

## ILO ORGANIZATIONAL REPORT (2018 – 19)

### **Key Strategies to integrate HIV into broader development mandate**

The ILO has progressively integrated HIV into its broader development mandate. A healthy and non-discriminatory workforce is a prerequisite for the attainment of Decent Work and SDG 8 (ie. *promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all*). This report, which captures examples of HIV integration within the broader ILO development mandate, is presented under the headings: updated ILO Strategy on HIV and AIDS; HIV Branch within the ILO; HIV in the ILO Programme and Budget (2020 – 21); HIV mainstreaming Tools and Guidance; HIV integration into Social Protection programmes; HIV integration into Labour Migration projects; HIV integration into LGBTI initiatives; HIV integration into Occupational Safety and Health (OSH) programmes; HIV integration into Labour Administration programmes; HIV integration into International Labour Standards; HIV integration into Wellness programmes; and HIV in ILO Courses



**Updated ILO Strategy on HIV and AIDS:** To better respond to the changing global HIV and AIDS epidemic, the updated ILO Strategy on HIV and AIDS, the “*ILO’s response to HIV and AIDS: Accelerating progress for 2030*”, was adopted by the ILO Governing Body in 2019, and embraces a twin-track approach which synergistically combines HIV-specific actions with HIV integration into the broader development mandate of the ILO. HIV is integrated into development areas such as: protecting fundamental rights at work and addressing discrimination, Social Protection, Labour Migration, Gender Equality

and Diversity, Wellness Workplace programmes, OSH, Labour standards, LGBTI+ issues and ILO training courses, among others.

**HIV Branch within the ILO:** To facilitate improved HIV integration across different areas, the ILO in 2016 merged the ILOAIDS Branch with the Gender, Equality and Diversity (GED) Branch to form the GED/ILOAIDS Branch. GED-ILOAIDS provided enhanced opportunities for HIV integration into gender equality, economic empowerment and adolescent girls and young women (AGYW), persons with disabilities, and indigenous and tribal peoples programmes. For example, the flagship report – *A quantum leap for gender equality: For a better future of work for all* – launched on International Women’s Day in 2019, was the culmination of the extensive and often ground-breaking work undertaken in the ILO’s Women at Work Centenary Initiative. Closely aligned with the 2030 Agenda for Sustainable Development, the report outlines the issues and the bold measures required to achieve the transformation necessary for gender equality in the world of work and looks into the connection with HIV and AIDS as well amongst different intersecting grounds of discrimination that hold back women in the world of work.

**HIV in the ILO Programme and Budget (2020 – 21):** The new ILO Programme and Budget (P&B) (2020 – 21) includes eight mutually reinforcing policy outcomes, with HIV and AIDS issues embedded in outcome six on *gender equality and equal opportunities and treatment for all in the world of work*. HIV is integrated into the ILO P&B (2020 – 21) more effectively and visibly than the previous ILO P&B (2016 – 17) with the inclusion of two indicators which explicitly mention HIV and AIDS. The integrated approach facilitates the mainstreaming of HIV and AIDS programmes into programmes addressing the needs of AGYW, LGBTI people, migrants, indigenous and tribal people and people with disabilities.

***HIV mainstreaming Tools and Guidance:*** Over the years, the ILO has produced a wide range of tools and built the capacity of world of work actors at the national level to facilitate HIV integration into several areas of its work. Some of the integration tools and guidance produced include: the Joint WHO-ILO-UNAIDS policy guidelines on improving health workers' access to HIV and TB prevention, treatment, care and support services (2010); Guide to mainstreaming gender in workplace responses to HIV and AIDS (2011); Working together with businesses: Guidance on TB and TB/HIV prevention, diagnosis, treatment and care in the workplace (2012); HIV and AIDS and Labour Rights: A Handbook for Judges and Legal Professionals (2013); HIV and AIDS: Guidelines for the mining sector (2013); HealthWISE – Work improvement in Health Services – Action Guide & Trainers' Guide (2015); Mainstreaming HIV and AIDS in youth employment (2015); Handbook on HIV and AIDS for labour inspectors (2015); Respecting human rights in the implementation of the VCT initiative: Operational Guidelines on HIV Testing (2015); ILO/WHO Policy brief on HIV self-testing in the workplace (2018); The impact of HIV and AIDS on the world of work: Global estimates (2018); and Health and Wellness at Work: Guidelines for implementing multi-disease testing under VCT@WORK (2019). These Tools have facilitated the integration of HIV in different development areas of the ILO's work.

***HIV integration into Social Protection schemes:*** Social Protection is one of the four strategic pillars of the ILO's Decent Work agenda. The extension of Social Protection coverage to all is a priority of the ILO. During the 2018 – 19 biennia, the ILO provided varying degrees of support to 94 countries to draft legislation, policies, programmes and schemes and develop Social Protection systems including floors. In 20 of these countries, the ILO promoted the coverage of PLHIV and vulnerable populations in national social protection systems. As an example, the ILO, UNAIDS, WFP and partners undertook HIV – sensitivity assessments on existing or new schemes in 13 countries with the view to making them HIV sensitive. In 2019, the ILO commenced the process of developing an assessment tool which would facilitate the systematic inclusion of HIV concerns during the support to develop Social Protection Floors in countries.

***HIV integration into Labour Migration projects:*** Lack of labour protection for migrant workers undermines protection generally for workers. The ILO has many international labour standards adopted over the years by the International Labour Conference that are important for safeguarding the dignity and rights of migrant workers. In 2018, the ILO led the process of drafting a proposal in partnership with IOM, UNHCR, UNODC, SADC and COMENSA in Southern and Eastern Africa on Migration Management. The proposal which covers 16 countries in Eastern and Southern Africa, received 22 million Euros funding from the EU. The project is strengthening institutional mechanisms for the management of migration in Eastern and Southern Africa. HIV is addressed within a broader framework encompassing migration, social protection, and decent work for migrants, people with disabilities, women, children and youth. In 2019, the ILO commenced a study to identify all the HIV-related entry points for the project to ensure that the HIV-related components are fully implemented and no opportunities are missed.

***HIV & AIDS integration into LGBTI initiatives:*** Ensuring a conducive workplace environment where the rights and dignity of all workers are respected and preserved is central to achieving the ideals of Decent Work. The ILO is thus concerned about the relatively higher levels of discrimination meted out to LGBT people in the workplace. In previous biennia, the Norwegian Government funded a nine country research project entitled the Gender Identity and Sexual Orientation - Promoting rights, diversity and equality in the world of work (PRIDE) Project.

PRIDE examined the nature and extent of discrimination against LGBT workers and highlighted good practices that promote meaningful inclusion. Building on this foundation, the ILO commenced the development of a comprehensive LGBT Toolbox which focusses on addressing discrimination in the workplace. Since LGBT people are a key population in the AIDS response, and have a higher incidence of HIV than the national average, HIV concerns have been mainstreamed into the LGBT Toolbox. The draft LGBT Toolbox, produced in 2019, will be field tested in all regions and finalized in 2020.

***HIV integration into OSH programmes:*** Safe and healthy work is a human right and is a foundational element for sustainable development. To improve working conditions for health workers in 15 hospitals in 5 countries, the ILO, WHO, University of British Columbia and the National Institute for Occupational Health, using the WHO/ILO Healthwise Tool, provided capacity development initiatives for health workers in Lesotho, Mozambique, South Africa and Zimbabwe. More than 60 health workers received training to improve working conditions and reduce stigma and discrimination related to HIV and TB. In China, using the WHO/ILO Healthwise Tool, the ILO, China CDC, WHO and partners trained staff in 140 hospitals in 2018-19 and 70 hospitals adopted Healthwise methods to improve work practice. The integration of the Healthwise methodology into hospitals' practices improves working conditions and reduces HIV and TB related stigma and discrimination in hospitals.

***HIV integration into Labour Administration programmes:*** The ILO provided technical and financial assistance to Botswana, Eswatini, Lesotho, Malawi, Kenya, Mozambique, South Africa, Tanzania, Uganda and Zambia to mainstream HIV concerns into labour inspections. Over 100 labour inspectors have been trained and equipped to include HIV issues into the inspection checklists. The labour inspectors undertook approximately 500 inspections to assess how enterprises are responding to HIV and AIDS. A Plan of Action was developed with Ministries of Labour in 12 SADC countries and the representative of the Southern African Trade Union Coordinating Council (SATUCC). The ILO has effectively integrated HIV issues into its capacity development for Labour Administration in the Eastern and Southern Africa regions.

***HIV integration into International Labour Standards:*** To strengthen the legal and policy framework around violence and harassment in the world of work, including GBV, member States, along with employers' and workers' organizations of the ILO, adopted the first international treaty on ending violence and harassment in the world of work in June 2019. The Convention on ending violence and harassment in the world of work and its accompanying Recommendation will inform legislation at the country level and protect the rights of groups more exposed to violence and harassment, including PLHIV, LGBT people, AGYW, sex workers, migrant workers and other vulnerable groups. The broad scope of application will ensure that all workers, irrespective of their contractual status, are covered. The ILO has many other International Labour Standards, including the ILO Recommendation concerning HIV and AIDS and the world of work, 2010 (No. 200) which are providing guidance to countries to implement programmes which address stigma and discrimination, including HIV-related discrimination in the workplace.

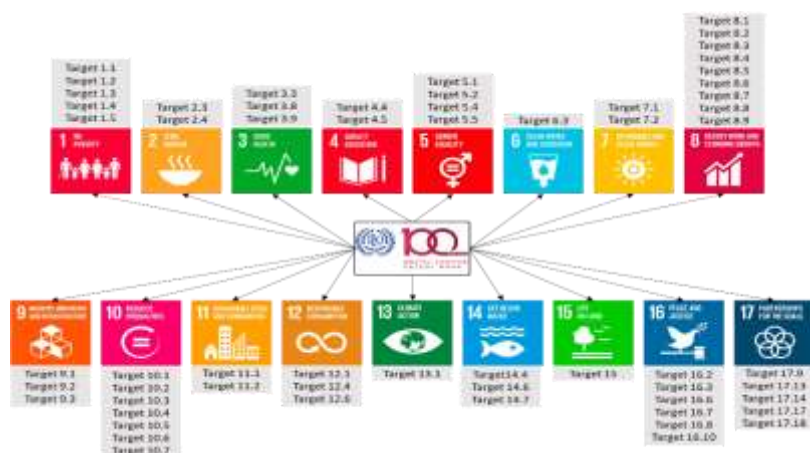
***HIV and AIDS integration into Wellness programmes:*** The achievement of sustainable economic growth, full and productive employment and decent work for all will not be possible if workers are unhealthy. Within the formal and informal economy, many enterprises have moved from the implementation of HIV-specific Workplace programmes to broader Health and Wellness programmes. To support the broad wellness agenda of enterprises, the ILO has situated the VCT@WORK Initiative within a multi-disease screening exercise which facilitates

screening for TB, blood pressure, cholesterol levels, body mass index and diabetes among others. Integrating HIV into a health and wellness package has reduced the stigma associated with standalone HIV testing and increased the general appeal of HIV testing to workers, their families and surrounding communities. Through partnerships with National AIDS Authorities, Ministries of Labour, Employers' and Workers' Organizations, Civil Society Organizations (CSOs) and UN agencies such as the UNAIDS Secretariat, WHO, UNICEF, UNDP, IOM and UNESCO, the ILO has mobilized 6,852,916 workers (31% women and 68% men) to test for HIV in 25 countries since the launch of the VCT@WORK Initiative. One unique and rewarding feature of the VCT@WORK Initiative is its ability to reach more men than women and as a result, close the testing gap for men.

**HIV integration in ILO Courses:** To ensure the sustainability of HIV concerns in ILO programmes and to facilitate the institutionalization of HIV issues into country structures and programmes, the ILO has mainstreamed HIV issues into some global courses. During 2018-19, over 400 senior officials from over 60 countries were trained on HIV issues integrated into other development courses. Examples of courses in which HIV is integrated include: Decent Work and the 2030 Agenda for Sustainable Development; the International Academy on the transition to the formal economy; the International Labour Standards Academy for Judges; the Global Gender Academy; and Courses on Violence and Harassment

**Summary:** the ILO has adopted different but complementary approaches to integrate HIV and AIDS into its broader development mandate. These include: the recent adoption of the new ILO Strategy on HIV and AIDS (which promotes HIV integration) by its Governing Body; raising the profile of HIV within the ILO P&B (2020 – 21): development of tools to facilitate HIV integration at all levels; and the targeted integration of HIV into other development programmes at the global, regional and country level. Taking AIDS out of isolation remains a central pillar of the ILO's HIV and AIDS Strategy.

**The contribution of the ILO's work to the SDGs:** The figure below presents the 17 SDGs and the 59 targets, the ILO contributes to, within the context of the agenda for sustainable development (2030 Agenda)



## CASE STUDY: Increased Access to HIV testing and Social Protection Services in Nigeria

**Problem:** HIV testing is quite low in Nigeria. Approximately 33 per cent of Nigerians living with HIV are unaware of their status. Many more Nigerians are not covered by any Social Protection schemes and knowledge of existing schemes remains very low.

**Strategy:** A multi-faceted approach was adopted to implement the VCT@WORK Initiative. A communication strategy promoted the initiative to Nigerians and communication materials were developed and disseminated to generate demand. Monitoring in partnership with the National Agency for the Control of AIDS (NACA) was used to track the number of people tested and linked to care, to ensure the data feeds into the national data collection system. A broad partnership was established with key stakeholders and an integrated approach ensured that HIV testing was undertaken within the context of a broader health and wellness approach. Additionally, the ILO integrated social health protection into all State level VCT programmes and educated workers on the benefits and opportunities of health insurance with a focus on informal economy workers.

### **Key Results:**








- Over 218,000 workers mobilized to access HIV testing through the ILO VCT@WORK. Out of those who tested, 689 (438 women, 251 men) tested positive and were referred to treatment and care services.
- Over 200,000 workers were reached with information on HIV prevention, treatment and care, including information of health insurance opportunities.
- ILO and UNFPA jointly reached 8,400 young people with a youth-focused HIV testing event within the context of the National HIV Prevention Campaign in Lagos and Abuja.






### **Lessons Learned:**

- Adopting a multi disease testing approach which included screening such as blood sugar test, blood pressure checks and BMI checks increased the uptake of HIV testing among workers.
- Strong management support ensured confidentiality and assured workers of a stigma-free work environment.
- Demonstrating clear and strong linkages between workers' health and productivity have proven to be effective in attracting management's attention.
- Strategic partnerships forged at the country level helped leverage funding for testing.
- The mobilization capacity of VCT@WORK was used to provide useful education on existing Social Protection schemes. VCT@WORK was used to promote Social Protection literacy.

### **Next Steps:**

- Scaling up multi state VCT outreach programmes to increase access to treatment for people living with HIV targeting high burden states and promote enrolment in health Insurance.
- Exploring other modes of HIV testing such as HIV Self Testing in Nigeria and scaling it up to reach more first time testers in key identified sectors.

	<p>GOOD PRACTICES - VOLUNTARY COUNSELLING AND HIV TESTING FOR WORKERS (VCT@WORK)</p> <ul style="list-style-type: none"> <li>• HIV self-testing at workplaces in Zimbabwe</li> <li>• Reaching men under national test and treat campaign in Tanzania</li> <li>• Increasing access to HIV testing and social protection in Nigeria</li> <li>• Enhancing Access to HIV Testing and social protection in Kenya</li> <li>• VCT@WORK in Mozambique: Multi-disease testing helps</li> <li>• VCT@WORK in Ukraine's Maritime Sector</li> </ul>
	<p>A QUALITATIVE STUDY ON STIGMA AND DISCRIMINATION EXPERIENCED BY INDIGENOUS PEOPLES LIVING WITH HIV OR HAVING TB AT WORK</p> <p>Full report:  <a href="https://www.ilo.org/global/docs/WCMS_732322/lang--en/index.htm">https://www.ilo.org/global/docs/WCMS_732322/lang--en/index.htm</a></p> <p>Executive Summary:  <a href="https://www.ilo.org/global/docs/WCMS_737284/lang--en/index.htm">https://www.ilo.org/global/docs/WCMS_737284/lang--en/index.htm</a></p>
	<p>THE IMPACT OF HIV ON CAREWORK AND THE CARE WORKFORCE</p> <p><a href="https://www.ilo.org/global/docs/WCMS_732110/lang--en/index.htm">https://www.ilo.org/global/docs/WCMS_732110/lang--en/index.htm</a></p>
	<p>VOLUNTARY CONFIDENTIAL COUNSELLING AND HIV TESTING FOR WORKERS</p> <p><a href="https://www.ilo.org/global/docs/WCMS_731196/lang--en/index.htm">https://www.ilo.org/global/docs/WCMS_731196/lang--en/index.htm</a></p>
	<p>RESEARCH ON PROMOTING FAIR EMPLOYMENT FOR PEOPLE LIVING WITH HIV IN CHINA</p> <p><a href="https://www.ilo.org/beijing/what-we-do/publications/WCMS_709040/lang--en/index.htm">https://www.ilo.org/beijing/what-we-do/publications/WCMS_709040/lang--en/index.htm</a></p>
	<p>WHO/ILO POLICY BRIEF ON HIV SELF TESTING AT THE WORKPLACE</p> <p><a href="https://www.aidsdatahub.org/sites/default/files/publication/WHO-HIV-self-testing-at-workplace-2018.pdf">https://www.aidsdatahub.org/sites/default/files/publication/WHO-HIV-self-testing-at-workplace-2018.pdf</a></p>
	<p>THE IMPACT OF HIV &amp; AIDS ON THE WORLD OF WORK: GLOBAL ESTIMATES</p> <p><a href="https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_630166.pdf">https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_630166.pdf</a></p>

	<p>EVIDENCE BRIEF ON DISCRIMINATION IN THE WORKPLACE</p> <p><a href="https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_635293.pdf">https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_635293.pdf</a></p>
	<p>SOCIAL PROTECTION: A FAST TRACK COMMITMENT TO END AIDS GUIDANCE FOR POLICY MAKERS</p> <p><a href="http://www.unaids.org/sites/default/files/media_asset/jc2922_social-protection-fast-track-commitment-end-aids_en.pdf">http://www.unaids.org/sites/default/files/media_asset/jc2922_social-protection-fast-track-commitment-end-aids_en.pdf</a></p>
	<p>ILO CODE OF PRACTICE ON SAFETY AND HEALTH IN OPEN CAST MINES</p> <p><a href="https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---sector/documents/normativeinstrument/wcms_617123.pdf">https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---sector/documents/normativeinstrument/wcms_617123.pdf</a></p>
	<p>ENDING VIOLENCE AND HARASSMENT IN THE WORLD OF WORK</p> <p><a href="https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_619730.pdf">https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_619730.pdf</a></p>
	<p>GIRLFORCE SKILLS EDUCATION AND TRAINING FOR GIRLS NOW</p> <p><a href="https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_646665.pdf">https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_646665.pdf</a></p>
<p>Case studies</p>	<p><i>Reaching out to miners with TB and HIV programmes: Eastern Coal_elds Ltd. India</i>  <a href="https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---ilo_aids/documents/newsitem/wcms_654570.pdf">https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---ilo_aids/documents/newsitem/wcms_654570.pdf</a></p> <p>The Brihanmumbai Electric Supply and Transport (BEST) – India  <a href="https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---ilo_aids/documents/newsitem/wcms_654569.pdf">https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---ilo_aids/documents/newsitem/wcms_654569.pdf</a></p>