

**Workshop for the Orientation/Dissemination
Of
The National Policy on HIV/AIDS on the World
of Work**

**Jointly conducted by
Ministry of Labour and Employment
and
International Labour Organisation,
New Delhi**

5 February, India Habitat Centre, New Delhi

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1. Introduction

The Ministry of Labour and Employment (MOL&E), in collaboration with National AIDS Control Organization (NACO) and the International Labour Organization (ILO) has developed the National Policy on HIV/AIDS in the World of Work. The Policy was launched at the 43rd Session of the Standing Labour Committee on 30th October 2009 in New Delhi. As strengthening the HIV/AIDS policy and programmes in the world of work is an important strategy under the National AIDS Control Programme III (NACP-III), the National Policy is timely and will assist in strengthening the multi-sectoral response to HIV/AIDS.

The National Policy is a result of consistent efforts and consultations. The Policy is based upon guidelines of the ILO Code of Practice on HIV/AIDS and the World of Work, and builds upon the work done in India under the ILO project on HIV/AIDS since 2001.

MOL&E, in collaboration with employers' and workers' organizations, NACO and ILO is attempting to mobilize resources to upscale HIV/AIDS policy and programme in the World of Work in India. ILO, supported by the United States Government (USG) offers technical assistance to expand workplace interventions and for effective implementation of non-discriminatory workplace policies. The Indian proposal for the 9th round of Global Fund for HIV, TB and Malaria (GFATM) has been approved, will complement the existing programme, and help in up scaling HIV/AIDS interventions amongst those most at risk (migrant/informal sector workers).

In light of the launch of the National Policy on HIV/AIDS in the WOW, Workshop for the Orientation/Dissemination of the National Policy on HIV/AIDS on the World of Work was held on the 5th of February, 2010 at Jacaranda-1, Indian Habitat Centre, New Delhi.

The participants of the workshop were from different ministries, state governments, employers' and workers' organizations, enterprises, UN/Bilateral agencies, NACO/SACS, and people living with HIV. For list of all participants, please refer to Appendix.

The main objectives of the workshop were to facilitate a better understanding of the National Policy on HIV/AIDS in the World of Work and to assist all the stakeholders in developing plans of actions for their respective organizations in combating HIV/AIDS in the world of work.

2. Inauguration

Mr. Vikas (Director, MOL & E/ Ministry of Labour and Employment) welcomed the participants and dignitaries. He noted that the workshop was the first with a view for disseminating the National Policy on HIV/AIDS in the World of Work (WOW) after its launch, and hoped to keep the momentum of the overwhelming response from the ministries, state governments, corporate/employers and TUs.



He hoped that the day-long interactive learning planned for the day's workshop would help orient the participants on the background and the salient features of the National Policy on HIV/AIDS in the WOW and help them to develop and implement prevention, care and support strategies for combating HIV/AIDS in the workplace. He also stated that the nodal officers would have to be in the forefront for developing such mechanisms and would be the main catalysts of change.

The ILO advocacy video was screened, which highlighted aspects of HIV related stigma and discrimination, presented perspectives of PLHIV. The film also showed that PLHIV can lead a productive life, showing examples and messages of PLKHIV. The film ended on a strong advocacy message of protecting the right to work for PLHIV, allowing them to live a dignified living and ending discrimination.

Mr. Andre Bogui (Deputy Director, ILO Sub-Regional Office, New Delhi) addressed the participants and congratulated MOL&E, ILO and NACO (National AIDS Control Organisation) on their consistent work and effort towards launching the National Policy on HIV/AIDS in the WOW which is based on the ILO code of practice. The role of employers' organisations and TUs with their Joint Statements of Commitment was also noted. He stated that work was being done towards launching an International Standard on HIV/AIDS in the WOW in the upcoming International Labour Conference.

He spoke of the relevance of the National Policy on HIV/AIDS in the WOW which will be affecting 400 million workers, stating that HIV/AIDS primarily affects the productive age group of 15-49 years. Efforts are to be made for prevention by timely action, good care and support options for Person/People Living with HIV (PLHIV) and eliminating stigma and discrimination which is still highly prevalent in India.

Mr. Bogui (ILO) stated his appreciation of the leadership shown by the MOL&E in developing the National Policy and the efforts made to mobilise resources from the global fund. He said that with the National AIDS Control Programme III (NACP III) currently being implemented in India, it is important to recognise that the HIV/AIDS epidemic cannot be tackled by one department or organisation alone. Multi-sectoral and innovative partnerships are needed. Mr. Bogui acknowledged the help given by the United States Department of Labour (USDOL) and the United States Government (USG), and said he hoped the workshop would provide all present with a practical understanding of the National Policy on HIV/AIDS in the WOW.

Mr. S.K. Srivastava (Additional Secretary, MOL&E; Chairman, PMT/Project Management Team) greeted all present and expressed his gratitude to all the central government ministries and departments, state governments and others for their prompt response to the request of appointing nodal officers. He articulated his gladness that the workshop had been held soon after launching the National Policy, as it would help keep the momentum that had been created.



He stated that the basic objectives/priorities must be:

- Sensitization- which is extremely important at this point in the epidemic.
- Developing an action plan.
- Capacity building.

He acknowledged the role of the ILO in developing the policy and helping the ministry as well as social partners on this very important issue. He said, that in the implementation of NACP III, MOL&E has a defined role. MOL&E and ILO had to act as catalysts to create a multiplier effect of awareness amongst those who could make a difference in their individual spheres/domains, and would always act as resource persons and facilitators as required by all departments and organisations involved. He said

that for further action, workshops had been planned for central public sector undertakings and other stakeholders. He stated the responsibilities of the nodal officers in their respective ministries:

- Dissemination of awareness and information.
- Setting up of internal committees.
- Distribution of the National Policy on HIV/AIDS in the WOW to all departments.
- Planning and executing events such as seminars, workshops and training programmes.

Mr. Srivastava (MOL&E) emphasised that these plans and responsibilities were not meant to be a one-time exercise but a continuous and sustained effort. The efforts and their impact would be reviewed in time. He encouraged all involved to make India a role model amongst the developing countries in the fight against the HIV/AIDS epidemic.

Mr. Prabhat Chaturvedi (Secretary, MOL&E) gave the inaugural address for the workshop and began by listing some of the salient features of the National Policy on HIV/AIDS in the WOW:

- Prevention of HIV transmission.
- Protection of the PLHIV's right to work.
- Provision of care and support from existing available facilities.
- Elimination of stigma and discrimination.
- Ensuring equitable and dignified living for PLHIV.
- Safe migration and mobility with information available on HIV/AIDS.



Mr. Chaturvedi (MOL&E) praised NACO for their contribution and ILO for their technical assistance and efforts in the development of the National Policy. He stated the goal of NACP III was to halt and reverse the HIV/AIDS epidemic within the next 5 years. He said that all the participants in the workshop from the GOI, TUs, corporate etc had tremendous potential to make a difference. The main principle to be kept in mind is that the epidemic prevention can only work in an

environment where human rights are upheld for all. One of the main strategies to be used is to extend the benefits of existing social schemes to include PLHIV. He ended by articulating the hope that there would be even wider collaboration and active cooperation in the future for combating the epidemic.

Mr. S. Mohammad Afsar (Technical Specialist and National Programme Coordinator, ILO Sub-Regional Office, New Delhi) greeted all present and facilitated a quick round of introduction of participants. He said that one of the main lessons learnt in the successful implementation of HIV programmes is the leadership shown by stakeholders. He thanked ministry for the leadership shown and other leaders from the world of work, who showed leadership by accepting the problem and developing their response. He shared that a Plan of Action has been developed to implement the National Policy, which has three pillars:

- Dissemination of information.
- Capacity building.
- Monitoring and evaluation.

Mr. Afsar reminded everyone present of the key message of the ILO advocacy video: that PLHIV need jobs to survive. The National Policy is based on protection of their rights to work as well as prevention

of stigma and discrimination against them. In India, so far the treatment programme is good and is being up-scaled but PLHIV still need work/ a source of income.

He hoped that all present would leave the workshop with a clearer understanding of the principles of the policy and a plan of action for their organizations. He thanked all for their participation and the Secretary as well as Additional Secretary MOL&E for their presence and guidance in this effort. The ILO's continued support to all in successful implementation of the Policy and workplace interventions was also reiterated by Mr.Afsar.

3. Relevance of workplace policies and lessons from policy development, dissemination and implementation

Methodology/Approach: Presentation and Question/Answer session.

The ILO documentary of the work done in India with corporate and employers' organisations, including the signing of the Joint Statement and launching of Workplace Interventions (WPIs) in enterprises and organisations was screened. It highlighted some of the models that have been successful and educated the participants on the existing capacity that they had to build on.

Mr. SM Afsar (ILO) made a short presentation highlighting the following subjects:

- Why should HIV/AIDS be discussed
- Relevance of WPIs
- ILO's approach
- Rationale for policy/programmes in South Asia
- Status of national policies in South Asia
- ILO's code of practice on HIV/AIDS in the WOW developed in 2001
- Checklist for planning and implementation
- The new International Labour Standard on HIV/AIDS
- Key lessons from past experiences

For the entire presentation, please refer to Appendix

A question and answer session facilitated by Mr. SM Afsar (ILO), took place and the main questions from the participants and their responses were as follows:

Q. If an employee's fitness level is only to be kept in mind, then how would that work out in the Indian military forces and police where all HIV positive employees were dismissed?

A. A participant who incidentally was a part of the Indian military clarified that the above statement is a common misconception. In fact the Indian army came out with their own policy on HIV/AIDS for their employees, as advocated by the International Armed Forces standard, which was finalised in 2002 and revised in 2009. Fitness to work remains the key criteria in the Indian armed forces due to Antiretroviral treatment (ART) which changes the profile of a PLHIV.

Q. The National Policy on HIV/AIDS in the WOW is easily implemented in all the various sectors which have the infrastructure to do so, but those in TUs find it a challenge to reach people at grass root levels, especially migrant and construction workers.

A. While the National Policy is comprehensive enough to include the informal sector, it is admittedly a challenge to reach it effectively. Programmes and interventions must be according to the specific context on the target populations. A presentation and video screening regarding reaching people through TUs was shown later in the workshop as a part of the answer to the question.

Mr. SM Afsar (ILO) made the following points, and explained the principles of the ILO Code, in the discussion:

- Fitness to work should be seen as the main criteria not the real or perceived HIV status.
- The 'reasonable accommodation' clause must be kept in mind dealing with an HIV positive employee. He/she should be kept employed as long as possible, and be accommodated by being given less strenuous work, if required.
- HIV/AIDS education, and not HIV testing should be made mandatory. The former encourages the employees to voluntarily get tested.
- The impact of HIV/AIDS on society is variegated as it affects the economy, health care and education of a society. The specialised workers who lose their jobs due to their status (stigma) or ill health from HIV/AIDS leads to a big loss of qualifications and human resources.

4. **The National Policy on HIV/AIDS in the World of Work: An overview and the way forward**

Methodology/Approach: Presentation and Question/Answer session.

Mr. Vikas (Director, MOL&E) discussed the National Policy on HIV/AIDS in the WOW, which was launched after ILO and MOL&E collaborated with several consultations with all stakeholders through a presentation covering the following themes:

- Launch of a National Policy on HIV/AIDS in the WOW
- Need for a National Policy on HIV/AIDS
- Aim of the National Policy on HIV/AIDS
- Guiding principles
- Key strategies
- Scope of the Policy
- Implementation and Monitoring
- Response of MOL&E to HIV/AIDS
- Way forward

For the actual presentation, please refer to Appendix

A question and answer session facilitated by Mr. Vikas and SM Afsar (ILO) took place and the main questions from the participants and their responses were as follows:

Q. When it comes to prevention of stigma and discrimination towards PLHIV, there is no legally binding clause in the National Policy. Shouldn't more teeth be provided to this area by legislation?

A. The draft bill developed in India on HIV/AIDs does include these points. However, prevention of stigma and discrimination can only be done step-by-step as it has to do with changing people's attitudes. Employees must be given HIV/AIDS awareness and education, and their myths need to be eliminated.

Q. The utilisation of the ESIC hospitals for free treatment of the labour class only covers the organised sector.

A. Efforts are on for effective coverage of unorganised workers. NACO is expanding treatment, which is available for mobile and migrant workers as well. PPP was also being expanded to cover this aspect. Some good practices are documented by ILO and were shared with participants.

Q. Health care workers are at high risk to HIV transmission. Should there be any compensation for them?

A. Health care workers must follow the universal precaution for prevention for every single patient to protect themselves. And then, there is a provision of PEP for them in case of any accidental exposure.

Q. How will the monitoring mechanism take place?

A. A National Steering committee comprising of representatives from the government ministries, state governments, members of parliament (MPs), TUs, PLHIV and employers' organisations will oversee the monitoring and evaluation.

Mr. Mayank Agarwal (Joint Director, IEC NACO) commended the leadership of MOL&E, addressing it as a unique example of a government department and mentioned his appreciation for MOL&E's spirit of mainstreaming HIV/AIDS activities in all its departments.

Mr. Mayank Agarwal (NACO) stated that there exists a great bond between employers and employees in the organised sector, which though is debateable in the informal sector, does not mean that the latter cannot be reached via interventions. India is a low prevalence country with certain high-prevalence pockets. Even in the low-prevalence industrialised states and cities, vulnerable migrant worker populations are usually large, and they tend to spread HIV/AIDS to their families from their original destinations.



The role of enterprises and their Corporate Social Responsibility (CSR) and HR (Human Resources) departments is crucial in targeting migrant workers.

Mr. Agarwal (NACO) also encouraged the participants to establish linkages with Integrated Counselling and Testing Centres (ICTCs) and Antiretroviral Treatment (ART) Centres sponsored by NACO. He stated that the development of action plans for each state and the development of WPIs for employers' organisation and enterprises would benefit the NACP III immensely and that the inputs from the workshop would provide new insights as well.

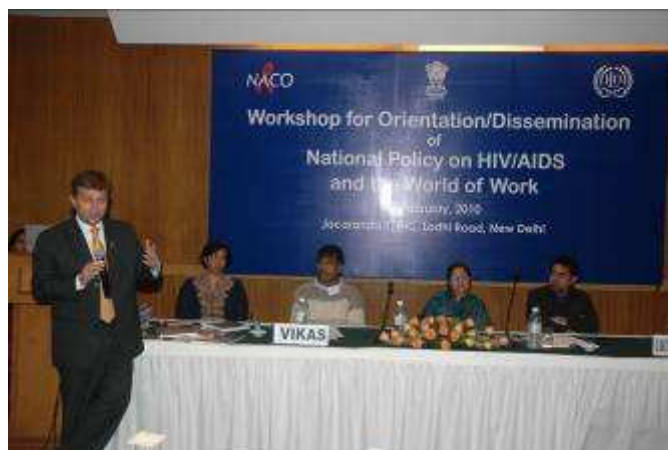
Recommendations by participants for NACO were as follows:

- Skill building workshops for the mainstreaming consultants of SACS.
- Better collaboration between SACS and the state Departments of Labour, which up until now has not been satisfactory.
- Greater effort from NACO to reach informal sector workers, mainly through TUs.

Mr. Agarwal (NACO) agreed on the significance of each of the recommendations and promised to see to them, and specifically pointed out that representatives from TUs must be included in the steering committee.

6. Experience sharing by ILO corporate partners implementing workplace policies and programmes

Mr. Afsar (ILO) invited some of ILO's collaborative partners to speak briefly about the models and good practices developed and implemented by them. Representatives from the following organisations/enterprises spoke, highlighting the given points:



- SAB Miller, India: From 2000 onwards, HIV/AIDS programs had been launched in SAB Miller primarily because of the company's roots in South Africa (where HIV/AIDS interventions had been already launched to deal with the epidemic). After a partnership with ILO, the company's Plan of Action was launched.
 - By following ILO's concept of Master Trainers, within 2 years 3500 workers including contractual and supply chain workers could be covered.
 - SAB Miller has a core committee for the HIV/AIDS programme, which includes the Managing Director.
 - New tools that have been developed for the programme are: quizzes on HIV/AIDS, awareness sessions on World AIDS Day etc. Infotainment is popularly used in their programme.
 - SAB Miller has partnered with Non-Government Organisations (NGOs) in different states, and has been given support from SACS and ILO which made it possible to reach truckers, educate them and refer them to ART centres and ICTCs. Up until now, SAB Miller has managed to give HIV/AIDS awareness to approximately 5000-6000 truckers.
 - Condoms are provided free in retail outlets in some states like Bihar as alcohol is associated with risky behaviour.
 - Presently, work is being done to update their programme by covering all the breweries, reviewing the policy and retraining the master trainers.
- Apollo Tyres: There are main three aspects of the HIV/AIDS programme followed by Apollo Tyres.
 - Incorporating the HIV/AIDS programme into a part of the ongoing business strategy.
 - For sustainability of the programme, the top management of the company must be a part of it. The nodal person for the WPIs plays a crucial role in being the intermediary between the top management and the programme.

- The benefits of the programme must be seen keeping in mind the business objectives of the company (via a cost-benefit analysis by looking at HIV/AIDS as a business risk) and the National Policy on HIV/AIDS in the WOW.

Apollo Tyres have begun interventions for truckers and supply chains as well as 13 clinics, and established partnerships with SACS, Population Services International (PSI) and ILO.

- SRF Ltd.: In collaboration with ILO, SRF Ltd. has achieved the following over the past four and a half years:
 - 60 master trainers
 - 100 peer educators
 - Awareness and education interventions for truckers, contractual employees etc.

At present, the plan is to review the policy, collaborate with SACS and include important suggestions and points from the Orientation workshop.

- Crompton Greaves: In three and a half years, Crompton Greaves went about their HIV/AIDS WPI in the following way:
 - With the help of ILO, the top management of the company was sensitised to bring them on board for the project. The CSR department was made mainly responsible.
 - About 97% of the targeted employees (approximately 10,000) were reached within 10 months.
 - The casual labour, communities and colleges have also been covered.
 - Future plans include making the supply chain their main target population.

Mr. Afsar (ILO) spoke briefly about the foremost task of getting the top management to support the project by making them understand that HIV/AIDS is a workplace issue, which could lead to a massive waste of qualifications and resources. The first step taken by ILO when collaborating with a company or enterprise is always to sensitise the management and include them in the project as it would ensure efforts in all locations.

A question and answer session took place between the participants and the representatives of the organisations mentioned above (which shared their good practices), facilitated by Mr. SM Afsar (ILO).

Q. How many regular employees have been found to be HIV positive and what is their employment status in the company now?

A. SAB Miller stated that there were no HIV positive employees yet, while Apollo Tyres spoke of 2 HIV positive employees who were on ART, physically fit and working. SRF Ltd. spoke of some cases in their supply chains and Crompton Greaves said there had been 2 cases before the start of the WPI, which actually did prompt the WPI.

Q. How does starting a WPI on HIV/AIDS affect the general environment of a company?

A. Starting a WPI in a company creates an atmosphere of goodwill and trust between the employers and employees as it communicates care and concern for the workers.

Q. What are the different models of delivery? Are the services provided vertically or are they integrated into existing strategies?

A. Apollo Tyres had incorporated the HIV/AIDS WPI as a part of their existing health services. SRF Ltd. on the other hand, has a special team with volunteers specific to HIV/AIDS, with different themes for all their sessions.

Mr. Afsar (ILO) recapped the important aspects of the good practices shared by the companies, highlighting the following ones:

- Top management's commitment is necessary.
- A nodal person must be appointed.
- The two ways to start a WPI on HIV/AIDS are:
 - Integrate into existing policy/strategy.
 - Set up a separate committee specific to the HIV/AIDS WPI.
- Train volunteers as master trainers.
- Provide the services (treatment, counselling etc) either from your own set up or set up partnerships with government programmes, SACS, NGOs etc.

7. Group Work to assist stakeholders to develop plans of action to implement the National Policy on HIV/AIDS in the WOW

Methodology/Approach: Group Work, Brainstorm, Presentation and Discussion.

A short ILO documentary on the TU model and TUs' roles in interventions was screened.

All the participants were divided into the following groups of representatives from:

- Central Ministries
- Public and Private sector enterprises
- Trade Unions and employers' organisations
- State Governments

Each group, was asked to brainstorm and develop quick plans of action, and list 3 major priorities when they presented their ideas. The session was facilitated by **Mr. Srivastava** (MOL&E) and **Mr. SM Afsar** (ILO). **Ms. Joshilla** (ILO), and **Ms. Divya Verma** (ILO) assisted the groups in helping develop their plans of action.



Each group presented their plans of action, and listed their main priorities, as follows:

a) Central Ministries

- Nodal persons will organise meetings in their ministries, use the advocacy video and share the Policy.
- If needed, adaption of the policy in their own settings.
- Mainstreaming HIV/AIDs into their programmes/training institutions and schemes; and
- Seeking assistance from MOLE/ILO for training of trainers, communication and training materials.
- Sharing of PSUs to develop WP policy and programmes.
- Setting up of internal committees to review the HIV/AIDs policy and programme, with provision of training tools from ILO.

2. Trade Unions/employers organizations

- Strengthening their capacities,
- Identifying sectoral affiliates
- Seeking partnerships with MOLE/ILO, NACO/SACS.
- Unions will focus on informal sector workers and work in collaboration with employers, government and civil society organizations.

3. Public and Private Sector Companies

- Nomination of a nodal person for coordinating the HIV/AIDS response
- Setting up of an internal committee
- Organizing Trainers' Training programmes with help from ILO.
- Keeping MOLE/ILO informed of the progress.

4. State Governments

- Setting up a State Steering Committee on HIV/AIDs and the World of work, chaired by the Principal Secretary of Labour
- Seeking collaboration with SACS, and membership in State Council on AIDS for labour departments, employers and unions, and looking at their schemes for integration of HIV/AIDS, such as the Construction Workers' Welfare Funds etc.

8. Concluding remarks and closing the workshop

Mr. Srivastava (MOL&E) stated the importance of the National Workshop for Orientation and Dissemination of the National Policy on HIV/AIDS in the WOW, from the point of view of the participation of all the representatives present. He recommended that similar regional workshops with a focused approach should also be held.

The ILO advocacy video for PLHIV was screened once more for the end of the workshop, and it was recommended that all participants start their meetings by screening it.

Mr. SM Afsar (ILO) expressed his thanks for the participation of all the representatives. The workshop was formally closed.

9. Appendices

Appendix I: Draft Agenda

9.30 – 10.00 AM	Welcome tea/coffee and registration
10.00 – 11.10 AM	Inauguration
10.00 – 10.10 AM	Welcome address by Mr. Vikas , Director, MOL&E
10.10 – 10.15 AM	Screening of advocacy video to highlight HIV related stigma and discrimination and messages of people living with HIV to stakeholders in the World of Work
10.15 – 10.30 AM	Address by Mr. Andre Bogui, Deputy Director, ILO Subregional Office, New Delhi
10.30 – 10.45 AM	Address by Mr. S.K. Srivastava, Additional Secretary (MOL&E) & PMT Chairman
10.45 – 11.00 AM	Inaugural Address by Mr. Prabhat Chaturvedi, Secretary, MOL&E
11.00 - 11.10 AM	Vote of Thanks by Mr. S.Mohammad.Afsar, Technical Specialist (HIV/AIDS), ILO
11.10 – 11.40 AM	TEA BREAK
11.40 – 12.00 PM	Relevance of workplace policies & lessons from policy development, dissemination and implementation – Mr. S.Mohammad. Afsar, ILO
12.00 – 12.15 PM	Presentation on the National Policy on HIV/AIDS and the World of Work – Mr. Vikas, MOL&E/ Ms. Indrani Gupta, Under Secretary, MOL&E
12.15 – 1.30 PM	Understanding the National Policy and Plan of Action for implementation – Ms Indrani Gupta, MOL&E/ Mr. Vikas Open house discussion, moderated by MOLE/ILO (Mr. Vikas and Mr. S.M. Afsar)
1.30 – 2.30 PM	LUNCH BREAK
2.30 – 3.30 PM	Group Work to assist stakeholders to develop plans of action to implement the policy (Three group: Government, Trade unions and Employers) facilitated by MOLE/ILO and NACO
3.30 – 4.30 PM	Chair - Mr. S.K. Srivastava, Additional Secretary, MOL&E Presentations by groups and discussions Concluding remarks by Mr. Srivastava Vote of thank by MOL&E
4.30 - 5.00 PM	Tea/Coffee and close

Appendix II: List of participants

Ministry of Labour and Employment	
1.	Mr. Prabhat Chaturvedi Secretary
2.	Mr. S.K. Srivastava Additional Secretary
3.	Mr. Vikas Director
4.	Ms. Indrani Gupta Under Secretary
5.	Mr. Virender Singh Deputy Director Phone: 23473344; 9958206029 E-mail: virender.justice@nic.in
6.	Smt. Amarjeet Kaur, DDG(E) Phone: 23350896; E-mail: ddg_dget@nic.in
7.	Mr. P.K. Sharma Section Officer Ministry of Labour 518, Shram Shakti Bhawan Rafi Marg, New Delhi Phone: 23766320; 9910252979 E-mail: pradeep_ksv@yahoo.com
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9.	Mr. M.R. Sindhwani, Dy. Director of Emp Exchanges, M/o Labour and Employment, New Delhi. Phone: 23073086; Mobile: 9868204730; E-mail: mukeshsindhwani@g.mail.com
10.	Mr. Chaitanya Prasad OSD I & B, 557 A Wing, Shastri Bhawan New Delhi Phone: 9878350242
11.	Dr. Ruma Ghosh Faculty Member VVG NLI Sector 24, NOIDA Phone: 0120-2411573 E-mail: rumanli@gmail.com
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	New Delhi – 110 013 Phone: 24355979; Mobile: 09811221410 E-mail: aquarianniit@gmail.com
13.	Dr. Shyama Goyal Director FW HIV/AIDS ESIC Tilak Vihar Complex Delhi – 110 018 Phone: 28331179; 9810004749 Fax: 28331179; E-mail: directoratfwe.co.in
14.	Dr. Gurucharan Bhuyan Research Officer (AY.) CCRAS, Deprt. of AYUSH No. 61-65, Institutional Area Opp. 'D' Block, Janakpuri New Delhi – 110 058. Mobile: 9958355177; E-mail: drbhuyangc@yahoo.co.in
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20.	<p>Lt. Col. S K Kaushik, Joint Director AFMS (Health), Ministry of Defence O/o DGAFS, 'M' Block, New Delhi. Phone: 23093258; Mobile: 9868637366; E-mail: dirafmsh@gmail.com</p>
21.	<p>Shri U.S. Chattopadhyay, Under Secretary (Admn.), Ministry of Parliamentary Affairs, Room No.92, Parliament House, New Delhi-01. Tel No.23034899 (O), 24368851® Fax No.23018220 E-mail: udayschattopadhyay@gmail.com</p>
22.	<p>Mr. R.N. Biswas Director M/O Youth Affairs and Sports 102, C Wing, Shastri Bhawan, New Delhi – 110 001 Phone: 23384072</p>
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c) Appendix III: Presentation by Mr. SM Afsar (ILO) on the Relevance of workplace policies and lessons from policy development, dissemination and implementation

Relevance of HIV/AIDS Workplace policies

National HIV/AIDS Workplace Policy Dissemination Workshop,
Kathmandu, Nepal
19 November 2009

by
S. Mohammad Afsar
Technical Specialist (HIV/AIDS)
ILO Subregional office, New Delhi














Why should we discuss HIV/AIDS?

- HIV/AIDS affects the most productive age group of 15-49 years.
- It is never possible to get the exact magnitude of the AIDS problem.
- HIV infection can be prevented.
- Key challenges in prevention:
 - HIV infection goes unnoticed for years.
 - Primarily spreads through sexual contact - discussion about sex is a taboo in many societies
 - Stigma and discrimination associated with HIV/AIDS

Relevance of Workplace Interventions (WPI)

- WPI form the bridge between interventions targeted at High Risk Groups and general population.
- WPI provide opportunities of reaching out to clients of sex workers.
- WPI have a multiplier effect: workers – families – communities.
- WPI are effective in reducing stigma and discrimination (workplaces & communities)
- WPI provide a good entry point for developing Public Private Partnerships
- By ensuring right to work/earn a living- WPI make care and support programme more meaningful.








ILO's approach

- Influencing the National Policy/legislative framework, based on the ILO Code
- Prioritization of workplace programmes in National AIDS Programmes
- Capturing evidence for advocacy
- Engaging People Living with HIV
- Strengthening capacity of ILO Constituents
- Demonstrating action.
- Documentation of good practices
- Integrating HIV in Decent Work Country Programmes.
- Collaboration with UN agencies as cosponsor of UNAIDS








Rationale for policy/programmes in the region

- Low level of prevalence but vulnerability is high.
- Evidence of HIV transmission related to injecting drug use, unprotected sex, unsafe blood transfusion and from infected pregnant mother to child.
- Inter and intra country migration.
- HIV related stigma and discrimination is profound.
- The region has low level of awareness, inadequate testing and surveillance facilities.
- Majority of those infected are in the prime of their productive lives.

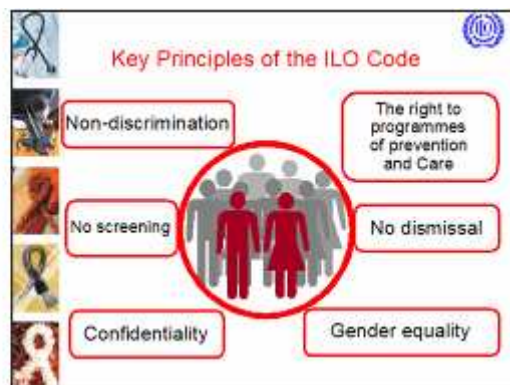
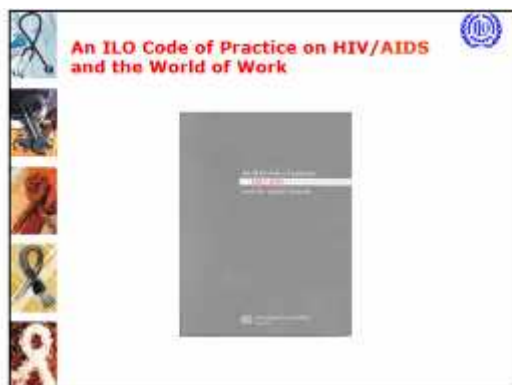







Status of National Policies in South Asia

- Afghanistan: A draft Afghanistan National HIV Code of Ethics.
- Iran: draft National Policy on HIV/AIDS.
- Bangladesh- National HIV/AIDS Policy, covers issues related to the workplace.
- Pakistan: Draft National HIV/AIDS Policy.
- Sri Lanka: Draft National Policy; National workplace policy being developed.
- India and Nepal: National HIV/AIDS Policy as well as National HIV/AIDS Policy on HIV/AIDS and the World of Work.



-
- Checklist for planning and implementation**
- ❑ set up an HIV/AIDS - workplace committee
 - ❑ establish TOR
 - ❑ review existing legislation
 - ❑ assess impact on & needs of workplace
 - ❑ identify existing services & resources
 - ❑ draft circulate and finalize policy
 - ❑ draw up budget & seek funds
 - ❑ establish plan of action with timetable and implementers
 - ❑ disseminate policy
 - ❑ implement plan of action
 - ❑ monitor impact & change plan as necessary

-
- Application of the ILO Code:**
- Used in over 60 countries in national policies/legislation.
 - Tripartite declarations in Nepal and Sri Lanka
 - Joint statements of commitments of employers and unions in India
 - National workplace policy in India and Nepal
 - Ministerial Decree of MOL in Indonesia
 - Employers' Federation of Pakistan Statement of Commitment.
 - Several enterprise/sectoral policies.

New International Labour Standard on HIV/AIDS

Likely to be adopted in ILC 2010

The slide features a vertical strip of four small images on the left side, each showing a different colored ribbon (blue, red, yellow, and white) against a dark background.

-
- Key lessons**
- The process of developing workplace policies – setting up tripartite committee is the key.
 - The policy needs to be reviewed from time to time, to make necessary changes in the light of trends in the epidemic.
 - Policies need a Plan of Action & an implementation/review mechanism.

d) Appendix IV: Presentation by Mr. Vikas (MOL&E) on the National Policy on HIV/AIDS in the World of Work: An overview and the way forward

**NATIONAL POLICY ON
HIV/AIDS AND THE WORLD OF
WORK
An Overview and Way
Forward**

By Ministry of Labour &
Employment

**Launch of National Policy on HIV/AIDS
and the World of Work**

- National Policy on HIV/AIDS and the World of Work formally launched on 30th October, 2009.
- Policy based on ILO Code of Practice on HIV/AIDS.
- Policy formulated after extensive consultations with employers'/workers' organisations, ILO and NACO.

**Need for having a National Policy on
HIV/AIDS**

- An estimated 2.31 million people living with HIV in India.
- Nearly 90% infections reported from the most productive age group of 15-49 years.
- India has over 400 million workers, 94% in the informal sector. Young people joining workforce every year most vulnerable to HIV.
- PLHIV have to face stigma and discrimination at the workplace.
- No legislative framework in place.

Aim of the National Policy on HIV/AIDS

- Prevent transmission of HIV infection amongst workers.
- Protect rights of those who are infected and provide access to care, support and treatment.
- Protect workers from stigma and discrimination by assuring them equity and dignity at the workplace.
- Ensure safe migration and mobility with access to information services on HIV/AIDS.

Guiding Principles

- HIV/AIDS is a workplace issue.
- Non discrimination
- Gender equality
- Healthy work environment
- Social dialogue
- No screening for purpose of employment
- Confidentiality
- Continuation of employment
- Prevention
- Care and support

Key Strategies

- Prevention of HIV- Awareness through education, training, encouraging safe behaviour practices.
- Vulnerability studies and risk assessment.
- Interventions/support services – Linkages to ART, TB, STI etc.
- Wider scope of social security coverage, health insurance to cover HIV.
- Integrate HIV in existing health schemes.
- Involve PLHIV in policy planning.

Scope of the Policy

- The Policy applies to all employers and workers (formal and informal) in public and private sectors, multinational companies, civil society organisations, all employers' organisations and trade unions.

Implementation and Monitoring

- At national level - Steering Committee set up to lay down broad policy guidelines and undertake regular surveys/risk assessments.
- At state level - State Labour departments, employers/workers organisations represented in State Council on AIDS
- At workplace level - Set up HIV/AIDS committees, appoint nodal officers to

Response of MOLE to HIV/AIDS

- MOLE chairs the ILO Project – Prevention of HIV/AIDS in the World of Work, a tripartite response since 2001.
- MOLE is a member of National Council on AIDS(NCA), chaired by Prime Minister.
- Statement of Commitment on HIV/AIDS signed by employers' organisations and trade unions.
- HIV/AIDS mainstreamed into key MOLE institutions like VVGNLI, CBWE, ESIC.

Contd.....

- Capacity building for enterprises, trade unions and employers' organisations undertaken.
- Projects undertaken trade unions and employers' organisations with migrant/informal workers.
- India has ratified ILO Convention No.111 concerning Discrimination (Employment and Occupation).
- Proposal submitted by MOLE to Global Fund Round 9 on HIV/AIDS approved for funding.
- MOLE has been appointed member of India-CCM (Country Coordinating Mechanism) of the Global Fund.

Way Forward

- Mainstream HIV in other MOLE institutions – DGLW, DGET and NCLP
- Provide leadership and policy directions to the HIV/AIDS response in the world of work in India.
- Effective dissemination of the National Policy, capacity building etc.
- Upscale the work in India with a focus on informal/migrant workers with the help of Employers'/Workers' Organisations, State Governments, Ministries/ Departments, Public Sector Enterprises, Corporates, NACO, ILO and PLHIV.

Thank You

e) Appendix V: List of abbreviations

1. AIDS: Acquired Immune Deficiency Syndrome
2. ART: Antiretroviral Treatment
3. CSR: Corporate Social Responsibility
4. ESIC: Employees State Insurance Corporation
5. FW: Family Welfare
6. GFATD: Global Fund to fight AIDS, Tuberculosis and Malaria
7. GOI: Government of India
8. HIV: Human Immunodeficiency Virus
9. HR: Human Resources
10. ICTC: Integrated Counselling and Testing Centres
11. IEC: Information, Education and Communication
12. ILO: International Labour Organisation
13. MOL&E: Ministry of Labour and Employment
14. MP: Member of Parliament
15. NACO: National AIDS Control Organisation
16. NACP III: National AIDS Control Programme III
17. NGO: Non- Government Organisation
18. PLHIV: Person/People Living with HIV/AIDS
19. PMT: Project Management Team
20. PSI: Population Services International
21. SACS: State AIDS Control Society
22. TU: Trade Union
23. USDOL: United States Department of Labour
24. USG: United States Government
25. UTUC: United Trade Union Centre
26. WOW: World of Work
27. WPI: Work Place Intervention