

Assessment Report

The Implementation of The Comprehensive National Plan for Human Rights 2016 - 2025

Issued by

Al Hayat Center - RASED

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Introduction

This report was prepared by the Research Unit at Al-Hayat Center-RASED in partnership with the Friedrich Ebert Stiftung in Amman and the National Human Rights Coordinator Office. It aims to assess the Comprehensive National Plan for Human Rights (2016 - 2025) in terms of structure, foundation, latent gaps, and the extent to which the government has the plan. It also seeks to evaluate the effectiveness of media outreach from the National Human Rights Coordinator Office and the Human Rights Unit of the Prime Ministry in terms of the level of disclosure of Plan activities as well as communication with stakeholders in order to obtain feedback and recommendations on how to improve performance and implementation.

Based on the evaluation's findings, this report presents a set of recommendations that will address the imbalances and gaps in the Plan, draw up a roadmap to support implementation and oversight of the Plan, and improve communication with various stakeholders.

This report represents an academic reference for the government, international organizations, active civil society institutions, and all parties interested in human rights in Jordan. It is meant to facilitate monitoring of the human rights state in Jordan by focusing on weaknesses, creating programs and projects to address them, and promoting human rights in light of academic research and in areas of critical need.

Methodology

In preparing this report, Al-Hayat Center-RASED followed an academic methodology in collecting information based on desk research, semi-regular interviews with a group of stakeholders, in addition to holding three focused sessions with key parties involved in the Plan to verify the preliminary results. During the period of desk research from August 15 till November 15 2019, various sources were consulted on topics related to the activities of the Comprehensive National Plan for Human Rights, most notably: the Official Gazette, the website of the Legislation and Opinion Bureau, the website of the Prime Ministry, the official news agency "Petra", websites of ministries and official institutions, pages of the social networking sites of the Prime Ministry and ministries, news sites (provided the information was verified by another official source), reports issued by government bodies (provided that all information contained therein was supported with evidence), human rights reports from local and international institutions, concluding observations on Jordan's periodic reports to UN treaty bodies, reports by civil society and other stakeholders for the interactive dialogue at the Human Rights Council on Jordan's third cycle UPR, and reports of thematic special mechanisms of the Human Rights Council following their missions to Jordan.

The semi-regular interviews were carried out by the research team with experts in fields relevant to the Plan, with the goal of obtaining important information and analysis on the structure and content of the Plan as well as the issues it failed to address. Another aim was to evaluate the success and effectiveness of the Plan, the media outreach tools of the Prime Ministry's Human Rights Unit, and the most important recommendations for improving implementation.

The focused sessions with key parties involved in the Plan were carried out with three different groups of activists and relevant experts in civil society institutions. In each session, discussions focused on one of the three pillars of the Plan with the aim of presenting and reviewing the preliminary findings of the research team and soliciting recommendations and feedback from said parties to further verify the information it obtained.

Four sessions were also held with representatives from the Legislation and Opinion Bureau to review the preliminary results specific to legislation and, if needed, provide additional information on these results. Regarding analysis of the results, the research team focused firstly on the extent and success of their implementation. It reviewed all the activities contained in the Comprehensive National Plan for Human Rights, which included legislative activities pertaining to the amendment or introduction of legislation,

regulations, or directives. These consisted of a total of 123 activities⁽¹⁾ involving amendments or revisions to 61 laws in force and 3 laws to be introduced. Twenty-four laws were repeated in the Plan across 84 activities that included amendments or revisions, among them, the Code of Criminal Procedure, the Labor Code and the Penal Code, each of which was repeated in 10 activities. In addition, the Public Health Law was repeated in 6 activities and the Election Law in 5 activities. The activities also included actions involving 15 regulations across 18 activities, which were divided across the introduction of 4 regulations and the revision and amendment of 11 regulations.⁽²⁾ The Civil Service Regulation, which was amended and revised more than once, was repeated in 4 activities. The Plan also included only one activity pertaining to the revision of directives, namely, “directives for the transfer and regularization of the status of employees in independent departments.” Executive activities included appointing administrative staff, expanding human resources, rehabilitating infrastructure, developing institutions, signing agreements, increasing allocations, and the like,⁽³⁾ in addition to awareness and training workshops. Altogether, the Plan comprised 75 activities, including 44 administrative activities and 31 activities involving awareness workshops and sessions⁽⁴⁾.

The team also adopted three scores to assess the level of achievement of the Plan’s implementation: (1) Fully achieved: Legislative activities were given a score of “complete” if they had been approved by the government and/or National Assembly and endorsed by royal decree or enforcement, with this depending on the type of legislation under consideration (law, regulation, or directive). Executive activities were given a score of “complete” if all elements of the activity had been fulfilled. None of the training and awareness activities received a score of “complete” due to their unclear performance indicators and extension of their time frames to 2025, as reflected in the Evaluation Results section of this report. (2) In progress: This score was given to legislative activities on which action had been taken by either the government or National Assembly, but which had not yet been endorsed by His Majesty the King or, in the case of directives, had not been issued or circulated. This score was given to all executive activities related to training and awareness considering that they were being implemented continuously by civil society institutions and were characterized by a continuous time frame as well as a lack of clear and specific performance indicators. (3) Not Yet started : This score was given to legislative and executive activities for which no action had been taken by the parties responsible for their implementation..

(1) Appendix 1: Details of Legislative Activities – Laws.

(2) Appendix 2: Details of Legislative Activities – Regulations.

(3) Appendix 3: Details of Legislative Activities – Administrative Activities.

(4) Appendix 4: Details of Legislative Activities – Awareness Workshops and Sessions.

Secondly, the analysis included an assessment of the structure of the Plan in terms of the consistency of its time frames for the amendment of legislation as well as the coherence of its performance indicators in so far as they were specific, applicable, measurable, and had a clear time frame and authority responsible for their implementation.

Finally, the analysis also included a review of the communication and dissemination mechanisms of the Office of the Government Coordinator for Human Rights and the Human Rights Unit of the Prime Ministry in terms of the level of disclosure of Plan activities and communication with stakeholders.

The research team faced a set of determinants during its investigations, which made it difficult to track achievement of the Plan's implementation. In general, the imbalances inherent in the structure of the Plan, which are detailed in the results of this report, constituted the principal determinant for the team. These included weak measurement indicators for activities, ambiguous and inconsistent language used to describe these activities, and a lack of clear delineation of responsibility for the implementation of certain activities. The Plan defined the implementing party to be the "government" or "relevant ministries" without clarifying which government institution or ministry would be responsible for its implementation, or "civil society institutions" without providing any specific information about them.

Within the first pillar objectives with the exception of its fourth objective, relating to it and its implementation are consistent with international standards and best practices. Similar references are included in the Preamble, the references and literature and the core values. In the SWOT analysis that conducted by human rights experts, the high number of international conventions ratified by Jordan is identified as a strength while there is a weakness point in form of a gap between the obligations and their implementation and the weak application of international commitments by the courts. The SWOT analysis shows that the review of legislation against international standards as a challenge is also an opportunity to benefit from the cooperation with the national institutions, civil society and international organizations for improving compliance with international standards. Increased compliance with international standards is also listed as the first strategic objective of the Plan. On this basis, it is required to include elements of a qualitative evaluation of this compliance in the present report. The evaluation by international treaty bodies, special mechanisms and other UN Member States can be deducted from the analysis and recommendations, in particular those submitted after the respective completion of key activities by the government. This evaluation is reflected in the following by way of reference for further discussion in the context of the implementation of recommendations from UN human rights mechanisms.

Evaluation Results

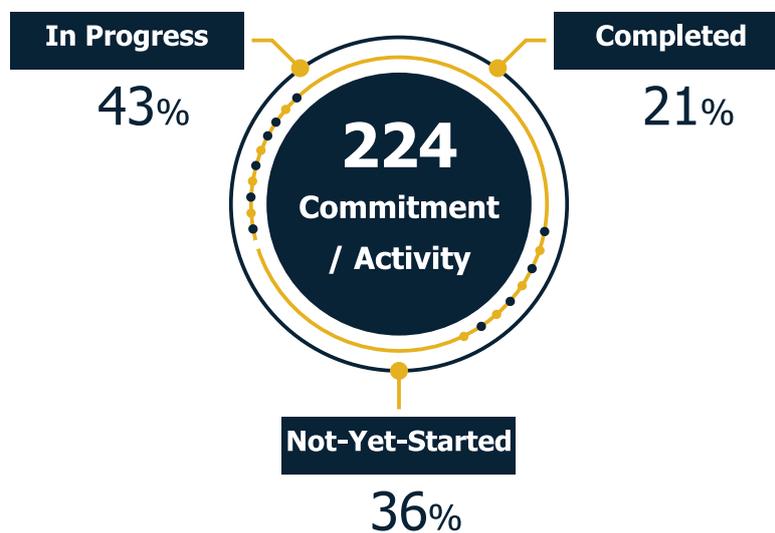
1. Results of the assessment of implementation in Plan activities

Of the 224 sub-activities surveyed as of the date of this report, it was found there were 18 activities whose time frames had expired with 179 activities whose time frames were ongoing and 27 activities whose time frames had not yet started.

Results measuring the level of implementation of all Plan activities regardless of time frame showed that 20% had been fully implemented, 42% were in the process of being implemented, and 38% had not yet been initiated. Graph 1 - 4 show the degree of achievement of Plan activities according to their time frames:

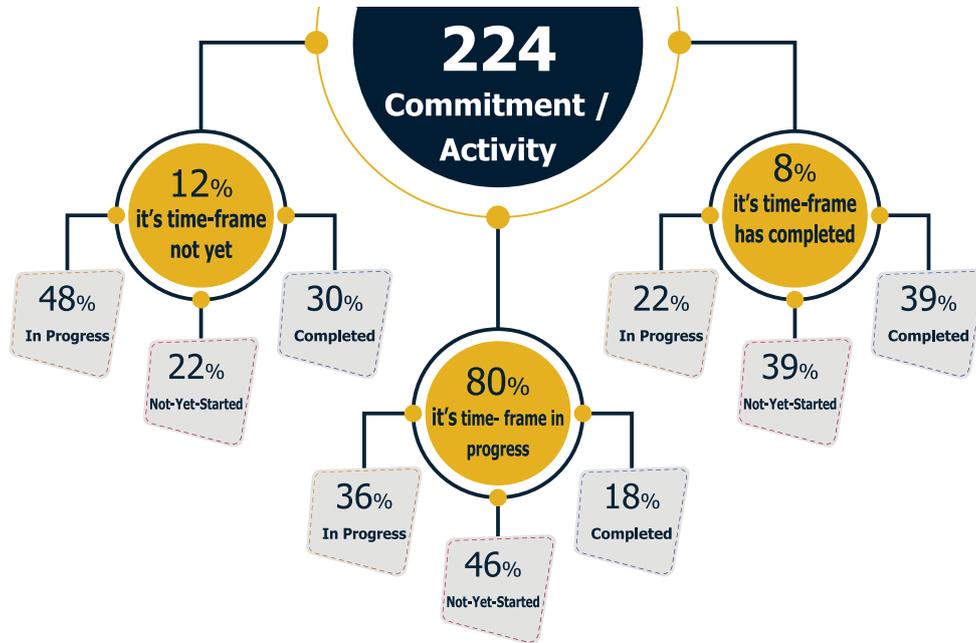
Graph 1. Level of General Achievement of Plan Activities

Level of General Achievement of Plan Activities



Graph 2. Level of Achievement of Plan Activities Based on it's Time-frame

Level of Achievement of Plan Activities Based on it's Time-frame



Graph 3. Level of Achievement of Plan Activities - First Pillar

Level of Achievement of Plan Activities - First Pillar



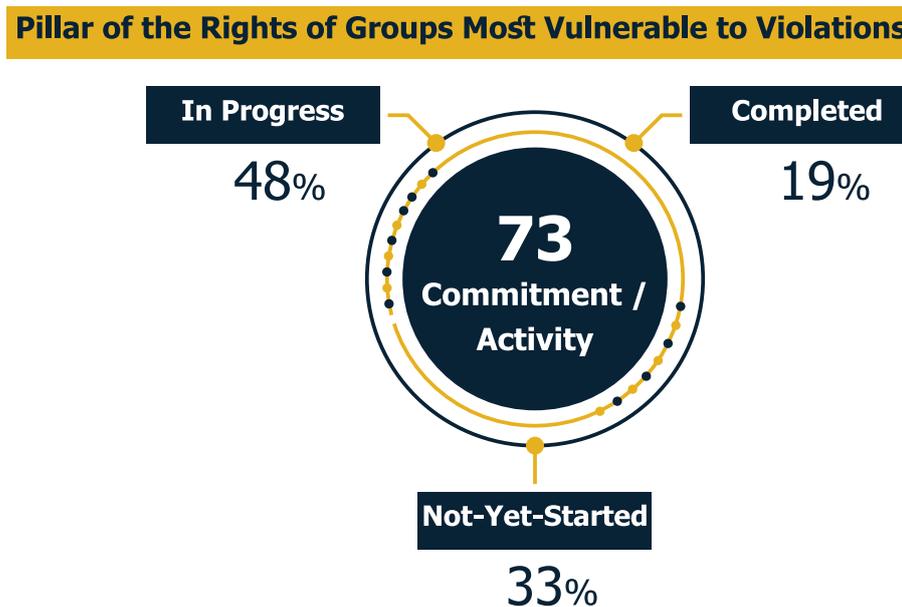
Graph 4. Level of Achievement of Plan Activities - Second Pillar

Level of Achievement of Plan Activities - Second Pillar



Graph 5. Level of Achievement of Plan Activities - Third Pillar

Level of Achievement of Plan Activities - Third Pillar



The following are details on the extent of achievement, organized by type of activity.

1. Legislative activities

The number of legislative activities not yet initiated was 72, representing 48.3% of a total of 149 legislative activities and 30.2% of a total of 224 activities in the Plan. These comprised 123 activities involving the introduction or revision of laws, 18 regulations, seven unspecified pieces of legislation, and one activity specific to directives.. There were also six pieces of legislation that were implemented before the start of their time frames, including five laws and one unspecified legislation as shown in the table below. The Achievement Matrix Details of Plan Pillars provides detailed information about each activity mentioned in the Plan.⁽⁵⁾

Table (1) Legislations that has been completed, although its time-frame has not yet started

Pillar	Time frame	Legislation
2	2022 - 2025	Legislation concerning Higher Health Council
2	2022 - 2025	Medical Accountability Act
2	2021 - 2023	Protection against Domestic Violence Law
1	2021 - 2023	Penal Code
3	2023 - 2025	Code of Criminal Procedure
1	2020 - 2023	Magistrates' Court Act

2. Executive/Procedural activities

The research team monitored non-legislative executive procedures throughout the Plan, which were divided into two types of activities. The first type concerned administrative affairs, which included appointing staff, expanding human resources, rehabilitating infrastructure, developing institutions, signing agreements, increasing allocations, and the like. The second type consisted of awareness and training workshops. Executive activities numbered 75, with 32 in the first pillar, 12 in the second pillar, and 31 in the third pillar. These included 44 administrative activities and 31 activities involving awareness workshops and sessions. The Achievement Matrix contains details about these activities based on the information provided by relevant government bodies. Levels of achievement for activities relating to administrative affairs were successfully measured. Details regarding awareness workshops and sessions were also based on knowledge of the work of civil society institutions in activities of this type. Due to difficulties in measuring achievement along with the determinants mentioned by the research team in the Methodology section of this report, all awareness workshops and sessions were considered to be in progress.

(5) Appendix 5: Matrix of Achievement Details of Plan Pillars.

Based on the results of desk research, interviews of experts from governmental and non-governmental bodies, and meetings with stakeholders, the research team delineated a set of gaps that were contained in the content of the Plan or revealed in the implementation of its activities. The following is a list of these gaps, broken down by pillar:

First Pillar: Civil and Political Rights

- Responsibility for investigating torture cases remains with the Police Justice, which compromises the impartiality and independence of investigations.
- Despite updates to the Judicial Code of Conduct, implemented and developed by administrative inspection, there has been no disclosure of its content nor did it include mechanisms for monitoring and assessment.
- There is no law covering all guarantees of a fair trial and all rights of prisoners.
- Jordan has still not ratified the Protocol to the Covenant on Civil and Political Rights, which prohibits carrying out the death penalty.
- Jordan has still not ratified the Protocol to the Convention against Torture.
- There is no legal text in Jordanian law that stipulates the right of arrested persons to hire a lawyer during the investigation and pretrial detention stages.
- The Plan defines the Law for the Protection of Culture as one of the laws related to the right to freedom of expression and peaceful assembly, while stakeholders believe that this law has no connection to the right to freedom of expression.
- There are many practices that violate the law with regard to, for example, the right to peaceful assembly. The banning of such activities by the government is a practice that violates the Public Assemblies Act and is afforded by legislation that gives leeway to the Executive Branch to interpret rights and legislation as it sees fit.
- The Legislation and Opinion Bureau believes that there is no reason to introduce special anti-torture legislation in order to prosecute the perpetrators of torture crimes before a civil court, as the Penal Code already achieves this purpose.
- The Legislation and Opinion Bureau believes that there is no need to revise the Crime Prevention Act to provide procedural and substantive protection for those subject to arrest, as it is the Code of Criminal Procedure that deals with prisoners during arrest regardless of the source of the arrest order.
- The Legislation and Opinion Bureau believes that the Code of Criminal Procedure is able to “provide the best substantive procedural protection for those subject to arrest in addition to reducing their sentences and finding alternatives to imprisonment,” and that there is no need to amend the Penal Code to fulfill these functions.

- The Legislation and Opinion Bureau believes that there is no need “to revise the Anti-Corruption Commission law to provide the necessary legal guarantees at the initial investigation stage, including the right of access to a lawyer,” since the Code of Criminal Procedure stipulates these guarantees regardless of the source of the arrest order.
- There is no need to amend the Public Security Act to provide the necessary legal guarantees at the initial investigation stage, including the right of access to a lawyer, since Article 85 of the Public Security Act stipulates that any issue not mentioned therein shall be referred to the Code of Criminal Procedure, which regulates such guarantees.
- The Legislation and Opinion Bureau believes that there is no need to introduce special legislation aimed at “establishing State guarantees for the rights of victims in the criminal justice system to compensation and reparation” as civil law already stipulates these rights in their entirety.
- The Legislation and Opinion Bureau recommended that the activity of “training staff in the application of community sanctions to expand the establishment of Family Reform and Reconciliation Offices” be separated into two different activities as follows: “Community sanctions will be the purview of the Ministry of Justice, while the Sharia Judiciary will oversee Family Reform and Reconciliation Offices.”

Second Pillar: Economic, Social, and Cultural Rights

- Amendments to the Labor Code in terms of its overall context ran contrary to the Plan, as the main elements of the Code contravened the Plan’s guidelines.
- Amendments to the Labor Code related to the status of women are ineffectual, as they provide only minimal rights.
- Weak monitoring methods represent a flaw in the oversight of the labor market. Inspection campaigns fail to fulfill their purpose, as achievement is measured by the efficiency of oversight, rather than the actual number of inspection campaigns carried out.
- The majority of amendments to the Social Security Law in 2019 are not in line with international standards or the Plan. For example, early retirement was meant to be abolished and replaced by at-will retirement complete with social protection and unemployment insurance to protect the retiree. Yet the government moved to raise the retirement age from 50 to 55 years for men and from 45 to 52 years for women. Amendments to the Social Security Law also allow institutions not to offer old-age insurance to those under 28 years of age, which in turn will negatively affect protections for the elderly.
- The Ministry of Environment lacks sufficient authority to regulate the activities of major economic enterprises whose practices harm the environment, such as an oil refinery receiving an exemption from technical regulations. This enables such institutions to bypass the Standards and Metrology Law, Public Health Law and Environmental Protection Act.

- It is clear that the government prioritizes partnerships with the private sector over civil society organizations (for example, when the Environmental Protection Fund was formed, its members were drawn from the private sector and did not include representation from civil society).
- New amendments to the Labor Code placed restrictions on collective bargaining processes.
- There is no oversight policy from the Ministry of Labor to ensure proper implementation of the flexible work system.
- Part of the legislative system still perpetuates discrimination against persons with disabilities. For example, the System of Medical Committees assumes that persons with disabilities are not legally or medically eligible to work.
- The Plan did not indicate which entity would regulate the rights of rural women working in the agricultural sector.
- Application of the Environmental Protection Act is considerably restricted due to a failure to vest the Environmental Inspectorate with law enforcement powers.
- The Plan did not address the right to property within the Intellectual Property Act.
- With regard to “reviewing minimum wages, pensions, and insurance in relation to inflation,” the Legislation and Opinion Bureau believes that the Civil Retirement Law and Military Retirement Law are due to expire within a short period and that the Social Security Law achieves the desired outcome of this activity. It is thus critical to modify its performance indicator so as to abolish the activity of “revising the Civil Retirement Law, Military Retirement Law, and Social Security Law and proposing necessary amendments to them” and keep the Social Security Law.
- The Legislation and Opinion Bureau recommended removing the activity concerning amendment of the Public Health Law aimed at “enacting legislation and procedures related to medical accountability,” since the objective of this activity was achieved with the introduction of the Medical Accountability Act.
- The Legislation and Opinion Bureau believes that there is no need to amend the Education Act to achieve the activity aimed at “upgrading educational services provided to students in schools and institutions of higher education in a manner that ensures the right to obtain an adequate education insofar as the State’s resources permit and protects the rights of employees in this field.” It may suffice to simply amend the regulations issued by the Act, including the 2017 Regulation on the Quality of Education and Accountability of the Ministry of Education No. 7.
- The Legislation and Opinion Bureau believes that the Higher Education Accreditation Authority Act does not ensure the achievement of transparency standards in the selection of academic leadership or job security for employees in the educational field in such a way as to have a positive impact on the quality of educational outcomes. This is because the Act is only concerned with educational institutions and does not address employment, leadership positions, or transparency in hiring for such positions.

Third Pillar: Rights of Groups Most Vulnerable to Violations

- The focus of some civil society institutions on raising funds to assist those with disabilities runs contrary to the Persons with Disabilities Law and international standards that Jordan has ratified, which are concerned with empowerment, rather than charitable assistance.
- New amendments to the Social Security Law have denied women higher pensions with an article that allows them to draw their social security benefits at any time. They may return at any time, but this returns the account to zero, thereby reducing their pension benefit.
- There remains no comprehensive database for persons with disabilities, despite the fact that the Persons with Disabilities Act requires the Department of Statistics to develop such a database.
- The efforts of civil society institutions in the field of training and capacity building for persons with disabilities are lacking.
- There is an absence of regulations to empower women disconnected from the labor market. Legislative guarantees must therefore be put in place to facilitate the return of women to the labor market.
- Institutions specialized in the affairs of persons with disabilities are not entirely competent and only a few of them are qualified.
- There are difficulties in selecting the target group to attend trainings on the affairs of persons with disabilities.
- There are obstacles to integrating persons with disabilities in the labor market, due to prevailing stereotypes among employers about the competence and suitability of persons with disabilities for certain jobs.
- The term “third degree” – which includes persons with disabilities, humanitarian cases, and the disadvantaged as a whole – was not removed from directives concerning the selection and appointment of employees for government and Civil Service Bureau jobs.
- The Civil Service Bureau does not provide a proficiency examination in Braille for persons with disabilities.
- Part of the legislative system still perpetuates discrimination against persons with disabilities. For example, the Medical Committees Regulation assumes that persons with disabilities are not legally or medically eligible to work.
- The number of security centers equipped with facilities accessible to persons with disabilities in Jordan is very few. The same applies to many courts as well, which is compounded by a lack of competence on the part of judges in dealing with persons with disabilities. This is despite an explicit legal provision within the Persons with Disabilities Act, which requires all stages of litigation to be made accessible to persons with disabilities. Examples of accessibility include providing information in Braille and sign language as well as having trained professionals available to communicate with people who have mental and intellectual disabilities.
- The Legal Assistance Fund for Persons with Disabilities is limited in its effectiveness.

- Due to the Plan's lack of monitoring and assessment tools, it is difficult to know the extent of achievement in the field of women's rights.
- The general budget of the Jordanian government does not address gender-related needs.
- There is a contradiction between some of the responsibilities and objectives stated in the Plan regarding persons with disabilities and the responsibilities of the Supreme Council for the Rights of Persons with Disabilities, which are stipulated in the Persons with Disabilities Act.
- The Plan's third pillar does not address the issue of refugees with disabilities.
- The Legislation and Opinion Bureau recommended not to amend the Ministry of Education Act aimed at "adopting the necessary legislative and executive measures to provide easier access to justice," since the Law on the Rights of Persons with Disabilities guarantees the right to education for persons with disabilities.
- The Legislation and Opinion Bureau believes that there is no need to amend the Labor Code or Penal Code, as both address child labor.
- Many activities in the Plan require passing Cabinet resolutions, rather than amending laws or issuing regulations. For example, the Legislation and Opinion Bureau believes that there is no need for a legislative amendment to exempt child care supplies from duties and taxes, as the matter requires only an administrative decision.

2. Results of the assessment of Plan structure and foundation

The research team identified a number of imbalances within the Plan's structure and foundation, which hinder implementation and monitoring of the achievement of goals and activities contained therein. The following are the most important results obtained by the research team::

- The repetition of legislation across different time frames, with amendments also being mentioned in more than one place for the same law, creates legislative confusion and impedes the accomplishment of the activities set out in the Plan. An example of this is the repetition of the Code of Criminal Procedure ten times in different time frames, including eight times in the first pillar, as the Plan proposed that it be amended within the following time frames: 2016 - 2018, 2018 - 2021, and 2023 - 2025. Another example is the Penal Code, which was repeated ten times, including six times in the first pillar, within four different time frames: 2016 - 2017, 2018 - 2020, 2019 - 2021 and 2021 - 2023. This was also observed in the case of regulations, for example, the repetition of the activity to amend and revise the Civil Service Regulation in four activities in the second and third pillars within different time frames: 2016 - 2021 and 2020 - 2025. The research team has worked on consolidating legislation in this report to unify their time frames and facilitate their implementation with the goal of more effectively accomplishing the activities of the Plan⁽⁶⁾.

(6) Appendix 6: Legislative Activities Repeated across Different Time Frames.

- The inclusion of more than one law within the same activity makes it difficult to apply indicators to measure and evaluate the extent of achievement in line with its objectives, as was the case in four of the Plan's activities.⁽⁷⁾
- The inclusion of more than one name for the same law or an incorrect name that differs from what is listed in the Official Gazette creates confusion for anyone reading the Plan.⁽⁸⁾
- The ambiguous referencing of certain pieces of legislation in a number of areas in the Plan makes it difficult to implement and monitor them later. The Plan tasked the Judicial Council by introducing four laws and revising two laws, without specifying which ones they were.⁽⁹⁾
- The failure to entrust a specific entity with the implementation of certain activities,⁽¹⁰⁾ instead of leaving them under the general purview of "the government," "all ministries," "the government and parliament," or "civil society," impedes accountability and monitoring. This vagueness prompted questions among stakeholders about who would implement the Plan and whether it was a national or government plan. Some civil society institutions commented that their voices were not involved in the process of formulating the Plan in 2016 and questioned whether civil society should therefore be responsible for implementing it. Others also indicated that international standards stipulate that responsibility for the state of human rights in any country lies with the government, rather than civil society organizations, and for this reason, it should have been a government plan, not a national plan.
- The failure to include sufficient information about the Plan's executive activities⁽¹¹⁾ in terms of target groups, number of activities, topics, geographical areas of implementation, the importance of these activities to their participants, and their role in accomplishing the activities of the Plan, etc. hinders their subsequent assessment and monitoring.
- The inclusion of ambiguous topics for certain executive activities in a number of areas in the Plan⁽¹²⁾ - for example, "holding workshops on active citizenship and integrity" - makes it difficult to implement and monitor these activities later.
- The performance indicators for most of the activities of the Plan were not sufficiently accurate to enable tracking of the extent of their achievement. While for some activities indicators were unclear or ambiguous, for other activities, indicators overlapped with those of the respective sub-activity⁽¹³⁾.
- Some activities were included in the Plan that had already been carried out prior to its start, for example, the activity related to the establishment of the Supreme Council of the Sharia Judiciary, despite the fact that the Council was established in 2015, that is, before the launch of the Plan.

(7) Appendix 7: Laws Repeated within the Same Activity.

(8) Appendix 8: Laws Listed under Incorrect Names.

(9) Appendix 9: Legislation Lacking a Clear Purpose for Introduction.

(10) Appendix 10: Examples of Activities Carried Out by Non-Governmental Institutions as well as Unspecified or Ambiguous Activities.

(11) Appendix 10: Examples of Activities Carried Out by Non-Governmental Institutions as well as Unspecified or Ambiguous Activities.

(12) Appendix 10: Examples of Activities Carried Out by Non-Governmental Institutions as well as Unspecified or Ambiguous Activities.

(13) Appendix 10: Examples of Activities Carried Out by Non-Governmental Institutions as well as Unspecified or Ambiguous Activities.

- Some legislative activities in the Plan called for the amendment of a law, despite the fact that this was not necessary in order to implement the objective of the activity. The Legislation and Opinion Bureau cited a number of examples of activities that did not require an amendment or the introduction of a law, but rather merely an amendment, the introduction of a regulation, or the issuing of directives or resolutions.
- The second and third pillars do not include references to the international obligations of Jordan and the alignment of the implementation of the Plan with international law and best practices.
-
- The Plan does not contain any of the topics that stakeholders considered important to include as priority issues in order to strengthen human rights in Jordan. The following are the most prominent of these issues from the stakeholders' point of view:
 - Human trafficking.
 - Sustainable development, which intersects with all pillars of the Plan.
 - Local governance in (decentralized) elections, municipal elections, unions, and the status of universities and student organizations.
 - The right of workers to collective bargaining.
 - Labor rights, social security, and health insurance for rural women farmers.
 - Decent work standards, as recognized by the International Labour Organization.
 - Major global issues such as environmental pollution, climate change, renewable energy, global warming, energy efficiency, and the protection of animals.
 - Sexual and reproductive health, as well as reproductive rights.

3. Results of the assessment of communication tools with stakeholders

Stakeholders highlighted a number of weaknesses in the government's communication with civil society institutions in the area of human rights. They pointed to the poor quality of periodic reports issued by the government, which usually include quantitative rather than qualitative achievements in addition to providing irrelevant or redundant information that is not presented in an informative or visually appealing format. Stakeholders also indicated that the absence of an official spokesperson or public relations official in the Office of the Government Coordinator for Human Rights hinders communication and coordination with civil society institutions. Furthermore, the lack of a complaints system or clear mechanism for following up on complaints within the National Human Rights Coordinator Office reduces the effectiveness of its operations..

Recommendations

Recommendations for the Plan's structure and foundation and strengthening communication tools with stakeholders

Based on analysis of the evaluation results and consultations with stakeholders, the research team recommends restructuring the Plan and developing a new version that is more in line with national priorities and global standards. This will facilitate monitoring of the Plan's implementation as well as the involvement of various stakeholders in its implementation and oversight. As the Plan enters its fifth year, now is an opportune time for the government to address the imbalances and problems related to its structure and content as mentioned in this report. The government must also identify those activities that have not been accomplished thus far and should be revised to include other issues not mentioned in the Plan. It is hoped this will usher in a new phase of the Plan for the next six years, one that is more participatory and based on academic research. To that end, the assessments of achievement contained in this report serve as a resource on which the government can base its revisions.

The research team also recommends taking into consideration other plans that intersect with the Comprehensive National Plan for Human Rights, such as the National Strategy for Women's Affairs. Stakeholders have suggested, for example, including these plans within the Comprehensive National Plan for Human Rights as attachments to be read in their original form. Another possibility is to attempt to identify and include only the content of these plans that intersects with that of the Comprehensive National Plan for Human Rights. The team believes this may be the best option, based on broader consultations with stakeholders, in the event that the government decides to restructure the Plan.

The research team stresses that the government must decide whether the Plan is to be a governmental or national one. In both cases, it should not lose sight of the importance of assigning responsibility for activities specifically and transparently to ensure accountability in implementation as well as authority in decision-making. For example, the government must not engage in amending legislation on behalf of Parliament or orienting the topic of a particular campaign on behalf of civil society institutions. This, in the view of the team, does not negate the role of the government in implementing and improving human rights so long as there is transparency and joint participation of all parties with their full knowledge and consent.

The research team believes it is necessary to reconsider the duration of the Plan, as many stakeholders have commented that its 10-year length makes monitoring implementation and ensuring accountability a challenge. The Plan must also be revised to align it more closely with local and global developments, as well as with the communication and information policy of the National Human Rights Coordinator Office. In turn, the Office must issue periodic reports on the achievements and failures in implementing

Plan goals in addition to discussing these with civil society organizations with complete transparency via various direct and indirect tools. An electronic platform needs to be designed that allows citizens and civil society institutions to share their comments and opinions regarding the pillars and content of the Plan. In this connection, members of the working group of the Office of the Government Coordinator for Human Rights as well as human rights liaison officers in ministries should undergo competency training in monitoring, evaluation, reporting, and communication. The Office should also designate a media officer or official spokesperson to ensure effective outreach. Also, Jordan can prioritize some activities to work on during a short term timeline, per say 20 commitments per year.

Finally, the research team offers a series of formal recommendations that should be adhered to in the development of the Plan's new structure:

- Limit activities that relate to the amendment/legislation of the same law and make amendments to the relevant law only once. This necessitates modifying the time frames of some sub-activities.
- Reconsider the need to enact legislation for some legislative activities in terms of amending laws, regulations, or directives to achieve the objective of the activity. This will facilitate the implementation of these activities and avoid relying on Parliament to implement them.
- Whenever possible, the Plan should be more specific in identifying the items that need to be amended in legislation so as to achieve the desired amendments.
- Parties involved in preparing the national and strategic plans should be familiar with the work of committees preparing other plans so as to avoid the repetition of activities across multiple plans. If the intent is to repeat these activities, however, then it is important for these parties to explain the reason behind doing this to public opinion to avoid confusion for anyone reading the Plan.
- Specifically define those parties to be tasked with the implementation of the Plan so as to identify each of their responsibilities and boost oversight and accountability. This will help improve the effective monitoring of these parties' performance and holding them accountable if they fail to implement activities.
- Standardize the language used to formulate all components of the Plan so that there is no ambiguity regarding the content or names of laws. Include these names in their official form, which has been constitutionally and legally approved.
- Develop KPIs for all sub-activities in the Plan that help strengthen oversight and facilitate the monitoring of implementation.
- Ensure that all pillars of the Plan address gender-related needs.
- The competent parties should prepare "need-based studies" before setting goals related to trainings and campaigns to raise awareness on human rights.
- Work on matching the recommendations of the Universal Periodic Review (UPR) of human rights with Jordan's contractual human rights obligations.

- Creating a database showing the extent to which the Government has fulfilled its contractual obligations in the field of human rights, which could be the basis upon which the database could be established. CSOs can also contribute to the information and practical recommendation by a tool that allow them to comment on government reporting providing that the comments\contributions are supported by evidence

Recommendations for implementing Plan activities and maximizing their impact

Stakeholders provided a set of recommendations to enhance the Plan's achievements as well as address issues and imbalances related to its topics, as mentioned in the Evaluation Results. The research team lists these recommendations below as they pertain to each pillar:

1. Pillar of Civil and Political Rights

- Amend legislative texts that mention the topic of torture to redefine its conception, strengthen and expand punishment in line with international standards, and institutionalize tighter oversight mechanisms through the designation of a specific body to monitor prisons and correction centers.
- Have all law enforcement personnel who deal directly with the public undergo intensive training on how to interact with civilians and avoid abusing their rights.
- Amend the civilian judicial system to define the criteria for promotion, transfer, advancement, assignment, and secondment along with all other employment situations that judges may encounter in order to ensure equality, justice, and transparency.
- Provide statistics on the number of voters with disabilities in Jordan with the aim of establishing polling centers throughout the Kingdom that take into account their circumstances.
- Amend the Election Law to achieve the required standards of fairness, transparency, and justice.
- Reconsider the Law on the Right to Information and amend all legislation associated with freedom of opinion and expression and the right of assembly within a single matrix, because such legislation is interrelated. A database of all rights related to freedom of opinion and expression and the right of assembly should also be developed in order to monitor the safeguarding of these freedoms as well as any violations of them.
- Limit the spread of hate speech and mitigate its effects without increasing restrictions on freedom of expression.
- Amend the articles of the Public Assemblies Act that grant the government discretionary power to ban public assemblies so as to ensure that the government's role is limited to reporting on public assemblies, not authorizing them..

2. Pillar of Economic and Social Rights:

- Review the minimum wage periodically, taking into account its link to inflation and the poverty line for an average family.
- Separate the category of persons with disabilities from that of humanitarian cases and disadvantaged individuals in the Civil Service Law.
- Increase oversight of the private sector with regard to dealing with persons with disabilities.
- Introduce a new mechanism in place of the Civil Service Law to employ persons with disabilities.
- Improve the monitoring and efficiency of the flexible work system.
- Take into account the condition of rural women in the current legislation that guarantees their rights, such as the Labor Code and civil health insurance system.
- Devote more government attention to the environmental sector when designing policies and enacting and implementing legislation.
- Include objectives within the pillar of economic and social rights that address the structural imbalances that have been adversely affecting the Jordanian labor market for years.
- Work to reduce the percentages of employee and employer contributions to social security in order to stimulate job creation and growth in the labor market.
- Work to increase the efficiency of enforcement of regulations related to waste management in Jordan.
- The government should direct its attention to the Waste Management Law that has been stuck in the House of Representatives since 2016 and issue regulations and directives on waste management.
- Strengthen coordination at the strategic and ministerial levels regarding environmental issues in light of the urgent need to take into account the risks that climate change poses to Jordan.
- Harmonize environmental legislation with other legislation, such as the Law on the Right to Information. For example, Article 18 of the Environmental Impact Assessment System prohibits the right to information.

3. Pillar of the Rights of Groups Most Vulnerable to Violations:

- Ensure that there is at least one standard polling center in every electoral district that accommodates the needs of persons with disabilities. This center must have a bathroom and handicap accessible ramp as well as provide sign language translation services, ballot papers in Braille, raised ballot boxes and voting booths that are accessible to individuals of short stature and those seated in wheelchairs, and a pictorial voting aid for the deaf.
- Develop clear mechanisms to increase employment rates among persons with disabilities, which are at 4%, by enforcing the provisions of the Labor Code, as mentioned in the directives for the selection and appointment of employees for government jobs.

- Separate the category of persons with disabilities from that of humanitarian cases and disadvantaged individuals in the Civil Service Law.
- Involve persons with disabilities as well as the organizations that support them to share their expertise in preparing reports and strategies and implementing the activities of the Plan.
- Consider increasing the number of staff in the Supreme Council for the Rights of Persons with Disabilities and strengthening coordination with civil society to exchange resources and benefit from the support of the Council in the area of capacity development.
- Develop recommendations and instructions to be followed when creating ministry strategies such that for every five goals there is one goal oriented toward gender-related needs.
- The Plan should reflect ministry strategies and align them with gender-related needs.
- Increase oversight of the private sector with regard to including persons with disabilities in the labor market.
- Provide statistics on the number of voters with disabilities in Jordan with the aim of establishing polling centers throughout the Kingdom that take into account their circumstances.
- Rename the third pillar (Rights of Groups Most Vulnerable to Violations) to reflect a spirit not of victimization, but of empowerment of these groups as full Jordanian citizens.
- Develop a comprehensive database of persons with disabilities that includes information such as life circumstances, needs, skills, and employment opportunities and that can be used to promote their empowerment.
- Give effect to international treaties and agreements that Jordan has ratified as well as implement the general comments of international treaty bodies relating to sexual and reproductive health rights and gender-based violence.
- Revise national policies and laws relating to gender-based violence/domestic violence to remove the phrase "mandatory reporting on gender-based violence" in order to ensure that survivors of gender-based violence and women seeking assistance do not encounter any legal obstacles.
- Amend the Personal Status Law and the articles that allow child marriage. Additional efforts are still required to remove all exceptional circumstances that allow the practice of child marriage.
- Develop a comprehensive and age-appropriate sexual education program to be implemented in government schools affiliated with the Ministry of Education. The program will be provided to students in the early stages of adolescence and taught by teachers and social workers who are specially and academically trained in its curriculum.

Attached Appendices

Appendix 1: Details of Legislative Activities – Laws

Law	No. of Activities	Law	No. of Activities
Legal Code	10	Jordanian Universities Law	1
Code of Criminal Procedure	10	Jordanian Nationality Act	1
Labor Code	9	Defense Law	1
Election Law	6	Agriculture Law	1
Public Health Law	5	Companies Law	1
Political Parties Law	4	Social Affairs Law	1
Education Law	4	Nuclear Energy Law	1
Social Security Law	4	Military Penal Code	1
Law for the Care of Persons with Disabilities	4	Narcotics and Psychotropic Substances Act	1
Independence of the Judiciary Act	3	Electronic Transactions Law	1
Municipalities Act	3	Explosives Act	1
Civil Retirement Law	3	Trade Unions Act	1
Domestic Violence Protection Act	3	Radiation Protection and Nuclear Safety and Security Law	1
Press and Publications Law	3	Code of Sharia Proceedings Law	1
Law on the Composition of Sharia Courts	3	Code of Civil Procedure	1
Magistrates' Court Act	3	Law on the Composition of Municipal Courts	1
Military Retirement Law	2	Law on the Composition of Ecclesiastical Courts	1
Associations Law	2	Law of Information Systems Crimes	1
Food and Drug Act	2	Environmental Protection Act	1
Standards and Metrology Law	2	Arabic Language Protection Act	1
Independent Election Commission Law	2	Law on the Right to Information	1
Law for the Protection of Culture	2	Medical Accountability Act	1
Commission for Audiovisual Media Law	2	Law of the State Security Court	1
Formation of Regular Courts Law	2	Anti-Corruption Act	1
Public Assemblies Act	1	Prevention of Terrorism Act	1

Law	No. of Activities	Law	No. of Activities
Alien Residency and Affairs Act	1	Crime Prevention Act	1
Public Security Act	1	Higher Education Accreditation Authority Act	1
Civil Code	1	Commission to Combat Corruption Act	1
National Building Law	1	Ministry of Social Development Law	1
Environmental Act	1	Public Security Act	1
Higher Education Law	1	Alien Residence and Affairs Act	1
Sharia Enforcement Act	1	Public Assemblies Act	1

Appendix 2: Details of Legislative Activities – Regulations

Regulations	No. of Regulations Contained Therein
Adoption of the Assistant Sharia Judges Regulation, Assistant Judges Regulation, Training of Trainee Judges and Legal Assistants Regulation; Revision of the Judicial Institute Regulation; Introduction of the Higher Institute for the Sharia Judiciary	1
Administrative Management of the Ministry of the Justice	1
Health Insurance Regulation	1
Regulations and Directives of the Juvenile Law	1
Hiring Domestic Workers Regulation and Directives Contained Therein	1
Judicial Inspection of Regular Courts Regulation	1
Jordanian Cultural and Creative Dedication Regulation	1
Administrative Management of the Ministry of Justice Regulation	1
Judicial Service for Regular/Sharia/Military Judges Regulation	1
Civil Service Regulation	4
Classification of Private Schools Regulation	1
Shelters for Victims of Human Trafficking Regulation	1
Maintenance Credit Fund Regulation	1
Activation of Provisions of the Labor Code Regulation	1
Protection of Media Professionals Regulation	1

Appendix 3: Details of Legislative Activities – Administrative Activities

Time Frame	Legislation
2016-2025	Publish Code of Judicial Conduct
2016-2025	Appoint a number of judges in proportion to the legal workload
2016-2025	Appoint a number of assistant judges in proportion to the legal workload
2016-2025	Expand human resources
2016-2025	Create more specialized judicial chambers
2016-2019	Develop a coordinated mechanism for implementing alternative sentences and resolving disputes
2016-2017	Establish legal aid programs in courts
2016-2025	Provide the necessary funding for the National Center for Security and Crisis Management to foster institutional development
2016-2025	Coordinate and identify communication channels between various relevant parties via the National Center for Security and Crisis Management
2016-2019	Create a mechanism for developing electoral procedures
2016-2025	Official institutions are to survey their constituents to identify what information should be disclosed for publication
2016-2024 (every two years)	Prepare a national report that monitors violations related to the media
2016-2025	Create an electronic database for complaints related to human rights violations
2016-2025	Publish Code of Conduct for Political Parties
2016-2025	Activate monitoring and inspection mechanisms to verify employers' compliance with the provisions of the law
2022-2025	Create an effective mechanism for health and treatment services
2016-2025	The Ministry of Health is to provide children with free access to all vaccines for all diseases
2016-2025	Provide additional allocations for health services in the General Budget Law
2016-2025	Develop educational curricula
2016-2021	Include items to support cultural institutions and activities within the general budget

Time Frame	Legislation
2016-2021	Include items to support activities concerned with promoting cultural awareness among children and youth within the general budget
2016-2025	Build facilities for cultural activities
2016-2025	Cooperation agreements are to be signed between the Ministry of Culture, official institutions, civil society institutions, and private institutions for the development and promotion of culture
2016-2025	Increase allocations for the development of governorates in the general budget
2016-2022	Create a mechanism for activating national legislations
2016-2022	Develop a database for persons with disabilities
2016-2021	Build up the capacities of oversight institutions and activate the standards mentioned in legislation related to women's rights
2016-2025	Review all national plans and strategies relating to women
2016-2025	Revise general budget items to better support the goal of women's empowerment
2016-2018	Prepare an implementation action plan to build up the capacities of governmental and non-governmental institutions around mechanisms that take into account women's rights in the development of policies and plans
2016-2025	Activate implementation of the national framework for combating child labor and create mechanisms to apply community sanctions if children drop out of school
2016-2025	The General Budget Law is to allocate a budget for children
2016-2021	Develop accreditation and quality-control standards for children's shelters
2016-2021	Establish mechanisms to enhance early detection services for developmental delays
2017-2025 (second half)	Schools are to accommodate the needs of children with disabilities
2017-2025 (second half)	Establish more stringent oversight of public and private schools
2017-2027 (second half)	Promote human rights concepts and vocabulary within educational curricula
2017-2025 (second half)	Expand the creation of libraries
2016-2020	Evaluate and update the Jordanian national strategy for the elderly
2016-2019	Develop accreditation and quality-control standards for shelters
2016-2019	Implement accreditation and quality-control standards for shelters
2016-2025	Include the elderly in decision-making processes
2016-2025	Design policies that contribute to empowering the elderly economically and socially

Appendix 4: Details of Legislative Activities – Awareness Workshops and Sessions

Time Frame	Legislation
2016-2025	Prepare educational and awareness materials on the rights of victims to justice
2016-2025	Develop a training program for monitoring and inspection
2016-2025	Hold trainings for judges on international standards for judicial independence
2018-2021	Develop training manuals
2016-2025	Hold trainings for judges on alternative dispute resolution
2016-2025	Hold trainings for staff on applying community sanctions and expand the establishment of Family Reform and Reconciliation Offices
2016-2025	Implement awareness programs on the rights and obligations of citizens
2016-2025	Incorporate citizenship concepts into school curricula
2016-2025	Implement awareness programs on the rights and obligations of refugees
2016-2025	Implement training and qualification programs
2016-2025	Hold trainings for the staff of the National Center for Security and Crisis Management on crisis response
2016-2024	Hold training sessions on freedom of opinion and expression
2016-2025	Hold trainings for law enforcement personnel on international standards for safeguarding the right to peaceful assembly
2016-2025	Hold training workshops for staff on receiving and following up on complaints
2016-2025	Hold workshops on active citizenship, integrity, and the rule of law
2016-2025	Hold workshops on active citizenship, integrity, and the rule of law
2016-2025	Hold training sessions on the principles of good governance
2016-2025	Hold training sessions on the principles of good governance
2016-2025	Launch awareness campaigns
2016-2025	Build up the capacities of teachers in the field of technical education
2016-2025	Hold trainings for persons with disabilities
2016-2025	Hold awareness workshops on the rights of persons with disabilities
2016-2025	Hold training and awareness sessions on women's rights
2016-2025	Ensure the training and qualification of staff who work with children

Time Frame	Legislation
2017-2021	Hold workshops and sessions to raise awareness about children's rights
2017-2021	Hold awareness workshops on good parenting and develop educational curricula on the best practices in child-rearing
2016-2021	Hold awareness workshops on bullying and violence in schools
2017-2021	Prepare an awareness guide on the importance of children's physical, mental, and social health
2016-2025	Hold awareness workshops and sessions on children's physical, mental, and social health
2016-2025	Increase the percentage of individuals covered by health insurance
2016-2025	Hold training and awareness sessions on mechanisms that facilitate positive interactions with students
2016-2025	Hold training and awareness sessions on how to interact with persons with disabilities

Appendix 5: Legislative Activities Repeated across Different Time Frames

Pillar	Time Frame	Legislation
1	2018 - 2021	Code of Criminal Procedure
1	2018 - 2021	Code of Criminal Procedure
1	2018 - 2025	Code of Criminal Procedure
1	2016 - 2018	Code of Criminal Procedure
1	2018 - 2021	Code of Criminal Procedure
1	2018 - 2021	Code of Criminal Procedure
1	2018 - 2021	Code of Criminal Procedure
1	2016 - 2019	Code of Criminal Procedure
3	2023 - 2025	Code of Criminal Procedure
3	2016 - 2022	Code of Criminal Procedure
3	2016 - 2022	Penal Code
3	2018 - 2025	Penal Code
3	2021 - 2023	Penal Code

Pillar	Time Frame	Legislation
3	2019 - 2021	Penal Code
1	2018 - 2020	Penal Code
1	2016 - 2017	Penal Code
1	2016 - 2017	Penal Code
1	2018 - 2025	Penal Code
1	2016 - 2019	Penal Code
1	2016 - 2019 (first half)	Penal Code
2	2016 - 2019	Labor Code
2	2016 - 2019	Labor Code
2	2016 - 2019	Labor Code
2	2016 - 2018	Labor Code
3	2018 - 2025	Labor Code
3	2016 - 2021	Labor Code
3	2019 - 2021	Labor Code
3	2016 - 2021	Labor Code
2	2022 - 2025	Public Health Law
2	2016 - 2025	Public Health Law
2	2016 - 2025	Public Health Law
3	2016 - 2025	Public Health Law
3	2016 - 2021	Public Health Law
1	2016 - 2019	Election Law
1	2016 - 2019	Election Law
1	2016 - 2019	Election Law
1	2016 - 2018	Election Law
3	2016 - 2019	Election Law
3	2018 - 2025	Election Law
3	2016 - 2022	Law for the Care of Persons with Disabilities

Pillar	Time Frame	Legislation
3	2016 - 2022	Law on the Rights of Persons with Disabilities
3	2016 - 2022	Law on the Rights of Persons with Disabilities
	2016 - 2022	Act for the Welfare of the Disabled
2	2020 - 2025	Social Security Law
2	2016 - 2025	Social Security Law
3	2016 - 2021	Social Security Law
3	2016 - 2021	Social Security Law
2	2018 - 2025	Education Law
3	2016 - 2022	Ministry of Education Act
3	2019 - 2021	Education Law
3	2016 - 2025	Education Law
1	2016 - 2019	Political Parties Law
1	2016 - 2019	Political Parties Law
1	2016 - 2022	Political Parties Law
3	2018 - 2025	Political Parties Law
1	2016 - 2020	Press and Publications Law
1	2016 - 2019	Press and Publications Law
1	2016 - 2019 (first half)	Press and Publications Law
3	2016 - 2022	Domestic Violence Protection Act
3	2016 - 2021	Domestic Violence Protection Act
3	2021 - 2023	Domestic Violence Protection Act
2	2020 - 2025	Civil Retirement Law
3	2018 - 2025	Civil Retirement Law
3	2016 - 2021	Civil Retirement Law
1	2016 - 2019	Municipalities Act
1	2016 - 2018	Municipalities Act
3	2018 - 2025	Municipalities Act
1	2018 - 2021	Independence of the Judiciary Act

Pillar	Time Frame	Legislation
1	2018 - 2021	Independence of the Judiciary Act
1	2018 - 2021	Independence of the Judiciary Act
1	2016 - 2019	Commission for Audiovisual Media Law
1	2016 - 2019 (first half)	Commission for Audiovisual Media Law
1	2020 - 2021	Magistrates' Court Act
1	2016 - 2021	Magistrates' Court Act
1	2020 - 2023	Magistrates' Court Act
2	2016 - 2021	Law for the Protection of Culture
1	2022 - 2025	Law for the Protection of Culture
1	2016	Law on the Composition of Sharia Courts
1	2016 - 2017	Law on the Composition of Sharia Courts
1	2016 - 2021	Law on the Composition of Sharia Courts
1	2016 - 2019	Independent Election Commission Law
1	2016 - 2019	Independent Election Commission Law
2	2016 - 2025	Standards and Metrology Law
2	2016 - 2025	Standards and Metrology Law
1	2016 - 2021	Regular Courts Law
1	2018 - 2021	Formation of Regular Courts Law
2	2020 - 2025	Military Retirement Law
3	2016 - 2021	Military Retirement Law
2	2016 - 2025	Food and Drug Act
2	2016 - 2025	Food and Drug Act
1	2016 - 2019	Law on Associations
1	2016 - 2020	Law on Associations
3	2016 - 2022	Civil Service Regulation
3	2016 - 2021	Civil Service Regulation
2	2020 - 2025	Civil Service Regulation
3	2016 - 2021	Civil Service Regulation

Appendix 6: Laws Repeated within the Same Activity

Time Frame	Activity
2020-2025	Civil Retirement Law/Military Retirement Law/Social Security Law
2016-2025	Social Security Law/Companies Law
2016-2019	Penal Code/Code of Criminal Procedure/Election Law
2016-2021	Law on the Composition of Sharia Courts/Magistrates' Court Act/Regular Courts Law

Appendix 7: Laws Listed under Incorrect Names

Law as it Appears in the Official Gazette	Law as it Appeared throughout the Plan
Law for the Care of Persons with Disabilities	"Act for the Welfare of the Disabled" appeared once and "Act for the Welfare of Disabled People" appeared twice
Ministry of Social Affairs Law	"Ministry of Social Development Law" appeared once
Education Law	"Ministry of Education Law" appeared once
Formation of Regular Courts Law	"Regular Courts Law" appeared once
Introduction of the Higher Institute for the Sharia Judiciary	"Institute for the Sharia Judiciary"

Appendix 8: Legislation Lacking a Clear Purpose for Introduction

Pillar	Time Frame	Legislation
1	2018 - 2021	Introduction of legislation on public prosecution
1	2021 - 2024 (first half)	Introduction of legislation to combat terrorism
1	2022 - 2025	Introduction of legislation to ensure the consolidation of references related to granting rights to limit the barring or removal of members of the judiciary by force
1	2021 - 2024 (first half)	Issuing of legislation to compensate victims of torture
1	2018 - 2025	Issuing of legislation to compensate victims of torture
2	2022 - 2025	Legislation concerning the Higher Health Council
3	2016 - 2025	Amendment of legislation in order to grant an exemption for child care supplies

Appendix 9: Examples of Activities Carried Out by Non-Governmental Institutions

Implementing Party 1	Implementing Party 2	Time Frame	Activity
Ministries	Relevant government institutions	2016 - 2025	Implement awareness programs on the rights and obligations of refugees
Ministries	Relevant government institutions	2016 - 2025	Implement training and qualification programs
All ministries, government institutions, civil society institutions, and independent institutions		2016 - 2025	Hold training workshops for staff on receiving and following up on complaints
All ministries and government institutions + media outlets	Civil society institutions + independent institutions	2016 - 2025	Hold workshops on active citizenship, integrity, and the rule of law
All ministries and government institutions + media outlets	Civil society institutions + independent institutions	2016 - 2025	Hold workshops on active citizenship, integrity, and the rule of law
Civil society institutions		2016 - 2025	Hold training and awareness sessions on women's rights



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