

Outcome 8 – The world of work responds effectively to the HIV/AIDS epidemic

RESULTS BY INDICATOR

Indicator - 8.1. Number of member States that, with ILO support, develop a national tripartite workplace policy on HIV/AIDS, as part of the national AIDS response

African Region

Measurement

To be counted as reportable, results must meet the following criterion:

1. A national tripartite workplace policy is developed on the basis of the ILO code of practice on HIV/AIDS and the world of work (if an ILO standard on HIV/AIDS is adopted by the Conference in June 2010, the standard will be used to guide the tripartite workplace policies).

Country/ Country programme Outcome (CPO)	Measurement Criteria	Result Achieved	ILO Contribution
Africa			
Cameroon/CMR902 La prévention du VIH et du sida sur les lieux de travail est renforcée par les plans sectoriels élaborés sur la base de la Recommandation 200	1	1. Trois plans sectoriels de lutte contre le VIH et le sida (Secteur du Développement Rural, Secteur Forêt /Environnement et secteur Justice) élaborés et intègrent les principes de la R200. 2. Le document de politique intitulé «Cadre d'orientation de la lutte contre le VIH et le sida dans le monde du travail au Cameroun 2013-2017», basé sur la R200 a été validé en Août 2013 3. Une stratégie de Partenariat Public-Privé (PPP) élaborée et adoptée par les parties	1. Le BIT a fourni l'appui technique aux secteurs concernés tout au long du processus d'élaboration et de revue desdits documents. Le plaidoyer mené par le BIT a renforcé l'appropriation du processus marqué par l'engagement et le leadership du Ministre du Travail et de la Sécurité Sociale. Les ressources financières et l'appui technique du BIT ont permis de réaliser les consultations tripartites régionales, les ateliers de pré-validation du document, et l'atelier de

	<p>prenantes clés pour la mobilisation du secteur privé pour le financement des ARV au Cameroun.</p> <p>4. La convention Cadre signée entre le Ministère de la Santé et le Groupement Inter Patronal du Cameroun(GICAM) en 2010 est opérationnelle à travers l'adoption du mécanisme pour le financement durable de la riposte au VIH au milieu du travail</p> <p>5.Le Ministère du Travail et de la Sécurité s'est appropriée de la stratégie du PPP au Cameroun</p> <p>6. Connaissances des Mandants et autres acteurs de lutte contre le VIH et le sida amélioré sur les outils clés du BIT(la R200, le Recueil des directives et celui du secteur postal)</p>	<p>validation qui a connu la mobilisation et l'implication de 52 représentants des mandants tripartites, ceux de l'économie informelle et de la société civile.</p> <p>2. Dans le cadre du processus de mobilisation du secteur privé pour le PPP et la redynamisation de la convention cadre GICAM-MINSANTE, les appuis technique fournis par le BIT se sont concrétisés par : i) plusieurs missions menées du BIT auprès des responsables du GICAM et des entreprises membres qui ont abouti à la mise en œuvre de la convention signée en 2010, ii). l'adoption par les parties concernées du schéma de base de PPP, et de la feuille de route pour l'opérationnalisation de la convention GICAM-MINSANTE, ainsi que par le plaidoyer sur les enjeux du PPP en faveur de 35 chefs entreprises membres du GICAM et auprès du Ministère du Travail, dans le cadre de la mission d'appui effectuée au Cameroun par le BIT.</p> <p>25 Points Focaux issus du secteur des Postes & Télécommunications ont été dotés des compétences sur l'élaboration de leurs politiques basées sur la R200 et la mise en œuvre des programmes VIH en direction des 6317 travailleurs du secteurs postal, ii) 25 Magistrats formés en matière de protection des droits Humains associés au VIH et la R200 iii) 50 représentants des administrations, des partenaires sociaux et des Organisations de la société civile formés sur la R200</p>
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<p>Comoros/COM128 La Communication pour le Changement de Comportement en matière de prévention des IST et du VIH en milieu de travail est développé au sein des mandants nationaux.</p>	<p>1</p>	<p>Un Plan Sectoriel de lutte contre le VIH et le SIDA en milieu du travail a été élaboré et validé en novembre 2013.</p> <p>La connaissance et la compétence des mandants tripartites, au nombre de 32 personnes, sur la R200 ont été renforcées grâce à un atelier de formation organisé et dispensé par le BIT au mois de décembre 2012.</p> <p>Engagement fort du Ministère de l'Emploi, de la Formation Professionnelle et de l'Entreprenariat Féminin à travers la mise en place d'un Comité tripartite de suivi du processus de l'élaboration de la politique.</p>	<p>Le BIT a apporté son appui technique aux mandants tripartites dans la formulation du plan sectoriel de lutte contre le VIH et le Sida en milieu de travail. Un comité tripartite a été mis en place pour accompagner le consultant d'élaboration jusqu'à la validation du plan sectoriel pour le monde du travail.</p> <p>Le BIT a apporté l'assistance technique requise.</p>
<p>Madagascar/MDG204 La lutte contre le VIH/Sida en milieu de travail est intensifiée.</p>	<p>1</p>	<ol style="list-style-type: none"> 1. La politique nationale a été validée en Avril 2013 2. La connaissance de 45 mandants tripartites sur la R.200 a été renforcée lors d'un atelier national organisé en décembre 2012. 3. Engagement fort du Ministère du Travail qui a assuré le leadership dans le processus de formulation de la politique et dans le suivi technique à travers la mise en place et le suivi d'un comité de suivi tripartite. 	<p>Le BIT a supporté (i) la formulation du document en collaboration étroite avec les mandants tripartites à travers le Comité de suivi composé de 15 membres (ii) l'organisation de deux ateliers de renforcement de capacité sur la R.200 , la consultation nationale sur la politique nationale ainsi que l'atelier de validation du document.</p> <p>Plusieurs consultations ont été réalisées au niveau de trois régions à savoir Toamasina,</p>

		<p>4. Un plan d'action pour la redynamisation de la lutte contre le VIH et le Sida en milieu de travail dans la Région de Vakinankaratra a été défini et validé par les mandants tripartites en septembre 2013</p>	<p>Antsirabe et Antananarivo</p> <p>Le BIT a apporté l'appui technique nécessaire tout au long du processus.</p> <p>Le BIT a apporté les activités menées par FIOVA (organisation des employeurs de Vakinankaratra) dans le cadre de la Vitrine de Vakinankaratra. Il s'agit (i) d'un débat autour du thème « le monde du travail s'engage vers l'objectif zéro » avec la participation de 100 personnes issues des groupements des employeurs, des travailleurs ainsi que des représentants de la société civile (ii) d'une marche de solidarité organisée lors de la vitrine, (iii) de la tenue de deux stands pour montrer les rôles du monde de travail dans la lutte contre l'IST et VIH/sida.</p>
<p>Mauritius/MUS127 Stigmatization of HIV positive workers in work place diminished.</p>	1	<p>1. Les mandants tripartites ont validé le « National HIV and AIDS POLICY at The workplace » en août 2013. La version finale du document est disponible</p> <p>2. La connaissance des mandants tripartites sur la R.200 de l'OIT a été améliorée à l'issue de l'atelier de formation organisée au mois de mars 2013 : la Recommandation n° 200 a été disséminée auprès des partenaires sociaux et de la société civile.</p>	<p>Le BIT a apporté l'appui technique qui a permis aux mandants tripartites de renforcer la contribution du monde du travail à la riposte nationale (i) élaboration le document de politique en collaboration avec les représentants des mandants tripartites élargis à la société civile Le BIT a fourni aux mandants tripartites plus d'une centaine d'exemplaires de la R200 pour être disséminé auprès des partenaires sociaux et des acteurs clés dans le monde du travail</p> <p>Le BIT a apporté l' appui technique à la préparation des activités et la revue des documents présentés par les mandants.</p>
<p>Zimbabwe/ZWE129 Reduced incidence of HIV and AIDS infection</p>	1	<p>1. A National HIV and AIDS Workplace Policy integrating principles of the ILO code of</p>	<p>1. ILO/AIDS supported the National HIV and AIDS Focal point to coordinate HIV and AIDS</p>

and improved protection of infected and affected people through non-discriminatory policies		<p>practice on HIV/AIDS and the world of work (the HIV and AIDS Recommendation, 2010 (No. 200) drafted and launched. The policy covers both public and private sector in July 2013</p> <p>2. HIV and AIDS Policy for the Tourism Sector developed in August 2013; Engineering Sector Policy developed in collaboration with the Swedish Workplace HIV/AIDS Programme (SWHAP) in August 2013.</p> <p>Both sectoral policies were developed in consultation with the tripartite constituents and reflected R200</p>	<p>policy formulation as well as programme resources.</p> <p>2. ILO technically facilitated the consultative meetings of stakeholders leading to the review of the national and sector workplace policies.</p> <p>3. ILO also technically contribute to integrate the principles of the ILO Code and R200 in the National HIV and AIDS Workplace Policy and other sectoral policies</p>
Cote d'Ivoire/CIV903 Les droits humains en milieu du travail sont renforcés grâce à la révision par les mandants de la politique nationale de lutte contre le VIH et le sida et son intégration dans les législations nationales	1	La politique nationale de lutte contre le VIH et le sida en milieu de travail a été révisée en 2013 et validée techniquement en prenant en compte les recommandations des mandants tripartites et les Principes de la recommandation n° 200 et du Recueil des Directives Pratiques du BIT sur le VIH. Cette politique a été transmise au Gouvernement pour validation politique.	Le BIT avec la Coopération Norvégienne a appuyé l'élaboration du projet de document de Politique ainsi que l'organisation et la facilitation des ateliers de consultation nationale tripartites, de pré-validation et de validation technique.
Nigeria/NGA151 Development of workplace policies on HIV and aids scaled up in selected sectors	1	National Workplace Policy on HIV and AIDS and its Implementation Guideline were developed by stakeholders on the 18th and 19th of December respectively 2013. The meeting ended with a closing ceremony where the Minister of labour together with its social partners adopted the policy for onward presentation to the Nigerian Government	<p>-The consultation process has been facilitated by the ILO and has ensured the buy-in from the different ILO constituents in the policy revision</p> <p>-The ILO has provided technical inputs into the anti-discriminatory bill presented in the Senate.</p> <p>-The ILO has also provided visibility to the Recommendation 200 through meetings,</p>

		<p>through the FMoL&P.</p> <p>- To ensure ownership of the policy, 3 technical consultations at state level have been undertaken in North Central, South and South West Geopolitical Zones of Nigeria to discuss the policy principles and provisions with the tripartite constituents.</p> <p>In 10 days of testing, 14,553 workers voluntarily undertook the HIV test. 468 workers tested positive for HIV (192 male and 276 female) and were referred to treatment services for follow up. About 600,000 people were tested in total within the same period in the national program.</p>	<p>consultations and interventions in various fora that have provided key partners with an in-depth understanding of the labour standard as a prelude to the drafting of the Workplace policy.</p> <p>ILO has facilitated a broad partnership between its constituents and the NACC. As a result, HIV testing was undertaken within the context of broader health and medical testing. The VCT@WORK Initiative was positioned as directly contributing to the national targets in the PCR (President Country Response Plan to HIV and AIDS)</p>

Arab States			
<p>Jordan/JOR107 National tripartite workplace policy on HIV/AIDS developed</p>	<p>1</p>	<p>A Tripartite National Policy on HIV and AIDS and World of Work was endorsed by the legal department at the Ministry of Labour and launched, respecting all principles and guidelines of the ILO International Labour Standard on HIV/AIDS and the World of work, Recommendation no.200</p> <p>A tripartite technical Committee on HIV and AIDS and Word of Work has been established within Minister of Labour, in collaboration with the social partners, Ministry of Health/National AIDS Programme other relevant stakeholders to follow up on the policy preparation process, but also to ensure its application at the later stage.</p>	<p>The ILO supported two studies that provided a solid ground for the process policy development: -A qualitative study on the barriers in seeking work and the discrimination at the work-place faced by people living with HIV. -A review of the legal framework in relation to HIV and AIDS and the Word of Work.</p> <p>ILO has provided technical support in the development of the policy document and ensuring a tripartite process in the adoption of the policy.</p>
Asia and the Pacific			
<p>Lao PDR/LAO227 National policy developed on HIV and AIDS in the workplace in line with ILO Recommendation concerning HIV and AIDS in the World of Work, 2010 (No 200).</p>	<p>1</p>	<p>Research on stigma and discrimination towards people living with HIV was finalized in January 2013 and submitted to the Ministry of Labour who used the ILO PLHIV stigma research findings to develop the national policy on HIV and AIDS in line with Recommendation 200 in September 2013.</p> <p>This policy focuses on</p> <ul style="list-style-type: none"> - Employment rights for people living with HIV - Responsibilities of tripartite partners and enterprises to deliver HIV prevention and care for workers - The inclusion of people living with HIV in all 	<p>The ILO</p> <ul style="list-style-type: none"> - Supported a research on stigma and discrimination towards people living with HIV in Lao PDR which formed the evidence-base for developing the national policy. - Conducted a tripartite national workshop <ul style="list-style-type: none"> a) to advocate the need for national policy based on findings of the research b) to facilitate so as to reach consensus in developing the national HIV workplace policy in line with ILO Recommendation on HIV and AIDS in the World of Work.

		social protection schemes.	
Solomon Islands/SLB902 Workplace policies and programmes on HIV&AIDS are developed and applied.	1	A tripartite policy on HIV has been developed beginning 2013 with the Division of Labour, who is now working jointly with the Solomon Islands Chamber of Commerce and Industry (SICCI) and Solomon Islands Council of Trade Unions (SICTU) to develop training manuals on HIV and/ AIDS based on this policy.	Through organizing of tripartite workshops, ILO has raised awareness on HIV and/ AIDS basics, the 10 principles of its Code of Practice and Recommendation 200, as well as on the social, economic and development impact of HIV and/ AIDS.
Papua New Guinea/PNG128 HIV/AIDS workplace policies will be adopted and implemented.	1	An HIV tripartite Workplace Policy for the Royal Papua New Guinea Constabulary was formulated and endorsed in 2012. The policy is consistent with the key principles of the ILO Code of Practice and R200	The ILO through its /SPC Project on Eliminating HIV at the Workplace has provided the following technical and financial support: 1. Drafting of the HIV tripartite policy 2. Training of labour inspectors on inclusion of HIV issues in their inspections. 3. Preparation of a technical memorandum to the OSH Bill on HIV at workplace.

Americas

Guatemala/GTM128

Los constituyentes de la OIT fortalecen sus capacidades para formular políticas sobre VIH y SIDA.

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El sector de la caficultura desarrolló durante 2013 una política tripartita sobre el VIH y el sida en el mundo del trabajo, la cual contó con la participación e insumos de los empleadores y trabajadores del sector, así como del gobierno y de representantes de organizaciones de personas viviendo con el VIH.

La política tripartita sectorial recogió los principios claves de la Recomendación núm. 200 sobre el VIH y el sida en el mundo del trabajo y brinda lineamientos en base de los cuales los lugares de trabajo en el sector del café puedan desarrollar programas que faciliten el acceso a la prevención, tratamiento, atención y apoyo a los trabajadores que viven con VIH.

Con el apoyo de Noruega, la OIT brindó asistencia técnica (asesoría) para la elaboración de la metodología participativa que se utilizó para el desarrollo de la política sectorial tripartita. También facilitó la consultoría y el diálogo tripartito por medio de talleres y grupos focales con la participación de la población de trabajadores y los empresarios del sector, así como de organizaciones que representan las personas viviendo con el VIH. La OIT también brindó asesoría técnica a los mandantes para la elaboración y revisión tripartita del documento de la política para el sector de la caficultura en el país.

Indicator - 8.2. Number of member States where tripartite constituents, with ILO support, take significant action to implement HIV/AIDS programmes at workplaces.

Measurement

To be counted as reportable, results must meet the following criteria:

1. An HIV/AIDS workplace programme is developed and launched during the biennium in at least five workplaces.
2. The programme has been developed by a bipartite or tripartite HIV/AIDS workplace committee, and integrates the ten key principles of the ILO code of practice on HIV/AIDS and the world of work, and includes specific measures to address non-discrimination, gender equality, healthy work environment, social dialogue, no screening and confidentiality.

Country/ Country programme Outcome (CPO)	Measurement Criteria	Result Achieved	ILO Contribution
Africa			
Senegal/SEN129 Le monde du travail à des capacités renforcées pour la lutte contre le VIH SIDA	1	Cinq entreprises du secteur formel situées dans la zone franche industrielle de Dakar ont été formées pour élaborer et pour mettre en œuvre des politiques et des plans d'actions de lutte contre le VIH et le sida en Décembre 2013	BIT a assuré la préparation et l'animation technique d'un atelier de formation des points focaux des entreprises ainsi que le suivi de la mise en œuvre des programmes. Le BIT a aussi assuré la mobilisation des ressources auprès du Ministère du Travail et des entreprises : 25 entreprises de Dakar ont été sensibilisées sur la lutte contre le VIH et le sida en milieu de travail suite à un atelier de plaidoyer organisé à leur intention
	2	Les programmes ont été développés à travers un processus bipartite, avec l'appui technique du BIT et du ministère du travail. Des comités sur le VIH ont été établis ou un comité d'hygiène et sécurité a été	BIT a assuré l'appui technique formulée par le Ministère du Travail, a assuré la préparation et l'animation technique des ateliers. Le financement des activités étant à la charge du Ministère du Travail 30 inspecteurs du travail sont formés sur les directives conjointes

		utilisé pour coordonner les activités dans les entreprises. Chaque entreprise a nommé un point focal.	OIT/OMS/ONUSIDA afin de renforcer leurs capacités d'intervention auprès des professionnels de la santé dans le cadre de la prévention et de la prise en charge du VIH et de la TB 30 inspecteurs du travail venant des 14 régions du Sénégal, sont formés sur l'utilisation de la fiche technique annexe du Guide méthodologique de l'inspection du travail sur le VIH et le sida en vue de mettre en place un véritable système d'inspection au niveau des entreprises formelles et informelles.
Burundi/BDI901 Les capacités des mandants tripartites sont renforcées pour intensifier la lutte contre le VIH/SIDA sur le lieu de travail	1	1. Cinq lieux de travail qui ont été identifiés, et mettent en œuvre des programmes à travers leur plans d'action développés en Decembre 2013. Le suivi est assuré par l'Unité VIH du Ministère du Travail	Appui technique fourni dans l'élaboration des plans d'action/programmes des 5 secteurs : Education secondaire, Commerce informel, Energie et Mines, Commerce et Industrie et Personnel de l'enseignement supérieur
	2	Les partenaires du monde du travail du Burundi disposent d'une structure pérenne Comité Tripartite Elargi(CTE) mettent en œuvre les orientations et les outils techniques pour mobiliser les ressources et assurer le financement durable en matière du VIH dans le monde du travail	Appui technique pour le recrutement d'un consultant pour appuyer :i) les mandants tripartites dans l'élaboration d'une stratégie de base de financement durable en matière du VIH et sida dans le monde du travail en cours ; ii) l'opérationnalisation du Comité Tripartite Elargi(CTE) en charge du suivi de la mise en œuvre de la politique nationale
	3	La stratégie de mobilisation des ressources pour la mise en œuvre de la riposte au VIH et sida du monde du travail de Burundi a été validée le 25 novembre 2013. La Coalition nationale de riposte au VIH et sida en milieu du Travail constituera la base du processus de	Appui technique fourni pour faciliter les échanges et la prise de décisions par les 30 participants mandants tripartites et les partenaires du monde du travail d'avancer vers la mise en place de la Coalition Nationale

		PPP durable au Burundi. Sa mise en place sera initiée dès le début de l'année 2014	
Chad/TCD902 Les mandants tripartites élaborent un document de politique de lutte contre le VIH/SIDA en milieu du travail et mettent en oeuvre des programmes significatifs	1	Des programmes de lutte contre le VIH en milieu de travail sont actuellement mis en oeuvre dans cinq secteurs qui utilisent 6832 travailleurs (Construction : SOGEA/SATOM ; Agro-industrie : société sucrière du Tchad ; Agricole : COTONTCHAD en interaction avec 200 000 paysans ; Télécommunication qui dispose 2 millions d'abonnés et clients et Agro-minier : SONACIM	Le BIT a formé 30 points focaux de ces 5 secteurs sur la gestion simplifiée des programmes, la planification et le suivi /évaluation. Le BIT les a encadrés dans l'élaboration de leur plan d'action respectif. A la fin de la formation, ils ont été dotés des outils de planification, de suivi/évaluations ainsi que des outils sur la gestion financière des programmes. Un consultant a été recruté pour l'élaboration du plan sectoriel du secteur de la construction.
	2	Une Task Force tripartite élargie à la société civile, composée de 12 membres, mise en place et opérationnelle pour appuyer le Comité sectoriel VIH du Ministère de la Fonction Publique et du Travail dans la mise en oeuvre de la politique nationale Les managers des entreprises et les travailleurs de 5 secteurs adhèrent au programme de dépistage 2014-2015	L'appui technique du BIT a permis de doter le Tchad de tous les outils techniques permettant d'assurer la relève et le suivi de la mise en oeuvre du plan opérationnel de la politique nationale VIH en milieu du travail, à travers la formation de 10 membres de l'équipe du Task Force de l'unité sectorielle VIH au Ministère du Travail et des 12 membres de la Task Force sur la planification, le suivi et l'évaluation Appui technique du BIT pour mobiliser les managers des entreprises et 300 travailleurs de 5 secteurs sur le dépistage volontaire 2014-2015
Democratic Republic of the Congo/COD202 La prévention du VIH/SIDA sur les lieux de travail est renforcée par la politique nationale tripartite concernant le VIH/SIDA	1	Cinq secteurs ont été identifiés et leur programmes ont été élaborés en décembre 2013 à travers des plans d'action	Appui technique du BIT apporté pour renforcer les capacités des 45 points focaux sur la planification, le suivi et l'évaluation et l'élaboration des plans d'action du secteur minier(Gécamines) et du secteur Transport

			(Routier Fluvial, Ferroviaire et Portuaire)
	2	<p>L'équipe technique en charge du suivi de la mise en œuvre de la politique nationale de lutte contre le VIH/ SIDA en milieu du travail (adoptée en 2011) - comprenant le Comité sectoriel de Lutte contre le Sida au Ministère du Travail, Programme multisectoriel de lutte contre le VIH/SIDA et Comité inter-entreprises de lutte contre le VIH/SIDA en milieu du travail (CIELS) - dispose des compétences nécessaires lui permettant de:</p> <ul style="list-style-type: none"> -assurer le suivi de la mise en œuvre de la politique nationale et de développer les programmes VIH sur les lieux de travail ; -comprendre les enjeux et le défis de la riposte au VIH et au sida du monde du travail ; -Contribuer à la campagne Zéro sur les lieux de travail. 	<p>--Le BIT a fourni de l'appui technique pour la formation des membres du Comité en charge du VIH en milieu du travail au Ministère de l'Emploi, du Travail sur la planification, le reporting et l'évaluation (avril et mai 2013);</p> <p>-Le BIT a fourni de l'appui technique au Comité inter-entreprises de lutte contre le VIH/SIDA en milieu du travail (CIELS) pour la réalisation d'une étude sur le mode de financement durable de la réponse nationale au VIH et le Sida au sein des entreprises.</p>
Rwanda/RWA128 Development and Extension of HIV/AIDS Programmes	1	68 hotels registered in Tourism chamber have developed and launched HIV and AIDS workplace programmes. These workplaces have implemented the Standard Minimum Package on HIV and AIDS prevention which was developed with ILO support to strengthen HIV prevention in the world of work.	<p>The ILO has provided technical support to the Private Sector Federation (PSF) to mobilize private sector members and implement the Standard Minimum Package of HIV prevention at work places through workplace programmes focusing on the hotel sector.</p> <p>These activities were the result of the ILO advocacy at country level that managed to leverage funding through the One UN Fund.</p>
	2	A Tripartite Plus Forum for HIV and AIDS has been established to follow up on the workplace programmes	The ILO has built the capacity of a pool of 30 trainers - HIV Focal Points from tripartite institutions on the ILO Recommendation 200

			concerning the HIV and the world of work as well as the ILO code of practice on HIV and AIDS and the world of work.
Ethiopia/ETH152 Strengthened policy framework on HIV and AIDS and the world of work based on the new Recommendation on HIV and AIDS and the world of work	1	<p>Overall 30 Workplaces have been identified in the framework of the partnership with World Learning, an American NGOs which is implementing interventions in big-scale enterprises in Ethiopia (agriculture, construction, transport and energy).</p> <p>For 2012-13 at least five workplaces programmes, part of the partnership, have been developed and launched in:</p> <ul style="list-style-type: none"> -Metehara Sugar Factory -WonjiShoa Sugar Factory -Fincha Sugar Factory -G7 Trade and Industry -Ziway Rose Industry <p>HIV committees have been established, peer educators trained, linkages with health facilities created through WLE structures.</p>	<p>The ILO has facilitated the conclusion of a memorandum of understanding between World Learning and ILO Country Office in Addis to implement the MULU II project in collaboration and coordination with ILO's tripartite partners and other NGOs.</p> <p>The ILO in collaboration with HIV/AIDS Prevention and Control Office (HAPCO) developed workplace HIV and AIDS conversation manual and guidelines to support the work of employers and workers in implementing HIV workplace programmes.</p>
	2	<p>Terms of reference have been developed to assist each workplace in the mentioned sectors to establish a bi-partite HIV committee to coordinate and plan workplace programmes</p> <p>An action plan has been agreed upon between ILO and WLE to include training,</p>	<p>ILO technical support is being provided to the workplace interventions put in place by WLE to address policy development, education and access to prevention</p> <p>-</p>

		material production, education and service provision.	
Kenya/KEN102 Decreased HIV and AIDS -related (discrimination) incidence at the workplaces in both the formal and informal economy	1	<p>Postal Corporation of Kenya launched the HIV workplace programme in 8 regions based on the Guidelines on HIV and AIDS for the postal sector and reviewed its HIV and AIDS postal sector policy to align to the ILO/National code of practice and ILO Recommendation 200</p> <p>HIV workplace programmes were also developed in the 6 Informal Sector associations in collaboration with FKE, NACC and GIZ</p> <p>An online reporting tool was developed for the companies which will enhance reporting to the national M&E framework.</p>	<p>LO has provided technical support in training peer educators, focal points and committee members and financial support to run the training was availed as result:</p> <ul style="list-style-type: none"> - 45 Postal sector Peer Educators were trained by ILO - 96 Informal sector business leaders tested as an advocacy for HIV testing for informal sector workers <p>ILO has provided support to conduct business association leaders' public HIV testing and VCT in the market places and congregate areas and technical support provided to establish a referral and linkage system for treatment, care and support and linkage to social protection mechanisms.</p> <p>In the context of the VCT@Work Initiative, the ILO has used partnerships created with FKE to increase access to HIV testing for workers through on-site testing at market places and congregate workplace sites with 1540 workers tested.</p>
	2	<p>Enterprise level workplace programmes (indicated above) developed through bi-partite committees established as prescribed in ILO Code of Practice and R200. Programmes address tenets of both the code and the Recommendation (i.e. integrating key principles of the ILO Code of Practice, addresses workplace HIV-related</p>	<p>ILO provided support through sensitizing bipartite committee members on the ILO Code of Practice and R200.</p> <p>ILO provided seed funding to facilitate the convening of committee meetings where possible/ necessary.</p>

		discrimination, gender equality, social dialogue and no screening).	ILO has provided technical and financial support to develop the PCK HIV and AIDS programme. It has also supported PCK to form bipartite committees that bring together management, union representatives and workers taking into account gender and to develop the PCK HIV and AIDS policy
Uganda/UGA101 Policies and Programmes on HIV/AIDS world of work improved and implemented	1	HIV&AIDS workplace programmes developed and launched in fisheries enterprise (1), flower enterprise (1), Education ministry (1). Action plans developed and launched for the implementation of workplace programmes in 3 retail sector companies: UCHUMI, Tuskeys and Shoprite	ILO has facilitated the dialogue and the consultations within the sectors to develop the workplace programmes in the fisheries, retail, education and flower sector ILO has trained 35 peer educators for the fisheries and flower sectors The ILO provided technical support in conducting peer education, guiding steering committees work in the selected super markets and establishing linkages with HIV service providers
	2	3 enterprises (Plantation, Building and Construction and Mining) collective bargaining agreements have been reviewed to integrate HIV and AIDS.	ILO has supported the training of labour inspectors and administrators (80) on the integration of HIV and AIDS and the world of work into the labour inspection functions ILO has supported training of 32 legislators and judiciary on Recommendation No. 200 concerning HIV and AIDS and the world of work based on the ILO Labour Judges Manual on HIV and AIDS.
United Republic of Tanzania/TZA151 Plans and programmes on HIV/AIDS at the workplace improved and implemented	1	Five enterprises (two from Agriculture and three from manufacturing sector) developed and launched HIV and AIDS workplace	ILO has trained 38 staff of the management category from 16 companies on how to develop and implement HIV workplace policies

		<p>programme in 4 regions - Tanga, Morogoro, Dar es salaam and Mbeya (under the UNDP joint programme).</p> <p>32 Social economy organizations including cooperatives and business association of informal economy workers along Tanzania-Zambia Corridor in five hotspots: Ilula, Mafinga (Iringa region), Makambako (Njombe Region), Tunduma and Kyela (Mbeya region) have been supported to formulate and implement HIV workplace programmes</p>	<p>and programmes</p> <p>ILO provided technical support that brought together management and workers of these organizations and trained them on HIV and formulation and implementation. In addition, ILO worked collaboration with the trade unions to facilitate formulation of policies and programmes at the workplace level. ILO has provided technical support to form 62 leaders of the social economy organizations in the formulation of HIV workplace policies and programmes</p> <p>In the context of the same programmes, ILO support ensured that VCT services and condoms were organized for workers in the lumbering sector with approximately 500 workers reached by the campaign. Overall, 809 workers undertook HIV counselling and testing.</p>
	2	<p>Enterprise level workplace programmes developed through bi-partite committees established as prescribed in ILO Code of Practice and R200.</p> <p>ILO trained 25 labour/OHS inspector in Zanzibar to monitor implementation of HIV WPP and 35 arbitrators and mediators for settling HIV related disputes.</p>	<p>The ILO has contributed to the establishment of the tripartite plus forum which composes of constituents and other key actors. The forum is co-chaired by the Ministry of Labour and Association of Tanzania Employers while Trade Unions (TUCTA) is a secretariat. Through this forum, workplace programmes implementation is monitored.</p>
<p>Botswana/BWA128 Government and Social Partners develop and implement effective HIV/AIDS and TB workplace programmes.</p>	1	<p>Five HIV and AIDS Workplace Programmes have been developed and launched in December 2013 for the Botswana Teachers Union (BTU); and the Botswana Informal Sector Association, Botswana Federation of</p>	<p>The ILO provided support in the establishment of HIV/AIDS Committees in each institution. The committees were established through workshops conducted by the ILO, 25-delegates attended from the</p>

	<p>Trade Unions (BFTU), Ministry of Labour and Home Affairs (MLHA), and Botswana Federation of Public Sector Unions (BOFEPOSU). The programmes seek to address issues pertaining to non-discrimination, gender equality, healthy work environment, social dialogue HIV counselling and testing, prevention, treatment care and support. The Botswana Informal Sector Association Group has been supported to respond to issues pertaining to HIV and AIDS to target self-owned businesses, workers, families and surrounding communities. The Botswana Teachers Union has been supported to establish an HIV and AIDS Steering Committee for the coordination and implementation of activities within BTU. The steering committee was established through a national workshop attended by 20 delegates (12-women and 8-men) from various structures of BFTU.</p>	<p>Informal association; 28-delegates attended from the Ministry of Labour and Home Affairs; 15 delegates attended from Labour Unions.</p>
	<p>2</p> <p>A Labour Sector National Steering Committee on HIV and AIDS has been established, comprising of tripartite structures including Ministry of Labour and Home Affairs (MLHA), Botswana Federation of Trade Unions (BFTU); Botswana Confederation of Commerce, Industry and Manpower (BOCCIM) through the Botswana Business Coalition on AIDS (BBCA); and the Association of People Living with HIV. The Labour Sector National Steering Committee will oversee the implementation of HIV and AIDS activities in the country and align activities with the Decent Work Country Programme and the strategies coordinated by the National AIDS Coordinating Agency in</p>	<p>The ILO provided capacity support in define roles and responsibilities within the committees to ensure follow up and monitoring of the workplace programmes. The Labour Federations agreed to have a Joint Labour Approach in coordinating the implementation of their workplace programmes.</p>

		Botswana.	
Lesotho/LSO127 Government and Social Partners develop and adopt effective HIV/AIDS and TB workplace programmes.	1	HIV and AIDS workplace programmes have been developed and launched in December 2013 at 5 workplaces namely: for the Ministry of Labour, Lesotho Electricity Company and 3 labour federations: Lesotho Congress of Democratic Unions, Lesotho Trade Unions Congress and the Congress of Lesotho Trade Unions.	ILO facilitated partnerships with institutions/ organizations identified for the development of workplace programmes. – provided financial, and coordination, technical support towards workshops held for the development of workplace programmes
	2	- For each of the five workplace programmes HIV and AIDS workplace bipartite committees between the employers and the workers were established to coordinate and monitor the implementation of their respective workplace programmes. The workplace programmes were developed in line with the ILO Recommendation 200, including the principles enshrined in the Recommendation and the ILO Code of Practice on HIV/AIDS in the workplace.	ILO provided technical support towards on the establishment of enterprise level bipartite HIV/AIDS Committees and training on their roles in ensuring implementation and monitoring of the effectiveness of the delivery of workplace programmes. ILO has facilitated a dialogue to discuss scaling up of the workplace programmes and the revival of the Lesotho Business and Labour Coalition on HIV and AIDS. This will provide a coordinating forum for the implementation of workplace interventions on HIV/AIDS.
Malawi/MWI151 Enhanced efforts to mitigate the impacts of HIV & AIDS and TB in informal and formal workplaces made	1	-A total of 10 workplace policies and programmes have been developed and launched for railways and airlines, institutions. -Over 15,000 beneficiaries reached with HIV messages. -Over 700 beneficiaries trained in business development skills.	The ILO has facilitated training and advocacy on the design of HIV & AIDS workplace policies and programmes in Malawi using the 10 key principles of the ILO code of practice on HIV/AIDS and the world of work as well as Recommendation 200 in both the formal and informal economy. -The ILO, through the Sida Funded Project on Reducing Vulnerability of HIV & AIDS in the Transport Corridors has provided support for an Innovation Fund in May 2013

			<p>- Business Development skills training has been provided to selected beneficiaries to be able to start economic activities and access HIV services.</p> <p>The ILO also provided technical support in mainstreaming HIV and AIDS in all the informal social economy organizations participating in the project.</p> <p>-Leaders of social economy organizations were trained in HIV programme development and management.</p>
	2	The process of development of workplace programmes has included consultations of the constituents and the sectoral stakeholders through a national steering committee established to ensure ownership in the implementation of the HIV interventions	The ILO has facilitated the development of an implementation strategy for the National HIV/AIDS workplace policy
<p>Mozambique/MOZ152 HIV and AIDS workplace policies and programmes for identified sectors e.g transport and cooperatives being implemented</p>	1	<p>The Government has adopted the ILO's blue print for HIV & AIDS workplace programme based on Recommendation 200.</p> <p>3 companies from transport sector and 50 small and medium enterprises have developed and adopted HIV and AIDS Policies and Programs and 4 Informal sector organizations in Maputo, Milange and Beira Corridor have increased knowledge in implementing HIV and AIDS programs in the informal markets through ASSOTSI and Associacao Mukhero (both informal sector associations)</p>	<p>The ILO supported the development and now the implementation of HIV and AIDS programs by providing technical and financial assistance to trainings, design and implementation of the workplace programs for the world of work partners including ECOSIDA, OTM (union), LEDA (Local Economic Development Agency) Sofala, UGC (Uniao General des Cooperativas) and ASSOTSI. The ILO also provided capacity building to world of work stakeholders to respond to HIV and AIDS in their workplace and organized a training for 35 ToT for development of workplace policies; training on Decent Work and HIV&AIDS for 45 officials from Government, producers association and cotton companies as part of the partnership</p>

			<p>built with the Cotton Institute; 75 parliament members and 50 members of the trade union were trained on R200 and HIV/AIDS; 200 people from Government institutions, Trade Unions, SME managers and NGO were trained on Mainstreaming TB issues in workplace programs;</p> <p>Furthermore, ILO provided capacity to companies, SME and informal sector on the HIV monitoring and evaluation to increase quality reporting to National AIDS Council. 30 focal points trained to use the M&E tools.</p>
	2	The HIV and AIDS workplace programmes have been developed through bipartite consultation.	<p>ILO, in collaboration with ECOSIDA (Business Coalition) and NAC, supported tripartite consultations in Maputo city (40 participants), Matola (35 participants), Tete (32 participants) and Nampula (55 participants) provinces to ensure that the workplaces programmes follow a participatory approach.</p> <p>The meetings resulted in the signing of MoUs between the enterprises and ECOSIDA as acceptance of partnership for development of HIV and AIDS Programs (80 SME signed).</p>
Namibia/NAM151 Government and Social Partners develop and implement effective HIV/AIDS and TB workplace programmes	1	Five HIV and AIDS Workplace programmes have been developed and launched in December 2013 for the following organizations/institutions: The Ministry of Labour and Social Welfare (MLSW); and Trade Union Congress of Namibia (TUCNA); Metal and Allied Namibian Workers Union (MANWU), Construction Industries Federation (CIF), and the Namibian Employers Federation (NEF).	<p>The ILO facilitated partnerships with institutions/ organizations identified for the development of workplace programmes.</p> <p>The ILO provided coordination support towards workshops held for the development of workplace programmes</p> <p>The ILO facilitated the workshops held and capacitated employees and members of</p>

			workers' organizations on the provisions of Recommendation 200, the National Strategic Framework.
	2	For each of the five workplace programmes, a HIV/AIDS workplace committee was established to coordinate and monitor the implementation of their respective workplace programme. The five workplace programmes were developed in line with the ILO Recommendation 200, including the principles enshrined in the Recommendation and the ILO Code of Practice on HIV/AIDS and the World of Work. The programmes seek to address issues pertaining to non-discrimination, gender equality, healthy work environment, social dialogue HIV counselling and testing, prevention, treatment care and support.	The ILO provided facilitation support in the establishment of bipartite HIV/AIDS Committees that were established in the institutions identified. The ILO also provided capacity building support to the established committees in terms of their role in ensuring implementation and the monitoring of the workplace programmes.
South Africa/ZAF176 Government and Social Partners develop and implement effective HIV/AIDS and TB workplace programmes	1	HIV/AIDS Workplace programmes have been developed and launched in December 2013 in the following five organizations/institutions: The National Department of Labour, The National Health Laboratory Services (NHLS), the Health and Other Service Personnel Trade Union of South Africa (HOSPERSA), the Federation of Democratic Unions of South Africa (FEDUSA), and a Joint Labour Programme on HIV and AIDS for Organized Labour including COSATU, NACTU, FEDUSA, and independent unions. The Ministry of Labour Technical Assistance Guidelines were used to guide the development & implementation of	The ILO facilitated partnerships with institutions/ organizations identified for the development of workplace programmes. The ILO provided support towards workshops held for the development of workplace programmes. During the workshops d, the ILO capacitated employers/employees and workers' orgs on the provisions of Recommendation 200, the National Strategic Plan, the revised Code of Good Practice on HIV/AIDS & its Technical Guidelines. Number of participants at the workshops was as follows: HOSPERSA: 31 officials (58% female), FEDUSA: 12 union representatives (50% female); Department of Labour: 50 officials (60%

		<p>HIV/AIDS programmes –</p> <p>Under the Sida-funded programme, workplace programmes were developed for 4 agricultural cooperatives and for 1 farm.</p>	<p>female); NHLS: 24 officials (75% female); from the Joint Labour Programme on HIV/AIDS for Organized Labour: 26 affiliate members.</p> <p>As result of the capacity built, ILO has also engaged in the roll out of the VCT@Work initiative in South Africa, through the financial support of the Norwegian government, which resulted in 10,000 workers tested at the end of December 2013</p> <p>The ILO made technical inputs into the Technical Guidelines document for implementation of HIV/AIDS programmes. -ILO provided technical and facilitation support for development of workplace programmes for rural based cooperatives and farms.</p>
	2	<p>For each of the five workplace programmes that were developed, bipartite HIV/AIDS workplace committee were established to coordinate and monitor the implementation of their respective workplace programmes. All five workplace programmes were developed in line with the ILO Recommendation 200, including the principles enshrined in the Recommendation and the ILO Code of Practice on HIV/AIDS and the World of Work.</p> <p>Within the Sida-funded programme one national and 3 local Corridor Economic Empowerment & HIV/STI/TB Technical</p>	<p>- The ILO provided facilitation support in the establishment of bipartite HIV/AIDS Committees that were established in institutions identified. The ILO also provided capacity support to the established committees in terms of their roles in ensuring implementation and the monitoring of the workplace programmes. ILO facilitated establishment of a National and local Corridor Economic Empowerment & HIV/STI/TB Technical Committees. Facilitated their training to monitor support implementation of workplace program</p>

		Committees have been established to monitor implementation of workplace programmes in the transport corridor & selected communities. All workplace programmes were developed in line with the ILO Recommendation 200.	
Swaziland/SWZ154 Government and Social Partners develop and implement effective HIV/AIDS and TB workplace programmes	1	There are six wellness, HIV and AIDS and TB workplace programmes that have been developed and launched in December 2013 in line with the ILO Recommendation No. 200. The programmes were developed in the following institutions: Ministry of Labour and Social Security, Royal Swaziland Sugar Corporation, Nedbank Swaziland, MTN Swaziland, Swaziland Revenue Authority, Giant Clothing company.	The ILO technical support in the development of the bipartite Wellness HIV and TB Workplace Policies and Programmes in all the identified enterprises. ILO staff and consultants assisted in the bipartite committees to develop the policies and programmes.
	2	The Ministry of Labour and Social security has developed a bipartite wellness, HIV/AIDS and TB workplace policy, in consultation the National Public Servants and Allied Workers (NAPSAW). Subsequent to the Workplace Policy, the Ministry developed a wellness, HIV and TB Workplace Programme through the same bipartite consultation process. The Workplace Programme is being implemented in collaboration with the Public Service HIV and AIDS Coordinating Council (PSHACC). Activities are coordinated, implemented and reported through the National Steering Committee on Employee Health and Wellness (NSC-EW) established in the last biennium.	The ILO provided facilitation support in the establishment of bipartite HIV/AIDS Committees that were established in institutions identified. The ILO also provided capacity support to the established committees in terms of their role in ensuring implementation and the monitoring of the workplace programmes. The programmes seek to address issues pertaining to non-discrimination, gender equality, healthy work environment, social dialogue HIV counselling and testing, prevention, treatment care and support.
Zambia/ZMB152 HIV and AIDS workplace programmes developed in selected sectors	1	HIV/AIDS workplace programmes have been developed and launched in 5 workplaces in the following sectors, Education, Agriculture,	The ILO has contributed to the development and implementation of sectoral workplace programmes (5 workplace programmes under

	<p>Informal economy and the Transport sector.</p> <p>As a result, HIV testing and counselling was provided outside the workshop venues for participants: 22 (9 males and 13 females) people were counselled & tested. A second event, covering 6000 people, is being planned in early November 2013.</p> <p>In the Kashima and York Farm the enterprise policies were revised and the peer education programmes and HIV committees revived</p> <p>In the informal economy, informal workers from seven subsectors were trained on policy development and formulated new policies. All seven sub-sectors were trained on developing their workplace programmes and on implementing them. Each subsector developed their action plan.</p> <p>In the education sector, a strategy for the Ministry of Education, Science, Vocational Training and Early Education has been developed and HIV&AIDS workplace implementation Guidelines have been developed</p>	<p>development).</p> <p>Other ILO contributions through technical and financial support include: 75 participants (by end of 2012) drawn from constituents; 39 participants (2013) drawn from the formal sector (education and security [Police]) and 42 participants drawn from the informal sector (agriculture and NGOs) were equipped with knowledge and skills of developing work place programs and activities in line with the ILO Code of Practice for the world of work and (R2001) and R200 (2010). Other support includes: 323 informal economy workers (231 women and 82 men) were equipped with knowledge and skills of HIV prevention and mitigation in work places.</p>	
	2	<p>The Sectoral HIV/AIDS workplace programmes have been developed under the guidance of a bipartite/tripartite HIV/AIDS workplace committee. In addition, 9 work place committees were established in 9 work places (2 in the formal and 7 in the informal</p>	<p>The ILO supported the convening of the various workplace committees to develop the sector specific workplace programmes and during the committee meetings. It provided technical assistance by guiding the committee on how to ensure synergies with the</p>

		sectors)	<p>overarching National HIV/AIDS Workplace policy as well as ensuring its compliance with ILS. The ILO advised on how components of the workplace programmes could be translated into implementable activities. ILO Zambia provided technical assistance, finance, training, consultants, mentoring and follow-up</p> <p>As part of the VCT@Work initiative funded through the Norwegian government, ILO supported an event to reach 6,000 women and men with VCT, organized in November 2013. As a result 215 workers undertook VCT</p>
<p>Zimbabwe/ZWE126 Scaling up HIV prevention, impact mitigation and economic empowerment programmes along transport corridors in Southern African countries.</p>	1	<p>Workplace policies and programmes developed and launched by fourteen(14) groups in four(4) Transport Corridor sites in Nyamapanda, Chirundu, Beitbridge and Ngundu targeting vulnerable men, young girls and women and communities in the Transport sector scale-up programme based on the principles of the Code of Practice, Recommendation 200 and guided by the HIV/AIDS SMEs Sector Policy.</p> <p>Five (5) additional groups in greater Harare (Goromonzi, Budiro, Mufakose, Mabvuku/Epworth, and Belvedere) have developed HIV/AIDS programmes aimed at reducing HIV vulnerability.</p>	<p>ILO provided technical support in integrating the principles of the Code and also Recommendation 200 in HIV and AIDS in workplace policies and programmes.</p> <p>500 men and women were trained on HIV prevention through economic empowerment approaches in collaboration with the National AIDS Council (NAC) and other HIV and AIDS service providers.</p>
	2	<p>The workplace programmes were developed through the participation of employers, workers and government agencies:</p>	<p>ILO conducted HIV testing and counselling campaigns for communities along transport corridors and hot spots conducted resulting in the testing of more than 1500 people.</p>

		<ul style="list-style-type: none"> - 500 men and women along the transport corridors were trained on HIV prevention in collaboration with the National AIDS Council (NAC) and other HIV and AIDS service providers. - HIV testing and counselling campaigns for communities along transport corridors and hot spots were conducted resulting in the testing of more than 1500 people. - A Corridor Economic Empowerment Innovation Fund (CEEIF) was established to provide loans for women operating along the transport corridors or associations of PLHIV, to start economic activities - In collaboration with SEDCO (Small Enterprise Development Corporation) the ILO provided business training for women and men living with or affected by HIV. 	<p>In collaboration with the Ministry of Health the ILO facilitated referrals for women and men who tested HIV positive for further counselling and subsequent treatment.</p>
<p>Benin/BEN903 Mise en œuvre des politiques et programmes sur le VIH SIDA initiés sur les lieux de travail</p>	<p>1</p>	<p>Un "Plan stratégique national VIH/SIDA/IST 2012-2016 a été élaboré par le Comité National de Lutte contre le Sida (CNLS). Un volet de ce plan a été consacré de façon spécifique au VIH/Sida en milieu du travail (Axe stratégique 1, Effet 3 : le monde du travail et l'environnement social, sanitaire, juridique et politique sont rendus favorables à la réponse d'ici à 2016). La mise en œuvre de ce volet relatif au monde du travail dans le Secteur Privé a permis de cibler 7 entreprises privées et mettre en place 7 comités d'entreprise de lutte contre le sida, dont 5 ont élaboré et signé des politiques VIH et sida qui</p>	<p>Le BIT a participé au groupe technique pour l'élaboration et la validation du "Plan stratégique national VIH/SIDA/IST 2012-2016 en fournissant son expertise technique et en vulgarisant ses outils techniques, notamment la Recommandation numéro 200 et le Recueil des Directives Pratiques du BIT sur le VIH et le sida.</p> <p>Dans le cadre de la mise en oeuvre du volet du plan stratégique VIH/Sida relatif au milieu du travail, le BIT a renforcé les capacités de 46 membres des comités d'entreprise de lutte contre le VIH (33 hommes et 13 femmes) et 37 pairs éducateurs (24 hommes et 13</p>

		<p>sont en cours d'exécution.</p> <p>Les Unités Focales de Lutte contre le Sida ou UFLS de 3 départements ministériels élaborent actuellement des politiques VIH/sida au profit de leur personnel (les UFLS, au nombre de 31, sont des comités VIH/Sida dans les ministères et autres institutions publiques)</p>	<p>femmes) sur la mise en oeuvre d'une politique VIH et sida en entreprise selon les principes de la R n°200 et du Recueil des Directives Pratiques du BIT sur le VIH. L'effet induit de ces renforcements de capacités a permis de toucher 544 travailleurs (361 hommes et 183 femmes).</p> <p>L'élaboration de politiques VIH/sida par les UFLS est le fruit du plaidoyer du BIT.</p> <p>La formulation des 3 politiques en cours se fait avec l'appui technique et financier du BIT. Ceci est un levier, et les 28 UFLS restantes manifestent déjà leur intérêt.</p>
	2	<p>Le "Plan stratégique national VIH/SIDA/IST 2012-2016 dans son volet relatif au milieu du travail et les programmes ciblant les 7 entreprises touchées, ont été développés en veillant à ce que les 10 principes du Recueil des Directives Pratiques du BIT et les Principes de la Recommandation n° 200 y soient intégrés et pris en compte.</p>	<p>Le BIT a mené des formations sur la Recommandation numéro 200 et sur le Recueil des Directives Pratiques du BIT sur le VIH et le sida, au profit des mandants.</p>
<p>Burkina Faso/BFA902 Les mandants consolident les acquis et intensifient des actions de lutte contre le VIH/sida-IST et la tuberculose en milieu de travail</p>	1	<p>Cinq programmes de lutte contre le VIH en milieu du travail ont été formulés et adoptés et sont en cours de mise en oeuvre dans cinq entreprises dont deux formelles et trois informelles dans les régions de Ouagadougou, Gaoual et Bobo-Dioulasso.</p>	<p>La contribution du BIT s'est traduit en termes d'appui à 5 entreprises ciblées et demandées par le Ministère du Travail relative à l'élaboration de politiques d'entreprise, la mise en place de comités de lutte et la mise en oeuvre de programmes de lutte contre le VIH et le sida,</p>
	2	<p>En accord avec le Comité National Tripartite et à sa demande, ses 15 membres ont eu leurs</p>	<p>Le BIT a renforcé les capacités des membres du Comité National Tripartite qui a été créé</p>

		capacités développées, renforcés sur des modules intégrant et prenant en compte les Principes de la Recommandation n° 200 et du Recueil des Directives Pratiques du BIT sur le VIH et le sida pour effectuer et mener des stratégies locales de mobilisation de ressources et sont désormais disponibles comme personne-ressources	lors du biennium 2010/2011 sur la formulation de stratégies de mobilisation des ressources locales pour la lutte contre le VIH, le Sida, les IST et la Tuberculose en milieu de travail,
Ghana/GHA151 HIV/AIDS risk behaviours among targeted workers and communities reduced through education	1	Workplace programmes developed in 9 informal sector associations in the textile, woodwork, retail, fishing and indigenous hospitality sectors)	<p>ILO technical support has ensured collaboration between its traditional constituents and the Ghana AIDS Commission, which has facilitated the integration of the world of work response in the national AIDS framework</p> <p>ILO technical support has also focussed on implementing behaviour change approaches in the workplaces targeted during this biennium. As a result:</p> <ul style="list-style-type: none"> -53workers in 4 workplaces across Indigenous Hospitality/Restaurant and Art/Crafts/Woodworks sectors trained as peer educators. -21 focal points and leaders of trade associations trained on monitoring HIV services. - As part of the Norwegian government support, 1,695 workers undertook HIV testing in July 2013 and 39 positive workers were referred to treatment and care services

			- A comprehensive rights-based draft capacity building plan has been developed for judiciary and human rights institutions aimed at giving the stakeholders a better understanding of the Legal Framework and policy environment for upholding the rights of PLHIV. More importantly strategies for achieving the above have been outlined in the capacity building plan
	2	<p>The programmes were developed following a tripartite process, through the national steering committee on HIV and AIDS and the world of work, created during previous projects. The committee has provided guidance in the implementation of the workplace interventions and ensured ownership by the tripartite constituents in the programmes.</p> <p>Furthermore, a youth friendly HIV Service Delivery centre was established in informal Sector Garages settlements as a result of the consultations held between the informal Sector HIV Association/Steering committee and the JUTA (UNAIDS Secretariat, UNFPA, UNESCO)</p>	ILO has provided technical inputs in enterprise level policies and programmes and in guiding the dialogue between management and labour to ensure they are in line the key ILO principles;

Asia and the Pacific

<p>Cambodia/KHM229 Enhanced delivery of targeted prevention and care programmes for HIV/AIDS in the world of work</p>	<p>1</p>	<p>- The national AIDS programme, as a result of the evidence and ILO advocacy, has incorporated the legal aid service established by the ILO for entertainment workers thus ensuring national scale-up of the service as well as sustainability.</p> <p>- 12 Entertainment establishments developed model policies and programmes in line with ILO R200 & labour regulation-PRAKAS No. 086 resulting in reaching: -185 sex workers - 18,800 clients of sex workers - A Cambodian HIV prevention programme funded by the USAID, taking on the programme for national scale-up.</p>	<p>The ILO, based on results of its pilot legal aid service for entertainment workers in 2010-2011, advocated with the national AIDS programme to include legal services as part of an "essential package of services of the national AIDS programme".</p> <p>In addition, the ILO</p> <ul style="list-style-type: none"> - Conducted an assessment of working conditions in the entertainment sector - Organized a dissemination workshop with tripartite partners and civil society organizations to discuss the findings and identify actions thus setting up a pilot HIV-OSH workplace programme for entertainment sector - Advocated with tripartite partners for entertainment workers; need for OSH and HIV prevention - Developed training materials & communication tools on HIV and OSH for entertainment workplaces - Conducted regular monitoring of enterprise HIV-OSH programs. - Trained a NGO to facilitate a pilot project on HIV prevention and OSH for entertainment workers.
	<p>2</p>	<p>The Ministry of Labour and Vocational Training (MOLVT), based on the findings of the ILO needs assessment of working conditions in the entertainment industry & its pilot response, and the national tripartite consultation organized by the ILO, in</p>	<p>The ILO assisted the Ministry of Labour and Vocational Training, constituents and other partners to develop a policy on HIV and AIDS and OSH for the entertainment sector.</p>

		consultation with other key line ministries, social partners and other key stakeholders, developed a new regulation (Prakas) on HIV, AIDS and OSH for entertainment workers taking into account the key principles of R200.	The ILO convened a national tripartite plus partners consultation, based on the needs assessment results to formulate a HIV and OSH regulation for entertainment sector.
China/CHN178 Strengthen equal opportunity and treatment for people living with HIV/AIDS and OSH training for health care workers, implementation of standard precautions in hospitals	1	Two general hospitals in Henan province established HIV and OSH program, based on bipartite consultation as well as national level inputs, consistent with the key principles of Recommendation 200. Two general hospitals in Anhui Province have initiated the establishment of an HIV and OSH program.	The ILO supported - Assessments on healthcare workers' knowledge, attitude and behaviour concerning HIV and OSH in Henan and Anhui Provinces. - Conducted a consultation with State Council HIV and AIDS Committee, China Centre for Disease Control (CDC), managers of two general hospitals in Henan, UNAIDS and other stakeholders on the assessment findings and developed an action plan to address HIV related discrimination at healthcare settings in China. - 42 health workers (28 females and 14 males) on HIV and OSH from two hospitals in Henan Province.
	2	In 2012, five manufacturing companies, four electronic companies and one transportation company in Shenzhen, Guangdong Province set up bipartite HIV and reproductive health programs to address key issues such as non-discrimination, gender-equality, healthy work environment, social dialogue, no screening and confidentiality.	The ILO provided technical review and analysis of the annual work plans of the HIV/AIDS Committees in the 10 enterprises and offers comments to strengthen the alignment with the ILO Code of Practice on HIV/AIDS and the World of Work as well as Recommendation No. 200.
Thailand/THA253 Enhanced access to rights at work and HIV and AIDS protections among key affected populations and vulnerable groups	1	Ten enterprises in the entertainment sector in Bangkok developed and launched workplace policies and programs in line with Recommendation 200, with primary focus on safety and health and HIV prevention and care. The program covered 275 sex workers, 125 entertainment sector staff, and	In order to enhance national capacity, the ILO conducted advocacy to tripartite partners and enterprises; trained and funded an NGO to facilitate programs in enterprises; developed a training manual focusing on OSH and HIV issues; and developed a monitoring system to ensure that enterprise level programs adhered

	<p>approximately 7500 sex worker clients.</p> <p>The Bangkok Metropolitan AIDS Authority adopted the ILO enterprise approach on HIV prevention in entertainment sector within the city level AIDS action plan and strategy. This will result in a scale up of this approach to all entertainment establishments in Bangkok.</p> <p>As a separate but related body of work, a monitoring system for the Thai Ministry of Public Health was established to assess stigma and discrimination in healthcare settings and provide input to developing health sector policies and programs to improve safety conditions for health worker staff and reduce discriminatory treatment of patients living with HIV.</p>	<p>to basic components of ILO Recommendation 200.</p> <p>The ILO conducted advocacy and shared best practices from this program with the Bangkok Metropolitan AIDS Authority to ensure that program examples were incorporated in on going city level programs.</p> <p>The ILO provided financial and technical assistance to the Ministry of Public Health and the Ministry of Labour to develop assessment tools and a methodology to assess stigma and discrimination in the health sector.</p>
	<p>2</p> <p>The policies and programs that were developed at the enterprise level were formed through a collaborative process involving workers, enterprise management and the government. The approach at the enterprise level entailed establishing an on-going dialogue, using the Healthwise methodology, where workers and managers identified health and safety risks and jointly determined appropriate solutions.</p> <p>ACCOR, the largest multinational hotel chain in Thailand has agreed to join the VCT@Work initiative. The initiative, funded by the Norwegian government, is reaching 10 large companies in collaboration with the Thailand Business Coalition on AIDS covering 50,000 women and men workers with 10,000 of them</p>	<p>The ILO facilitated tripartite discussions at the national enterprise level for the development of policies and programs at the enterprise level. This included technical and financial support for a workshop with the labour protection division of the Ministry of Labour to identify options for integrating the entertainment sector within routine safety and health monitoring carried out by the Ministry.</p> <p>UNAIDS and ILO have jointly established a steering committee for the VCT@work initiative in Thailand. Through advocacy with the national insurance company, VCT will be covered by the insurance policy.</p>

		getting HIV testing	
Fiji/FJI152 HIV/AIDS workplace policies will be adopted and implemented	1	Workplace policies and programmes have been developed and launched in the following workplaces: 1) Mana Island Resort & Spa 2) Warwick Resort and Spa 3) Tanoa Group 4) Fiji Corrections Services (Policy finalised and launched) 5) Fiji National University 6) Fiji Development Bank 7) Bank South Pacific	Through the SPC /ILO HIV Project "Pacific Island Workplaces Combatting HIV&AIDS", ILO provided training and funding to build capacity for the tripartite partners. ILO supported the preparation of workplace HIV training manuals to assist in the programmes implementation
	2	The programmes were developed through a bipartite process, ensuring both workers' representatives and managers' inputs into the process.	In order to ensure a bipartite process in the development of the workplace activities, ILO has supported the training of 84 people (55 men and 29 women) in issues related social dialogue, policy development and workplace programmes on HIV and the role of managers and employees.
Indonesia/IDN104 Scale up workplace HIV policies and programs targeting marginalized workers	1	Through bipartite consultation, applying the key principles of Recommendation 200 (non-discrimination, gender equality, healthy work environment, non-HIV screening and confidentiality, etc.) 7 enterprises established HIV and AIDS workplace programmes and policies, and reached 6,500 workers with HIV prevention training and services referrals. The Ministry of Manpower and Transmigration (MoMT) adopted the revised pre-departure HIV training manual, consistent with the key principles of R200, thus integrating HIV into its standard pre-departure training for migrants & reached 22,000 migrants in this biennium.	With support from the Norway Fund and UNAIDS, the ILO organized and supported: • two training of trainers workshops for enterprises • quarterly meetings of national tripartite plus working group on HIV The ILO • conducted an assessment on pre-departure training • Revised the pre-departure HIV training manual in collaboration with the MoMT • Conducted two rounds of training for trainers of recruitment agencies.

	2	<p>The MOMT through tripartite consultations on HIV and social protection, drawing on the experience of workplace interventions, issued a decree requiring all public and private health insurance companies to include HIV in coverage packages, consistent with R200.</p> <p>PERTAMINA - the largest mining and energy company in the country - has joined the VCT initiative. This initiative, funded by the Norwegian government and launched during the World AIDS day event, reached 35,000 women and men workers with awareness-raising and 10,000 for testing.</p>	<p>The ILO organized two national tripartite plus consultations on HIV and social protection to discuss findings from ILO study findings and advocate for inclusion of HIV as part of the health insurance package</p> <p>In the framework of the VCT@Work Initiative, ILO has supported a strategy for scaling up VCT at workplaces which has been submitted to the Deputy Governor of Jakarta city.</p>
<p>India/IND130 Adopt and implement effective workplace policies and programmes to prevent the spread of HIV, discrimination and stigmatization of People Living with and vulnerable to HIV in selected economic sectors</p>	1	<p>6 healthcare workplaces trained 529 medical and para-medical staff in Delhi, Kolkata and Mumbai. These workplaces are under the Employee State Insurance Corporation of the Ministry of Labour and Employment of India</p> <p>16,281 migrant informal sector workers (waste pickers, domestic workers and construction workers) were reached with HIV and AIDS prevention, care and treatment services by two workers' organizations: Nirman Mazdoor Sangathan (Maharashtra) and Hind Mazdoor Sabha (in Delhi) through its affiliate Kachra Kaamgar Union.</p>	<p>The ILO conducted a survey and shared the findings with the government on the Knowledge, Attitude, Behaviour and Practices to assess the need for capacity building of medical staff in addressing stigma and discrimination in healthcare workplaces and national policy implementation.</p> <p>The ILO developed & disseminated the ILO guidelines for health care workers and HIV and a set of three posters on HIV and the healthcare workplaces developed and disseminated.</p> <p>The ILO facilitated collaboration with the State AIDS Control Society and Network of People Living with HIV for follow-up</p>

		<p>The All India Employers' Organization mobilized two state-level chambers in Gujarat and Maharashtra and sensitized 42 member companies to develop HIV and AIDS workplace programmes.</p> <p>The VCT@work initiative has been rolled out in five states: Maharashtra, Andhra Pradesh, Uttar Pradesh, Orissa, Madhya Pradesh and Delhi, through consultation with the National AIDS Control Organization (NACO), and the tripartite constituents</p>	<p>programmes.</p> <p>The ILO provided financial and technical support to the two trade unions for implementing HIV interventions with informal sector workers.</p> <p>The ILO developed communication materials for informal sector workers and facilitated training of union members on HIV and AIDS.</p> <p>The ILO facilitated linkages with State AIDS Control Society in Delhi and Maharashtra for referral to services related to HIV prevention care and treatment.</p> <p>The ILO shared advocacy material and training on HIV and AIDS</p>
	2	<p>Four public sector corporations (covering 45 workplaces) trained 109 employees as master trainers on HIV and AIDS and are implementing the workplace HIV and AIDS intervention.</p> <p>Internal Committee, comprising of management, unions, HR/welfare officials set up in these companies to facilitate the implementation of the HIV and AIDS policy and programme.</p>	<p>- Dissemination of the national policy on HIV/AIDS in the world of work</p> <p>-provided technical support for training on HIV and AIDS policy and programme implementation.</p> <p>- Facilitated experience sharing between public and private sector corporations, and on innovative ways to reach informal sector workers, as well as establishing linkages with SACS and PLHIV networks</p>
Sri Lanka/LKA106 The Government and social partners develop	1	5 Enterprises in the plantation sector have established HIV and AIDS workplace	The ILO provided the following technical inputs to this private sector partner and

<p>and implement policies in line with ILO Code of Practice for HIV AIDS in the workplace</p>		<p>programmes consisted of the following: - A core HIV workplace team of 25 trainers & 80 peer educators implemented behaviour change communication programmes in their respective workplaces. These workplace programme resulted in: - Covering 2400 workers (1320 males & 1080 females) and about 1000 family members with support of the employers, staff and trade union leaders. - Improved referral for workers to local Sexually Transmitted Infections service clinics. - Reduced discrimination against People Living With HIV (PLHIV) at workplace and at the clinics. - Through the ILO periodic monitoring visits, the management reviewed their workplace activities; assessed peer educators skills, documented findings; and redressed gaps identified. (bi-partite at the workplace in collaboration with local Ministry of Health clinical services)</p> <p>In 2013, insurance companies re-examined their existing policies and remove the exclusion criteria so PLHIV in the country will have better access to health.</p>	<p>constituents: - HIV information materials - Establishment of peer-education training standards - 2 day residential training and training materials - A technical consultant who developed behaviour change communication materials. - Standard peer educator toolkit that contained flash cards, flip charts, brochures for each of the 80 peer educators. - Monitoring system for monthly reporting by peer educators and submission of monthly consolidated reports by estate coordinators (Plantation Family Welfare Officers) - Quarterly monitoring visits to the plantation workplaces of these five enterprises to ensure their workplace working group is functional with requisite technical competency in their planning and implementation of the respective workplace HIV prevention programmes and providing feed back to the management.</p>
	2	<p>5 institutions within the Ministry of Labour have established HIV and AIDS Workplace programmes as follows: - A team of 32 peer educators conduct HIV and AIDS education programmes. Resulting in 1500 employees and the public who visit these institutions for labour related services received HIV Information Education & Communication (IEC) material.</p>	<p>The ILO conducted: - Refresher training for 32 Ministry of Labour officers as HIV workplace peer educators. - Refresher training for 250 Labour Officers - Strengthened capacity of 35 Women Development officers of the Ministry of Women and Child Development for HIV workplace peer education.</p>

	<p>Labour Officers have improved skills to integrate HIV and AIDS in worker education programmes;</p> <ul style="list-style-type: none"> - 250 Labour Officers in all District Labour Offices integrated ILO Recommendation 200 and the National HIV and AIDS Workplace Policy in labour officer education programmes. - Jointly with trade unions and employers' representatives developed standard HIV workplace peer education training programme. - Utilized ILO IEC materials for education programmes. <p>The VCT@work initiative, funded through the Norwegian government support, has been rolled out in 15 districts and sectors with high HIV prevalence in collaboration with tripartite partners as well as with UNAIDS and National AIDS Programme.</p>	<ul style="list-style-type: none"> - Created awareness among Foreign Employment Recruiting agents and distributed ILO BCC/IEC materials in the North Western Province (the key migrant sending region of Sri Lanka). - Sensitised provincial authorities and community organizations of Uva Province on the risks and vulnerabilities of external migrant workers to HIV infection.
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Europe			
<p>Ukraine/UKR151 ILO constituents develop and implement programmes on HIV/AIDS at selected workplaces</p>	1	<p>Seven workplace programmes were developed in November 2013 on the basis of the National Tripartite Cooperation Strategy on HIV/AIDS and the World of Work which was adopted by National Tripartite Socio-Economic Council of Ukraine. Seven workplaces, located in the Cherkassy and Kyiv regions, have adopted and implemented HIV workplace programmes. The sectors covered are: health, electricity, education and confectionery</p> <p>The programmes cover all workers employed at these enterprises.</p>	<p>The ILO provided the following contributions to the achievement of the result:</p> <ul style="list-style-type: none"> - consultancy support, including on the development of a gender module to be incorporated in training activities for enterprises and also on the development of sample HIV workplace programme which served as a basis for enterprises' workplace programmes; - a survey among enterprises in Cherkassy region, conducted in September-November 2013 aimed at identifying enterprises for development, adoption and implementation of HIV workplace programmes; - facilitation of awareness-raising and training activities (eight - in total) conducted between December and July 2013.
	2	<p>The programmes were developed jointly by representatives of managers of enterprises and trade unions. The pilot enterprises do not have special committees for HIV; however, responsible persons/bodies are identified in the action plans which are included in the adopted Programmes. Those are mainly health and/or occupational safety and health units.</p> <p>All Programmes are based on the principles of ILO Recommendation 200 and ILO Code of Practice on HIV/AIDS and the World of Work.</p>	<p>The ILO organized:</p> <ul style="list-style-type: none"> - Consultative support to selected enterprises; - Awareness-raising and training activities that include a capacity-building workshop for territorial tripartite socio-economic councils on implementation of the National Tripartite Cooperation Strategy on HIV and AIDS in the World of Work; a sensitization workshop for selected enterprises in Cherkassy region; three round tables/consultations with selected enterprises to discuss sample HIV workplace

		<p>As a result of ILO support and active involvement and commitment of partners at the regional level the Cherkassy region has become a pioneer in setting up a network of enterprises having adopted HIV workplace programmes and covering more than 3,500 workers with awareness-raising activities.</p>	<p>programmes and adapt it to their needs; a series of training-of-trainers activities for enterprises which already adopted the workplace programmes and for those which are willing to join. In total more than 100 persons participated in these activities;</p> <ul style="list-style-type: none"> - creation, design and printing of four booklets about HIV and ways of transmission; human rights in the context of HIV; voluntary counselling and testing and occupational safety and health aspect of HIV and three posters on HIV to be placed in ?information corners? at each of seven enterprises. - organization of the final review meeting with the participation of all pilot enterprises participating in the programme implementation to share experience and challenges as well as identify good practices.
<p>Russian Federation/RUS131 Tripartite constituents develop and implement HIV/AIDS policies and programmes in the workplace</p>	<p>1</p>	<p>12 large workplaces in 6 territories have developed and launched workplace programmes on HIV based on 10 key principles of the ILO Code of practice on HIV/AIDS and the world of work and R200 in December 2013.</p>	<p>The ILO has supported the pilot TU training centers in 6 pilot territories in including the course on HIV/AIDS at the workplace into its curricular for TU leaders integrating it in branch territorial TU training centers in Russia. The ILO course on HIV and AIDS and the world of work: enhance the workplace responses in RF provided for national and sectoral HIV/AIDS FPs (sectors: agriculture, health, mining, oil and gaz, railroad and sea transport), Nov12. Representatives of 43 AIDS Centers (ACs) participated in the ILO session "Improving efficiency of HIV awareness programmes at the workplaces" at the National AIDS Conference (Suzdal, March13). Management of ACs from Chelyabinsk,</p>

			Ekaterinburg, Lipetsk, Samara territories and Rep. of Tatarstan got in-depth insight on addressing HIV at the workplaces (May-June13). Head of prevention section of Kaluga AC attended the ILO training on HIV as a workplace issue (Dec 12). Dissemination of materials on HIV/AIDS prevention and non-discrimination.
	2	As a result of these programmes and the bipartite consultation process, 7 workplaces have included provisions on HIV/AIDS programmes into their collective agreements.	The ILO technical support and advocacy work has resulted in a strong response from the Lipetsk territory.
Tajikistan/TJK152 Tripartite constituents' capacity to implement HIV/AIDS programmes in the workplace is increased	1	5 Workplace policies and programmes have been developed and launched in agriculture, transport and railways, textile, construction and food industry, following the adoption of the first National Tripartite HIV and AIDS Workplace Strategy Paper based on the key principles of ILO Recommendation 200 and endorsed by the tripartite constituents.	<p>ILO has provided technical and financial support in conducting the High-Level Meeting with key Ministries and Parliamentarians in promotion and effective implementation of the ILO Recommendation 200.</p> <p>ILO has provided technical support to the development of the National Tripartite HIV and AIDS Workplace Strategy Paper, its printing and dissemination in 3 languages.</p> <p>ILO has supported a high-level national workshop which contributed to build consensus on the Tripartite HIV Workplace Action Plan that is the basis for the development of the workplace programmes in Tajikistan</p>
	2	The first HIV, AIDS and Tuberculosis Tripartite-plus Workplace Plan of Action for 2013-2016 focusing on key economic sectors was developed and approved.	<p>ILO has supported the organization of a "tripartite plus" discussion of the draft Workplace Plan of Action.</p> <p>ILO has built the capacity of stakeholders in</p>

	<p>In the agriculture sector, a bipartite process led to the signature of a MoU to address stigma and discrimination;</p> <p>In transport and railways sector 135 workers were targeted with prevention and care messages;</p> <p>- In the textile, construction and food sectors HIV workplace enterprise level activities have reached 90 workers in 3 regions</p>	<p>the agrarian, transport and railways, textile and construction sectors including workshops for 31 agrarian leaders-employers in 2 regions.</p> <p>ILO, through the Norwegian government funds, has supported the launch of the campaign on Getting to Zero at the Workplace covering 100 railways and transport workers, followed by capacity building for 35 workers in August 2013.</p>
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Americas			
<p>Jamaica/JAM901 Tripartite constituents in Jamaica have reviewed and revised the national workplace policy on HIV/AIDS</p>	1	<p>Eight enterprises from the food and beverage industry have established workplace HIV programmes and signed on to a proclamation on HIV/AIDS and the world of work.</p> <p>Focal points in each of the participating enterprises in the sector were trained to ensure sustainability of the HIV workplace programmes</p>	<p>With the support of Norway Funds, the ILO provided technical advisory support to the Ministry of Labour (through workshops and seminars) to develop the workplace programmes and to train the focal points.</p>
	2	<p>The workplace programmes and the Proclamation integrate the ten key principles of the ILO Code of Practice on HIV/AIDS.</p>	<p>With the support of Norway Funds, the ILO provided technical advisory support to the Ministry of Labour (through workshops and seminars) to develop the workplace programmes and to train the focal points.</p>
<p>Costa Rica/CRI128 Los constituyentes formulan políticas en VIH SIDA en el mundo del trabajo para implementar la Recomendación 200</p>	1	<p>El Ministerio de Trabajo y Seguridad Social desarrolló en setiembre de 2013 una política interna sobre el VIH y el sida aplicable a sus 6 lugares de trabajo en los diferentes departamentos del país, junto con un programa de implementación. Se capacitaron puntos focales en cada lugar de trabajo para asegurar su aplicación eficaz. El programa benefició a 680 trabajadores y trabajadoras en el Ministerio.</p>	<p>Con apoyo de un programa de cooperación técnica financiado por Noruega, la OIT prestó asesoría para el desarrollo de una metodología para la elaboración de la política interna del Ministerio de Trabajo y Seguridad Social y su programa de implementación en sus 6 lugares de trabajo en el país.</p>
	2	<p>El programa para la implementación de la política en el lugar de trabajo fue desarrollado por un comité bipartito que contó con representación de la organización de trabajadores del Ministerio de Trabajo, autoridades del Ministerio y con representación de personas viviendo con VIH.</p>	<p>La OIT brindó capacitación al comité responsable para la elaboración de la política interna, así como a los respectivos puntos focales a través de talleres de formación en los principios claves de la recomendación 200 y el repertorio de recomendaciones prácticas). Además, la OIT facilitó el diálogo social</p>

		El programa incorporó los diez principios claves del Repertorio de Recomendaciones Prácticas de la OIT. Además, el programa integró medidas específicas para promover la no discriminación, la equidad de género y el respeto de la confidencialidad de los trabajadores en los lugares de trabajo del Ministerio.	(talleres de consulta) para la redacción del documento. La OIT revisó el documento y aportó comentarios técnicos para asegurar su compatibilidad con la recomendación 200 y el repertorio de recomendaciones prácticas.
Honduras/HND128 Los constituyentes, con el apoyo de la OIT, desarrollan programas sobre VIH y SIDA en los lugares de trabajo.	1	Durante el segundo semestre de 2013, el sector maquila (textil y confección) elaboró y lanzó un programa sobre VIH y sida en 5 lugares de trabajo del sector de la maquila, de acuerdo a lo estipulado en la Política nacional sobre VIH y sida en el mundo del Trabajo.	La OIT prestó asesoría para el desarrollo de una metodología para la elaboración de los programas en el lugar de trabajo. La OIT capacitó a respectivos puntos focales (talleres de formación) para la aplicación de los programas y facilitó el diálogo social (talleres de consulta tripartita) para la redacción del documento, incluyendo la perspectiva de personas viviendo con el VIH en el sector.
	2	El programa tripartito elaborado por el sector maquila incorpora los principios del Repertorio de Recomendación Prácticas y de la Recomendación No 200, expresados en la Política Nacional sobre el VIH y el sida. El programa lanzado en las empresas fue diseñado por los comités bipartitos de salud y seguridad en el trabajo, junto con el Ministerio de Trabajo.	La OIT revisó el documento guía para la implementación de los programas en el sector, aportando comentarios técnicos para asegurar la promoción de los principios claves del repertorio de buenas prácticas en el marco de los programas en las empresas del sector.
Brazil/BRA106 Mandantes tripartitos fortalecidos para dar efecto a la Recomendación número 200, integrando las intervenciones en el lugar de trabajo en las estrategias nacionales sobre el VIH/SIDA.	1	Durante el primer semestre de 2013, un comité compuesto por representantes del Gobierno, centrales sindicales, empresas privadas, personas viviendo con VIH y miembros de la comunidad LGBT se reunió y dieron insumos para el desarrollo de un programa sobre el VIH y el sida y la prevención de la homo-lesbo-transfobia al	a) La OIT prestó asesoría técnica para el desarrollo de un programa de trabajo que incorpora la prevención de la homo-lesbo-transfobia un elemento importante en la prevención del VIH y la erradicación de estigma y discriminación. Los materiales desarrollados para este programa integran los 10 principios claves del Repertorio de

		nivel de las empresas privadas en Brasil. Este programa se lanzó en 5 empresas privadas en Brasil durante el segundo semestre de 2013.	recomendaciones prácticas y de la Recomendación núm. 200. Durante el segundo semestre de 2013, la OIT capacitó a puntos focales de 5 empresas privadas en Brasil, y se llevaron a cabo actividades de prevención del VIH y erradicación de la homo-lesbo-transfobia de una forma holística.
	2	El programa - que incluye materiales didácticos y ejemplos de buenas prácticas de empresas y de organizaciones de trabajadores -fue consensuado por representantes del Gobierno, centrales sindicales, empresas privadas, personas viviendo con VIH y miembros de la comunidad LGBT a través de un proceso participativo..	Durante el primer semestre de 2013, la OIT facilitó el diálogo entre el mundo de trabajo y la sociedad civil (organizaciones de personas viviendo con VIH y representantes de la comunidad LGBT) para desarrollar materiales didácticos. A la vez, ayudó a desarrollar una estrategia para las empresas que combinara la prevención del VIH y la erradicación del estigma y la discriminación que sea por VIH o por orientación sexual o identidad de género. Durante el segundo semestre de 2013, y trabajando de una forma muy cercana con un consejo empresarial de VIH y centrales sindicales, la OIT lanzó el programa contra la discriminación en el local de trabajo y los difundió en 5 empresas privadas.
Chile/CHL107 Mandantes tripartitos habrán aplicado las Directrices sobre VIH y el sector transporte, fomentando acción al nivel de la empresa, y habrán iniciado trabajo con sectores relacionados, como el sector minero	1	Por primera vez, fueron aplicadas las Directrices Tripartitas nacionales sobre VIH y el sector transporte, creando un programa sobre VIH y sida en lugares de trabajo del sector transporte. Tomando las Directrices como base, los actores tripartitos consensuaron el programa durante el primer semestre de 2013, que fue lanzado en 5 empresas de transporte. También, las Directrices fueron usadas por el sector minero de la región de Tarapacá para el diseño de su propio programa de trabajo	La OIT prestó asesoría para el desarrollo del programa de trabajo, incluyendo una declaración de adhesión a los valores de las Directrices, una metodología para medir los avances del programa y un "check-list" para verificar con qué componentes de las Directrices las empresas han cumplido. (Las Directrices reflejan los 10 principios básicos del Repertorio y la Recomendación Núm. 200). La OIT facilitó el diálogo social entre los mandantes tripartitos para desarrollar estos

		sobre VIH. Ese programa se enfoca en la capacitación de los miembros de comités paritarios (bipartitos) de seguridad y salud de minas en la región de Tarapacá, durante el segundo semestre del 2013. (Consulta con los comités bipartitos ocurrieron durante el 2012.)	materiales y consensuar el producto final. La OIT organizó una presentación pública ante la prensa para la firma de la adhesión a las Directrices. Durante el primer semestre del 2013, la OIT empezó a capacitar a puntos focales (talleres de formación) de las empresas participantes para la aplicación de este programa. Para el sector minero, la OIT redactó la primera versión de su estudio sobre vulnerabilidades al VIH de dos minerías importantes de Tarapacá, durante el primer semestre del 2013.
	2	Un comité de representantes sindicales del sector transporte, representantes de los empleadores y del Ministerio de Trabajo y Previsión Social participaron en la redacción del programa sobre VIH/SIDA y lo aprobaron. Representantes de las 5 empresas participantes del sector transporte firmaron un acuerdo público, adhiriéndose a los valores de las Directrices Nacionales (y por ende la Recomendación Núm. 200 y los 10 principios del Repertorio), que sirve de marco de implementación para el programa.	La OIT promovió el dialogo social durante este proceso, trabajando tanto al nivel nacional (con federaciones de trabajadores y empleadores, el Ministerio de Transporte y el Ministerio de Trabajo y Previsión Social) y a nivel de las 5 empresas de transporte.
Paraguay/PRY901 Mandantes tripartitos en Paraguay habrán implementado actividades de capacitación sobre VIH/SIDA en el sector transporte, enfocándose en la no-discriminación y el acceso universal de los transportistas al nivel de las empresas.	1	Durante el primer semestre de 2013, el Ministerio de Justicia y Trabajo publicó la Resolución núm. 437 Por el cual se establecen las directrices para fomentar acciones sobre el VIH y el sida al nivel de las empresas del sector transporte terrestre en el Paraguay. Esta política consensuada por los mandantes tripartitos - sirvió al sector transporte como una base para formular y lanzar un programa	La OIT prestó asesoría para el desarrollo de un programa de trabajo: incluye una declaración de adhesión a los valores de la Resolución, una metodología para medir los avances del programa y un "check-list" para verificar que las Directrices están siendo aplicadas por las empresas participantes. (Cabe señalar que la Resolución refleja los 10 principios básicos del Repertorio y la

		<p>sobre VIH y sida en 5 lugares de trabajo del sector transporte.</p> <p>La Resolución incorpora los principios claves de la Recomendación núm. 200.</p>	<p>Recomendación núm. 200).</p> <p>Durante el primer semestre de 2013, la OIT capacitó a puntos focales de 5 empresas de transporte, entrenándoles en la prevención de VIH y adecuando por esta vía los materiales a las necesidades de las empresas.</p>
	2	<p>El texto de la Resolución había sido consensuado previamente por un comité de representantes sindicales y representantes de los empleadores del sector transporte, y el Vice-Ministerio de Trabajo. Este documento da el marco para la acción en las 5 empresas y avala los valores de la Recomendación núm. 200 y los 10 principios del Repertorio.</p>	<p>Durante el segundo semestre de 2013, para asegurar la inclusión de una visión empresarial, la OIT colaboró con una Organización de Empleadores del sector transporte para llevar a cabo los programas de VIH en 5 empresas de transporte. Dentro del equipo de la Organización de Empleadores, se incorporaron formadores pares de choferes de camiones de larga distancia. De esta manera, el desarrollo y la puesta en práctica de los programas fueron bipartitos, apoyándose en un marco tripartito.</p>