

## 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 :** 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 2026 - 2028 :

#### 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 employed males and females.
- Increasing the number of male/ female workers with disabilities.
- Increasing the number of vocational and career counselling sessions.
- Increasing 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.
- Implementing inspection campaigns on all articles of the law related to regulating the labor market and employing non-Jordanian workers legally.
- Conducting inspection visits to ensure the application of Jordanian labor law 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 strengthening the follow-up and evaluation system.

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

- Developing and updating the National Labour Market Information System.
- Working on conducting a study to evaluate the impact of employment office services.
- Institutionalizing Better Business Project activities.
- Developing the electronic inspection system and developing the complaints system.

**Third Priority Outcomes :**

- Establishing a comprehensive labour market information system.
- Increasing the number of impact assessment studies and reviewing legislation.
- Increasing the proportion of complaints resolved.
- Promoting a decent work environment in factories benefiting from the Better Work Project.

**Third priority-related program :**

- Administration and Support Services
- Regulation of the labour market.

**Fourth Priority :**

- Automation of services, operations and electronic transformation.

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

- Updating the electronic follow-up and evaluation system.
- Developing electronic permit system.
- Developing electronic inspection system.
- Developing a complaints system.
- Preparing and updating the Ministry's service cards.
- Identifying the services that can be automated and preparing an electronic service delivery plan.

**Fourth Priority Outcomes :**

- Developing the follow-up and evaluation system.
- Increasing the number of services automated.

**Fourth priority-related program :**

- Administration and Support Services.

**Fifth 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 2025.
- Starting implementing the executive plan for the gender inclusion policy (for both sexes).

**Fifth Priority Outcomes :**

- Increasing staff satisfaction (male/female) percentage.
- Raising the quality of services provided to males and females equally.
- Improving the work environment in the Ministry in a way that takes into account gender standards (for both sexes).

**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 sector.

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

- Holding meetings with conflicting parties at all stages and conducting 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.
- Administration and Support Services.
- Training and Employment.

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

- Empowering women economically and empowering persons with disabilities.
- Developing employment services, career guidance, job creation, entrepreneurship, and self-employment.
- Promoting social protection.
- Changing the culture of work and promoting the productivity of the Jordanian worker.
- Improving working conditions and outcomes in cooperation with all relevant partners.

**Key procedures to achieve the priority of the needs of both genders, 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.
- Employing and monitoring job seekers of both sexes in production 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 outcomes in cooperation with all partners.

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

- 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 male/female workers with disabilities.
- Increasing the number of vocational and career counselling sessions.
- Increasing the number of women from remote areas enrolled in productive branch programs.

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

- Training and operation
- Administration and Support Services
- Organizing the labour market
- Decent work environment.

**Priority of climate change :**

- Promoting work in the green professions.

**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 job opportunities.

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

- Increasing the number of job opportunities in the green professions .

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

- Administration and Support Services
- Organizing 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.

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

- 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.

**The most important issues and challenges facing 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.
- 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.

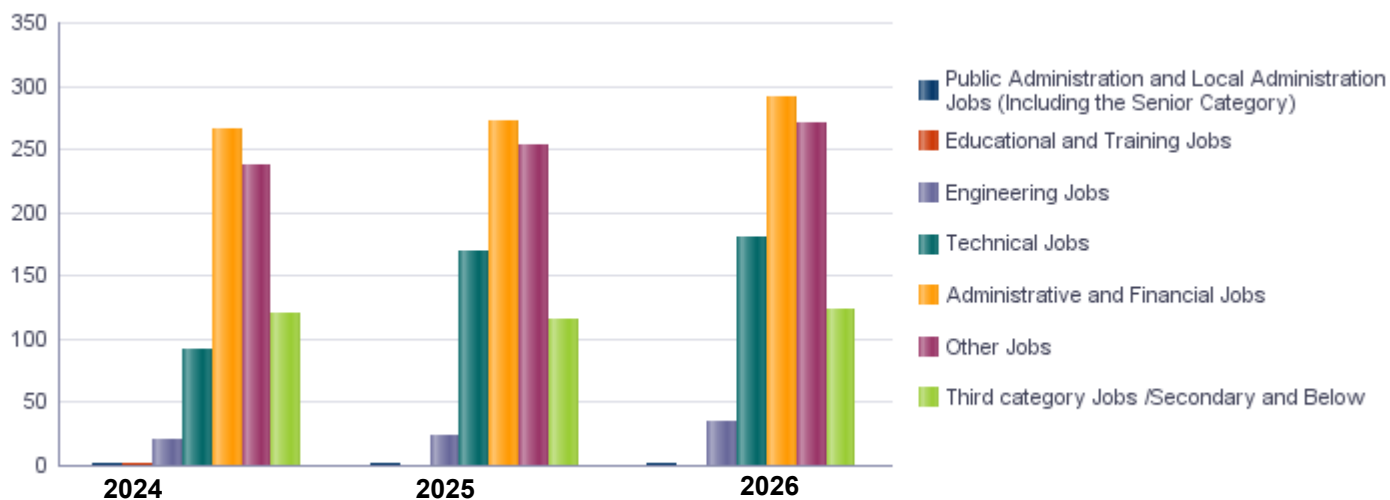
## Chapter : 2901 Ministry of Labour

### 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			
				2024	2025	2025	2026	2027	2028	
				1 - Reducing abuses occurring in the labour market.	1	Percentage of settled disputes through direct negotiation to total labour disputes.	2024	%67	%67	%93
	2	Number of labor strikes.	2024	17	17	19	18	17	16	15
	3	Number of legal procedures of child labor detected through the inspectional visits.	2024	377	377	350	335	350	320	290
2 - Raising the quality of services provided.	1	Percentage of resolved complaints to total submitted complaints.	2024	%100	%100	%92	%82	%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	Number of workers from Ministry of Labor programs.	2024	25021	25021	25000	12801	25500	26000	26500
	2	Number of licensed expatriate labour.	2024	312930	312930	345000	150659	350000	355000	360000

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

Group	Job	2024			2025			Preliminary 2026		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
		Public Administration and Local Administration Jobs	Leadership and supervisory	2	0	2	2	0	2	2
Educational and Training Jobs	Educational and training jobs	1	1	2	0	0	0	0	0	0
Engineering Jobs	Engineer	14	7	21	15	8	23	20	15	35
Technical Jobs	Various technical jobs	61	30	91	108	61	169	100	80	180
Administrative and Financial Jobs	Various administrative and	144	121	265	150	121	271	150	140	290
Other Jobs	Inspector, Researcher	187	50	237	200	53	253	205	65	270
Third category Jobs /Secondary and Below	Various support jobs	80	40	120	100	16	116	100	23	123
<b>Total</b>		<b>489</b>	<b>249</b>	<b>738</b>	<b>575</b>	<b>259</b>	<b>834</b>	<b>577</b>	<b>323</b>	<b>900</b>
<b>Total Cost of Salaries</b>		<b>3928729</b>	<b>1759364</b>	<b>5688093</b>	<b>4294746</b>	<b>1937254</b>	<b>6232000</b>	<b>5219310</b>	<b>2346690</b>	<b>7566000</b>



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

No.	Description	base year	Value	Primary 2025	Estimatec 2026												
					Irbid	Mafrag	Jarsh	Ajloun	Amman	Balqa'	Zaraq'	Madaba	Karak	Ma'an	Tafila	Aqaba	Total
1	Number of labor and inspection directorates.	2019	32	18	1	1	1	1	7	1	1	1	1	1	1	1	18
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	199417	55150	8912	3918	1570	174444	22342	34676	4745	7761	3399	1808	1275	320000
4	Number of persons employed through the directorates.	2019	17817	5833	1928	903	204	250	2340	405	2442	209	816	122	163	418	10200
5	Number of implemented inspection visits to realize the commitment of employers not to employ children	2019	5518	3587	600	920	248	48	804	280	324	240	360	36	60	80	4000

## Chapter : 2901 Ministry of Labour

( In JDs )

Current Activities Appropriations According to Program								
Prog.	Activites		Actual	Estimated	Re-estimated	Estimated	Indicative	Indicative
			2024	2025	2025	2026	2027	2028
4805	601	Regulating the Jordanian labour market	3679833	4636000	4583000	5574000	5603000	5626000
	Total of Program		3679833	4636000	4583000	5574000	5603000	5626000
4801	601	Administrative and Support Services	3396244	3596000	3582000	4097000	4146000	4183000
	Total of Program		3396244	3596000	3582000	4097000	4146000	4183000
4810	601	Providing training and employment services to Jordanians	980575	1515000	1515000	1840000	1884000	1944000
	Total of Program		980575	1515000	1515000	1840000	1884000	1944000
Total			8056652	9747000	9680000	11511000	11633000	11753000

Capital Projects Appropriations According to Program								
Prog.	Projects		Actual	Estimated	Re-estimated	Estimated	Indicative	Indicative
			2024	2025	2025	2026	2027	2028
4815	007	Anti-Human Trafficking Unit.	55000	55000	55000	55000	55000	55000
	008	Decent work	0	0	0	500000	500000	500000
	Total of Program		55000	55000	55000	555000	555000	555000
4801	001	Institutional capacity-building project	81799	204000	175000	400000	200000	200000
	005	Automation of the Ministry of Labour	62324	346000	346000	660000	700000	750000
	Total of Program		144123	550000	521000	1060000	900000	950000
4810	016	Development of employment and unemployment alleviation services	29039	30000	30000	30000	30000	30000
	018	National Program for Employment	6000000	8000000	8000000	16000000	16000000	16000000
	019	Supporting education, training and vocational and technical employment projects	0	0	0	6000000	6000000	6000000
	020	Maintaining the human resources and labor market information system and gap studies in economic sectors	0	0	0	300000	300000	300000
	021	Developing vocational and technical education	0	0	0	300000	300000	300000
	022	Environmental bags production initiative (fabric).	0	0	0	600000	800000	800000
	Total of Program		6029039	8030000	8030000	23230000	23430000	23430000
Total			6228162	8635000	8606000	24845000	24885000	24935000

**Overall Summary of Expenditures for Chapter 2901- Ministry of Labour  
for the Years 2024 - 2028**

( In JDs )

Description	Actual	Estimated	Re-estimated	Estimated	Difference between estimated 2026 and re-estimated 2025	Indicative	
	2024	2025	2025	2026		2027	2028
Current Expenditure	8,056,652	9,747,000	9,680,000	11,511,000	1,831,000	11,633,000	11,753,000
Capital Expenditure	6,228,162	8,635,000	8,606,000	24,845,000	16,239,000	24,885,000	24,935,000
<b>Total current and capital expenditure</b>	<b>14,284,814</b>	<b>18,382,000</b>	<b>18,286,000</b>	<b>36,356,000</b>	<b>18,070,000</b>	<b>36,518,000</b>	<b>36,688,000</b>

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

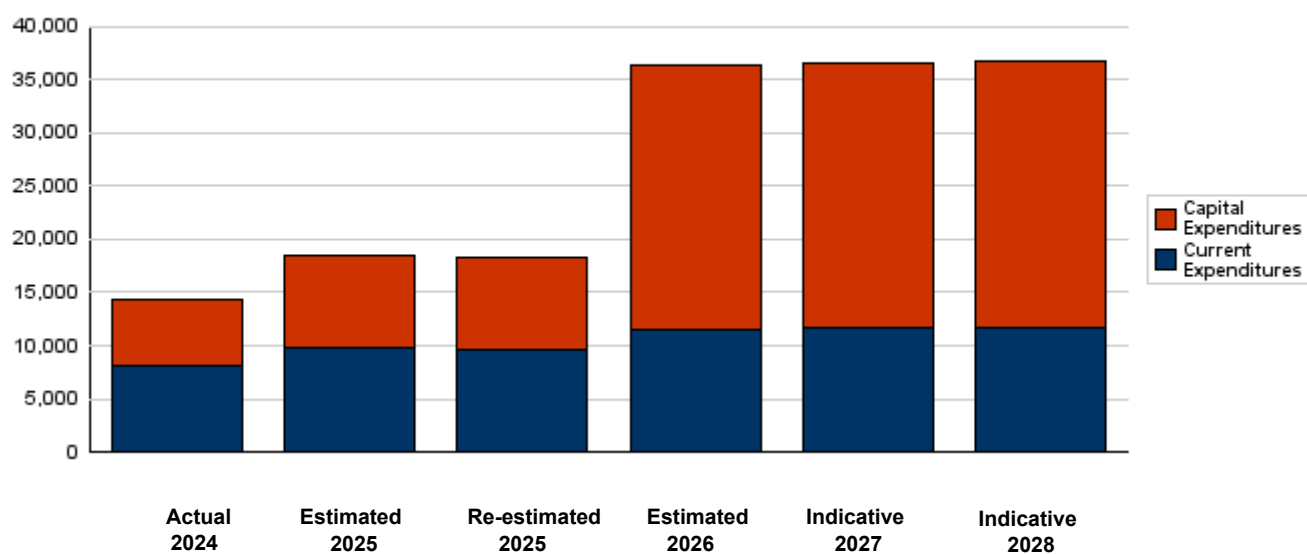
**Current expenditure :**

- Current expenditures increased by (1831) thousand JDs, as follows:
  - Compensation of employees group increased by (1,348) thousand JDs, concentrated on the natural increase in salaries, wages, bonuses, and the cost of vacancies and new jobs.
  - Use of goods and services group increased by (153) thousand JDs , and focused on monitoring allocations for labor market studies and increasing allocations for operating expenses such as electricity, fuel, and cleaning.
  - Other expenditures: increased by (330) thousand JDs, and the necessary allocations were increased to purchase the services of experienced people to work in the Ministry.

**Capital expenditure :**

- Capital expenditures allocations were increased by (16,239) thousand JDs compared to the 2025 re-estimation, and focused on increasing allocations for the National Employment Program project, and the projects of the Technical and Vocational Skills Development Authority that were transferred to the Ministry after the Authority's dissolution.

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



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

Chapter : 2901 Ministry of Labour

( In JDs )

Group	Item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
<b>21</b>		<b>Compensations of Employees</b>						
<b>2111</b>		<b>Salaries, Wages and Allowances</b>						
	101	Classified Employees	29469	27000	23000	10000	8000	6000
	102	Unclassified Employees	1256218	1280000	1275000	1255000	1230000	1205000
	103	Comprehensive Contract Employees	87044	93000	93000	0	0	0
	105	Personal Cost of Living Allowance	1049544	1100000	1100000	1070000	1050000	1030000
	106	Family Cost of Living Allowance	95970	111000	111000	91000	85000	80000
	110	Overtime Allowance	28406	35000	35000	45000	45000	45000
	111	Additional Allowance	908500	929000	929000	922000	920000	918000
	112	Other Allowances	100189	109000	109000	105000	104000	104000
	113	Transportation Allowance	223635	242000	242000	270000	275000	277000
	114	Transport Allowance	51536	78000	78000	95000	100000	103000
	116	Employees' Bonuses	824281	870000	870000	1100000	1100000	1100000
	120	Contract Employees	329594	350000	350000	380000	389000	399000
	121	Fixed-term Contract Employees	0	198000	198000	1283000	1406000	1529000
		<b>Total</b>	<b>4984386</b>	<b>5422000</b>	<b>5413000</b>	<b>6626000</b>	<b>6712000</b>	<b>6796000</b>
<b>2121</b>		<b>Social Security Contributions</b>						
	301	Social Security	703707	810000	805000	940000	954000	968000
		<b>Total</b>	<b>703707</b>	<b>810000</b>	<b>805000</b>	<b>940000</b>	<b>954000</b>	<b>968000</b>
<b>22</b>		<b>Use of Goods and Services</b>						
<b>2211</b>		<b>Use of Goods and Services</b>						
	201	Rents	237556	250000	250000	250000	250000	250000
	202	Telecommunications Services	13952	36000	35000	37000	38000	39000
	203	Water	15723	15000	15000	17000	18000	19000
	204	Electricity	176582	186000	186000	210000	220000	230000
	205	Fuels	96224	144000	144000	150000	152000	154000
	206	Maintenance of Machines, furniture and acce	7087	10000	10000	15000	15000	15000
	207	Maintenance of vehicles, equipment and acce	22260	23000	23000	25000	25000	25000
	208	Repair and maintenance of buildings and acc	15925	17000	17000	22000	23000	24000
	209	Stationery,Publications and Office Supplies	19043	23000	23000	25000	25000	25000
	210	Substances and raw materials (medicines, cl	1589	10000	10000	10000	10000	10000
	211	Cleaning services and supplies including cle	197767	215000	215000	240000	240000	240000
	212	Insurance	20731	40000	30000	50000	50000	50000
	213	Official Travel Missions	25913	43000	43000	43000	43000	43000
	214	Goods and services expenses	101988	530000	488000	548000	555000	562000
		<b>Total</b>	<b>952340</b>	<b>1542000</b>	<b>1489000</b>	<b>1642000</b>	<b>1664000</b>	<b>1686000</b>
<b>25</b>		<b>Subsidies</b>						
<b>2511</b>		<b>Subsidies to Public Corporations</b>						
	304	Subsidies to non-financial public institution	1363489	1390000	1390000	1400000	1400000	1400000
		<b>Total</b>	<b>1363489</b>	<b>1390000</b>	<b>1390000</b>	<b>1400000</b>	<b>1400000</b>	<b>1400000</b>
<b>28</b>		<b>Other Expenditures</b>						
<b>2821</b>		<b>Other Current Expenditures</b>						
	303	Scientific scholarships and training courses	0	3000	3000	3000	3000	3000
	305	Non-Employees' Bonuses	52730	380000	380000	700000	700000	700000
		<b>Total</b>	<b>52730</b>	<b>383000</b>	<b>383000</b>	<b>703000</b>	<b>703000</b>	<b>703000</b>
<b>31</b>		<b>Non-financial Assets</b>						
<b>3112</b>		<b>Devices, Machinery and Equipment</b>						
	402	Devices, Machinery and Equipment	0	200000	200000	200000	200000	200000
		<b>Total</b>	<b>0</b>	<b>200000</b>	<b>200000</b>	<b>200000</b>	<b>200000</b>	<b>200000</b>
		<b>Total of Chapter</b>	<b>8056652</b>	<b>9747000</b>	<b>9680000</b>	<b>11511000</b>	<b>11633000</b>	<b>11753000</b>

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

Chapter : 2901 Ministry of Labour

( In JDs )

Group	Item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
		<b>Expenditures</b>						
21		<b>Compensations of Employees</b>						
2111		Salaries, Wages and Allowances						
	501	Salaries	29039	30000	30000	30000	30000	30000
<b>Total</b>			<b>29039</b>	<b>30000</b>	<b>30000</b>	<b>30000</b>	<b>30000</b>	<b>30000</b>
22		<b>Use of Goods and Services</b>						
2211		Use of Goods and Services						
	510	Buildings and facilities repair and maintenance	31441	60000	60000	60000	60000	60000
	512	Operating and Sustaining Expenditures	6136197	8304000	8294000	22600000	22840000	22890000
<b>Total</b>			<b>6167638</b>	<b>8364000</b>	<b>8354000</b>	<b>22660000</b>	<b>22900000</b>	<b>22950000</b>
28		<b>Other Expenditures</b>						
2822		Other Capital Expenditures						
	504	Studies, Research and Consultations	0	0	0	400000	400000	400000
<b>Total</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>400000</b>	<b>400000</b>	<b>400000</b>
		<b>Fixed Assets</b>						
31		<b>Non-financial Assets</b>						
3111		Buildings and Constructions						
	508	Works and Constructions	0	0	0	1000000	1000000	1000000
<b>Total</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>1000000</b>	<b>1000000</b>	<b>1000000</b>
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices	575	135000	135000	455000	455000	455000
	506	Vehicles and Equipment	0	8000	8000	200000	0	0
<b>Total</b>			<b>575</b>	<b>143000</b>	<b>143000</b>	<b>655000</b>	<b>455000</b>	<b>455000</b>
3122		Inventories						
	503	Materials and supplies	30910	98000	79000	100000	100000	100000
<b>Total</b>			<b>30910</b>	<b>98000</b>	<b>79000</b>	<b>100000</b>	<b>100000</b>	<b>100000</b>
<b>Total of Chapter</b>			<b>6228162</b>	<b>8635000</b>	<b>8606000</b>	<b>24845000</b>	<b>24885000</b>	<b>24935000</b>

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

( In JDs )

<b>Description</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>
<b>Females</b>	<b>1,759,364</b>	<b>1,937,254</b>	<b>2,346,690</b>	<b>2,379,214</b>	<b>2,412,134</b>
<b>Child</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Appropriations distributed according to population index</b>					
<b>Females</b>	<b>4,040,459</b>	<b>5,710,500</b>	<b>13,531,300</b>	<b>13,560,440</b>	<b>13,594,280</b>
<b>Child</b>	<b>3,094,820</b>	<b>4,374,000</b>	<b>10,364,400</b>	<b>10,386,720</b>	<b>10,412,640</b>
<b>Total appropriations directed for females</b>	<b>5,799,823</b>	<b>7,647,754</b>	<b>15,877,990</b>	<b>15,939,654</b>	<b>16,006,414</b>
<b>Total appropriations directed for Child</b>	<b>3,094,820</b>	<b>4,374,000</b>	<b>10,364,400</b>	<b>10,386,720</b>	<b>10,412,640</b>

**4801 Program Administration and Support Services**

**Objective of the program :**

Increasing the efficiency of the 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 and Institutional Development Directorate, IT and E-Transformation Directorate, Internal Control Unit, Directorate of Women and Gender , and Directorate of Policies and Studies.

**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.

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

- Increasing the number of automated services.
- Increasing service recipient satisfaction.
- Increasing partner satisfaction.
- Increasing employee satisfaction.

**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.

**The needs of both genders:**

- The Administration and Support Services Program contributes to providing nursery services to female workers in the Ministry by purchasing nursery workers' services.
- Improving the infrastructure to improve the quality of services for all Ministry employees of both males and females.
- Raising the efficiency of the Ministry's employees of both males and females and providing them with scientific techniques and methods in providing services.

**Staff working in the program :**

The program is implemented through a functional staff in 2025 estimated with ( 359 ) staff, including ( 253 ) males and ( 106 ) females

**Appropriations directed for females and child**

(In JDs)

Description	2024	2025	2026	2027	2028
Females	748,991	779,203	909,120	921,816	930,969
Child	0	0	0	0	0
<b>Appropriations directed according to population index</b>					
Females	471,735	708,290	976,660	904,280	930,600
Child	361,329	542,520	748,080	692,640	712,800
<b>Total appropriations directed for females</b>	<b>1,220,726</b>	<b>1,487,493</b>	<b>1,885,780</b>	<b>1,826,096</b>	<b>1,861,569</b>
<b>Total appropriations directed for Child</b>	<b>361,329</b>	<b>542,520</b>	<b>748,080</b>	<b>692,640</b>	<b>712,800</b>

**Key Performance indicators for Program**

Performance Measurement Indicator	Base Year	Value	Actual value	Target value	Preliminary Self Evaluation	Target Value		
			2024	2025		2025	2026	2027
1 Percentage of staff enrolled in training programmes to total number of staff.	2024	%80	%80	%76	%75	%76	%77	%78
2 The number of services that have been automated out of the total services of the Ministry of Labor.	2024	10	10	7	12	10	10	3

**Appropriations 4801 Program Administration and Support Services Per Activities and Projects**

(In JDs)

Activities and Projects	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
<b>Current Expenditures</b>	<b>3,396,244</b>	<b>3,596,000</b>	<b>3,582,000</b>	<b>4,097,000</b>	<b>4,146,000</b>	<b>4,183,000</b>
601 Administrative and Support Services	3,396,244	3,596,000	3,582,000	4,097,000	4,146,000	4,183,000
<b>Capital Expenditures</b>	<b>144,123</b>	<b>550,000</b>	<b>521,000</b>	<b>1,060,000</b>	<b>900,000</b>	<b>950,000</b>
001 Institutional capacity-building project	81,799	204,000	175,000	400,000	200,000	200,000

Chapter 2901 - Ministry of Labour

**4801 Program Administration and Support Services**

**Appropriations 4801 Program Administration and Support Services Per Activities and Projects**

(In JDs)

Activities and Projects		Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027 2028	
005	Automation of the Ministry of Labour	62,324	346,000	346,000	660,000	700,000	750,000
	Program / Treasury	144,123	550,000	521,000	1,060,000	900,000	950,000
	<b>Total Program</b>	<b>3,540,367</b>	<b>4,146,000</b>	<b>4,103,000</b>	<b>5,157,000</b>	<b>5,046,000</b>	<b>5,133,000</b>

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

Chapter : 2901 - Ministry of Labour

(In JDs)

Program : 4801 - Administration and Support Services								
Activity : 601 - Administrative and Support Services								
Group	Item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
<b>21</b>		<b>Compensations of Employees</b>						
<b>2111</b>		Salaries, Wages and Allowances						
	101	Classified Employees	20545	18000	16000	4000	3000	2000
	102	Unclassified Employees	597859	600000	597000	580000	570000	560000
	103	Comprehensive Contract Employees	77044	80000	80000	0	0	0
	105	Personal Cost of Living Allowance	535086	490000	490000	480000	475000	470000
	106	Family Cost of Living Allowance	49028	45000	45000	40000	38000	36000
	110	Overtime Allowance	28406	35000	35000	45000	45000	45000
	111	Additional Allowance	465746	415000	415000	400000	390000	380000
	112	Other Allowances	30059	33000	33000	30000	30000	30000
	113	Transportation Allowance	79400	85000	85000	100000	102000	103000
	114	Transport Allowance	22851	26000	26000	35000	38000	40000
	116	Employees' Bonuses	277633	290000	290000	320000	320000	320000
	120	Contract Employees	119312	120000	120000	145000	150000	155000
	121	Fixed-term Contract Employees	0	102000	102000	550000	606000	654000
		<b>Total</b>	<b>2302969</b>	<b>2339000</b>	<b>2334000</b>	<b>2729000</b>	<b>2767000</b>	<b>2795000</b>
<b>2121</b>		Social Security Contributions						
	301	Social Security	233707	300000	300000	350000	355000	358000
		<b>Total</b>	<b>233707</b>	<b>300000</b>	<b>300000</b>	<b>350000</b>	<b>355000</b>	<b>358000</b>
<b>22</b>		<b>Use of Goods and Services</b>						
<b>2211</b>		Use of Goods and Services						
	202	Telecommunications Services	7454	16000	15000	16000	16000	16000
	203	Water	8000	7000	7000	8000	8000	8000
	204	Electricity	47993	52000	52000	56000	58000	60000
	205	Fuels	27016	47000	47000	50000	51000	52000
		001 Heating	11806	24000	24000	25000	25000	25000
		002 Saloon vehicles	13210	19000	19000	20000	21000	22000
		003 Transport vehicles and heavy equipment	2000	4000	4000	5000	5000	5000
	206	Maintenance of Machines, furniture and accessories	7087	10000	10000	15000	15000	15000
	207	Maintenance of vehicles, equipment and accessories	17873	18000	18000	19000	19000	19000
	208	Repair and maintenance of buildings and accessories	12951	14000	14000	17000	18000	19000
	209	Stationery, Publications and Office Supplies	10988	12000	12000	13000	13000	13000
	211	Cleaning services and supplies including cleaning contracts	131767	145000	145000	163000	163000	163000
	212	Insurance	11903	28000	20000	35000	35000	35000
	213	Official Travel Missions	24767	32000	32000	32000	32000	32000
	214	Goods and services expenses	66949	53000	53000	66000	68000	70000
		001 Events and hospitality	5479	10000	10000	10000	10000	10000
		008 Advertisements and subscriptions	8204	9000	9000	10000	10000	10000
		013 Services, security and guarding contracts	22000	23000	23000	25000	25000	25000
		108 Cases and fees	31266	11000	11000	21000	23000	25000
		<b>Total</b>	<b>374748</b>	<b>434000</b>	<b>425000</b>	<b>490000</b>	<b>496000</b>	<b>502000</b>
<b>25</b>		<b>Subsidies</b>						
<b>2511</b>		Subsidies to Public Corporations						
	304	Subsidies to non-financial public institutions	432090	440000	440000	440000	440000	440000
		110 Incentives account to Ministry of labour employees *	432090	440000	440000	440000	440000	440000
		<b>Total</b>	<b>432090</b>	<b>440000</b>	<b>440000</b>	<b>440000</b>	<b>440000</b>	<b>440000</b>
<b>28</b>		<b>Other Expenditures</b>						
<b>2821</b>		Other Current Expenditures						
	303	Scientific scholarships and training courses	0	3000	3000	3000	3000	3000
	305	Non-Employees' Bonuses	52730	80000	80000	85000	85000	85000
		<b>Total</b>	<b>52730</b>	<b>83000</b>	<b>83000</b>	<b>88000</b>	<b>88000</b>	<b>88000</b>
		<b>Total of Activity</b>	<b>3396244</b>	<b>3596000</b>	<b>3582000</b>	<b>4097000</b>	<b>4146000</b>	<b>4183000</b>
		<b>Total of Program</b>	<b>3396244</b>	<b>3596000</b>	<b>3582000</b>	<b>4097000</b>	<b>4146000</b>	<b>4183000</b>

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

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 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
22		Use of Goods and Services						
2211		Use of Goods and Services						
	510	Buildings and facilities repair and maintenance						
	009	Buildings repair and renovation	31441	60000	60000	60000	60000	60000
		<b>Total of Item</b>	<b>31441</b>	<b>60000</b>	<b>60000</b>	<b>60000</b>	<b>60000</b>	<b>60000</b>
	512	Operating and Sustaining Expenditures						
	008	Qualification and training expenses	5340	25000	15000	25000	25000	25000
	013	Services contracts	13533	10000	10000	10000	10000	10000
		<b>Total of Item</b>	<b>18873</b>	<b>35000</b>	<b>25000</b>	<b>35000</b>	<b>35000</b>	<b>35000</b>
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices						
	003	Office supplies and equipment	575	3000	3000	5000	5000	5000
		<b>Total of Item</b>	<b>575</b>	<b>3000</b>	<b>3000</b>	<b>5000</b>	<b>5000</b>	<b>5000</b>
	506	Vehicles and Equipment						
	001	Saloon cars	0	8000	8000	200000	0	0
		<b>Total of Item</b>	<b>0</b>	<b>8000</b>	<b>8000</b>	<b>200000</b>	<b>0</b>	<b>0</b>
3122		Inventories						
	503	Materials and supplies						
	001	Computer supplies and accessories	30910	98000	79000	100000	100000	100000
		<b>Total of Item</b>	<b>30910</b>	<b>98000</b>	<b>79000</b>	<b>100000</b>	<b>100000</b>	<b>100000</b>
		<b>Total of Project / Treasury</b>	<b>81799</b>	<b>204000</b>	<b>175000</b>	<b>400000</b>	<b>200000</b>	<b>200000</b>
Project		005 Automation of the Ministry of Labour						
Fund Source		102001 Capital (Treasury)						
Group	item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
22		Use of Goods and Services						
2211		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	015	Operating systems and software	21313	31000	31000	50000	50000	50000
	036	Computerization and automation operations expenses	41011	183000	183000	460000	500000	550000
		<b>Total of Item</b>	<b>62324</b>	<b>214000</b>	<b>214000</b>	<b>510000</b>	<b>550000</b>	<b>600000</b>
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices						
	001	Computers and accessories	0	132000	132000	150000	150000	150000
		<b>Total of Item</b>	<b>0</b>	<b>132000</b>	<b>132000</b>	<b>150000</b>	<b>150000</b>	<b>150000</b>
		<b>Total of Project / Treasury</b>	<b>62324</b>	<b>346000</b>	<b>346000</b>	<b>660000</b>	<b>700000</b>	<b>750000</b>
		<b>Total of Program</b>	<b>144123</b>	<b>550000</b>	<b>521000</b>	<b>1060000</b>	<b>900000</b>	<b>950000</b>

**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 :**

Expatriate Labor Directorate, Domestic Workers Directorate, Directorate of Policies and Studies, Inspection Directorate, Work Relations Directorate, IT and E-Transformation Directorate, and Legal Affairs Directorate.

**Services provided by the program :**

Providing the labor market with qualified graduates who possess the skills and knowledge necessary to meet the needs of the labor market, return working children to school, rehabilitate them, provide economic alternatives for their families, and raise the capabilities of workers in agencies concerned with human resources to ensure the sustainability of efforts to reduce child labor.

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

- Providing the labor market with qualified graduates.
- Returning working children to school, rehabilitating them, providing economic alternatives for their families, and raising the capabilities of workers in human resources agencies to ensure the sustainability of efforts to reduce child labor.

**The Program's challenges :**

- 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.

**The needs of both genders:**

The programme contributes to the provision of services to both males and females and children.

**Staff working in the program :**

The program is implemented through a functional staff in 2025 estimated with ( 328 ) staff, including ( 228 ) males and ( 100 ) females

**Appropriations directed for females and child**

(In JDs)

Description	2024	2025	2026	2027	2028
Females	689,281	752,439	986,890	990,854	992,988
Child	0	0	0	0	0
<b>Appropriations directed according to population index</b>					
Females	666,926	1,018,960	1,098,390	1,105,910	1,113,430
Child	510,837	780,480	841,320	847,080	852,840
<b>Total appropriations directed for females</b>	<b>1,356,207</b>	<b>1,771,399</b>	<b>2,085,280</b>	<b>2,096,764</b>	<b>2,106,418</b>
<b>Total appropriations directed for Child</b>	<b>510,837</b>	<b>780,480</b>	<b>841,320</b>	<b>847,080</b>	<b>852,840</b>

**Key Performance indicators for Program**

Performance Measurement Indicator	Base Year	Value	Actual value	Target value	Preliminary Self Evaluation	Target Value		
			2024	2025		2025	2026	2027
1 Number of institutions visited to verify employers' commitment not to employ children.	2024	3889	3889	3600	3587	4550	4600	4650

**Appropriations 4805 Program Labor Market Regulation Per Activities and Projects**

(In JDs)

Activities and Projects	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027 2028	
<b>Current Expenditures</b>	<b>3,679,833</b>	<b>4,636,000</b>	<b>4,583,000</b>	<b>5,574,000</b>	<b>5,603,000</b>	<b>5,626,000</b>
601 Regulating the Jordanian labour market	3,679,833	4,636,000	4,583,000	5,574,000	5,603,000	5,626,000
<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>3,679,833</b>	<b>4,636,000</b>	<b>4,583,000</b>	<b>5,574,000</b>	<b>5,603,000</b>	<b>5,626,000</b>

Program : 4805 - Labor Market Regulation								
Activity : 601 - Regulating the Jordanian labour market								
Group	Item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
<b>21</b>		<b>Compensations of Employees</b>						
<b>2111</b>		Salaries, Wages and Allowances						
	101	Classified Employees	8924	9000	7000	6000	5000	4000
	102	Unclassified Employees	542650	540000	538000	540000	530000	520000
	105	Personal Cost of Living Allowance	358795	416000	416000	400000	390000	380000
	106	Family Cost of Living Allowance	33245	48000	48000	35000	32000	30000
	111	Additional Allowance	347402	384000	384000	390000	395000	400000
	112	Other Allowances	64130	70000	70000	70000	70000	70000
	113	Transportation Allowance	120827	126000	126000	138000	140000	140000
	114	Transport Allowance	24838	45000	45000	50000	52000	53000
	116	Employees' Bonuses	290217	310000	310000	490000	490000	490000
	120	Contract Employees	89649	83000	83000	85000	87000	89000
	121	Fixed-term Contract Employees	0	57000	57000	575000	595000	609000
		<b>Total</b>	<b>1880677</b>	<b>2088000</b>	<b>2084000</b>	<b>2779000</b>	<b>2786000</b>	<b>2785000</b>
<b>2121</b>		Social Security Contributions						
	301	Social Security	380165	380000	375000	458000	464000	472000
		<b>Total</b>	<b>380165</b>	<b>380000</b>	<b>375000</b>	<b>458000</b>	<b>464000</b>	<b>472000</b>
<b>22</b>		<b>Use of Goods and Services</b>						
<b>2211</b>		Use of Goods and Services						
	201	Rents	237556	250000	250000	250000	250000	250000
	202	Telecommunications Services	6498	20000	20000	21000	22000	23000
	203	Water	7723	8000	8000	9000	10000	11000
	204	Electricity	128589	134000	134000	154000	162000	170000
	205	Fuels	69208	97000	97000	100000	101000	102000
		001 Heating	5893	17000	17000	18000	18000	18000
		002 Saloon vehicles	61855	74000	74000	75000	76000	77000
		003 Transport vehicles and heavy equipment	1460	6000	6000	7000	7000	7000
	207	Maintenance of vehicles, equipment and accessories	4387	5000	5000	6000	6000	6000
	208	Repair and maintenance of buildings and accessories	2974	3000	3000	5000	5000	5000
	209	Stationery, Publications and Office Supplies	8055	11000	11000	12000	12000	12000
	210	Substances and raw materials (medicines, clothes, food, films, etc..)	1589	10000	10000	10000	10000	10000
	211	Cleaning services and supplies including cleaning contracts	66000	70000	70000	77000	77000	77000
	212	Insurance	8828	12000	10000	15000	15000	15000
	213	Official Travel Missions	1146	11000	11000	11000	11000	11000
	214	Goods and services expenses	35039	477000	435000	482000	487000	492000
		008 Advertisements and subscriptions	3200	10000	10000	12000	12000	12000
		013 Services, security and guarding contracts	31839	25000	25000	30000	30000	30000
		115 Market studies	0	442000	400000	440000	445000	450000
		<b>Total</b>	<b>577592</b>	<b>1108000</b>	<b>1064000</b>	<b>1152000</b>	<b>1168000</b>	<b>1184000</b>
<b>25</b>		<b>Subsidies</b>						
<b>2511</b>		Subsidies to Public Corporations						
	304	Subsidies to non-financial public institutions	841399	860000	860000	870000	870000	870000
		110 Incentives account to Ministry of labour employees *	841399	860000	860000	870000	870000	870000
		<b>Total</b>	<b>841399</b>	<b>860000</b>	<b>860000</b>	<b>870000</b>	<b>870000</b>	<b>870000</b>
<b>28</b>		<b>Other Expenditures</b>						
<b>2821</b>		Other Current Expenditures						
	305	Non-Employees' Bonuses	0	200000	200000	315000	315000	315000
		019 Purchasing services	0	200000	200000	315000	315000	315000
		<b>Total</b>	<b>0</b>	<b>200000</b>	<b>200000</b>	<b>315000</b>	<b>315000</b>	<b>315000</b>
		<b>Total of Activity</b>	<b>3679833</b>	<b>4636000</b>	<b>4583000</b>	<b>5574000</b>	<b>5603000</b>	<b>5626000</b>
		<b>Total of Program</b>	<b>3679833</b>	<b>4636000</b>	<b>4583000</b>	<b>5574000</b>	<b>5603000</b>	<b>5626000</b>

**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, supporting the vocational and technical training.

**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 Employment Program Unit, Central Employment Directorate, Internal Control Unit, Directorate of Women and Gender, Directorate of the Fund for Supporting Activities of Vocational and Technical Education and Training and Skills Development , Directorate of Policies and Studies, Directorate of IT and Electronic Transformation, Directorate of Labor Relations and Collective Negotiations, International Cooperation Directorate , Public Relations and Media Directorate, Legal Affairs Directorate .

**Services provided by the program :**

- Training the Jordanian job seekers of both sexes.
- Supplying the labor market with trained and qualified manpower.
- Participating with the private sector for employment of Jordanians of both sexes.
- Providing a national database on Jordanian job seekers.
- Providing the one stop site service.
- Job fairs and days to match job seekers with employers.
- Financing labor market studies.
- Incentives to the investors to establish productive branches in the remote areas.
- Financing vocational and technical training centers.
- Financing small and medium enterprises.

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

- Increasing the number of workers through the Ministry of Labor's programs.
- Increasing career counseling sessions.
- Identifying labor market needs.
- Contributing to increasing women's economic participation.

**The Program's challenges :**

- Poor compatibility between graduates and labor market requirements.
- Weak economic participation of women.
- Poor development in areas with high poverty rates.
- Gender gaps and differences in access to opportunities, resources and services.
- Difficulty in women and the most vulnerable groups accessing service places.

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

- Expansion of productive branches.
- Increase career counseling sessions and facilitate access to employment services.
- Implementing operational projects that help empower young men and women in the labor market.
- Funding studies to determine the needs of the labor market and future professions.
- Financing small and medium enterprises at the governorate level.

**The needs of both genders:**

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 2025 estimated with ( 147 ) staff, including ( 94 ) males and ( 53 ) females .

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

Description	2024	2025	2026	2027	2028
Females	321,092	405,612	450,680	466,544	488,177
Child	0	0	0	0	0
<b>Appropriations directed according to population index</b>					
Females	2,875,948	3,957,400	11,195,400	11,289,400	11,289,400
Child	2,202,854	3,031,200	8,575,200	8,647,200	8,647,200
<b>Total appropriations directed for females</b>	<b>3,197,040</b>	<b>4,363,012</b>	<b>11,646,080</b>	<b>11,755,944</b>	<b>11,777,577</b>
<b>Total appropriations directed for Child</b>	<b>2,202,854</b>	<b>3,031,200</b>	<b>8,575,200</b>	<b>8,647,200</b>	<b>8,647,200</b>

Chapter 2901 - Ministry of Labour

**4810 Program Training and Employment**

**Key Performance Indicators for Program**

Performance Measurement Indicator	Base Year	Value	Actual value	Target value	Preliminary Self Evaluation	Target Value		
			2024	2025		2025	2026	2027
1	2024	887	887	600	848	855	865	874
2	2024	8295	8295	2400	8339	8375	8413	8452
3	2024	%28	%28	%30	%36.8	%37	%38	%39
4	2024	1713	1713	1000	866	900	950	1000
5	2024	16449	16449	11606	7108	10000	10000	10000
6	2024	44	44	50	54	60	65	70
7	2024	5	5	4	4	5	5	5
8	2025	-	-	8	10	12	12	12

**Appropriations 4810 Program Training and Employment Per Activities and Projects**

(In JDs)

Activities and Projects	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027 2028	
<b>Current Expenditures</b>	<b>980,575</b>	<b>1,515,000</b>	<b>1,515,000</b>	<b>1,840,000</b>	<b>1,884,000</b>	<b>1,944,000</b>
601 Providing training and employment services to Jordanians	980,575	1,515,000	1,515,000	1,840,000	1,884,000	1,944,000
<b>Capital Expenditures</b>	<b>6,029,039</b>	<b>8,030,000</b>	<b>8,030,000</b>	<b>23,230,000</b>	<b>23,430,000</b>	<b>23,430,000</b>
016 Development of employment and unemployment alleviation services	29,039	30,000	30,000	30,000	30,000	30,000
018 National Program for Employment	6,000,000	8,000,000	8,000,000	16,000,000	16,000,000	16,000,000
019 Supporting education, training and vocational and technical employment projects	0	0	0	6,000,000	6,000,000	6,000,000
020 Maintaining the human resources and labor market information system and gap studies in economic sectors	0	0	0	300,000	300,000	300,000
021 Developing vocational and technical education	0	0	0	300,000	300,000	300,000
022 Environmental bags production initiative (fabric).	0	0	0	600,000	800,000	800,000
<b>Program / Treasury</b>	<b>6,029,039</b>	<b>8,030,000</b>	<b>8,030,000</b>	<b>23,230,000</b>	<b>23,430,000</b>	<b>23,430,000</b>
<b>Total Program</b>	<b>7,009,614</b>	<b>9,545,000</b>	<b>9,545,000</b>	<b>25,070,000</b>	<b>25,314,000</b>	<b>25,374,000</b>

Program : 4810 - Training and Employment								
Activity : 601 - Providing training and employment services to Jordanians								
Group	Item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
<b>21</b>		<b>Compensations of Employees</b>						
<b>2111</b>		Salaries, Wages and Allowances						
	102	Unclassified Employees	115709	140000	140000	135000	130000	125000
	103	Comprehensive Contract Employees	10000	13000	13000	0	0	0
	105	Personal Cost of Living Allowance	155663	194000	194000	190000	185000	180000
	106	Family Cost of Living Allowance	13697	18000	18000	16000	15000	14000
	111	Additional Allowance	95352	130000	130000	132000	135000	138000
	112	Other Allowances	6000	6000	6000	5000	4000	4000
	113	Transportation Allowance	23408	31000	31000	32000	33000	34000
	114	Transport Allowance	3847	7000	7000	10000	10000	10000
	116	Employees' Bonuses	256431	270000	270000	290000	290000	290000
	120	Contract Employees	120633	147000	147000	150000	152000	155000
	121	Fixed-term Contract Employees	0	39000	39000	158000	205000	266000
		<b>Total</b>	<b>800740</b>	<b>995000</b>	<b>995000</b>	<b>1118000</b>	<b>1159000</b>	<b>1216000</b>
<b>2121</b>		Social Security Contributions						
	301	Social Security	89835	130000	130000	132000	135000	138000
		<b>Total</b>	<b>89835</b>	<b>130000</b>	<b>130000</b>	<b>132000</b>	<b>135000</b>	<b>138000</b>
<b>25</b>		<b>Subsidies</b>						
<b>2511</b>		Subsidies to Public Corporations						
	304	Subsidies to non-financial public institutions	90000	90000	90000	90000	90000	90000
	110	Incentives account to Ministry of labour employees *	90000	90000	90000	90000	90000	90000
		<b>Total</b>	<b>90000</b>	<b>90000</b>	<b>90000</b>	<b>90000</b>	<b>90000</b>	<b>90000</b>
<b>28</b>		<b>Other Expenditures</b>						
<b>2821</b>		Other Current Expenditures						
	305	Non-Employees' Bonuses	0	100000	100000	300000	300000	300000
	022	A nation service.	0	100000	100000	300000	300000	300000
		<b>Total</b>	<b>0</b>	<b>100000</b>	<b>100000</b>	<b>300000</b>	<b>300000</b>	<b>300000</b>
<b>31</b>		<b>Non-financial Assets</b>						
<b>3112</b>		Devices, Machinery and Equipment						
	402	Devices, Machinery and Equipment	0	200000	200000	200000	200000	200000
	007	Operating systems and software	0	200000	200000	200000	200000	200000
		<b>Total</b>	<b>0</b>	<b>200000</b>	<b>200000</b>	<b>200000</b>	<b>200000</b>	<b>200000</b>
		<b>Total of Activity</b>	<b>980575</b>	<b>1515000</b>	<b>1515000</b>	<b>1840000</b>	<b>1884000</b>	<b>1944000</b>
		<b>Total of Program</b>	<b>980575</b>	<b>1515000</b>	<b>1515000</b>	<b>1840000</b>	<b>1884000</b>	<b>1944000</b>
		<b>Total of Chapter</b>	<b>8056652</b>	<b>9747000</b>	<b>9680000</b>	<b>11511000</b>	<b>11633000</b>	<b>11753000</b>

\* Shall be disbursed as Per instructions issued by the Minister of Finance according to the Director General's recommendations.

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

Chapter : 2901 Ministry of Labour

( In JDs )

<b>Program 4810 Training and Employment</b>								
<b>Project</b>		<b>016 Development of employment and unemployment alleviation services</b>						
<b>Fund Source</b>		<b>102001 Capital (Treasury)</b>						
Group	item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
<b>21</b>		<b>Compensations of Employees</b>						
<b>2111</b>		Salaries, Wages and Allowances						
	501	Salaries						
	001	Salaries	29039	30000	30000	30000	30000	30000
		<b>Total of Item</b>	<b>29039</b>	<b>30000</b>	<b>30000</b>	<b>30000</b>	<b>30000</b>	<b>30000</b>
		<b>Total of Project / Treasury</b>	<b>29039</b>	<b>30000</b>	<b>30000</b>	<b>30000</b>	<b>30000</b>	<b>30000</b>
<b>Project</b>		<b>018 National Program for Employment</b>						
<b>Fund Source</b>		<b>102001 Capital (Treasury)</b>						
Group	item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
<b>22</b>		<b>Use of Goods and Services</b>						
<b>2211</b>		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	008	Qualification and training expenses	6000000	8000000	8000000	16000000	16000000	16000000
		<b>Total of Item</b>	<b>6000000</b>	<b>8000000</b>	<b>8000000</b>	<b>16000000</b>	<b>16000000</b>	<b>16000000</b>
		<b>Total of Project / Treasury</b>	<b>6000000</b>	<b>8000000</b>	<b>8000000</b>	<b>16000000</b>	<b>16000000</b>	<b>16000000</b>
<b>Project</b>		<b>019 Supporting education, training and vocational and technical employment projects</b>						
<b>Fund Source</b>		<b>102001 Capital (Treasury)</b>						
Group	item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
<b>22</b>		<b>Use of Goods and Services</b>						
<b>2211</b>		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	008	Qualification and training expenses	0	0	0	3500000	3500000	3500000
	210	Vocational and technological operation, education and training expenses	0	0	0	1200000	1200000	1200000
		<b>Total of Item</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4700000</b>	<b>4700000</b>	<b>4700000</b>
<b>31</b>		<b>Non-financial Assets</b>						
<b>3111</b>		Buildings and Constructions						
	508	Works and Constructions						
	013	Construction of buildings	0	0	0	1000000	1000000	1000000
		<b>Total of Item</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1000000</b>	<b>1000000</b>	<b>1000000</b>
<b>3112</b>		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices						
	004	Educational devices and equipment	0	0	0	300000	300000	300000
		<b>Total of Item</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>300000</b>	<b>300000</b>	<b>300000</b>
		<b>Total of Project / Treasury</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6000000</b>	<b>6000000</b>	<b>6000000</b>
<b>Project</b>		<b>020 Maintaining the human resources and labor market information system and gap studies in economic sectors</b>						
<b>Fund Source</b>		<b>102001 Capital (Treasury)</b>						
Group	item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
<b>28</b>		<b>Other Expenditures</b>						
<b>2822</b>		Other Capital Expenditures						
	504	Studies, Research and Consultations						
	009	Statistical surveys studies	0	0	0	300000	300000	300000
		<b>Total of Item</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>300000</b>	<b>300000</b>	<b>300000</b>
		<b>Total of Project / Treasury</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>300000</b>	<b>300000</b>	<b>300000</b>

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

Chapter : 2901 Ministry of Labour

( In JDs )

<b>Program</b> 4810 Training and Employment								
<b>Project</b> 021 Developing vocational and technical education								
<b>Fund Source</b> 102001 Capital (Treasury)								
Group	item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
22		Use of Goods and Services						
2211		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	008	Qualification and training expenses	0	0	0	150000	150000	150000
	015	Operating systems and software	0	0	0	150000	150000	150000
		<b>Total of Item</b>	0	0	0	300000	300000	300000
		<b>Total of Project / Treasury</b>	0	0	0	300000	300000	300000
<b>Project</b> 022 Environmental bags production initiative (fabric).								
<b>Fund Source</b> 102001 Capital (Treasury)								
Group	item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
22		Use of Goods and Services						
2211		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	253	Productive projects	0	0	0	600000	800000	800000
		<b>Total of Item</b>	0	0	0	600000	800000	800000
		<b>Total of Project / Treasury</b>	0	0	0	600000	800000	800000
<b>Total of Program</b>			6029039	8030000	8030000	23230000	23430000	23430000

**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 :**

Central Inspection Directorate, Occupational Safety and Health Directorate, Directorate of Labor Relations and Collective Negotiations, Policies and Studies Directorate, Women and Gender Directorate, Expatriate Workers Directorate, International Cooperation Directorate, IT and Electronic Transformation Directorate, Public Relations and Media Directorate, Legal Affairs Directorate, Internal Control Unit.

**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 (2026 -2028):**

- Strengthening inspection campaigns, raising compliance levels, and protecting the rights of employers and workers.
  - Achieving a balance between local and expatriate workers and reducing abuses in the work environment.
  - Addressing labor disputes and complaints to ensure a stable work environment.
  - Raising awareness of decent work requirements among employers and workers.
- Providing comprehensive protection and support to victims of human trafficking through psychological, physical and health recovery and shelter.

**The Program's challenges :**

- Poor awareness of the detailed procedures for labor market instructions among employers and employees.
- The constant change in the surrounding environments, which affects employers.

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

- Raising awareness about labor market regulation procedures.
- Strengthening resources dedicated to increase the effectiveness of inspection.

**The needs of both genders:**

- 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	2024	2025	2026	2027	2028
Females	0	0	0	0	0
Child	0	0	0	0	0
<b>Appropriations directed according to population index</b>					
Females	25,850	25,850	260,850	260,850	260,850
Child	19,800	19,800	199,800	199,800	199,800
<b>Total appropriations directed for females</b>	<b>25,850</b>	<b>25,850</b>	<b>260,850</b>	<b>260,850</b>	<b>260,850</b>
<b>Total appropriations directed for Child</b>	<b>19,800</b>	<b>19,800</b>	<b>199,800</b>	<b>199,800</b>	<b>199,800</b>

**Key Performance indicators for Program**

Performance Measurement Indicator	Base Year	Value	Actual value	Target value	Preliminary Self Evaluation	Target Value		
			2024	2025		2025	2026	2027
1 Number of establishments subject to the provisions of the Labor Law visited by Ministry of Labor inspectors as part of promoting a decent work environment.	2025	-	-	23000	12971	30000	31000	32000

Chapter 2901 - Ministry of Labour

**4815 Program Appropriate Work Environment**

**Appropriations 4815 Program Appropriate Work Environment Per Activities and Projects**

(In JDs)

Activities and Projects		Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027 2028	
<b>Current Expenditures</b>		0	0	0	0	0	0
<b>Capital Expenditures</b>		55,000	55,000	55,000	555,000	555,000	555,000
007	Anti-Human Trafficking Unit.	55,000	55,000	55,000	55,000	55,000	55,000
008	Decent work	0	0	0	500,000	500,000	500,000
<b>Program / Treasury</b>		55,000	55,000	55,000	555,000	555,000	555,000
<b>Total Program</b>		55,000	55,000	55,000	555,000	555,000	555,000

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

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 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
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
		<b>Total of Item</b>	<b>55000</b>	<b>55000</b>	<b>55000</b>	<b>55000</b>	<b>55000</b>	<b>55000</b>
		<b>Total of Project / Treasury</b>	<b>55000</b>	<b>55000</b>	<b>55000</b>	<b>55000</b>	<b>55000</b>	<b>55000</b>
Project 008 Decent work								
Fund Source 102001 Capital (Treasury)								
Group	item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
22		Use of Goods and Services						
2211		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	013	Services contracts	0	0	0	400000	400000	400000
		<b>Total of Item</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>400000</b>	<b>400000</b>	<b>400000</b>
28		Other Expenditures						
2822		Other Capital Expenditures						
	504	Studies, Research and Consultations						
	052	Studies, researches and consultations	0	0	0	100000	100000	100000
		<b>Total of Item</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>100000</b>	<b>100000</b>	<b>100000</b>
		<b>Total of Project / Treasury</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>500000</b>	<b>500000</b>	<b>500000</b>
		<b>Total of Program</b>	<b>55000</b>	<b>55000</b>	<b>55000</b>	<b>555000</b>	<b>555000</b>	<b>555000</b>
		<b>Total of Chapter</b>	<b>6228162</b>	<b>8635000</b>	<b>8606000</b>	<b>24845000</b>	<b>24885000</b>	<b>24935000</b>