

## Chapter : 8176 Independent Election Commission

- Creation :** The Commission is one of the fruits of political reform in the Hashemite Kingdom of Jordan, led by His Majesty King Abdullah II Ibn Al Hussein, and expresses its response to popular demands, with the aim of ensuring that parliamentary elections are held in accordance with international standards, thereby enhancing citizens' confidence in the electoral process and its outcomes. The Commission was established as per the Independent Election Commission Law No.(11) for the year (2012) in response to the amendment to Article (67) paragraph (2) of the Constitution as an independent body with legal personality and with financial and administrative independence, and entrusted with the responsibility of administering and supervising parliamentary elections and subsequently ran a number of by-elections, supervising the elections to municipal councils and the Grand Amman Secretariat Council, which were implemented by the Government in August 2013 and in 2014, under constitutional amendments, the role and responsibilities of the Independent Electoral Commission were expanded, To include the management of municipal elections and any general elections, in addition to what the Council of Ministers mandates to administer and/or supervise any other elections at the request of the legally authorized authority to hold such elections; To ensure the highest standards of transparency, integrity and impartiality in the management of the various electoral processes elections to chambers of industry, industrial sectors, chambers of commerce and business sectors were run by the Authority for several electoral cycles.
- Also, in 2022, on the basis of constitutional amendments, the authority to consider applications for the establishment of political parties and to follow up on their affairs was given to the Independent Electoral Commission.
- Vision :** An effective democracy based on fair elections based on multiparty pluralism, underpinned by the rule of law and citizenship.
- Mission :** A comprehensive management of the electoral process and management of political parties affairs through regulatory legislations and international documents and provide distinguished services based on efficient human resources and integrated infrastructure, effective and modern technological communication means to increase the satisfaction and awareness of citizen and partners and response to their needs and perspectives, activate the role of woman and youth in the political participation.
- Legal Framework :** Independent Election Commission Law No. (11) for the year 2012 and amendments thereto and Law No.(7) for the year 2022 Political Parties Law.

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

#### First Priority :

- Modernizing and developing work procedures, administrative improvement and institutional performance sustainability.

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

- Ensuring the administrative and technical readiness of the Commission to fulfil its mandated roles and to all different directorates and organizational units.
- Following-up work within the approved procedures and use different models and measurement methods.
- Measuring performance indicators for operational programs and projects and analysing results.
- Developing operational plans and operational programs to serve the work of the Commission in general.
- Identifying the requirements of directorates and administrative units and providing support for the sustainability of institutional work to the fullest.
- Instructing employees to participate in training courses, especially specialized courses, in order to increase efficiency and follow up on various developments in their fields of specialization.

### **First Priority Outcomes :**

- Logistics equipment to sustain the Commission's work.
- Specific and approved procedures and models.
- Measuring performance and indicating delivery rates and the deviation in implementation.
- Defining the functional descriptions of all levels of the organizational and functional structure of the Commission .
- Cadre and training needs study plan in addition to Replacement and Succession Plan.
- Automation and archiving of the work of directorates and administrative units (electronic transformation).
- The presence of trained, qualified and specialized cadres.

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

- Administration and Support Services Program.
- The program for strengthening the role of parties, youth and women

### **Second Priority :**

- Electoral process and electronic connection system

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

- Preparing and adopting the executive instructions for the electoral process and publish them in the Official Gazette.
- Updating the voters' tables by place of residence as provided for by law (twice a year or as deemed appropriate by the Commission).
- Determining the plan of requirements for the electoral process and determining the balancing of the electoral process according to the procedure followed.
- Developing operational plans and programs for the electoral process according to the electoral calendar and prioritizing the stages of the electoral cycle.
- Assessment of polling stations and counting.
- Conducting an outreach, education and information plan with a timetable.
- Holding meetings, consultative sessions and dialogues to cover all partners according to the matrix of partners in the Commission's strategic plan, as well as awareness-raising programs, especially with regard to elections and parties.
- Selection and attraction of human resources working with the Commission in elections.
- Conducting the training plan for cadres according to their competence within a specific timetable, which includes the number of training materials, the number of trainers and the coordination of training.
- Updating the operating systems, servers and network in the mainframe.
- Modernizing servers and upgrading the storage systems of the electoral system and the Authority's systems and providing security and information protection systems.
- Updating electronic regulations for the management of the electoral process electronically to mimic new amendments to the Election Law, the Parties Act and executive instructions.
- Sustainability and modernization of work in the electronic connectivity system.
- Conducting evaluation and follow-up of all actions, programs and plans.
- Conducting various studies that help senior management in decision making.

## **Second Priority Outcomes :**

- Publication of operational instructions for any electoral process in the Official Gazette and preparation of procedural manuals and forms according to those processes.
- Updated voter registers disaggregated by actual place of residence in the Civil Status and Passports Department and posted on the Authority's website.
- The requirements plan for the twentieth Lower House elections based on constitutional entitlement.
- Polling and counting stations equipped for election purposes and serving all categories of voters.
- Updated mechanisms for information security and protection.
- Implementing operational plans, operational programs, awareness-raising plans, education, training plans, holding sessions, awareness-raising workshops and various meetings, coming up with recommendations and proposals, identifying different priorities for improving performance and developing work.
- Having an advanced and updated electronic environment through (servers, network, operating systems, software and systems, data security and protection, mainframe center infrastructure and alternative).

## **Second priority-related program :**

- Administration and Support Services.
- The program for strengthening the role of parties, youth and women.

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

- Raising the general awareness of political participation, empowering youth and women and facilitating the electoral process for persons with disabilities.

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

- Raising public awareness of political participation and empowering young people, women and persons with disabilities to participate in elections, parties and coordination with relevant bodies.
- Making the electoral process available to persons with disabilities in coordination with relevant partners.
- Creating an online platform for youth empowerment.
- Preparation of operational plans, policies and instructions for the electoral process and training and awareness-raising materials that take into account the integration and empowerment of women and youth.
- Preparation of studies targeting members of parties of the women's and young people's category with a view to knowing the reality, size and nature of their participation, their needs, the obstacles and problems faced by them and their vision of solving those problems and obstacles.
- Continuing with projects that serve the category of youth (I participate, imprint, camps of Hussein,...).
- Preparing and qualifying youth volunteers for inclusion in the electoral process.
- Using technology to ensure the proper participation of women, young people and persons with disabilities in the electoral process and creating mechanisms available for reporting complaints.

## **The following outcomes are expected to be achieved for the priority of gender, youth & persons with disabilities**

- Readiness of polling and counting stations in all administrative and technical aspects to be suitable for all voters and friendly for persons with disabilities and the elderly.
- Plans and policies responsive to integrate target groups according to objective and measured indicators.
- The existence of qualified volunteers for the elections.
- The existence of State-of-the-art technology ensures the proper participation of different groups in the electoral process.
- There are mechanisms available for reporting complaints and opening effective channels of communication.
- Increased participation in the electoral process for young people, women and persons with disabilities.

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

- Administration and Support Services.
- Parties, youth and woman role enhancement program.

**Priority of climate change :**

- Investing in the renewable energy and recycling.

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

- Renewable energy investment.
- Investing in recycling by agreeing with a private recycling company for the purpose of recycling spent paper to conserve the environment.
- Studying electronic transformation and use of electronic systems for correspondence and memos through electronic forms as well as electronic transformation of election-related processes.

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

- Saving financial costs through the use of solar energy and saving on the state treasury of electricity bill.
- Contributing to the reduction of the financial cost in the stationery item (according to the agreement is replaced by ready photographic paper).
- Minimizing paper use and electronic transformation through internal messaging systems especially at horizontal and vertical levels in the structure.

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

- Administration and Support Services.
- The program for strengthening the role of parties, youth and women.

**Tasks of the Ministry / Department :**

- Implementing legislation governing electoral processes.
- Enhancing confidence in electoral processes and their outcomes.
- Strengthening confidence in party work and monitoring the functioning of parties within the authority of the Commission.
- Taking advantage of international experience in the electoral process.
- Openness to all partners.
- Carrying out awareness-raising campaigns to raise public awareness among citizens.
- Consideration of applications for the establishment of political parties and following-up on their affairs.
- Financing of political parties in accordance with the provisions of the Parties Law and the political parties' financial contribution system.

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

- A modern electoral legislative system that ensures fairness, justice and electoral transparency, creates the emergence of program blocs and streams capable of legislative and regulatory performance and adheres to the principle of progressiveness in contributing to the national democratic model.
- Efficient management, providing the best services to citizens and adopting modern technology to accelerate achievement.
- Political modernization is aimed at broader popular participation in policymaking and decision-making through programmatic parties.
- Empowering women, youth and persons with disabilities to exercise their constitutional rights to elections and party participation.

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

- Political challenges in the changing electoral law and parties in the face of different social cultures.
- Accelerated technological developments and high cost of technological advances Accelerated technological developments, high cost of technology use, vulnerability to hacks and cybersecurity.
- Inequality in political upbringing and changing the stereotype not only of the electoral process but also of engaging in political participation through the formation or association of parties.
- The global economic crisis, its impact on the Jordanian economy and the Government's decisions to reduce expenditures and the overall reliance on donors for the implementation of some of the Commission's projects. The cost of the electoral process is increased as a result of the continuing impact of the successive global crises and security conditions in the region.

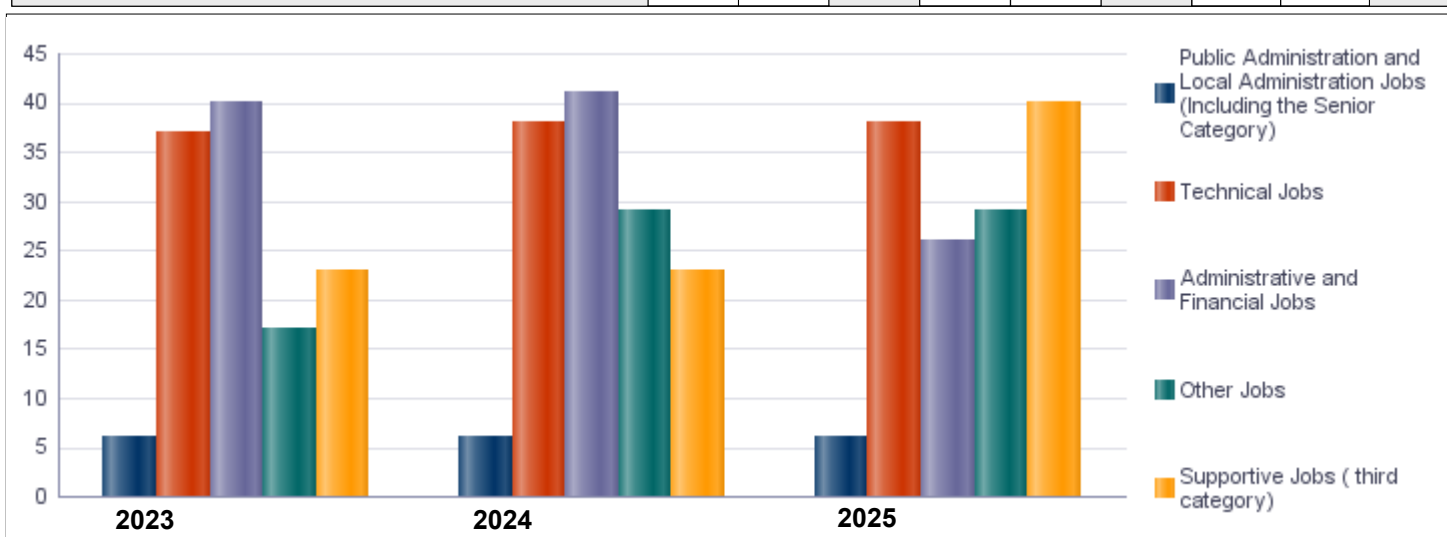
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### Strategic goals of the Ministry/ Department/ Unit and Performance Measurement Indicators

Strategic Objective	Performance Indicator	Base year	Value	Actual Value	Target Value	Preliminary Self Evaluation	Target Value		
				2023	2024	2024	2025	2026	2027
1 - Raising awareness of the importance of political participation and participation in the electoral process and party life and developing a positive electoral culture among the parties to the electoral process through constructive media policies.	1 Percentage of participation in elections and membership of political parties.	2024	%32.25	-	%50	%32.25	%50	%55	%50
2 - Enhancing the efficiency and effectiveness of the Commission at the institutional and individual levels to achieve its objectives and tasks, applying standards and best practices in its work and keeping abreast of relevant modern technological developments.	1 Number of systems and programs to automate the business.	2024	-	-	25	25	75	50	20
	2 Percentage of satisfaction of employees and partners of service recipients.	2024	-	-	%100	%80	%80	%80	%80
3 - Developing and improving the management of the electoral process at all stages and strengthening the Commission's institutional capacities.	1 Number of approved executive instructions covering all stages of the electoral process.	2024	14	-	14	14	-	-	-
	2 Number of advanced and certified studies, procedural evidence and procedures.	2024	-	-	20	20	10	-	10
4 - A party life based on citizenship, equality of Jordanians, commitment to democracy, respect for political pluralism and the rule of law.	1 Number of workshops, meetings and discussion sessions.	2024	-	-	500	500	200	500	100
	2 Number of actions relating to the formation of political parties and the follow-up of their affairs.	2024	-	-	8	8	10	10	10
5 - Promoting the role of women, youth and persons with disabilities in elections and participation in party life.	1 Number of workshops, meetings and operational programmes to enhance the role of target groups.	2024	-	-	90	90	90	90	90
	2 Number of procedures, evidence and studies on participation for youth, women and persons with disabilities.	2024	-	-	8	8	7	7	7

### 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	Higher Management Jobs	5	1	6	5	1	6	5	1	6
Technical Jobs	Technical Jobs	26	11	37	27	11	38	27	11	38
Administrative and Financial Jobs	Administrative and Financial Jobs	30	10	40	29	12	41	17	9	26
Other Jobs	Other jobs	12	5	17	22	7	29	22	7	29
Supportive Jobs ( third category)	Support Jobs	13	10	23	13	10	23	27	13	40
Total		86	37	123	96	41	137	98	41	139
Total Cost of Salaries		1330150	578785	1908935	1451701	684299	2136000	1541965	710035	2252000



### Most notable information about the Ministry/Department/Unit

No.	Description
1	The Commission is responsible for administering and supervising the parliamentary and municipal elections and governorate councils and any general elections in accordance with the applicable election law. The Commission held (4) elections, the most recent of which was the 2024 elections of the Lower House in September 2024 and administered the electoral process for the 2017 municipal and governorate council elections and the 2022 municipal councils and local administration elections.
2	Consideration of applications for the establishment of political parties and follow-up on their affairs, in addition to the provision of government support to parties in accordance with the system of financial contribution to political parties within the financial allocations for the programme to strengthen the role of parties, youth and women.
3	Supervision of the elections for chambers of industry and industrial sectors and the elections for chambers of commerce and commercial sectors of (4) elections.
4	During the electoral cycle, the Commission conducts awareness-raising campaigns, educates, meets and projects to raise the political awareness of all sectors of society to participate in political life and publicize the new election laws and parties.
5	Following up the work of projects and operational programmes within the Commission's strategic plan.
6	Upgrading the Commission's readiness to hold elections, including updating voters' registers and distributing them to constituencies by place of residence.
7	Strengthening the role of young people, women and persons with disabilities in political life in both elections and political parties.

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( In JDs )

Current Activities Appropriations According to Program								
Prog.	Activites		Actual	Estimated	Re-estimated	Estimated	Indicative	Indicative
			2023	2024	2024	2025	2026	2027
9391	601	Administrative and Support Services	2365605	2437000	2401000	2603000	2603000	2626000
		Total of Program	2365605	2437000	2401000	2603000	2603000	2626000
9393	601	Promote the role of parties, youth and woman	752199	1964000	1671000	1981000	2010000	2017000
		Total of Program	752199	1964000	1671000	1981000	2010000	2017000
		Total	3117804	4401000	4072000	4584000	4613000	4643000

Capital Projects Appropriations According to Program								
Prog.	Projects		Actual	Estimated	Re-estimated	Estimated	Indicative	Indicative
			2023	2024	2024	2025	2026	2027
9391	001	Institutional capacity-building	251310	500000	400000	400000	400000	400000
		Total of Program	251310	500000	400000	400000	400000	400000
		Total	251310	500000	400000	400000	400000	400000



## Overall Summary of Expenditures for Chapter 8176- Independent Election Commission 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	3,117,804	4,401,000	4,072,000	4,584,000	512,000	4,613,000	4,643,000
Capital Expenditure	251,310	500,000	400,000	400,000	0	400,000	400,000
Total current and capital expenditure	3,369,114	4,901,000	4,472,000	4,984,000	512,000	5,013,000	5,043,000

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

#### Current expenditure :

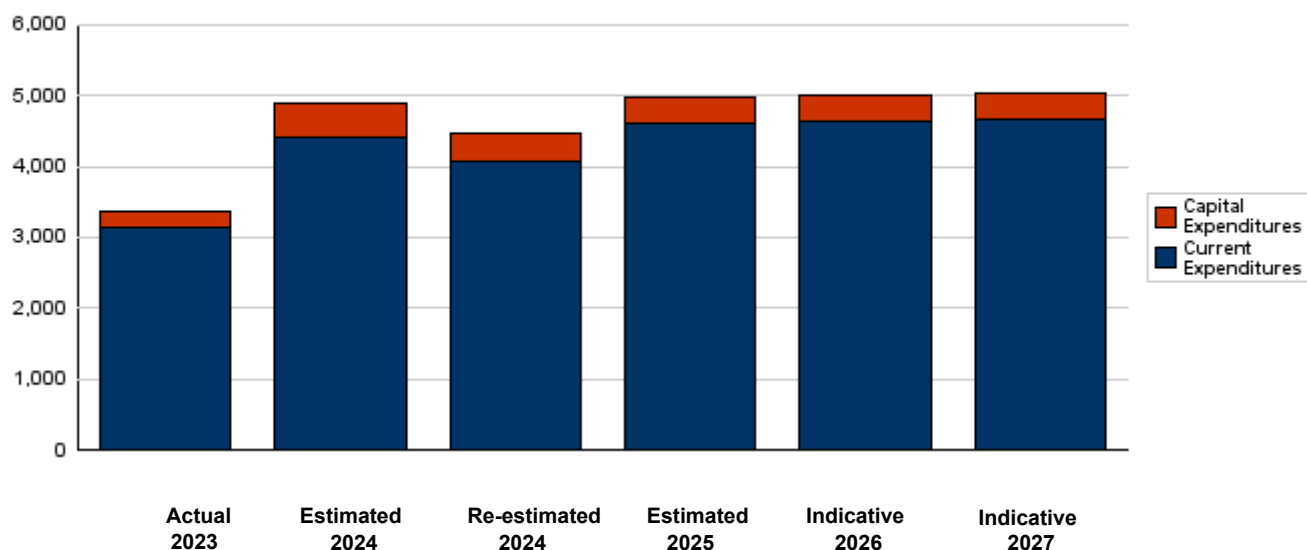
- Increase in the compensations of employees group by (242) thousand JDs to cover the natural increase in salaries, wages, allowances and the cost of recruitment for vacancies.
- Operational expenditure group increased by (54) thousand JDs, concentrated in a number of items most notably expenses of goods and services, rents and maintenance of machinery, furniture and supplies and maintenance of vehicles.
- Increase in other expenditures in the amount of (216) thousand JDs. The result is an increase in parties support in the amount of (250) thousand JDs and decrease in the items of scientific missions and training courses and non-employees bonuses in the amount of (34) thousand JDs.

#### Capital expenditure :

- Capital expenditure allocations were not increased.

( Thousands of JDs )

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



## Budget Summary

### Chapter : 8176 Independent Election Commission

(In JDs)

Description		Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
<b>Revenues</b>							
1331	Government Subsidy (Current)	4058000	4401000	4072000	4584000	4613000	4643000
1332	Government Subsidy (Capital)	270000	500000	400000	400000	400000	400000
145	Miscellaneous Revenues	3657	0	0	0	0	0
<b>Total Revenues</b>		<b>4331657</b>	<b>4901000</b>	<b>4472000</b>	<b>4984000</b>	<b>5013000</b>	<b>5043000</b>
<b>Expenditures</b>							
<b>A - Current Expenditures</b>							
211	Salaries, Wages and Allowances	1725838	1933000	1822000	2037000	2062000	2088000
212	Social Security Contributions	183097	203000	188000	215000	218000	221000
221	Use of Goods and Services	529521	525000	522000	576000	577000	578000
252	Subsidies to nonfinancial private institutions	578233	1600000	1400000	1650000	1650000	1650000
282	Other Miscellaneous Expenditures	92783	140000	140000	106000	106000	106000
311	Fixed Assets	8332	0	0	0	0	0
<b>Total Current Expenditures</b>		<b>3117804</b>	<b>4401000</b>	<b>4072000</b>	<b>4584000</b>	<b>4613000</b>	<b>4643000</b>
<b>B - Capital Expenditures</b>							
202002	Capital - Government Subsidy	251310	500000	400000	400000	400000	400000
<b>Total Capital Expenditures</b>		<b>251310</b>	<b>500000</b>	<b>400000</b>	<b>400000</b>	<b>400000</b>	<b>400000</b>
<b>Total Expenditures</b>		<b>3369114</b>	<b>4901000</b>	<b>4472000</b>	<b>4984000</b>	<b>5013000</b>	<b>5043000</b>
<b>Deficit \ Surplus before Financing</b>		<b>962543</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>FINANCING BUDGET</b>							
<b>A - Uses</b>							
5114002	Transferring unspent government subsidy to the Treasury	491567	0	1023000	0	0	0
5119007	Reserves for Liabilities Repayment	1023000	0	0	0	0	0
<b>Total Uses</b>		<b>1514567</b>	<b>0</b>	<b>1023000</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>B - Sources</b>							
4113001	Budget Surplus before financing	962543	0	0	0	0	0
4119004	Usage of reserves for liabilities repayment	552024	0	1023000	0	0	0
<b>Total Sources</b>		<b>1514567</b>	<b>0</b>	<b>1023000</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Deficit \ Surplus after Financing</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

# Revenues

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(In JDs )

Group No.	Item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
1331		Government Subsidy (Current)						
	001	Ministry of Finance						
	000	Ministry of Finance	4058000	4401000	4072000	4584000	4613000	4643000
		Total of Item	4058000	4401000	4072000	4584000	4613000	4643000
		Total	4058000	4401000	4072000	4584000	4613000	4643000
1332		Government Subsidy (Capital)						
	001	Ministry of Finance						
	000	Ministry of Finance	270000	500000	400000	400000	400000	400000
		Total of Item	270000	500000	400000	400000	400000	400000
		Total	270000	500000	400000	400000	400000	400000
1451		Miscellaneous Revenues						
	999	Other Revenues						
	000	Other Revenues	3657	0	0	0	0	0
		Total of Item	3657	0	0	0	0	0
		Total	3657	0	0	0	0	0
		Total Revenues	4331657	4901000	4472000	4984000	5013000	5043000

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

Chapter : 8176 Independent Election Commission

( In JDs )

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>		<b>Salaries, Wages and Allowances</b>						
	102	Unclassified Employees	154188	163000	156000	169000	171000	173000
	103	Comprehensive Contract Employees	703738	792000	720000	774000	0	0
	105	Personal Cost of Living Allowance	124521	142000	128000	136000	136000	136000
	106	Family Cost of Living Allowance	18077	22000	22000	23000	23000	23000
	110	Overtime Allowance	0	20000	20000	20000	20000	20000
	111	Additional Allowance	364676	367000	356000	372000	377000	382000
	113	Transportation Allowance	33981	34000	34000	36000	37000	38000
	114	Transport Allowance	12238	20000	20000	21000	21000	21000
	116	Employees' Bonuses	284879	330000	330000	375000	375000	375000
	120	Contract Employees	29540	43000	36000	37000	38000	39000
	121	Fixed-term staff	0	0	0	74000	864000	881000
<b>Total</b>			<b>1725838</b>	<b>1933000</b>	<b>1822000</b>	<b>2037000</b>	<b>2062000</b>	<b>2088000</b>
<b>2121</b>		<b>Social Security Contributions</b>						
	301	Social Security	183097	203000	188000	215000	218000	221000
<b>Total</b>			<b>183097</b>	<b>203000</b>	<b>188000</b>	<b>215000</b>	<b>218000</b>	<b>221000</b>
<b>22</b>		<b>Use of Goods and Services</b>						
<b>2211</b>		<b>Use of Goods and Services</b>						
	201	Rents	78950	77000	77000	78000	78000	78000
	202	Telecommunications Services	15994	15000	15000	15000	15000	15000
	203	Water	9014	8000	8000	8000	8000	8000
	204	Electricity	30000	40000	40000	40000	40000	40000
	205	Fuels	60000	70000	70000	75000	76000	77000
	206	Maintenance of Machines, furniture and acces	34378	40000	40000	50000	50000	50000
	207	Maintenance of vehicles, equipment and acces	14987	15000	15000	25000	25000	25000
	208	Repair and maintenance of buildings and acce	7998	5000	5000	10000	10000	10000
	209	Stationery,Publications and Office Supplies	14613	25000	25000	25000	25000	25000
	210	Substances and raw materials (medicines, clo	0	5000	5000	5000	5000	5000
	211	Cleaning services and supplies including clea	62052	65000	65000	65000	65000	65000
	212	Insurance	4790	10000	10000	10000	10000	10000
	213	Official Travel Missions	7295	10000	7000	10000	10000	10000
	214	Goods and services expenses	189450	140000	140000	160000	160000	160000
<b>Total</b>			<b>529521</b>	<b>525000</b>	<b>522000</b>	<b>576000</b>	<b>577000</b>	<b>578000</b>
<b>25</b>		<b>Subsidies</b>						
<b>2521</b>		<b>Subsidies to Private Corporations</b>						
	315	Subsidies to non-financial private corporation	578233	1600000	1400000	1650000	1650000	1650000
<b>Total</b>			<b>578233</b>	<b>1600000</b>	<b>1400000</b>	<b>1650000</b>	<b>1650000</b>	<b>1650000</b>
<b>28</b>		<b>Other Expenditures</b>						
<b>2821</b>		<b>Other Current Expenditures</b>						
	303	Scientific scholarships and training courses	2955	15000	15000	10000	10000	10000
	305	Non-Employees' Bonuses	89828	125000	125000	96000	96000	96000
<b>Total</b>			<b>92783</b>	<b>140000</b>	<b>140000</b>	<b>106000</b>	<b>106000</b>	<b>106000</b>
<b>31</b>		<b>Non-financial Assets</b>						
<b>3112</b>		<b>Devices, Machinery and Equipment</b>						
	402	Devices, Machinery and Equipment	8332	0	0	0	0	0
<b>Total</b>			<b>8332</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total of Chapter</b>			<b>3117804</b>	<b>4401000</b>	<b>4072000</b>	<b>4584000</b>	<b>4613000</b>	<b>4643000</b>

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

Chapter : 8176 Independent Election Commission

( 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		<b>Use of Goods and Services</b>						
	512	Operating and Sustaining Expenditures	31310	485000	385000	155000	385000	385000
<b>Total</b>			<b>31310</b>	<b>485000</b>	<b>385000</b>	<b>155000</b>	<b>385000</b>	<b>385000</b>
		<b>Fixed Assets</b>						
31		<b>Non-financial Assets</b>						
3112		<b>Devices, Machinery and Equipment</b>						
	505	Equipment, Machines and Devices	0	15000	15000	15000	15000	15000
	506	Vehicles and Equipment	220000	0	0	230000	0	0
<b>Total</b>			<b>220000</b>	<b>15000</b>	<b>15000</b>	<b>245000</b>	<b>15000</b>	<b>15000</b>
<b>Total of Chapter</b>			<b>251310</b>	<b>500000</b>	<b>400000</b>	<b>400000</b>	<b>400000</b>	<b>400000</b>

**Appropriations directed for females and child according to chapter : 8176 Independent Election Commission**

( In JDs )

Description	2023	2024	2025	2026	2027
Females	578,785	684,299	710,035	724,252	733,988
Child	0	0	0	0	0
Appropriations distributed according to population index					
Females	686,284	1,299,550	1,284,040	1,284,510	1,284,980
Child	525,664	995,400	983,520	983,880	984,240
Total appropriations directed for females	1,265,069	1,983,849	1,994,075	2,008,762	2,018,968
Total appropriations directed for Child	525,664	995,400	983,520	983,880	984,240

## **9391 Program Administration and Support Services**

### **Objective of the program :**

- Adopting a participatory approach to decision-making, leadership and task forces from all directorates and administrative units.
- Providing a flexible organizational structure for the Commission and an organizational climate that promotes learning and opportunities for improvement.
- Developing the skills and expertise required in the field of employment and adapting them to the requirements of work and conforming scientific qualifications to job descriptions and occupancy requirements.
- The existence of modern technological infrastructure, applications and electronic systems that are effectively used to perform functions to complete the work of directorates and administrative units within the Authority.
- Increased collaboration and openness with political partners and institutions to achieve delivery ratios of operational projects and programmes according to performance measurement indicators.
- Raising awareness of political participation and increasing confidence in the electoral process and party action through awareness-raising and education campaigns according to plans developed before, after and during the holding of elections.
- Developing the capacities of personnel and human resources in the field of elections and monitoring parties' affairs while preserving institutional memory and developing the replacement and succession plan.
- Upgrading of specialized functional capacities in various departments and administrative units, particularly technical ones.
- Development and updating of regulations and databases on the electoral process.
- Developing and sustaining institutional performance and development in order to serve legislative amendments and the Authority's commitment to their work.
- 4. Developing and updating the regulations and databases of the electoral process and automating the business.
- 5. Development and sustainability of institutional performance.

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

- Raising awareness of the importance of political participation, participation in the electoral process, party life and the development of a positive electoral culture among the parties to the electoral process through constructive media policies;
- Enhancing the efficiency and effectiveness of the Commission at the institutional and individual levels in order to achieve its objectives and tasks, applying standards and best practices in its work and keeping abreast of relevant modern technological developments.
- Developing and improving the management of the electoral process at all stages and strengthening the Commission's institutional capacities.

### **Directorates associated with the program :**

- Financial Affairs Directorate
- Electoral Processes Directorate
- Media, Communication and Awareness Directorate
- Information Systems Directorate
- Institutional Development Unit
- Legal Affairs Unit
- Internal Control Unit
- Administrative Affairs and HR Directorate

### **Services provided by the program :**

- Development of mechanisms and procedures to enhance the staff's efficiency through training courses, programmes and workshops.
- Developing the organizational structure to be a flexible structure that serves adjustments and reflects strategic objectives.
- Follow-up on electronic developments and hold various courses that help to automate the business.
- A high-level awareness-raising, education and coordination plan between the Authority, relevant institutions and partners.
- Systems and databases that serve the Commission in all its administrative work, as well as electronic electoral management systems, an updated and upgraded website that includes a range of additional services provided by the Authority related to the electoral institute, the platform of parties, the empowerment of youth, the empowerment of women, persons with disabilities and others, and various social media sites that are followed up first.
- Preparation of procedural manuals and programmes aimed at developing and enhancing institutional performance.
- Statistics, reports and studies on employment, both in the electoral process and in general.

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

- A fair electoral process at all levels.
- Executive instructions adopted in accordance with the Election Law and the type of elections.
- Operational programmes and projects associated with performance indicators with results analysis and identification of deviations.
- A training and development plan for employees in order to achieve the objectives of the Authority, specifying the target groups, the quality of programmes, workshops and the target number, in addition to the time distribution, especially in the case of an electoral event, performance and evaluation indicators, etc., and linking it to the replacement and succession plan.
- A flexible organizational structure that reflects strategic objectives, including projects and operational programmes.
- Updated systems and databases that reflect all the requirements of directorates and administrative units.
- Procedural and indicative manuals and approved models through which directorates and administrative units operate according to quality management systems.

### **The Program's challenges :**

- Holding elections at times outside their legal entitlement.
- Delay in the preparation of executive instructions in accordance with the law in terms of the change or amendment of the electoral law.
- Postponing work on certain operational projects or programmes and developing new projects and programmes, especially in the event of an electoral event, and thus inability to comply with performance indicators according to the projects' time distribution.
- Accelerated upgrading of technology both at the level of databases and software used and at the level of equipment in the mainframe and alternative as well as data protection and cybersecurity mechanisms.

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

- Ensuring continuous coordination between the Commission and partners, including relevant government agencies.

**9391 Program Administration and Support Services**

- Working to facilitate internal communication between different directorates and administrative units and increase their continuous coordination away from the bureaucracy of work.
- Keeping abreast of modern technological updates and increase workers' efficiency.

**Gender:**

- Cultural and social barriers: social traditions and cultural expectations hinder women's participation in the electoral process and the activities of political parties, especially in rural areas.
- Lack of support and funding: Women have difficulty obtaining the necessary financial support to run election campaigns, thereby limiting their chances of effectively running and competing.
- Limited political awareness: lack of educational programmes targeting women about their electoral and political rights that reduce their participation in elections, whether as candidates or voters.
- Exposure to electoral violence: some women suffer harassment during their participation in electoral campaigns or during their work in the electoral process, thereby discouraging them from participating or continuing.
- Lack of trained women's cadres: more qualified and trained women are needed to work in the areas of electoral management, with some departments experiencing a shortage of specialized women cadres.
- Poor media representation: media coverage of women's role in elections is often limited and insufficient to highlight the importance of their participation and challenges, affecting community support for them.

**Staff working in the program :**

The program is implemented through a functional staff in 2024 estimated with ( 127 ) staff, including ( 91 ) males and ( 36 ) females .

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

Description	2023	2024	2025	2026	2027
Females	491,802	502,299	544,535	544,252	550,488
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	414,515	547,550	508,540	509,010	509,480
Child	317,501	419,400	389,520	389,880	390,240
Total appropriations directed for females	906,317	1,049,849	1,053,075	1,053,262	1,059,968
Total appropriations directed for Child	317,501	419,400	389,520	389,880	390,240

**Key Performance indicators for Program**

Performance Measurement Indicator		Base Year	Value	Actual value 2023	Target value 2024	Preliminary Self Evaluation 2024	Target Value		
							2025	2026	2027
1	Number of workshops, meetings and awareness sessions.	2024	-	-	300	200	300	150	300
2	Number of systems and programs for business automation.	2024	-	-	25	25	75	50	20
3	Number of approved executive instructions covering all stages of the electoral process.	2024	14	-	14	14	-	-	-
4	Number of developed and approved studies, procedural manuals and procedures.	2024	-	-	20	20	10	-	10

**Appropriations 9391 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	
<b>Current Expenditures</b>		2,365,605	2,437,000	2,401,000	2,603,000	2,603,000	2,626,000
601	Administrative and Support Services	2,365,605	2,437,000	2,401,000	2,603,000	2,603,000	2,626,000
<b>Capital Expenditures</b>		251,310	500,000	400,000	400,000	400,000	400,000
001	Institutional capacity-building	251,310	500,000	400,000	400,000	400,000	400,000
<b>Program</b>		251,310	500,000	400,000	400,000	400,000	400,000
<b>Total Program</b>		2,616,915	2,937,000	2,801,000	3,003,000	3,003,000	3,026,000



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

Chapter : 8176 - Independent Election Commission

(In JDs)

Program : 9391 - 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						
	<b>102</b>	Unclassified Employees	137188	144000	144000	147000	149000	151000
	<b>103</b>	Comprehensive Contract Employees	653738	693000	667000	720000	0	0
	<b>105</b>	Personal Cost of Living Allowance	110521	123000	119000	121000	121000	121000
	<b>106</b>	Family Cost of Living Allowance	16077	19000	19000	19000	19000	19000
	<b>110</b>	Overtime Allowance	0	14000	14000	14000	14000	14000
	<b>111</b>	Additional Allowance	324676	326000	326000	333000	338000	343000
	<b>113</b>	Transportation Allowance	29981	24000	24000	25000	25000	25000
	<b>114</b>	Transport Allowance	9238	11000	11000	12000	12000	12000
	<b>116</b>	Employees' Bonuses	259879	230000	230000	275000	275000	275000
	<b>120</b>	Contract Employees	24540	35000	32000	33000	34000	35000
	<b>121</b>	Fixed-term staff	0	0	0	47000	756000	768000
		<b>Total</b>	<b>1565838</b>	<b>1619000</b>	<b>1586000</b>	<b>1746000</b>	<b>1743000</b>	<b>1763000</b>
<b>2121</b>		Social Security Contributions						
	<b>301</b>	Social Security	169131	153000	153000	175000	177000	179000
		<b>Total</b>	<b>169131</b>	<b>153000</b>	<b>153000</b>	<b>175000</b>	<b>177000</b>	<b>179000</b>
<b>22</b>		<b>Use of Goods and Services</b>						
<b>2211</b>		Use of Goods and Services						
	<b>201</b>	Rents	78950	77000	77000	78000	78000	78000
	<b>202</b>	Telecommunications Services	15994	15000	15000	15000	15000	15000
	<b>203</b>	Water	9014	8000	8000	8000	8000	8000
	<b>204</b>	Electricity	30000	40000	40000	40000	40000	40000
	<b>205</b>	Fuels	60000	70000	70000	75000	76000	77000
	001	Heating	15000	15000	15000	15000	15000	15000
	002	Saloon vehicles	45000	55000	55000	60000	61000	62000
	<b>206</b>	Maintenance of Machines, furniture and accessories	34378	40000	40000	50000	50000	50000
	<b>207</b>	Maintenance of vehicles, equipment and accessories	14987	15000	15000	25000	25000	25000
	<b>208</b>	Repair and maintenance of buildings and accessories	7998	5000	5000	10000	10000	10000
	<b>209</b>	Stationery, Publications and Office Supplies	14613	25000	25000	25000	25000	25000
	<b>210</b>	Substances and raw materials (medicines, clothes, food, films, etc..)	0	5000	5000	5000	5000	5000
	<b>211</b>	Cleaning services and supplies including cleaning contracts	62052	65000	65000	65000	65000	65000
	<b>212</b>	Insurance	4790	10000	10000	10000	10000	10000
	<b>213</b>	Official Travel Missions	7295	10000	7000	10000	10000	10000
	<b>214</b>	Goods and services expenses	189450	140000	140000	160000	160000	160000
	001	Events and hospitality	0	0	0	40000	40000	40000
	013	Services, security and guarding contracts	37000	40000	40000	45000	45000	45000
	047	Awareness and advertisement campaigns	15572	10000	10000	10000	10000	10000
	082	Subscriptions	17000	20000	20000	25000	25000	25000
	101	Computerization and Internet expenditures	8496	0	0	0	0	0
	121	Administrative expenses	111382	70000	70000	40000	40000	40000
		<b>Total</b>	<b>529521</b>	<b>525000</b>	<b>522000</b>	<b>576000</b>	<b>577000</b>	<b>578000</b>
<b>28</b>		<b>Other Expenditures</b>						
<b>2821</b>		Other Current Expenditures						
	<b>303</b>	Scientific scholarships and training courses	2955	15000	15000	10000	10000	10000
	<b>305</b>	Non-Employees' Bonuses	89828	125000	125000	96000	96000	96000
		<b>Total</b>	<b>92783</b>	<b>140000</b>	<b>140000</b>	<b>106000</b>	<b>106000</b>	<b>106000</b>
<b>31</b>		<b>Non-financial Assets</b>						
<b>3112</b>		Devices, Machinery and Equipment						
	<b>402</b>	Devices, Machinery and Equipment	8332	0	0	0	0	0
		<b>Total</b>	<b>8332</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Total of Activity</b>	<b>2365605</b>	<b>2437000</b>	<b>2401000</b>	<b>2603000</b>	<b>2603000</b>	<b>2626000</b>
		<b>Total of Program</b>	<b>2365605</b>	<b>2437000</b>	<b>2401000</b>	<b>2603000</b>	<b>2603000</b>	<b>2626000</b>

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

Chapter : 8176 Independent Election Commission

(In JDs)

Program : 9391 Administration and Support Services

Project : 001 Institutional capacity-building

Fund Source : 202002 Capital - Government Subsidy

Group	Item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
<b>22</b>		<b>Use of Goods and Services</b>						
<b>2211</b>		Use of Goods and Services						
	<b>512</b>	Operating and Sustaining Expenditures						
	<b>008</b>	Qualification and training expenses	0	385000	300000	70000	300000	300000
	<b>015</b>	Operating systems and software	31310	100000	85000	85000	85000	85000
		<b>Total of Item</b>	<b>31310</b>	<b>485000</b>	<b>385000</b>	<b>155000</b>	<b>385000</b>	<b>385000</b>
<b>31</b>		<b>Non-financial Assets</b>						
<b>3112</b>		Devices, Machinery and Equipment						
	<b>505</b>	Equipment, Machines and Devices						
	<b>001</b>	Computers and accessories	0	15000	15000	15000	15000	15000
		<b>Total of Item</b>	<b>0</b>	<b>15000</b>	<b>15000</b>	<b>15000</b>	<b>15000</b>	<b>15000</b>
	<b>506</b>	Vehicles and Equipment						
	<b>001</b>	Saloon cars	220000	0	0	230000	0	0
		<b>Total of Item</b>	<b>220000</b>	<b>0</b>	<b>0</b>	<b>230000</b>	<b>0</b>	<b>0</b>
		<b>Total of Project</b>	<b>251310</b>	<b>500000</b>	<b>400000</b>	<b>400000</b>	<b>400000</b>	<b>400000</b>
		<b>Total of Program</b>	<b>251310</b>	<b>500000</b>	<b>400000</b>	<b>400000</b>	<b>400000</b>	<b>400000</b>

**9393 Program Strengthening the role of parties, youth and women****Objective of the program :**

- Raising public awareness in political participation (citizens, women, youth, party cadres).
- Supporting political parties according to the financial contribution system.
- Preparation of plans, policies and operational instructions for the electoral process and training and awareness-raising materials that take into account the inclusion and empowerment of women, youth and persons with disabilities in party work.
- Following up the political parties' affairs, consider requests for the establishment of parties and following up the implementation of legislation and the obligation to enforce it by parties.
- Archiving all documents concerning political parties and obtaining a unified database of political parties.
- Following up the election campaigns of the political parties.
- Building the capacities of political parties and providing them with the necessary knowledge and skills.

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

- A party life based on citizenship, equality of Jordanians, commitment to democracy and respect for political pluralism and the rule of law.
- Promoting the role of women, youth and persons with disabilities in elections and participation in party life.

**Directorates associated with the program :**

- Political Parties Unit

**Services provided by the program :**

- Specialized training programmes (building of political parties' organizational structures, communication and communication, preparation and management of electoral campaigns, management of dialogue and speech building...).
- Maintaining communication with political parties through programmed meetings.
- Financial support to political parties.
- The platform of political parties on the Commission's website.
- Statistics, reports and studies on political parties or in general.
- Study and adopt basic regulations for political parties.
- Archiving documents and data on political parties.

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

- Raising public awareness in political participation.
- Reports of the final accounts after the end of the electoral process submitted by the parties for the purpose of financial disclosure of their electoral campaigns;
- The platform of political parties is continuously updated on the website.
- The set of manuals and models approved at work and in accordance with the requirements of the quality management system.
- Documents, archived data, an updated party database and periodic statistical data available to all.
- The annual budget provided by political parties, which determines their articles and expenditures and is linked to the parties' financial financing requirements.

**The Program's challenges :**

- Limited representation in political parties: Women's representation remains weak within party structures, with many parties lacking women in leadership positions or decision-making positions.
- Lack of supportive party strategies: many parties lack clear strategies to support and empower women within the party, making their participation ineffective or symbolic.

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

- Enhancing women's representation in parties through:
  - Encouraging parties to allocate a certain proportion of leadership positions to women.
  - Incentives for parties committed to women's inclusion in decision-making positions.
  - Organizing workshops to strengthen the capacities of women party leaders and training them in strategic planning and campaign management.
- Encouraging parties to adopt strategies to support women by:
  - Calling on parties to develop specific plans for women's empowerment and support in leadership positions.
  - Regularly assessing parties' performance in terms of support for women and issuing transparent reports highlighting progress.

**Staff working in the program :**

The program is implemented through a functional staff in 2024 estimated with ( 10 ) staff, including ( 5 ) males and ( 5 ) females .

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

Description	2023	2024	2025	2026	2027
Females	86,983	182,000	165,500	180,000	183,500
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	271,770	752,000	775,500	775,500	775,500
Child	208,164	576,000	594,000	594,000	594,000
Total appropriations directed for females	358,753	934,000	941,000	955,500	959,000
Total appropriations directed for Child	208,164	576,000	594,000	594,000	594,000

**9393 Program Strengthening the role of parties, youth and women****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	Number of workshops, meetings and dialogue sessions.	2024	-	-	500	500	200	500	100
2	Number of actions relating to the formation of political parties and the follow-up of their affairs.	2024	-	-	8	8	10	10	10
3	Number of workshops, meetings and executive programs to enhance the role of youth, women and persons with disabilities.	2024	-	-	90	90	90	90	90
4	Number of procedures, guides and studies on participation for youth, women and persons with disabilities.	2024	-	-	8	8	7	7	7

**Appropriations 9393 Program Strengthening the role of parties, youth and women 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>		752,199	1,964,000	1,671,000	1,981,000	2,010,000	2,017,000
601	Promote the role of parties, youth and woman	752,199	1,964,000	1,671,000	1,981,000	2,010,000	2,017,000
<b>Capital Expenditures</b>		0	0	0	0	0	0
<b>Program</b>		0	0	0	0	0	0
<b>Total Program</b>		752,199	1,964,000	1,671,000	1,981,000	2,010,000	2,017,000

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

Chapter : 8176 - Independent Election Commission

(In JDs)

Program : 9393 - Strengthening the role of parties, youth and women								
Activity : 601 - Promote the role of parties, youth and woman								
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						
	<b>102</b>	Unclassified Employees	17000	19000	12000	22000	22000	22000
	<b>103</b>	Comprehensive Contract Employees	50000	99000	53000	54000	0	0
	<b>105</b>	Personal Cost of Living Allowance	14000	19000	9000	15000	15000	15000
	<b>106</b>	Family Cost of Living Allowance	2000	3000	3000	4000	4000	4000
	<b>110</b>	Overtime Allowance	0	6000	6000	6000	6000	6000
	<b>111</b>	Additional Allowance	40000	41000	30000	39000	39000	39000
	<b>113</b>	Transportation Allowance	4000	10000	10000	11000	12000	13000
	<b>114</b>	Transport Allowance	3000	9000	9000	9000	9000	9000
	<b>116</b>	Employees' Bonuses	25000	100000	100000	100000	100000	100000
	<b>120</b>	Contract Employees	5000	8000	4000	4000	4000	4000
	<b>121</b>	Fixed-term staff	0	0	0	27000	108000	113000
<b>Total</b>			<b>160000</b>	<b>314000</b>	<b>236000</b>	<b>291000</b>	<b>319000</b>	<b>325000</b>
<b>2121</b>		Social Security Contributions						
	<b>301</b>	Social Security	13966	50000	35000	40000	41000	42000
<b>Total</b>			<b>13966</b>	<b>50000</b>	<b>35000</b>	<b>40000</b>	<b>41000</b>	<b>42000</b>
<b>25</b>		<b>Subsidies</b>						
<b>2521</b>		Subsidies to Private Corporations						
	<b>315</b>	Subsidies to non-financial private corporations	578233	1600000	1400000	1650000	1650000	1650000
	<b>001</b>	Parties subsidy	578233	1600000	1400000	1650000	1650000	1650000
<b>Total</b>			<b>578233</b>	<b>1600000</b>	<b>1400000</b>	<b>1650000</b>	<b>1650000</b>	<b>1650000</b>
<b>Total of Activity</b>			<b>752199</b>	<b>1964000</b>	<b>1671000</b>	<b>1981000</b>	<b>2010000</b>	<b>2017000</b>
<b>Total of Program</b>			<b>752199</b>	<b>1964000</b>	<b>1671000</b>	<b>1981000</b>	<b>2010000</b>	<b>2017000</b>
<b>Total of Chapter</b>			<b>3117804</b>	<b>4401000</b>	<b>4072000</b>	<b>4584000</b>	<b>4613000</b>	<b>4643000</b>