



THE HASHEMITE KINGDOM OF JORDAN



Anti-Human Trafficking  
National Committee

# Anti-Human Trafficking National Strategy and Executive Plan

**2024-2027**



PREVENTION ● PROTECTION ● PROSECUTION ● COOPERATION





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**His Majesty King Abdullah II bin Al-Hussein**



**His Royal Highness  
Crown Prince HRH Al-Hussein bin Abdullah II**



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## **Introductory Remarks of the Chairman of the Anti-Human Trafficking National Committee**

Human trafficking is a crime that is inconsistent with our religious and humanitarian values. Such crime is prohibited under International Human Rights Law spanning borders and regions. In this context, Jordan has been keen to develop an effective, normative, and institutional framework, including setting up mechanisms, to combat human trafficking at the national and international levels, most notably the Kingdom's accession to the United Nations Convention against Transnational Organized Crime and the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially women and children annexed to the convention. Jordan has also taken considerable strides in preventing this heinous crime, including the issuance of a law confronting the crimes of human trafficking in all forms preventing impunity for perpetrators, providing the necessary protection and assistance to victims, and abidance in pursuing a preventive criminal policy. To achieve this, Jordan has adopted a comprehensive approach and strives to be pioneering in its response to target this crime at all levels.

Furthermore, the importance of the Anti-Human Trafficking National Strategy (2024-2027) is made clear in a comprehensive national plan, whereby recommendations were devised along with a national committee, which included actionable and concrete recommendations to enhance efforts exerted in this field , in cooperation with all concerned entities as well as civil society and partners organization.

This Strategy provides a clear assessment of the situation of human trafficking in the Kingdom of Jordan. Additionally, it has opened horizons for regional and cross-border cooperation with the international community in combating human trafficking crime as a transnational crime while respecting national sovereignty.

Minister of Justice  
Chairman of Anti-Human Trafficking National Committee  
**Dr. Ahmad Al-Zayadat**

## 1. Introduction

This Strategy comes as a reinforcement and continuation of the exerted efforts of the Anti-Human Trafficking National Committee, within the executive and procedural framework to meet the needs to combat this crime for the future years.

This Strategy was developed in accordance with Article (5) of Anti-Human Trafficking Law No. (9) for the Year 2009 and its amendments, which stipulate the roles and responsibilities of the Anti-Human Trafficking National Committee in national policy-making to combat human trafficking, and developing the necessary plans and strategies to provide combating mechanisms.

This Strategy aims to implement the vision of the Hashemite Kingdom of Jordan in achieving its aspired goals to reach the best standards in combating human trafficking crime and exploitation forms in practice, with a participatory and integrative approach between all official and unofficial bodies. It does so by activating the legislative and executive mechanisms that have been provided, seeking to implement the best response to combat this crime, as well as caring for and protecting victims against exploitation.

This Strategy complements the National Strategy for 2019-2022 as it includes goals and activities to meet the needs of the next stage in providing mechanisms to combat this crime.



## **2. Vision, Mission, and Core Values**

### **Vision**

The Hashemite Kingdom of Jordan is a pioneering country as well as a regional and international model for combating human trafficking.

### **Mission**

Combating all forms of the human trafficking crime particularly the renewed crimes; Protecting victims, securing and safeguarding their rights; Strengthening the preventive mechanisms and measures against trafficking in persons by enforcing national legislations, regional and international partnerships, and coordinating national and international efforts.

### **Core Values**

- 1 - Equality.
- 2 - Justice.
- 3 - Transparency and integrity.
- 4 - Respect for human rights.
- 5 - Cooperation and coordination

### 3. The Anti-Human Trafficking Legislative and Institutional Framework in Jordan

The Kingdom has harmonized national legislations with the international agreements that acceded to and ratified, most notably the United Nations Convention against Transnational Organized Crime and its supplementing Protocol, to Prevent, Suppress and Punish Trafficking in Persons, Especially Women, and Children. National legislations used to combat human trafficking include the Jordanian Constitution, the Anti-Human Trafficking Law No.9 for the year 2009, and the Amended Anti-Human Trafficking Law No. 10 for the year 2021. Jordan is the third country in the region to enact a legislation that targets this crime.

Since protecting the victims of human trafficking and providing them with the necessary services is a primary goal and focus in combating this crime, the Regulation on Shelters for Victims and Those Affected by Human Trafficking Crimes for the year 2012 was amended to provide shelter for all cases of human trafficking according to the national referral mechanism, including potential victims, during all stages of investigation, prosecution, and until the completion of trial procedures.

Jordanian efforts have continued to achieve integration in combating this crime since The Human Trafficking Victims Assistance Fund Regulation No. (6) of 2023 was issued, which is considered a pioneering and important achievement in strengthening national efforts to combat human trafficking and providing better protection and best care for victims based on international standards.

To provide free legal assistance to victims of human trafficking, as stipulated in the Anti-Human Trafficking Law, a memorandum of understanding was signed with the Jordanian Bar Association for this purpose and started to act upon its enforcement mechanisms.

To enhance the institutional approach to combat human trafficking, an Anti-human trafficking national committee was formed, headed by His Excellency the Minister of Justice and the membership of several secretaries-general and senior employees from all relevant entities.



The Anti-human Trafficking Technical Committee was also formed to support the work of the Anti-Human Trafficking National Committee, which periodically follows up on the developments in combating human trafficking and coordinates and follows up on what is necessary with the Anti-Human Trafficking National Committee.

To ensure that each partner performs its duty within its competence in dealing with human trafficking cases, and coordinating and integrating efforts, the national referral mechanism and standard operating procedures were adopted to deal with human trafficking cases, with a participatory approach from the moment of learning that the crime had been committed until the victim's reintegration into society or voluntarily repatriated, preventing re-victimization through all legitimate means of assistance and prevention in compliance with international and national standards.

## 4. Entities Concerned with Combating Human Trafficking

### • Anti-Human Trafficking National Committee members :

1. His Excellency the Minister of Justice: Chairman of the National Committee.
2. Secretary General of the Ministry of Justice for Judicial Affairs.
3. Secretary General of the Ministry of Interior.
4. Secretary General of the Ministry of Labor.
5. Commissioner General of the National Center for Human Rights.
6. Representative of the Ministry of Foreign Affairs and Expatriates.
7. Representative of the Ministry of Social Development.
8. Representative of the Ministry of Industry, Trade and Supply.
9. Representative of the Ministry of Health.
10. One of the senior public security officers.
11. Secretary-General of the National Council for Family Affairs.

### • Partners

1. The Judicial Council.
2. Religious and educational institutions.
3. Regional and international organizations concerned with combating human trafficking.
4. Civil society organizations concerned with combating human trafficking.



## 5. Development Methodology

This Strategy was prepared after the complete evaluation of the previous National Strategy and Action Plan to Prevent Human Trafficking for the years (2019-2022) in cooperation with the American Lawyers and Judges Association in Amman. The evaluation was prepared using data available at the Human Rights Directorate in the Ministry of Justice. It aimed to provide the necessary recommendations to the committee charged with proposing the new Strategy to achieve the strategic objectives and benefit from the available opportunities.

The evaluation included a summary of the action plan achievements for the National Strategy pillars, where the overall implementation rate ranged between 72-78%. The evaluation also included an exposition to provide the reasons for the non-implementation of certain activities, including the lack of funding for projects and the impact of the coronavirus pandemic over the periods of implementation. The evaluation pointed out the strengths, weaknesses, and recommendations for proposing the new Strategy and its emanating action plan, which was taken into account, included, and acted upon.

With the aim of achieving the best participation of all stakeholders, a committee was formed headed by the Secretary General of the Ministry of Justice for Judicial Affairs and the membership of several judges, public prosecutors, and members of the Anti-human Trafficking Technical Committee. Several meetings were held to develop an initial draft Strategy which was then shared with civil society organizations, partner organizations, and anti-trafficking stakeholders to gain insight from the feedback, experiences, and opinions for insertion in the Anti-Human Trafficking National Strategy for 2024-2027.

The Anti-Human Trafficking National Strategy was based on the main pillars emanating from the Convention against Transnational Organized Crime, the Protocol to Combat Human Trafficking, and other internationally agreed upon international and local conventions and reports concerned with combating human trafficking.

## **6. Basic Concepts:**

### **Prevention:**

Taking measures to prevent human trafficking and combat forms of human trafficking exploitation through precautionary measures and procedures by anti-trafficking stakeholders to address the weaknesses that facilitate exposure to human trafficking.

### **Protection:**

Providing the necessary mechanisms and tools to ensure the protection, recovery, and integration of victims into society, obtaining all their rights, and preventing them from re-victimization or re-trafficking.

### **Preliminary Investigation and Prosecution:**

Investigating and prosecuting perpetrators of human trafficking crimes, and aggravating punishment of such perpetrators.

### **Partnership and International Cooperation:**

Activating and strengthening partnerships and cooperation with countries, and anti-trafficking stakeholders locally, regionally, and internationally to provide the best response to combat this crime.

### **National Referral Mechanism:**

The standard operating procedures for dealing with human trafficking cases are officially adopted by the Anti-Human Trafficking National Committee to define the roles and tasks of each party concerned with combating human trafficking and taking measures in a way that enhances partnership and mutual coordination between them.

### **Victim:**

The victim of human trafficking crimes and the potential victim who showed indicators of being a target of human trafficking crime.





## 7. Guiding Principles:

Developing a National Strategy to combat human trafficking and an executive plan consistent with international standards requires adherence to several guiding principles. Among the most important principles on which the Strategy was based, are the following:

- The rule of law and respect for human rights.
- Protecting the most vulnerable people from exploitation.
- Cooperation with civil society organizations.
- National responsibility is the responsibility of the Anti-Human Trafficking National Committee in policy-making and achieving the goals and activities emanating therefrom to provide combat mechanisms against human trafficking.

## 8. The Strategy's Key Pillars:

The figure below illustrates the key pillars of the Anti-Human Trafficking National Strategy:

### Model of Strategy Key Pillars of the Anti- Human Trafficking National Strategy





## 9. The strategic pillars :

### Pillar One: Prevention

Considering preventive measures and procedures to combat the crime of human trafficking. The following strategic and sub-goals stem from this pillar:

- **The first strategic goal:** Strengthening mechanisms for monitoring, analyzing, and evaluating the actual situation of human trafficking at the national level.

#### Sub-goals:

1. Assessing the situation of the sectors most vulnerable to violations.
  2. Strengthening the role of the Anti-Human Trafficking National Committee in monitoring and evaluating data on human trafficking in Jordan.
- **The second strategic goal :** Raising awareness of the dangers of human trafficking crime.

#### Sub-goals:

1. Educating society about the risk of human trafficking crime.
  2. Encouraging scientific research on combating human trafficking.
- **The third strategic goal:** Guaranteeing workers' rights from exploitation and forced labor.

#### Sub-goals:

1. Reducing labor exploitation.
  2. Developing the electronic inspection system on economic entities.
- **The fourth strategic goal:** Using modern technology to combat human trafficking.

#### Sub-goals:

1. Developing and updating the website of the Anti-Human Trafficking National Committee.
2. Reinforcement of electronic monitoring and tracking to combat the human trafficking domain.

- **The fifth strategic goal:** Developing the institutional capacity of the Anti-Human Trafficking National Committee and partner agencies.

**Sub-goals:**

1. Strengthening the capabilities and capacities of the Anti-Human Trafficking National Committee.
2. Reinforcing the institutional capacities of the stakeholders concerned with anti-human trafficking.

- **The sixth strategic goal:** Advancing and developing the legislative framework to combat human trafficking in Jordan.

**Sub-goal:**

Updating national legislation to combat human trafficking to align with international agreements in force.

**Pillar Two: Protection**

This pillar focuses on protecting victims, improving assistance and shelter services to victims and crime-affected persons, as well as providing integration mechanisms for voluntary repatriation. The following strategic and sub-goals stem from this pillar:

**The first strategic goal:** Providing protection mechanisms for victims and crimes-affected persons .

**Sub-goals:**

1. Improving the services provided for victims and those affected by human trafficking crimes.
2. Enforcing the memorandum of understanding for free legal assistance to human trafficking victims.
3. Guaranteeing victims' right to compensation as a result of the damage they suffered.
4. Strengthening the specialists' capacities in the concerned protection entities for victims and crime-affected persons.



- **The second strategic goal:** The Insurance of the physical and psychological recovery of victims and crime-affected persons.

#### **Sub-goals:**

1. Improving safe voluntary repatriation procedures, social reintegration, and inclusion.
2. Enforcing mechanisms to stop victims' prosecution and crime-affected persons.

### **Pillar Three: Preliminary investigation and prosecution**

This Strategy and executive plan aim, within the same pillar, to ensure the effectiveness of preliminary investigation procedures and enhance capabilities in specialized investigation and prosecution of human trafficking cases. This pillar includes the following strategic and sub-goals:

- **The first strategic goal:** Enhancing the effectiveness of preliminary investigation and prosecution of human trafficking crimes.

#### **Sub-goals:**

1. Raising the competency of those responsible for preliminary (inferential) investigation procedures in human trafficking crimes.
2. Strengthening the capabilities of the Public Prosecution members in the specialized investigation of human trafficking cases, and expanding investigations into other crimes that help the occurrence of human trafficking crimes or facilitate their commission.
3. Strengthening the capabilities of judges in trials of human trafficking cases.
4. Increasing the efficacy of investigation and litigation procedures in human trafficking crimes.

- **The second strategic goal:** The insurance of the protection of victims and witnesses during investigation and trial procedures.

#### **Sub-goals:**

1. Using modern technical means to ensure the protection of victims and witnesses in human trafficking cases.
2. Activating the necessary measures to protect victims and witnesses of human trafficking crimes.

## **Pillar Four: Partnership and International Cooperation**

This pillar aims to activate partnership and cooperation at the national, regional, and international levels to combat human trafficking crimes. This pillar includes the following strategic and sub-goals:

- **The first strategic goal:** Strengthening partnerships with civil society organizations and the public and private sectors to combat human trafficking.

### **Sub-goal:**

- Improving national coordination and cooperation between official and unofficial entities in the field of combating human trafficking.

- **The second strategic goal:** Regional and international cooperation to combat human trafficking.

### **Sub-goal:**

- Strengthening regional and international cooperation to combat human trafficking



## **10 . Implementation, Follow-up, Evaluation, and Continuous Improvement:**

### **10-1 Implementation.**

The responsible entities within the executive plan of the Anti-Human Trafficking National Strategy shall undertake the implementation of the goals and activities contained in the Strategy each according to its competence. If some procedures require the participation of more than one entity due to overlapping tasks, each entity shall take responsibility for arranging and organizing its priorities to implement joint procedures within the activities of the partner entity by involving them or forming joint working committees from public and private agencies and civil society organizations.

If the implementation of some strategic programs/activities requires the provision of human and financial resources and participatory cooperation among the implementing entities, this entity is responsible for implementing the program/activity and providing the necessary resources for implementation per the Strategy's executive plan.

The responsibility to combat human trafficking in Jordan is a national responsibility that requires efforts and cooperation of all concerned parties to implement the National Executive Plan to Combat Human Trafficking 2024-2027. Each partner in the implementation may allocate and earmark the necessary funds to implement its activities during the coming years within the content of the executive plan.

### **10-2 Monitoring / Follow-up**

The implementation of this Strategy and the executive plan is subject to regular evaluation to show unexpected developments and deviations. The National Committee may monitor the implementation and make the necessary adjustments through regular reports showing the current status of implementation as well as the results of progress to ensure the achievement of goals and continuity of improvement.

### **10-3 Evaluation**

Each responsible party for implementation prepares a progress report (according to the approved form) showing the status of activity, completion rates, deviations, and corrective measures and presents it to the technical committee to take the necessary actions.

To ensure implementation and evaluation the results, the Anti-Human Trafficking Technical Committee prepares periodic reports about the progress of the executive plan for the years 2024-2027, submits them to the Anti-Human Trafficking National Committee for follow-up, and takes the necessary decisions to ensure proper implementation.

### **10-4 Continuous Improvement**

Periodic reviews and updates of the executive plan will take place to commensurate with internal and external changes. This will ensure continuous improvement and development, as well as confront challenges that hinder the implementation of some activities.





**Executive Plan of the Anti-Human Trafficking  
National Strategy  
2024-2027**



## The executive plan of Anti-Human Trafficking National Strategy 2024-2027

### Pillar One: Prevention

**The first strategic goal: Strengthening mechanisms for monitoring, analyzing, and evaluating the actual situation of human trafficking at the national level**

Sub-goals	Expected Outputs/ results	Activity/Program	Responsible Party	Indicators	Time frame
First goal: Assessing the situation of the sectors most vulnerable to violations.	Study the actual situation of the sectors most vulnerable to violation	Hold meetings for relevant parties to evaluate the sectors which are most vulnerable to violations.	Ministry of Justice Ministry of Labor National Committee Concerned partners	Number of meetings.	2024-2025
		Conduct periodic field visits to evaluate the targeted sectors.	Ministry of Labor General Security Directorate National Committee Concerned partners	-Number of paid visits. -Number of targeted sectors.	Periodic and continuous 2024-2027
		Prepare reports and conduct studies on the actual situation and working conditions in major industrial cities and facilities, agricultural sector.	Ministry of Labor National Committee Concerned partners	Number of reports.	2024-2025
		Conduct specialized studies on child labor and organized begging.	Ministry of Social Development National Council of Family Affairs National Committee Concerned partners	Number of specialized studies.	2025-2026

Sub-goals	Expected Outputs/results	Activity/ Program	Responsible Party	Indicators	Time frame
<p>Second goal: Strengthening the role of the Anti-Human Trafficking National Committee in monitoring and evaluating data on human trafficking in Jordan.</p>	<p>Linking with all relevant parties</p>	<p>Coordinate efforts among Anti-Human Trafficking National Committee members on statistics related to human trafficking through electronic linking with relevant authorities.</p>	<p>Ministry of Justice Ministry of Labor Judicial Council Ministry of Social Development Public Security Directorate National Committee</p>	<p>Standardized statistics.</p>	<p>Periodic and continuous 2024-2027</p>
		<p>Prepare an annual report to the Anti-Human Trafficking National Committee.</p>	<p>Ministry of Justice National Committee Judicial Council</p>	<p>Completed annual report.</p>	<p>Periodic and continuous 2024-2027</p>



## The second strategic goal: Raising awareness of the dangers of human trafficking crime

Sub-goals	Expected Outputs/ results	Activity/Program	Responsible Party	Indicators	Time frame
First goal: Educating society about the risk of human trafficking crime .	Increased societal awareness on human trafficking.	Implement awareness campaigns about the dangers of human trafficking crimes for all segments of society, including refugees and those most vulnerable to exploitation.	Ministry of Justice National Committee Civil Society Organizations High Commissioner for Refugees Concerned partners	Number of implemented campaigns.	Periodic and continuous 2024-2027
		Hold lectures about human trafficking crimes for students in public/private schools and universities.	Ministry of Justice Ministry of Education Public and private universities/schools National Committee Concerned partners	Number of lectures.	Periodic and continuous 2024-2027
		Hold religious lectures and seminars about combating human trafficking.	Ministry of Justice Ministry of Awqaf and Islamic Affairs and Holy Places Tribunals of Communities National Committee Concerned partners	Number of lectures and seminars.	Periodic and continuous 2024-2027
		Hold awareness sessions for bodies and institutions working in the tourism and sports sectors.	Ministry of Justice National Committee Ministry of Tourism Ministry of Youth Concerned partners	Number of awareness sessions for target groups.	2025-2027

Sub-goals	Expected Outputs/ results	Activity/Program	Responsible Party	Indicators	Time frame
		Implement awareness campaigns for the chambers of industry and commerce and the sectors they represent about the crime of human trafficking.	Ministry of Justice Chambers of Commerce Chambers of industry Concerned partners	-Number of implemented awareness programs.  -Number of participating sectors.	2024 – 2025
Second goal: Encouraging scientific research on combating human trafficking.	Specialized research on human trafficking.	Adopt an up-to-date course on forms of human trafficking crimes (optional, or a law school course).	Ministry of Justice National Committee Public and private universities, research institutes, and study centers Concerned partners	Number of approved courses.	Periodic and continuous 2024-2027
		Conduct specialized scientific research to study the phenomenon of human trafficking and combating it.	Ministry of Justice National Committee Universities and research and studies institutes Concerned partners	Number of researches.	Periodic and continuous 2024-2027



### The Third strategic goal: Guaranteeing workers' rights from exploitation, and forced labor

Sub-goals	Expected Outputs/ results	Activity/Program	Responsible Party	Indicators	Time frame
First goal: Reducing labor exploitation.	A decent and safe work environment that takes into account decent work, safety, and occupational health standards.	Intensify inspection visits to improve working conditions for workers in various sectors	Ministry of Labor Public Security Directorate Concerned partners	-Number of visits.  -Number of targete institutions.	Periodic and continuous 2024-2027
		Launch inspection campaigns directed at various sectors (agricultural, industrial, tourism, etc..)	Ministry of Labor Public Security Directorate Concerned partners	Number of campaigns.	Periodic and continuous 2024-2027
		Apply the Golden List Standards to factories in industrial zones and economic establishments.	Ministry of Labor Concerned partners	Percentage of factories applying golden standards.	Periodic and continuous 2024-2027
		Follow up on domestic workers' complaints and take action in accordance with regulatory legislation	Ministry of Labor Concerned partners	Number of followed-up complaints.	Periodic and continuous 2024-2027

Sub-goals	Expected Outputs/ results	Activity/Program	Responsible Party	Indicators	Time frame
		Evaluate procedures to facilitate direct access to domestic workers and establish a mechanism to reach them.	Ministry of Labor National Committee Concerned partners	Number of complaints.	2024-2025
Second goal: Developing the electronic inspection system on economic entities.	Highly efficient inspection procedures	Develop a protection platform to receive labor complaints efficiently and effectively.	Ministry of Labor Concerned partners	Number of received complaints.	2024-2025
		Automate inspection visit reports.	Ministry of Labor Concerned partners	- Number of issued electronic reports.  - Number of actions taken.	2025- 2026





## The Fourth strategic goal: Using modern technology to combat human trafficking.

Sub-goals	Expected Outputs/ results	Activity/Program	Responsible Party	Indicators	Time frame
First goal: Developing and updating the website of Anti-Human Trafficking National Committee	Effective and developed website	Conduct meetings with the information technology authorities to evaluate and develop the website and managing the content.	Ministry of Justice National Committee Judicial Council Ministry of Digital Economy and Entrepreneurship Concerned partners	Number of meetings.	Periodic and continuous 2024-2027
		Translate the website contents into English.	Ministry of Justice National Committee Concerned partners	The website is effective.	2025-2026
Second goal: Reinforcing of electronic monitoring and tracking to combat the human trafficking domain.	Improving the technological infrastructure for monitoring and tracking human trafficking cases.	Automate the procedures of the National Referral Mechanism and Standard Operating Procedures for dealing with human trafficking cases.	National Committee Concerned partners	Number of cases.	2025-2027
		Intensify electronic patrols to monitor the actions, forms of human trafficking crime and enhance the capabilities of related staff.	Ministry of Justice Judicial Council Public Security Directorate	Number of periodicals.	Periodic and continuous 2024-2027
		Standardize data and statistics on human trafficking.	Ministry of Justice National Committee Judicial Council	Number of automated statistical reports.	Periodic and continuous 2024-2027

Sub-goals	Expected Outputs/ results	Activity/Program	Responsible Party	Indicators	Time frame
		Create a register of human trafficking cases within the Mizan system.	Ministry of Justice Judicial Council	Statistical reports.	2025-2027
First goal: Strengthening the capabilities and capacities of the Anti-Human Trafficking National Committee.	A more effective committee.	Support the National Committee through allocation of financial and human resources.	Ministry of Justice National Committee Concerned partners	-The allocated budget.  -Number of specialized employees.	Periodic and continuous 2024-2027
		Exchange experiences with international and national committees counterparts	Ministry of Justice National Committee Concerned partners	-Number of experiments viewed.	Periodic and continuous 2024-2027
		Strengthen the capabilities of the members of the Anti- human trafficking National, Technical Committees in studying international reports on human trafficking and following up on recommendations in this regard.	National Committee Concerned partners	Number of courses.	Periodic and continuous 2024-2027



## The Fifth strategic goal: Developing the institutional capacity of the Anti- Human Trafficking National Committee and partner agencies

Sub-goals	Expected outputs/ results	Activity/program	Responsible Party	Indicators	Time frame
Second goal: Reinforcing the institutional capacities of the stakeholders concerned with Anti- human trafficking.	Highly qualified and efficient staff	Train health personnel in early identification of human trafficking victims.	Ministry of Health National Committee Concerned partners	-Number of trained employees.  -Number of training.	Periodic and continuous 2024-2027
		Train administrative leaders and workers in the relevant case departments and committees in the Ministry of Interior on the national referral mechanism for identifying victims of human trafficking and the effectiveness of their investigation.	Ministry of Interior National Committee Concerned partners	-Number of trained employees.  -Number of training.	Periodic and continuous 2024-2027
		Conduct training for front-line workers on the mechanism of early detection of human trafficking cases involving children, including in the agriculture and tourism sectors.	Ministry of Social Development Ministry of Labor National Council for Family Affairs National Committee Concerned partners	-Number of beneficiaries. -Number of courses.	Periodic and continuous 2024-2027

Sub-goals	Expected outputs/ results	Activity/program	Responsible Party	Indicators	Time frame
		Activate the work of the Domestic Workers Affairs Committee.	Ministry of Labor National Committee Concerned partners	Number of meetings.	Periodic and continuous 2024-2027
		Exchange experiences with other countries to develop the Anti-Human Trafficking National Committee's skills in policies.	Ministry of Justice National Committee Concerned partners	Number of visits and experiences.	Periodic and continuous 2024-2027



## The Sixth strategic goal: Advancing and developing the legislative framework to combat human trafficking in Jordan

Sub-goals	Expected Outputs/ results	Activity/Program	Responsible Party	Indicators	Time frame
Updating national legislation to combat human trafficking to align with international agreements in force.	A National legislation consistent with international agreements.	Study and evaluate relevant national legislation to determine compatibility with international agreements on combating human trafficking.	Ministry of Justice National Committee Judicial Council Concerned partners	Number of evaluation reports.	2025-2026
		Hold workshops and meetings to discuss the evaluation with concerned parties and Partners.	Ministry of Justice National Committee Judicial Council Concerned partners	Number of sessions.	2025-2026
		Form a committee of concerned parties to study the proposed amendments to legislation related to combating human trafficking.	Ministry of Justice National Committee Judicial Council Concerned partners	-Committee meetings.  -The committee's recommendations regarding the legislation that was reviewed.	2025-2026
		Hold workshops for the participation of Civil Society Organizations and relevant organizations to evaluate the proposed amendments.	Ministry of Justice National Committee Concerned partners	-Number of workshops.  -Committee recommendations.	2025-2027

## Pillar Two :Protection

### The first strategic goal: Providing protection mechanisms for victims and crime-affected persons

Sub-goals	Expected Out-puts/Results	Activity/Program	Responsible Party	Indicators	Time frame
First goal: Improving services provided for victims and those affected by human trafficking crimes.	Services according to international best practices	Provide the Anti-Human Trafficking Victims Assistance Fund with financial resources.	Ministry of Justice National Committee Concerned partners	Amount of donations and grants.	Periodic and continuous 2024-2027
		Expand shelters taking into account the geographical scope to receive victims of human trafficking and provide the necessary support.	Ministry of Social Development Civil Society Organizations Concerned partners	The geographical scope of the shelters.	2024-2025
		Improve the necessary health and psychological care services for victims of human trafficking.	Ministry of Health Private hospitals Concerned partners	Number of beneficial victims.	Periodic and continuous 2024-2027
		Intensify field visits by specialists in the Ministry of Health to public and private hospitals to ensure compliance with the implementation of the general procedures guide for donating, transferring, and transplanting human organs, tissues, and cells.	Ministry of Health	-Number of visits.  -Number of reports.	Periodic and continuous 2024-2027
Second goal: Enforcing the memorandum of understanding for free legal assistance to human trafficking victims.		Train lawyers on indicators and elements of the crime of human trafficking, and mechanisms for providing legal assistance.	Ministry of Justice Bar Association Concerned partners	Number of trained lawyers.	Periodic and continuous 2024-2027



Sub-goals	Expected Out-puts/Results	Activity/Program	Responsible Party	Indicators	Time frame
		Develop direct lines of legal aid and their implementation mechanisms.	Ministry of Justice Bar Association Concerned partners	Number of aid cases.	Periodic and continuous 2024-2027
Third goal: Guaranteeing victims' right to compensation as a result of the damage they suffered.	Obtaining fair compensation and redress.	Provide free legal representation for victims of human trafficking in civil lawsuits.	Ministry of Justice Bar Association Concerned partners	Number of aid cases.	Periodic and continuous 2024-2027
		Submit requests to postpone court fees in compensation lawsuits for victims of human trafficking by a lawyer.	Ministry of Justice Bar Association Concerned partners	Number of cases in which fees were postponed.	Periodic and continuous 2024-2027
Fourth goal: Strengthening the specialists' capacities in the concerned protection entities for victims and crime-affected persons.	Qualified and trained personnel capable of protecting victims and those affected by human trafficking.	Train social workers, shelter workers, and law enforcement agencies on the national referral mechanism.	Ministry of Social Development National Committee Civil Society Organizations Concerned partners	-Number of training.  -Number of employees.	Periodic and continuous 2024-2027
		Conduct advanced training courses for early identification per the national referral mechanism for the judicial police, labor inspectors, Civil Society Organizations, and responders in the relevant authorities.	Ministry of Labor National Committee Concerned partners	Number of courses Number of employees	2025-2026

**The second strategic goal: The Insurance of the physical and psychological recovery of victims and crime-affected persons.**

Sub-goals	Expected Outputs/ results	Activity/Program	Responsible Party	Indicators	Time frame
First goal: Improving safe voluntary repatriation procedures, social reintegration, and inclusion.	Procedures for the voluntary return of victims and their integration into society in accordance with best practices.	Study and evaluate the reality of voluntary return and reintegration programs for victims and prepare recommendations for this.	Ministry of Justice Ministry of Interior Ministry of Social Development Ministry of Labor Public Security Directorate Concerned partners	Study the reality of the situation.	2025 -2026
		Develop and facilitate voluntary return and reintegration procedures to ensure the best interests of the victims.	Ministry of Justice Ministry of Interior Ministry of Social Development Ministry of Labor Public Security Directorate Concerned partners	- A unified procedures guide.  - Number of cases.	2025 -2026
		Signing memorandums of understanding with partner agencies to provide rehabilitation programs for victims.	Ministry of Justice Ministry of Social Development Concerned partners	Number of memorandums of understanding.	2024 -2026
		Develop the capacities of social and psychological workers and front-line workers on procedures to reintegrate victims following the national referral mechanism.	Ministry of Social Development Ministry of Health National Committee Concerned partners	-Number of trained employees.  -Number of training.	Periodic and continuous 2024-2027





Sub-goals	Expected Outputs/ results	Activity/Program	Responsible Party	Indicators	Time frame
Second goal: Enforcing mechanisms to stop victims’ prosecution and crime-affected persons.	An end to the prosecution of human trafficking victims.	Strengthen the capabilities of public prosecutors by activating codes related to stopping the prosecution of human trafficking victims and those affected.	Judicial Council Ministry of Justice Concerned partners	-Circulars issued. -Number of trained pros- ecutors.	Periodic and continuous 2024-2027
		Train front-line workers on the national referral mechanism and standard operating procedures for dealing with human trafficking cases to identify victims in preparation for activating mechanisms to stop their persecution.	Ministry of Justice National Committee Concerned partners	-Number of training.  -Number of trainees.	Periodic and continuous 2024-2027

**Pillar three: Preliminary investigation and prosecution**

**The first strategic goal: Enhancing the effectiveness of preliminary investigation and prosecution of human trafficking crimes**

Sub-goals	Expected Out-puts/Results	Activity/Program	Responsible Party	Indicators	Time frame
First goal: Raising the competency of those responsible for preliminary (inferential) investigation procedures in human trafficking crimes.	Specialized and qualified judicial police.	Train and strengthen the capabilities of the judicial police in specialized investigations in combating the crime of human trafficking.	National Committee Public Security Directorate Concerned partners	-Number of training. -Number of trainers.	Periodic and continuous 2024-2027
		Train law enforcement agencies on advanced investigative techniques (financial investigation, cybercrime scene, etc).	National Committee Public Security Directorate Concerned partners	-Number of training. -Number of trainers.	Periodic and continuous 2024-2027
		Update the procedural guide for the judicial police’s initial search and implementing it.	Public Security Directorate National Committee Concerned partners	- Updated guide -Number of training -Number of trainers.	2025 - 2026



Sub-goals	Expected Out-puts/Results	Activity/Program	Responsible Party	Indicators	Time frame
second goal: Strengthening the capabilities of the Public Prosecution members in the specialized investigation of human trafficking cases, and expanding investigations into other crimes that help the occurrence of human trafficking crimes or facilitate their commission.	Specialized Public Prosecution	Strengthen the capabilities of public prosecutors in specialized investigation of human trafficking crimes.	National Committee Judicial Council Concerned partners	-Number of training.  -Number of trainers.	Periodic and continuous 2024-2027
		Strengthen the capabilities of public prosecutors to conduct parallel financial investigations in human trafficking cases.	National Committee Judicial Council Concerned partners	-Number of training.  -Number of trainers.	Periodic and continuous 2024-2027
		Raise the capabilities of public prosecutors to use technical evidence and modern techniques in the field of investigation of human trafficking cases.	National Committee Judicial Council Concerned partners	-Number of trainings - Number trainers.	Periodic and continuous 2024-2027
Third goal: Strengthening the capabilities of judges in trials of human trafficking cases.	Specialized trained judges to hear human trafficking cases.	Conduct training programs for judges at the foundational and specialized levels.	Judicial Council Concerned partners	-Number of training. -Number of trainers.	Periodic and continuous 2024-2027

Sub-goals	Expected Out-puts/Results	Activity/Program	Responsible Party	Indicators	Time frame
		Train on the standards of individuality of penalty in human trafficking cases, and the role of punishment in achieving general and specific deterrence.	Judicial Council Concerned partners	-Number of training. - Number of trainers.	Periodic and continuous 2024-2027
Fourth goal: Increasing the efficacy of investigation and litigation procedures in human trafficking crimes.	Improving the efficiency of investigation and litigation procedures.	Update the guidelines for investigation and litigation procedures in human trafficking cases.	Judicial Council Concerned partners	Guideline.	2025-2026
		Publish the principles and penalties contained in judicial rulings related to human trafficking crimes.	Judicial Council Concerned partners	Reports on published judgments.	Periodic and continuous 2024-2027



## The second strategic goal: Insurance of the protection of victims and witnesses during investigation and trial procedures

Sub-goals	Expected outputs/ results	Activity/pro-gram	Responsible Party	Indicators	Time frame
First goal: Using modern technical means to ensure the protection of victims and witnesses in human trafficking cases.	Modern technological infrastructure that ensures the protection of victims and witnesses	Use modern technologies to hear victims and witnesses remotely.	Ministry of Justice Judicial Council Ministry of Social Development Concerned partners	Number of remote trial sessions.	2025-2027
		Train relevant employees on the use of TV connection technology and modern technologies.	National Committee Judicial Council Concerned partners	-Number of training.  -Number of trainers.	2025-2027
Second goal: Activating the necessary measures to protect victims and witnesses of human trafficking crimes.	Effective measures to ensure the protection of victims and witnesses	Provide security escorts for victims and witnesses of human trafficking crimes and ensuring that they do not socialize with the perpetrators.	Judicial Council Ministry of Justice Public Security Directorate	Number of implemented escorts.	Periodic and continuous 2024-2027

## Pillar Four: Partnership and International Cooperation

**The first strategic goal: Strengthening the partnership with civil society organizations and the public and private sectors to combat human trafficking.**

Sub-goal	Expected outputs/ results	Activity/program	Responsible Party	Indicators	Time frame
Improving national coordination and cooperation between official and unofficial bodies in the field of combating human trafficking.	Cooperative and effective official and unofficial national bodies.	Hold periodic meetings for members of the Technical Committee to Prevent Human Trafficking and Concerned Partners.	Ministry of Justice National Committee Relevant Civil Society Organizations	-Number of meetings.  -Number of recommendations.  -Number of memorandums of understanding.	Periodic and continuous 2024-2027
		Transfer knowledge and exchange recommendations on combatting human trafficking needs.			
		Sign memorandums of understanding with concerned partners to implement relevant activities.			



## The second strategic goal: Regional and International cooperation to combat human trafficking

Sub-goal	Expected Outputs/ Results	Activity/Program	Responsible Party	Indicators	Time frame
Strengthening regional and international cooperation to combat human trafficking.	-A participatory approach to combating human trafficking.  -Effective international cooperation mechanisms.	Evaluate bilateral memorandums of understanding between Jordan and labor-exporting countries to identify and address gaps.	Ministry of Foreign Affairs and Expatriates Ministry of Labor Concerned partners	-Number of studies.  -Number of follow-up cases.  -Number of memorandums of understanding.  -Number of evaluation visits.	2025-2027
		Activate the role of the Ministry of Foreign Affairs and Expatriates by following up on potential human trafficking cases.			
		Activate the memorandum of understanding signed between the Ministry of Labor and the International Labor Organization (Better Work Project).			
		Exchange information about human traffickers and fraudulent recruitment agencies and prepare a national list of this.			
		Study and follow up on the recommendations issued by periodic reports related to combating human trafficking.			
	Strengthen coordination and information exchange between national and international law enforcement agencies.	Ministry of Justice Ministry of Foreign Affairs and Expatriates National Committee Concerned partners	Number of reviewed international experiences.	Periodic and continuous 2024-2027	
	Review international best practices in the field of combating human trafficking.	Ministry of Justice Ministry of Government Communications Ministry of Foreign Affairs and Expatriates National Committee Concerned partners	-Number of reports.  -Media campaigns.	Periodic and continuous 2024-2027	
	Introduce the international community to Jordan's efforts in combating human trafficking.				
	Hold meetings to study the difficulties and challenges facing the voluntary return of victims of human trafficking.	Ministry of Justice Ministry of Foreign Affairs and Expatriates Concerned partners	-Number of meetings.  -Results of studies.	2025-2026	
Strengthen international judicial cooperation within the framework of combating the crime of human trafficking.	Ministry of Justice Judicial Council Concerned partners	Number of cooperation	Periodic and continuous 2024-2027		

## 11. Appendixes

### Appendixes No. (1)

#### **A list of the most prominent agreements related to combating human trafficking.**

- United Nations Convention against Transnational Organized Crime of 2000 and the Protocols thereto, including the Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children.
- The 1926 Slavery Convention, the Supplementary Convention on the Abolition of Slavery, the Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery of 1956, and the International Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others 1951.
- The International Covenant on Civil and Political Rights of 1966.
- The International Covenant on Economic, Social and Cultural Rights of 1966.
- The United Nations Convention on the Rights of the Child of 1989.
- The Optional Protocol to the Convention on the Rights of the Child on the Involvement of Children in Armed Conflict, and the Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution, and Child Pornography.
- The Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages of 1962.
- The Convention on the Elimination of Racial Discrimination of 1965.
- The Convention on the Elimination of all Forms of Discrimination against Women of 1976.
- The Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.
- Jordan also ratified most of the main conventions issued by the Labor Organization related to workers.





## Appendix No. (2)

### **A list of national legislation related to combating human trafficking**

1. Anti-Human Trafficking Law No. (9) of 2009.
2. Jordanian Penal Code No. (16) of 1960.
3. Labor Law No. (8) of 1996.
4. Law on the Use of Human Body Organs No. (23) of 1977.
5. Regulation on Shelters for Victims and those Affected by Human Trafficking Crimes No. 30 of 2012 and its amendments.
6. Human Trafficking Victims Assistance Fund Regulation No. 6 of 2023, which aims to provide financial assistance to victims in human trafficking cases, in addition to providing legal assistance through legal advice to victims in human trafficking cases.
7. Agricultural Workers Regulation No. 19 of 2021.
8. Regulation of Offices Operating in Recruiting Non-Jordanian Domestic Workers No. (63) of 2020.
9. The national referral mechanism and standard operating procedures for dealing with human trafficking cases, which define the roles assigned to each agency to carry out its work in coordination with the relevant authorities.
10. Memorandum of understanding with the Jordanian Bar Association to provide legal assistance to victims of human trafficking.

### Appendix No. (3)

National Strategy preparation team

Chairman of the Committee - Secretary General of the Ministry of Justice for Judicial Affairs, Judge Dr. Sa`ad Al-Lawzi.

And membership of:

1. Judge Mahmoud Al-Samadi.
  2. Judge Badr Abu Dalw.
  3. Judge Dr. Thaer Nassar.
  4. Director of the Human Rights Directorate, Dr. Hanan Al-Khalaileh.
  5. Head of the Human Trafficking Prevention Department, Dr. Abdul Karim Al-Zawahreh,
  6. Head of the Anti-Human Trafficking Unit, Major Mohammed Al-Klifat.
  7. Representative of the Ministry of Labor, Mr. Belal Al-Majali.
  8. Representative of the Ministry of Interior, Dr. Arwa Al-Qaralleh.
  9. Representative of the Ministry of Health, Ms. Jehan Al-Qaryouti.
  10. Representative of the Ministry of Social Development, Mr. Muawiyah Masadeh.
  11. Representative of the Ministry of Foreign Affairs and Expatriates, Mr. Muhammad Khraisat.
  12. Representative of the National Center for Human Rights, Mr. Mohammed Al-Helou.
  13. Representative of the National Council of Family Affairs, Mrs. Na`ela Saraireh.
  14. Committee Rapporteur, Ms. Omayma Qattash / Human Trafficking Prevention Department.
- Strategic planning experts from the Directorate of Planning and Institutional Performance Development/Ministry of Justice.
1. Engineer Na`ela Qardhaji/ Director of the Directorate of Planning and Institutional Performance Development.
  2. Mr. Ghaleb Al-Mahamid / Head of the Department of Studies and Statistics.



## Appendix No. (4)

### The most prominent national efforts to combat human trafficking

1. Issuance of the Law Amending the Anti-Human Trafficking Law No. 10 of 2021 and the new legal texts it includes in terms of providing a specialized judiciary, establishing the victims' support fund, and stipulating the provision of services and assistance to victims and other forms of protection for victims and those affected by human trafficking crimes.
2. Officially launching the national referral mechanism for victims of human trafficking in Jordan, and the roles of entities concerned with combating human trafficking, protection and best care for victims, and their integration or ensuring their safe voluntary return. It was printed in English and Arabic and distributed to Partners.
3. Issuance of the Human Trafficking Victims Assistance Fund Regulation No. (6) of 2023 .
4. Issuance of Regulation No. (46) of 2023 amending the Regulation of Shelters for Victims and those affected by human trafficking crimes.
5. Signing a memorandum of understanding with the Jordanian Bar Association to provide legal assistance to victims of human trafficking, in a way that ensures the preservation of their rights and awareness of them.
6. Completing the evaluation of the National Strategy to prevent human trafficking for the years 2019-2022 by the American Bar and Judges Association in Amman, the committee in charge holding several meetings to develop the new National Strategy to combat human trafficking for the years 2024-2027, where it was adopted.
7. The Judicial Council has formed a committee to follow up on all matters related to human trafficking within the functions of the judiciary.
8. The Judicial Council has appointed (75) judges and members of the Public Prosecution.
9. A room has been allocated for the initial reception of victims of human trafficking (women) in Dar Al-wafaq shelters in both regions north and south affiliated with the ministry of social developments .

10. The Hemaya electronic platform for labor complaints has been activated, through which indicators of trafficking have been listed and which allows the worker to file a complaint at any time and within (24) hours.
11. Training and strengthening the capabilities of users on the front lines on an ongoing basis and in cooperation with Partners.
12. Continuous cooperation and coordination with international and local organizations in the field of combating human trafficking.





