

International  
Labour  
Organization

**WORK**  
**WITH US**

The workplace is the gateway to reach the working population which accounts for the majority of women and men living with or affected by HIV in the world today.

In 30 years of HIV response, significant progress has been made. However, the goal of achieving zero discrimination is still a major challenge in advancing HIV prevention; a challenge that the workplace is well positioned to address.

Now, more than ever, the workplace is playing an important role:

- To ensure that women and men are informed and exercised their rights;
- To increase the demand for voluntary counselling and testing (VCT), treatment and other services;
- To empower, provide access to social protection, increase resilience to HIV and reduce the economic vulnerabilities of women and men.

Strengthening and creating new partnerships is essential to maximize impact.

**Together, let's protect human rights at work and prevent HIV.**



*“The ILO’s efforts on Getting to Zero at Work are critical for an effective response to HIV. The workplace must protect the **human rights of workers** and ensure a safe and supportive environment for people living with and affected by HIV. “*

- **Michel Sidibé, Executive Director, Joint United Nations Programme on HIV/AIDS (UNAIDS)**

# The Journey so far...

**2012** The “Getting to Zero at Work” campaign is launched by the ILO Director-General Guy Ryder: *“Decent work for all, including people living with HIV, is a cornerstone for getting to zero new infections, zero discrimination and zero AIDS-related deaths. We must act now to make all workplaces free from stigma and discrimination!”*



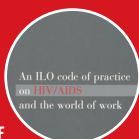
**2011** ILO Recommendation concerning HIV and AIDS and the World of Work (No. 200) is referred to in the Political Declaration on HIV and AIDS adopted by the United Nations General Assembly Special Session (UNGASS).



**2010** ILO Recommendation concerning HIV and AIDS and the World of Work (No. 200) is adopted at the 99<sup>th</sup> Session of the International Labour Conference.



**2001** The ILO Code of Practice on HIV/AIDS and the World of Work is launched at the UN General Assembly Special Session on HIV/AIDS in New York.



**2001** The ILO becomes a cosponsor of the United Nations Programme on HIV/AIDS (UNAIDS).



**2000** ILO Programme on HIV/AIDS and the World of Work (ILO/AIDS) is formally established.

**2000** Resolution concerning HIV/AIDS and the world of work adopted at the 88<sup>th</sup> Session of the International Labour Conference.



**1999** A “Platform of Action on HIV/AIDS in the context of the world of work in Africa” is endorsed at the ILO’s 9<sup>th</sup> African Regional Meeting in Côte d’Ivoire.

**1988** The first joint statement on AIDS and the workplace that stresses the importance of protecting the human rights and dignity of HIV-infected persons is issued by the ILO and WHO.





A black and white photograph of a woman wearing a patterned headscarf, focused on shaping a clay pot on a pottery wheel. The image is used as a background for a list of HIV/AIDS prevention strategies.

**Public-Private Partnerships**

**Social protection**

**Confidentiality**

**Zero  
stigma &  
discrimination**

**Gender Equality**

**Dialogue**

**Economic Empowerment**

**Prevention**

**Voluntary counselling and testing**

# Partner with us, Invest in results

## Globally:

- Workplace programmes have been implemented in more than **70 countries**, reaching over **3 million workers** to access prevention, care and support services. Between 2008 and 2011 alone, over 260,000 workers were referred to health services for treatment, care and support.
- The ILO has been supported by UNAIDS to place the issue of workplace programmes and policies as a core component of the global efforts to address HIV and AIDS. Through multiple partnerships the workplace is now an integral component of National AIDS Strategies.

## In Africa:

- **Working with the Swedish International Development Cooperation Agency (Sida)** in six African countries ensured that over 3,000 women and men gained skills to access economic resources and reduce their HIV vulnerability.
- **Working with the President's Emergency Plan for AIDS Relief (PEPFAR) and the US Department of Labor** in 12 African countries contributed to increasing workers' uptake of VCT as well as care and support services by up to 56 per cent in the partner enterprises surveyed.
- **Working with the OPEC Fund for International Development (OFID)** in six African countries helped improve their legal compliance systems through the training of over 300 labour inspectors. Workplace programmes were established in sectors including: construction, mining, agriculture, fishery, transport, and health, reaching informal workers through supply chains.
- **Working with the Norwegian Government** in nine African countries contributed to developing national workplace policy frameworks to protect the rights of workers living with or affected by HIV.
- **Working with the Italian Development Cooperation** in Ethiopia ensured increased access to health facilities, through cooperatives, resulting in more than 4,500 women accessing VCT centres.
- **Working with the German International Cooperation (GIZ)** has contributed to build a network expertise across Africa and to mobilize workplace actors in the response to HIV.

# A story from Malawi...



I am Alice Mboma, a 28 year old woman. I live in the northern Karonga district of Malawi. Like many women in my situation, I had to rely on sex work to get by. With few skills and little education, I am supporting myself and my elderly parents, while facing high risks of HIV infection. My clients sometimes refused to pay or threatened me with violence.

I participated in an ILO training session on business development skills that included budgeting and planning, and I have become a trainer myself.

I have saved money to start a small business trading pots and rice with village farmers and have made enough profit to open my own savings account at the bank - something I never dreamed would be possible. Now, I no longer rely on sex work to get by.

**Together, we can reach more women,  
empower them and address their vulnerabilities.**



# Together we can



***“Women’s empowerment is one of the only HIV vaccines available today. Women are lagging far behind men in access to land, credit and **decent jobs**. We must abolish the multiple barriers preventing them from seizing **economic opportunities** and empower them to reduce their vulnerability to HIV. **Gender equality is key to getting to zero.**”***

- **Michelle Bachelet, Executive Director, United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)**



***“Despite significant progress, HIV-related stigma and discrimination remain widespread. It is critical that the **rights of people living with HIV** are respected in the workplace”***

- **Helen Clark, Administrator, United Nations Development Programme (UNDP)**



**Zero New Infections. Zero Discrimination. Zero AIDS-Related Deaths.  
Implement the ILO Recommendation on HIV and AIDS (No.200).**

Eleven heads and representatives of UN agencies joined the “Getting to Zero at Work” campaign to promote the rights of people living with HIV, recognizing the vital role that the workplace plays in the global struggle to limit the spread and effects of the epidemic.

The campaign aims to promote ILO Recommendation concerning HIV and AIDS and the World of Work, 2010 (No.200). The ILO standard addresses HIV through the promotion of human rights, job security and better access to HIV prevention, treatment, care and support services from a workplace perspective.

# TOGETHER

**Let's Protect Human Rights at Work and Prevent HIV**

**There is no time to waste. HIV won't wait.**



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