"HIV and AIDS and the world of work in Jordan: Challenges and workplace action"

15 November 2011 – Amman
17 November 2011 – Aqaba

Seminars for government officials, employers’ organizations and trade unions and Civil Society

Promoted by:

Ministry of Labour
Ministry of Health
General Federation of Jordan Trade Unions
Jordan Chamber of Industry
the ILO Regional Office for the Arab States

In the framework of the Jordan World AIDS Day campaign 2011
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<tr>
<th><strong>Title:</strong></th>
<th>ILO HIV/AIDS campaign 2011</th>
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<td><strong>Country:</strong></td>
<td>Jordan</td>
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<td><strong>Administrative unit:</strong></td>
<td>ILO Regional office for Arab State</td>
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<td><strong>External Implementing Partners (if any):</strong></td>
<td>Ministry of Labour, Ministry of Health, Jordan Chamber of Industry, General Federation of Trade Union</td>
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1. Rationale and Justification

Like most countries in the region, Jordan has a low-level HIV epidemic. Between 1986, when the first HIV tests were conducted, and December 2010, a total of 782 HIV cases were reported, of which 230 (29%) were Jordanian citizens, while 552 (71%) were foreigners. As of December 2010, 92 people (40% of all reported cases) had died of AIDS. Out of the total of 230 Jordanian cases, 187 (81%) were men and 43 (19%) were women, which translates into a male-to-female sex ratio of 4:1.

It is relevant to note that almost three-quarters of all reported Jordanian HIV cases (72%, 165 out of 230), mostly men working abroad, were infected outside of Jordan.

While HIV rates in Jordan are extremely low, a number of potential factors could contribute to the further spread of HIV in the near future. These potential drivers of the HIV epidemic include structural socioeconomic and cultural factors such as poverty and unemployment; regional conflicts and wars; large population movements, including refugees and labour migrants; gender inequality, sexual and gender-based violence, including trafficking of women; and HIV-related stigma and discrimination.

Work-related factors such as Unemployment and poverty have a cross-cutting impact on many other possible risk factors for HIV, including large-scale mobility of (mostly) men in search for a job and income. Their absence from their wives and families may increase the risk of extramarital contacts with local women, either girlfriends or sex workers. This is highlighted by the fact that three-quarters of reported HIV cases in Jordan, mainly men, were infected abroad. Therefore, labour migration and mobile men are an important priority area for HIV prevention in Jordan.

According to the draft National HIV/AIDS strategic plan in Jordan certain workplace sectors might be affected more then others and can contribute in placing workers at Higher risk of HIV. These, are sectors employing young people working in unskilled jobs, sectors which make women more at risk such as factories or men dominated working environment, sector employing labour migrants. More clear evidence should be promoted through assessment to identify most at risk sectors and related cause of vulnerability in Jordan. In the latter context, there is also the need to define better tools to tackle the roots of vulnerabilities improving living and working condition of workers.

Furthermore, the lack of a comprehensive national policy on HIV and AIDS and the world of work makes interventions and engagement of workplace stakeholders more difficult.

More needs to be done to increase knowledge and sensitize the private sector in applying HIV-friendly policy at the workplace as well as to encourage workers representative to advocate for the right to work for PLHIV.
Why acting now

The HIV and AIDS Recommendation, 2010 (No. 200) adopted on 17 June 2010 at the 99th Session of the International Labour Conference, takes a rights-based approach to the pandemic. It establishes that the workplace should play a role in the HIV response and calls for the adoption of national workplace policies and programmes on HIV and AIDS to facilitate access to HIV prevention, treatment, care and support services.

In this context, the delegates representing the Hashemite Kingdom of Jordan participated in the 99th Session of the International Labour Conference and supported the adoption of the HIV and AIDS Recommendation.

Furthermore, the Draft National Strategic Framework (NSF) on HIV/AIDS 2012-2016 in Jordan which is going to be finalized by December 2011 promotes the role of the Ministry of Labour (MoL) to reach most-at-risk adolescents and cooperate with the private sector in establishing workplace program for men with higher HIV risk. Additionally, NSF calls for action to strengthen the involvement of the private sector in workplace HIV interventions and to establish public-private partnerships.

The world of work provides an ideal channel for national responses to HIV and for countering damaging myths surrounding the disease. A country like Jordan, irrespective of its infection rate, can benefit from a comprehensive National HIV/AIDS framework that brings workplace issues into the mainstream, protect against employment-related stigma and discrimination, promote prevention, treatment and care measures through the workplace and ensure the full participation of all stakeholders.

In this panorama, this proposal intends to present a platform for preliminary discussion on the role of the world of work within the Jordan AIDS response.
2. Strategic fit

2.1 Link to Decent Work Country Programme

It is intended to improve the capacity of the government and social partners to assess the HIV/AIDS component within the framework of the social protection.

2.2 Link to Programme & Budget and other relevant objectives

In the framework of ILO programme & Budget, Outcome 8.1 HIV/AIDS: The world of work responds effectively to the HIV/AIDS epidemic.

In the framework of the Development Millennium: Goal MDG Goal 6: Halt and begin to reverse the spread of HIV/AIDS

3. Strategy

This specific proposal aims to open the dialogue on HIV/AIDS amongst social partners and to increase dedication of employers and workers for the implementation of HIV /AIDS policies at the workplace ensuring social protection and preventing workers from HIV-related discrimination.

This initiative intends to organize an HIV awareness campaign conceived of 2 seminars entitled “HIV and AIDS and the world of work in Jordan: Challenges and workplace action” – A series of seminars for government officials, employers’ organizations and trade unions. These seminars will be organized in Amman and Aqaba.

The campaign is expected to reach a total of 100 representatives of employers, workers and civil society organization including representatives of PLHIV.

These seminars are place in the framework of the Jordan World AIDS Day campaign 2011

4. Objective

Overall scope

To mobilize and assist governments, employers’ and workers’ representatives to respond appropriately and effectively to HIV and AIDS and to support the National AIDS response in each
country.

Specific objectives

1. To increase HIV/AIDS awareness and create an appropriate policy framework for a comprehensive response to the epidemic in the world of work;
2. To provide advocacy and technical support to governments, employers, workers, civil societies to start up a response on HIV/AIDS;

5. Expected results

At the end of each seminar, participants are expected to be provided with facts & figures of HIV in Jordan, related needs, priorities and the challenges posed by HIV to the workplace as well as information on R.200. They will be stimulated in discussing the role of workplace stakeholders in the National HIV response and to work on specific contributions. At the end of the seminar, participants should have acquired awareness on HIV/AIDS and be committed to contribute in the National AIDS response.

The seminar will provide a platform to discuss a tripartite HIV response at the national level and the development of a joint national policy on HIV and AIDS and World of work in Jordan to support the implementation of the HIV/AIDS National strategic Plan.

Upon completion of the meeting, participants are expected to:

- Have acquired information and identified means to give effect to the ILO Rec. No. 200;
- Have opened the dialogue to link HIV/AIDS in the workplace process;
- Have discussed on how to build towards the development of national policy on HIV/AIDS and WoW.
- Have discussed a way forward to include workplace activities in the National Strategic Framework on HIV/AIDS;
- Have strengthened partnerships and collaboration between stakeholders dealing with HIV and AIDS.

6. Further information

Timeframe and Place: 15th November 2011 in Amman and 17th November 2011 in Aqaba

Venue in Amman: Land Mark Hotel
Venue in Aqaba: Days Inn
Participants
The meeting will bring together Government officials, Workers’ and Employers’ representatives and civil society. It is envisaged that a total number of 50 persons will participate in each seminar.

- Ministry of labour - 3 participants
- Ministry of health - 4 participants (including one legal expert)
- CSO - 3 participants including association of PLHIV.
- Trade Union - 15 participants from textiles, health, ports, construction, petrols/chemical and others as required
- Employers- 15 participants from textiles, health, ports, construction, petrols/chemical and others as required
- Tourism sector - 10 participants

Logistics
Coffee- break and lunch will be provided by organizers, while accommodation is NOT provided. Transport to the seminar venue will be reimbursed up to USD$10, for participants coming from nearby Amman or Aqaba only. No transportation is provided from Amman to Aqaba.

7. Partnerships and preparations

This campaign is promoted by the Ministry of Labour, Ministry of Health, Jordan Chamber of industry and General Federation of Trade Union with the support of ILO regional office for Arab States.

Materials to be prepared
- HIV/AIDS and WoW Recommendation in Arabic (100 copies)
- Guidelines for Employers in Arabic + updated info sheet on R200 inserted
- ILO tools on HIV and AIDS and World of Work in Arabic
- Background paper on “Integrating the world of work into National AIDS response in Jordan”

Promotion of the campaign (to be completed and agreed with partners)
- Press Release on launch of seminar series in Jordan
- Provide information materials to various Jordan media to promote coverage of HIV/AIDS at work
Preliminary Agenda

8.30 – 9:00  Arrival and registration
9:00 – 9:30  Welcome remarks
   Speakers:
   Ministry of Health,
   Ministry of Labour,
   General Federation of Jordan Trade Unions
   Jordan Chambers of Industry
   ILO Regional Office for Arab States

9:30 – 10:45  Session I: The national context on HIV and AIDS and World of Work
   HIV and AIDS facts & figures, the National AIDS Strategy and PLHIV in Jordan
   Speaker: Ministry of Health

   The ILO’s approach and introduction to Recommendation No. 200
   Speaker: ILO Regional office Arab States

   Discussion with participants

10:45 – 11:15  Coffee Break

11:15 – 12:00  Session II: Policy responses for HIV/AIDS and the World of Work
   - Outcomes from the study "Analyse and priority setting on Law and practices concerning HIV/AIDS and WoW in Jordan"
   Speaker: ILO Regional office Arab States

   Discussion with participants

12:00 – 13:15  Session III: Engaging the World of Work in workplace policy and programmes
   The role of the ministry of Labour and social partners in the National AIDS response
   Speaker: Ministry of labour
   The global commitment on HIV/AIDS of social partners
   Speaker: social partners
   The civil society commitment on HIV/AIDS
   Speaker: Vision Positive

   Discussion with participants

13:15 – 14:00  lunch

14:00 – 16:00  Session IV: Towards a national policy on HIV and AIDS and the world of work
   Developing national policies on HIV and AIDS and World of Work:
   Speaker: ILO Regional office Arab States
Discussion and consensus by social partners on the contribution to National AIDS response

16:00 – 16:10 conclusion and way forward