

Hashemite Kingdom Of Jordan



Integrity & Anti-Corruption Commission

ANNUAL REPORT 2022



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Annual Report 2022



هيئة النزاهة ومكافحة الفساد
Integrity & Anti-Corruption Commission









His Majesty King Abdullah II





**His Royal Highness Crown
Prince Al Hussein bin Abdullah II**



Integrity and Anti-Corruption Commission Board



Dr. Muhannad Hijazi
Chairman



Dr. Osama Al Mhaisen
Vice-Chairman and Board Member



Ma'moun Qatarneh
Board Member



Sami Al-Salaita
Board Member



Mostafa AlRawashdeh
Board Member



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In the name of God, the Merciful, the Compassionate

We have made the decision to lead our peers from oversight organizations at the national and Arab levels, whether in terms of prosecuting the corrupt and limiting the scope of their movements or at the level of disseminating the values and principles of National Integrity at the level of the Kingdom, in order to translate our vision of a national environment that upholds integrity, and rejects corruption on the ground.

The Commission Board was eager to implement the goals of the National Integrity and Anti-corruption Strategy (2020 - 2025) realistically through strategic projects during the previous year 2022, so we worked to activate the National Integrity system and the public administration institutions' adherence to it, as well as to increase the effectiveness of preventive work to combat corruption and the effectiveness of the investigation and complaints management, in addition to real endeavors to enhance the management of local and international strategic partnerships, taking into account the work to develop the institutional and human capabilities of the Commission.

The launch of the National Integrity Indicator with the support of the European Union was one of the biggest challenges that we worked to overcome as it is a tool to measure the level of commitment of public administration institutions to the National Integrity Standards and Good Governance in accordance with an integrated scientific methodology, and it is the first of its kind at the level of Jordan and the Arab world. On the other hand, it is challenging to spread the idea and consolidate it among the public administration institutions in the Kingdom. However, we were able to accomplish the required success thanks to the coordinated efforts of everyone in the Commission, its board, and its directorates.

I will not forget to acknowledge as well the achievement made by the Commission in cooperation with the University Jordan by launching a master's and diploma program in Governance and Anti-Corruption, in addition to the Integrity course that was created and will be taught in the University of Jordan, Yarmouk University, and Hashemite university

Due to the Commission's interest in identifying the risks that the Kingdom's various sectors face, the Commission, in collaboration with the appropriate authorities, conducted a study and risk assessment in specific sectors, including municipalities presented in the State Property Directorate, the Department of Land and Survey, and some government-owned companies. Recommendations for the risks in these sectors were then issued, and they are now being closely followed by the Commission's Integrity and Prevention Directorate.

Directories like the Integrity and Prevention Directorate and the Media, Communication, and Public Relations Unit have continued to promote integrity and its standards and raise awareness of the dangers of corruption and its detrimental effects by implementing awareness activities in the governorates of the Kingdom and media campaigns in various social media to reach a wide range of citizens from various official and private segments, such as the awareness campaign of combating bribery, nepotism, and favoritism, the Commission's application on smart phones to facilitate citizens' communication with the Commission, as well as the campaign to introduce the National Integrity Indicator, as this was positively reflected in attracting several thousand people. The Commission's new followers demonstrated an appeal that we had not before observed, and at the same time they attested to the growing public confidence in the Commission's activities to carry out its mandate, as well as the Commission's success in regulating its inputs and practices for processing complaints, news, and grievances by establishing the Central Bureau unit to receive and sift complaints and follow up outgoing and incoming mail.

The report also includes comprehensive statistics on the complaints, news, and grievances that were received, those that were reported to the Public Prosecution, and those that were kept, as well as the financial outcomes of their direct or indirect financial recovery by the Commission or by the competent authorities.

Within the scope of developing institutional and human capabilities, the Commission has been eager to build an integrated and interconnected electronic system that covers all of its work, supports electronic connectivity with partners, and satisfies the Commission's digital needs in order to facilitate and accelerate its administrative and investigative work.

The Commission answered to 140 of the 184 requests, while denying the remaining ones due to their illegality, in accordance with the citizens' right to access information regarding cases or complaints that are still pending with it.

Finally, it is necessary to refer to the Twinning Project that was successfully completed with the Republics of Lithuania and Austria with the support of the European Union, where the project focused on supporting the Commission in the areas of developing and reviewing National Integrity standards in the public sector and strengthening the capabilities of specialized departments in the Commission in assessing corruption risks. I sincerely hope that this report will offer enough information to everyone who is interested in integrity and anti-corruption issues, including followers, students, and researchers.

Chairman of the Integrity and Anti-Corruption Commission
H.E. Dr. Muhannad Hijazi

Executive summary

This report starts with a glance at the contents of the Commission's annual report for the year 2022, highlighting the achievements made in terms of strategic projects and programs, prevention and strengthening the Integrity system. Continuing with presenting the achievements in the field of law enforcement, and the National Integrity Indicator and compliance with the National Integrity Standards. Conducting to the achievements of the Whistleblowers, Witnesses, Informants, and Experts protection unit and ending with strategic partnerships.

During that year, the Commission worked to activate the national Integrity system and ensure public administration's compliance through three strategic projects; The first project is: Reviewing the principles of good governance in line with the best practices. The second project is preparing guides for measuring the public administration's compliance with National Integrity Standards and enforcing their application. The third project is focused on enhancing the role of compliance officers/ representatives of the Commission at the public administration

In order to enhance the efficiency of preventive work in combating corruption, eight strategic projects were implemented that dealt with identifying loopholes in the applicable national legislations, identifying and assessing risks, developing proactive monitoring and investigation mechanisms, activating the role of internal control units in combating corruption, and working on building the capacities of public administration employees in the field of integrity and combating corruption. In addition to working to raise awareness of educational institutions, schools and universities, in addition to many other projects targeted by the National Integrity and Anti-Corruption Strategy for the years (2020-2025)

The report presents achievements in the field of prevention and strengthening the Integrity system, as the Integrity Directorate carried out (122) awareness lectures for public sector institutions, officers and individuals from the Public Security Directorate, and students of universities, schools, municipalities, civil society organizations, and hospitals. These lectures included the governorates of: The capital Amman, Irbid, Balqa, Ajloun, Karak, Zarqa, Jerash, and Madaba.

The mission of the compliance officers distributed to (21) ministries, departments, and institutions focused on monitoring suspicions of corruption, defects, and loopholes that could cause corruption, and presenting recommendations and proposals to address these gaps, as the compliance officers carried out a total of (1034) major work and (2629) secondary work.

As for the media, communication and public relations unit it kept up its efforts to accomplish its objectives by strengthening good values and promoting awareness of the need to fight corruption by utilizing the existing media and social media platforms. In order to reach all societal groups, the Commission produced (167) news on social media, (99) news

on its website, (87) publications, educational messages, and highlights on its Facebook page, as well as (28) instructional films. All of this significantly increased the number of people who followed the Commission's online accounts, which, for instance, on Facebook, reached a total of (116,211) followers as opposed to the year 2021, which had a total of (16,899) followers.

The Innovation and Training Center was established in response to international requirements, and it creates an annual training plan with quality programs to be implemented with strategic partners, the most notable of which in 2022 are: Practical applications of Government Procurement Law No. 28 of 2019, and accounting for non-accountants, practical applications of the Income Tax Law and its amendments, effective oversight of financial institutions in combating money laundering, corruption crimes and terrorist financing, applications of the Customs Law and its amendments, and others.

The establishment of the Central Bureau Unit was crucial in the realm of law enforcement for streamlining processes and bringing the inputs of the commission under one umbrella. This unit specializes in gathering grievances, reports, and complaints and organizing them legally. Compared to the number of coded complaints, which totaled 371, there were 2932 audited complaints.

The annual report for the year 2022 includes a table showing the number of complaints received according to the destination and the parties to which the complaints were referred, the report also included a statistical statement of the number of grievances, which amounted to (184), of which (16) were filed since 2021.

The Investigation Directorate handled a total of 1742 investigative files, of which (171) were transferred to the Public Prosecution, (573) were preserved, and (16) were forwarded to other directorates with relevant competence. There are now (982) files being processed. In this report, some of the cases referred to the Public Prosecutor of Integrity and Anti-Corruption are presented.

As for the Operations Unit, it dealt with (421) investigative files, including (152) files that were rounded from previous years, of which (65) files were transferred to the Public Prosecutor, while (248) files were preserved.

As for the Information Directorate, which was established at the beginning of the year 2022, it developed, through the Monitoring and Detection section and the Resources section, the work mechanism, by monitoring and investigating all acts related to the work of the Commission that constitute suspicions of corruption, as the total of what was received by the Monitoring division reached (350) complaints in addition to (57) rounded complaints from 2021 that were dealt with in a proper manner.

The Directorate of Legal Affairs has produced (650) outputs, including legal advice, research, and analyses pertaining to the Commission's operational procedures and the files it has examined. Along with various draft laws, bylaws, and instructions, it has also prepared and drafted five memorandums of understanding (MOUs) and cooperation agreements.

The Investment Affairs unit performed its work as required by receiving investor complaints. The Technical unit studied corruption cases that required resorting to experts, technicians and specialists, in order to analyze them, provide consultations, and prepare reports related to them, as the number of files that were dealt with in this regard reached (127) files, of which one hundred and two files were completed.

The report shows that the direct financial recovery or contribution to the recovery amounted to (159) million (483) thousand and (902) dinars, of which (10) million and (900) thousand dinars were recovered directly through the Commission.

The Money Laundering Unit conducted financial analysis and parallel financial investigation for a total of (44) files, of which (4) files were referred to the Public Prosecutor, and (27) files were separated, while (34) files remained in process.

During the year 2022, the Commission launched the National Integrity Indicator and compliance with National Integrity Standards, in cooperation with Hayat Center for Civil Society Development (RASED), and with the support of the European Union and the Spanish Agency for Cooperation. The indicator is the first of its kind in Jordan and the Arab region, with the aim of measuring the compliance of Jordanian public administration institutions with national standards of integrity namely; rule of law, transparency, accountability, justice, equality and equal opportunities, and good governance, according to an integrated scientific methodology, and in support of corruption prevention activities according to Jordanian standards.

The amendment of the new sub-standards of the National Integrity Standards and the Self-Compliance Matrix has been completed, developed and approved in cooperation with stakeholders and experts from the Commission, civil society institutions, the private sector, and international experts through the Twinning Project with the European Union.

Concerning the Whistleblowers, Witnesses, Informants, and Experts Protection Unit, it continued to work on receiving requests for protection. In total, it received 72 requests in 2022, plus 5 rounded requests from 2021, of which (18) received the necessary protection and (59) were preserved because there is no legal basis for protection.

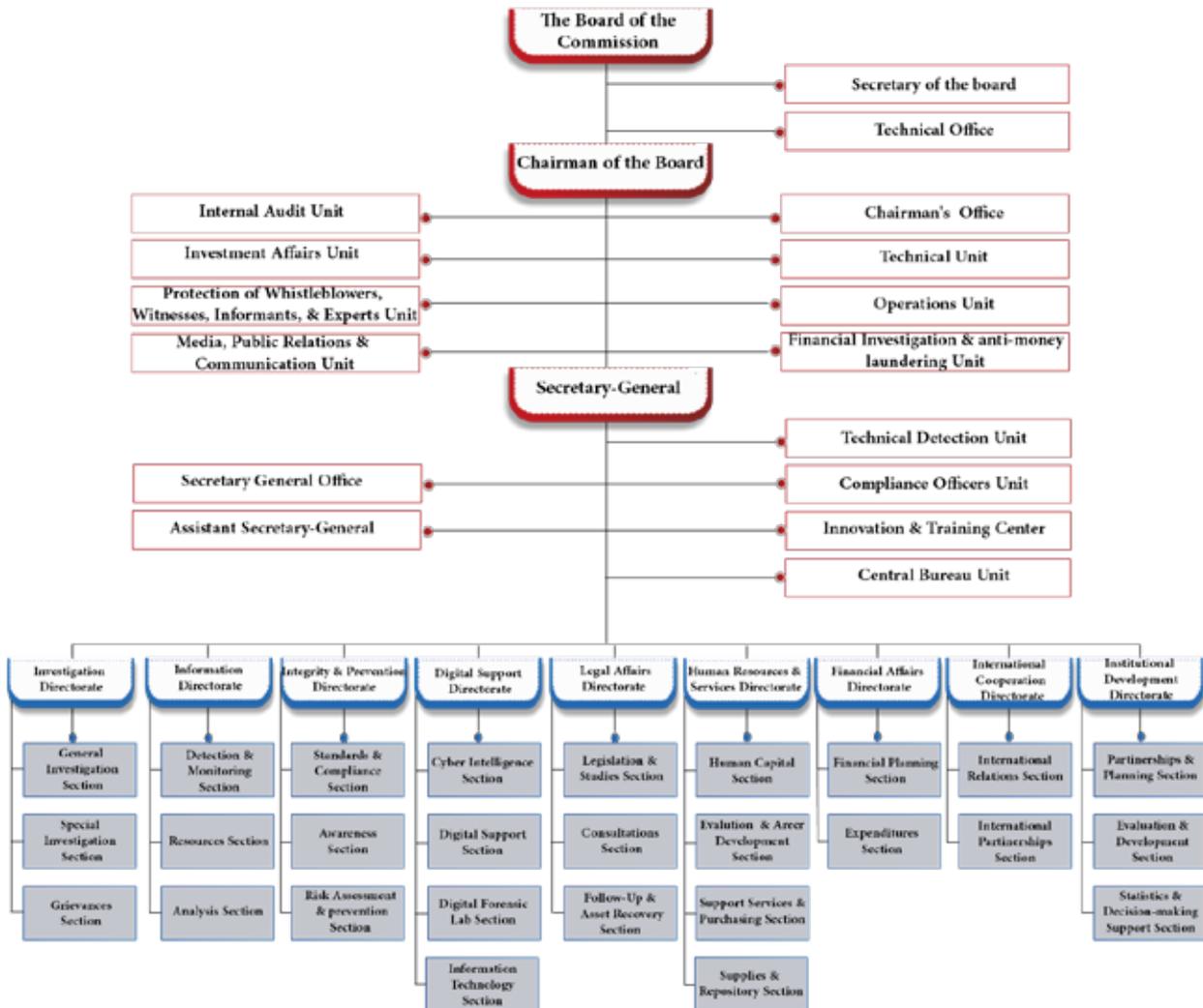
The commission has continued to strengthen its relations at the level of national partnerships with a number of local parties and at the level of international partnerships, in order to achieve the objectives of the commission in line with the National Integrity and Anti-Corruption Strategy for the years (2020-2025)

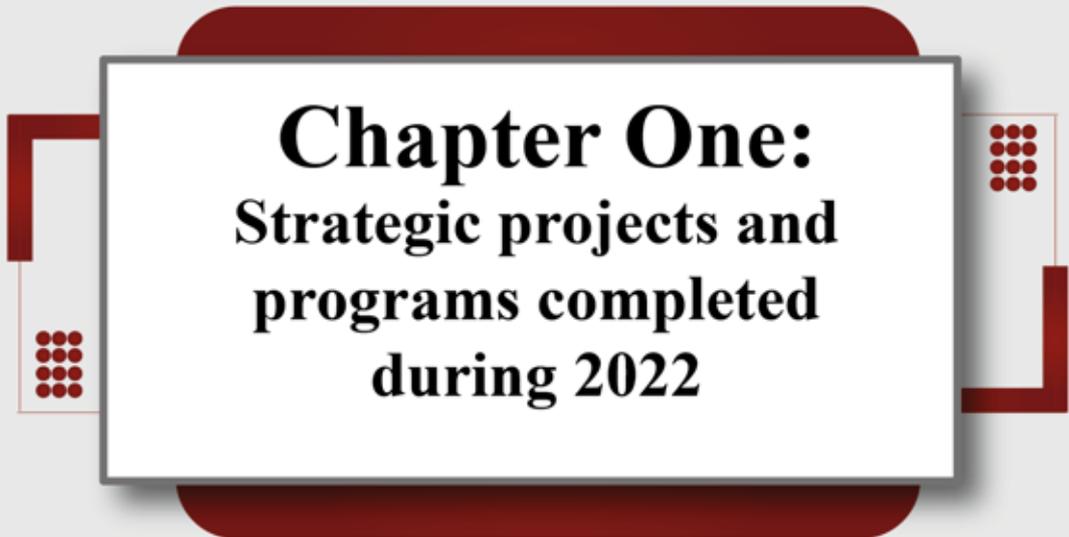
Among the most prominent international partnerships were: completion of the EU Twinning Project implemented by the Commission and its counterparts in the Republics of Lithuania and Austria with the support of the European Union, which aimed to support the Commission's work in the areas of integrity and prevention of corruption.

Organizational chart



هيئة النزاهة ومكافحة الفساد
Integrity and Anti-Corruption Commission





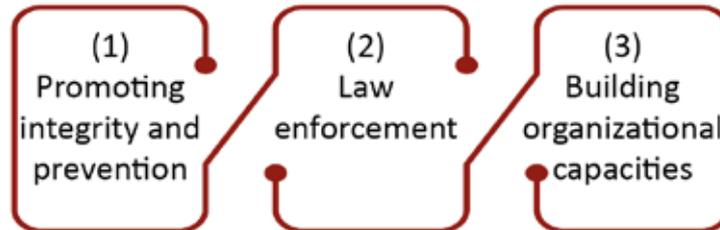
Chapter One:
Strategic projects and
programs completed
during 2022



Chapter One: Strategic projects and programs completed during 2022

The most prominent strategic achievements achieved during the year 2022:

The “updated” National Integrity and Anti-corruption Strategy (2020-2025) comprises of three key components:



The “updated” National Integrity and Anti-corruption Strategy (2020-2025) included (24) strategic projects emanating from five strategic objectives.

Features of the updated strategy:

Vision

“A national environment that upholds integrity, and rejects corruption.”

Message

“Consolidating the national integrity system, law enforcement, prevention of corruption, and limiting its effects on the national level, in accordance with the international best practices, in order to establish a national environment that rejects corruption.”

1st Strategic Objective:

Activating the national integrity system and assuring the public administration compliance with it through three main strategic projects:

- **Project No. (1):** Reviewing the principles of good governance in line with the best practices.
- **Project No. (2):** Preparing guides for measuring the public administration's compliance with national integrity standards and enforcing their application.
- **Project No. (3):** Enhancing the role of Compliance officers / representatives of the Commission at the public administration.

The Commission has achieved several achievements within this objective, the most important of which are:

- Reviewing the principles of good governance contained within the National Integrity Standards in a manner consistent with best practices, by soliciting the opinion of a group of public administration institutions, in addition to seeking the opinions of a group of international experts in this field within the EU Twinning Project. Some sub-standards have been amended in line with international practices in that matter.
- Developing a matrix for examining the compliance of public administrations with National Integrity Standards in line with best practices, through participation with a group of local bodies and international experts in this field, in addition to developing a set of computerized technological tools to be used in all stages of evaluating the compliance of public administration bodies with National Integrity Standards; In particular, the National Integrity Indicator project.
- The Commission continued to activate the role of (16) compliance officers in (22) public administration entities. For the purposes of ascertaining the public administration's commitment to National Integrity Standards and legislation, and to contribute to strengthening monitoring processes and the preventive role of the Commission's work.

2nd Strategic Objective:

Enhancing the efficiency of preventive action against corruption, through eight major strategic projects, namely:

- **Project No. (4):** Identifying the loopholes in the applicable national legislations and working to harmonize them with the international agreements.
- **Project No. (5):** Identifying and assessing risks.
- **Project No. (6):** Developing proactive monitoring and investigation mechanisms.

-
- **Project No. (7):** Activating the role of the internal control units in combating corruption.
 - **Project No. (8):** Building the capabilities of the public administration employees in the field of integrity and anti-corruption.
 - **Project No. (9):** Raising the awareness of educational institutions (schools and universities).
 - **Project No. (10):** Raising the awareness in cooperation with the religious institutions (Islamic and Christian).
 - **Project No. (11):** Partnership with the civil society organizations and private sector.

The Commission has achieved several achievements within this objective, the most important of which are:

- Listing the legislative loopholes that could lead to committing acts of corruption according to a priority program prepared for this purpose, as the water and municipal sectors were targeted for the year 2022 through (extracting and analyzing violations related to legislative loopholes in the light of reviewing and studying the reports of the Audit Bureau, the annual reports of the Commission, and the reports issued by the targeted sector , extracting and analyzing the relevant court rulings), and accordingly the most penetrating and violating fields were analyzed, and the concerned authorities were addressed to take the necessary measures to surround and reduce the gaps.
- Within the framework of identifying and assessing risks related to corruption, the Commission, in cooperation with the relevant authorities, has studied and assessed the risks for the targeted sectors (municipal sector State Property Directorate, Land and Survey Department, some wholly government-owned companies, etc.), in partnership with representatives of the targeted sectors according to systematic action plans, and issuing recommendations pertaining to these sectors. The Directorate of Integrity and Prevention follows up on the implementation of these recommendations. With the aim of reducing priority risks, leading to total control over them, and removing them as a threat that may lead or result in any case of corruption.
- Monitoring, proactive investigation and field monitoring of acts of corruption by following up and analyzing phenomena, events and news received in various ways (sources, news, information, social networking sites, news sites, etc.); With the aim of monitoring incidents that involve breaches that amount to suspicions of corruption, through specific work procedures for a section specialized in this field, as procedures are taken according to the nature of the act or case observed and in a manner appropriate to its severity and seriousness.
- Continuing to strengthen the role of the internal control units of the public administration in the field of combating and preventing corruption, by holding many

meetings and conferences with the internal control units targeted by the National Integrity Indicator, urging them to exercise their role in ensuring government compliance with National Integrity Standards, and strengthening their role in the field of monitoring and prevention of corruption, in addition to discussing the observations made against their units in the reports of the Commission's compliance team for the purpose of correcting them.

- With regard to building the capacities of public administration employees in the field of integrity and anti-corruption, the Commission has carried out the following activities:
 - Held (86) awareness meetings with the public administration institutions for senior and supervisory positions employees.
 - Holding an awareness meeting with the Special Branch Training Center in money laundering cases.
 - Held (13) awareness lectures for the executive level and the new employee by the compliance officers at the public administration institutions.
 - Employing technology in communicating the Commission's messages to all public administration employees, through preparing (28) awareness messages in the field of promoting integrity and combating corruption, and publishing them electronically.
- Spreading awareness in conjunction with educational institutions (schools and universities), in order to establish a state of thorough awareness among this significant and sizeable group at all educational levels; By carrying out the following actions, the following activities are intended to prepare a generation to face the plague of corruption:
 - (122) awareness meetings were held during the year 2022 with various entities (schools, universities, public sector, public security, hospitals, civil society organizations, ... etc.).
 - (27) awareness lectures were held in a number of universities, colleges and schools (The Hashemite University, Yarmouk University, Mutah University, The National University College of Technology, Queen Zain Al-Sharaf School, Wasfi Al-Tal School, ... etc.).
 - Signing a memorandum of understanding with the University of Jordan, organizing a master's program and diploma in governance and anti-corruption, as well as introducing an integrity course in some public universities (Yarmouk University / Hashemite University / University of Jordan).
 - Employing technology to disseminate the Commission's messages in schools and universities, in cooperation with two ministries: Ministry Education, and Ministry

of higher education and scientific research, through social media platforms and their websites, in addition to university radio stations to disseminate the contents of educational lectures in schools and universities through their social networking sites.

- Raising awareness in cooperation with religious bodies (Islamic and Christian) for the purposes of integrating the concepts of integrity and combating corruption through sermons, religious lessons and sermons in cooperation with Islamic scholars, Christian clerics and preachers, and dissemination of legal Fatwa related to practices and behaviors related to acts of corruption.
- Continuous cooperation and coordination with all the Commission's partners from civil society organizations and the private sector; For the purposes of activating dialogue and exchanging experiences with the targeted sectors on the effects of corruption in sustainable development, and enhancing the contribution of civil society institutions and the private sector in the field of integrity, combating corruption, and mobilizing support, more than (23) participatory awareness meetings were implemented with the targeted sectors during the year 2022.

3rd Strategic Objective:

Enhancing and developing the efficiency of the investigation and complaints sections, through four main strategic projects:

- **Project No. (12):** Developing the complaints and grievances system.
- **Project No. (13):** Completing the electronic linking with the partner authorities for investigation purposes.
- **Project No. (14):** Partnership with the authorities concerned in the field of combating money laundering.
- **Project No. (15):** Establishing and equipping specialized investigation houses.

The Commission has achieved several achievements within this objective, the most important of which are:

- Work continuously to develop a system for receiving complaints and grievances; In order to make it easier for the citizen to submit his complaint through all traditional and electronic means of communication, the organizational structure of the Commission has been developed; For the purposes of facilitating the reception of complaints and grievances, and expediting the process of taking the appropriate decision regarding them according to the rules.
- The Commission's electronic linking with partners according to a priority program prepared for this purpose, and work is underway within the objectives of the project's

master plan by linking with other institutions, especially within the Commission's electronic transformation project.

- Partnership with the authorities concerned in the field of combating money laundering, as the Commission continued to follow up the implementation of the activities for which the Commission is one of the agencies responsible for implementation and/or one of the partner agencies, in addition to following up on the implementation of the international requirements that fall under the responsibility of the Commission related to combating money laundering and following up on their proper implementation in cooperation with partners; In support of these efforts, an organizational unit specialized in financial investigation and combating money laundering has been established.

4th Strategic Objective:

Enhancing the management of local and international strategic partnerships, through four main strategic projects:

- **Project No. (16):** Developing and activating partnerships with the international counterparts, donors, and research institutions.
- **Project No. (17):** Activating the Commission's partnership with the parallel regulatory institutions.
- **Project No. (18):** Activating the partnership with the Public Security Directorate.
- **Project No. (19):** Activating the partnership with the media institutions.

The Commission has achieved several achievements within this objective, the most important of which are:

- Within the framework of partnerships with international bodies and counterparts and research institutions, the Commission enhances cooperation with international bodies and counterparts in accordance with priorities, common areas of cooperation, general frameworks governing this cooperation, and institutional capabilities of the Commission. The Commission has implemented all the activities of the Twinning project (Support the Jordanian Integrity and Anti-Corruption Commission in the fields of Integrity and Prevention of Corruption, in partnership with Lithuania and Austria), started implementing the accountability and integrity program plan, and followed up on the implementation of the first step of the (SNAC4) action plan with the Council Europe on (identifying the risks of corruption in the private sector /banking sector), and continuing cooperation with institutions concerned with grievances.
- As a complement to the international dimension, the Commission intends to sign memorandums of understanding with a number of Arab and foreign countries, and the Commission is following up the implementation of action plans with the United

Nations Development Programme (UNDP), in addition to following up on cooperation with The Organization for Economic Co-operation and Development (OECD).

- The Commission continued to activate its partnership with the parallel regulatory institutions according to the targeted sectors and to follow up on the completion of the areas of cooperation mentioned in the memorandums of understanding concluded with these bodies. Feedback from the liaison officers of the memorandums of understanding concluded with each of the following: Jordan Food and Drug Administration, and the Audit Bureau; With the aim of optimal investment of all the tools available to the parallel oversight institutions, as a major success factor for the updated National Strategy for Integrity and Anti-Corruption (2020-2025).
- The Commission is constantly exchanging data and information that fall within the specialized scope of the Commission and its partners from the parallel regulatory authorities, and cooperation in financial and administrative auditing through the formation of joint committees to audit and investigate some files that involve violations that may amount to suspicions of corruption, in addition to cooperation in the field of exchanging experiences and training.
- The Commission continued to activate the partnership with the Public Security Directorate in the fields of investigation, intelligence, exchange of information and transfer of expertise, as the Commission implemented the terms of the memorandums of understanding concluded with it to take advantage of the tools available to the directorate, the most important of which are: Building the capabilities of the Commission's staff, electronic connectivity, providing the Commission with human cadres, and media cooperation.
- Continuing to invest in the available media and social media platforms in raising awareness and transmitting the Commission's message to all members of society. It monitors the media by preparing a daily press report covering what is published in the various media, whether local or regional, and follows up on all complaints, news and inquiries received through its official website and platforms. Social communication, in addition to updating and feeding the website and social media platforms of the Commission with all news and events, and working continuously to increase the followers of the website and social media platforms, as the Commission succeeded in attracting new visitors and surfers to the official website of the Commission and its accounts on social media.
- The Commission launched a number of media campaigns targeting all state institutions and segments of society at all levels, through appropriate channels and media to implement the campaigns, including:
 - An awareness media campaign to introduce and raise awareness of the National Integrity Indicator (NII) launched by the Commission in cooperation with Hayat Center for Civil Society Development (RASED), and Transparency International

(Rashid); This is to measure the extent to which Jordanian public administration institutions comply with National Integrity Standards to push them to engage in real and concrete actions to combat and prevent corruption.

- A media campaign entitled "I am against bribery" in February, in cooperation with a number of public and private universities; To introduce students and make them aware of the dangers of bribery to society and the importance of reporting it.

5th Strategic Objective:

Developing the organizational and human capabilities, through five major strategic projects, which are:

- **Project No. (20):** Electronic Transformation.
 - The Commission has worked to build an integrated and interconnected electronic system that covers all of the Commission's work, supports electronic connectivity, and integrates with partners in the area of electronic transformation. This includes developing the electronic infrastructure (hardware, systems, applications, and databases).
 - The competent organizational unit of the Commission also undertakes all technical work to meet and maintain the digital needs of the Commission. With the aim of facilitating and accelerating the investigative and administrative work of the Commission, in addition to implementing government policies, work has been done on the Commission's case management system, automating most of its needs, in addition to continuous follow-up of notes on the systems, amending the data of institutional bodies as needed, and maintaining programs related to the Commission's work. ... etc.
- **Project No. (21):** Establishing career and training tracks.
- **Project No. (22):** Establishing a digital intelligence system.
 - The Commission is actively working to develop its electronic instruments in the framework of digital intelligence by offering intelligence support. To accomplish this, the Commission has built bridges of cooperation and coordination with the ministry of digital economy and entrepreneurship for the purposes of electronic interconnection in order to conduct technical investigations of crimes committed using contemporary technology to identify electronic financial crimes.
- **Project No. (23):** Enhancing the role of the Innovation and Training Center.
 - In the field of innovation and training, the Commission's Innovation and Training Center seeks to encourage innovative pioneering initiatives in the field of combating and preventing corruption, and integrating youth into national policies aimed at eliminating corruption by encouraging them to present initiatives and expose

corruption sites using social media, in addition to specialized training in the field of integrity and anti-corruption, the center implemented its training plan for the year 2022, and trained employees from several government agencies through holding several training programs, the most important of which are:

- Practical applications of the Government Procurement System No. 28 of 2019.
- Accounting for non-accountants.
- Practical applications of Income Tax Law No. 34 of 2014 and its amendments.
- Requirements for the evaluation process of the International Financial Action Task Force in coordination with the Central Bank (FATTF).
- Practical applications of the Sales Tax Law No. 6 of 1994 and its amendments.
- Financial statements and their content for non-accountants.
- Effective supervision of financial institutions in combating money laundering and combating corruption (Central Bank).
- Combating Money Laundering and Terrorist Financing by dealing with the Anti-Money Laundering and Terrorist Financing Unit.
- Forms of fraud, and forensic accounting.
- Applications of Customs Law No. (20) of 1998 and its amendments.

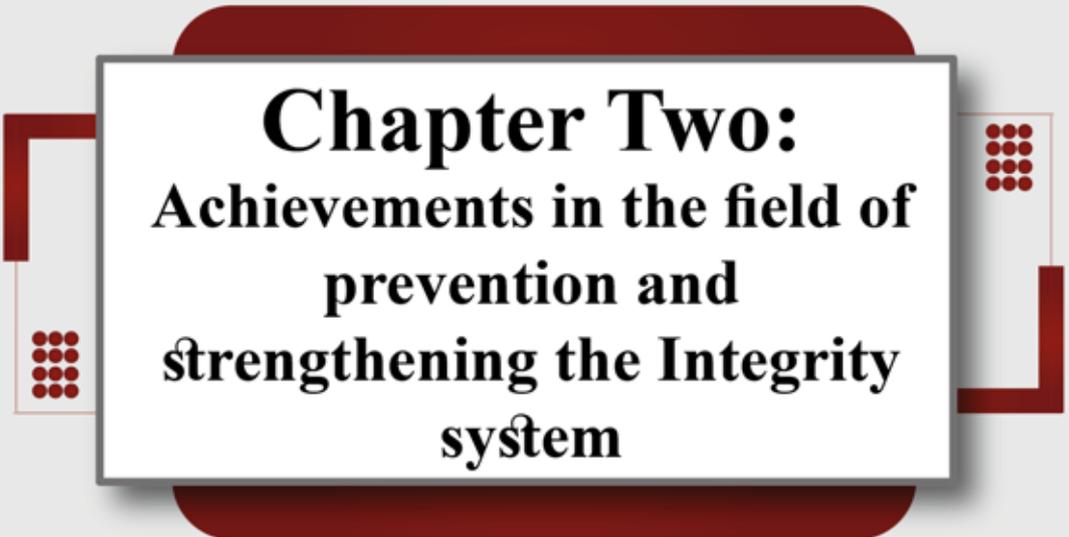
The center has developed a database for the innovative incubator; To encourage young people to present innovative pioneering initiatives using social media in the field of combating and preventing corruption, in addition to preparing guides and standards that regulate the work of the Commission within the competence of the center, such as:

- Completion of the Center's work procedures manual.
- Completion of the preliminary investigation procedures guide for investigators.

In addition to preparing a draft of terms related to integrity, combating corruption and preventing it; With the aim of preparing a specialized Arabic-English dictionary.

- **Project No. (24):** Implementation of the Institutional Excellence Program in the Commission's field of work.
- Within the framework of institutional excellence, the Commission constantly takes advantage of the available improvement opportunities, and applies the best possible practices in the field of integrity and anti-corruption through:
 1. Preparing development studies that will improve institutional performance and relate to:

-
- Benchmarking comparisons based on historical information (2017-2020) on the performance of organizational units concerned with investigation and verification in the Commission.
 - Benchmarking of the most common corruption offences.
 - Benchmarking the outcome of compliance officers' work; With the aim of reviewing their field experience and identifying the most important obstacles they encountered during their work.
2. Preparing the Commission's Governance Manual.
 3. Preparing the Employee Manual for the employees seconded to the Commission.
 4. Integration of the National Strategy for Women within the Commission's activities through a set of objectives related to strengthening the Commission's role in empowering women within the areas of integrity and combating corruption and in all subjects (awareness programs, ensuring adherence to the standard of justice, equality and equal opportunities (one of the standards of National Integrity) in government bodies, definition With the services of the commission dedicated to the empowerment of women, women's rights in the field of filing grievances against decisions, ...).
 5. Preparing specialized statistical reports to support the decision in the Commission on a regular basis.



Chapter Two:
**Achievements in the field of
prevention and
strengthening the Integrity
system**



Chapter Two: Achievements in the field of prevention and strengthening the Integrity system

In the field of awareness:

The Commission performs an educational function through the Directorate of Integrity and Prevention by crafting messages for various social groups and disseminating them via various channels in collaboration with the Commission's Media Unit.

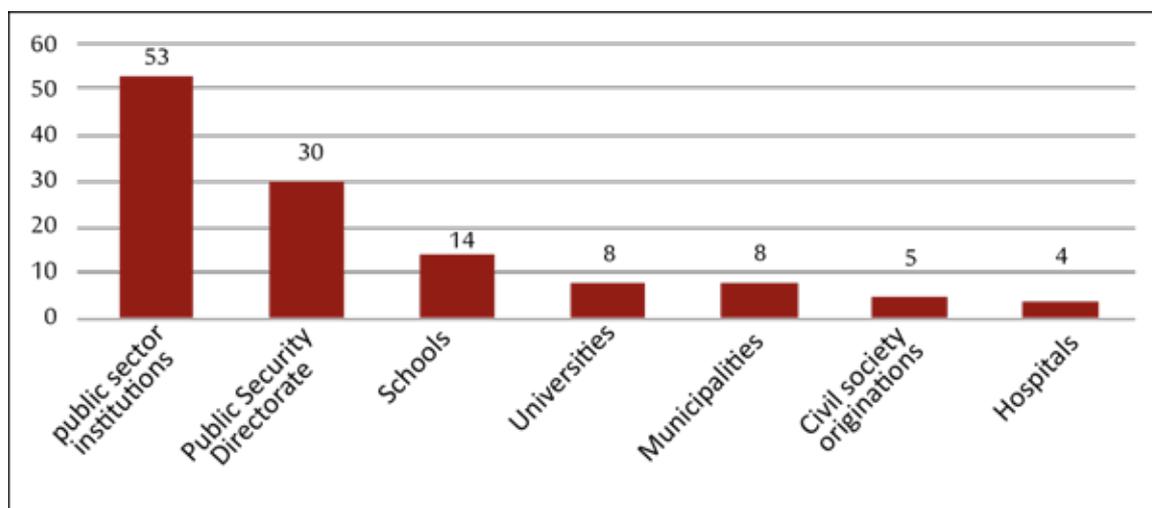
The Directorate seeks through the preparation of educational content and the implementation of educational campaigns and activities aimed at promoting the values of national integrity and combating corruption in all governorates of the Kingdom, by holding lectures for all target groups within the national strategy for integrity and combating corruption, and these groups are: All public sector employees (leaders/supervisors/executives), school and university students/teaching and academic bodies, and educational supervisors/Islamic and Christian clerics.

The Commission also seeks, through the Directorate of Integrity and Prevention, to educate citizens about the dangerous effects of corruption on political, economic and social development, and to coordinate and cooperate with other sections in the Commission to hold awareness seminars and workshops that show the dangers of corruption, prepare the necessary programs for it, promote the values of national integrity and transparency, and spread a culture of a community fights corruption through various media.

The Integrity Directorate carried out (122) awareness lectures about National Integrity Standards for various public sector institutions and the Public Security Directorate. Figure (1) shows:

- Implementation of (53) awareness lectures for public sector institutions.
- Implementation of (30) awareness lectures for officers and personnel of the Public Security Directorate.
- The school share is about (14) lectures.

Figure 1: Number of lectures completed during 2022, by sector



And by gender, we note from Table No. (1) that the general percentage of male participation in these lectures was 62%, while the female participation rate was 38%, with the exception of civil society organizations, which were in favor of females at a rate of about 60% compared to about 40% for males, and this The analysis in terms of number allows the Commission to better direct and target all segments of society in order to achieve the desired return from these meetings and lectures in raising awareness and enlightening the community.

Table No. (1): Percentage distribution of lectures by sector and gender.

sector	Number of meetings	males		females		the total number	
		the number	The ratio	the number	The ratio	the number	The ratio
Public sector	53	1395	64.7	760	35.3	2155	100
schools	14	407	57.1	306	42.9	713	100
universities	8	349	60.8	225	39.2	574	100
municipalities	8	240	67.2	117	32.8	357	100
Hospitals	4	129	58.9	90	41.1	219	100
Civil society organizations	5	49	39.8	74	60.2	123	100
the total	92	2569	62	1572	38	4141	100

It is also clear that the Commission focused its awareness efforts on the schools and universities sector, as the target number of attendees was more than 25% of the total attendance rate of (4141) people, and this is consistent with the Commission's directives in focusing on this sector. Because of its impact on creating and providing an anti-corruption environment. Table No. (2) shows the number of lectures conducted with the Public Security Directorate.

Table No. (2): Percentage distribution of lectures performed with PSD and gender.

sector	Number of meetings	males		females		the total number	
		the number	The ratio	the number	The ratio	the number	The ratio
Special branch	20	746	100	0	0	746	100
CID(Criminal Investigation)	5	172	100	0	0	172	100
police Academy	5	180	97.3	5	2.7	185	100
the total	30	1098	99.5	5	0.5	1103	100

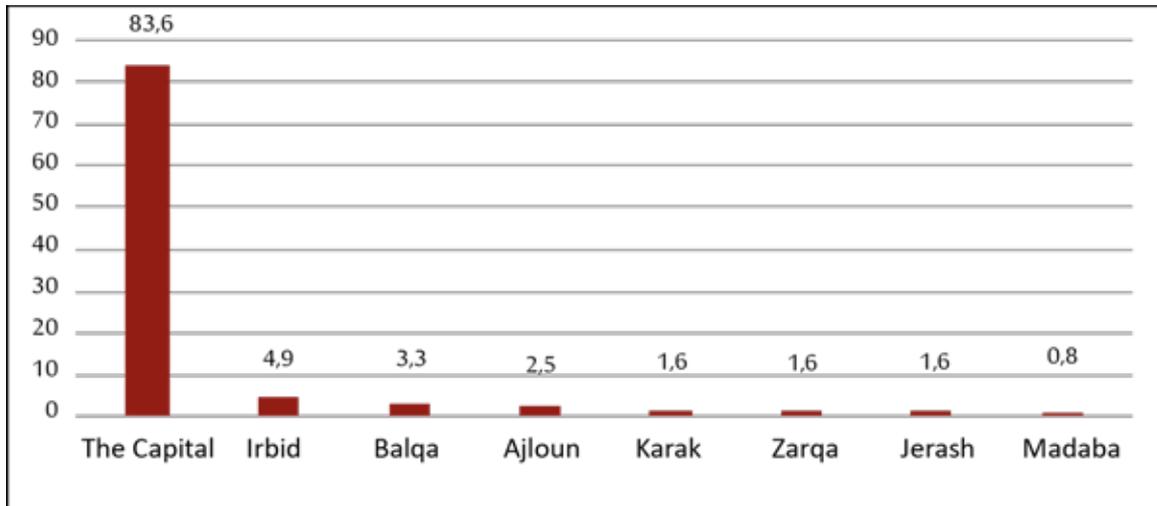
At the governorate level, we note from Table No. (3) that the male participation rate in the various governorates is the highest, with the exception of Madaba governorate, in which the percentage was in favor of females compared to males, as it reached about 72% compared to about 28%.

Table No. (3): Percentage distribution of lectures by governorate and gender.

Governorate	Number of encounters	males		females		the total number	
		the number	The ratio	the number	The ratio	the number	The ratio
Capital	102	2988	69.7	1300	30.3	4288	100
Irbid	6	242	80.1	60	19.9	302	100
Balqa	4	148	74.7	50	25.3	198	100
Ajloun	3	78	56.5	60	43.5	138	100
Karak	2	107	84.3	20	15.7	127	100
Zarqa	2	45	52.9	40	17.1	85	100
Jerash	2	46	78.0	13	22.0	59	100
Madaba	1	13	27.7	34	72.3	47	100
the total	122	3667	69.9	1577	30.1	5244	100

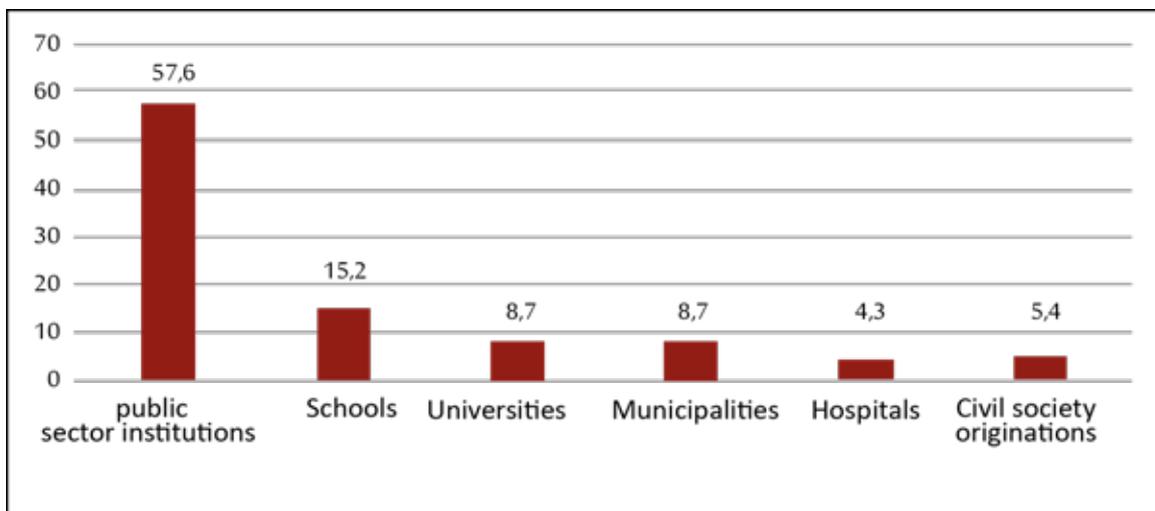
At the geographical level as well, it is clear from Figure (3) that the vast majority of lectures in the governorates were in the Capital Governorate with a rate of about 84%, followed by Irbid Governorate with a rate of about 5%, and the lowest governorate was Madaba Governorate with a rate of about 1%, and this is attributed to Ministries and government departments are concentrated in the Capital Governorate.

Figure (2): Percentage distribution of awareness lectures by governorate



According to the relative distribution of the participating entities, Figure (3) shows that about 58% of the lectures were given to public sector institutions, followed by schools with a rate of about 15%, then universities and municipalities with a rate of about 9%.

Figure (3): Percentage distribution according to the parties participating in the awareness lectures



On the electronic front, the Directorate of Integrity and Prevention was tasked with developing electronic messages to publicize the various national integrity standards and raise awareness of them through the use of various electronic applications (such as: Sanad application, social networking sites, etc.), in collaboration with the Media, Communication, and Public Relations Unit. the Directorate worked (86) messages, and from Table No. (4) it is clear that about 70% of the messages were sent through social networking sites, and in the second place is the application of Sanad at a rate of about 27%. With regard to the number of messages according to the criterion, we note that the awareness messages related to the

definition of National Integrity Standards were the most with (31) messages, followed by awareness of nepotism and favoritism with (26) messages. An awareness campaign was implemented in cooperation with the Media, Communication and Public Relations Unit aimed at educating the community the seriousness of the crime of favoritism and nepotism.

Table (4): The Percentage distribution of emails by application and criteria.

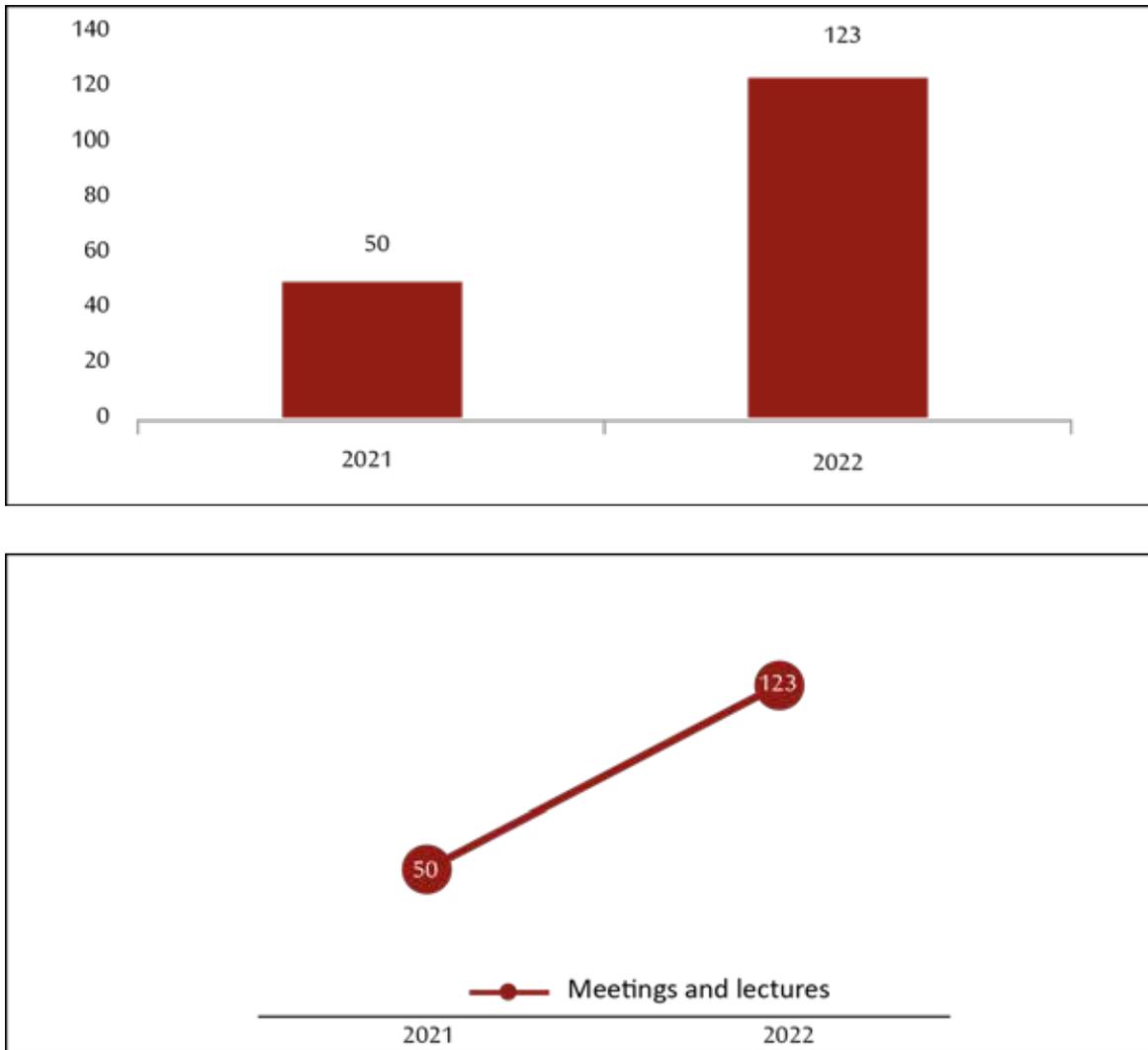
Email content	user application								the total	
	Sanad		social media sites		SMS messages		Universities (public and private)			
	the number	The ratio	the number	The ratio	the number	The ratio	the number	The ratio	the number	The ratio
National integrity standards	12	38.7	19	61.3	-	-	-	-	31	100.0
Nepotism and favoritism	10	38.5	16	61.5	-	-	-	-	26	100.0
messages	-	-	20	100.0	-	-	-	-	20	100.0
Bribery	-	-	3	60.0	1	20.0	1	20.0	5	100.0
Law enforcement	-	-	1	50.0	-	-	1	50.0	2	100.0
Good governance	1	50.0	1	50.0	-	-	-	-	2	100.0
the total	23	26.7	60	69.8	1	1.2	2	2.3	86	100.0

Number of meetings and lectures organized by the Directorate of Integrity and Prevention during the years 2021 and 2022:

Comparing the achievements of the Directorate of Integrity and Prevention between 2021 and 2022, we note from figure (4) that this directorate doubled educational campaigns and lectures during the year 2022. The increase is due to several factors, the most important of which are:

- Cooperating with the Media, Communication and Public Relations Unit in implementing more than one media awareness campaign.
- Preparing unified educational content prepared by the Directorate of Integrity and Prevention and approved by the Commission's Board, and expanding the targeted sectors further.
- Establishing and approving a group of educational messages about the Commission's objectives (educational messages on integrity standards, religious messages, etc.).

Figure (4)



The Commission sought to adopt an awareness resource as part of the mandatory and permissive promotion program held by the Ministry of Education for teachers from all governorates in the Kingdom because it recognized the value of training. This was done in cooperation and coordination with the Ministry of Education through the Department of Educational Supervision and Training. There were (21) thousand male and female teachers that graduated from this program.

In the field of prevention and risk studies:

The Directorate of Integrity and Prevention operates through the Risk Assessment Section in two dimensions (strategic and operational); With the aim of enhancing the efficiency of the preventive work of the Commission, and it performs its strategic work through the fifth project within the National Strategy for Integrity and Anti-Corruption / (Risk Assessment Project), which aims to identify and assess risks related to corruption, by

developing the necessary tools for collecting information, analyzing and evaluating it, and making the necessary recommendations to address them. or contain it.

The risk assessment process focuses on recognizing and identifying risks, proposing a mechanism to address them, putting this mechanism into practice, and then re-evaluating the change in the target sector.

The Directorate of Integrity and Prevention also studies complaints referred by the Commission's Board and takes appropriate legal action in this regard.

Firstly: The most prominent risk studies conducted during the year 2022 on some sectors

In its studies, the Directorate of Integrity and Prevention targeted three sectors: The Jordanian Customs Department, the municipalities, and the Land and Survey Department. The following are the most important recommendations issued by these studies.

- **Jordanian Customs Department:**

It was targeted as part of the Twinning Project funded by the European Union with Austria and Lithuania, in addition to the health sector, which is still under study. The following are the most important risks of the customs sector:

High-level risks ranging from (16-25) within the critical area that need to be given very high priority. We include the following recommendations:

- tighten control over the granting of customs exemptions; To monitor any deviation in the application.
- Taking into account that the work assigned to the employee matches the job description, in a manner that guarantees the possibility of applying the principle of accountability for the official, especially in the accounting and financial fields.

- **municipalities:**

High-level risks ranging from (16-25) within the critical area that need to be given very high priority. We include the following recommendations:

- Setting specific principles and criteria for selecting committee members according to their job titles, and ensuring the active participation of committee members so that committee decisions are taken in accordance with the governing legislation.
- Setting specific procedures for collecting receivables, with periodic follow-up to collect receivables due to municipalities from third parties, and preparing periodic reports in this regard.
- Preparing accurate preliminary studies for projects before implementing them, showing: Project goals, purpose, location, and accurate costing; Whether the acquisition cost or the total cost of the project.

-
- Checking quantities during design, and matching them with schemes.
 - Taking the necessary legal measures against those who have been out of work for more than ten days, including stopping the payment of salaries and bonuses for them in accordance with the provisions of Civil Service Law No. (9) of 2020 and its amendments.
 - Commitment to appointments issued by the Civil Service Bureau according to the formations schedule.

- **Lands and Survey Department:**

High-level risks ranging from (16-25) within the critical area that need to be given very high priority. We include the following recommendations:

1. Matching and checking the barcode on plans submitted by the Amman Greater Municipality to the Land and Survey Department by the concerned employees.
2. The obligation not to combine the chairmanship of the "joint ownership propriety" removal committee with the director of the department concerned with the removal of "joint ownership in propriety", and the operative obligation of the text of Article (3) of the system for the removal of joint ownership in real estate No. (145) of 2019 when forming the committee.
3. The electronic link between the number received from the bureau and the number on the reservation books and computers in the registration section in the Lands and Survey Department.
4. Start monitoring how tasks are being completed at all levels of the organizational hierarchy, making sure that officials are paying close attention to how their subordinates are performing and are applying disciplinary sanctions in accordance with the applicable laws.
5. Activating the work of internal control by providing it with specialized competencies, adopting a periodic control plan, setting performance indicators for the various directorates, and setting performance assessments for auditors in a manner that ensures that internal control performs its function to the fullest.

Secondly: A summary of the most prominent complaints considered by the Directorate of Integrity and Prevention:

- A complaint about non-payment of the values obtained for traffic violations for foreign vehicles.

The complaint included non-collection of values collected from traffic violations on foreign vehicles, as there is no authority authorized to collect them at all border posts at present, noting that the collection process was previously carried out under a special

agreement between the Greater Amman Municipality and the Jordanian Federation of Insurance Companies. The Greater Amman Municipality has been addressed with the following:

- The need to conclude an agreement to collect traffic violations through the border posts on foreign vehicles entering the Kingdom between the Jordanian Federation of Insurance Companies and the Greater Amman Municipality. This agreement comes to ensure the continued financial collection of foreign vehicle violations for the benefit of the Greater Amman Municipality and the municipalities through the insurance offices at the border posts. This measure aims to increase financial collection, as the vehicle owner is required to review the insurance office of the Jordanian Federation of Insurance Companies. To obtain a vehicle insurance policy and to enable vehicle owners to pay the fines for the state treasury through a single window; ease of procedures.

- **A complaint about a hospital affiliated with the Ministry of Health:**

hospital associated with the Ministry of Health was accused of giving nurses additional work allowances and furloughs as the head of the nursing department, assigning department heads against the wishes of relatives, and assisting some individuals by submitting false payrolls and paying them salaries without them physically appearing at the hospital.

The Ministry of Health was addressed, based on the decision of the Board of the Commission, to form an investigation committee. This committee, in turn, formed a committee to investigate the defendant, and concluded that the assignment of the head of the nursing department was terminated / as a result of her committing the aforementioned violations, and the penalty of deduction from the basic monthly salary, due to the failure to apply the system of civil service in force related to the number of official working hours, stopping the payment of the overtime allowance for the nursing staff and recovering the sums of money that were spent unjustly, providing a fingerprint system to follow up the staff's working hours in the hospital and adhere to it, and addressing the hospital director to comply with the civil service system currently in force and related to the number of official working hours, granting administrative leave (incentive) to cadres according to the rules and in return for the employee's achievement, not exceeding ten days per year, and the necessity of adhering to the job description of department heads, distributing training courses and workshops to cadres fairly, adhering to the code of professional behavior, and working in a team spirit, And the formation of an internal committee to audit the nursing cadres working in the hospital, and to take administrative and financial measures against violators.

- **A complaint about irregularities in the appointment of daily workers in a municipality and the amendment of their employment status.**

The complaint filed against the municipality included amending the status of (5) employees of one of the municipalities in violation of the provisions of Article (25) of the Municipal Employees Regulation and its amendments for the year 2007 and the Civil Service

Law, after they obtained a new educational qualification during their work in the municipality during the years (2012-2016). As daily workers, their statuses have been modified and fixed on the formations table and vacancies have been created for them on the municipality's budget for obtaining new scientific certificates with the approval of the Ministry of Local Administration without adherence to the instructions for selecting and appointing employees in government jobs issued under the applicable civil service system and in violation of the provisions of Article (25/d). from Municipal Employees Regulation No. (108) of 2007 and its amendments.

The Ministry of Local Administration was addressed with these violations and the situation was rectified. Accordingly, the Municipal Council issued a decision approving the cancellation of the previously issued decision to amend the status of employees who violated appointments, and submitted it to the Ministry of Local Administration for approval of the decision.

- **A complaint about the public official's professionalism in trade**

A complaint was received regarding the ownership of one of the general managers of a public institution, and after research and investigation it became clear that he is a partner in a simple limited partnership company as a joint partner, and by referring to the decision of the Bureau regarding the interpretation of laws, which stated that it is not permissible for employees to professionalize trade and confirmed that it is not permissible to professionalize trade as a joint partner; Because in this case he is a merchant. Based on the foregoing, the concerned authority has been addressed for the purposes of correcting the legal status of the employee who reported correcting the legal status.

In the field of compliance officers:

Within the policy of the Integrity and Anti-Corruption Commission aimed at strengthening the values and principles of national integrity and preventing and combating corruption in an institutional manner, and with the aim of the Commission's presence in the main public administration joints, Article 14/a of the Integrity and Anti-Corruption Law No. 13 of 2016 and its amendments stipulated that (the president shall appoint one liaison officer or more at the Public Administration to verify the extent of its commitment to National Integrity Standards and legislation and to follow up on grievances against its decisions).

Due to the importance of this experience, it was properly prepared, and a general guiding framework was issued by the Commission's Board regulating the work of compliance officers, and work procedures and a code of conduct for compliance officers were adopted.

The general guiding framework included assigning compliance officers to monitor suspicions of corruption, defects and loopholes that could cause corruption, and to make recommendations and proposals to address these loopholes.

This framework provided for instructions to create a climate of trust, cooperation and flexibility between the Commission and public administrations through: Activating National

Integrity Standards, positive participation in administrative reform, raising employee and decision-maker awareness of the importance of integrity and the danger of corruption on citizens' trust in the state, and creating a culture to reject and report corruption.

An organizational unit has been established in the Commission under the name of the Compliance Officers Unit. To organize work and coordinate between the Commission and compliance officers. The Commission is represented by fifteen compliance officers distributed among twenty-one ministries and public institutions, which are:

1. Ministry of Education	2. Ministry of Transportation
3. Ministry of Higher Education and Scientific Research	4. Ministry of Youth
5. Ministry of Health	6. Ministry of Labor
7. Ministry of Social Development	8. Ministry of Energy
9. Ministry of Environment	10. Jordan Food and Drug Administration
11. Ministry Of Agriculture	12. Customs Department
13. Ministry of Local Administration	14. Land and Survey Department
15. Ministry of Water	16. The Jordan Standards and Metrology Organization (JSMO)
17. Ministry of Public Works and housing	18. Companies Control Department
19. Ministry of Awqaf Islamic Affairs and Holy Places	20. Income and Sales Tax administration
	21. Greater Amman Municipality

Statistical data of the Compliance Officers Unit:

main business activities	1034
Secondary activities	2629

* These numbers include: Committee sessions, field visits, meetings, preventive measures, tests, information, daily work, responses and inquiries, which are concerned with the main activities. The secondary works include: Committee sessions, and field visits by liaison officers.

In the field of media, communication and public relations

In the year 2022, the Media, Communication and Public Relations Unit continued to achieve its goals by consolidating positive values and raising awareness of combating corruption by investing in the available media and social media platforms in raising awareness and conveying the Commission's messages to all segments of society, and working to ensure that the Commission's messages and news are integrated into the media content of partner media.

The unit's achievements are summarized as follows:

- The unit diversified during the year 2022 in publishing materials on its official website and its pages on social networking sites, to disseminate the values of Integrity and National Integrity Standards among all segments of society at all levels. This was done in order to implement the Commission's ongoing efforts to define its role in the axes of law enforcement, integrity, and prevention, and to educate society that fighting corruption is a societal responsibility.:
 - (167) News on the Commission's accounts on social networking sites.
 - (99) News on the Commission's website.
 - (87) Posts on the Commission's Facebook account that included awareness messages and highlights.
 - (28) Awareness video.
- Based on the efforts of the unit in publishing and broadcasting qualitative media and awareness materials, it succeeded during the year 2022 in attracting new followers on official website of the Commission, and to its accounts on social media channels. In the past, the number of followers of the official Commission's page on the social networking site Facebook increased, reaching (16,899) followers, bringing the number of followers of the page at the end of the year 2022 to (116,211) followers. The year 2022 witnessed an increase in the number of followers of the Commission's account on the social networking site (Twitter), reaching (7306), bringing the total number of followers to (16,600). Confidence in the Commission and its efforts in combating corruption and establishing standards of integrity.

communication channel	Number of followers/visitors The beginning of the year 2022	Number of followers/visitors During the year 2022	The total number of followers/visitors
The Commission's official website	2186321	1105142	3291463
Facebook	102540	16899	116211
Twitter	8705	7306	16600

- During the year 2022, the Commission launched (4) media campaigns targeting all state institutions and segments of society at all levels, and the following is its statement:
 1. The "No Nepotism and Favoritism" campaign aimed at raising awareness of the dangers of this phenomenon, and encouraging citizens to reject and fight it.
 2. Introducing the National Integrity Indicator (NII) campaign.

3. A campaign introducing the updated version of the Commission's smart application on mobile phones and tablets.
4. The "I am against bribery" campaign aimed at raising awareness of the dangers of this phenomenon, and encouraging citizens to reject and fight it.

- **complaints and inquiries:**

The Media and Communication Unit received (1230) complaints and inquiries through the Commission's accounts and official pages on social media, while it received (190) complaints through its website.

- **News monitoring reports:**

During the year 2022, the Media and Communication Unit prepared a total of (197) news monitoring reports for all press reports, news and daily articles published in Jordanian newspapers and news websites, which contain suspicions of corruption in their content, after which the appropriate action is taken in terms of investigation, follow-up by the directorates competent in the Commission.

- **Managing and coordinating local events and activities:**

The Media, Communication and Public Relations Unit organized, managed and coordinated the preparations, and logistical arrangements for all meetings, activities and events that the unit was assigned to follow up during the year 2022, which amounted to (157) meetings, and events.

The unit followed up on the preparation of local memorandums of understanding signed between the Commission and other partner agencies during the year 2022, which included:

- Memorandum of Understanding between the Integrity and Anti-Corruption Commission and Al Hayat Center - RASED for Civil Society Development
- Memorandum of Understanding between the Integrity and Anti-Corruption Commission and the University of Jordan.

The most prominent local activities and events during 2022:

#	Statement
1.	Organizing a participatory meeting with a number of imams, Muslim preachers and Christian clerics, entitled: "The Role of Religious Awareness in Preventing Corruption".
2.	Launching the "National Integrity Indicator" in cooperation with Al-Hayat Center - Rased.
3.	Holding a seminar on "Guide to Managing Corruption Risks" with the participation of a number of public administration institutions.
4.	Hosting a team from the United Nations Development Programme.

#	Statement
5.	Receiving a delegation from the National Judiciary in France; To view the Commission's work and its efforts in combating corruption, and its procedures in the areas of law enforcement and the promotion of integrity.
6.	Organizing the "Integrity" training program on combating money laundering in cooperation with the Anti-Money Laundering and Terrorist Financing Unit.
7.	Organizing a dialogue meeting with a number of educational supervisors in the Ministry of Education, entitled: "The Role of Educational Supervisors in Promoting the Values of Integrity and Prevention of Corruption."
8.	Launching an awareness media campaign on "renouncing favoritism and nepotism".
9.	Hosting students from the Faculty of Law at Al-Ahliyya Amman University to enhance their knowledge of the Commission's work, educate them about National Integrity Standards, and explain their important role in spreading these values.
10.	Holding a seminar at Amman Arab University on promoting integrity and combating corruption in Jordan.
11.	Organizing a coordination meeting with a number of civil society organizations in cooperation with the Twinning Project implemented by the Commission with the Republics of Lithuania and Austria; With the aim of discussing joint coordination mechanisms and the extent of cooperation in order to achieve the objectives of the updated National Strategy for Integrity and Anti-Corruption 2020-2025.
12.	Participation in a regional workshop on the role of technology in preventing and combating corruption, organized by the United Nations Development Program.
13.	Receiving a delegation from the Central Bank to inform them of work mechanisms in the field of receiving complaints.
14.	Launching the Master and Diploma programs on "Governance and Anti-Corruption" in cooperation with the University of Jordan.
15.	Organizing a dialogue meeting, in cooperation with the Al-Hayat Center - Rased, with department directors, general secretaries, and a number of officials of (100) Jordanian public administration institutions, whose compliance with National Integrity Standards was measured this year.
16.	His Majesty the King receives the report of the Integrity and Anti-Corruption Commission for the year 2021.
17.	The Prime Minister receives a copy of the annual report of the Integrity and Anti-Corruption Commission for the year 2021.
18.	The Speaker of the Senate receives the annual report of the Integrity and Anti-Corruption Commission for the year 2021
19.	The Speaker of Parliament receives the report of the Integrity and Anti-Corruption Commission for the year 2021.
20.	Organizing a dialogue meeting with media and communication officials in the targeted entities in the National Integrity Indicator.

Innovation and Training Center:

In response to international requirements, including the United Nations Convention against Corruption, Article 6 of which stipulates that: “Each state party shall ensure the increase and dissemination of knowledge related to the prevention of corruption.” In response to the recommendations of the London Summit, the Innovation and Training Center was established in mid-2020, and assigned to it the task of preparing an annual training plan. It includes specialized quality programs implemented in cooperation with the Commission’s strategic partners, aiming to raise awareness of the concepts of integrity and anti-corruption for public and private sector employees and interested civil society organizations.

During the year 2022, the center implemented its training plan to the fullest extent in cooperation and coordination with partner public administration bodies, including: The Public Security Directorate, the Ministry of Industry and Trade, the Ministry of Investment, the Jordan Deposit Insurance Corporation (JODIC), The Jordan Food and Drug Administration (JFDA), the Securities Commission, and the Customs Department, in addition to partner civil society institutions, the most important of which are: The Jordanian Association of Certified Public Accountants, and the Bar Association. The center has activated the memorandums of understanding concluded with many parties for the purposes of capacity building, the most important of which are: The Central Bank, the Anti-Money Laundering and Terrorist Financing Unit, and the Audit Bureau. The number of trainees reached (163) male and female employees of the Commission, public security officers, and a number of public administration agencies, especially the parallel control authorities.

Among the most prominent specialized quality training programs held by the center are:

- Practical applications of the government procurement system No. (28) of 2019.
- Accounting for non-accountants.
- Practical applications of Income Tax Law No. (34) of 2014 and its amendments.
- Requirements for the assessment process of the International Financial Action Task Force with the Central Bank FATTF.
- Practical applications of the General Sales Tax Law No. (6) of 1994 and its amendments.
- Financial statements and their content for non-accountants.
- Effective supervision of financial institutions in combating money laundering and corruption crimes.
- Anti-money laundering and terrorist financing.
- Forms of fraud, and forensic accounting.
- Applications of General Customs Law No. (20) of 1998 and its amendments.

Creativity and the role of institutions in embracing it are among the most important pillars supporting comprehensive economic development in which all parties from both sectors participate: public, and private.”

The Innovation and Training Center provides an electronic portal on the Commission's website for receiving these ideas from the Commission's staff and all segments of society, notably the youth, demonstrating its commitment to adopting innovative and progressive projects and ideas. In an effort to include them into national initiatives to combat corruption.



Chapter Three:
Achievements in the field
of law enforcement



Chapter Three: Achievements in the field of law enforcement

Complaints and Grievances:

A central unit was created in the Commission. With the aim of unifying the Commission's inputs and speeding up the procedures, this unit is concerned with receiving all complaints, notifications and grievances received by the Commission through all approved means, studying them, sorting them legally according to an approved form, completing the necessary procedures to determine whether or not there is jurisdiction, and submitting recommendations to the Commission's Board to take the appropriate decision in this regard.

The unit is also specialized in recording incoming and outgoing mail, ensuring that the copies to be kept are archived, and ensuring the regularity of the Commission's internal and external correspondence with its attachments and its flow in various directions and by the various available means.

Therefore, work procedures for registration and sorting of complaints, follow-up of incoming and outgoing mail, memorandums, and a database of all complaints and reports received by the Commission were established. Table No. (5) follows, showing the work carried out by the Central Bureau Unit during the year 2022:

Table No. (5): The work of the Central Bureau Unit during the year 2022.

Audited complaints before transferring them for sorting
The number of complaints that were audited before being transferred for sorting and legal study (2932).
Coded complaints
The number of complaints duly coded at the Commission and within the records designated for that (371) complaints.
Transferred complaints from 2021
The number of complaints Transferred since since 2021 has been completed and submitted to the Board (239), and all decisions issued therein have been implemented.
Complaints received by the Commission electronically
Number of complaints received through the online platform: (191) complaints.
Number of complaints received through the (WhatsApp) application: (1236) complaints.
Number of complaints received through the Commission's website: (190) complaints
Number of complaints received through the Commission's smartphone application: (5) Complaints.
Total (1622) complaints

* Note: (1251) complaints received through the government platform were forwarded to the competent authorities.

The following table No. (6) shows the statistics of complaints registered in 2022 amounting to (3341) complaints, notifications and grievances. The Central Bureau recorded all these complaints, archived them, implemented all decisions related to them during the year 2022, and carried out related matters by referring them to the concerned authorities, and keeping some of them, and pass the necessary information and correspondence in this regard.

Table No. (6): Statistics of registered complaints in 2022.

sequence	The assigned party	number of complaints
1	Investigation Directorate	683
2	Information Directorate	282
3	Legal Affairs Directorate	15
4	Integrity and Prevention Directorate	33
5	Operations unit	206
6	Financial Investigation and Anti-Money Laundering Unit	43
7	Compliance Officer Unit	63
8	Investment affairs unit	38
9	Technical unit	29
10	Whistleblowers, Witnesses, Informants, and Experts protection unit	1
11	Grievance section	139
12	The joint committee with the Civil Service Bureau	25
13	The joint committee with the Income Tax Administration	7
14	Committee formed for the issues of medical reports	1
15	Committee formed for the cases of the Audit Bureau	1
16	The Joint Committee for Land cases from the Directorate of Investigation and Operations Unit	1
17	The committee formed for Jordanian property issues	3
18	Advisors	7
19	Complaints in which a decision was taken by the Board to address	6
the total		1583

- Complaints resolutions recommended to be kept:

sequence	The result of the decision to Uphold	number of resolutions	percentage
1	Uphold (for lack of jurisdiction)	1228	70011%
2	Uphold and address by modification	94	5302%
3	uphold and pass information to the competent authorities	433	24686%
the total		1758	100%

- Classification of decisions issued in complaints:

sequence	The decision side	number of resolutions	percentage
1	Board decisions	3202	95.83%
2	Administrative decision (grievances)	139	4160%
the total		3341	100%

- Statistics of complaints entered according to the type of complaint:

sequence	Classification of complaints and information	number of complaints	percentage
1	News	1164	34809%
2	investor complaint	5	0,150 %
3	Grievances	139	4157%
4	complaints	2036	60885%
the total		3341	100%

- Statistics of complaints entered according to the source of the complaint:

sequence	the source of the complaint	number of complaints	percentage
1	independent bodies	6	0,180 %
2	fax	7	0,210 %
3	Government platform (at your service)	191	5717%
4	ministries	142	4250%
5	Monitoring and detection Section (Information)	90	2694%
6	hot line	37	1107%
7	Commission's Bureau	245	7333%
8	WhatsApp	1236	36995%
9	Office of the chairman	163	4879%

sequence	the source of the complaint	number of complaints	percentage
10	Mobile application	5	0,150 %
11	Social media	25	0,748 %
12	Audit Bureau	6	0,180 %
13	Compliance Officer Unit	309	9249%
14	Personal attendance to the Commission	687	20563%
15	website	190	5687%
16	Prime ministry	2	0,060 %
the total		3341	100%

- Complaints submitted to the Board of the Commission and attributed by the investigators, the legal officer and the head of the unit, and the percentage of compatibility of the Board's decisions with the recommendations submitted:

sequence	Recommendations	number of complaints	percentage
1	Board's endorsement of the recommendations raised	2707	92,300%
2	disagreement with the Board's recommendations	218	7,500 %
3	pending decision (under study)	7	0,200 %
the total		2932	100 %

Grievances:

Statistics of grievances (referred to the joint committee) received during the year 2022 to the grievances section and its final result:

Transferred from 2021	Grievances and complaints received by the Grievances section during the year 2022 until 12/31/2022	the total	Separated grievances and complaints	Grievances and Complaints Under Consideration (Transferred to 2023)	Reject or uphold (due to lack of jurisdiction or the administration's fault, withdrawal of the grievance/complaint, or consideration by the judiciary)	Referral of the file to an investigative case	modification
16	168	184	160	24 *	139	6	15

The most prominent grievances that have been modified for the year 2022

- Collective grievances of non-appointment
- Grievances: (2707/2022, 2706 /2022, 2705/2022)

The Commission received three grievances submitted against a government body, for appointment to the third category jobs in violation of the conditions of the job in terms of: Age, experience, and exclusion of the complainants despite their eligibility for appointment. It was found through the investigation procedures that two of them are eligible. Because the job conditions apply to them, and after conducting official correspondence with the concerned government body, they were recommended to be appointed and to change their status.

- Grievance against non-appointment
- Grievance: (1709/2022)

A complainant submitted a grievance to the Commission, objecting to the appointment of others and excluding them from being appointed by one of the ministries, even though she successfully passed the conditions required for the required vacancy and the personal interview. It was found through the investigation procedures that the complainant has the right to be appointed, and after communicating with the concerned ministry, her status was corrected and she was duly appointed.

The Investigation Directorate:

The Investigation Directorate undertakes investigation procedures into suspicions of corruption that fall within the jurisdiction of the Commission. These procedures are immediately initiated in terms of: collecting data, hearing testimonies, making use of the technical expertise provided by the Commission, and completing all investigation procedures by experienced investigators who hold the capacity of the judicial police, and then the completed file is submitted to the esteemed Board of the Commission; To take a decision according to the law, either by referring the file to His Excellency the Public Prosecutor of Integrity and Anti-Corruption in the event that the act constitutes a suspicion of corruption, or to keep it in the event that no suspicion of corruption is proven after it has gone through all the investigation stages.

The Directorate also considers grievances submitted by stakeholders who object to public administration procedures issued against them, provided that the subject matter of the grievance is not subject to appeal before the administrative judiciary.

During the year 2022, the Investigation Directorate dealt with a total of (760) investigative files through an investigative cadre whose members possess investigative experience and hold the status of the judicial police in the exercise of their work and investigative procedures in the files that the Commission Board transfers to the Directorate.

Table No. (7) shows the following statistical data related to the Investigation Directorate:

former files	728
The number of files received	1014
the total	1742
Number of investigative files referred to the Public Prosecutor	171
The number of files referred to other directorates	16
The number of uphold files	573
in process	982

A summary of the most important investigative files handled by the Investigation Directorate in 2022 and referred to the Public Prosecutor

- **Financial irregularities in one of the infrastructure bids of a government agency, amounting to (1,472,436) dinars:**

A committee assigned by a government agency studied the eligibility of the financial claims submitted by a contractor for its implementation of an infrastructure project in the southern region, and the committee agreed to pay the financial claims in excess of the due amount (which is (1,472,436) dinars), which constituted a crime of negligence in the duties of the job. Hence, it leads to a waste of public money.

- **Embezzlement in feed distribution centers:**

The Commission dealt with a number of investigation files related to the various fodder distribution centers in the Kingdom, which included facts represented in the existence of a shortage in the quantities of feed through the manipulation of the employees responsible for the distribution process with the relevant records and restrictions, and the misappropriation of the shortage teams in the quantities of feed for their personal benefit, amounting to (971,942) dinars.

- **The occurrence of a fire in a government hospital warehouse as a result of failure to follow public safety conditions:**

Material losses occurred in a government hospital as a result of a fire that broke out in the hospital. Due to the negligence of those responsible for maintaining and following up on public safety conditions, the losses resulting from this fire are estimated at an amount of (200) thousand dinars.

- **A management committee manipulated a savings fund belonging to employees of a private hospital (SH, M, A) in 2021, with a value of (200) thousand dinars:**

A private hospital's Management Committee of the Provident Fund gave loans to a number of borrowers despite their financial insolvency. As a result, the value of the loans, which totaled (200) thousand dinars, was not collected, constituting a crime of negligence in the performance of job duties that resulted in the waste of public funds.

- **Manipulating the implementation of house connections for a number of subscribers in a water company illegally:**

The heads of the connections department in the Water Administration of one of the governorates agreed to implement house connections for a number of subscribers in a manner that violates the instructions for water subscription, and this resulted in a waste of public money in the amount of (102) thousand dinars, as this amount was paid to the contractors in return for installing the connections for the unworthy of the subscribers. Which constituted a crime of neglecting the duties of the job, and the matter was referred to His Excellency the Public Prosecutor of Integrity and Anti-Corruption.

- **Manipulating the health insurance fund of the employees and retirees of a company (SH, M, A):**

During previous years, one of the company's employees embezzled an amount of (96,584) dinars during his work in the health insurance fund for the company's employees and retirees, which constituted a crime of embezzlement. The matter was referred to His Excellency the Public Prosecutor of Integrity and Anti-Corruption.

- **Manipulating the supply of materials for one of the bids to a government agency:**

The members of the above-mentioned bid receiving committee received the materials as stainless steel, and it was found by the examination of the Royal Scientific Society that the materials supplied were made of steel and not stainless steel, bearing in mind that the amount paid to the supplier companies as stainless steel amounted to (33) thousand dinars, which reflects the offense of negligence of job duties resulting in waste of public money. The matter was referred to His Excellency the Public Prosecutor of Integrity and Anti-Corruption.

- **Forgery in the documents of one of the tenders of a ministry:**

One of the employees of the directorates affiliated with the Ministry in one of the governorates colluded with the contractor and gave him a copy of the bid papers, specifically the bid book, so the contractor changed the individual price of one of the bid items and returned it to the concerned directorate, and as a result, the bid was referred to the contractor himself in a manner that violates the financial impact of (24) thousand dinars, which constituted the crime of forgery, which led to the waste of public money.

- **Forgery in the records of a cooperative society:**

The president of the association registered eleven members of the association without their knowledge, for the purpose of obtaining a loan from the Development and Employment Fund, and the association obtained a loan of (20) thousand dinars in an illegal manner, which constituted the crime of forgery.

- **Manipulating the cards of one of the charitable associations, with a value of (9160) dinars:**

A warehouse custodian at the Charitable Union acquired (3) cartons containing scraping cards that he should have destroyed, but he sold and took possession of their value amounting to (9160) dinars, which constituted the crime of embezzlement. The matter was referred to His Excellency the Public Prosecutor of Integrity and Anti-Corruption.

- **Completing the sale of a residential apartment without obtaining a clearance from the concerned authority:**

An employee of the concerned department completed the procedures of an official transaction for a citizen without bringing a clearance from the Amman Greater Municipality and a work permit for the property and the buildings on it, which constituted a crime of negligence in the duties of the job that led to the waste of public money. The matter was referred to His Excellency the Public Prosecutor of Integrity and Anti-Corruption.

The Operations Unit:

The Operations Unit is the security tool of the law enforcement directorates at the Commission. This unit consists of a group of officers, non-commissioned officers, and members of the Public Security Directorate, in addition to experienced civilian investigators. The unit investigates cases of a special nature and related to their type and related procedures, such as: Arresting people, inspecting companies, homes, public sites, and other required field work, in addition to supporting the law enforcement directorates in the Commission to carry out their work, and the participation of institutions and oversight departments in conducting physical examinations related to facts that fall within the qualitative jurisdiction of the Commission, and carrying out the duties required by the Public Prosecution Department. .

The Operations Unit statistical data for the year 2022

Table No. (8) below shows the total number of investigative files that the unit dealt with during the year 2022. (321) files, of which (248) files were preserved and (65) files were transferred to His Excellency the Public Prosecutor of Integrity and Anti-Corruption, and (8) files to other directorates in the Commission to carry out the legal requirement.

Table No. (8): The total number of investigative files handled by the Operations Unit during the year 2022

transferred from previous years	received during the year 2022	the total	Dismissed during the year 2022			
			Referral to the Public Prosecutor of Integrity and Anti-Corruption	uphold	Referral to directorates in the Commission	the total
152	269	421	65	248	8	321
in process						
100						

The most prominent investigation files referred to the Public Prosecution for legal action:

- **Trading permits for expatriate workers:**

Without the owners' knowledge and in large numbers, a group of people forged lease agreements for agricultural lands, and in accordance, they approved the recruitment of expatriate workers according to the areas of these lands illegally, as these people sold agricultural permits to expatriate workers and made large sums of money from them. His Excellency the Public Prosecutor of Integrity and Anti-Corruption was tasked with handling the case.

- **Forging promissory notes worth one and a half million dinars and claiming their value:**

A person forged the signature of a deceased woman on (10) promissory notes, the value of each promissory note being (150) thousand dinars, and filed an executive lawsuit against the woman (the deceased), and obtained a decision to seize her money in preparation. It was found from the technical expertise report that the signature on the bills was not valid. The matter was referred to His Excellency the Public Prosecutor of Integrity and Anti-Corruption.

- **Manipulating with the records, and entries of one of the zakat committees:**

It has been proven that there are financial differences in the accounts of one of the zakat and charity committees as a result of tampering with the records and concealing some receipt that show the amounts received, and not recording receipt in the imports register, as well as through manipulation of the committee's expenses. The total of these differences amounted to approximately (54313.420) dinars.

- **An employee's receipt of sums of money from companies assigned to audit their business:**

One of the employees of a government department (in charge of auditing some companies) took advantage of his job, and asked for sums of money instead of a loan from the owners of the companies, claiming that he would return them. He was able to obtain the sums through money transfers received in his name, but he did not return them.

Investigative files reviewed by the unit contributed to recovering sums of money

- **Contributing to fining two companies an amount of (86) thousand dinars for customs and tax evasion:**

After conducting investigations and using the technical unit, it became clear that two companies evaded customs and tax, and used exemptions in a case other than the one for which they were granted, which resulted in fining the two companies an amount of (86,345,800) / eighty-six thousand three hundred and forty-five dinars and 800 pennies, and a case was registered with the Customs Public Prosecution.

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- **Contributing to the collection of fees and examination allowances due to the treasury**

After conducting investigations, it became clear that a government institution had committed abuses in granting permits without collecting the fees due for these permits, which amounted to (1000) dinars for each permit and (60) dinars for the laboratory examination. After the Commission followed up the matter with the Corporation, the latter addressed the Ministry of Finance / Directorate of Legal Affairs with public funds to collect the amounts owed by the concerned parties as a service allowance for the permit to practice the activity for the first time.

Information Directorate:

The Integrity and Anti-Corruption Commission established the Information Directorate at the beginning of 2022. The directorate includes: The Monitoring and Detection section, and the Resources section, to develop the work mechanism. The work of the Monitoring and Detection section is concerned with monitoring and detecting all acts related to the Commission's work that constitute suspicions of corruption, and investigating complaints received by the division according to decisions of the Commission's Board or the Commission's Chairman, as the investigator follows up through the available means (news - media / social networking sites / reports of the Risk and Compliance divisions) to obtain information for the purpose of monitoring and clarifying acts that may constitute suspicions of corruption.

The investigator studies the information in terms of the Commission's competence or not, and the initial investigation about the validity of the information after obtaining the necessary documents. A summary (review) is made and the violations, if any, are indicated. Either by memorizing, referring, addressing, or referring to the Public Prosecutor of the Commission the content of the complaint, and recommending a summary of the complaint to the section's head and director; To express an opinion, then it is presented to the Board of the Commission to take the final decision on the complaint.

Monitoring and Detection Section:

The division constitutes an early warning system to warn about any indications of corruption through an integrated and comprehensive monitoring system for all public administration facilities, in addition to assisting the Commission in carrying out its duties in investigating areas of corruption and not only waiting for complaints and information received by the Commission, as well as providing the necessary data for the work of the Commission through electronic linking with state institutions without the need for official correspondence, which saves time, effort and accuracy in data. A report on the results of the work shall be submitted to the Board of the Commission, and the information (any information or events that may constitute suspicions of corruption) shall be referred to the concerned directorates of the Commission.

The number of complaints received by the section during the year 2022 was (350) complaints, and the previous round of 2021 was (57) complaints, bringing the total to (407) complaints, and the necessary measures have been taken as shown in Table No. (9), the following:

Table No. (9): Actions taken regarding complaints received by the Monitoring and Detection section for the year 2022.

1.	The number of complaints referred to the directorates within the Commission	(115)
2.	The number of complaints for which a decision to uphold was issued	(247)
3.	The number of official letter correspondences to the concerned bodies for correction	(13)
4.	Number of complaints still in process for 2022	(31)
5.	Number of complaints referred to the Public Prosecutor of the Commission	(1)
6.	The number of monitoring reports	(25)

The most prominent complaints dealt with by the Monitoring and Detection Section

- The unjustified refusal of one of the municipalities to take measures related to licensing billboards, which resulted in a waste of public money.

Action: The directorate's investigators carried out a field visit to the municipality, and a meeting was held with the mayor, the executive director, and the director of the legal department. It was agreed that the municipality would take urgent action regarding these plates and the debts owed by their owners, and provide the Commission with a detailed report. Accordingly, the municipality provided the Commission with the report and the procedures it took on 19/1/2023, which included issuing (24) written warnings related to (37) billboards and advertisements. The financial value of the warnings addressed to the owners of billboards amounted to more than (131) thousand dinars.

- Distributing laptops in one of the government departments to the participants instead of giving them to the institutions in which the participants work, according to the circular of the Ministry of Foreign Affairs:

Action: The director of that department was addressed to work on recovering all the laptops from workers and retirees participating in the training program provided by an international agency, and to enter them according to bonds of entrustment to the department and the number of (23) devices to the custody of the department according to the rules, and the complaint was filed according to the decision of the Board based on rectify of the situation.

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- Existence of transgressions in one of the municipalities related to the payments made to one of the contractors in the amount of (41) thousand dinars instead of fuel, and the municipality almost issued a municipal decision to release the performance bond provided by the contractor despite the presence of (41) thousand dinars in his possession.

Action: After investigating and collecting information related to the subject matter of the complaint, the Municipal Council took corrective action by issuing a decision to confiscate the performance guarantee provided by the contractor, amounting to (28) thousand dinars, to compensate and recover part of the amount spent to the contractor in exchange for fuel that was not paid to the municipality. The complaint was referred to the Investigation Directorate according to a decision of the Commission's Board.

- Exempting one of the tenants from the sums owed by him in return for illegally occupying a warehouse owned by a municipality:

Action: After searching and investigating information and communicating with the municipality and its liaison officer with the Commission, the Municipal Council took a corrective action by issuing a decision to rectify the situation after it found out that there were abuses in granting exemptions to the aforementioned, by recovering the money instead of the shop rent incurred by the tenant, estimated at (10,200) dinars. The file was kept according to the Board's decision.

Resources Section:

The Integrity and Anti-Corruption Commission was keen to combat corruption in all its forms by establishing the Information Directorate in early 2022. This directorate has the Resources section concerned with securing information sources in various sectors related to the work of the Commission. To facilitate the process of discovering acts of corruption, and to facilitate access to information as quickly as possible, so that the work of the Commission is not limited to receiving complaints only at its center.

The Resources section received (137) information and reports during the year 2022 that interfered with the Commission's work. This information was dealt with by referring it to the directorates and organizational units in the Commissions according to their specializations. The section's auditors were dealt with without revealing their identities, whether during the initial investigation / judicial police or Primary investigation/public prosecution or the courts, and it is noteworthy that the Commission was alerted to granting the necessary protection to this source according to a decision issued by the Board of the Integrity and Anti-Corruption Commission in this regard in the event that the information received by the section from the source is related to it by virtue of the position it occupies, so that it cannot be raised except through it, and then it is easy to detect it in front of the party in which it works; In order to enhance the confidence of the source of the information and to provide the information to

the resources section without fear or hesitation that the administration to which the information provider belongs will be taken as a result of his disclosure of suspicions of corruption.

The Resources section assigns the various sources to track any transaction that would raise possible suspicions of corruption. With the aim of preventing it from occurring as a preventive measure, or to list documents for suspicions of corruption according to the possibility and freedom of access to the source, provided that his identity is not revealed as a result of this assignment, and in the event that this is not possible by the source as a result of any reason whatsoever, the initial information received from the source is referred to the Monitoring and Detection section of the Information Directorate; With the aim of limiting the documents necessary for the information, and referring them to the directorates and organizational units whenever the act constitutes a suspicion of corruption according to the jurisdiction of the Commission's work within the limits of the text of Article 16 of its law in force.

The Resources section has a role in passing information to the relevant ministries and departments for the purposes of correcting violations that do not amount to being described as a suspicion of corruption. With the aim of correcting it, the section communicates periodically with the sources, and directs them to track suspicions of corruption according to the Commission's work competence.

Directorate of Legal Affairs

The Directorate of Legal Affairs in the Integrity and Anti-Corruption Commission is concerned with providing legal advice, preparing, reviewing and drafting contracts and agreements related to the work of the Commission, and following up on cases referred by the Commission to the competent judicial authorities until the last levels of litigation to reach final judgments. the Directorate follows up the refund operations directly and indirectly through cooperation with the national counterparts. Legislation is studied and analyzed periodically, and loopholes that could be an entry point for acts of corruption are identified.

In addition to the foregoing, the Directorate prepares draft laws, regulations, and instructions regulating the work of the Commission, prepares and/or reviews memorandums of understanding with the relevant authorities, and provides research and legal studies in the field of integrity and anti-corruption. The following are the statistics of the Directorate's work and achievements:

The focus of legislation and legal advice:

Between legal advice, reading, and research connected to the decisions and practices of the Commission's work and the files it evaluated, the Directorate produced roughly (350) outputs. Additionally, it offered legal advice on laws, court rulings, and regional and international agreements that the Kingdom has signed or plans to sign and that are relevant to the goals and duties of the Commission.

The Directorate participated in the preparation and design of the Higher Diploma and Master's programs in Governance and Anti-Corruption. It prepared and drafted (5) drafts of memorandums of understanding and cooperation agreements, in addition to several other drafts related to draft legislation as follows:

1. The law amending the Integrity and Anti-Corruption Law of 2022.
2. Draft appointment regulations for basic jobs of a special nature.
3. Draft system for the protection of witnesses and whistleblowers.
4. Draft regulations for classifying the Commission's documents.
5. Draft regulations for calculating settlements and reconciliations.
6. Draft regulations for the Integrity and Anti-Corruption Commission magazine.
7. Set up a provident fund.
8. Project to amend the administrative organization system.
9. Social Committee regulations.

Right to get information:

The number of requests submitted to the Commission for the purpose of obtaining information related to cases or complaints pending with it reached (184) requests, of which (140) requests were answered, while (44) requests were rejected.

Investment unit:

In implementation of the royal visions and directives to encourage investment and provide an attractive environment for it due to its effective contribution to improving the standard of living of citizens and reducing the problems of poverty and unemployment, the Integrity and Anti-Corruption Commission established in mid-2020 a specialized unit dealing with investment affairs (noting that it is a pioneering idea at the level of the region and the world) works in conjunction with the law enforcement units of the Commission; To contribute to creating a fair investment environment, and to reassure Jordanian and foreign investors of the existence of a national integrity system that protects their interests, so that the Commission assumes the role of guarantor of compliance with national integrity standards.

Part of the Commission's main work is directed at enhancing investors' confidence in investing in Jordan, contributing to the promotion of sustainable development and strengthening investors' confidence in the integrity of state institutions. Thus, the Commission will be a safe haven for those who feel injustice and extortion, by strengthening efforts to attract domestic and foreign investments, and dealing with various issues. affecting public funds and having a negative impact on the investment environment.

The general competence of the Investment Affairs unit:

The unit follows up all procedures related to investment; To ensure that there are no obstacles or complications in front of investors resulting from negative practices and behavior that may be issued by some employees of the public administration and the private sector without a clear legislative basis, and to monitor, verify, and address all forms of extortion, intimidation, exploitation and use of influence, and to cooperate in identifying corruption risks in the sector. investment and its evaluation; To contribute to creating an attractive investment environment in the Kingdom.

Tasks of the Investment Affairs Unit:

The tasks of the Investment Affairs Unit are summarized as follows:

1. Follow-up of investment services procedures; To ensure the extent to which all investment stakeholders adhere to National Integrity Standards, and that there are no obstacles or complications facing investors resulting from the practices and behaviors of the public administration and the private sector without a clear legislative basis, through the following:
 - Contribute to measuring the extent to which institutions concerned with providing services to investors comply with National Integrity Standards.
 - Contribute to the preparation of special measurement standards to measure the compliance of these institutions.
 - Contribute to spreading awareness among the investment sector.
 - Contribute to limiting all corruption risks related to the investment sector.
2. Receiving investors and communicating with them, and establishing effective lines of communication with them in coordination with their regulatory bodies and umbrellas (chambers of industry, chambers of commerce, businessmen association, and others).
3. Receiving investor complaints received by the Commission, as the Commission receives complaints and notifications by all electronic and traditional means, such as: The Commission's application on smart phones, social media, the Commission's website, WhatsApp application, e-mail, personal attendance, hotline, telephone, and fax.
4. Follow-up and verify any information or complaints submitted or encountered by investors during their dealings with investment-related authorities in the Kingdom, and deal with information related to the investment sector, in coordination with all concerned agencies internally and externally.
5. Contribute to enhancing investor confidence by monitoring and dealing with all forms of extortion, exploitation and use of influence to which investors are exposed.
6. Monitor illegal practices in the financial market, if any.
7. Preparing expert reports and expressing technical opinion on investigative files related to the investment sector.

8. Providing suggestions and recommendations that contribute to improving the investment environment.

Example of cases handled by the unit in 2022:

The unit dealt with a complaint submitted by an investor against the Amman Greater Municipality, in which he grieved against the procedures of the Municipality, as the complainant claimed that he applied to establish a tourist restaurant in the Al-Rabahiah area (west of Amman), and that his request was approved on 3/25/2015, and after paying the amount required of him which is approximately (135) thousand dinars (fees in favor of the Municipality). He referred to the Municipality more than once requesting the construction of infrastructure (roads, electricity, and water) so that he could start his project, but the Municipality stalled in fulfilling his request, and on 7/14/ 2021 The Municipality annulled the decision to approve the establishment of the tourist restaurant, then later delayed the investor more than once and asked him to replace the restaurant project with another project, which is building a residential complex, so he agreed, but after completing the engineering plans for the new project, he was surprised that his project was not approved, and the Municipality asked him again to replace the residential complex project was replaced by another project, a commercial mall project. The investor also agreed, but after submitting the required plans for the commercial mall project, the Municipality informed him that it was not approved.

The investor resorted to the Integrity and Anti-Corruption Commission, so the Commission communicated with those concerned in the Greater Amman Municipality and inquired about the issue and the reasons for making this decision, and held meetings with the senior management of the Secretariat and with those concerned, and sent the Secretariat an official letter on this issue, and then the Secretariat retracted in the month of 12/2022 from its decision to reject the investor's project, and recognized his right and lifted the injustice against him.

Table No. (10): Annual Statistics 2022

Transferred from 2021	Received 2022	the total	Uphold	transferred to the directorates	retrieve and rectify	in process
103	55	158	39	24	14	81 of which 68 cases are referred to the joint committee formed with the Income and Sales Tax Administration.
Contribute to recovery			15,289,575 dinars/ Fifteen million two hundred and eighty-nine thousand five hundred and seventy-five dinars.			

The Technical unit:

In the interest of combating corruption in all its forms, encircling it and preserving public money, the Integrity and Anti-Corruption Commission created a specialized technical unit in the commission that began its work in early June of 2020, based on the need to deal with corruption cases that require the presence of specialized external technical experts (in case the required experience was not available to the Commission's staff). To analyze it, and to provide advice and reports specialized in it; To find out what violations were committed and to identify those responsible for them, and to find out the regulating legislation that was violated, and the amount of money that would have wasted public money.

The use of external technical expertise has been resorted to in line with the provisions of the Integrity and Anti-Corruption Law, which allows the Commission to request any of the official oversight institutions to conduct audits and the necessary technical expertise on the entities subject to its oversight. To enable the Commission to carry out its tasks, and the law also allows the Commission to assign any of the persons, companies or specialized agencies to carry out technical, financial and administrative auditing of the bodies covered by the provisions of this law; To verify the validity of its financial statements, entries, accounts and all its financial actions.

In this regard, specialized technical reports were submitted in the areas of: Mining, energy, lines expertise, real estate estimation, surveying, civil, electrical, mechanical and architectural engineering, regulation, those specialized in the water and sanitation sector, heavy machinery, and in the field of financial and accounting auditing.

With regard to some files that involve a specialized technical aspect, the technical unit asked some official departments and concerned authorities - **by virtue of their specific competence**- to form specialized committees, and take the necessary measures in accordance with the provisions stipulated in the legislation governing their work, regarding information about which there are suspicions of corruption. It shall be returned to the Commission. The Commission follow-up of these procedures and the outputs of the work of the specialized committees resulted in reaching the values of the wasted sums of money unjustly incurred by the treasury, and taking the necessary measures in this regard.

Accordingly, the reports of specialized technical expertise completed by the technical unit contributed to achieving the benefit and feeding it in various aspects and fields, namely:

Firstly: Developing specialized technical reports with the authorities concerned with the law enforcement process in the Commission; In order to rely on them in taking the necessary investigative measures, as these technical reports show the facts surrounding the complained-about subject, the violations committed in its regard, the regulations and legislation that were violated, and the financial impact resulting from them, in addition to that these technical reports are among the basic evidence and evidence supporting the investigation file, especially when it is transferred To His Excellency the competent Public Prosecutor.

secondly: The presence of technical reports on the size of the financial impact has a positive impact on determining the concerned authorities in the Commission the means and procedures necessary for recovery, or for conducting reconciliations and settlements, in line with the Integrity and Anti-Corruption Law, which stipulates that the Commission’s Board may contribute to recovering the funds obtained from acts of corruption and handing them over to the beneficiaries in accordance with relevant legislation, which also provides for the submission of reconciliation requests to the Commission in the event that the perpetrator of any of the corruption crimes stipulated in this law fully returns the funds and related benefits that he obtained as a result of committing a corruption crime or makes a settlement thereon, all in accordance with the procedures and provisions stipulated them in the law.

The presence of specialized technical reports on the value of the financial impact contributes to recovery processes, reconciliations and settlements, in accordance with the provisions stipulated in the law.

Third: The results of the technical reports completed by the technical unit had a positive impact on taking the necessary measures with the concerned authorities to correct the committed violations, in the event that the matter was in a rectifiable stage and the situation could be restored to what it was - based on the Commission’s keenness to preserve public money and not affecting it, bearing in mind that correcting the violations committed - whenever possible - does not contradict the proper conduct of the investigation procedures.

Fourthly: Through the work of specialized technical expertise, the regulating and observed legislations that have been violated are identified, and whether the matter is in need of further regulation and establishing the foundations and instructions in a proper manner. To prevent violations from being committed in the future, here proposals and recommendations are presented in this regard - whenever possible - in order to close and cordon off corruption.

The necessary data, information and documents are collected to prepare the required technical reports by conducting sensory examinations and field visits. To find out the truth of the matter and obtain the supporting documents, or through official correspondence, or seek the help of compliance officers in all concerned institutions and departments.

The following table shows statistics of the number of consultation requests transferred to the technical unit and its achievements in this regard, up to 12/31/2022:

1.	The number of files received	127
2.	The number of completed files	102
3.	The number of external experts hired	19
4.	The number of official letters issued to the concerned authorities	85
5.	Number of correspondences to compliance officers with official departments	27

6.	The number of letters to facilitate the task to the official concerned authorities	46
7.	The number of sensory exposures	16

Financial recovery:

The Integrity and Anti-Corruption Commission is concerned with preserving public money, and contributes to preventing its waste and recovering it in accordance with the law, in a way that achieves national interests and stability. In 2022, the Commission contributed with the relevant departments to recovering a total of (159,483,902) / one hundred and fifty-nine million, four hundred and eighty-three thousand, nine hundred and two dinars, of which (10,900,000) / ten million and nine hundred thousand dinars are a direct recovery through the Commission.

Table No. (11): Investigative files referred to the Public Prosecutor based on the Board's decisions:

What was transferred to the public Prosecutor during the year 2022 only from the Investigation Directorate, Operations Unit, Financial Investigation Unit, Money Laundering Unit, and Information Directorate			241 investigative files
Investigation Directorate	Operations unit	Financial investigation and anti-money laundering Unit	Information Directorate
171	65	4	1

Financial Investigation and Anti-Money Laundering Unit:

This unit is concerned with: Parallel financial investigation related to money laundering suspicions resulting from corruption cases, giving opinion and appropriate recommendations in this regard, cooperating and coordinating with the Anti-Money Laundering and Terrorist Financing Unit, following up and coordinating with the regulatory units in the Commission regarding the implementation of the tasks mentioned within the national strategy for combating money laundering and terrorist financing, and following up on all procedures. Recommended by the International Financial Action Task Force.

The tasks of this unit include:

- Preparing the annual operational plan.
- Conducting parallel financial investigations in all money laundering cases referred to it.
- Cooperating and coordinating with the Anti-Money Laundering and Terrorist Financing Unit and the Public Prosecution, and making the necessary

correspondence regarding all files of financial investigation and money laundering registered in the unit.

- Preparing financial reports by auditors in investigative files, and cooperating and coordinating with all law enforcement agencies in the Kingdom to serve the work of the unit.
- Follow all the procedures recommended by the International Financial Action Task Force (FATF, MENAFAT).
- Carrying out any work entrusted to the unit by the line manager within the scope of competence.

The Financial Investigation and Anti-Money Laundering Unit has conducted a financial analysis and a parallel financial investigation of a number of files received by it. Table No. (12) shows the following statistics:

Table No. (12): Statistics of the number of files handled by the Financial Investigation and Anti-Money Laundering Unit for the year 2022

transferred from 2021	received	the total	Referral to the Attorney General	separated	in process
21	44	65	4	27	34

Digital forensics Lab section:

The Digital forensics Lab section achieved several achievements in 2022, the most prominent of which are:

- Download and update criminal programs in force in the laboratory.
- Completion of work on (48) cases with (86) samples.
- Completion of work on (72) inquiry requests with (179) numbers that were queried.
- Completing and supplying the remaining materials of devices and equipment for the digital forensics' laboratory tender.
- Renewal of forensic software used in the laboratory, and backup copies of cases.
- Table No. (13) below shows the most important achievements of the laboratory for the year 2022.

Table No. (13): Statistics of the work of the Digital forensics Lab section for the year 2022

The number of cases	number of samples	The number of samples per case	query requests	Query numbers
48	86	1-10	72	179

In regard to the digital support section, (25) reports were prepared on technical analytical for the benefit of the general issues received by the Commission.

Chapter Four:

**National Integrity Indicator
and compliance with the
National Integrity Standards**



Chapter Four: National Integrity Indicator and compliance with the National Integrity Standards

In 2022, the Integrity and Anti-Corruption Commission, in cooperation with the European Union and Hayat Center for Civil Society Development (RASED), and the Spanish Agency for Cooperation launched the National Integrity Indicator (NII) , which is the first indicator at the level of the Jordan and at the level of the Arab world as a tool to measure the level of compliance and commitment of public administration institutions to the National Integrity Standards represented by: Rule of Law, Transparency, Accountability, Justice, Equality, Equal opportunities, and Good Governance, according to an integrated scientific methodology, and to support corruption prevention activities that the National Strategy for Integrity and Anti-Corruption 2020_2025 focused on.

Firstly: Measuring the public sector's compliance with National Integrity Standards:

1. The modification, development and approval of:

- The new sub-standards of the National Integrity Standards.
- Compliance Self-examination Matrix.

This is in cooperation with all stakeholders and experts from within the Commission, civil society institutions and the private sector, in addition to international experts through the winning Project with the European Union.

2. Launching the National Integrity Indicator (NII) with the aim of measuring the extent to which public administrations comply with National Integrity Standards. (100) public administrations (ministries / independent institutions / hospitals / universities / municipalities) were targeted in its first phase.

To implement the indicator, the Authority followed four stages:

The first stage: Introducing the indicator and the matrix for the purpose of filling it in, along with the rest of the indicator inputs.

The Commission held two introductory meetings with the 100 targeted public administrations. The first meeting took place in the presence of their liaison officers and media directors, and the second meeting took place in the presence of the General Secretaries and General Directors of public administrations.

Public administration institutions were given a two-week window to upload all the required paperwork and reinforcements, and the institutions' dedication to the time frame and uploading the reinforcements was unheard of.

The second Stage: Evaluation

The Commission started the evaluation process at the beginning of October, and completed the two evaluations: The first and second, related to the evaluation of the first evaluator and the evaluation of the team leader, and a third evaluation process started to achieve more governance in the evaluation process, and work is still in progress. In the fourth part of this stage, the formed committee will select random samples. To ensure the quality and credibility of the evaluation, and to produce the final results of the evaluation with a view to having them approved by the esteemed Board.

The Third Stage: Integrity questionnaire:

On 11/30/2022, the Commission launched the Integrity Convoy by holding a meeting with media representatives of the 100 targeted public administrations, in order to facilitate the task of the team concerned with visiting public administrations with the aim of filling out the questionnaire by a representative sample from each of them; To find out the extent to which employees are familiar with National Integrity Standards and the extent of their application in their institutions, the targeted 100 institutions were visited, and the questionnaire was distributed to a representative number of its employees and from different job levels, and the results were analyzed and finalized.

The fourth stage: Applying the scientific equation for the indicator, which will take place after the completion of the third stage.

Secondly: Ensuring the governance of the oversight bodies in the private sector and civil society institutions under their oversight mandate:

Article (4/L) states: “The Commission aims to ensure adherence to national integrity and anti-corruption principles through Ensure that the private sector’s control bodies and the civil society institutions do adopt and apply good governance standards and principles. Based on the above text, the Commission worked to follow up (16) public oversight bodies concerned with oversight of the private sector and civil society institutions, as follows:

1. Corporate governance through the following entities, each according to its competence:

● Central Bank of Jordan	● The Securities Commission
● Companies Control Department	● Government Investment Management Company

2. Governance of cooperative societies through the Jordanian Cooperative Corporation.

3. Governance of non-profit associations through the following oversight bodies, each according to its competence:



4. Governance of private schools and universities through the following oversight bodies:



Thirdly: Strategic projects:

1. Completion of Project No. (1) of the strategy, in which the standard of good governance was amended and developed, in addition to the rest of the standards, and the esteemed Board of the Commission approved the new sub-criteria.
2. Completion of a general preliminary guide based on Project No. (2) related to developing compliance guides, and work is underway to review it.
3. Achieving all measurement indicators related to Project No. (7), related to activating the role of internal control units in combating corruption, for the year 2022:
 1. Nominating the representative of the Internal Control Unit as the first liaison officer with the Integrity and Anti-Corruption Commission for 100 public administrations.
 2. Inviting directors of Internal Control Units in 100 public administrations to a training workshop related to the National Integrity Indicator and its tools.
 3. Inviting representatives of 100 public administrations, including general secretaries, general managers, and their equivalents, to a workshop related to the National Integrity Indicator. This workshop focused on the importance of

activating internal control units for the purposes of enhancing integrity and combating corruption within their institutions.

4. Achieving all measurement indicators of Project No. (11) related to partnership with the private sector and civil society institutions, through activating memorandums of understanding signed with the concerned authorities in the field of integrity and anti-corruption, in addition to signing a memorandum of understanding with and Hayat Center for Civil Society Development (RASED).

Fourthly: Transparent Government Initiative:

Based on the fourth and fifth plans of this initiative organized by the Ministry of Planning and International Cooperation, the Commission participated in the initiative through important commitments aimed at strengthening the National Integrity Standards and combating corruption as follows:

- The Fourth National Plan of the Transparent Governments Initiative (2018-2020) and specifically the fifth commitment thereof (institutionalization of the enforcement procedures of the Law on Guaranteeing the Right to Information), as the Commission worked to follow up on the extent of compliance by public administration institutions with the implementation of the Law on Guaranteeing the Right to Information No. (47) of 2007, And provide the Ministry and the National Library Department with the necessary outputs.
- Approval of the fifth commitment within the Fifth National Plan of the Transparent Government Initiative (2021-2025), which is concerned with enhancing integrity at the national level through a number of axes and activities that are being implemented.

National Integrity Indicator:

The launch of this Indicator comes in response to the directives of His Majesty King Abdullah II Ibn Al-Hussein, may God safeguard him, on the need to participate and intensify national efforts in support of the process of political and economic modernization and administrative reform in Jordan, and to enter the second centenary of the country's life with confidence, more determination, and better competitive performance.

The first round of the application of the Indicator showed the success of the experiment in consolidating Integrity Standards as an effective tool not only in measuring the compliance of public administration institutions with National Integrity Standards, but also as the indicator as a major reference that helps institutions in development and improvement processes, and in uncovering defects and gaps that constitute a fertile environment for committing acts corruption in its many forms; Including a waste of public money.

This phase lays the foundation for a promising and ambitious future path in order to adopt the National Integrity Indicator as a system for institutional development and

modernization, and a tool for self-evaluation and development that contributes to enhancing the spirit of positive competition between institutions, and certainly supports the competitiveness of Jordan at the regional and global levels, and is directly reflected in the trust between citizens and state institutions. Optimum utilization of public money and reduction of waste.

Objectives of the National Integrity Indicator:

1. Ensuring the compliance of public administration institutions to the National Integrity Standards represented by: Rule of Law, Transparency, Accountability, Justice, Equality, Equal opportunities, and Good Governance.
2. Create a spirit of positive competition among public institutions, and enhance the Kingdom's competitiveness on the Corruption Perceptions Index (CPI).
3. Improving the performance of public administration institutions and improving the quality of services.
4. Support programs for political and economic modernization and administrative reform.
5. Optimum utilization of resources and preservation of public money.

The participating categories and their number:

(100) public institutions participated in the first stage of the National Integrity Indicator, distributed according to the following categories:

- **Ministries category:** (26) Ministry.
- **Public Administrations category (departments, Commissions, authority, institution):** (43) Public institution.
- **Public universities category:** (10) Public universities.
- **Major Hospitals Category (Governmental and University):** (8) Governmental and university hospitals.
- **Municipalities category:** (13) Municipality.

National Integrity Indicator Implementation Plan:

The indicator implementation plan included three main phases:

- **The first stage:** Launching the Indicator and holding meetings and workshops to explain its contents to public administration institutions.
- **The second stage:** Collecting data, evidence and reinforcements on the application of Integrity Standards by public administration institutions.

-
- **The third Stage:** Announcement of results and preparation of improvement recommendations report to fill gaps.

After the launch of the indicator with the participation of public administration institutions, the specialized work team from the Commission and the Hayat Center - Based collected and analyzed data, evidence and reinforcements that prove the application of National Integrity Standards by public institutions according to a balanced equation that includes the following variables:

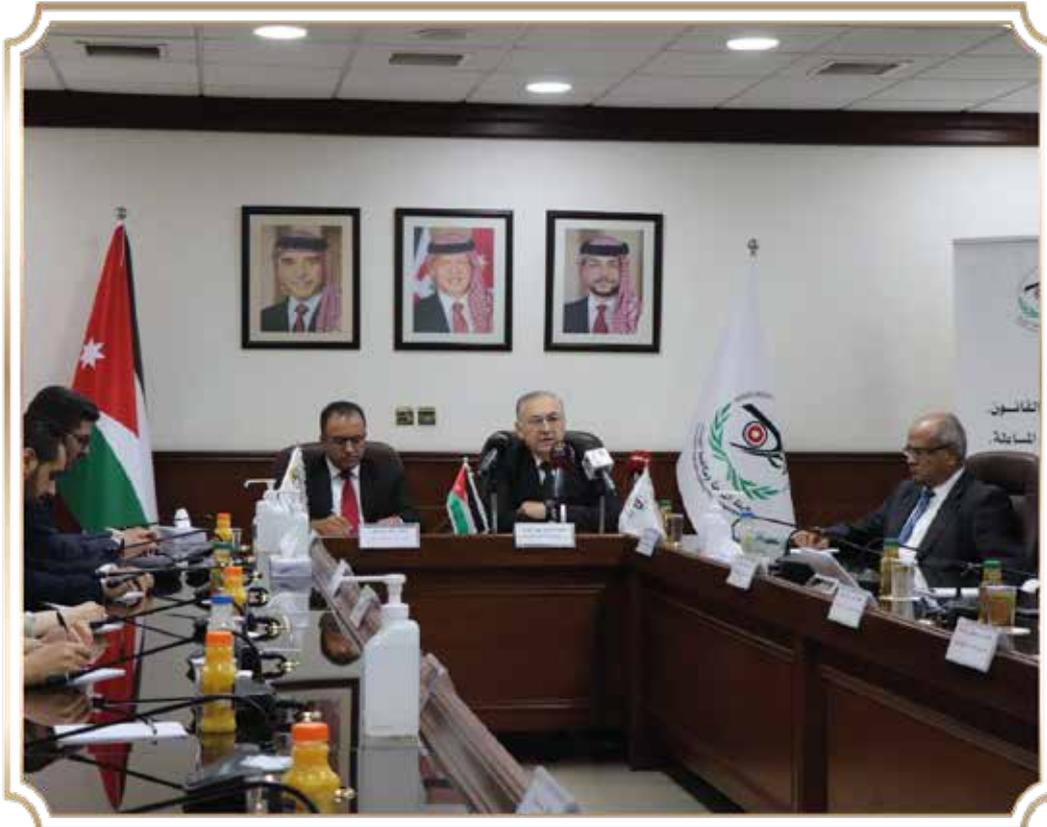
- compliance Matrix with National Integrity Standards.
- A questionnaire of the perceptions of employees of public institutions about the applications of National Integrity Standards.
- Corruption cases referred to the judiciary, including cases referred directly by institutions.
- Reports of the Audit Bureau.

Announcing the results:

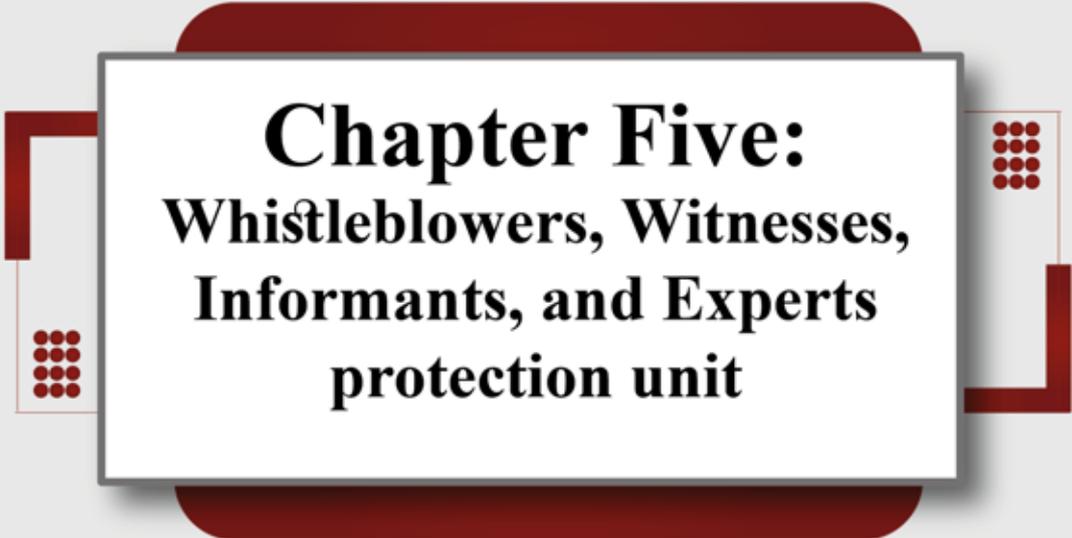
The Commission will announce the results of the first round of the indicator for the year 2022 in mid-April 2023, and the first place will be chosen for each of the categories, in addition to the first place at the national level, as follows:

- National level: The institution that receives the highest marks among all participating categories.
- Category/sectoral level: The institution that obtains the highest marks among the institutions of the same category.

Based on the final results of the indicator, a report will be prepared with recommendations for improvement, and meetings will be held with representatives of public institutions to take appropriate measures to fill the gaps.







**Chapter Five:
Whistleblowers, Witnesses,
Informants, and Experts
protection unit**



Chapter Five: Whistleblowers, Witnesses, Informants, and Experts protection unit

Whistleblowers, Witnesses, Informants, and Experts protection unit was established in the Commission in 2015 as a response to the necessities of law enforcement in that the information provided by any person to assist the investigation in order to achieve justice requires providing them with protection if there is a danger threatening them in person, in their job, or in their legal status. In accordance with the terms and guidelines established by Protection Regulation No. 62 of 2014 promulgated under the Integrity and Anti-Corruption Law, where the Commission provides physical and functional protection, concealment and obscuration of identity, and provides the same protection to Persons closely related to the reporting person, the Commission believes that this obligation corresponds to the obligation of those who have information related to incidents of corruption to report it. This is covered by the provisions of the regulations about relatives up to the fourth degree from any potential physical danger by previously signing memorandums of understanding with the Public Security Directorate in implementation of Article (10) of the regulation, which states: "Personal protection shall be provided to the person for whom protection is decided in cooperation with the Public Security Directorate and related parties through:

- A. Hide the name and all the personal data and everything that indicates the identity, and replace that with symbols or non-significant nicknames.
- B. Changing or monitoring the private phone numbers at the request of the owner.
- C. Changing the place of residence or place of work, or both, temporarily or permanently, and providing suitable alternatives according to the surrounding conditions and circumstances.
- D. Take measures to ensure the safe movement, including attending trial and investigation sessions.
- E. Protecting the home and property from any attack.
- F. Providing a 24-hour emergency phone number to receive help requests.
- G. Any procedure or measure approved by the Board.

This is to ensure that there is no assault or any threat to the safety of the protected person, and job protection is also granted to employees according to the standards set forth by the regulation in their workplaces, and to ensure that their job positions are not compromised, and that no retaliatory measures are taken against them, in addition to the protection it provides. The Commission also provides protection for whistleblowers and Informants by withholding and concealing their identities.

The regulation respected and affirmed the rights of individuals, and this is noted through:

-
1. The protection regulation is devoid of any condition that restricts obtaining protection, whether the condition relates to nationality, category, or age, which allows any person, in addition to making the system available to any citizen, to obtain the protection stipulated in the regulation if the protection request meets its conditions.
 2. Functional and physical protection is not merely obtained, but vigorously followed up; To ensure that the legal and functional positions of those covered by protection are not attacked.
 3. Those who have been granted protection can always submit to the Commission requests to reduce or tighten protection, according to the circumstances of each request.
 4. Concealing the identity of the information provider and ensuring that it is not disclosed, by means of (encoding); It is the concealment of any indication of the identity of the information provider.
 5. The regulation does not prevent a witness from applying before the courts to obtain judicial protection.
 6. The Integrity and Anti- Corruption Law includes deterrent penalties against anyone who harms the safety of a person who has been provided with protection. And informants or experts, because of what they did to expose corruption, or mistreat hem, or discriminate in dealings between them, or abuse power against them, or prevent them from giving testimony or from reporting corruption, imprisonment for a period of no less than one year, and in the event of using force or threatening to brandish weapons or any other material means of coercion, the penalty shall be imprisonment for a period of no less than two years and a fine not exceeding ten thousand dinars.

The law included provisions for penalties against anyone who divulges information affecting the informant or whistleblower, as Article (26) of the law stipulates that:

- a) Any person who discloses information related to the identity or whereabouts of whistleblowers, witnesses, informants or experts shall be subject to the punishment of imprisonment for a period of not less than six months and not more than a year and a fine not exceeding ten thousand Dinars.
- b) If the discloser stipulated in paragraph (a) of this article, led to causing offense against any of the persons stipulated in the same paragraph, the disclosing person shall be considered as an accomplice to the crime and shall be punished by the same penalty stated for the perpetrator.

1. Protection continues after its imposition as long as the danger exists, unless the person granted protection violates the conditions for granting it, or commits a felony or misdemeanor involving moral turpitude.
2. Protection may be reduced or tightened based on the desire of the person covered by protection and the circumstances of his request, in compliance with the text of Article (8/a), which states that: “a. The persons whom it was decided to provide protection in accordance with the provisions of this regulation have the right to submit a written request to reduce, tighten, lift or reinstate the protection after its cancellation....”
3. The protection application is periodically re-evaluated to study the application’s developments, and applications are dealt with incomplete confidentiality in accordance with Article (4/b) of the regulation as a matter of urgency.
4. There is no objection in the framework of providing protection to taking the necessary precautionary and preventive measures to reach the goal of protection in ensuring the safety of those covered by it physically and not affecting their job positions, rights and gains.

The registered protection applications for the year 2022 amounted to (72) applications, in respect of which the necessary measures were taken, as shown in Table No. (14), which follows:

Table No. (14): Protection applications for 2022

Transferred from the year 2021	received requests	the total	Applications granted protection	Requests filed for lack of legal justification	the total
5	72	77	18	59	77

Example related to 2022 protection applications:

An employee of a government institution was summoned to testify in a case before the Commission in 2019, and during 2022 that employee attended the Commission and submitted a protection request. Because he was subjected to arbitrary and administrative procedures due to his testimony before the Commission that he gave in 2019, and despite the long period and the end of the investigations in the investigation file in which the employee testified, the unit assessed the incident, conducted the investigations and collected the necessary evidence, and it was found that he was right in his request; Therefore, the Commission took immediate measures by addressing the department concerned with granting the employee job protection, in accordance with the provisions of Articles (24) and (27) of the Integrity and Anti-Corruption Law No. (13) of 2016 and its amendments.

Another example...

In one of the public institutions, a job position for a protected director in that institution was revoked due to his testimony before the Commission and the Public Prosecution, by merging his directorate with another directorate and transferring him to a lower position, and based on what the Commission found deliberately to harm the witness covered by protection, the Commission took immediate action by addressing that institution to restore the situation to what it was before the arbitrary decision, which led to the return of the protected person to his original job position.



Chapter Six: **Strategic partnerships**



Chapter Six: Strategic partnerships

Local Partnerships

During the year 2022, the Commission implemented a number of memorandums of understanding (MOUs). Table No. (15) shows the following, the most important achievements of local memorandums of understanding during 2022:

Table No. (15): MoUs for 2022

Partner: Public Security Directorate	
1.	The completion of (101) cases referred to the Public Prosecutor of Integrity, and their introduction to the control system during the year 2022.
2.	Provide the Commission with (14) attachés from the Public Security Directorate cadres during the year 2022.
3.	The Public Security Directorate contributed to the Commission's campaign related to nepotism and favoritism by promoting the campaign on social media, and the Public Security Directorate Press designed and printed various brochures, agendas, and notebooks.
4.	Mutual training between the two parties, as a number of the Commission's employees joined several training programs in the training centers of the Public Security Directorate during the year 2022, and a number of Public Security Directorate staff participated in the courses held by the Innovation and Training Center of the Commission.
5.	Exchanging information with the Public Security Directorate in the field of people's arrival and departure movements, phone numbers, and others.
6.	Providing the Commission with right to inquire about the data of the current vehicle and the previous vehicles of the person inquired about through the national number or the full name.
7.	Providing the Commission with the powers to inquire about the data of the current and previous owners of the vehicle through its number and coding.
8.	Providing the Commission with the powers to inquire about the numbers kept in the electronic records of the Drivers and Vehicles Licensing Department.
9.	Exercising the Commission to generalize and stop generalizing about persons and vehicles requested by the Commission in investigative cases through the concerned work team in the Commission.

Partner: Jordan Chamber of Industry (JCI)

1. Cooperation in the field of preparing studies, as a study entitled "Good Governance in the Industrial Sector: assessment and ways to improve it."

Partner: Audit Bureau

1. Informing the Audit Bureau of a number of cases, including: cases about bids.
2. Cooperate in the financial and administrative audit by forming joint committees between the two parties; To audit and investigate some cases involving financial and legal irregularities that include suspicions of corruption.

Partner: Ministry of Education

1. Holding several meetings in a number of public and private schools in Jordan throughout the year, including, for example: Omar Bin Al-Khattab School/ Irbid, Queen Zein Al-Sharaf School, Jubaiha Secondary School for Girls, Islamic Scientific College Schools/ boys branch, National Orthodox Schools, Nusaiba Bint Ka'b Secondary School/ Salt.
2. A meeting was held with a number of male and female supervisors from the Ministry at the Commission.
3. Preparation of an awareness guide for school students by the Innovation and Training Center, and its approval by (UNDB).

Partner: Ministry of Higher Education and Scientific Research

1. He held several meetings with a number of students of public and private colleges and universities during the year, in the presence of the deans of student affairs in those universities; To complete cooperation with universities, identify students' ideas, and draw up a mechanism for their cooperation in the field of the awareness campaign launched by the Commission in cooperation with the Palladium Company, with the aim of raising awareness and gaining support about the dangers of bribery.
2. Implementation of (4) interactive educational meetings with a number of public and private universities in the first half of the year 2022; With the aim of achieving the objectives of Strategic Project No. (9) / Raising the awareness of educational institutions (schools and universities), which emanates from the second strategic objective of the National Strategy of Integrity and Anti-Corruption 202-2025, "Enhancing the efficiency of preventive action against corruption"
3. Coordination continued with the Ministry to support the two awareness campaigns: "I am against bribery" and "Enough with Nepotism and Favoritism", which were launched by the Commission in the third quarter of the year 2021, and the Ministry completed its support for the two campaigns by publishing awareness highlights on its website and its pages on social media.

Partner: Ministry of Youth	
1.	Holding meetings with various camps, including: National Safety Camp, and Al-Hussein Youth Camp; With the aim of raising awareness of National Integrity Standards and preventing corruption.
2.	Inclusion of a culture of integrity and rejection of acts of corruption, such as nepotism, and waste of public money, within the ministry's plans for youth through: <ul style="list-style-type: none"> • Including the fifth axis of the National Youth Strategy 2019-2025 "Youth, the rule of law and good governance". • The "Sons of the Jordan" youth assembly, which is a youth gathering and a national program, announced its solidarity with the "Enough of Nepotism and Favoritism" campaign launched by the Commission, through various social media.
3.	Holding awareness meetings with the participants in the Integrity School (summer and winter) in cooperation with Transparency International (Rasheed).
Partner: Integrity and Transparency (Rasheed)	
1.	Participation in events and activities implemented by Rashid (Transparency International), such as the School of Integrity, delegation of experts by the Commission, study of programs offered by Rashid, and technical supervision thereof.
Partner: Talal Abu-Ghazaleh Knowledge Forum (TAGKF)	
1.	Participate in publishing educational media messages related to the Nepotism and Favoritism campaign on the social media pages of Talal Abu-Ghazaleh Knowledge Forum.
2.	Providing technical and professional services through: <ul style="list-style-type: none"> • Translating the (Updated) National Strategy of Integrity and Anti-Corruption 202-2025 from Arabic into English. • Design the updated bilingual strategy with the new approved sizes (20 x 20 cm). • Printing the strategy in both languages and according to the numbers (500) copies in Arabic and (300) copies in English.
Partner: Jordan Food and Drug Administration	
1.	Exchanging information, and responding to the Commission's inquiries with a total of (34) cases during the year 2022.
2.	Inform the Commission of (12) transgressions or violations that may involve suspicions of corruption or violations of National Integrity Standards.
3.	Providing the Commission's investigators with more than (32) information and data related to investigative cases with the Commission.
4.	Checking many files related to food consignments and other things related to the institution; To ensure the integrity of the procedures.

Partner: The Aqaba Special Economic Zone Authority (ASEZA)	
.1	Cooperation in the areas of monitoring, investigation, detection and collection of customs information, through coordination between the Aqaba team formed to follow up on such actions and The Aqaba Special Economic Zone Authority (ASEZA)
Partner: The Central Bank of Jordan	
1.	Holding a course on the requirements of the mutual evaluation process of the International Financial Action Task Force.
2.	Exchanging specialized technical expertise by seeking the assistance of experts from the Central Bank to implement two training programmers.
Partner: Anti-Money Laundering and Terrorist Financing Unit	
1.	Preparing the guide for the work of the Financial Investigation and Anti-Money Laundering Unit.
2.	Issuing letters requesting investigations on a number of corruption cases in which there is a suspicion of money laundering.
3.	Using the electronic messaging feature on the GOMAL system.
4.	Holding mutual training programs in the criminal investigation of money laundering cases and the real beneficiary... etc.
Partner: Center for Strategic Studies / University of Jordan	
1.	Holding a training course for a number of the Commission's employees at the center's headquarters on statistical analysis.
Partner: The University of Jordan (the memorandum of understanding was concluded on 8/31/2022)	
1.	Launching the Higher Diploma and Master's programs in Governance and Anti-Corruption for the academic year 2022/2023. This program is unique, as it is concerned with providing knowledge in the areas of governance and anti-corruption from an academic and practical perspective, with the participation of the Commission through a group of experts teaching the subjects equally with the university.
Partner: Al Hayat Center - RASED (The memorandum of understanding was concluded on: 15/8/2022)	
1.	The Commission launched the National Integrity Indicator in cooperation with Al-Hayat Center - RASED in the last quarter of 2022.
2.	A training program on the National Integrity Indicator was held for those concerned in the targeted government institutions, in cooperation with Al-Hayat Center - RASED.
3.	Providing the Commission with analysts, researchers, and evaluators from various disciplines, and providing experts to work on the National Integrity Indicator report, and they have contributed to all stages of the indicator.
4.	Launching the Integrity Convoy as part of the activities of the second phase of the National Integrity Indicator.

International Partnerships

The Commission continues to implement its international obligations through the Directorate of International Cooperation, which follows up with the concerned authorities on the Commission's implementation of all obligations emanating from the United Nations Convention against Corruption UNCAC as one of the state parties since 2004, as the Directorate follows up with the United Nations Office on Drugs and Crime all necessary procedures to implement Jordan's obligations under the agreement in accordance with approved international standards and within the framework of relevant national legislation.

International cooperation

Within the framework of the Commission's openness to all international bodies concerned with combating corruption, it focuses on its communication and participation in all activities and events with counterparts, competent authorities, and academies that attach great importance to combating corruption, within the framework of projects for exchanging experiences and knowledge, and benefiting from successful models in all areas of the Commission's work. Contributes to enabling workers in specialized technical aspects to keep abreast of recent developments in their fields of work.

United Nations Convention Against Corruption UNCAC

Since the Jordan became a party to the United Nations Convention against Corruption, the Integrity and Anti-Corruption Commission has been keen to implement all its obligations, harmonize national legislation in line with its provisions, and adopt National Integrity Standards and consolidate them within the framework of international standards referred to in the Convention.

The Commission, through a team of specialized experts, is following up on the review of the implementation of the Hashemite Kingdom of Jordan of the United Nations Convention against Corruption, which is carried out through the countries of Turkmenistan and Lebanon. The Commission has responded to the observations related to the two chapters: II, V of the Convention.

Whereas the Hashemite Kingdom of Jordan was selected as a reviewing state party for the Republic of Singapore in partnership and cooperation with the Kingdom of Morocco, the group of government experts headed by the Chairman of the Commission's Board sent notes on the self-assessment checklist submitted by the Republic of Singapore.

Arab Convention against Corruption

- The Commission, as the Hashemite Kingdom of Jordan is one of the state's parties to the Arab Convention against Corruption, participated in the fourth session of the Conference of the States Parties to the Arab Convention, which recommended the creation of executive and technical mechanisms; To reach the best ways to follow up the Arab Convention against Corruption and implement it in the best ways.

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- The Commission participated in the first session related to reviewing the implementation of the obligations of the state parties under the Arab Convention against Corruption, where the group of government experts was named in the field of reviewing the implementation of this agreement.
 - The Commission participated in the States Parties to the Organization of Islamic Cooperation (OIC) high-level meetings related to drafting an agreement for the States Parties to the Organization to combat corruption.

MoUs

The Commission believes in the necessity of bilateral cooperation and the exchange of experiences and knowledge between the Commission and its counterparts in friendly countries. A number of memorandums of understanding have been reached for the above purposes in addition to the previous ones. The Commission signed a memorandum of understanding with its counterpart, the Control and Anti-Corruption Authority in the Kingdom of Saudi Arabia, and also signed Memorandum of Understanding with the Special Investigation Service (STT) of the Republic of Lithuania.

Projects and Partnerships

The EU Twinning Project

On 11/16/2022, the Commission completed the implementation of the Twinning Project, which was carried out in cooperation between the Commission and its counterparts in the Republics of Lithuania and Austria, with the support of the European Union. This project aims to support the Jordanian Integrity and Anti-Corruption Commission in the areas of integrity and prevention of corruption within the framework of two main components; One of them focused on the need to review and develop National Integrity Standards in the public sector, and the other dealt with strengthening the capabilities of specialized departments in the Commission to assess corruption risks in selected sectors.

The Commission has completed the implementation of all activities within the components of the project work, and all the objectives that the Commission envisaged with the executive authorities have been achieved, which are: a scientific study to assess the effectiveness and application of National Integrity Standards, and the preparation of a practical guide for assessing and managing corruption risks, reviewing the draft principles of Good Governance by specialized experts, and reviewing the Code of Conduct to serve the promotion of National Integrity Standards in public sector institutions, in addition to many results that been achieved.

Accountability and Integrity Program:

This program has the support of the European Union, and is implemented by the Commission in partnership with the Organization for Economic Co-operation and Development (OECD). It aims to support the public sector in the Jordan by consolidating the

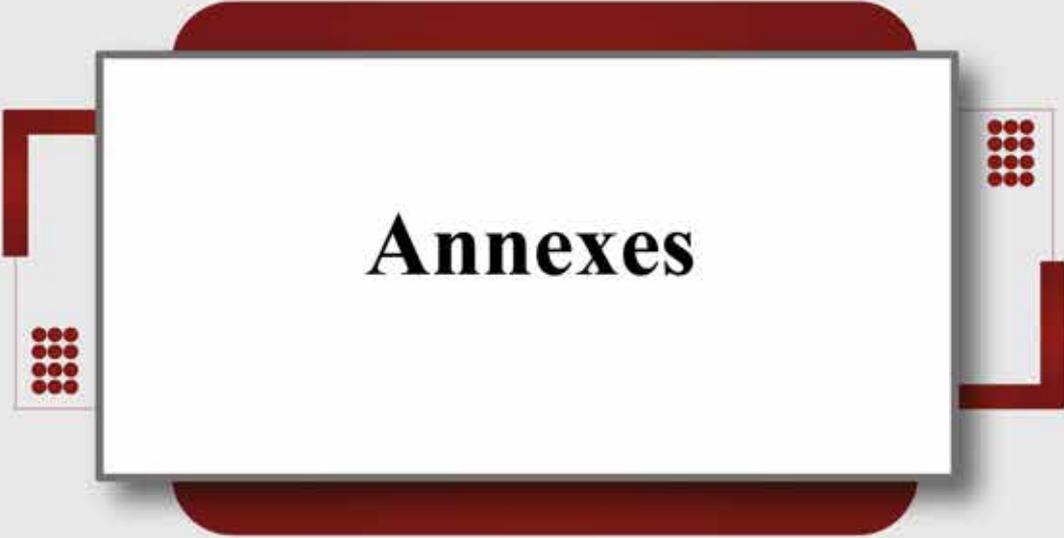


principles of integrity and transparency, leading to a fair and transparent public administration. For the purposes of implementing this project, the Commission plans to start implementing its first program under the slogan "Together for Responsible and Transparent Management".

The joint regional program between the Commission, the European Union and the Council of Europe "Regional Support to Reinforce Human rights, Rule of Law and Democracy in the Southern Mediterranean "Fourth South Program (SNAC 4)

The Commission has completed all activities related to this phase, which included holding a set of specialized training courses, in addition to the Council of Europe experts analyzing the Jordanian Integrity and Anti-Corruption Law, and its alignment with international standards with the aim of developing the Integrity and Anti-Corruption Law.





Annexes



The most prominent challenges:

1. There is still a scarcity of Commission personnel, particularly in key and vital jobs such as (engineering, financial, criminal, and tax investigation, risk assessment and management, awareness, and media, etc.). As a result, the Commission must rely on seconded and delegated staff from government departments and the Public Security Directorate. This issue presents an extra barrier for the Commission in terms of confidentiality and privacy, training, and the continuous retention of these seconded and delegated personnel.
2. The breadth of the financial resources allotted within the Commission's annual plan, which prevents it from properly implementing its programs.
3. The Integrity Law's noncompliance with international requirements outlined in the United Nations Convention Against Corruption, such as not granting the Commission broader authority to track and reclaim proceeds of crime.
4. Poor reaction to the Commission's criteria to enable it the ability to keep up with the corrupt's use of new technology tools to conduct crimes of corruption.
5. Failure to provide the Commission with the requisite financial and administrative independence to carry out the function entrusted to it, as demonstrated in Jordan's ranking on the Corruption Perceptions Index. It also subjects the Commission to the terms of the applicable financial system and related regulations, which weakens the Commission's position because these laws do not address the nature of its work, and its work related to intelligence in several ways, the most significant of which is the impossibility of disbursing financial rewards to informants and secret sources, as well as the impossibility of disbursing sums of money for the purposes of conducting investigations into certain crimes such as bribery (which may require the immediate disbursement of sums of money). This is apparent in the Commission's limited capacity to attract skilled technical skills required for its job.

Recommendations:

The Commission worked within its full human and financial capabilities to face the challenges and difficulties that the Commission faced at various levels (legislative, financial, human resources, etc.); however, in order for the Commission to fully perform the tasks entrusted to it by law, the following must be done:

1. Harmonizing the Integrity and Anti-Corruption Law with international obligations and in a way that meets the requirements, and guarantees granting the Commission more powers that allow it to fulfill its roles in a way that serves the Jordanian supreme national interest.
2. Giving the Commission the financial and administrative independence it needs to play its role in law enforcement and money recovery, as well as corruption prevention, awareness, and training.
3. Providing the Commission with an emergency and supplementary provision that allows it to respond promptly and immediately to any unplanned requirements or needs

