



**Independent Election
Commission**

Trust . Integrity . Impartiality

Strategic Plan

Of the Independent Election Commission

2026

2028

About the Commission



The Independent Election Commission (IEC) is one of the key pillars of sustainable political modernization under the leadership of His Majesty King Abdullah II ibn Al Hussein. It was established as part of a comprehensive reform process aimed at safeguarding the will of the people and ensuring the integrity of electoral processes. Since its establishment in 2012, the Commission's role has evolved beyond the procedural management of elections to become an independent national institution with a comprehensive mandate that contributes to strengthening public trust, promoting democratic stability, and developing and implementing the political system.

The Jordanian Constitution has reinforced this role by entrusting the Commission with administering parliamentary and municipal elections, as well as any general elections, in accordance with the provisions of the Law, in addition to any other elections assigned to it by the Council of Ministers. Following the constitutional amendment expanding its mandate; furthermore, the Commission was entrusted with reviewing applications for the establishment of political parties, overseeing their affairs, and ensuring their compliance with the provisions of the applicable legislations.



Vision

Outstanding, Fair Elections that Foster an Effective Party System and Promote Public Trust and Sustainable Democracy.



Mission

To establish a sustainable electoral and political party system founded on fairness, impartiality, and the rule of law, in accordance with the governing legislations; embracing digital and technological transformation to ensure the effective and inclusive management of electoral processes and the oversight of political parties; and promoting informed political participation across all segments of society through qualified and competent human resources, smart and secure infrastructure, effective partnerships, and high-quality institutional services that strengthen confidence in the democratic process and support sustainable political development.



Core Values

Honesty

Integrity

Transparency

Impartiality

Justice

Independence

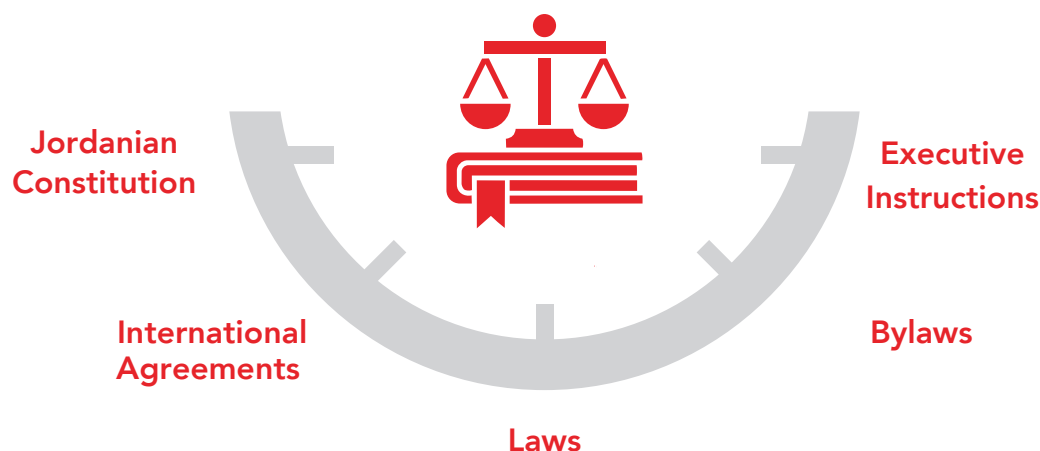
Equality

Rule
of Law

Participation

The Commission is committed to ensuring that all its policies, executive procedures, and adopted decisions are consistent with the legislations governing its work.

Governing Legislations



Laws

- Independent Election Commission Law No. (11) of 2012, and its amendments.
- House of Representatives Election Law No. (4) of 2022. and its amendments
- Political Parties Law No. (7) of 2022.
- Local Administration Law No. (22) of 2021.
- Greater Amman Municipality Law No. (18) of 2021.

Bylaws:

- Financial Contribution for the Support of Political Parties Regulation No. (15) of 2023.
- Electoral Constituencies Division Regulation.
- Election Campaigning Regulation within the Boundaries of Greater Amman Municipality.

Internal Environment Analysis

Strengths

- A flexible organizational structure that supports operational efficiency and comprises specialized organizational units that contribute to the effective implementation of the Commission's core functions.
- Human resources possessing cumulative experience and skills aligned with the nature of the work and the requirements of their job descriptions.
- Financial stability and secure, modern infrastructure, logistics, and technological capabilities that enable the Commission to carry out its functions and exercise its mandates efficiently and sustainably.
- Modern electronic systems that reflect the legislations governing the Commission's work and keep pace with the global trend toward digital transformation.
- A motivating work environment that promotes compliance with laws, regulations, and instructions, while fostering the values of integrity, impartiality, and equality.
- A participatory approach to decision-making and information sharing, while incorporating the principles of accountability and oversight in support of the Commission's work.
- Documented manuals and procedures in accordance with the international standards for the Quality Management System for Electoral Organizations ISO 54001:2019 and the Information Security Management System ISO 27001:2022, keeping pace with developments and enhancing the quality of institutional performance.

Weaknesses

- The need for further development and enhancement of coordination among organizational units and mechanisms for documenting knowledge transfer.
- Differences in levels of experience and skills among staff members.
- The need to establish succession plans.
- The operational and financial costs associated with updating various electronic systems to keep pace with the latest global developments.
- Increased costs to keep pace with quality management developments in accordance with the approved international standards for renewing the international accreditation of the ISO certificates obtained by the Commission.

External Environment Analysis

Opportunities

- The Jordanian state's vision and political will to enhance the democratic path and political modernization.
- The increased level of societal awareness of the importance of political participation and the growing role of youth, women, and persons with disabilities.
- The existence of a constitutional and legislative framework regulating the Commission's work and enhancing its independence.
- Digital transformation and the availability of modern, secure technological enablers to support the Commission's work and reduce environmental impact.
- The interest of international and local institutions in raising awareness and monitoring the elections.
- The confidence of donor organizations in supporting the Commission's work and building partnerships at the international and local levels.

Threats

- The level of political awareness and interest in political engagement remains below the desired level.
- Legislative changes in the laws governing the electoral process.
- Current regional challenges and their implications for the domestic political environment, as well as the impact of global crises on the Commission's work.
- Changes in donor policies and their impact on the Commission's programs and plans.
- The spread of rumors and misinformation through social media platforms.
- The occurrence of electoral violence in various forms.
- Cybersecurity threats and hacking attempts targeting electronic systems, along with the rising costs of continuous updates to systems and technological infrastructure.
- The need for the availability of sufficient statistical and technical data to support the Commission in empowering women, youth, and persons with disabilities.

Partner Matrix

The partners of the Independent Election Commission are: “All those who benefit from the services provided by the Independent Election Commission or provide services to it. They may include internal or external entities, groups, or individuals, who have a direct relationship with the Commission.”

#	Partner	Importance and Impact of Relationship		
		High Impact	Medium Impact	Limited Impact
1	Voters	●		
2	Political Parties	●		
3	Legislative Authority	●		
4	Executive Authority	●		
5	Judicial Authority	●		
6	Regional and International Bodies		●	
7	Civil Society Organizations		●	
8	International Observers		●	
9	Local Observers		●	
10	Media and Digital Media	●		
11	Educational and Academic Institutions		●	
12	International Partners	●		
13	Electoral Management Staff (Permanent and Temporary)	●		
14	Private Sector		●	
15	Civil Society Institutions – Municipalities		●	

National and strategic Objectives

#	Strategic Objective	#	National Objective
1	A modern electoral legislative framework that ensures electoral integrity, fairness, and transparency, and creates an environment conducive to the emergence of program-based blocs and movements capable of fulfilling legislative and oversight functions, while adhering to the principle of gradual progression in contributing to the national democratic model.	1-1	Raising awareness of the Commission's procedures and developing a positive electoral culture among stakeholders in the electoral process.
		1-2	Sustaining trust in the electoral process, ensuring the accuracy of results, facilitating access to electoral information, and enhancing communication with the public.
2	Political modernization aims to achieve broader popular participation in policymaking and decision-making through program-based political parties.	2-1	Managing the political party system effectively and impartially, enforcing the Law, and respecting political pluralism in accordance with good governance standards.
3	An efficient public administration that provides the best services to citizens and adopts modern technologies to accelerate delivery.	3-1	Enhancing the management of the electoral process and developing a modern system based on digital transformation for all of the Commission's operations.
		3-2	Enhancing the efficiency and effectiveness of the Commission at both institutional and individual levels to achieve its objectives and mandates, and applying best standards and practices to its operations.
4	Empowering women, youth, and persons with disabilities to exercise their constitutional rights in elections and political party participation.	4-1	Empowering women to actively participate in elections, political parties, and the management of the electoral process.
		4-2	Empowering youth and persons with disabilities to participate in political life, whether through the electoral process or by joining political parties, through the measures undertaken by the Commission.



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