

Glossary

A
B
C
D
E
F
G
H
I
J
M
N
O
P
R
S
T
U
V
W

A **AIDS**

the Acquired Immune Deficiency Syndrome, the most severe manifestation of infection with the human immunodeficiency virus (HIV). A syndrome is a cluster of medical conditions, including a number of opportunistic infections and cancers. To date there is no cure for AIDS, though antiretroviral treatment helps boost the immune system and increase resistance to the infections and cancers.

Antiretroviral drugs

substances used to kill or inhibit the multiplication of retroviruses such as HIV.

APINDO

acronym for Employers' Association of Indonesia

B **BEC**

acronym for Barbados Employers' Confederation

BCC

acronym for Behaviour Change Communication

BOCCIM

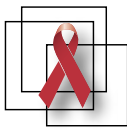
acronym for Botswana Confederation of Commerce Industry and Manpower

C **CAMFEBA**

acronym for Cambodian Federation of Employers and Business Associations

CEO

the chief executive officer of a company or corporation (private or public).



Glossary

A
B
C
D
E
F
G
H
I
J
M
N
O
P
R
S
T
U
V
W

D **Discrimination**

is used in accordance with the definition given in the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), to include HIV status. It also includes discrimination on the basis of a worker's perceived HIV status, including discrimination on the ground of sexual orientation.

E **ECOT**

acronym for Employers' Confederation of Thailand

Employer

a person or organization employing workers under a written or verbal contract of employment which establishes the rights and duties of both parties, in accordance with national law and practice. Governments, public authorities, private enterprises and individuals may be employers.

Epidemic

a disease that spreads rapidly through a demographic segment of the human population, such as everyone in a given geographic area; a military base, or similar population unit; or everyone of a certain age or sex, such as the children or women of a region. Epidemic diseases can be spread from person to person or from a contaminated source such as food or water.

Epidemiology

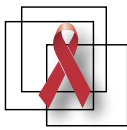
the branch of medical science that deals with the study of incidence, distribution, determinants of patterns of a disease and its prevention in a population.

F **FKE**

acronym for Federation of Kenya Employers

FSE&CC

acronym for Federation of Swaziland Employers & Chamber of Commerce



Glossary

A
B
C
D
E
F
G
H
I
J
M
N
O
P
R
S
T
U
V
W

FUE

acronym for Federation of Uganda Employers

G Gender and sex

there are both biological and social differences between men and women. The term “sex” refers to biologically determined differences, while the term “gender” refers to differences in social roles and relations between men and women (see Module 5 of the ILO education and training manual). Gender roles are learned through socialization and vary widely within and between cultures. Gender roles are also affected by age, class, race, ethnicity and religion, as well as by geographical, economic and political environments.

GICAM

acronym for Groupement Inter-patronal du Cameroun

GIPA

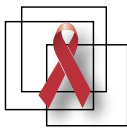
acronym for ‘the greater involvement of people living with or affected by HIV/AIDS’.

Global Fund to fight AIDS, tuberculosis and malaria

the Global Fund to Fight AIDS, Tuberculosis and Malaria, established in 2001, is an independent public-private partnership. It is the largest global fund in the health domain, with over US\$2 billion currently committed. The purpose of the Global Fund is to attract, manage and disburse additional resources to make a sustainable and significant contribution to mitigate the impact caused by HIV/AIDS, tuberculosis and malaria in countries in need, while contributing to poverty reduction as part of the Millennium Development Goals.

H HAART

(Highly active antiretroviral therapy): The name given to treatment regimens recommended by leading HIV experts to aggressively suppress viral replication and slow the progress of HIV disease. Recently, a new drug has been developed to prevent the virus from entering the cell.



Glossary

A
B
C
D
E
F
G
H
I
J
M
N
O
P
R
S
T
U
V
W

HIV

the Human Immunodeficiency Virus, a virus that weakens the body's immune system, ultimately causing AIDS. Affected persons: persons whose lives are changed in any way by HIV/AIDS due to infection and/or the broader impact of this epidemic.

HIV-negative

showing no evidence of infection with HIV (e.g., absence of antibodies against HIV) in a blood or tissue test. Synonymous with seronegative.

HIV-positive

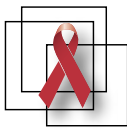
showing indications of infection with HIV (e.g., presence of antibodies against HIV) on a test of blood or tissue. Synonymous with seropositive. Test may occasionally show false positive results.

HIV-related disease

Symptoms of HIV- infection may occur both at the beginning of HIV infection and after immune compromise sets in leading to AIDS. During the initial infection with HIV, when the virus comes into contact with the mucosal surface, it finds susceptible target cells and moves to lymphoid tissue where massive production of the virus ensues. This leads to a burst of high-level viremia (virus in the bloodstream) with wide dissemination of the virus. Some people may have flu-like symptoms at this stage but these are generally referred to as symptoms of primary infection rather than HIV-related disease. The resulting immune response to suppress the virus is only partially successful and some virus escapes and may remain undetectable for months to years. Eventually high viral turnover leads to destruction of the immune system. HIV disease is, therefore, characterized by a gradual deterioration of immune function. During the course of infection, crucial immune cells, called CD4+ T cells, are disabled and killed, and their numbers progressively decline.

HIV incidence

HIV incidence (sometimes referred to as cumulative incidence) is the proportion of people who have become infected with HIV during a specified period of time.



Glossary

A
B
C
D
E
F
G
H
I
J
M
N
O
P
R
S
T
U
V
W

HIV prevalence

usually given as a percentage, HIV prevalence quantifies the proportion of individuals in a population who have HIV at a specific point in time.

I ICFTU

acronym for International Confederation of Free Trade Unions

IEC

acronym for 'information, education and communication'.

IOE

acronym for the International Organization for Employers.

J JEF

acronym for Jamaica Employers' Federation

M Microbicide

an agent (e.g. a chemical or antibiotic) that destroys microbes. Research is being carried out to evaluate the use of rectal and vaginal microbicides to inhibit the transmission of sexually transmitted diseases, including HIV.

MTCT

acronym for 'mother-to-child transmission'.

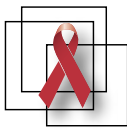
See also <http://www.unaids.org/publications/documents/mtct/index.html>

N NAC

acronym for the National AIDS Council.

NACP

acronym for the National AIDS Control Programme.



Glossary

A
B
C
D
E
F
G
H
I
J
M
N
O
P
R
S
T
U
V
W

NAP

acronym for the National AIDS Programme.

NAP

acronym for the Network of African People Living with HIV/AIDS.

O Occupational health services

(OHS) is used in accordance with the description given in the Occupational Health Services Convention, 1985 (No. 161), namely health services which have an essentially preventative function and which are responsible for advising the employer, as well as workers and their representatives, on the requirements for establishing and maintaining a safe and healthy working environment and work methods to facilitate optimal physical and mental health in relation to work. The OHS also provide advice on the adaptation of work to the capabilities of workers in the light of their physical and mental health.

Opportunistic infections

illnesses caused by various organisms, some of which usually do not cause disease in persons with healthy immune systems. Persons living with advanced HIV infection suffer opportunistic infections of the lungs, brain, eyes and other organs.

Orphans

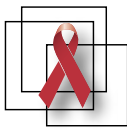
in the context of AIDS, refers to 'children orphaned by AIDS' or 'orphans and other children made vulnerable by AIDS'.

P Pandemic

a disease prevalent throughout an entire country, continent, or the whole world. See EPIDEMIC.

Persons with disabilities

is used in accordance with the definition given in the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), namely individuals whose prospects of securing, retaining and advancing in suitable employment are substantially reduced as a result of a duly recognized physical or mental impairment.



Glossary

A
B
C
D
E
F
G
H
I
J
M
N
O
P
R
S
T
U
V
W

PMTCT

acronym for 'prevention of mother-to-child transmission'. See also <http://www.unaids.org/publications/documents/mtct/index.html>

PLWHA

acronym for people living with HIV/AIDS.

R Reasonable accommodation

any modification or adjustment to a job or to the workplace that is reasonably practicable and will enable a person living with HIV or AIDS to have access to or participate or advance in employment.

Retrovirus

a type of virus that, when not infecting a cell, stores its genetic information on a single-stranded RNA molecule instead of the more usual double-stranded DNA. HIV is an example of a retrovirus.

S Screening

measures whether direct (HIV testing), indirect (assessment of risk-taking behaviour) or asking questions about tests already taken or about medication, designed to establish HIV status.

SESI

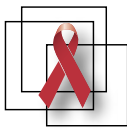
acronym for Social Service of Industry, Brazil

SME

acronym for small and micro-enterprises

Social dialogue

Social dialogue includes all types of negotiation, consultation and information sharing among governments, employers, and workers and their representatives. It may be a tripartite process, with government as an official party to the dialogue or it may consist of bipartite relations between employers * whether public or private * and workers and their representatives. The main goal of social dialogue is to promote consensus building and cooperation between the government and social partners in the world of work in order to achieve objectives of common interest.



Glossary

A
B
C
D
E
F
G
H
I
J
M
N
O
P
R
S
T
U
V
W

STI

sexually transmitted infection includes, among others, syphilis, chancroid, chlamydia, gonorrhoea. It also includes conditions commonly known as sexually transmitted diseases (STDs). The spectrum of STIs now includes HIV, which causes AIDS. The complexity and scope of STIs have increased dramatically since the 1980s; more than 20 organisms and syndromes are now recognized as belonging in this category.

T Termination of employment

has the meaning attributed in the Termination of Employment Convention, 1982 (No. 158), namely dismissal at the initiative of the employer.

Testing

HIV testing and counselling is pivotal to both prevention and treatment interventions. The '3Cs' continue to be underpinning principles for the conduct of HIV testing of individuals; testing must be: *confidential*; accompanied by *counselling*; only be conducted with informed *consent*, meaning that it is both informed and voluntary.

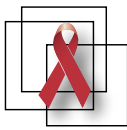
Tripartite

is the term used to describe equal participation and representation of governments and employers' and workers' organizations in bodies both inside the ILO and at the national, sector and enterprise levels.

U UNAIDS

acronym for the Joint United Nations Programme on HIV/AIDS. The Programme brings together the efforts and resources of ten UN system organizations to help the world prevent new HIV infections, care for those already infected, and mitigate the impact of the epidemic. The ten UNAIDS cosponsoring organizations are :

Office of the United Nations High Commissioner for Refugees (UNHCR), United Nations Children's Fund (UNICEF), World Food Programme (WFP), United Nations Development Programme (UNDP), United Nations Population Fund (UNFPA), United Nations Office on Drugs and Crime (UNODC), International Labour Organization (ILO), United Nations Educational, Scientific and Cultural Organization (UNESCO), World Health Organization (WHO), World Bank



Glossary

A
B
C
D
E
F
G
H
I
J
M
N
O
P
R
S
T
U
V
W

Universal Precautions

are a simple standard of infection control practice to be used to minimize the risk of exposure to pathogens, e.g. the use of gloves, barrier clothing, and goggles (when anticipating splatter, masks) to prevent exposure to tissue, blood and body fluids.

V VCT

acronym for 'voluntary counselling and testing'. All testing should be conducted in an institutional environment which has adopted the 'Three Cs': confidentiality, informed consent, and counselling. See also

<http://www.unaids.org/publications/documents/health/counselling/index.html>.

Vulnerability

refers to socio-economic disempowerment and cultural context, work situations that make workers more susceptible to the risk of infection and situations which put children at greater risk of being involved in child labour (for more detail see Appendix I of the Code).

W Workers' representatives

in accordance with the Workers' Representatives Convention, 1971 (No. 135), are persons recognized as such by national law or practice whether they are: (a) trade union representatives, namely, representatives designated or elected by trade unions or by members of such unions; or

(b) elected representatives, namely, representatives who are freely elected by the workers of the undertaking in accordance with provisions of national laws or regulations or of collective agreements and whose functions do not include activities which are recognized as the exclusive prerogative of trade unions in the country concerned.