



INTERNATIONAL LABOUR ORGANIZATION

CONCEPT NOTE

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

11 December 2011 – Amman

13 December 2011 – Aqaba

*Seminars for government officials, employers' organizations, trade unions
and civil society toward the implementation of the National Policy*

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

Title: ILO HIV/AIDS campaign 2012

Country: Jordan

Administrative unit: ILO Regional Office for the Arab States

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External Implementing Partners: Ministry of Labour, Ministry of Health, Ministry of Tourism and Antiquities, Jordan Chamber of Industry, General Federation of Jordanian Trade Unions, Association of people living with HIV/AIDS

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.

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.

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, protects against employment-related stigma and discrimination, promotes prevention, treatment and care measures through the workplace and ensures the full participation of all stakeholders.

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

More needs to be done to increase knowledge and sensitize the private sector in applying HIV-friendly policy in the workplace as well as to encourage worker representatives to advocate for the right to work for PLHIV.

Ministry of Labour, Ministry of Health Jordan Chamber of Industry and General Federation of Jordan Trade Union have promoted the development of the National Policy on HIV and AIDS and World of Work. This policy, based on findings from the ILO study “HIV and AIDS and World of Work: analysis and priority setting on law and practice in Jordan”, is in line with ILO Recommendation No. 200. This document is a milestone in Jordan to promote and facilitate the role of world of work stakeholders to support the national AIDS response. The policy is in the process of being endorsed by the competent national authorities.

In light of the above, this proposal presents a platform for a preliminary discussion on the role of the Tourism sector in the Jordan AIDS response and to promote HIV/AIDS workplace initiatives in accordance to the National Policy on HIV and AIDS and the World of Work.

Recommendation, 2010 (No. 200)

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.

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 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. Furthermore it will also contribute in the achievement of :

- Outcome 1 “More women and men will have access to productive employment, decent work and income opportunities”
- Outcome 17 “Discrimination in employment and occupation is eliminated”
- Outcome 18 ‘ international Labour standard are ratified and applied

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

3. Strategy

The objective is to promote dialogue on HIV/AIDS and to raise awareness amongst government, employer and worker representatives on HIV/AIDS policies and programmes in the workplace, social protection and combatting HIV-related discrimination.

The tourism sector has been identified by the Ministry of Labour and the Ministry of Health to pilot the National Policy on HIV and AIDS and World of Work.

The ILO will hold two seminars in Amman and Aqaba on “HIV and AIDS and the World of Work in Jordan: Challenges and workplace action in the tourism sector”.

These seminars are within the framework of the Jordan World AIDS Day campaign 2012.

The campaign will reach an estimated 100 government, employer, worker and civil society representatives including people living with HIV.

4. Objective

Overall scope

To mobilize and assist government, employer and worker representatives to respond appropriately and effectively to HIV/AIDS, to support the National AIDS response and to facilitate the implementation of the National Policy on HIV and AIDS and World of Work through HIV/AIDS workplace programme.

Specific objectives

1. Increase the capacity and knowledge of managers, decision makers and workers in the tourism sector on issues related to HIV and AIDS policy and programme
2. To create consensus and build new strategic alliance towards an HIV/AIDS workplace initiative/programme in the tourism sector;
3. To provide advocacy and technical support to governments, employers, workers, civil societies to promote and give effect to the National Policy on HIV/AIDS and World of work in the tourism sector;

5. Expected results

At the end of each seminar, participants are expected to have knowledge of ILO Recommendation No. 200, facts & figures on HIV in Jordan, and the related needs, priorities and challenges posed by HIV to the workplace. They will have been encouraged to discuss 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 contributing to the National AIDS response.

The seminar will provide a platform to discuss the start up of HIV/AIDS workplace programmes and 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 Recommendation No. 200 and the National policy on HIV/AIDS and World of work;
- Have opened the dialogue to link HIV/AIDS in the workplace process and programme tailoring the tourism sector;
- Have built consensus with private sector towards the implementation of HIV/AIDS workplace initiatives in selected areas most impacted by the tourism sector;

- Have discussed a way forward toward the creation of a National HIV/AIDS Public Private Partnership in the tourism sector;
- Defined concrete initiatives to include workplace activities in the National Strategic Framework on HIV/AIDS;
- Have strengthened partnerships and collaboration between stakeholders dealing with HIV and AIDS and the private sector.

6. Further information

Timeframe and Place: Amman (11 December) and Aqaba (13 December)

Venue in Amman: Landmark Hotel

Venue in Aqaba: Movenpick

Participants

The meeting will bring together government, worker, employer and civil representatives. Approximately 50 persons will participate in each seminar.

Government officials:

- Ministry of labour - 3 participants in Amman and 3 in Aqaba
- Ministry of health - 3 participants in Amman and 2 in Aqaba
- Ministry of Tourism 2 participants in Amman and 1 in Aqaba

Civil society: CSO - 4 participants including association of PLHIV in Amman and 1 participant in Aqaba from association of PLHIV

Trade Union (including Tourism sector) - 10 participants in Amman and 10 in Aqaba

Employers and tourism sector- 20 participants in Amman and 20 in Aqaba

7. Partnerships

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