

How HIV/AIDS affects the world of work

- Reduced labour supply
- Loss of skilled and experienced workers
- Stigma and discrimination at the workplace
- Reduced productivity and increased labour costs
- Reduced family income and increased burden of care, especially for women
- Food security threatened
- Negative impact on economic growth—
weakening the tax base, lowering demand,
discouraging investment
- Disruption of education and the informal
transfer of skills

The epidemic exacerbates existing problems of poverty and inadequate social protection, gender inequalities, and child labour.

HIV/AIDS+WORK



What you can do at the workplace

A workplace policy and programme, shaped by employers and workers together:

- ▶ protects rights
- ▶ supports prevention
- ▶ ensures care, support and treatment

Find out more about how to develop and implement workplace policies and programmes. Contact:

The ILO Programme on HIV/AIDS
and the World of Work
International Labour Office
4, route des Morillons
CH-1211 Geneva, Switzerland
Tel: 41 22 799 6486
Fax: +41 22 799 6349
E-mail: iloaids@ilo.org
Website: www.ilo.org/aids



The ILO is a cosponsor
of UNAIDS

HIV/AIDS+WORK



Taking action at the workplace



“Two out of every three people
living with HIV go to work
- it makes the workplace a vital entry point
for tackling HIV/AIDS.”

Juan Somavia Director-General of the ILO

December 2004, ILO Geneva

ILOAIDS

www.ilo.org/aids

ILOAIDS

www.ilo.org/aids

The role of the ILO

The ILO strengthens the global response to HIV/AIDS by

- mobilizing its tripartite constituents – governments, employers and workers
- giving access to the workplace
- setting standards to protect the rights of workers and improve working conditions
- drawing on its global network of field offices and experience in technical cooperation.



The ILO is the UN agency with special responsibility for the world of work. Its primary objective is to promote decent work and productive employment for all, based on principles of social justice and equality.

Recognizing the social, economic and labour impact of the epidemic, the ILO established the **Programme on HIV/AIDS and the World of Work** in November 2000.

At least 38 million people around the world are HIV-positive.

The majority are aged 15 to 49 – in the prime of their working lives.

The costs are high – not just for workers and their families, but for enterprises and national economies

The HIV/AIDS programme

Objectives

- to raise awareness of the economic and social impact of AIDS in the world of work
- to help its tripartite constituents support national efforts to prevent the transmission and reduce the impact of HIV/AIDS
- to counter discrimination and stigma related to HIV status

Activities

Research and policy analysis on

- socio-economic consequences of HIV/AIDS, especially labour and employment impact
- data collection and projections
- legal and policy framework

Advisory services on

- integrating workplace issues in national AIDS plans
- revising labour laws to address HIV/AIDS
- developing policies on HIV/AIDS at national, sectoral and workplace levels

Education and training programmes to

- support the implementation of the Code of Practice
- strengthen the capacity of governments and the social partners to respond to HIV/AIDS in the workplace

Information and advocacy

- examples of good practice in workplace action
- examples of national laws and policies
- data and research findings

Information is made available through a regular newsletter, a website and a range of publications.

Technical cooperation

Projects to implement workplace action with the social partners are under way in all regions with funding from a number of countries, including France, Germany, Italy, Sweden, and the USA. Other key partners include the Global Fund to Fight AIDS, TB and Malaria, the UN Global Compact, the WHO/UNAIDS '3 by 5' initiative, and international business alliances against AIDS. For more information see *Technical cooperation: a means to implement the ILO Code of Practice on HIV/AIDS and the world of work*.

A framework for action

The ILO's *Code of Practice on HIV/AIDS and the world of work** provides a framework for action against HIV/AIDS. It contains key principles for policy development, and practical guidelines for programming at the enterprise, community and national levels, in the following key areas:

- **prevention** through gender-sensitive education and practical support for behaviour change;
- **non-discrimination** and protection of workers' rights, including employment security, entitlement to benefits, and gender equality;
- **care and support**, including confidential voluntary testing and counselling, as well as treatment in settings where local health systems are inadequate.

The key principles are:

- non-discrimination
- gender equality
- healthy and safe work environment
- social dialogue to build cooperation and trust
- no screening for employment or recruitment
- confidentiality
- continuation of employment for as long as employee is able to work
- workplace provision of prevention, care and support.

The Code of Practice is complemented by a comprehensive, modular education and training manual. It is an information and reference document as well as a tool for training, a framework for social dialogue and a guide for action.

*Developed through tripartite consultations, the *ILO Code of Practice on HIV/AIDS and the world of work* received the support of the UN system at the General Assembly Special Session on HIV/AIDS, New York, June 2001. It has been translated into more than 40 languages to date and is used as a benchmark for national policy and legislation in over 50 countries.

