



## Concept note

---

# **“Integrating World of Work response into National HIV/AIDS Programme in Mashreq Countries”**

A Technical consultation meeting for  
National AIDS Program managers and ILO Constituents  
from Iraq, Jordan, Lebanon and Syria

Beirut, 19<sup>th</sup> and 20<sup>th</sup> of June 2011

Golden Tulip Serenada Hotel, Hamra

## Background

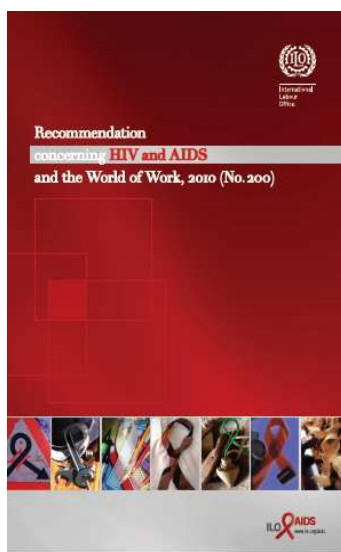
---

The HIV pandemic is one of the most significant challenges to health, development, and economic and social progress facing the world today. The world of work can play a crucial role in national responses to HIV/AIDS: it offers a valuable entry point to reach women and men workers in the setting where they spend much of their lives: *the workplace*. The development and implementation of workplace policies and programmes on HIV/AIDS facilitate access to prevention, treatment, care and support services for workers and their families, thereby also reaching out to the larger community.

In 2001, the ILO adopted the *Code of Practice on HIV/AIDS and the World of Work*, which has been widely accepted and used in many countries. In 2007, ILO member states decided to raise the response of the world of work to a different level through the adoption of an international labour standard.

The Recommendation No. 200 concerning HIV and AIDS and the world of work was adopted on 17 June 2010 at the 99th Session of the International Labour Conference; it is the first International Labour Standard on this theme and it **establishes that the workplace should play a role in the HIV response. It calls for integration of world of work into national AIDS strategies**, adoption of national legislation and workplace policies ( at national, sectoral, and enterprise levels) and up-scaling programmes on HIV and AIDS to facilitate workers' access to HIV prevention, treatment, care and support services.

Within the framework of ILO's role in increasing access to prevention, care and treatment for HIV/AIDS and fighting stigma and discrimination at workplace, ILO is providing support to its partners to take part in the National HIV/AIDS response encouraging the development of a strategy to focus on workplace as key entry point to universal access.



The adoption of the Recommendation No. 200 marks the momentum worldwide to mobilise commitment on HIV/AIDS amongst stakeholders representing the world of work for a comprehensive response to HIV/AIDS.

The momentum is strengthened by the fact that Ministries of Health in Iraq, Jordan, Lebanon and Syria have recently developed, or are in the process of finalising new HIV/AIDS National Strategic Frameworks. The draft NSFs and concerning operational plans promote the role of the Ministry of Labour (MoL) to reach at-risk adolescents and young people, and cooperate with the private sector and

trade unions in establishing workplace programmes for workers with higher HIV risk. In this respect the tripartite constituents of ILO - Government, employers and employee/worker representatives – can all undertake action to prevent a further spread of HIV and protect the right to non-discrimination.

**As Ministries of Health in the region are taking important steps forward to tackle HIV, there is a need to better promote and develop the role of the world of work in support of the national AIDS strategy.**

## **Objectives and scope of the meeting**

---

### **Scope of the meeting**

ILO regional office, Beirut, in collaboration with ILO/AIDS, Geneva intends to organize a consultation in order to facilitate partnership between ILO constituents and national AIDS programme; support ILO constituents/ NAPs in the implementation of the Recommendation No. 200; and develop national policy/strategy on HIV/AIDS and World of work. The consultation would strengthen synergies, generate ideas for, joint action in order to mobilize the world of world stakeholders toward a national or sub-regional policy/strategy on HIV and AIDS and World of work in the Arab Region.

### **Overall objective**

This meeting will aims at contributing toward the achievement of UNAIDS strategy: “**Getting to Zero**” through the world of work. Protection of human rights at work by implementation of Recommendation no.200 is expected to contribute towards the goal of zero AIDS related discrimination. Up scaling HIV prevention programmes in the world of work would contribute towards the goal of zero HIV infections..

### **Specific objectives:**

1. Increase capacity and knowledge of ILO constituents (Ministries of Labour, workers’ and employers’ representatives) and NAP managers in relation to HIV and AIDS and the world of work and the new International Labour Standard: Recommendation 200 Concerning HIV and AIDS and the World of Work.
2. To create a platform for discussion on possible development of national or sub-regional strategy to tackle HIV and AIDS within the world of work
3. To enhance understanding of participants on development/ implementation of the workplace policy/ programme as a component of National AIDS strategies.

4. To facilitate networking and collaboration among regional and national stakeholders from Ministries of Health, Ministries of Labour and ILO social partners (employers and workers), in order to develop national and sub-regional strategies and sectoral plans on HIV/AIDS and the world of work in Iraq, Jordan, Lebanon and Syria

### **Description of the consultation:**

---

The two-day consultation will be a sub-regional technical consultation on HIV/AIDS and the workplace. While retaining a focus on *National AIDS* strategy, the consultation will encourage a sub-regional dimension by inviting delegates from Iraq, Jordan, Lebanon and Syria, who will share their perspectives/ NSFs. The consultation will build on the ILO Recommendation No. 200; the ILO Code of Practice, share experiences of ILO/AIDS from other countries, and help in generating ideas for effective integration of world fo work into National HIV/AIDS Strategic Frameworks and giving effect to Recommendation no. 200 in the region. .

#### *Issues for discussions and Methodology*

The methodology will be interactive and participatory. It will include resource persons experts in the field for the purpose of facilitating the meeting and preparing tools. The meeting will address the following themes:

- Discussion on International Labour standard R.200 & its implementation in the region, particularly in the participating countries.
- Existing polices and Policies and National laws on HIV/AIDS and the World of work;
- Sharing of good practices on HIV and AIDS policies and programmes in the world of work
- Discussion on current status of world of work response to HIV and AIDS in the region and ways to effectively integrate world of work into NAS.
- Role of ILO constituents, NAP, civil Society, including PLHIV networks and the UN system in three key components: policy development, capacity building, and Research.
- Labour migration in the context of HIV and AIDS;
- Strengthening private sector response to HIV and AIDS.

#### *Partners:*

The meeting will be organized by ILO Regional Office for Arab States, UNAIDS (MENA), with the support of the UNFPA.

*Timeframe:* 19 and 20 June 2011

*Place:* Beirut

## **Expected outcomes**

---

The final outcomes of the meeting will be to establish labour sector counterparts in the selected country to support the National AIDS response with a view to give effect to the ILO Recommendation No. 200 and achieve the overall objective of Zero new HIV infections among workers and Zero HIV-related discrimination in the workplace.

Upon completion of the meeting, participants are expected to be able to:

- Identify means to give effect to the ILO Rec. No. 200;
- Identify needs and consensus to build toward the development of sub-regional and national strategy on HIV/ AIDS and WoW.
- Identify way forward to include workplace activities in the National Strategic Framework on HIV/AIDS;
- Identify trans-national HIV-related issues and promote and develop joint sub-regional collaborative projects;
- Strengthen partnerships and collaboration between NAP managers and world of work stakeholders to link HIV/AIDS in the workplace process;

## **Participants' profile**

---

The meeting will bring together ILO tripartite constituents and National AIDS Programme managers from Iraq, Jordan, Lebanon and Syria .

Eight delegates from each country will represent: Ministry of Labour, Ministry of Health (National AIDS Programme), Workers' and Employers' representatives and civil society

### **A kind note about the pre-meeting assignment for NAP managers :**

1. Examine the policy and legal framework in your countries with respect to HIV and AIDS and workplace if any. This will serve as background to achieve objective 1 and to understand the need to implement an in-depth assessment of law and practices on HIV at workplace on order to give effect to the ILO R.200.
2. Prepare a synthetic description of the HIV/AIDS NSF in relation to the issues concerning the world of work. This will serve as ground to achieve objectives 2 and 3 and identify joint programme to be implemented at sub-regional level.
3. Describe your network with workplace stakeholders, key challenges and lessons learnt in your country. This will serve as ground to discuss objective 3.

**A kind note about the pre-meeting assignment for ILO constituents :**

4. Examine the policy and legal framework in your countries with respect to HIV and AIDS and workplace if any. This will serve as rationale to achieve objective 1. and to understand the need to implement an in-depth assessment of law and practices on HIV at workplace in order to give effect to the ILO R.200. (same as point 1 for Nap managers).
5. Review existing programme and activities, such as DWCP, Social protection, migration, private sector engagement, overall training, labour inspection, vocational training, OSH which can be suitable to contribute in the response of HIV/AIDS. This will serve as ground to discuss objectives 2 and 3.