Chapter : 3601 Integrity and Anti-Corruption Commission

Creation : Anti-Corruption Commission was established under law No. (62) for the year 2006 and commenced its work on 19/3/2007. In 2008, the Ombudsman Bureau was established under law No. (11) for the year 2008, and as a complement to comprehensive reform process and consolidation of transparency, fairness, justice and integrity principles, the law No. (13) for the year 2016 was approved and by which a comprehensive control entity was established under the name of Integrity and Anti-Corruption Commission to replace the Anti-Corruption Commission and the Ombudsman Bureau and the new Commission commenced its work on 16/6/2016.

Vision : A national anti-corruption and impartial environment.

Mission : Strengthening the system of national integrity, law enforcement, prevention and reduction of the effects of corruption at the national level in accordance with global best practices, thus establishing a national environment against corruption.

Legal Framework : Integrity and Anti-Corruption Law No. (13) for 2016 and amendments thereto.

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

First Priority :

- Promoting integrity and prevention.

Key procedures to achieve the first priority :

- Follow-up on the results of the National Integrity Index to measure the compliance of a group of government agencies with national integrity standards.
- Completion of the stages of the annual plan for corruption risk studies within the target sectors.
- Holding wareness-raising meetings with (religious bodies, civil servants, university professors, teachers, educational supervisors, school and university students) in the field of promoting integrity and combating corruption.
- Working on the development of the national integrity index and its methodologies.
- Implementing some activities and activities in cooperation with the private sector and civil society in the field of integrity and fighting corruption.
- Pursuing compliance with good governance standards in the private sector.
- Dissemination of awareness-raising messages, including dissemination of women's private messages, through all available means, as well as dissemination of religious messages that renounce corruption.

First Priority Outcomes :

- Activating the national integrity system and ensuring compliance by the public administration.
- Promoting the efficiency of preventive work against corruption.

First priority-related program :

- Integrity and anti-corruption.

Second Priority :

- Law enforcement.

Key procedures to achieve the second priority :

- Receipt, examination and sorting all complaints, intelligence and complaints received by the Commission by all means of electronic and paper receipt and personal attendance within the Authority's qualitative competence and in full confidentiality.
- Investigating the Commission's investigative files relating to public administration and the private sector.
- Examining complaints received by the Commission and taking appropriate action in accordance with the Integrity and Anti-Corruption Act.
- Receipt and proper handling of requests for protection received by the Commission.
- Conducting parallel financial investigations in all cases of money-laundering received by the Commission.

Second Priority Outcomes :

- Promoting the efficiency of investigation and complaints management and development.
- Strengthenning the management of local and international strategic partnerships.

Second priority-related program :

- Integrity and combating corruption.

Third Priority :

- Institutional capacity building.

Key procedures to achieve the third priority :

- Developing the main infrastructure and servers in the Commission as planned, computing the systems operating in the Commission, computing the models needed for the work of the Commission and linking them to the working sequence.
- Implementation of a series of training programs and workshops by the Training Section in order to improve the performance and efficiency of staff.
- Implementation of a range of training programs and workshops by the Center for Innovation and Training and studying all creative ideas received by the Center
- Preparation of development studies with a view to improving institutional performance and preparing development initiatives that will enhance the quality of institutional performance in the Commission.
- Preparation of reports on the quarterly achievements of all the Commission's work for the purposes of supporting the resolution.

Third Priority Outcomes :

- Institutional and human capacities development.

Third priority-related program :

- Administration and Support Services.
- Integrity and combating corruption.

Priority of gender, youth and persons with disabilities :

- Promoting cooperation fields with the Higher Council for the Rights of Persons with Disabilities.
- Involving the female employees in the internal and external training programs.
- Taking into consideration gender through holding awareness programs.
- Involving female staff in the preparation of operational and operational plans and increasing their participation in the standing and temporary committees.

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

- Implementing the Executive Authority's Plan for Women's Empowerment, which is in line with the Executive Plan and the National Women's Strategy, and achieve gender-related objectives.
- Integrating women's empowerment concepts into the strategic and operational plans of UN-Women.
- Special paths are equipped for persons with motor disabilities.

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

- Promoting the participation of female staff in all areas, including training and awareness-raising programmes, committees related to persons with disabilities and women's empowerment committees.
- No person with disabilities shall be excluded from applying for and competing for any vacancy in the Commission commensurate with his scientific qualifications and practical experience in the event that the disability does not preclude the performance of his functions.
- Empowering persons with disabilities to carry out their mandated tasks.
- Promoting communication and coordination with the Supreme Council for the Rights of Persons with Disabilities in order to ensure that the Commission seeks to strengthen its services to this segment in a manner appropriate to them and on an ongoing basis.
- Equal opportunities in gender appointments.

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

- Administration and Support Services.
- Integrity and combating corruption.

Priority of climate change :

- Promoting the use of solar energy.
- Promoting the use of hybrid cars and electric cars.
- Supporting the contribution to the recycling process.

Key procedures to achieve climate change-related priority :

- The use of solar cells to utilize solar energy in the production of the electricity needed for the completion of the Commission's work.
- Use of hybrid and electric vehicles to reduce fuel consumption and to reduce vehicle gases.

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

- Preserving environment cleaning and reducing environmental pollution.
- Limiting the environment-polluted gases emission.

Program of climate change-related priority :

- Administration and Support Services.

Tasks of the Ministry / Department :

- Activation of national integrity system.
- Awareness and corruption prevention.
- Devotion of law enforcement.
- Ensuring the right of those affected by decisions, actions, practices or omissions of public administration to lodge a complaint against them.

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

- Activating the national integrity system and establishing the principles and standards of integrity in order to find a national anti- corruption environment
- Preparing the national environment for participating in fighting corruption through the national awareness for society, institutions and individuals.
- Preventing corruption by eliminating its origin, isolating, encircling and limiting its impacts through effective proactive actions.
- Devoting the enforcement of integrity and anti corruption law as a basis for the rule of law

Major Issues and Challenges which face the Ministry / Department :

- Prevalence of nepotism and favoritism.
- Weak public awareness of the real role of the Commission within the overall system of fighting corruption.
- Centralization of the Commission and non-existance of branches in the Kingdom's governorates.
- Lack of human resources.
- Limited ability to strengthen the financial and administrative authority's independence as a watchdog in accordance with international practice in this area.

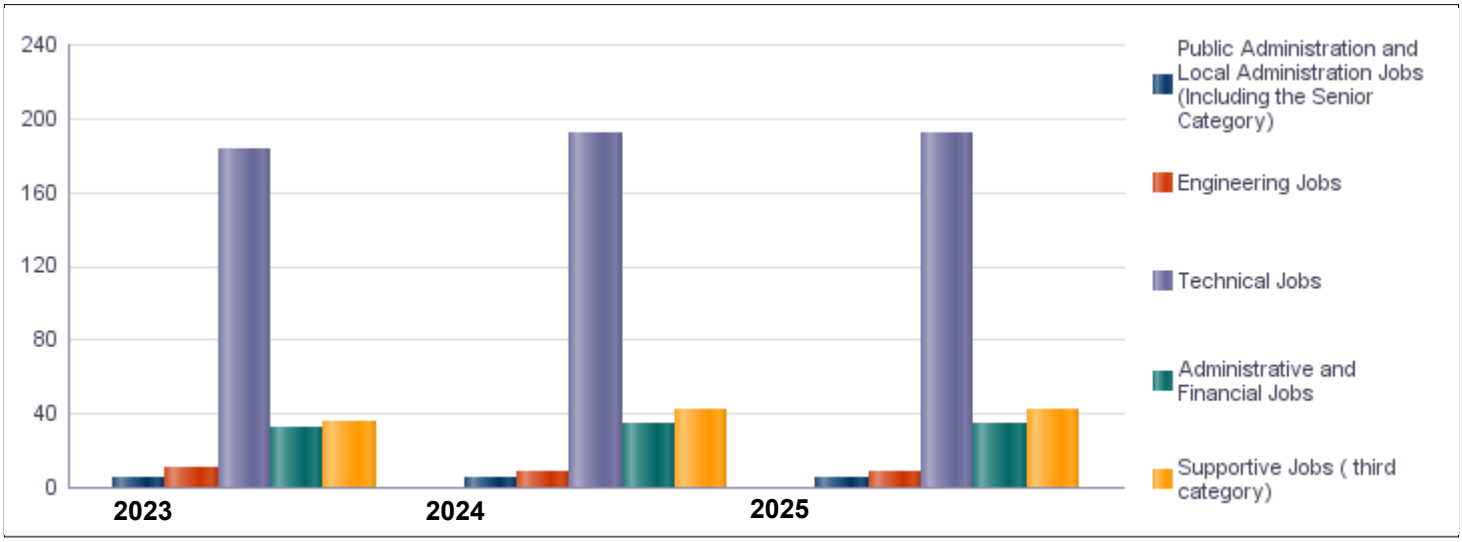
Chapter : 3601 Integrity and Anti-Corruption Commission

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

Strategic Objective		Performance Indicator	Base year	Value	Actual Value	Target Value	Preliminary Self Evaluation	Target Value		
					2023	2024	2024	2025	2026	2027
1 - Strengthening the national integrity system by enhancing the efficiency of investigative procedures in cases of corruption and grievances and by enhancing the prevention of corruption.	1	Percentage of the Commission's employees joining training courses inside and outside the Kingdom to total employees.	2019	%65	%80	%85	%85	%70	%70	%70
	2	Number of awareness and educational workshops, seminars, lectures and campagins.	2019	30	35	40	40	35	35	35
	3	Number of achieved settled files at the Commission.	2022	1500	1500	1500	1500	1400	1350	1300
	4	Number of specialized training programs held by the Comission in the field of anti-corruption and integrity.	2023	7	7	8	8	10	10	10

Number of Staff in the Ministry/ Department/ Unit

Group	Job	2023			2024			Preliminary 2025		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Public Administration and Local Administration J		6	0	6	6	0	6	6	0	6
Engineering Jobs		8	3	11	6	3	9	6	3	9
Technical Jobs		104	79	183	107	84	191	107	84	191
Administrative and Financial Jobs		22	10	32	24	11	35	24	11	35
Supportive Jobs (third category)		31	5	36	36	6	42	36	6	42
	Total	171	97	268	179	104	283	179	104	283
	Total Cost of Salaries	2117144	1219648	3336792	2669150	1485850	4155000	3331780	1857220	5189000



Chapter : 3601 Integrity and Anti-Corruption Commission

(In JDs)

Current Activities Appropriations According to Program

Prog.	Activites		Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
6361	601	Administrative and support services	2300469	2668000	2573000	3129000	3158000	3188000
		Total of Program	2300469	2668000	2573000	3129000	3158000	3188000
6362	601	Enhancing the national integrity and corruption prevention system	1880516	2488000	2246000	3100000	3157000	3193000
		Total of Program	1880516	2488000	2246000	3100000	3157000	3193000
		Total	4180985	5156000	4819000	6229000	6315000	6381000

Capital Projects Appropriations According to Program

Prog.	Projects		Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
6362	002	Executing the projects of the National Strategy of Integrity and Anti-Corruption.	825724	1475000	1150000	1300000	1200000	1000000
		Total of Program	825724	1475000	1150000	1300000	1200000	1000000
		Total	825724	1475000	1150000	1300000	1200000	1000000

Overall Summary of Expenditures for Chapter 3601- Integrity and Anti-Corruption Commission for the Years 2023 - 2027

(In JDs)

Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Difference between estimated 2025 and re-estimated 2024	Indicative 2026	Indicative 2027
Current Expenditure	4,180,985	5,156,000	4,819,000	6,229,000	1,410,000	6,315,000	6,381,000
Capital Expenditure	825,724	1,475,000	1,150,000	1,300,000	150,000	1,200,000	1,000,000
Total current and capital expenditure	5,006,709	6,631,000	5,969,000	7,529,000	1,560,000	7,515,000	7,381,000

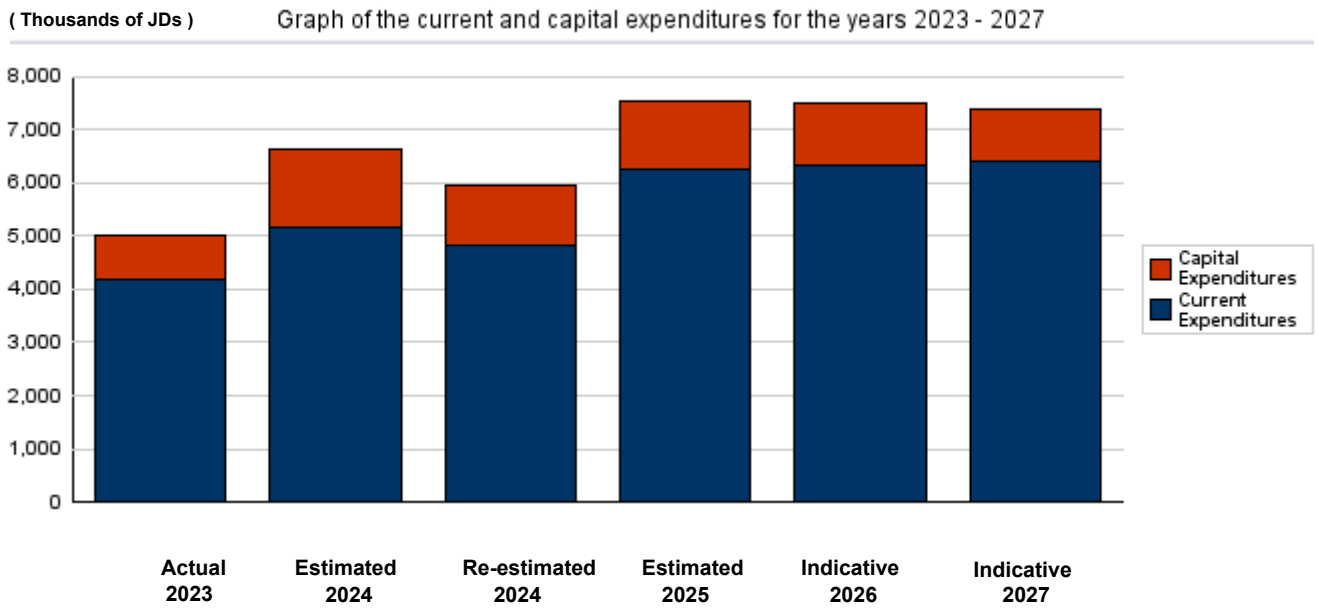
Most notable differences between estimated appropriations for 2025 and re-estimated for 2024

Current expenditure :

- Compensations of employees group increased by (1351) thousand JDs to cover the natural increase of salaries, the filling of vacancies and the adjustment of technical allowances to the Commission.
- Operational expenditure increased by (30) thousand JDs, distributed to various operational expenditure items to sustain the Commission's work.
- Other expenditures increased by (29) thousand JDs, which were distributed to bonuses for non-employees, scholarships and training courses items.

Capital expenditure :

- Capital expenditures increased by (150) thousand JDs in order to complete the digital transformation plan and complete the construction of a new floor of the Commission's building.



Overall Summary of Current Expenditures for the Years 2023 - 2027

Chapter : 3601 Integrity and Anti-Corruption Commission (In JDs)

Group	Item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	101	Classified Employees	20471	22000	20000	16000	13000	10000
	102	Unclassified Employees	380765	401000	389000	418000	424000	430000
	103	Comprehensive Contract Employees	403840	740000	575000	590000	0	0
	105	Personal Cost of Living Allowance	323107	373000	345000	347000	351000	351000
	106	Family Cost of Living Allowance	30253	41000	33000	34000	35000	35000
	110	Overtime Allowance	4030	5000	5000	6000	6000	6000
	111	Additional Allowance	573921	649000	639000	1282000	1303000	1322000
	112	Other Allowances	172237	171000	158000	160000	162000	164000
	113	Transportation Allowance	77648	104000	104000	105000	106000	107000
	114	Transport Allowance	17106	16000	16000	25000	26000	27000
	116	Employees' Bonuses	873837	1000000	1000000	1050000	1050000	1050000
	120	Contract Employees	141557	198000	180000	183000	189000	195000
	121	Fixed-term Contract Employees	0	0	0	410000	1016000	1039000
		Total	3018772	3720000	3464000	4626000	4681000	4736000
2121		Social Security Contributions						
	301	Social Security	318020	435000	374000	563000	571000	580000
		Total	318020	435000	374000	563000	571000	580000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	202	Telecommunications Services	19481	25000	25000	25000	25000	25000
	203	Water	9994	10000	10000	11000	12000	12000
	204	Electricity	116524	140000	128000	133000	136000	137000
	205	Fuels	79256	105000	100000	103000	107000	108000
	206	Maintenance of Machines, furniture and acce	8219	18000	15000	18000	20000	20000
	207	Maintenance of vehicles, equipment and acc	21172	20000	20000	20000	22000	22000
	208	Repair and maintenance of buildings and acc	15320	16000	16000	17000	18000	18000
	209	Stationery,Publications and Office Supplies	28898	35000	35000	35000	37000	37000
	210	Substances and raw materials (medicines, cl	50	2000	2000	2000	2000	2000
	211	Cleaning services and supplies including cle	47866	65000	65000	68000	70000	70000
	212	Insurance	13423	20000	20000	20000	20000	20000
	213	Official Travel Missions	26690	26000	26000	33000	35000	35000
	214	Goods and services expenses	44385	54000	54000	61000	65000	65000
		Total	431278	536000	516000	546000	569000	571000
28		Other Expenditures						
2821		Other Current Expenditures						
	302	Contributions	2073	5000	5000	5000	5000	5000
	303	Scientific scholarships and training courses	8054	24000	24000	30000	30000	30000
	305	Non-Employees' Bonuses	391257	436000	436000	459000	459000	459000
		Total	401384	465000	465000	494000	494000	494000
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	402	Devices, Machinery and Equipment	11531	0	0	0	0	0
		Total	11531	0	0	0	0	0
		Total of Chapter	4180985	5156000	4819000	6229000	6315000	6381000

Overall Summary of Capital Expenditures for the Years 2023 - 2027

Chapter : 3601 Integrity and Anti-Corruption Commission **(In JDs)**

Group	Item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
		Expenditures						
22		**Use of Goods and Services**						
2211		**Use of Goods and Services**						
	510	Buildings and facilities repair and maintenance	80000	10000	10000	10000	30000	30000
	512	Operating and Sustaining Expenditures	500771	630000	344000	425000	640000	730000
		Total	580771	640000	354000	435000	670000	760000
28		**Other Expenditures**						
2822		**Other Capital Expenditures**						
	504	Studies, Research and Consultations	0	32000	32000	25000	10000	10000
		Total	0	32000	32000	25000	10000	10000
		Fixed Assets						
31		**Non-financial Assets**						
3111		**Buildings and Constructions**						
	508	Works and Constructions	0	438000	413000	660000	300000	0
		Total	0	438000	413000	660000	300000	0
3112		**Devices, Machinery and Equipment**						
	505	Equipment, Machines and Devices	244953	70000	56000	180000	220000	230000
	506	Vehicles and Equipment	0	295000	295000	0	0	0
		Total	244953	365000	351000	180000	220000	230000
		Total of Chapter	825724	1475000	1150000	1300000	1200000	1000000

Appropriations directed for females and child according to chapter : 3601 Integrity and Anti-Corruption Commission

(In JDs)

Description	2023	2024	2025	2026	2027
Females	1,219,648	1,485,850	1,857,220	1,875,421	1,898,829
Child	0	0	0	0	0
Appropriations distributed according to population index					
Females	784,861	1,163,720	1,099,800	1,063,610	970,550
Child	601,170	891,360	842,400	814,680	743,400
Total appropriations directed for females	2,004,509	2,649,570	2,957,020	2,939,031	2,869,379
Total appropriations directed for Child	601,170	891,360	842,400	814,680	743,400

6361 Program Administration and Support Services

Objective of the program :

Providing all supportive financial and administrative services for all the Commission's directorates.

The strategic objective related to the program :

Strengthening the national integrity system through enhancing the investigation procedures in corruption issues and grievances to strengthen the prevention of corruption.

Directorates associated with the program :

- Directorate of Human Resources and Services.
- Directorate of Finanancial Affairs.
- International Cooperation Unit.
- Directorate of Institutional Development.
- Internal Control Unit.
- Information, Communication and Public Relations Unit.
- Secretariat of the Council.

Services provided by the program :

- Providing appropriate infrastructure for staff.
- Organizing all the Commission's administrative and financial issues and related data.- Increasing and developing human resources efficiency.
- Holding workshops.

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

- Providing tools and resources for the implementation of the Authority's projects and initiatives.
- Developing clear policies and procedures for staff recruitment and training.
- Improving the working environment by providing professional services that support staff and achieving the highest levels of performance.

The Program's challenges :

- Lack of specialized personnel.
- Limited financial resources.
- The Commission's centrality and lack of branches in the governorates.

Actions to address challenges and improve services provided:

- Provision of advanced training programmes and qualification courses for staff, particularly in the areas of investigation and information technology, human resources and financial management.
- Strengthening cooperation with the Government to increase financial allocations and develop effective mechanisms for the management of financial resources and prioritization.
- Developing rapid and flexible mechanisms to adapt to changes.

Gender:

The program aims to involve women employees of the Commission in the training programmes offered by the Commission and the committees and task forces formed by the Commission in line with the objectives of the Women's Empowerment Plan 2024 and empower women employees to assume supervisory and leadership functions and participate in the preparation of the executive and strategic plans of the Commission.

Staff working in the program :

The program is implemented through a functional staff in 2024 estimated with (126) staff, including (64) males and (62) females .

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

Description	2023	2024	2025	2026	2027
Females	716,580	820,270	1,027,921	1,030,873	1,044,651
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	396,771	470,470	488,800	499,610	500,550
Child	303,909	360,360	374,400	382,680	383,400
Total appropriations directed for females	1,113,351	1,290,740	1,516,721	1,530,483	1,545,201
Total appropriations directed for Child	303,909	360,360	374,400	382,680	383,400

Key Performance indicators for Program

	Performance Measurement Indicator	Base Year	Value	Actual value	Target value	PreliminarySelf Evaluation	Target Value		
				2023	2024	2024	2025	2026	2027
1	Average number of training hours for the Commission's staff	2019	40	65	70	70	50	50	50
2	Number of developmental studies in the field of human resources	2023	2	2	2	2	2	2	2

6361 Program Administration and Support Services

Appropriations 6361 Program Administration and Support Services Per Activities and Projects

(In JDs)

Activities and Projects		Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
Current Expenditures		2,300,469	2,668,000	2,573,000	3,129,000	3,158,000	3,188,000
601	Administrative and support services	2,300,469	2,668,000	2,573,000	3,129,000	3,158,000	3,188,000
Capital Expenditures		0	0	0	0	0	0
Program / Treasury		0	0	0	0	0	0
Total Program		2,300,469	2,668,000	2,573,000	3,129,000	3,158,000	3,188,000

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

Chapter : 3601 - Integrity and Anti-Corruption Commission **(In JDs)**

Program : 6361 - Administration and Support Services

Activity : 601 - Administrative and support services

Group	Item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
21		**Compensations of Employees**						
2111		Salaries, Wages and Allowances						
	101	Classified Employees	20471	22000	20000	16000	13000	10000
	102	Unclassified Employees	149386	144000	139000	168000	170000	172000
	103	Comprehensive Contract Employees	267473	346000	343000	363000	0	0
	105	Personal Cost of Living Allowance	149769	161000	145000	145000	148000	148000
	106	Family Cost of Living Allowance	13613	17000	13000	15000	16000	16000
	110	Overtime Allowance	4030	5000	5000	6000	6000	6000
	111	Additional Allowance	208246	209000	204000	412000	418000	423000
	112	Other Allowances	57538	46000	45000	46000	47000	48000
	113	Transportation Allowance	27723	34000	34000	34000	34000	35000
	114	Transport Allowance	10585	9000	9000	13000	13000	14000
	116	Employees' Bonuses	358300	425000	425000	420000	420000	420000
	120	Contract Employees	64679	81000	68000	69000	72000	75000
	121	Fixed-term Contract Employees	0	0	0	147000	500000	514000
		Total	1331813	1499000	1450000	1854000	1857000	1881000
2121		Social Security Contributions						
	301	Social Security	124463	168000	142000	235000	238000	242000
		Total	124463	168000	142000	235000	238000	242000
22		**Use of Goods and Services**						
2211		Use of Goods and Services						
	202	Telecommunications Services	19481	25000	25000	25000	25000	25000
	203	Water	9994	10000	10000	11000	12000	12000
	204	Electricity	116524	140000	128000	133000	136000	137000
	205	Fuels	79256	105000	100000	103000	107000	108000
		001 Heating	22965	30000	27000	25000	25000	25000
		002 Saloon vehicles	27930	44000	43000	44000	46000	47000
		003 Transport vehicles and heavy equipment	28361	31000	30000	34000	36000	36000
	206	Maintenance of Machines, furniture and accessories	8219	18000	15000	18000	20000	20000
	207	Maintenance of vehicles, equipment and accessories	21172	20000	20000	20000	22000	22000
	208	Repair and maintenance of buildings and accessories	15320	16000	16000	17000	18000	18000
	209	Stationery,Publications and Office Supplies	28898	35000	35000	35000	37000	37000
	210	Substances and raw materials (medicines, clothes, food, films, etc..)	50	2000	2000	2000	2000	2000
	211	Cleaning services and supplies including cleaning contracts	47866	65000	65000	68000	70000	70000
	212	Insurance	13423	20000	20000	20000	20000	20000
	213	Official Travel Missions	26690	26000	26000	33000	35000	35000
	214	Goods and services expenses	44385	54000	54000	61000	65000	65000
		001 Events and hospitality	10048	9000	9000	9000	9000	9000
		008 Advertisements and subscriptions	4822	7000	7000	7000	8000	8000
		013 Services, security and guarding contracts	24007	26000	26000	26000	26000	26000
		047 Awareness and advertisement campaigns	283	2000	2000	2000	2000	2000
		060 Conferences and lectures	0	2000	2000	2000	2000	2000
		121 Administrative expenses	5225	8000	8000	8000	10000	10000
		241 Awareness Awards for Integrity and Anti-Corruption.	0	0	0	7000	8000	8000
		Total	431278	536000	516000	546000	569000	571000
28		**Other Expenditures**						
2821		Other Current Expenditures						
	302	Contributions	2073	5000	5000	5000	5000	5000
	303	Scientific scholarships and training courses	8054	24000	24000	30000	30000	30000
	305	Non-Employees' Bonuses	391257	436000	436000	459000	459000	459000
		000 Non-employees' bonuses	391257	436000	436000	446000	446000	446000
		020 Experts and experience fees	0	0	0	8000	8000	8000
		021 Financial assistance to whistleblowers, informants and witnesses.	0	0	0	5000	5000	5000
		Total	401384	465000	465000	494000	494000	494000
31		**Non-financial Assets**						
3112		Devices, Machinery and Equipment						
	402	Devices, Machinery and Equipment	11531	0	0	0	0	0
		Total	11531	0	0	0	0	0
		Total of Activity	2300469	2668000	2573000	3129000	3158000	3188000
		Total of Program	2300469	2668000	2573000	3129000	3158000	3188000

6362 Program Integrity and Anti-Corruption

Objective of the program :

Strengthening the national integrity system and corruption prevention and enforcing law in corruption-related cases.

The strategic objective related to the program :

Strengthening the national integrity system through upgrading the investigation procdures in corruption issues and grievances to enhance the prevention of corruption.

Directorates associated with the program :

- Liaison Officers' Unit.
- Whistle-blowers, Witnesses, Informants and Experts Protection Unit.
- Directorate of Legal Affairs.
- Directorate of Integrity and Prevention.
- Technical Unit.
- Directorate of Investigation.
- Operations Unit.
- Innovation and Training Centre.
- Directorate of Digital Support.
- Directorate of Settlements and Recovery of Funds.
- Financial Investigation Unit.
- Inspection Unit.
- Central Bureau Unit.
- Information Unit.

Services provided by the program :

- Strengthening integrity system and making sure that administrations adhere to integrity standards based on law, transparency, accountability , opportunities equality.
- Awaring citizens of the negative impacts of corruption on the economic, social and political development.
- Treating grievances by facing public administration in terms of its decisions or procedures or practices or refraining from them.
- Recieving complaints and enforcing law in competent cases.
- Providing protection for informants, witnesses, reporting persons, experts and their relatives in cooruption cases.

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

- Awareness-raising campaigns aimed at raising awareness among public officials and citizens about the importance of integrity and the risks of corruption.
- Engaging the private sector in integrity and anti-corruption initiatives through the development of guidelines and standards of ethical conduct.
- Increased confidence in public institutions.
- Effective application of accountability mechanisms contributes to improved governance, ensuring that laws and policies are implemented in a transparent and fair manner.

The Program's challenges :

- Weak public awareness of the importance of integrity and combating corruption.
- The prevalence of the phenomenon of nepotism and favoritism.
- Corruption-related investigations can be complex and time-consuming, requiring the collection of evidence and testimony from multiple sources.

Actions to address challenges and improve services provided:

- National awareness-raising campaigns on the dangers of corruption and the importance of integrity in society.
- Adopting modern digital systems that facilitate the detection of corruption and improve oversight management.
- Strengthening accountability mechanisms within government institutions to enshrine law enforcement.

Gender:

The programme is developing gender-responsive databases and business models and working on the Commossion's Executive Plan for Women's Empowerment 2024, which is in line with the Executive Plan and the National Women's Strategy, and enhancing the participation of female staff in all areas such as training and awareness-raising programmes, as well as integrating women's empowerment concepts into the strategic and operational plans of the Commission.

Staff working in the program :

The program is implemented through a functional staff in 2024 estimated with (157) staff, including (115) males and (42) females .

6362 Program Integrity and Anti-Corruption

Appropriations directed for females and child (In JDs)

Description	2023	2024	2025	2026	2027
Females	503,068	665,580	829,299	844,548	854,178
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	388,090	693,250	611,000	564,000	470,000
Child	297,261	531,000	468,000	432,000	360,000
Total appropriations directed for females	891,158	1,358,830	1,440,299	1,408,548	1,324,178
Total appropriations directed for Child	297,261	531,000	468,000	432,000	360,000

Key Performance indicators for Program

	Performance Measurement Indicator	Base Year	Value	Actual value	Target value	PreliminaySelf Evaluation	Target Value		
				2023	2024	2024	2025	2026	2027
1	Average time for adjudication of a case / day	2019	90	180	180	180	180	180	180
2	Number of sectorial studies and related activities	2019	3	3	3	3	3	3	3
3	Percentage of compliance recommendations follow up.	2023	%100	%100	%100	%100	%100	%100	%100

Appropriations 6362 Program Integrity and Anti-Corruption Per Activities and Projects

(In JDs)

	Activities and Projects	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
Current Expenditures		1,880,516	2,488,000	2,246,000	3,100,000	3,157,000	3,193,000
601	Enhancing the national integrity and corruption prevention system	1,880,516	2,488,000	2,246,000	3,100,000	3,157,000	3,193,000
Capital Expenditures		825,724	1,475,000	1,150,000	1,300,000	1,200,000	1,000,000
002	Executing the projects of the National Strategy of Integrity and Anti-Corruption.	825,724	1,475,000	1,150,000	1,300,000	1,200,000	1,000,000
	Program / Treasury	825,724	1,475,000	1,150,000	1,300,000	1,200,000	1,000,000
	Total Program	2,706,240	3,963,000	3,396,000	4,400,000	4,357,000	4,193,000

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

Chapter : 3601 - Integrity and Anti-Corruption Commission **(In JDs)**

Program : 6362 - Integrity and Anti-Corruption

Activity : 601 - Enhancing the national integrity and corruption prevention system

Group	Item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	102	Unclassified Employees	231379	257000	250000	250000	254000	258000
	103	Comprehensive Contract Employees	136367	394000	232000	227000	0	0
	105	Personal Cost of Living Allowance	173338	212000	200000	202000	203000	203000
	106	Family Cost of Living Allowance	16640	24000	20000	19000	19000	19000
	111	Additional Allowance	365675	440000	435000	870000	885000	899000
	112	Other Allowances	114699	125000	113000	114000	115000	116000
	113	Transportation Allowance	49925	70000	70000	71000	72000	72000
	114	Transport Allowance	6521	7000	7000	12000	13000	13000
	116	Employees' Bonuses	515537	575000	575000	630000	630000	630000
	120	Contract Employees	76878	117000	112000	114000	117000	120000
	121	Fixed-term Contract Employees	0	0	0	263000	516000	525000
		Total	1686959	2221000	2014000	2772000	2824000	2855000
2121		Social Security Contributions						
	301	Social Security	193557	267000	232000	328000	333000	338000
		Total	193557	267000	232000	328000	333000	338000
		Total of Activity	1880516	2488000	2246000	3100000	3157000	3193000
		Total of Program	1880516	2488000	2246000	3100000	3157000	3193000
		Total of Chapter	4180985	5156000	4819000	6229000	6315000	6381000

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

Chapter : 3601 Integrity and Anti-Corruption Commission **(In JDs)**

Program 6362 Integrity and Anti-Corruption

Project 002 Executing the projects of the National Strategy of Integrity and Anti-Corruption.

Fund Source 102001 Capital (Treasury)

Group	item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
22		Use of Goods and Services						
2211		Use of Goods and Services						
	510	Buildings and facilities repair and maintenance						
	008	Buildings and facilities maintenance	80000	10000	10000	10000	30000	30000
		Total of Item	80000	10000	10000	10000	30000	30000
	512	Operating and Sustaining Expenditures						
	012	Subscriptions, insurances	10290	13000	13000	17000	17000	17000
	014	Archiving and documentation	4800	5000	5000	10000	10000	10000
	015	Operating systems and software	192753	550000	275000	60000	150000	150000
	016	Software licenses	289573	30000	30000	300000	420000	510000
	017	Promotion, advertising and awareness	0	10000	5000	13000	13000	13000
	018	Computer networks maintenance	1650	10000	6000	10000	10000	10000
	032	Conferences, celebrations and workshops	1705	12000	10000	15000	20000	20000
		Total of Item	500771	630000	344000	425000	640000	730000
28		Other Expenditures						
2822		Other Capital Expenditures						
	504	Studies, Research and Consultations						
	013	Legal consultations	0	1000	1000	2000	2000	2000
	014	Studies, researches and design	0	30000	30000	20000	5000	5000
	027	Purchasing consultation services	0	1000	1000	3000	3000	3000
		Total of Item	0	32000	32000	25000	10000	10000
31		Non-financial Assets						
3111		Buildings and Constructions						
	508	Works and Constructions						
	014	Buildings additions	0	438000	413000	660000	300000	0
		Total of Item	0	438000	413000	660000	300000	0
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices						
	001	Computers and accessories	113720	25000	21000	105000	120000	120000
	003	Office supplies and equipment	48500	30000	20000	25000	30000	30000
	055	Technical devices	82733	15000	15000	50000	70000	80000
		Total of Item	244953	70000	56000	180000	220000	230000
	506	Vehicles and Equipment						
	001	Saloon cars	0	120000	120000	0	0	0
	005	Medium-size passenger buses	0	115000	115000	0	0	0
	006	Passenger mini-buses	0	60000	60000	0	0	0
		Total of Item	0	295000	295000	0	0	0
		Total of Project / Treasury	825724	1475000	1150000	1300000	1200000	1000000
		Total of Program	825724	1475000	1150000	1300000	1200000	1000000
		Total of Chapter	825724	1475000	1150000	1300000	1200000	1000000