

## **Chapter : 3801 Institute of Public Administration**

<b>Creation :</b>	The Institute of Public Administration was established in 1968 to contribute in developing human resources in the growing public sector by holding training programs and conducting studies, researches and consultations in the public administration fields.
<b>Vision :</b>	Excellence in empowering abilities and talents and preparing competent and responsible leaderships.
<b>Mission :</b>	We work to prepare and empower leaders, develop talent and support decision-making by developing and providing outstanding services in the field of training, capacity-building, consulting, preparation of studies and the use of a selection of experts, in active partnership with local, regional and international actors in innovative ways and in accordance with best practices to enhance individual and institutional performance.
<b>Legal Framework :</b>	Institute of Public Administration Bylaw No. (102) of 2019 issued as per Article (120) of the Constitution.

### **Priorities and targeted results within the determined ceilings for the years 2025 - 2027 :**

#### **First Priority :**

- Active contribution to national trends aimed at improving human resources performance.

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

- Preparing the strategic plan including setting goals, vision and mission.
- Identifying strategic projects within the strategic plan for these programs.
- Preparation of the operational plan for the implementation of strategic projects with specific objectives and performance indicators.
- Preparing a project card containing performance indicators, the responsible entity and the target basis value of the indicator.
- Monitoring the balance of the value of indicators and filling the indicator card.

#### **First Priority Outcomes :**

- Developing capabilities and talents by providing training responsive to current and future actual abilities and needs.
- Preparing leaders and enabling them to lead national directions to contribute to the qualification of women and youth leaders.
- Supporting government decisions and policies by providing and developing outstanding advisory services.

#### **First priority-related program :**

- Administration and Support Services.
- Training.

#### **Second Priority :**

- Enhancing the Institute's position as a distinct training destination and providing concurrent and innovative services.

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

- Development of e-training management system (TMS).
- Establishment of e-learning system (LMS).
- Establishment of Innovation Laboratory (Innovation Incubator).
- Creating a production studio for training programs and podcasts.
- Updating the Institute's website and feeding it into the activities of the Institute.
- Application of quality system for ISO21001 educational facilities.
- Preparing a strategy for the digital transformation of the Institute's operations.

**Second Priority Outcomes :**

- Strengthening partnerships and developing communication and marketing channels.
- Developing and enhancing services through digital transformation and innovation.
- Enhancing the potential and sustaining the Institute's outstanding institutional performance.

**Second priority-related program :**

- Training.

**Priority of gender, youth and persons with disabilities :**

- Continuous development of women's and youth leadership programs and programs for persons with disabilities.

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

- Implementation of activities related to the Institute's community responsibility.
- Supporting young people, women and persons with disabilities through training for these groups, with full possibilities, training tools and equipment.

**Tasks of the Ministry / Department :**

- Developing and implementing the specialized and accredited training programs based on scientific bases that keep pace with scientific and administrative developments in order to achieve the national goals, priorities and plans.
- Providing specialized training for different levels and functions within the public sector.
- Holding specialized scientific and administrative workshops, conferences, meetings and seminars.
- Concluding the agreements and memoranda of understanding (MOU) with local, regional and international bodies in various areas of capacity building.
- Preparing research, studies and consultations in areas that contribute to building and strengthening capacity.
- Preparing documents, bulletins in order to disseminate knowledge, skills and positive trends to ensure knowledge exchange and take advantage of distinguished administrative practices.
- Applying the qualification and training standards adopted in institute on training and rehabilitation centers in the private sector that offer training programs for the public sector.
- Concluding twinning agreements with similar regional and international institutes and organizations.
- Participating in membership of regional, Arab and international institutes, institutions and agencies interested in developing the public sector
- Leasing the institute's facilities according to fees determined by the Wages and Services Allowance Committee.

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

- Increasing the efficiency of public sector employees and equipping them scientifically and practically, to enable them to carry out their tasks, to take on their responsibilities and to exercise their powers.
- Contributing to the foundation of the principles of governance, integrity, transparency and rule of law in the public sector.
- Institutional and functional capacities building to promote performance of the public sector.
- Aligning the needs of the public sector with skills, knowledge and scientific and administrative developments with a view to achieving national directions, priorities and plans.
- Enhancing participation in knowledge and exchange of opinion, ideas, experiences and practices in public administration and solutions to problems that it faces.
- Supporting public administration with knowledge in decision-making and policy-making through capacity building, training, development, research and consultations.

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

- Raising the level of performance and reaching innovative solutions to transform competition from local and regional institutes and training centres into an opportunity to expand the field of work and its geographical scope.
- Ability to balance between available resources and the increase in volume and type of training and required services.
- The economic conditions and the challenge in providing competitive services in terms of quality and price to deal with the potential risks of expenditures reduction and allocations for training at government agencies.
- The Institute's competitive position in the local and foreign market and the need to improve the institutional image and effective promotion.
- Necessity of adopting a comprehensive institutional development strategy and working to promote positive institutional culture.
- Need to review and update existing training bags and develop new training bags with high quality.

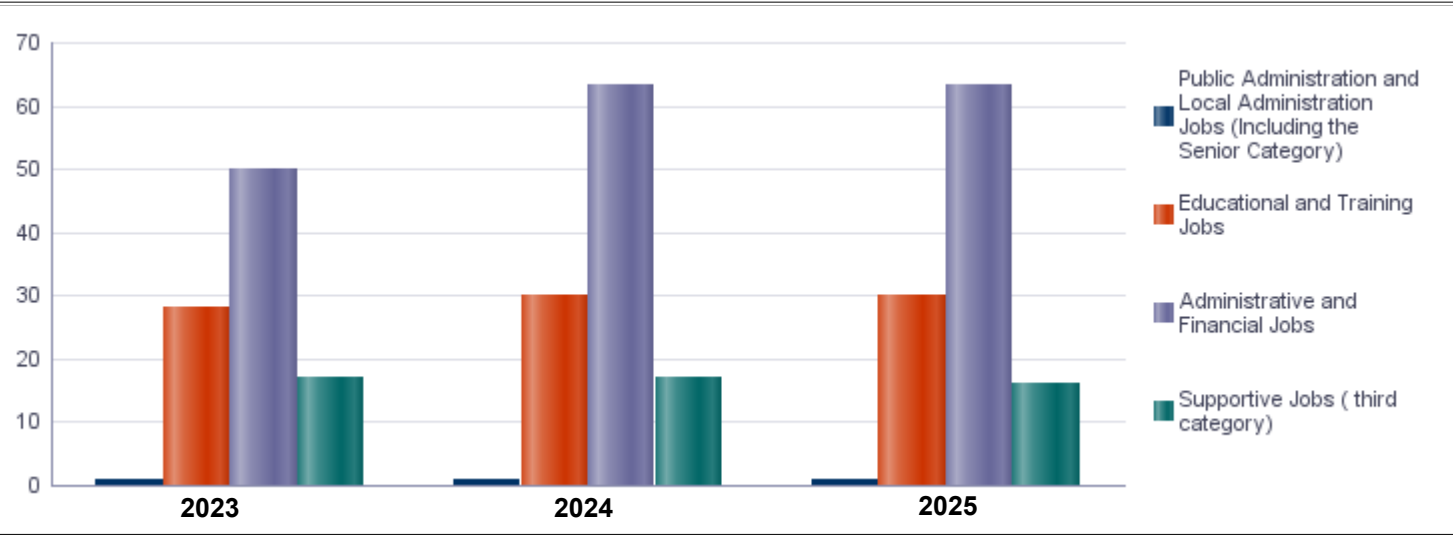
## Chapter : 3801 Institute of Public Administration

### 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 - Developing capacities and talents by providing training responsive to current and future actual needs.	1 Number of diploma programmes implemented	2024	-	-	-	-	2	3	4
	2 Number of beneficiaries of diploma programmes implemented.	2024	-	-	-	-	50	75	100
	3 Number of specialized professional certification programmes implemented	2024	-	-	-	-	5	7	9
	4 Number of beneficiaries of specialized professional certification programmes.	2024	-	-	50	-	50	75	100
	5 Number of Jordanian trainees.	2020	3257	27715	24000	7898	21450	21150	22400
	6 Number of non-Jordanian trainees.	2024	-	-	-	-	50	100	120
	7 Number of upgraded training portfolios	2023	12	12	5	1	3	3	3
	8 Percentage of trainees' satisfaction with Institute's training programmes	2023	%91	%91	%95	%90	%92	%93	%94
2 - Enhancing the potentials and sustaining the Institute's outstanding institutional performance.	1 Number of Institute's procedures simplified.	2023	6	6	4	3	4	5	5
	2 Percentage of rationalization of energy and resources.	2023	%31	%31	%50	%31	%50	%70	%80
	3 Percentage of the Institute's staff satisfaction.	2023	%85	%85	%90	%85	%92	%93	%94
	4 Number of policies/documents developed to enhance potential and sustain the Institute's outstanding institutional performance	2023	10	10	4	4	3	4	4
3 - Preparing leaders and enabling them to lead national directions and contribute to the qualification of women and youth leaders.	1 Percentage of leaderships satisfaction with the programmes and training workshops implemented.	2023	%89	%89	%87	%89	%92	%93	%94
	2 Number of participants in training programmes and workshops implemented by the Government Leadership Center	2023	530	530	570	318	420	430	440
	3 Number of women leaders in the public sector who benefited from the programme and workshops implemented by the Government Leadership Center.	2020	70	101	74	69	52	62	72
	4 Number of training programmes and workshops implemented by the Government Leadership Center.	2023	16	16	11	12	10	10	10
	5 Number of participants in training programmes and workshops implemented by the Young Government Leadership Center.	2024	-	-	26	26	26	26	26
4 - Supporting government decisions and policies through the development and delivery of outstanding advisory services.	1 Number of training and advisory services and initiatives added to the Institute's service package.	2024	-	0	4	0	4	5	6
	2 Number of studies, consultations, programmes and knowledge publications provided to support the government administration's policymaking and policy-making process	2024	-	-	-	-	24	59	89
5 - Developing and enhancing services through digital transformation and innovation.	1 Percentage of achievement in the digital transformation of the Institute's operations	2023	%12	%12	%50	%28	%94	%96	%98
6 - Strengthening partnerships and developing communication and marketing channels.	1 Percentage of increase in the Institute's media coverage	2023	%10	%10	%80	%15	%43	%50	%58
	2 Percentage of internal and external partners' satisfaction with the partnership with the Institute.	2023	%85	%85	%82	%81	%90	%92	%93
	3 Number of the Institute's internationally, locally and regionally active partnerships.	2024	-	-	11	11	14	17	19
	4 Number of internationally approved training programmes implemented.	2023	2	2	2	2	3	3	3

### 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 J	Director General	0	1	1	0	1	1	0	1	1
Educational and Training Jobs	Trainer	16	12	28	17	13	30	17	13	30
Administrative and Financial Jobs	Administrative and Financial	14	36	50	20	43	63	20	43	63
Supportive Jobs ( third category)	Other jobs	13	4	17	13	4	17	12	4	16
Total		43	53	96	50	61	111	49	61	110
Total Cost of Salaries		390483	440494	830977	490266	531734	1022000	600285	650715	1251000



Most notable information about the Ministry/Department/Unit						
No.	Description	2021	2022	2023	2024	2025
1	Number of training programs.	544	578	744	775	820
2	Number of participants in training courses.	14237	20400	23550	24000	21500

## Chapter : 3801 Institute of Public Administration

( In JDs )

Current Activities Appropriations According to Program							
Prog.	Activites		Actual	Estimated	Re-estimated	Estimated	Indicative
			2023	2024	2024	2025	2026
6102	601	Training	686808	908000	877000	1023000	969000
		Total of Program	686808	908000	877000	1023000	969000
6101	601	Administrative and Support Services	621448	681000	663000	822000	904000
		Total of Program	621448	681000	663000	822000	904000
		Total	1308256	1589000	1540000	1845000	1873000

Capital Projects Appropriations According to Program							
Prog.	Projects		Actual	Estimated	Re-estimated	Estimated	Indicative
			2023	2024	2024	2025	2026
6102	001	Training Program Administration Project	101360	150000	95000	230000	170000
	002	Rehabilitation and renovation of the Administration Institute	0	240000	155000	70000	50000
		Total of Program	101360	390000	250000	300000	220000
		Total	101360	390000	250000	300000	220000

## Overall Summary of Expenditures for Chapter 3801- Institute of Public Administration 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	1,308,256	1,589,000	1,540,000	1,845,000	305,000	1,873,000	1,889,000
Capital Expenditure	101,360	390,000	250,000	300,000	50,000	220,000	190,000
Total current and capital expenditure	1,409,616	1,979,000	1,790,000	2,145,000	355,000	2,093,000	2,079,000

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

#### Current expenditure :

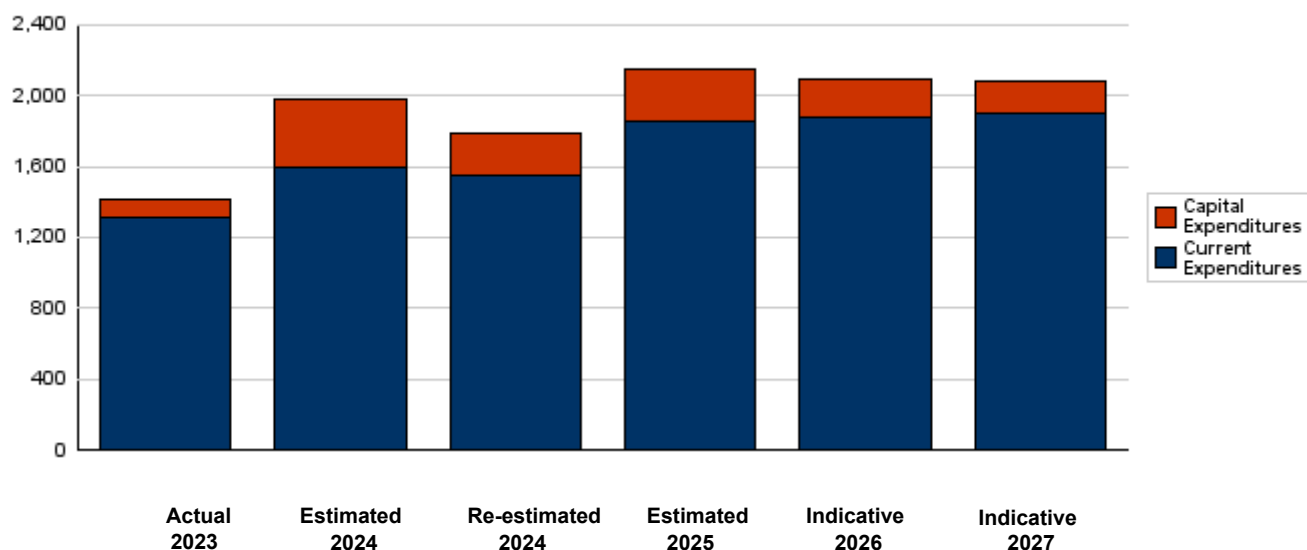
- Compensations of employees group increased by (273) thousand JDs to cover the natural increase of salaries, wages and allowances and to cover the cost of recruitment for remaining vacancies.
- Operational expenditure group increased by (26) thousand JDs, distributed among operational expenditure items.
- Other expenditure group increased by (6) thousand JDs, concentrated in non-employees bonuses item.

#### Capital expenditure :

- Capital expenditures increased by (50) thousand JDs, as a result of the increase in the allocation for the Training Programme Management Project by (135) thousand JDs and decrease in the allocation for the rehabilitation and restoration project for the Administration Institute Building by (85) thousand JDs.

( 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 : 3801 Institute of Public Administration

( 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	485	0	0	0	0	0
	102	Unclassified Employees	108413	115000	115000	124000	126000	127000
	103	Comprehensive Contract Employees	49530	115000	107000	109000	0	0
	105	Personal Cost of Living Allowance	109100	136000	119000	130000	130000	130000
	106	Family Cost of Living Allowance	6588	11000	8000	9000	9000	9000
	110	Overtime Allowance	2144	25000	25000	25000	25000	25000
	111	Additional Allowance	147256	161000	149000	167000	169000	171000
	113	Transportation Allowance	20095	23000	23000	29000	30000	31000
	114	Transport Allowance	8437	14000	14000	16000	16000	16000
	116	Employees' Bonuses	231045	225000	225000	250000	250000	250000
	120	Contract Employees	63722	92000	91000	149000	151000	153000
	121	Fixed-term staff	0	0	0	106000	222000	229000
Total			746815	917000	876000	1114000	1128000	1141000
2121		Social Security Contributions						
	301	Social Security	84162	105000	102000	137000	139000	141000
Total			84162	105000	102000	137000	139000	141000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	201	Rents	0	20000	20000	20000	20000	20000
	202	Telecommunications Services	2946	4000	4000	4000	4000	4000
	203	Water	3232	4000	4000	4000	4000	4000
	204	Electricity	36981	30000	30000	36000	37000	38000
	205	Fuels	3315	4000	4000	4000	4000	4000
	206	Maintenance of Machines, furniture and acces	4276	5000	5000	5000	5000	5000
	207	Maintenance of vehicles, equipment and acces	1487	4000	4000	8000	8000	8000
	208	Repair and maintenance of buildings and acce	10718	15000	10000	12000	12000	12000
	209	Stationery, Publications and Office Supplies	12674	30000	30000	35000	35000	35000
	210	Substances and raw materials (medicines, clo	6209	5000	5000	5000	5000	5000
	211	Cleaning services and supplies including clea	29197	32000	32000	35000	35000	35000
	212	Insurance	1783	3000	3000	4000	4000	4000
	213	Official Travel Missions	3500	5000	5000	5000	5000	5000
	214	Goods and services expenses	123179	112000	112000	117000	128000	128000
Total			239497	273000	268000	294000	306000	307000
28		Other Expenditures						
2821		Other Current Expenditures						
	302	Contributions	2517	5000	5000	5000	5000	5000
	303	Scientific scholarships and training courses	1950	14000	14000	9000	9000	9000
	305	Non-Employees' Bonuses	231695	275000	275000	286000	286000	286000
Total			236162	294000	294000	300000	300000	300000
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	402	Devices, Machinery and Equipment	1620	0	0	0	0	0
Total			1620	0	0	0	0	0
Total of Chapter			1308256	1589000	1540000	1845000	1873000	1889000



## Overall Summary of Capital Expenditures for the Years 2023 - 2027

Chapter :      3801      Institute of Public Administration

( In JDs )

Group	Item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
		<b>Expenditures</b>						
22		<b>Use of Goods and Services</b>						
2211		Use of Goods and Services						
	510	Buildings and facilities repair and maintenance	0	240000	155000	30000	20000	20000
	512	Operating and Sustaining Expenditures	3462	80000	40000	110000	110000	110000
<b>Total</b>			<b>3462</b>	<b>320000</b>	<b>195000</b>	<b>140000</b>	<b>130000</b>	<b>130000</b>
		<b>Fixed Assets</b>						
31		<b>Non-financial Assets</b>						
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices	71898	70000	55000	120000	60000	60000
	506	Vehicles and Equipment	26000	0	0	0	0	0
<b>Total</b>			<b>97898</b>	<b>70000</b>	<b>55000</b>	<b>120000</b>	<b>60000</b>	<b>60000</b>
3113		Other Fixed Assets						
	511	Equipping and furnishing	0	0	0	40000	30000	0
<b>Total</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>40000</b>	<b>30000</b>	<b>0</b>
<b>Total of Chapter</b>			<b>101360</b>	<b>390000</b>	<b>250000</b>	<b>300000</b>	<b>220000</b>	<b>190000</b>

**Appropriations directed for females and child according to chapter : 3801 Institute of Public Administration**

( In JDs )

Description	2023	2024	2025	2026	2027
Females	440,494	531,734	650,715	669,911	678,163
Child	0	0	0	0	0
Appropriations distributed according to population index					
Females	271,960	449,790	420,180	388,220	374,590
Child	208,310	344,520	321,840	297,360	286,920
Total appropriations directed for females	712,454	981,524	1,070,895	1,058,131	1,052,753
Total appropriations directed for Child	208,310	344,520	321,840	297,360	286,920

**6101 Program Administration and Support Services****Objective of the program :**

Strengthening institutional capacities of the Institute through holding training courses and workshops for employees regarding developing their job performance and providing administrative, financial and technological support.

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

- Sustaining and developing outstanding institutional performance.
- Strengthening partnerships and develop communication and marketing channels.

**Directorates associated with the program :**

- Financial and Administrative Affairs Directorate.
- Internal Control Unit.
- Institutional Performance Development Unit.
- Directorate of Partnerships and International and Local cooperation

**Services provided by the program :**

- Providing necessary allocations for salaries and allowances.
- Ensuring allocations for operational and transformational expenditure.
- Providing financial, administrative and technological support for all human staffs working in the Institute.
- Planning and developing the human resources and ensuring the requires allocations for training courses and also providing the supportive services for the continuity of the Institute's work.
- Sustaining, operating and maintaining the Institute's building and its facilities.

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

- Holding training programmes and workshops for the employee.
- Construction of an additional new UNITAR building.
- Digital transformation of the Institute's operations.
- Establishment of new computer laboratories in the Institute.
- Establishment of an innovation laboratory equipped with the latest technology.
- Creation of a production studio.
- Increasing the production capacity of the Institute's solar power system.

**The Program's challenges :**

- Limited allocations.
- Administrative/bureaucratic procedures.
- Technical/technical challenges.

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

- Searching for external sources of financing.
- Monitoring needs, identifying priorities and conducting transfers based on priorities.

**Gender:**

Building a supportive environment for increasing women's participation in the various jobs available and organizing workshops and training courses to enhance the skills required in the various jobs aimed at empowering women and raising the representation of women in leadership positions.

**Staff working in the program :**

The program is implemented through a functional staff in 2024 estimated with ( 81 ) staff, including ( 33 ) males and ( 48 ) females .

**Appropriations directed for females and child**

(In JDs)

Description	2023	2024	2025	2026	2027
Females	299,177	330,667	404,148	449,778	456,296
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	54,796	57,810	65,800	68,150	68,150
Child	41,971	44,280	50,400	52,200	52,200
Total appropriations directed for females	353,973	388,477	469,948	517,928	524,446
Total appropriations directed for Child	41,971	44,280	50,400	52,200	52,200

**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	Average of staff satisfaction.	2020	%66	%85	%85	%85	%90	%95	%100

**6101 Program Administration and Support Services****Appropriations 6101 Program Administration and Support Services Per Activities and Projects****(In JDs)**

<b>Activities and Projects</b>		<b>Actual 2023</b>	<b>Estimated 2024</b>	<b>Re-estimated 2024</b>	<b>Estimated 2025</b>	<b>Indicative 2026      2027</b>	
<b>Current Expenditures</b>		<b>621,448</b>	<b>681,000</b>	<b>663,000</b>	<b>822,000</b>	<b>904,000</b>	<b>915,000</b>
<b>601</b>	<b>Administrative and Support Services</b>	<b>621,448</b>	<b>681,000</b>	<b>663,000</b>	<b>822,000</b>	<b>904,000</b>	<b>915,000</b>
<b>Capital Expenditures</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Program / Treasury</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Program</b>		<b>621,448</b>	<b>681,000</b>	<b>663,000</b>	<b>822,000</b>	<b>904,000</b>	<b>915,000</b>

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

Chapter : 3801 - Institute of Public Administration

(In JDs)

Program : 6101 - 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
<b>21</b>		<b>Compensations of Employees</b>						
<b>2111</b>		Salaries, Wages and Allowances						
	101	Classified Employees	485	0	0	0	0	0
	102	Unclassified Employees	67394	64000	64000	71000	72000	73000
	103	Comprehensive Contract Employees	35346	43000	42000	43000	0	0
	105	Personal Cost of Living Allowance	66971	77000	73000	77000	77000	77000
	106	Family Cost of Living Allowance	4648	7000	4000	5000	5000	5000
	110	Overtime Allowance	2144	10000	10000	15000	15000	15000
	111	Additional Allowance	83506	91000	85000	91000	92000	93000
	113	Transportation Allowance	12966	13000	13000	16000	17000	18000
	114	Transport Allowance	4960	9000	9000	10000	10000	10000
	116	Employees' Bonuses	135400	135000	135000	150000	150000	150000
	120	Contract Employees	39041	51000	50000	65000	66000	67000
	121	Fixed-term staff	0	0	0	61000	176000	182000
<b>Total</b>			<b>452861</b>	<b>500000</b>	<b>485000</b>	<b>604000</b>	<b>680000</b>	<b>690000</b>
<b>2121</b>		Social Security Contributions						
	301	Social Security	52000	58000	58000	78000	79000	80000
<b>Total</b>			<b>52000</b>	<b>58000</b>	<b>58000</b>	<b>78000</b>	<b>79000</b>	<b>80000</b>
<b>22</b>		<b>Use of Goods and Services</b>						
<b>2211</b>		Use of Goods and Services						
	202	Telecommunications Services	2709	2000	2000	2000	2000	2000
	203	Water	1973	2000	2000	2000	2000	2000
	204	Electricity	10000	15000	15000	18000	18000	18000
	205	Fuels	2515	2000	2000	3000	3000	3000
	002	Saloon vehicles	2515	2000	2000	3000	3000	3000
	206	Maintenance of Machines, furniture and accessories	2972	2000	2000	2000	2000	2000
	207	Maintenance of vehicles, equipment and accessories	1487	4000	4000	8000	8000	8000
	208	Repair and maintenance of buildings and accessories	7726	10000	7000	10000	10000	10000
	209	Stationery, Publications and Office Supplies	6969	12000	12000	14000	14000	14000
	210	Substances and raw materials (medicines, clothes, food, films, etc..)	3902	4000	4000	4000	4000	4000
	211	Cleaning services and supplies including cleaning contracts	17246	15000	15000	17000	17000	17000
	212	Insurance	1783	3000	3000	4000	4000	4000
	213	Official Travel Missions	3500	5000	5000	5000	5000	5000
	214	Goods and services expenses	50508	42000	42000	46000	51000	51000
	001	Events and hospitality	4937	5000	5000	5000	10000	10000
	008	Advertisements and subscriptions	6596	6000	6000	7000	7000	7000
	013	Services, security and guarding contracts	33038	25000	25000	25000	25000	25000
	047	Awareness and advertisement campaigns	1933	2000	2000	4000	4000	4000
	101	Computerization and Internet expenditures	884	0	0	0	0	0
	121	Administrative expenses	3120	4000	4000	5000	5000	5000
<b>Total</b>			<b>113290</b>	<b>118000</b>	<b>115000</b>	<b>135000</b>	<b>140000</b>	<b>140000</b>
<b>28</b>		<b>Other Expenditures</b>						
<b>2821</b>		Other Current Expenditures						
	302	Contributions	2517	5000	5000	5000	5000	5000
	028	End of Service Compensation	2517	5000	5000	5000	5000	5000
<b>Total</b>			<b>2517</b>	<b>5000</b>	<b>5000</b>	<b>5000</b>	<b>5000</b>	<b>5000</b>
<b>31</b>		<b>Non-financial Assets</b>						
<b>3112</b>		Devices, Machinery and Equipment						
	402	Devices, Machinery and Equipment	780	0	0	0	0	0
<b>Total</b>			<b>780</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total of Activity</b>			<b>621448</b>	<b>681000</b>	<b>663000</b>	<b>822000</b>	<b>904000</b>	<b>915000</b>
<b>Total of Program</b>			<b>621448</b>	<b>681000</b>	<b>663000</b>	<b>822000</b>	<b>904000</b>	<b>915000</b>

**6102 Program Training****Objective of the program :**

Providing training courses through holding courses for human resources development and re-enforcing the efficiency of the public sector workers and seeking to strengthen cooperation ties with the public sector as partners in the institutional development.

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

- Developing capacities and talents through the provision of training responsive to current and future actual abilities and needs.
- Preparing leaders and enabling them to lead national directions and contribute to the qualification of women and youth leaders;
- Supporting government decisions and policies through the development and provision of distinct advisory services.
- Developing and enhancing services through digital transformation and innovation.

**Directorates associated with the program :**

- Training and Capacity Building Directorate.
- Studies and Scientific Meetings Directorate.
- Government Leaderships Center

**Services provided by the program :**

- Developing and implementing specialized, approved and scientifically based programs that keep pace with scientific and administrative developments and are aimed at achieving national goals, priorities and plans.
- Providing specialized training for various levels and jobs in the public sector.
- Holding workshops, conferences, meetings, Seminars, and specialized scientific and administrative forums.
- Preparing research, studies and consultations in areas that contribute to building and enhancing capacities.
- Applying the qualification and training standards approved at the Institute to training centers and qualification in the private sector that provides training programs for the public sector.

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

- Training of public officials in diploma programmes in public administration.
- Holding specialized vocational programmes that contribute to raising the efficiency of public sector employees.
- Upgrading the capabilities of front-line service providers.
- Implementation of leadership training programmes targeting young people and women in the public sector.
- Studies to measure the impact of training and the return on training in the public sector.

**The Program's challenges :**

- Some States in the region have competed to attract training and capacity-building in public administration and to launch similar institutions.
- The enormous amount of work expected and required when the road map for modernizing the public sector in the field of training and rehabilitation is initiated to achieve the road map's objectives.
- The likelihood that the Institute's future budgets will be affected by any general budget reductions and their negative implications for the Institute.
- Weak frameworks governing Jordan's training environment in general and weak mechanisms for intellectual property protection in the areas of training and development.

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

- The development of qualitative training bags targeting the needs of the public sector.
- Internationally accredited training programmes.
- Highly competent external trainers and coordinators.
- Effective partnerships with the private sector.
- Registration of training bags developed in the Department of National Library.
- Partnerships with similar regional institutes.
- Searching for external sources of financing.

**Gender:**

Developing training programmes for women in leadership, entrepreneurship and technical skills and activating the role of training platforms that help women in different regions of the Kingdom to provide opportunity and participation in various training programmes.

**Staff working in the program :**

The program is implemented through a functional staff in 2024 estimated with ( 30 ) staff, including ( 17 ) males and ( 13 ) females .

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

Description	2023	2024	2025	2026	2027
<b>Females</b>	<b>141,317</b>	<b>201,067</b>	<b>246,567</b>	<b>220,133</b>	<b>221,867</b>
<b>Child</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Appropriations directed according to population index</b>					
<b>Females</b>	<b>217,164</b>	<b>391,980</b>	<b>354,380</b>	<b>320,070</b>	<b>306,440</b>
<b>Child</b>	<b>166,339</b>	<b>300,240</b>	<b>271,440</b>	<b>245,160</b>	<b>234,720</b>
<b>Total appropriations directed for females</b>	<b>358,481</b>	<b>593,047</b>	<b>600,947</b>	<b>540,203</b>	<b>528,307</b>
<b>Total appropriations directed for Child</b>	<b>166,339</b>	<b>300,240</b>	<b>271,440</b>	<b>245,160</b>	<b>234,720</b>

**6102 Program Training****Key Performance Indicators for Program**

Performance Measurement Indicator		Base Year	Value	Actual value	Target value	PreliminarySelf Evaluation	Target Value		
				2023	2024	2024	2025	2026	2027
1	Percentage of the number of employees whose capabilities are being built within the public career stream (public and fundamental competencies).	2023	%54	%54	%100	%40	%100	%100	%100
2	Number of internationally accredited programs.	2024	-	-	1	2	3	3	3

**Appropriations 6102 Program Training Per Activities and Projects**

(In JDs)

Activities and Projects		Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026 2027	
<b>Current Expenditures</b>		686,808	908,000	877,000	1,023,000	969,000	974,000
601	Training	686,808	908,000	877,000	1,023,000	969,000	974,000
<b>Capital Expenditures</b>		101,360	390,000	250,000	300,000	220,000	190,000
001	Training Program Administration Project	101,360	150,000	95,000	230,000	170,000	170,000
002	Rehabilitation and renovation of the Administration Institute.	0	240,000	155,000	70,000	50,000	20,000
<b>Program / Treasury</b>		101,360	390,000	250,000	300,000	220,000	190,000
<b>Total Program</b>		788,168	1,298,000	1,127,000	1,323,000	1,189,000	1,164,000

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

Chapter : 3801 - Institute of Public Administration

(In JDs)

Program : 6102 - Training								
Activity : 601 - Training								
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	41019	51000	51000	53000	54000	54000
	103	Comprehensive Contract Employees	14184	72000	65000	66000	0	0
	105	Personal Cost of Living Allowance	42129	59000	46000	53000	53000	53000
	106	Family Cost of Living Allowance	1940	4000	4000	4000	4000	4000
	110	Overtime Allowance	0	15000	15000	10000	10000	10000
	111	Additional Allowance	63750	70000	64000	76000	77000	78000
	113	Transportation Allowance	7129	10000	10000	13000	13000	13000
	114	Transport Allowance	3477	5000	5000	6000	6000	6000
	116	Employees' Bonuses	95645	90000	90000	100000	100000	100000
	120	Contract Employees	24681	41000	41000	84000	85000	86000
	121	Fixed-term staff	0	0	0	45000	46000	47000
Total			293954	417000	391000	510000	448000	451000
2121		Social Security Contributions						
	301	Social Security	32162	47000	44000	59000	60000	61000
Total			32162	47000	44000	59000	60000	61000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	201	Rents	0	20000	20000	20000	20000	20000
	202	Telecommunications Services	237	2000	2000	2000	2000	2000
	203	Water	1259	2000	2000	2000	2000	2000
	204	Electricity	26981	15000	15000	18000	19000	20000
	205	Fuels	800	2000	2000	1000	1000	1000
	002	Saloon vehicles	800	2000	2000	1000	1000	1000
	206	Maintenance of Machines, furniture and accessories	1304	3000	3000	3000	3000	3000
	208	Repair and maintenance of buildings and accessories	2992	5000	3000	2000	2000	2000
	209	Stationery, Publications and Office Supplies	5705	18000	18000	21000	21000	21000
	210	Substances and raw materials (medicines, clothes, food, films, etc..)	2307	1000	1000	1000	1000	1000
	211	Cleaning services and supplies including cleaning contracts	11951	17000	17000	18000	18000	18000
	214	Goods and services expenses	72671	70000	70000	71000	77000	77000
	001	Events and hospitality	65577	60000	60000	65000	65000	65000
	060	Conferences and lectures	0	2000	2000	1000	2000	2000
	101	Computerization and Internet expenditures	1639	0	0	0	0	0
	121	Administrative expenses	5455	8000	8000	5000	10000	10000
Total			126207	155000	153000	159000	166000	167000
28		Other Expenditures						
2821		Other Current Expenditures						
	303	Scientific scholarships and training courses	1950	14000	14000	9000	9000	9000
	305	Non-Employees' Bonuses	231695	275000	275000	286000	286000	286000
Total			233645	289000	289000	295000	295000	295000
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	402	Devices, Machinery and Equipment	840	0	0	0	0	0
Total			840	0	0	0	0	0
Total of Activity			686808	908000	877000	1023000	969000	974000
Total of Program			686808	908000	877000	1023000	969000	974000
Total of Chapter			1308256	1589000	1540000	1845000	1873000	1889000



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

Chapter : 3801 Institute of Public Administration

( In JDs )

Program 6102 Training								
Project		001 Training Program Administration 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						
	512	Operating and Sustaining Expenditures						
	015	Operating systems and software	3462	30000	0	70000	70000	70000
	036	Computerization and automation operations expenses	0	50000	40000	40000	40000	40000
		Total of Item	3462	80000	40000	110000	110000	110000
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices						
	001	Computers and accessories	27896	40000	30000	40000	20000	20000
	004	Educational devices and equipment	28881	30000	25000	40000	40000	40000
	012	Air Conditioners	3200	0	0	40000	0	0
	068	Solar cells generating the electric energy	11921	0	0	0	0	0
		Total of Item	71898	70000	55000	120000	60000	60000
	506	Vehicles and Equipment						
	001	Saloon cars	26000	0	0	0	0	0
		Total of Item	26000	0	0	0	0	0
		Total of Project / Treasury	101360	150000	95000	230000	170000	170000
Project		002 Rehabilitation and renovation of the Administration Institute.						
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	240000	155000	30000	20000	20000
		Total of Item	0	240000	155000	30000	20000	20000
31		Non-financial Assets						
3113		Other Fixed Assets						
	511	Equipping and furnishing						
	006	Furnishing and equipping the buildings and facilities	0	0	0	40000	30000	0
		Total of Item	0	0	0	40000	30000	0
		Total of Project / Treasury	0	240000	155000	70000	50000	20000
Total of Program			101360	390000	250000	300000	220000	190000
Total of Chapter			101360	390000	250000	300000	220000	190000