

ILO Director-General, Guy Ryder

## New ILO Director-General Guy Ryder Takes Office

Mr Guy Ryder took office on 1 October as the 10th Director-General of the ILO. He joined the ILO in 1998 as Director of the Bureau for Workers' Activities. In 2010, he was appointed Executive Director responsible for International Labour Standards and Fundamental Principles and Rights at Work. In his first interview since taking the helm at the ILO, Mr Ryder stressed the importance of employment rights. "Rights at work are essential to recovery. I think we should not be led into the belief that creating more jobs means jettisoning international labour standards," he said speaking to ILO News.

## The ILO at the XIX International AIDS Conference: "Turning the tide together"

Washington, DC, hosted the 19th International AIDS Conference from 22 to 27 of July 2012. Addressing the delegates at the opening session, UNAIDS Executive Director Michel Sidibé stressed the challenges and opportunities that lie ahead: "We know how to get to zero. All that can stop us now is indecision and lack of courage. So when investments in HIV are cut, that is a decision to let HIV and AIDS continue to ruin lives and damage communities. When stigma, discrimination, criminalization and gender violence are allowed to continue, that is a decision to perpetuate HIV. We are at a fork in the road to zero. It is decision time".



Michel Sidibé, Executive Director of UNAIDS

### *The importance of Public-Private Partnerships*

The ILO, in collaboration with the Inter-Agency Task Team (IATT) on workplace and private sector engagement hosted an affiliated event to discuss "Actions against HIV and AIDS at workplace and the role of Public-Private Partnerships (PPP)".

Jan Beagle, UNAIDS Deputy Executive Director conveyed the UNAIDS' call for a new social compact where governments, donors, the private sector, civil society and other stakeholders come together in new and innovative ways - sharing responsibility and accountability for results. Statements made by representatives of the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), the United States Council for International Business (USCIB), the US Department of Labor (USDOL) and the Global Network of People living with HIV (GNP+) brought out the strategic value of workplace response and PPP in the AIDS response.



Alice Ouédraogo, Director of ILO/AIDS, addressing the Conference

Innovative examples were shared by the South African Business Coalition on HIV and AIDS, Levi Strauss & Co., GBC Health, PEPFAR and the Global Fund to Fight AIDS, Tuberculosis and Malaria. Recommendations on how HIV workplace programmes could be enhanced within national AIDS programmes were made in discussions involving representatives from the National AIDS Council of Kenya, the International Organisation of Employers (IOE) and the International Trade Union Confederation (ITUC).

Alice Ouédraogo, Director of the ILO Programme on HIV/AIDS and the World of Work (ILO/AIDS) explained that "the role of PPPs in the global response is yet to be fully optimized." She reiterated this message at another event on "Public-Private Partnerships: More Complexity, or More Innovation in the Global Response?"

## HIV and sex work

The ILO organized a session in the Global Village on “A Labour Rights’ Approach to HIV and Sex Work” to explore ways of improving sex workers’ access to HIV prevention, treatment, care and support services. Chantawipa Apisuk from the Empower Foundation shared an example of Thailand where entertainment establishments offer a basic package of benefits to sex workers, which is comparable to other workers and stated that “sex work is a labour issue and not a moral issue”. The ILO presented its Recommendation on HIV and AIDS (No. 200) at the conference symposium “The Oldest Profession: Is Sex Work, Work?” A thematic brief “Reaching sex workers and their clients” was also launched by the ILO.

## Partners’ initiatives



Richard Howard, ILO HIV/AIDS Specialist for Asia and the Pacific, at the event “Institute on HIV/AIDS and Employment”

The ILO participated in a Trade Union Forum organized by the ITUC and AFL-CIO addressing social protection, access to employment and how to reach young workers within HIV response.

The Global Network of People Living with HIV launched an evidence brief “Stigma and Discrimination at Work: Findings from the PLHIV Stigma Index”, developed with support from the ILO. It is based on the “PLHIV Stigma Index” implemented by people living with HIV from nine countries in four regions.

Alice Ouédraogo was invited to speak alongside Dr Grant Colfax, Director of the White House Office of National Policy and Kathy Martinez, Assistant Secretary of the Office of Disability and Employment Policy at USDOL in the opening session of the event “Institute on HIV/AIDS and Employment”. The ILO presented lessons learned from the Asia and the Pacific region in a panel discussion on HIV employment initiatives at this event.

In a satellite session, organized by the United Nations Office on Drugs and Crime (UNODC), Alice Ouédraogo explained the role prison staff can play in the HIV response.

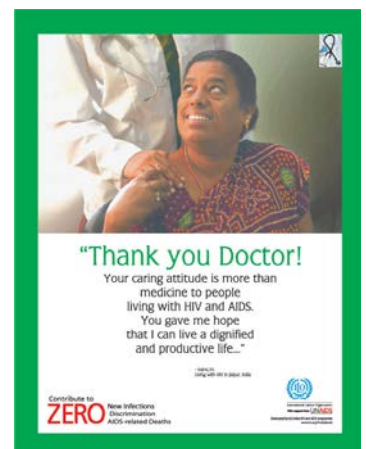
Eric Carlson, HIV Specialist for the South Cone of Latin America, presented the ILO Recommendation No. 200 and shared some examples of work done in the region at the pre-conference event organized by indigenous people.

Throughout the conference, the ILO and IATT representatives were involved in a variety of other sessions, addressing issues such as Lesbian, Gay, Bisexual, Transgender and Intersexual persons (LGBTI) in the world of work, stigma and discrimination reduction through workplace policies, and the role of the business sector.

## Getting to Zero in health care settings in India

“In my decade-long career in the medical setting, I looked at HIV-positive people only as ‘patients’. After meeting a person living with HIV in this training, my perception has totally changed... it was an eye-opener,” said a doctor who attended a training organized by the ILO.

In collaboration with UNAIDS, the ILO Decent Work Team for South Asia and ILO Country Office for India is working in the health sector in hospitals of the Employees State Insurance Corporation (ESIC), an institution of the Ministry of Labour and Employment. The programme carried out a Knowledge, Attitude, Behaviour and Practices survey of doctors and paramedics in two hospitals in Delhi. Reducing discrimination associated with HIV is a key focus of the programme. The ILO developed a set of posters and offered training on issues such as care, treatment and support, management of occupational exposure, post-exposure prophylaxis (PEP), bio-safety and hospital waste-disposal. Over 500 healthcare staff from six ESI hospitals in Delhi, Kolkata and Mumbai were trained, involving respective State AIDS Control Societies and people living with HIV.



The programme is part of the ILO’s effort to support India in its implementation of the National Policy on HIV and AIDS. The ILO and Ministry of Labour have conducted a series of state level workshops and training programmes.

## South Africa adopts a new Code of Good Practice on HIV and AIDS and the World of Work

On 15 June 2012, the new South Africa Code of Good Practice on HIV and AIDS and the World of Work was published in the Government Gazette. The new Code incorporates key principles of the ILO Recommendation on HIV and AIDS and the World of Work (No. 200). The ILO provided technical advisory support during the drafting process.

The Code forms part of the Employment Equity Act and it is to be read in conjunction with the “Technical Assistance Guidelines on HIV and AIDS and the World of Work”, endorsed by the Commission for Employment Equity. These guidelines are in line with the Decent Work Country Programme for South Africa and are part of the National Framework to guide the development and implementation of HIV and TB Workplace Programmes.

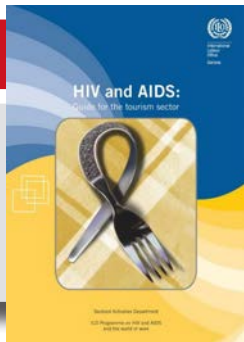
In August-September 2012, the Department of Labour’s Employment Equity Advisory Unit hosted a series of employment equity workshops on the Revised Code of Good Practice and its Technical Assistance Guidelines in Free State and KwaZulu-Natal.

## Jordan adopts the first National Policy on HIV and AIDS and the World of Work in the region

Jordan has taken the lead in the region by developing a National Policy on HIV and AIDS and the World of Work. The Policy aims to protect rights at work, based on the ILO Recommendation on HIV and AIDS and the world of work. The ILO provided technical assistance in the process by undertaking research on existing legislation and practices, conducted a series of workshops involving key stakeholders: the Ministry of Labour, the Jordan Chamber of Industry, the General Federation of Jordan Trade Unions, the Ministry of Health and civil society, including people living with HIV. The Policy has been endorsed by the legal department of the Jordanian Ministry of Labour. A poster presentation was made on this pioneering work in Jordan during the International AIDS Conference, held in Washington in July.



Participants at the National Workshop organized to draft the Policy



### New Publication

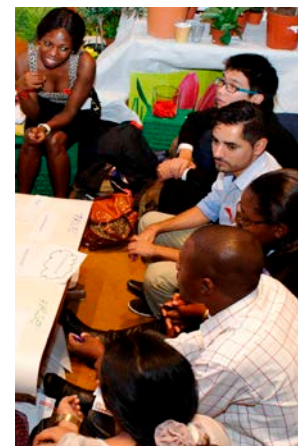
#### HIV and AIDS: Guide for the tourism sector

A joint publication of the ILO’s Sectoral Activities Department and the ILO Programme on HIV and AIDS and the World of Work (ILO/AIDS).

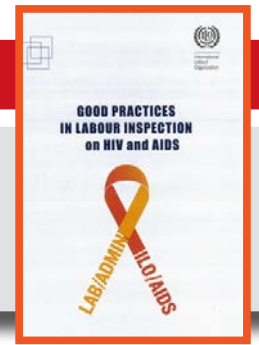
## The ILO’s Youth Employment Forum: The double challenge faced by young people living with HIV

“It’s already hard to find a decent job and if you’re a young person living with HIV, it becomes twice as hard,” said Yahir Zavaleta, 27, from Mexico City. Yahir shared his own experience of being denied a career opportunity because of his HIV status. “I had successfully completed my apprenticeship with the company and I was about to be hired when I was told that I was not ‘medically suitable’ for the job.”

Yahir participated in the ILO’s Youth Employment Forum organized by its Youth Employment Programme (YEP) in May 2012 in Geneva. The forum discussed youth employment issues and was attended by more than one hundred young people from all over the world. During the forum, ILO/AIDS organized two sessions: “Youth employment strategies: Listen to 5 million young voices living with HIV” and “HIV and AIDS: What do you need to know as a young person?” The summary document released at the closing of the Forum included the need to address stigma and discrimination related to HIV and AIDS in youth employment strategies and programmes.



Yahir Zavaleta sharing his experience at the ILO’s Youth Employment Forum



### Good Practices in Labour Inspection on HIV and AIDS

A joint publication of the ILO’s Labour Administration and Inspection Programme (LAB/ADMIN) and the Programme on HIV and AIDS and the World of Work (ILO/AIDS).

## Making the Global Fund money work: Combating stigma and discrimination in Bosnia and Herzegovina

The ILO is working with UNDP in Bosnia and Herzegovina on the project “Strengthening the enabling environment for scaling up HIV prevention in the world of work to combat HIV-related stigma and discrimination”.



Labour inspectors at a training in Sarajevo

The project is part of the Global Fund’s Round 9 grant. In its first phase, to be completed in 2012, the project focused on a national analysis of HIV-related laws and policies and building capacity of the law enforcement bodies (labour and health inspectors) and workers’ and employers’ organizations. The ILO Recommendation on HIV and AIDS (No. 200) was translated into the three official languages in Bosnia and Herzegovina and disseminated. A tripartite-plus working group, composed of 21 members, was established and technical support was provided by the ILO to review HIV-related laws and policies.

Working with national stakeholders and UNDP, the ILO has developed a proposal for the second phase of the project, which is to focus on developing an improved national policy framework and work at the enterprise level/ private sector.

## Applying Recommendation No. 200 in Cameroon: The importance of international instruments in the absence of national legislation

To support Cameroon’s efforts to combat HIV-related discrimination, the ILO is working with UNAIDS to enhance the capacity of the judicial system to examine cases of HIV-related discrimination. To this end, the ILO has organized workshops for national court judges, based on ILO Recommendation No. 200 to promote the protection of workplace rights.



Participants at a capacity-building workshop for Magistrates in Yaoundé

Judge Jonko, President of the Appeals Court of East Cameroon, who attended the training, noted that “as a result of the training provided, the judges now have a better understanding of the fact that, given that Cameroon belongs to a monist legal tradition, international labour standards can be used directly as a legal basis in their judicial decisions”.

When there are no specific laws in place to address discrimination, it is crucial to provide legal professionals with international instruments that can be put to use to defend the human rights of persons living with or affected by HIV and AIDS.



Implement the ILO Recommendation on HIV and AIDS (No. 200)

Zero New Infections, Zero Discrimination, Zero AIDS-Related Deaths.

Prevent HIV,  
Protect Human Rights at Work

