



International  
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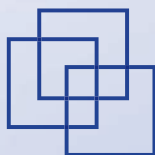
GETTING  
TO ZERO

IN THE  
WORK  
PLACE

IMPLEMENT  
R200

# ILO PROGRAMME ON HIV/AIDS AND THE WORLD OF WORK (ILO/AIDS)

*Prevent HIV, Protect Human Rights at Work*



Tailoring its response to country-specific needs, the International Labour Organization (ILO) works with governments, employers' and workers' organizations, UNAIDS as well as other UN agencies and a range of stakeholders, including people living with HIV. The ILO Programme on HIV/AIDS (ILO/AIDS) aims to:

- Protect human rights at work by promoting the development of national tripartite policies and programmes and national legal frameworks on HIV and AIDS that integrate the key principles of the ILO Recommendation on HIV and AIDS and the World of Work, 2010 (No. 200);
- Strengthen HIV prevention efforts by focusing on working women and men who are most at risk in key economic sectors in the formal and informal economies;
- Promote public-private partnerships; and
- Enhance social protection coverage, including employment opportunities for key populations at risk of HIV infection and those living with or affected by HIV or AIDS.



## Providing strong frameworks for action

In 2001, the ILO adopted the ILO Code of Practice on HIV/AIDS and the world of work. The Code of practice was a landmark instrument which provided expert guidance for governments, employers' and workers' organizations on preventing HIV and managing its impact in and through the workplace.

The Code of practice has been widely accepted and has been translated into more than 50 languages. A number of national laws and policies were adopted based on the key principles of the ILO Code.

Building on the sound foundation provided by the Code of practice, in 2010 the International Labour Conference gave the world the first international labour standard on HIV and AIDS: the **ILO Recommendation concerning HIV and AIDS and the World of Work, 2010 (No. 200)**.

## Zero discrimination at the workplace

An estimated 34 million people globally are living with HIV (UNAIDS, 2010). Most of them are of productive age (15-49 years old) and the workplace is where the majority of those affected by the epidemic spend much of their time. In addition, it is essential to address HIV-related stigma and discrimination in the workplace. Not only are many workers forced out of employment due to HIV-related discrimination, but fear of negative repercussions thwarts prevention efforts where workers are afraid to learn or disclose their status and seek needed services. The workplace is therefore a vital entry point for efforts to achieve the common objective of achieving zero HIV discrimination.



## Zero new infections: using the workplace as a gateway for prevention

New infections continue to outpace the number of people starting treatment. In light of this trend, strengthening and scaling up HIV prevention must remain an urgent global priority.

Workplaces are an essential entry point for providing effective low cost and sustainable programmes to reach the key populations—depending on the nature of the epidemic in each country— that are most at risk of HIV infection.

The ILO uses a combination of approaches to reach working women and men within key economic sectors. An added advantage of workplace policies and programmes is that they are designed to go beyond the workplace and reach out to workers' families and dependants, as well as to local communities.

## Reaching out to mobile and migrant workers

A number of factors associated with mobility can increase the risk of HIV infection. These factors may include: separation from families, language and cultural barriers, poor living and working conditions and lack of access to HIV prevention, treatment, care and support services.

The ILO has supported workplace programmes in more than 25 countries that focus on mobile and migrant workers in sectors where they are concentrated, including; agriculture, education, fishing, health, mining, retail, services, transport, tourism and the informal economy.

ILO is providing technical assistance to a multi-country transport corridor HIV and AIDS programme in Southern Africa. The programme focuses on addressing behavioural and structural barriers for mobile and migrant workers that impede their uptake of HIV services in six countries.

## HIV-sensitive social protection in Asia

The ILO carried out studies examining the HIV sensitivity of social protection schemes in Indonesia, Sri Lanka and China. In Indonesia, it prompted the revision of policies that previously prevented people living with HIV (PLHIV) from utilizing the state health insurance scheme for workers. At the regional level, the ILO advocates

for one-stop service centres, which are being piloted to improve access for the poor to essential services as well as to address the needs of PLHIV. The service centres are helping them to access a range of services to meet their basic needs, including access to healthcare and employment and skills programmes.

## Did you know that...?

- The HIV and AIDS Recommendation No. 200 has been already **translated into more than 22 languages**.
- Recommendation No. 200 has been cited, in conjunction with the ILO Discrimination (Employment and Occupation) Convention, 1958 (No. 111), **in three national court** cases upholding the rights of HIV-positive workers (in South Africa and Brazil) involving unfair dismissal.
- **32 countries** have already developed national workplace policies and sectoral policies, and legislation based on the principles of Recommendation No. 200.



## A gender-sensitive approach to HIV in Malawi

As part of the national HIV response, HIV programmes must tackle underlying gender inequalities that increase women's vulnerability to HIV. Transport corridors and cross-border areas in Malawi are among the HIV hotspots in the country. A baseline survey of these hotspots showed that workers along the corridor that are operating in lodges, bars and hotels, and the people they are interacting with, have increased risks of HIV infection.

To address the situation, the ILO trained more than 4,000 transport workers in 2010-2011, provided specialized training to local village businesswomen and help women established self-help associations. The training and women's associations have created strong bonds between the businesswomen, empowered them and enhanced their resolve to better protect themselves against HIV.

## Did you know that...?

- Since the inception of the ILO/AIDS programme in 2001, a total of **34,000 representatives from the ILO constituency** received training on HIV and AIDS.
- The ILO has supported workplace programmes in more than **70 countries**.
- More than **three million workers** have been reached by ILO/AIDS technical cooperation activities.

## Building on ten years of experience

The ILO Programme on HIV/AIDS and the World of Work (ILO/AIDS) was established in 2001 and contributes to the UN Millennium Development Goals by promoting universal access to HIV prevention, treatment, care and support through workplaces.

The ILO is a co-sponsor of the Joint UN Programme on AIDS (UNAIDS) and the lead UN agency for HIV and AIDS policies and programmes in the world of work and private sector mobilization.

Addressing HIV and AIDS is an integral part of the ILO's Decent Work Agenda, which aims to create jobs, guarantee rights at work, extend social protection and promote social dialogue.

Over the last ten years, ILO/AIDS benefited from financial support of UNAIDS and a variety of donors including the United States, Sweden, Norway, Italy and Germany as well as multilateral partners such as the OPEC Fund.

### Did you know that...?

- The **Political Declaration on HIV/AIDS (2011)** adopted by the United Nations General Assembly Special Session (UNGASS) **refers to ILO conventions and recommendation, including Recommendation No. 200**, and recognizes the important role of the world of work in the global AIDS response.
- Over the last four years, the ILO has helped its constituents to mobilize over US\$ 170 million for the world of work/private sector in more than 20 countries through the Global Fund to Fight AIDS, Tuberculosis and Malaria.
- Currently, **50 countries have decided to include HIV and AIDS in the priorities and outcomes of their Decent Work Country Programmes (DWCPs)**, which is the main vehicle for delivery of ILO technical support to countries.

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