to Program and Projects for the Years 2023 - 2027

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 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
22		Use of Goods and Services						
2211		Use of Goods and Services						
	510	Buildings and facilities repair and maintenance						
	009	Buildings repair and renovation	23128	80000	60000	60000	60000	60000
		Total of Item	23128	80000	60000	60000	60000	60000
	512	Operating and Sustaining Expenditures						
	008	Qualification and training expenses	22155	25000	25000	25000	25000	25000
	013	Services contracts	9901	10000	10000	10000	10000	10000
		Total of Item	32056	35000	35000	35000	35000	35000
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices						
	003	Office supplies and equipment	263	5000	5000	5000	5000	5000
		Total of Item	263	5000	5000	5000	5000	5000
3122		Inventories						
	503	Materials and supplies						
	001	Computer supplies and accessories	39852	100000	50000	100000	100000	100000
		Total of Item	39852	100000	50000	100000	100000	100000
		Total of Project / Treasury	95299	220000	150000	200000	200000	200000
Project		005 Automation of the Ministry of Labour						
Fund Source		102001	Capital (Treasury)					
Group	item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
22		Use of Goods and Services						
2211		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	015	Operating systems and software	96240	46000	46000	46000	46000	46000
	036	Computerization and automation operations expenses	72037	284000	134000	284000	284000	284000
		Total of Item	168277	330000	180000	330000	330000	330000
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices						
	001	Computers and accessories	20000	20000	20000	20000	20000	20000
		Total of Item	20000	20000	20000	20000	20000	20000
		Total of Project / Treasury	188277	350000	200000	350000	350000	350000
Project		704 Construction and maintenance of buildings in Tafila governorate.						
Fund Source		102001	Capital (Treasury)					
Group	item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
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	10000	10000	0	0	0
		Total of Item	0	10000	10000	0	0	0
		Total of Project / Treasury	0	10000	10000	0	0	0
Total of Program			283576	580000	360000	550000	550000	550000

4805 Program Labor Market Regulation**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.

Program's main outputs and results during the years (2025 -2027):

- Providing the labour market with qualified graduates.
- Restoring and rehabilitating working children and providing economic alternatives to their families and enhancing the capacities of workers in human resources agencies.

The Program's challenges :

- The absence of a comprehensive labour market data system.

Actions to address challenges and improve services provided:

- Increased financial allocations.
- Intensifying efforts to regulate the labour market and reducing unauthorized employment.

Gender:

The programme contributes to the provision of services to women and children.

Staff working in the program :

The program is implemented through a functional staff in 2024 estimated with (273) staff, including (180) males and (93) females .

Appropriations directed for females and child

(In JDs)

Description	2023	2024	2025	2026	2027
Females	949,829	846,879	840,747	850,286	857,780
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	666,449	708,290	1,018,960	1,049,040	1,052,330
Child	510,472	542,520	780,480	803,520	806,040
Total appropriations directed for females	1,616,278	1,555,169	1,859,707	1,899,326	1,910,110
Total appropriations directed for Child	510,472	542,520	780,480	803,520	806,040

Key Performance indicators for Program

Performance Measurement Indicator		Base Year	Value	Actual value	Target value	PreliminarySelf Evaluation	Target Value		
				2023	2024		2024	2025	2026
1	Number of institutions visited to verify employers' commitment not to employ children.	2019	3000	3000	3450	2869	3600	3750	3800

Appropriations 4805 Program Labor Market Regulation Per Activities and Projects

(In JDs)

Activities and Projects		Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026 2027	
Current Expenditures		4,206,184	3,993,000	3,876,000	4,636,000	4,728,000	4,757,000
601	Regulating the Jordanian labour market	4,206,184	3,993,000	3,876,000	4,636,000	4,728,000	4,757,000
Capital Expenditures		0	0	0	0	0	0
Program / Treasury		0	0	0	0	0	0
Total Program		4,206,184	3,993,000	3,876,000	4,636,000	4,728,000	4,757,000

Current Expenditures According to Program and Activities for the Years 2023 - 2027

Chapter : 2901 - Ministry of Labour

(In JDs)

Program : 4805 - Labor Market Regulation

Activity : 601 - Regulating the Jordanian labour market

Group	Item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	101	Classified Employees	19740	9000	9000	9000	9000	8000
	102	Unclassified Employees	758432	552000	538000	540000	535000	530000
	105	Personal Cost of Living Allowance	481455	432000	407000	416000	405000	400000
	106	Family Cost of Living Allowance	59159	48000	45000	48000	47000	46000
	111	Additional Allowance	503253	396000	380000	384000	382000	380000
	112	Other Allowances	46511	77000	70000	70000	70000	70000
	113	Transportation Allowance	122000	125000	125000	126000	127000	128000
	114	Transport Allowance	30203	45000	45000	45000	45000	45000
	116	Employees' Bonuses	295040	300000	300000	310000	310000	310000
	120	Contract Employees	81039	90000	80000	83000	86000	88000
	121	Fixed-term staff	0	0	0	57000	95000	126000
		Total	2396832	2074000	1999000	2088000	2111000	2131000
2121		Social Security Contributions						
	301	Social Security	391375	412000	370000	380000	385000	387000
		Total	391375	412000	370000	380000	385000	387000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	201	Rents	233724	250000	250000	250000	250000	250000
	202	Telecommunications Services	1918	20000	20000	20000	20000	20000
	203	Water	5739	8000	8000	8000	8000	8000
	204	Electricity	124815	130000	130000	134000	137000	140000
	205	Fuels	89998	92000	92000	97000	99000	102000
		001 Heating	14999	17000	17000	17000	17000	17000
		002 Saloon vehicles	69999	70000	70000	74000	76000	79000
		003 Transport vehicles and heavy equipment	5000	5000	5000	6000	6000	6000
	207	Maintenance of vehicles, equipment and accessories	4730	5000	5000	5000	5000	5000
	208	Repair and maintenance of buildings and accessories	1948	3000	3000	3000	3000	3000
	209	Stationery, Publications and Office Supplies	9258	11000	11000	11000	11000	11000
	210	Substances and raw materials (medicines, clothes, food, films, etc..)	0	10000	10000	10000	10000	10000
	211	Cleaning services and supplies including cleaning contracts	65000	70000	70000	70000	71000	72000
	212	Insurance	0	12000	12000	12000	12000	12000
	213	Official Travel Missions	7900	11000	11000	11000	11000	11000
	214	Goods and services expenses	32948	35000	35000	477000	535000	535000
		008 Advertisements and subscriptions	7948	10000	10000	10000	10000	10000
		013 Services, security and guarding contracts	25000	25000	25000	25000	25000	25000
		115 Market studies	0	0	0	442000	500000	500000
		Total	577978	657000	657000	1108000	1172000	1179000
25		Subsidies						
2511		Subsidies to Public Corporations						
	304	Subsidies to non-financial public institutions	839999	850000	850000	860000	860000	860000
		110 Incentives account to Ministry of labour employees *	839999	850000	850000	860000	860000	860000
		Total	839999	850000	850000	860000	860000	860000
28		Other Expenditures						
2821		Other Current Expenditures						
	305	Non-Employees' Bonuses	0	0	0	200000	200000	200000
		019 Purchasing services	0	0	0	200000	200000	200000
		Total	0	0	0	200000	200000	200000
		Total of Activity	4206184	3993000	3876000	4636000	4728000	4757000
		Total of Program	4206184	3993000	3876000	4636000	4728000	4757000

4810 Program Training and Employment**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.
- Job fairs and days to match job seekers with employers.
- Studies on the labor market.
- Incentives to the investors to establish productive branches in the remote areas.
- Living services to the women workers in the remote areas in the qualified industrial zones.

Program's main outputs and results during the years (2025 -2027):

- Increasing the number of Jordanian workers in the labour market.
- Strengthening partnerships with the public and private sectors, civil society organizations and international organizations.

The Program's challenges :

- Limited employment and employment opportunities.
- High unemployment rates.

Actions to address challenges and improve services provided:

- Strengthening the private sector's contribution by providing new jobs.
- Strengthening partnerships with the public and private sectors, civil society organizations and international organizations.

Gender:

The program aims to increase employment opportunities for females, and provide subsistence services for women workers from remote areas in qualified industrial areas.

Staff working in the program :

The program is implemented through a functional staff in 2024 estimated with (150) staff, including (94) males and (56) females .

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

Description	2023	2024	2025	2026	2027
Females	291,516	405,813	420,000	428,213	438,293
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	8,788,443	9,461,100	3,957,400	4,897,400	197,400
Child	6,731,573	7,246,800	3,031,200	3,751,200	151,200
Total appropriations directed for females	9,079,959	9,866,913	4,377,400	5,325,613	635,693
Total appropriations directed for Child	6,731,573	7,246,800	3,031,200	3,751,200	151,200

Key Performance indicators for Program

Performance Measurement Indicator		Base Year	Value	Actual value	Target value	Preliminary Self Evaluation	Target Value		
				2023	2024	2024	2025	2026	2027
1	Number of male employees from remote areas within the productive branches programme.	2019	800	1099	600	349	600	700	800
2	Number of employed females from remote areas within the productive branches programme.	2019	3200	5030	2400	2057	2400	2500	2600
3	Percentage of Jordanian workers in qualified industrial zones to total workers.	2019	25%	29%	30%	29.8%	30%	31%	32%
4	Number of vocational and career counselling sessions.	2019	550	1337	950	1298	1000	1100	1200

4810 Program Training and Employment**Appropriations 4810 Program Training and Employment Per Activities and Projects****(In JDs)**

Activities and Projects		Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026 2027	
Current Expenditures		855,847	1,177,000	1,150,000	1,515,000	1,537,000	1,564,000
601	Providing training and employment services to Jordanians	855,847	1,177,000	1,150,000	1,515,000	1,537,000	1,564,000
Capital Expenditures		18,623,814	20,040,000	6,040,000	8,030,000	10,030,000	30,000
016	Development of employment and unemployment alleviation services	23,814	40,000	40,000	30,000	30,000	30,000
018	National Program for Employment	18,600,000	20,000,000	6,000,000	8,000,000	10,000,000	0
Program / Treasury		18,623,814	20,040,000	6,040,000	8,030,000	10,030,000	30,000
Total Program		19,479,661	21,217,000	7,190,000	9,545,000	11,567,000	1,594,000

Current Expenditures According to Program and Activities for the Years 2023 - 2027

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 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	102	Unclassified Employees	68117	140000	140000	140000	135000	130000
	103	Comprehensive Contract Employees	6000	10000	10000	13000	0	0
	105	Personal Cost of Living Allowance	104253	193000	190000	194000	185000	175000
	106	Family Cost of Living Allowance	8660	18000	17000	18000	18000	17000
	111	Additional Allowance	126313	140000	130000	130000	128000	125000
	112	Other Allowances	9112	6000	6000	6000	6000	6000
	113	Transportation Allowance	17282	29000	29000	31000	32000	33000
	114	Transport Allowance	1217	6000	6000	7000	7000	7000
	116	Employees' Bonuses	212333	270000	270000	270000	270000	270000
	120	Contract Employees	142206	145000	142000	147000	150000	152000
	121	Fixed-term staff	0	0	0	39000	84000	124000
		Total	695493	957000	940000	995000	1015000	1039000
2121		Social Security Contributions						
	301	Social Security	85354	130000	120000	130000	132000	135000
		Total	85354	130000	120000	130000	132000	135000
25		Subsidies						
2511		Subsidies to Public Corporations						
	304	Subsidies to non-financial public institution	75000	90000	90000	90000	90000	90000
	110	Incentives account to Ministry of labour employees *	75000	90000	90000	90000	90000	90000
		Total	75000	90000	90000	90000	90000	90000
28		Other Expenditures						
2821		Other Current Expenditures						
	305	Non-Employees' Bonuses	0	0	0	100000	100000	100000
	022	A nation service.	0	0	0	100000	100000	100000
		Total	0	0	0	100000	100000	100000
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	402	Devices, Machinery and Equipment	0	0	0	200000	200000	200000
	007	Operating systems and software	0	0	0	200000	200000	200000
		Total	0	0	0	200000	200000	200000
		Total of Activity	855847	1177000	1150000	1515000	1537000	1564000
		Total of Program	855847	1177000	1150000	1515000	1537000	1564000
		Total of Chapter	8048844	8717000	8373000	9747000	9897000	9986000

* 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 2023 - 2027

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 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	501	Salaries						
	001	Salaries	23814	40000	40000	30000	30000	30000
		Total of Item	23814	40000	40000	30000	30000	30000
		Total of Project / Treasury	23814	40000	40000	30000	30000	30000
Project		018 National Program for Employment						
Fund Source		102001	Capital (Treasury)					
Group	item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
22		Use of Goods and Services						
2211		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	008	Qualification and training expenses	18600000	20000000	6000000	8000000	10000000	0
		Total of Item	18600000	20000000	6000000	8000000	10000000	0
		Total of Project / Treasury	18600000	20000000	6000000	8000000	10000000	0
Total of Program			18623814	20040000	6040000	8030000	10030000	30000

4815 Program Appropriate Work Environment**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 Work 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.

Program's main outputs and results during the years (2025 -2027):

- Providing a decent working environment for workers and raising workers' and employers' awareness.
- Following up and registering all issues relating to trade unions and employers' unions.
- Increasing the proportion of Jordanian employees in the garment sector.

The Program's challenges :

- Resolving workers' disputes between workers and employers.
- Increasing workers' wages and linking them with inflation.

Actions to address challenges and improve services provided:

- Finding mechanisms and means to receive and resolve Jordanian and foreign workers' complaints.
- Preparation of studies to align the minimum wage with inflation.

Gender:

- Increasing the number of female workers and providing them with a decent working environment.
- Increasing the number of women from remote areas enrolled in productive branch programmes.

Staff working in the program :

This program is implemented through the Ministry's staff.

Appropriations directed for females and child

(In JDs)

Description	2023	2024	2025	2026	2027
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		
				2023	2024		2025	2026	2027
1	Number of enterprises visited subject to labour law.	2019	20000	29300	23000	21540	24000	25000	26000
2	Number of human trafficking issues reported by the Ministry to Public Security Directorate	2019	12	77	28	54	27	26	25

Appropriations 4815 Program Appropriate Work Environment Per Activities and Projects

(In JDs)

Activities and Projects		Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026 2027	
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 2023 - 2027

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 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
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	18962390	20675000	6455000	8635000	10635000	635000