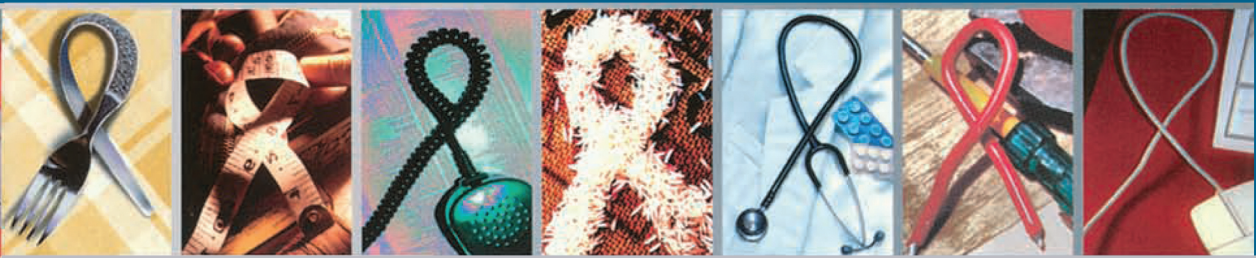


National Tripartite Policy on HIV and AIDS and the World of Work

Hashemite Kingdom of Jordan



وزارة العمل
بني معاً

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Recognizing the importance of achieving decent work, the Ministry of Labor is pleased to launch the national policy on HIV and AIDS and the workplace to eliminate all forms of discrimination in the work environment and I bless all the efforts made calling the concerned authorities and stakeholders to make also the effort in order to translate this policy on the ground and God is the source of strength.

H.E. Prof. Nidal Katamine

Minister of Labor and Minister of Transportation



The Ministry of Labor would like to thank the International Labour Organization for providing technical advice during the preparation of the this policy. The Ministry is looking forward to receiving further support and collaboration in implementing the policy in the world of work.

Eng. Adnan Al-Rababa
*Director of Labor Inspection Department
Ministry of Labor*

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Definitions

For the purposes of this Policy:

(a) “HIV” refers to the human immunodeficiency virus, a virus that damages the human immune system. Infection can be prevented by appropriate measures;

(b) “AIDS” refers to the acquired immunodeficiency syndrome, which results from advanced stages of HIV infection, and is characterized by opportunistic infections or HIV-related cancers, or both;

(c) “persons living with HIV” means persons infected with HIV;

(d) “stigma” means the social mark that, when associated with a person, usually causes marginalization or presents an obstacle to the full enjoyment of social life by the person infected or affected by HIV;

(e) “discrimination” means any distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation, as referred to in the Discrimination (Employment and Occupation) Convention, 1958, and Recommendation, 1958;

(f) “affected persons” means persons whose lives are changed by HIV or AIDS as a result of the broader impact of the pandemic;

(g) “reasonable accommodation” means any modification or adjustment to a job or to the workplace that is reasonably practicable and enables a person living with HIV or AIDS to have access to, or participate or advance in, employment;

(h) “vulnerability” means the unequal opportunities, social exclusion, unemployment or precarious employment resulting from the social, cultural, political and economic factors that make a person more susceptible to HIV infection and to developing AIDS;

(i) “workplace” refers to any place in which workers perform their activity; and

(j) “worker” refers to any person working under any form or arrangement.

1. Introduction and framework

The National Tripartite Workshop “Towards the Development of the National Policy on HIV and AIDS and the World of Work in Jordan”, held in Amman from 17 to 19 December 2011,

Noting that HIV and AIDS have a serious impact on society and economies, the world of work in both the formal and informal sectors, workers, employers’ and workers’ organizations and public and private enterprises, and undermine the attainment of decent work and sustainable development,

Considering that poverty, social and economic inequality and unemployment increase the risk of lack of access to prevention, treatment, care and support, thus increasing the risk of transmission,

Noting that the stigma, discrimination and the threat of job loss suffered by persons affected by HIV or AIDS are barriers to knowing one’s HIV status, thus increasing the vulnerability of workers to HIV and undermining their right to social benefits,

Recalling the importance of safeguarding workers through comprehensive occupational safety and health programmes,

Recalling the value of the ILO code of practice An ILO Code of Practice on HIV and AIDS and the world of work, 2001, and the need to strengthen its impact in view of the fact that there are limits and gaps in its implementation,

Recalling Recommendation concerning HIV and AIDS and the World of Work (No. 200) adopted by the International Labour Conference at its 99th session on 17 June 2010,

Recalling that Delegates representing the Hashemite Kingdom of Jordan participated in the Conference and supported the adoption of Recommendation No. 200, which lays down the principle that HIV and AIDS should be recognized and treated as a workplace issue and calls on competent authorities, when developing national policies and programmes, to take into account the role of the workplace in HIV prevention, treatment, care and support services,

Noting that, as follow-up to Recommendation No. 200, a Tripartite Jordanian delegation participated in a regional technical consultation meeting held in Beirut in June 2011, which resulted in the adoption of

the statement of commitment “Integrating the world of work contribution into the national AIDS response in Mashreq countries”, *

Recalling that a Validation Workshop of the National Strategic Plan on HIV and AIDS 2012-2016 was convened in October 2011 involving all relevant national stakeholders and that the new Plan clearly addresses HIV and AIDS and the world of work, highlighting the necessity for developing HIV prevention programmes and services for most at-risk populations (MARPS) and vulnerable groups, including mobile populations, with a special focus on Jordanian and foreign migrant workers,

Further recalling that the National Strategic Plan addresses the need to create a supportive social, legal and policy environment that enables an effective national response to HIV and AIDS, with special attention to people living with HIV (PLHIV), key populations at risk and vulnerable to HIV,

Noting that seminars were convened in Jordan, in Amman and Aqaba, in November 2011 which endorsed the Beirut statement of commitment and called for follow-up actions according to the new National Strategic Plan HIV and AIDS 2012-2016,

Having determined that the formulation of a national policy on HIV and AIDS and the World of Work shall be drafted as a matter of urgency;

Adopts this 19th day of December of the year two thousand and eleven the following Draft National Policy on HIV and AIDS and the World of Work in Jordan, for subsequent formal endorsement by the Government of the Hashemite Kingdom of Jordan.

** Promoted by the International Labour Organization Regional office for the Arab States, this meeting was called to launch a platform for informed discussion on the role of the workplace in the national and regional response to HIV and AIDS with regard to ILO Recommendation No. 101.*

The participants emphasized the direct and serious impact of HIV and AIDS on the world of work and the unique role that it can play in effectively contributing to national and regional responses to HIV in Mashreq countries. They issued a statement of commitment to implement the Recommendation, promote research and build the necessary capacities in order to respond effectively to the issue of HIV and the world of work. The Jordanian delegation, consisting of representatives of the Ministry of Labour, Ministry of Health, and employers' and workers' organizations participated in the discussions and endorsed the final statement of commitment.

2. Background

2.1 Global HIV and AIDS situation

According to UNAIDS, an estimated 34 million people were living with HIV worldwide at the end of 2010, up 17 per cent from 2001. This reflects the continued large number of new infections and a significant expansion of access to treatment, which has helped reduce AIDS-related deaths. The number of people dying of AIDS-related diseases is dropping; increased access to treatment helped avert 700,000 deaths in 2010 alone. This was the result of the high level of commitment by the international community and the increasing level of funding available for HIV and AIDS. The proportion of women with HIV has remained stable at 50 per cent. There were 2.7 million new infections in 2010, 15 per cent fewer than in 2001. In 2010, sub-Saharan Africa remained the most heavily affected region, with some 68 per cent of people living with HIV residing in this region. The unparalleled global response of the past decade has had a significant impact in turning back the epidemic. Access to HIV prevention services, behavioural change, reduction in the number of partners, increased condom use and delayed age of first sexual experience have been key factors in the reduction of infection among young people. Other vulnerable groups have also benefited from the availability of a range of prevention programmes.

While the Middle East and North Africa region is still characterized by an overall low HIV prevalence, recent data published situates MENA among the top two regions in the world with the fastest growing HIV epidemic. The regional response to the AIDS epidemic has seen a strengthened political will, comprising policy development and scaling-up of programmes, which is most evident in the launching of national strategies, as well as programmes for key populations at higher risk (sex workers, people who inject drugs and men who have sex with men). In spite of these initiatives, extensive efforts are required to improve the response and reduce prevalence. This should include: reviewing legislation, policies and practices that hinder access to HIV prevention and treatment services; judicious investment using an evidence and human rights-based approach; and enhanced political will and commitment by the leadership in the region.

2.2 The Jordanian HIV and AIDS situation and response

Like other countries in the Middle East/North Africa region, Jordan is burdened by regional instability, economic challenges, and movements of people who may contribute to the emergence of newer communicable

diseases such as HIV and AIDS. Jordan has so far been characterized by a low-prevalence HIV epidemic, with very low levels of HIV among the general population, and among most-at-risk populations (MARPs), which include female sex workers (FSWs) and their clients, men who have sex with men (MSM) and injecting drug users (IDUs).

Jordan's national response to HIV and AIDS has been characterized by strong political commitment. The Ministry of Health established the National AIDS Programme when the first HIV case was diagnosed in 1986, and developed the first policy document – the National HIV AND AIDS Strategy for 2005-2009 – to guide the overall national response.

UNAIDS has recently provided technical support to the Ministry of Health for the purposes of updating that document and developing a new national strategic plan, employing a participatory process involving all key national stakeholders. The new National Strategic Plan (NSP) on HIV and AIDS 2012-2016 aims to continue and further guide Jordan's national response to HIV and AIDS. Based on a thorough analysis of the existing epidemiological situation, key drivers and risk behaviours related to HIV and AIDS, and the gaps and priorities of the national response so far, the NSP identifies the following five key strategic issues for the period 2012-2016:

- Strengthening the availability and reliability of strategic information for an evidence-based response.
- Strengthening HIV prevention, with a clear focus on most-at-risk and vulnerable populations.
- Improving HIV case detection and scaling up the coverage, utilization and quality of treatment, care and support for people living with HIV (PLHIV).
- Creating a supportive legal and policy environment for an effective HIV response.
- Building organizational, institutional and technical capacity for an effective national response.

In the period between 1986 and December 2010, a total of 782 HIV cases were reported, of which 230 (29 per cent) were Jordanian citizens and 552 (71 per cent) were foreigners. As of December 2010, 92 people (40 per cent of all Jordanian reported cases) had died of AIDS. Most of the foreign HIV cases were tested when they applied for a residence permit, marriage, studies or work in Jordan. They do not therefore reflect the actual HIV situation in Jordan, as the vast majority of these foreigners did not reside in Jordan at the time of HIV testing.

Of the 230 Jordanian cases living with HIV reported up to 2010, 187 (81 per cent) were men and 43 (19 per cent) were women, which translates into a male-to-female ratio of 4:1. Almost three-quarters of all reported Jordanian HIV cases (72 per cent: 165 out of 230), mostly men, were infected outside Jordan. A considerable proportion (26 per cent) of all HIV cases to date were infected through infected blood (products), but most of these were infected abroad in the early stages of the epidemic, since all blood (products) in Jordan are screened for HIV and other key pathogens.

Transmission by men who have sex with men (MSM) reportedly represents 10 per cent of male cases. Injecting drug use and mother-to-child transmission are minor modes of HIV transmission (2 and 3.5 per cent respectively). These data reveal a predominantly heterosexual epidemic, with a limited role for MSM contacts and injecting drug use. As mentioned above, almost three-quarters of all reported Jordanian HIV cases were infected abroad, which seems to indicate a key role of extramarital sex – with sex workers or girlfriends abroad – by mobile men, who may include Jordanian migrant workers, international truck drivers, businessmen and tourists.

3. HIV and AIDS and the world of work- ILO

It has become steadily more apparent that the HIV and AIDS epidemic has had, and continues to have, a severe impact on the workforce because, unlike any other disease, HIV and AIDS disproportionately affects the adult working population. Consequently, the HIV epidemic has had a negative impact on the economic and social structure of many countries. In Arab States, where HIV prevalence is still low, the world of work should take timely and comprehensive action to contribute to national efforts to keep the epidemic under control and prevent further spread of HIV through the workplace.

At the beginning of the HIV epidemic, people diagnosed as HIV were unable to work as most became aware of their HIV status in the late stages of AIDS. The majority of cases presented the gravest opportunistic infections leading to death in a short time. Today, early diagnosis and the availability of treatment have resulted in people living long, healthy and productive lives, thus bringing HIV mortality rates on a par with other chronic diseases. After diagnosis, most HIV-positive men and women continue to work regularly and as much as before. HIV medication helps

the more advanced cases to regain their health and continue or return to work. In view of the breakthrough in treatment and the fact that there is no risk of infection through casual contact in the workplace, there should be no discrimination against PLHIV in the world of work. Every workplace should be guided by a clear policy on HIV with management ensuring its promotion and enforcement with the support of workers' representatives.

The workplace is central to achieving the goals of universal access to prevention, treatment, care and support. The workplace (in the formal and informal sectors) provides what is probably the best opportunity of reaching people on a regular basis. Workplace programmes focus on: prevention and behavioural change; promoting voluntary counselling and testing (VCT); strengthening the prevention of mother to child transmission (PMTCT); intensifying tuberculosis (TB) screening; improving uptake of antiretroviral medication; and providing care and support, while protecting the rights and dignity of working men and women. The workplace is central to achieving universal access.

Despite the enormous success in terms of clinical and biomedical information, the stigma and discrimination related to HIV is still far from being overcome. HIV in Jordan can be a threat to the exercise of human rights, and HIV could impact the ILO's primary goal of promoting equal opportunity to obtain decent work in conditions of freedom, equality, human dignity and security. HIV in Jordan directly concerns issues related to fundamental principles and rights at work. Discrimination on the basis of real or perceived HIV status is one example. Such discrimination exacerbates existing inequalities in society and creates a climate of blame and denial, which in turn creates obstacles to efforts to address the epidemic.

There is a need to support investment in this respect, and the world of work can play a crucial role by:

- 1) helping to address the roots of HIV vulnerability and prevent further spread of HIV and AIDS through the improvement of working conditions, respecting the decent work agenda and the provision of accurate information on HIV and AIDS through worker's education;
- 2) combating discrimination against people living with HIV and AIDS in the workplace by formulating and effectively implementing appropriate policies and programmes at the national and enterprise level.

In this regard, the principal actors in the world of work should take the lead, advocating for and supporting national efforts to mitigate the adverse consequences of the HIV epidemic.

4. Policy statement

This policy affirms the commitment of the Hashemite Kingdom of Jordan to legislation, international conventions and agreements endorsed by Jordan, including the ILO Recommendation concerning HIV and AIDS and the World of Work (No. 200), the ILO Global Jobs Pact, Occupational Safety and Health Convention (No. 155), Termination of Employment Convention, 1982 (No. 158), Occupational Health Services Recommendation (No. 171), as well as affirming its commitment to comply with the Universal Declaration of Human Rights and the International Covenant on Economic, Social and Cultural Rights and the Millennium Development Goals in order to ensure the right to equality and non-discrimination and take necessary measures to ensure the protection of human rights, including the right to work.

This policy is linked to national plans and policies, especially the National Agenda and the National Strategic Plan on HIV and AIDS 2012-2016, in addition to international conventions and the national plans and strategies concerning different groups, including youth, women and children, and reproductive health. This policy adopts a definition of “worker” that takes into account neither gender nor nationality.

The Hashemite Kingdom of Jordan fulfils its international obligations to protect the right to work through national legislation, particularly the Jordanian Constitution, Article 6 of which provides that the State shall ensure work and education within the limits of its capacities, and shall ensure harmony and equal opportunities for all Jordanians. Furthermore, Article 23 of the Constitution provides that all citizens have the right to work, and that the State shall provide employment opportunities for all Jordanians.

Within this framework, the national policy on HIV and the world of work provides a mechanism for coordination among all concerned actors, including Government, employers’ and workers’ organizations, and civil society, including organizations of persons living with HIV, in order to prevent HIV transmission and mitigate its impact on the world of work.

The policy also serves as guidance for policies and programmes related to HIV in relevant sectors of economic activity and at the enterprise level.

5. Objectives

The objectives of this policy, in the framework of the promotion of decent work and Jordan's National Strategic Plan on HIV and AIDS, which reflects Recommendation No. 200, and the ILO Code of Practice, are to:

- Protect and promote rights at work, and fundamental rights and equality in access to employment for people living with HIV.
- Reduce stigma and discrimination in the workplace.
- Support the legal review process, including amendments of national legislation to comply with international standards and obligations concerning HIV and AIDS and the world of work.
- Ensure that workers, their families and dependants have access to HIV-related prevention, treatment, care and support at and through the workplace.
- Ensure a safe and healthy working environment within the standards of decent work.

6. Scope and coverage

This policy will cover all workers working under all forms or arrangements, and at all workplaces, including:

- persons in any employment or occupation
- trainees, interns and apprentices
- volunteers
- jobseekers and job applicants
- laid-off and suspended workers;
- all sectors of economic activity, including the private and public sectors and the formal and informal economies;
- the armed forces and uniformed services
- migrant workers

7. Linkages to other national development plans and strategies

This policy will promote the integration of HIV and AIDS and the world of work into existing programmes, as appropriate, including but not limited to the following:

- National Strategy Plan on HIV and AIDS;
- The National Economic and Social Development Plan;
- The Strategic Plan for the Ministry of Health;
- The strategic plan for the concerned ministries, such as the Ministries of Labour, Justice, Tourism, Transport, and the Media;
- The Poverty Reduction Strategic Plan;
- Gender equality and female empowerment programmes;
- Employment policy and programmes and youth capacity-building schemes;
- UN Development Assistance Framework;
- The Decent Work Country Programme;
- Workers' education programmes
- Training programmes of employers' organizations and the private sector;
- Labour migration-related programmes;
- The Social Security Programme;
- Other relevant ongoing and future programmes and projects.

8. Fundamental principles of the policy

The formulation of this national policy is based on the general principles of human rights, which consider the right to equal opportunity at work one of the principal rights enshrined in divine law and international and national legislations.

The fundamental principles of the national policy on HIV and AIDS and the world of work in Jordan are as follows:

1. To develop, adopt and effectively implement national policies and programmes on HIV and AIDS that ensure the management and mitigation of the impact of HIV in the world of work in the framework of education, social protection and health.
2. To provide the necessary protection to promote equal opportunity and treatment and non-discrimination against people living with or affected by HIV.
3. To disseminate HIV prevention measures in and through the workplace and ensure that they are sensitive to gender, social, cultural and economic concerns. Where there is an occupational risk of HIV transmission, preventive measures should be taken to manage and prevent such risk.
4. To promote workplace measures to prevent HIV and mitigate its impact on the workplace in order to ensure gender equality and the empowerment of women; to promote the active participation of women and men and the empowerment of all workers; and to introduce measure to prevent and prohibit violence and harassment in the workplace.
5. To ensure the provision of essential health services and effective interventions for workers infected or affected by HIV through the public health and social security systems.
6. To adopt measures, including the provision of support (reasonable accommodation), in the workplace for people living with HIV, including measures for the retention and recruitment of such people.
7. To encourage voluntary and confidential HIV testing among workers.
8. To take the necessary measures to achieve a safe and healthy work environment, including safety and health measures, universal precautions and accident prevention measures through technical monitoring. Special measures should be taken for workers with an occupational risk of transmission of HIV and tuberculosis (TB). Occupational transmission of HIV and TB should be considered an occupational disease/illness in national laws and policies.
9. To work on the implementation of special programmes to provide information, training and awareness-raising on the guidelines to be followed in the work environment through the provision of education for workers, employers and workers' representatives.

10. To ensure the participation of workers, their representatives and people living with HIV in the development of prevention, intervention and non-discrimination programmes.
11. To adopt an appropriate mechanism for monitoring developments and following up and evaluating programmes offered to workers, including people living with HIV.
12. To ensure international cooperation in the area of access to prevention, treatment, intervention and support services for workers, including regular exchange of information and measures taken in this regard, in line with the social system.
13. To guide national efforts towards raising awareness and reducing HIV-related stigma and discrimination in the workplace and society.
14. To adopt the workplace as a key element in the national, regional and international response to HIV and AIDS.

9. Workplace Strategies

9.1 Ensuring a supportive working environment free of stigma and discrimination.

Strengthening protection procedures and measures that respect the privacy of people living with or affected by HIV in the workplace.
Mainstreaming non-discrimination on the basis of real or perceived HIV status with regard to equal opportunities.

Applying legislation on reporting cases of sexual harassment and on alleged violation of the prohibition of HIV-related discrimination in employment, such as breach of confidentiality of HIV-related information, screening, etc.

Mainstreaming national policies and programmes to eliminate stigma and discrimination against people living with HIV and AIDS and addressing the informal employment sector.

Promoting the participation of civil society organizations in the process of reducing stigma and discrimination against people living with HIV and AIDS.

Raising awareness of stigma and discrimination reduction in the workplace, prevention of all means of HIV transmission and the implications of HIV.

9.2 Ensuring the availability of targeted prevention programmes

Prevention strategies should be adapted to national conditions in Jordan and the type of workplace, and should take into account gender, cultural, social and economic concerns. These programmes should ensure that:

- (a) accurate, up-to-date, relevant and timely information is made available and accessible to all in a culturally sensitive format and language through the different channels of communication available in the world of work;
- (b) comprehensive workplace education programmes are launched in order to help all workers understand and reduce the risks of all modes of HIV transmission, including mother-to-child transmission, and understand the importance of changing risky behaviours related to HIV infection;
- (c) effective occupational safety, universal precautions and health measures are in place; and legislative provisions for occupational safety and health for both the public and private sectors are reinforced;
- (d) measures are introduced to encourage workers to know their own HIV status through voluntary counselling and testing, including peer education and outreach programmes;
- (e) workers have access to all means of prevention, including but not limited to knowledge enhancement and post-exposure prophylaxis;
- (f) effective measures are implemented to reduce high-risk behaviours, including for the most at-risk groups, with a view to decreasing the incidence of HIV.

9.3 Ensuring the availability of treatment and care and support programmes

The national authorities should ensure that workers living with HIV and their dependants benefit from full access to health care, in accordance with the schemes in operation in Jordan. There should be no discrimination against workers or their dependants with regard to access to such services on the basis of real or perceived HIV status.

All persons covered by this Policy, including workers living with HIV and their families and dependants, should be entitled to health services which should include access to free or affordable:

- (a) voluntary counselling and testing;
- (b) antiretroviral treatment and adherence education, information and support;

- (c) proper nutrition consistent with treatment;
- (d) treatment for opportunistic infections and sexually transmitted infections, and other HIV-related illnesses, in particular tuberculosis;
- (e) support and prevention programmes for persons living with HIV, including psychosocial support; and
- (f) equal access to social security systems and occupational insurance schemes.

Programmes of care and support should include measures of reasonable accommodation in the workplace for persons living with HIV or HIV-related illnesses, with due regard to the conditions in Jordan, taking into consideration the episodic nature of HIV and AIDS and the possible side effects of treatment.

National authorities should promote the retention in work and recruitment of persons living with HIV and should consider extending support through periods of employment and unemployment. Where a direct link can be established between an occupation and the risk of infection, AIDS and HIV infection should be recognized as an occupational disease or accident, in accordance with national procedures and definitions, and with reference to the List of Occupational Diseases

10. Monitoring and evaluation

The Ministry of Labour, in collaboration with the Ministry of Health and other relevant government agencies, should establish an appropriate mechanism or make use of an existing one, to monitor developments regarding the national policy on HIV and AIDS and the world of work, and its implementation. This could include the establishment of a technical committee on HIV and AIDS and the world of work within the Labour Inspection Department of the Ministry of Labour (See Annex I for its Terms of Reference and composition, adopted at the Workshop).

The social partners (Jordan Chamber of Industry, Jordan Chamber of Commerce and the General Federation of Trades Unions) should be represented, on an equal footing in the mechanism for monitoring developments regarding the national policy. These organizations should also be consulted under the mechanism as often as is necessary, taking into consideration the views of organizations of persons living with HIV, expert reports and technical studies.

The Government should collect detailed information and statistical data and undertake research on developments at the national and sectoral levels in relation to HIV and AIDS in the world of work, taking into account the distribution of women and men and other relevant factors.

In addition to the reporting under article 19 of the Constitution of the International Labour Organization, a regular review of action taken on the basis of this Policy could be included in national reports to UNAIDS and reports under relevant international instruments.

ANNEX

Terms of Reference of the Technical Committee on HIV and AIDS and the World of Work

Terms of Reference of the

Technical Committee on HIV and AIDS and the World of Work

The Technical Committee on HIV and AIDS and the World of Work shall be located in the Ministry of Labour, Department of Inspections, and chaired by the Ministry of Labour. The Committee shall focus on HIV and AIDS, and its work shall be coordinated by the National AIDS Programme at the Ministry of Health. It shall report directly to The Directorate of Labour Affairs and Inspection, which shall direct it in all aspects of its work.

General objective

The Technical Committee on HIV and AIDS and the World of Work shall support the implementation and monitoring of the National Policy on HIV and AIDS and the World of Work, as well as that part of the National Strategic Plan 2012-2016 that is related to its work.

Roles and responsibilities

The Technical Committee shall meet quarterly, and additional meetings shall be scheduled as necessary.

The Committee shall:

Provide technical and other relevant support and guidance required to finalize the national draft policy endorsed during the meeting “Towards the development of a national policy on HIV and AIDS and the World of Work”, held in Amman in December 2011;

Coordinate efforts and activities on HIV and the world of work through the implementation of the national policy and the development and maintenance of a monitoring system;

Propose changes to national legislation as appropriate;

Coordinate research and data collection in relation to HIV and the workplace and ensure comprehensive dissemination;
Ensure mainstreaming and continued support.

Composition

The Technical Committee shall include the following national agencies as members and international agencies as technical advisers:

Technical level representation of the Ministry of Labour, Ministry of Health, and Ministry of Tourism and Antiquities.

Social partners: Jordan Chamber of Industry, Jordan Chamber of Commerce and General Federation of Jordanian Trades Unions

National Council for Family Affairs, Jordan Hashemite Fund for Development, and The Jordanian Women's Union

Associations of people living with HIV and AIDS

Relevant UN and international organizations, particularly the ILO, UNAIDS, and the IOM.

The Committee may invite other Ministries and national and international agencies to participate in its work as appropriate.

