

Outcome 08 - HIV/AIDS: 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.

Measurement

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

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 ILC 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			
Seychelles/SYC155 Stigmatization of HIV positive workers in workplace diminished	1	Le processus de l'élaboration de la Politique Nationale de VIH/Sida en milieu de travail prenant en compte la R.200 est finalisé et le document est disponible pour validation du Cabinet	Le BIT a appuyé le processus de formulation de la politique nationale de lutte contre le VIH/Sida en milieu de travail. A cet effet, le Bureau d'Antananarivo a (i) appuyé l'élaboration d'un draft et les ateliers de lancement et de validation du document, (ii) participé aux revues du document et de l'atelier de validation, (iii) facilité la participation des spécialistes à la revue du document. Les spécialistes de ILO/AIDS ont fait une revue approfondie du draft proposé par les mandants tripartites pour assurer la conformité du document avec les recommandations de l'OIT et les normes internationales du travail.

Guinea/GIN999

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Une politique dans le secteur des mines a été validée techniquement en 2015 par les sociétés membres de la Chambre des Mines de Guinée (CMG), les partenaires sociaux, et le Comité National de Lutte contre le Sida. Cette politique a été approuvée par le président de la CMG en Juillet 2015.

La mise en œuvre de la politique sera assurée par les Comités HIV/Sida installés au niveau des entreprises, sous la coordination du Comité de Pilotage VIH de la CMG.

Le BIT a fourni un appui technique à la CMG pour la révision de la politique de lutte contre le VIH et le sida dans les zones minières de la Guinée.

En 2014, avec l'appui technique du BIT, les sociétés minières membres de la CMG ont révisé la politique sectorielle de lutte contre le VIH et le sida dans les zones minières, prenant en compte les principes de la Recommandation No. 200.

Asia and the Pacific

Cambodia/KHM999

-	1	<p>The Ministry of Labour and Vocational Training (MoLVT) endorsed a groundbreaking regulation, Prakas No. 194, on 'Working Conditions, Occupational Safety and Health Rules of Entertainment Service Enterprises, Establishment, and Companies' in August 2014. The policy, developed through tripartite consultation, is the first of its kind in Asia and the Pacific region.</p> <p>A training package for labour inspectors, managers and workers on labour rights, HIV and entertainment work has been developed by the MoLVT and the Cambodia Business Coalition on AIDS (CBCA) in consultation with tripartite constituents to support the implementation of this policy.</p> <p>During the period October 2014-August 2015, the MoLVT used the training packages. As results:</p> <ul style="list-style-type: none"> • 86 labour inspectors were trained(15 are women) • 6 orientation sessions were conducted for over 100 entertainment establishments (38 are women participants) • 2 dissemination workshops were organized for key NGOs working with entertainment workers for 30 participants <p>- The MoLVT awarded 120 enterprises (20% were entertainment establishments) in recognition of their HIV programme in the workplaces in accordance with the Prakas no. 086.</p>	<p>ILO provided technical support to the government for the drafting the Prakas No. 194. It also facilitated tripartite consultations on the policy.</p> <p>ILO provided technical support in developing the action plan and the training package for the Prakas No. 194 implementation and supported dissemination of the regulation for national dissemination - 20,000 copies were printed.</p> <p>ILO trained 32 labour inspectors and organized 6 orientation workshops for the 100 entertainment establishments.</p> <p>The ILO coordinates its tripartite partners and civil society in TCC to facilitate active participation of tripartite constituents.</p>
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- The Tripartite coordinating Committee (TCC), which was established in 2008, has maintained its mechanism with the organization of TCC's meetings to keep track on the progress and challenges over the implementation of MoLVT's regulations. Also, the TCC's Terms of Reference have been expanded to cover narcotic drugs issues with regards to the MoLVT's mandate and workplan on HIV and AIDS response.

Outcome 08 - HIV/AIDS: The world of work responds effectively to the HIV/AIDS epidemic

RESULTS BY INDICATOR

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 both of 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 bipartite or tripartite HIV/AIDS workplace committee, and integrates the 10 key principles of the ILO code of practice on HIV/AIDS and the world of work, 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			
Cameroon/CMR902 Les programmes VIH/sida basés sur la politique nationale tripartite sont renforcés sur les lieux de travail notamment dans l'économie informelle	1	Au Cameroun, six lieux de travail, dont deux dans le secteur de la construction (Chantier de construction du barrage Hydro-électrique de Memvele'e dans le sud du Cameroun), deux dans l'agro-industrie (Mbandjock et Nkoteng dans la région du Centre), et deux sites su Chantier Industriel du Cameroun (Douala –région du Littoral, Limbé-région du Sud-Ouest) ont développé et démarré la mise en œuvre de leur politique et programme de lutte contre le VIH et le sida, respectivement en novembre 2014, août 2015 et septembre 2015. Le document de projet de lutte contre le VIH et le sida du chantier de construction de barrage hydro-électrique de Memevel'e a été	Avec le soutien financier du UBRAF (UNAIDS Unified Budget Results and Accountability Framework), le BIT a co-organisé avec le PNUD et animé les ateliers de formation des Points Focaux VIH des six entreprises, qui ont servi de cadre au développement de leurs politiques et programmes VIH. Le BIT a également fourni des inputs ayant abouti à la finalisation des documents des programmes VIH, et mené conjointement avec le PNUD et le Comité National de lutte contre le sida le plaidoyer ayant permis de mobiliser les fonds pour démarrer la mise en œuvre des activités.

	<p>validé et un financement à hauteur de 50,000 USD accordé par les autorités du Ministère des Mines, de l'Eau et de l'Energie (MINEE) pour l'exécution des activités du Plan d'action 2015.</p> <p>Par ailleurs, 86 Points Focaux ont été dotés des capacités pour mettre en œuvre les activités de lutte contre le VIH et le sida en faveur de 12'632 travailleurs ainsi qu'aux 39'276 dépendants et résidents des communautés riveraines de ces lieux de travail sur la prévention, le dépistage, la référence des malades et la lutte contre la stigmatisation et la discrimination.</p> <p>Sous le leadership du Ministre du Travail et de la Sécurité Sociale, l'initiative VCT@WORK a permis de réaliser plus de 300 campagnes de dépistage dans les lieux de travail (formel et informel) des 10 régions du pays et d'offrir le test de dépistage à plus de 70,000 travailleurs (hommes et femmes) du VIH entre avril 2014 et Octobre 2015.</p>	
2	<p>Les politiques ont été élaborées en cohérence avec les dispositions de la recommandation (n° 200) de l'OIT par les Points Focaux membres des comités internes de lutte contre le VIH et le sida et représentant les travailleurs et le management.</p>	<p>Le BIT a apporté des appuis techniques et financiers (UBRAF) dans le renforcement des capacités des Points Focaux membres des comités internes de lutte contre le VIH et le sida. Les Points Focaux formés ont été formés sur les principes et les outils clés du BIT : Recommandation n°200, Recueil des directives pratiques du BIT sur le VIH/sida dans le monde du travail, Guide de ILO en matière de lutte de lutte contre le VIH/sida dans le secteur de la construction</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

b) Partnerships (external)

Le BIT a apporté un appui technique à travers l'ONUSIDA à la Commission

UNAIDS Unified Budget Results and Accountability Framework (UBRAF).

Nationale des Droits de l'Homme et des Libertés dans la réalisation et la validation de "l'Audit de l'environnement légal Camerounais en contexte VIH". Cette étude validée en Septembre 2014 a évalué la mise en œuvre des lois dans le contexte du VIH, et a documenté les lacunes entre le cadre légal et les pratiques dans la protection des droits des personnes vivant avec le VIH. Une section de cette étude traite spécifiquement du cadre légal de promotion du droit au travail pour les personnes vivant avec le VIH (PVVIH).

En vue de contribuer à la réduction de la discrimination associée au VIH et au sida en milieu de travail, 3000 Affiches de promotion des droits des Travailleurs Vivant avec le VIH et de lutte contre la discrimination produites

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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	Trois plans sectoriels de lutte contre le VIH/SIDA pour la mise en œuvre de programmes VIH sur les lieux de travail ont été élaborés et lancés en juillet 2015 dans trois secteurs: bâtiments et travaux publics, pétrole, transport routier. Deux plans d'action sectorielles supplémentaires ont été élaborés en novembre - décembre 2015 avec l'objectif d'identifier des actions prioritaires à mettre en œuvre dans des milieux de travail. Les deux secteurs sont : la télécommunication et l'agriculture.	Le BIT a fourni un appui technique pour l'élaboration des plans d'action à N'Djamena au Tchad en Juillet 2015, ainsi qu'un appui financier pour le recrutement d'un consultant pour l'élaboration des plans.
2	Les plans d'actions pour les milieux de travail dans les cinq secteurs ont été élaborés par les mandants tripartites et intègrent les principes clés de la Recommandation 200 de l'OIT concernant le VIH et le sida et le monde du travail.	Avec le soutien financier du UBRAF (UNAIDS Unified Budget Results and Accountability Framework) le BIT a apporté un appui technique pour l'élaboration des plans d'actions pour les programmes VIH dans cinq milieux de travail.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

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Democratic Republic of the Congo/COD202

La prévention du VIH/SIDA sur les lieux de travail est renforcée particulièrement dans les secteurs à risque

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Les plans d'actions de lutte contre le VIH/sida pour 5 milieux de travail ont été élaborés les 5 et 6 novembre 2015 par les mandants tripartites et intègrent les principes clés de la Recommandation 200 de l'OIT concernant le VIH et le sida et le monde du travail.

Les secteurs retenus pour cette planification sont les suivants :

1. Secteur des finances
2. Secteur du transport et communication
3. Secteur bancaire
4. Secteur Energie, hydro –électricité
5. Secteurs de l'hôtellerie

Dans le cadre de la mise en œuvre du Programme sectoriel de lutte contre le VIH/SIDA sur le lieu de travail dans les secteurs de la fonction publique, le lancement de l'initiative VCT@work a été réalisé le 25 octobre 2014 à Kinshasa. 442 travailleurs ont été dépistés (318 hommes et 124 femmes). L'activité a été organisée par le BIT avec la participation des structures suivantes :

- Le Ministre de l'Emploi, Travail et prévoyance Sociale,
- Le secrétariat Général à la Prévoyance Sociale du Ministère de l'Emploi, Travail et prévoyance Sociale,
- Le Secrétariat Général au Travail du Ministère de l'Emploi, Travail et prévoyance Sociale,

Avec le soutien financier du UBRAF (UNAIDS Unified Budget Results and Accountability Framework), le BIT a apporté un appui technique pour l'élaboration des plans d'actions pour le programmes VIH dans les 5 milieux de travail.

Le BIT a apporté un appui technique pour la réalisation du lancement et la réalisation du VCT@work.

		<ul style="list-style-type: none"> • Le patronat (FEC, ANEP, FENAPEC et COPEMECO), • L'Intersyndicale, • Le Ministère de l'Emploi, Travail et prévoyance Sociale, en (ONEM, Administration et structures spécialisés), • Ministère de la Fonction Publique, • Ministère de la Santé, • Les Entreprises invitées, • PNMLS, PNLS, CIELS et BIT 	
	2	L'initiative VCT@work a été lancés et les plans d'actions pour les 5 milieux de travail ont été élaborés par les mandants tripartites et intègrent les principes clés de la Recommandation 200 de l'OIT concernant le VIH et le sida et le monde du travail.	Le BIT a appuyé techniquement l'élaboration des plans d'actions pour le programmes VIH dans 5 milieux de travail.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

UNAIDS Unified Budget Results and Accountability Framework (UBRAF). The ILO is a Cosponsor of the UNAIDS, which consists of 11 United Nations entities plus the Secretariat. As a Cosponsor, it receives financial resources from UNAIDS Secretariat, which was designated by multiple donors to administer the funds for the 11 co-sponsors. The 11 UN entities are as follows: UNICEF, UNDP, UNFPA, UNHCR, ILO, WFP, UNWomen, UNESCO, UNODC, WHO and the World Bank.

Ethiopia/ETH152

Programmes on HIV and AIDS are implemented under the leadership of the ILO constituents

1	<p>HIV/AIDS workplace Programmes were developed in more than 30 enterprises in the construction and agriculture/horticulture sectors in 2014 and 2015.</p> <p>As part of the provision of HIV services within the workplace programmes, VCT was scaled up in the companies and 20,000 workers were tested for HIV, in partnership with World Learning Ethiopia, the Confederation of Ethiopian Trade Unions(CETU) and the Ethiopian Horticulture Association.</p>	<p>With support from the OPEC Fund for International Development, ILO provided technical support to its constituents to select the workplaces among the most vulnerable economic sectors and ensuring the services provided were based on the workers' needs and the HIV national priorities set by HIV/AIDS Prevention and Control Office (HAPCO).</p>
2	<p>As part of the process, 30 enterprise policies on non-discrimination were developed. Bipartite committees were created in the participating workplaces using the ILO Code of Practice on HIV and AIDS and the world of work. The HIV/AIDS workplace programmes established referral linkages with health service providers to ensure workers' access to HIV services, including VCT. These services were based on the principles of the ILO R200.</p>	<p>With support from the OPEC Fund for International Development, ILO provided technical support to ensure the capacity of 110 representatives of workers and employers (15 women) was built on collective bargaining so as to enable enterprises to incorporate workplace HIV response issues in their collective agreement or related policies.</p> <p>-ILO also supported the training of 40 Occupational Safety and Health officers (7 women) of Ministry Of Labour Social Affairs on Voluntary Counselling Testing/ HIV Counselling and Testing, counselling, Prevention of Mother-to-Child Transmission (PMTCT) of HIV and Sexually Transmitted Infections(STIs) management, which has been enabling them to monitor workplace programmes; as well as the training of 30 trainers among representatives of workers and employers on "Organization Conversation", which was organized by CETU in collaboration with HIV/AIDS Prevention and Control Office(HAPCO). As a result of ILO</p>

			support, the 30 trained workers and employers have been committed to cascade the "Organizational Conversation" program in their respective workplaces so as to enable their respective workers to identify critical HIV and AIDS related problems and design program strategies and make action that could address the identified issues within time-bound periods.
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Kenya/KEN102

Decreased HIV/AIDS prevalence at the workplace

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In 2014 and 2015, 2 workplace programmes were established in the construction sector, 6 workplace programmes established and strengthened among 6 informal sector associations, and 3 among the Clustered HIV Enterprise Programme Networks in Laikipia, Uasin Gishu and Mombasa. As a result, 21,351 workers were counselled and tested and 1,942 workers enrolled with NHIF (National Health Insurance Fund).

A workplace programmes, enhancing health workers' capacity to manage occupational safety and health issues relating to HIV and TB was established at St. Mary's Mission Hospital.

With funding from UBRAF (UNAIDS Unified Budget Results and Accountability Framework) ILO provided technical support in setting up the workplace programmes through the private sector partners against AIDS and the Informal Sector National Steering Committee on HIV and AIDS

With support from the OPEC Fund for International Development, ILO provided technical support to the St Mary's Mission Hospital management and workers by applying HealthWISE ,an ILO/WHO tool for improving working conditions in health services. Furthermore, ILO supported the establishment of the OSH committees and development of OSH protocols to include review of PEP guidelines, IPC guidelines, TB protocol and HIV and AIDS policy.

ILO provided technical support to the St Mary's Mission Hospital management and workers by applying HealthWISE ,an ILO/WHO tool for improving working conditions in health services. Further , ILO supported the establishment of the OSH committees and development of OSH protocols to include review of PEP guidelines, IPC guidelines, TB protocol and HIV and AIDS policy

Technical support provided to the Directorate of Occupational Safety and Health Services which has been leading the process

	2	Workplace programmes have been developed by bipartite workplace committees and integrate the principles of the ILO Recommendations No. 200, the National Code of Practice on HIV and AIDS at the workplace (NCoP), the ILO Code of Practice on HIV and AIDS and the world of Work and include specific policies that capture the principles to guide programme implementation.	ILO provided technical support for the dissemination principles and tools, including the ILO Recommendation No. 200, the NCoP, the ILO code, and national and international guidelines.
Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)			
a) Gender equality and non-discrimination		b) Partnerships (external)	
-		UNAIDS Unified Budget Results and Accountability Framework (UBRAF). The ILO is a Cosponsor of the UNAIDS, which consists of 11 United Nations entities plus the Secretariat. As a Cosponsor, it receives financial resources from UNAIDS Secretariat, which was designated by multiple donors to administer the funds for the 11 co-sponsors. The 11 UN entities are as follows: UNICEF, UNDP, UNFPA, UNHCR, ILO, WFP, UNWomen, UNESCO, UNODC, WHO and the World Bank.	

Uganda/UGA101

Policies and Programmes on HIV/AIDS world of work improved and implemented

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In collaboration with the tripartite constituents, the ILO as part of promoting, consolidating and complementing HIV&AIDS workplace policy and programmes was able to realize the following:

- In 2014, 14 hotels in 2 districts of Mbale and Gulu, through the Uganda Hotels Owners Association and Federation of Uganda Employers, conducted planning seminars on integrating HIV&AIDS in workplace policy and operations, targeting 80 hotel managers and supervisors.

- In 2015, A resource guide on HIV&AIDS at the workplace for the hotel & tourism industry was developed by Federation of Uganda Employers and The Uganda Hotels Owners Association. in collaboration with Ministry Of Health, Uganda AIDS Commission, and Ministry of Tourism Industry and Antiquity to complement implementation of HIV&AIDS workplace programmes for the Hotel and Tourism sector.

- In 2014, the Uganda Fish Processors and Exporters Association and the Federation of Uganda Employers implemented the VCT@Work Initiative that targeted 25,000 men and women in the fisheries sector in 16 fish landing sites and 7 fish factories (in the Districts of Wakiso, Entebbe and Jinja) with HIV testing, prevention and awareness services, as an initiative that promoted HIV&AIDS at the work place among the informal sector workers.

-In 2015, the Federation of Uganda

With funding from the UNAIDS Unified Budget Results and Accountability Framework (UBRAF), ILO provided technical assistance to conduct training seminars for hotel workers in 14 hotels. ILO provided technical support through conducting sensitization meeting for 14 executive council members of the Uganda Hotels Owners Association.

ILO provided technical assistance towards conducting consultative meetings with national stakeholders and the tripartite partners, mobilised for involvement of relevant district government and non-government authorities, mobilizing men and women engaged in the fish sector informal economy to participate in VCT activities in 16 fish landing sites and 7 fish factories.

ILO provided technical assistance to the Federation of Uganda Employers and the Uganda Fish Processors and Exporters Association to conduct national consultative workshop, District planning workshops, organizing VCT events.

ILO provided technical assistance to FUE and UHOA to conduct district mobilization and planning workshops and organizing VCT events

ILO provided technical assistance to Development Research and Training (DRT), an NGO to conduct an awareness needs analysis

		<p>Employers and the Uganda Hotels Owners Association implemented the VCT@Work Initiative that targeted 10,000 men and women workers in the Hotel and Tourism Industry in 7 District Towns of Uganda (Mbale, Iganga, Jinja, Mityana, Mubende, Fortportal and Kasese) with HIV testing, prevention and awareness raising.</p> <p>-In 2015, a fact sheet on HIV-Sensitive Social Protection responses for the informal Economy workers was produced by the Development Research and Training (DRT) association in consultation with informal sector associations and networks of PLHIV that would contribute to the mitigation of the socio-economic impact of HIV&AIDS in the areas of Health, Education and Economic Livelihoods</p>	<p>and mapping analysis and to develop fact sheets for raising awareness on HIV Sensitive Social Protection responses for the Informal Economy workers in the areas of Health, Education and Livelihoods</p>
	2	<p>The Labour Advisory Board adopted the Recommendation No. 200 on HIV&AIDS and the world of work (2010) as an integral part of the national HIV&AIDS response. As part of promotion of the Recommendation No. 200 and the ILO code of practice much of the processes supported during the period led to the development of the following governance tools that would contribute to improved labour standards</p> <p>- In 2014, A statutory instrument on Employment and HIV-Non Discrimination, to address HIV related discrimination at workplaces was developed in consultations with the Ministry of Justice and Constitutional Affairs, the Attorney General's Office and in collaboration with the tripartite constituents.</p> <p>- In 2014, A statutory instrument that integrates HIV&AIDS into the labour inspection checklist, as guided by the</p>	<p>ILO provided technical assistance through organizing consultative and review meetings for better policy alignment and validation meetings with the ILO constituent partners, including the ministry of justice and constitutional affairs and the Attorney General's Office</p> <p>ILO provided technical assistance to the Ministry of Gender Labour and Social Development to conduct consultative and review meetings for better policy alignment, capacity enhancement and consensus building workshops and validation meetings with the tripartite constituents and other relevant stakeholders.</p> <p>ILO provided technical assistance to the National Organization of Trade Unions (NOTU) to conduct consultative and review meetings for better policy alignment, capacity enhancement workshops, validation meetings</p>

	<p>Recommendation No. 200 was developed and finalized in consultations with the labour inspection Unit (in the Ministry of Gender Labour and Social Development) and in collaboration with the tripartite constituents</p> <ul style="list-style-type: none"> - In 2014, standard guidelines for integrating HIV&AIDS into the Collective Bargaining Agreement processes were developed, finalized and launched in consultation with the National Organization of Trade Unions (NOTU) and in in collaboration with the tripartite constituents -In 2014, a committee of Judges and Magistrates was constituted under the leadership of the Uganda Judicial Studies Institute to develop strategic guidance and need for capacity enhancement for integration of HIV&AIDS into the Judicial System 	<p>and launch of the guidelines.</p> <p>ILO provided technical assistance to the Ministry of Gender Labour and Social Development to conduct training workshops for the judicial officers and legal professions on HIV&AIDS and Labour</p>
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Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

<p>a) Gender equality and non-discrimination</p> <ul style="list-style-type: none"> - ILO collaborated with the constituents in developing and finalizing a statutory instrument on employment and HIV-non discrimination. - Women entrepreneurs were specifically targeted for HIV/AIDS response training that was integrated/ mainstreamed into entrepreneurship training for women informal sector entrepreneurs. -Tenets of the ILO Code of Practice and R200 related to non-discrimination were integrated into CBA guidelines that ILO assisted in developing. 	<p>b) Partnerships (external)</p> <p>ILO partnered with UNDP, UNAIDS in training judicial officers on labour-related HIV/AIDS legislation in 2014.</p> <p>UNAIDS Unified Budget Results and Accountability Framework (UBRAF). The ILO is a Cosponsor of the UNAIDS, which consists of 11 United Nations entities plus the Secretariat. As a Cosponsor, it receives financial resources from UNAIDS Secretariat, which was designated by multiple donors to administer the funds for the 11 co-sponsors. The 11 UN entities are as follows: UNICEF, UNDP, UNFPA, UNHCR, ILO, WFP, UNWomen, UNESCO, UNODC, WHO and the World Bank.</p>
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United Republic of Tanzania/TZA151

Plans and programmes on HIV/AIDS at the workplace improved and implemented

1	<p>10 workplace programmes developed and launched in five different sectors (manufacturing, agriculture, tourism, education and lumbering). The programmes incorporated tenets of the ILO Code of Practice and R200.</p> <p>Trainers from employers and workers organizations (manufacturing, agriculture, tourism, education and lumbering sectors), and informal sector operators were trained (TOT) on how to operationalize the ILO Code of Practice and R200 and adopted a time-bound action plan within which to do so.</p>	<p>With funding from the Government of Sweden and the UNAIDS Unified Budget Results and Accountability Framework (UBRAF), ILO assisted constituents in developing and disseminating the guidelines used in establishing the HIV/AIDS workplace programmes. The guidelines were disseminated to local government authorities (LGA's) in selected regions of Iringa and Njombe. ILO also provided training on HIV/AIDS prevention and impact mitigation to Human Resource Officers from LGA's of Iringa and Njombe. ILO provided training to representatives of the informal sector associations, and to trainers from employers and workers organizations on how to develop and implement HIV/AIDS workplace programmes in their environment.</p>
2	<p>The Employment and Labour Relations [Code of Conduct] on HIV and AIDS at Work Place for Tanzania Mainland which incorporates the 10 key principles of the ILO code of practice on HIV/AIDS and the world of work was adopted by the constituents in 2014.</p>	<p>ILO provided technical inputs for the development of the Code of Conduct which applies throughout all workers working under all forms or arrangements, and at all workplaces.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

- Owing to established facts and figures depicting women bearing the brunt of the social and economic repercussions of HIV/AIDS in society ILO intervention through its TC programme focused on targeted interventions on women especially in rural areas geared towards enhancing their economic and income-generating opportunities that would mitigate the impact of the

b) Partnerships (external)

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disease.

follows: UNICEF, UNDP, UNFPA, UNHCR, ILO, WFP, UNWomen, UNESCO, UNODC, WHO and the World Bank.

Senegal/SEN129

Le monde du travail à des capacités renforcées pour la lutte contre le VIH SIDA

1	Dans 16 lieux de travail relevant des secteurs du transport (1), du tourisme (7 entreprises) et de la santé (8 structures sanitaires), des programmes de lutte contre le VIH/SIDA ont été lancés et mis en œuvre de janvier 2014 à mars 2015 au Sénégal.	Avec le soutien financier de OFID (OPEC Fund for International Development), le BIT appuie l'élaboration des études CAP (comportement - attitudes - pratiques) dans 7 structures sanitaires; 2 campagnes de dépistage dans les secteurs du tourisme et du transport; la réalisation d'un programme de renforcement des capacités des mandants à travers le recyclage de 16 membres des équipes HEALTHWISE de 4 structures sanitaires; la formation des membres de comités Sida de 7 hôtels de Mbour et Sally par le CNP du projet sida; la formation de 50 inspecteurs du travail sur les techniques d'intervention en entreprise concernant le VIH/SIDA; la réalisation d'une étude de faisabilité des mutuelles de santé à Kédougou dans le cadre de la protection sociale sensible au VIH et le renforcement des capacités des membres des comités de gestion des mutuelles de santé mises en place.
2	Des programmes d'amélioration des conditions de travail, y compris le VIH/SIDA, ont été élaborés et mis en œuvre par 8 huit comités bipartites mis en place par les directeurs des structures sanitaires impliquées dans la mise en œuvre du HealthWISE dans le secteur de la santé (janvier 2014-mars 2015)	Le BIT a appuyé la formation des comités sur l'utilisation de l'outil HEALTHWISE qui intègre dans son module 3 les 10 principes des directives de l'OIT. Le BIT a aussi fourni son accompagnement technique pour l'élaboration et la mise en œuvre des programmes

Malawi/MWI151

Enhanced efforts to mitigate the impacts of HIV & AIDS and TB in informal and formal workplaces made

1	<p>6 workplace programs have been implemented in 2 transport sector companies, and in 4 business associations groups and cooperatives in the agricultural sector.</p> <p>As part of the package offered within the workplace programmes, at least 2,081 men and women operating along the transport corridors have undergone HIV testing and know their status. Total Number tested was 2,081 (1,451 males and 630 females). Those tested positive 88 (48 males and 40 females) have been referred to seek treatment.</p>	<p>With the financial support of the Government of Sweden and with funds from the UNAIDS Unified Budget Results and Accountability Framework (UBRAF), the ILO provided technical support to the two sectors' stakeholders to build their capacity to manage workplace programmes on HIV and AIDS. As a result, 400 peer Educators trained to provide guidance to workers on HIV prevention, care and support.</p> <p>Also, the ILO has facilitated the mobilization of the national AIDS coordinating bodies, service providers and the ILO constituents to put in place a VCT@Work Initiative to increase workers' demand for testing.</p> <p>ILO facilitated the "Malawi Counselling and Resource Mobilization Organization" (MACRO) to conduct HIV testing targeting to reach 9000 people</p>
2	<p>The workplace programmes have been implemented using the ILO Code of Practice the R200. In this context, they were developed through bipartite committees and policies were developed within each workplace to reflect principles of non-discrimination, gender equality and health work environment. Issues around gender-based violence, social protection and maternity protection were also addressed in the programmes.</p>	<p>ILO provided technical support to the sectors, through the development of a Manual on HIV, Economic Empowerment and Gender equality, which was used to implement the workplace programmes. ILO also facilitated the training of 566 peer educators using the ILO HIV and AIDS tools.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

The ILO supported the government with the development of the gender guidelines for the transport sector, which enhanced the mainstreaming of gender in the transport sector. Further, gender sensitive programs were introduced in the transport sector, resulting in the recruitment and training of women as locomotive drivers by the central east African railways.

b) Partnerships (external)

The ILO partnered with UNFPA and UNDP to strengthen workplace programs in the transport sector and the informal sector of Malawi.

Mozambique/MOZ152
 HIV and AIDS workplace policies and programmes for identified sectors e.g transport and cooperatives being implemented

1

55 workplace policies and programs have been developed for SME's through ECOSIDA (Business Coalition) and OTM-CS (Workers Organization) – 25 SME's in Maputo City; 15 SME's in Beira; 10 SME's in Nampula and 5 SME's in Gaza, from June 2014 to August 2015.

20 workplace programmes have been implemented through the economic empowerment project – Informal workers and operators in hot spots along transport corridors were empowered on development and improvement of their business and supported to get financial resources as a means to reduce their vulnerability and prevent HIV spread as well as to mitigate the negative impact.: 1,735 beneficiaries were provided with skills on Business, Gender Equality and HIV and AIDS (77% being women). This has provided the opportunity to refer these individuals for various HIV and AIDS related services.

One of the key component of these workplace programmes was the provision of VCT: 90.000 workers have been mobilized and offered an opportunity to get VCT services.

Under the VCT@Work campaign (UBRAF FUND), 65,000 women and men workers from informal sector-, farms, sugar industry, railways and SME's and local communities have been counselled and tested on HIV and

With the financial support of the Government of Sweden and with funds from the UNAIDS Unified Budget Results and Accountability Framework (UBRAF), the ILO provided technical inputs on the development of the workplace programmes and facilitated the development of 20 HIV and AIDS programs and initiatives based on the ILO Code of Practice and R200.

Under the VCT@Work Initiative, ILO facilitated VCT campaigns in the workplaces and in surrounding communities through implementing partners such as ECOSIDA, AMODEFA, CFM, Avante Mulher and Centro Desenvolvimento Comunitário.

		other diseases such as blood pressure, diabetes, malaria, TB etc.	
	2	55 workplace policies and programmes were developed, adopted and under implementation by HIV and AIDS committees at enterprises/companies level with duly participation of workers representatives and managers. The workplace policies and programmes have integrated the 10 key principles of ILO code of practice and the Recommendation 200 as well as specific measures to address non-discrimination, gender equality, healthy work environment social dialogue, no screening and confidentiality.	<p>The ILO provided capacity building to the Tripartite Constituents for the formulation of effective work place policies and programmes. Further support included the provision of technical input to the policies and programmes, ensuring they reflected the 10 key principles of the ILO Code of Practice and informed by Recommendation 200.</p> <p>The ILO also provided capacity building to labour inspectors on monitoring of HIV and AIDS issues at the work place, raising their awareness on Recommendation 200 and the ILO Code of Practice.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

UNAIDS Unified Budget Results and Accountability Framework (UBRAF). The ILO is a Cosponsor of the UNAIDS, which consists of 11 United Nations entities plus the Secretariat. As a Cosponsor, it receives financial resources from UNAIDS Secretariat, which was designated by multiple donors to administer the funds for the 11 co-sponsors. The 11 UN entities are as follows: UNICEF, UNDP, UNFPA, UNHCR, ILO, WFP, UNWomen, UNESCO, UNODC, WHO and the World Bank.

South Africa/ZAF176

Government and Social Partners develop and implement effective HIV/AIDS and TB workplace programmes

1	<p>A National Workplace Framework on HIV/TB (2014-2015) for the Transport Sector was developed and launched in 2014.</p> <p>A National Framework on HIV/TB for the Wholesale and Retail Sector has been developed and was launched on 27 November 2015. This National Framework for the sector covers the following retailers; the Foschini Group, Pick n Pay, the Clicks Group, Mr Price, and Cape Union Mart. A Workplace Framework on HIV&TB was developed and adopted by 56 Informal economy operators (and their respective workplaces) in the Sedibeng Municipal District within the Gauteng province. Launch of Workplace Framework has been rescheduled to February 2016</p> <p>A National Framework on HIV&TB for the Motor Industry Staff Association was developed and launched in 2014.</p> <p>An HIV and TB stigma and discrimination reduction programme was developed for the South African National AIDS Councils (SANAC) and launched in June 2015.</p>	<p>The ILO established a partnership with the South African Business Coalition on HIV&AIDS (SABCOHA) to facilitate the development of programmes within the identified sectors and workplaces. In each of the selected sectors and workplaces, the ILO coordinated workshops facilitated by SABCOHA for bi-partite and tri-partite committees, whose members were trained to develop workplace programmes for their respective workplaces/sectors as well as monitoring tools for their correct implementation. During the development of the workplace programmes, a total of 42 people were trained, including: 13 (3 women: 10 men) Informal Economy operators in the Sedibeng district; 14 tripartite committee members (9 women: 5 men) in the transport sector; 5 Bi-partite committee members (5 women) in the Wholesale and Retail Sector a total of ; and 10 bipartite committee members (8 women: 2 men) in the Motor Industry Staff Association . ILO support was provided during working sessions held with the workplace committees in the development of their respective workplace programmes. The ILO provided technical support and participated in the Technical Task Team on Legal and Human Rights. ILO co-facilitated a training of 80-Paralegals on HIV and TB related Stigma and discrimination Programme</p>
2	<p>The workplace programme for the Transport Sector was developed by an existing and functional National Steering Committee. In</p>	<p>The ILO provided facilitation support towards the establishment of bipartite HIV/AIDS Workplace Committees in sectors/ workplaces</p>

	<p>the Informal Economy, a committee of informal business operators was established to develop and monitor implementation of the Workplace Framework on HIV&TB. Bi-partite committees were established in the Motor Industry Staff Association and the Wholesale and Retail Sector to develop and monitor implementation of their respective workplace programmes. In each case, workplace response programmes were developed in line with and integrated the 10 key principles of the ILO Recommendation 200: HIV & AIDS and the World of Work, and the ILO Code of Practice on HIV/AIDS and World of Work.</p> <p>The HIV and TB Stigma and discrimination reduction programme was developed by the SANAC Legal and Human Rights Technical Task Team that is tripartite in nature comprised of representatives from Government, Business and Workers and Civil Society.</p>	<p>where they did not exist. The ILO also provided technical support towards ensuring that the training material used by SABCOHA with the workplace committees, and the training module (BIZAIDS) used to facilitate training with the informal economy operators were aligned to the ILO Recommendation on HIV&AIDS and the World of Work and to the Revised National Code of Good Practice on HIV&AIDS. The ILO also ensured that the ILO tool on mainstreaming HIV/AIDS in gender was integrated in all the trainings conducted during the development of workplace programmes. With regards to the Stigma and Discrimination Programme, the development process was guided through a tripartite process to which ILO technical assistance was provided.</p> <p>In collaboration with the Swedish Workplace HIV and AIDS Programme, ILO facilitated and supported 13 South Africa-based Swedish companies to integrate Gender into HIV and AIDS Programmes.</p>
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Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

<p>a) Gender equality and non-discrimination</p> <p>One of the requests made by the Committee of Experts on the Application of Conventions and Recommendations (CEAR) to Government is for information on measures adopted by the National Strategic Plan on HIV&TB to prevent and address discrimination in employment based on HIV, STIs & TB. During the current biennium, ILO Technical and advisory support was provided to the South African National AIDS Council (SANAC) in establishing a Legal HIV/TB Clinic to address issues related to Stigma and discrimination. The Legal Clinic was finally launched in June 2015 by the Deputy President who chairs SANAC. The Legal Clinic addresses issues of stigma and discrimination for working women and men, including the workplace. Measures are currently underway to roll-out the Legal Clinic to</p>	<p>b) Partnerships (external)</p> <p>The ILO is a member of the South African National AIDS Council (SANAC) task team for Legal and Human Rights. Through this partnership, and with support from UNAIDS, the ILO contributed towards the establishment of the HIV and TB Legal Clinic by SANAC.</p> <p>The ILO partnered with the UN Joint Team on HIV and AIDS with support from UNAIDS, to assist the Department of Labour in developing Technical Assistance Guidelines on HIV and TB to guide development and implementation of Wellness, HIV and TB workplace programmes. These guidelines were used to assist the development of workplace programmes in sectors targeted in the current biennium.</p>
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all the nine provinces in the country and it is anticipated that this process will be finalized before the end of 2015. Support is also being provided towards the training of paralegals to strengthen their capacity to effectively attend to cases of discrimination at the workplace.

In the assistance provided towards the development of workplace programmes in the targeted sectors (transport, motor industry, informal economy, retail and whole) the ILO Guide to Mainstreaming Gender in Workplace Responses to HIV and AIDS was used extensively. Through the guide, participants in the Committees were able to understand the key gender concepts and provide relevant examples from excerpts of a workplace policy on HIV prevention. They were also able to distinguish between gender inequality and HIV/AIDS risks and vulnerabilities; as well as distinguish between the differential impact of the epidemic between women and men, girls and boys.

Within the context of the challenges faced by LGBTs in accessing relevant HIV prevention (including basic information) services such as counselling and testing and access to HIV treatment in the world of work, the ILO commissioned a research study (PRIDE project) that is being undertaken in South Africa as a basis for engagement between government, workers and employers organizations towards promoting rights, diversity and tolerance in the workplace. The PRIDE research project that is currently underway will seek among others to identify multiple discriminations facing LGBT persons in relation to accessing HIV prevention, treatment, care and support through the world of work.

The ILO provided guidance to the South African Business Coalition on HIV&AIDS (SABCOHA) in the development of HIV and AIDS workplace programmes. SABCOHA played a central role in assisting the ILO to facilitate the development of workplace programmes in sectors targeted in the current biennium.

Swaziland/SWZ154

Government and Social Partners develop and implement effective HIV/AIDS and TB workplace programmes

1	<p>HIV/AIDS workplace programmes have been developed and launched in 13 workplaces, including private sector companies and local government workplaces. The workplace programmes were launched on the 07th August 2015 during the HIV/AIDS Focal Persons' Forum held in Ezulwini, Swaziland. The workplaces include, Sebenta National Institute, Swaziland Electricity Company, Montigny Plantations, Manzini City Council, Kukhanya Construction, National Maize Corporation, Siteki Town Council, Crookes Plantations, Swaziland Building Society, Swaziland Beverages, Examination Council of Swaziland, Swaziland Revenue Authority, Swaziland Sugar Association, Public Service Pension Fund, Swaziland Civil Aviation Authority, Komati Basin Water Authority, Illovo Sugar, National Emergency Council on HIV and AIDS, Maloma Colliery</p> <p>The Public Sector HIV/AIDS Coordinating Committee (PSHACC) Workplace Programme was reviewed to integrate Wellness and Disease Management System (WDMS), including HIV and TB.</p>	<p>With funding from the UNAIDS Unified Budget Results and Accountability Framework (UBRAF), the ILO provided technical support to the Public Sector HIV/AIDS Coordinating Committee (PSHACC) towards the review and development of Workplace Wellness, HIV and AIDS Programmes. The Public Sector Wellness Coordinators were trained on the integration of HIV and AIDS into Wellness and Disease Management Systems (WDMS) In collaboration with UNDP, the ILO provided support, technical guidance and facilitation to the Public Sector Unions, including those affiliated to TUCOSWA for the integration of HIV and AIDS into Wellness and Disease Management Systems. The ILO facilitated and shared the sessions on the ILO Report 'Effective responses to HIV and AIDS at work: A multi-country study in Africa' with all the Public Sector Wellness Coordinators and the Public Sector Unions. The experiences were used in reviewing the HIV and AIDS workplace programmes.</p>
2	<p>The 13 workplace programmes in the private sector and local government were developed with effective participation of Employers and Workers workplace committees. The workplace programmes integrated specific measure to address issues pertaining to non-discrimination, gender equality, healthy work environment, social dialogue HIV counselling and testing, prevention, treatment</p>	<p>The ILO provided technical support through SWABCHA in the establishment of bipartite HIV/AIDS Committees that were established within the identified workplaces. SWABCHA also provided capacity building support to the establishment of committees, including HIV/AIDS Focal Persons in terms of enhancement of their role in ensuring implementation, monitoring and reporting of the</p>

		care and support.	workplace programmes. The committees of Wellness, HIV and AIDS Coordinators, and the Committee of Under-Secretaries were sensitized on Wellness and Disease Management System (WDMS), including HIV and TB. The ILO provided technical and financial support to reach 15,900 working women and men on HIV Testing and Counselling through the VCT@Work Initiative.
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Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination	b) Partnerships (external)
The interventions focused on establishing workplace programmes steering committees emphasising a fair representation of both men and women and develop their capacity for implementation for the protection of workers against HIV-related stigma and discrimination, including persons with disabilities.	<p>Collaboration and partnership with the Swaziland Business Coalition on Health and AIDS (SWABCHA) and with the Public Sector HIV and AIDS Coordinating Committee (PSHACC) has been established to facilitate the work on HIV/AIDS in the country.</p> <p>UNAIDS Unified Budget Results and Accountability Framework (UBRAF). The ILO is a Cosponsor of the UNAIDS, which consists of 11 United Nations entities plus the Secretariat. As a Cosponsor, it receives financial resources from UNAIDS Secretariat, which was designated by multiple donors to administer the funds for the 11 co-sponsors. The 11 UN entities are as follows: UNICEF, UNDP, UNFPA, UNHCR, ILO, WFP, UNWomen, UNESCO, UNODC, WHO and the World Bank.</p>

Zambia/ZMB152

HIV and AIDS included and mainstreamed in national projects and programmes of the Government, employers' and workers' organizations, the ILO, and the UN system

1	<p>HIV and AIDS Programmes on prevention, voluntary counselling and testing, treatment, care and mitigation were developed and launched 2014 and 2015 in five workplaces of education, agriculture, transport, security and markets (informal economy workplaces).</p> <p>Programme activities resulted in equipping 1,350 workers with knowledge and skills on HIV/AIDS prevention and mitigation. 7,430 workers were tested for HIV, out of which 590 tested positive. Contribution was made to national efforts of reaching 141,568 people with VCT information and services, out of which 90,054 people were tested with 6,122 testing positive. Those that tested positive were referred for care.</p> <p>Programme activities resulted in equipping 1,350 workers with knowledge and skills of HIV/AIDS prevention and mitigation. 7,430 workers were tested for HIV out of which 590 tested positive. Contribution was made to national efforts of reaching 141,568 people with VCT information and services out of which 90,054 people were tested with 6,122 testing positive. Those that tested positive were referred for care.</p>	<p>With funding from the UNAIDS Unified Budget Results and Accountability Framework (UBRAF),the ILO provided technical expertise in building the capacity of representatives of Government, workers, employers and non-governmental organizations in HIV&AIDS prevention skills and knowledge.</p> <p>ILO facilitated six HIV and AIDS workplace coordination and capacity enhancement seminars for Bukata Women Empowerment Foundation, Katete District Women Development Association, Community for Human Development, Chimasuko Community Development Project and Chisomo Programme for improved management, implementation, monitoring and evaluation of workplace programmes.</p>
2	<p>Workplace programmes were developed by both bipartite and tripartite HIV and AIDS workplace committees. They integrated and incorporated principles of the ILO code of practice and addressed non-discrimination,</p>	<p>ILO provided technical support to Ministries of Labour and Social Security and Ministry of Transport, Works, Supply and Communications for review of their respective workplace policies and programmes and to Bukata Women</p>

		gender equality, health work environment, social dialogue, no screening and confidentiality.	<p>Empowerment Foundation, Katete District Women Development Association, Community for Human Development, Chimasuko Community Development Project and Chisomo Programme for review of workplace policies and programmes through dissemination and use of ILO Standard Recommendation 200 concerning HIV and AIDS and the World of Work.</p> <p>ILO provided technical inputs for the incorporation of Wellness into sector-specific HIV and AIDS workplace policies.</p>
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Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination	b) Partnerships (external)
<p>Five partners implemented HIV/AIDS prevention and mitigation initiatives targeting 945 women. These included economic empowerment and promotion of gender issue tenets of assertiveness, gender and development and gender-based violence.</p>	<p>Partnerships were forged with UN Agencies through the UNJT on HIV and AIDS, Cavmont Bank, a private sector entity, the Technical Working Group on HIV and AIDS in Transport Sector and National AIDS Council to enhance response to HIV and AIDS.</p>
<p>ILO provided technical expertise for building capacity of the five partners to deliver programmes aimed at promoting gender equality.</p>	<p>ILO incorporated its HIV and AIDS strategy into partnership frameworks such as UNJT work plans and participated in implementing joint HIV and AIDS response programmes such as the national VCT campaigns of June 2014 and June 2015.</p>
	<p>UNAIDS Unified Budget Results and Accountability Framework (UBRAF). The ILO is a Cosponsor of the UNAIDS, which consists of 11 United Nations entities plus the Secretariat. As a Cosponsor, it receives financial resources from UNAIDS Secretariat, which was designated by multiple donors to administer the funds for the 11 co-sponsors. The 11 UN entities are as follows: UNICEF, UNDP, UNFPA, UNHCR, ILO, WFP, UNWomen, UNESCO, UNODC, WHO and the World Bank.</p>

Zimbabwe/ZWE126

HIV Prevention, impact mitigation and economic empowerment programmes within the formal and informal economy workplaces including those along transport corridors linking the Southern African countries

1	<p>1. Workplace programmes developed in five(5) sites for sex workers, People Living with HIV/AIDS and communities in 2014.</p>	<p>1. ILO delivered training in HIV prevention through economic empowerment approaches as well as offering technical assistance and financial support for the formation of Savings And Credit Cooperative Societies and self-help groups. 2. ILO also supported the organization of HIV testing and counselling campaigns for communities along transport corridors and hot spots in 2014 through the ILO/AIDS budget. 3. In collaboration with the Ministry of Health, the ILO facilitated referrals for beneficiaries who tested HIV positive for further counselling and subsequent treatment.</p>
2	<p>1. Three policies integrating the 10 key principles of the ILO Code of Practice on HIV and AIDS in the workplace were developed in 2014 - 15. The policies are: the Zimbabwe National HIV/AIDS & TB Policy for the World of Work developed (2014), printed and disseminated (2015); the Tourism HIV and AIDS Policy finalised in 2014, launched and disseminated in 2015; and the Engineering Sector Policy, validated and disseminated in 2015. An HIV and Wellness Standard which specifies requirements for HIV and Wellness management systems under the Standards Association Zimbabwe has also been finalised in 2015.</p> <p>2. The ILO, tripartite partners, private sector enterprises, and promoted the uptake of voluntary, confidential HIV counselling and</p>	<p>1. With funding from the UNAIDS Unified Budget Results and Accountability Framework (UBRAF, the ILO provided technical support to i) to enhance social partners' capacity to implement HIV/AIDS workplace policies and programmes at sector and enterprise levels, including the informal economy.; to integrate the economic empowerment approaches across all sectorial HIV and AIDS policies and raising awareness through the media and documentation of stories of change; to Tocontribute through research for the provision of evidence for policy making and decision making processes on the linkages between gender, HIV/AIDS and economic empowerment at regional level through the SADC committee on HIV /AIDS</p> <p>2. With support from the Corridor Economic</p>

	<p>testing in the workplace Voluntary Counselling and Testing at the workplace (VCT@WORK). A total of 200 000 workers have been reached with VCT services at the workplace. Workers reached are part of the agriculture; manufacturing; mining; public; informal, transport and tourism sectors.</p> <p>3. A Public-Private Partnership on VCT@ Work was developed and adopted in 2014 involving the Ministry of Health, NAC, and the Zimbabwe Occupational Health Nurses Association (ZOHNA).</p> <p>4. 116 nurses from private sector industrial clinics were trained in Rapid HIV Testing as a result of this PPP arrangement,.</p>	<p>Empowerment Innovation Fund (CEEIF), and a Micro Finance Institution) access facilitated to micro-finance services for HIV infected and affected vulnerable communities in Transport corridors and greater Harare. The Economic Empowerment Fund is managed by the Tripartite partners plus (this includes a selected Micro Finance Institution, an organization for people living with HIV and the national AIDS). The money is loaned at an interest rate of 1% per month.</p>
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Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

<p>a) Gender equality and non-discrimination</p> <p>a) Economic empowerment activities are empowering women in disadvantaged communities with the majority of the beneficiaries being female.</p> <p>b) Economic empowerment efforts are fighting discrimination and stigma for persons living with HIV and AIDS with those affected and infected working alongside those who are negative. These interaction have gone a long way dispelling common myths.</p>	<p>b) Partnerships (external)</p> <p>UNAIDS Unified Budget Results and Accountability Framework (UBRAF). The ILO is a Cosponsor of the UNAIDS, which consists of 11 United Nations entities plus the Secretariat. As a Cosponsor, it receives financial resources from UNAIDS Secretariat, which was designated by multiple donors to administer the funds for the 11 co-sponsors. The 11 UN entities are as follows: UNICEF, UNDP, UNFPA, UNHCR, ILO, WFP, UNWomen, UNESCO, UNODC, WHO and the World Bank.</p> <p>ILO support to the national HIV and AIDS response has been in collaboration with UNAIDS and the HIV and AIDS Joint Team.</p> <p>The development of policies and programmes was driven by tripartite partners. ILO also partnered with relevant government ministries, Ministry of Health, in the development of policies and the training of nurses in Rapid HIV Testing. The National AIDS Counsel was a key partner in operationalizing the Private Sector Board to Coordinate the Private Sector Response to HIV/AIDS.</p> <p>c) Collaborated with Swedish Workplace HIV/AIDS Programme (SWHAP); Southern Africa HIV & AIDS Information Dissemination Service (SAfAIDS);</p>
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Zimbabwe AIDS Prevention And Support Organisation (ZAPSO), to implement the VCT@WORK campaigns

Benin/BEN903

Mise en œuvre des politiques et programmes sur le VIH SIDA initiés sur les lieux de travail

1	<p>1. Des politiques et programmes de lutte contre le VIH, ont été adoptés et mise en œuvre dans 211 entreprises des secteurs de l'hôtellerie et des bâtiments et des travaux publics (BTP) durant la période 2014-2015.</p> <p>2. 7 ministères ainsi que l'Agence pour la Sécurité de la Navigation Aérienne en Afrique (ASECNA) ont rédigé et mis en œuvre leur politique de lutte contre le VIH</p> <p>3. Plus de 11000 travailleuses et travailleurs, appartenant à différentes secteurs productives, ont eu accès au conseil et dépistage volontaire dans le cadre de l'initiative VCT@ WORK</p>	<p>Avec le soutien financier du UBRAF (UNAIDS Unified Budget Results and Accountability Framework):</p> <p>Le BIT a fourni un appui technique pour:</p> <ul style="list-style-type: none"> • Le plaidoyer auprès de 127 responsables des institutions faïtières des entreprises des BTP et de l'hôtellerie • la formation de : (i) 14 Conseillers VIH que le partenaire (la Société d'Electricité Industrielle et de Bâtiment (SEIB) met à la disposition des entreprises pour l'élaboration et la mise en œuvre des politiques et programmes ;(ii) 58 membres de comités VIH de ces entreprises ;(iv) 59 Points Focaux VIH de ces entreprises ; (v) 78 pairs éducateurs dans ces entreprises <p>Le BIT fourni un appui technique pour l'organisation des campagnes de dépistage qui ont abouti à 4223 travailleurs dépistés</p>
2	<p>Les politiques et programmes VIH des entreprises sont basé sur les principes de la Recommandation No. 200 et ont été élaborés par des comités VIH bipartite.</p>	<p>Le BIT a formé les membres des comités VIH des entreprises sur la R200 et les directives contenues dans le Recueil de directives du BIT sur le VIH/sida et le monde du travail.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

UNAIDS Unified Budget Results and Accountability Framework (UBRAF). The ILO is a Cosponsor of the UNAIDS, which consists of 11 United Nations entities plus the Secretariat. As a Cosponsor, it receives financial resources from UNAIDS Secretariat, which was designated by multiple donors to administer the funds for the 11 co-sponsors. The 11 UN entities are as follows: UNICEF, UNDP, UNFPA, UNHCR, ILO, WFP, UNWomen, UNESCO, UNODC, WHO and the World Bank.

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

1

- Entre septembre 2014 et mars 2015, 27 structures du secteur de l'économie formelle et informelle de Ouagadougou (15) et de Bobo-Dioulasso (12) ont validés leur politiques et programmes VIH d'entreprises et constitués leur comité VIH/Sida
- En novembre 2014, dans le cadre des programmes VIH d'entreprises, les travailleurs (ses) de 15 structures de l'économie formelle et informelle de Bobo-Dioulasso et leurs familles ont bénéficié d'un service de dépistage volontaire du VIH/Sida. Au Total 878 personnes ont été dépistées, soit 505 hommes et 373 femmes.
- En Novembre et Décembre 2014, les membres des comités VIH/Sida de 30 Structures du secteur de l'économie formelle et informelle de Bobo-Dioulasso et de Ouagadougou ont bénéficié d'un appui technique pour renforcer leurs capacités en mobilisation de ressources locales;
- Entre juin et juillet 2015 une campagne de sensibilisation et de conseil et dépistage a été organisée sur l'axe ferroviaire Ouagadougou-Gnangoloko au profit du personnel de la compagnie de chemin de fer SITARAIL. Environ 35 000 travailleurs et leurs familles ont été informés et sensibilisés sur le VIH/SIDA et les infections sexuellement transmissibles et 7065 personnes ont été dépistées (3408 hommes et 3657 femmes).

Avec le soutien financier du UBRAF (UNAIDS Unified Budget Results and Accountability Framework):

Le BIT a fourni un appui technique pour l'organisation de deux ateliers destinés aux 27 structures du secteur de l'économie formelle et informelle de Ouagadougou (15) et de Bobo-Dioulasso (12). Les ateliers ont permis aux 27 structures de :

- o Mettre en place leurs comités VIH/Sida ;
- o Mettre à niveau les connaissances de base des membres des comités bipartite VIH de Ouagadougou sur les dispositions de la Recommandation 200 de l'OIT sur le VIH/SIDA et le monde du travail.
- o Finaliser et adopter leur politiques et programmes VIH/.

• Le BIT a aussi appuyé l'organisation de deux ateliers de formation en mobilisation de ressources locales à Ouagadougou et à Bobo-Dioulasso au bénéfice des membres des comités VIH/Sida des entreprises du secteur formel et informel.

		Un circuit de prise en charge médical et un continuum de soins communautaires aux travailleurs et autres personnes testés positif au VIH ont été assurés.	
	2	12 structures des secteurs de l'économie formelle et informelle de Bobo-Dioulasso ont mis en place leurs comités bipartites. Parmi celles-ci, 10 structures ont validé, adopté et mettent en œuvre leur politique et programme VIH Sida basé sur la R 200 de l'OIT dans un processus bipartite	Le BIT a fourni un appui technique pour la formation des membres des comités bipartites sur la mise en œuvre des directives de la R200 de l'OIT.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

UNAIDS Unified Budget Results and Accountability Framework (UBRAF). The ILO is a Cosponsor of the UNAIDS, which consists of 11 United Nations entities plus the Secretariat. As a Cosponsor, it receives financial resources from UNAIDS Secretariat, which was designated by multiple donors to administer the funds for the 11 co-sponsors. The 11 UN entities are as follows: UNICEF, UNDP, UNFPA, UNHCR, ILO, WFP, UNWomen, UNESCO, UNODC, WHO and the World Bank.

Nigeria/NGA152

Development workplace programmes on HIV and aids scaled up in selected sectors.

1	<p>The Federal Ministry of Labour, The Nigeria Labour Congress, The Trade Union Congress of Nigeria and the APO Mechanic Association, Isolo Motor Park Association and Alimosho Motor Park Association were supported to develop and implement 6 HIV and AIDS workplace combination programmes in Transport, Service and Public Service sectors based on the National minimum prevention package for HIV and AIDS. The capacities of 50 staff from these institutions were strengthened to better implement the HIV workplace programmes within their workplaces. VCT was integrated into each of these programmes and a total of 27,710 men and women workers undertook VCT. The above mentioned programmes were implemented between April 2014 and May 2015.</p>	<p>With funding from the UNAIDS Unified Budget Results and Accountability Framework (UBRAF):</p> <p>The ILO supported technically the development of each HIV workplace programme . The ILO also oversight the coordination and the organization of these programmes. It coordinated the work of service providers and implementing partners to deliver on the minimum prevention package and on VCT service provisions.</p>
2	<p>The content of each programme was developed in close collaboration with the National Steering committee (NSC) on HIV and AIDS that is responsible for the coordination of workplace response on HIV in Nigeria and representatives of the Staff Associations of these institutions (The Federal Ministry of Labour, The Nigeria Labour Congress, The Trade Union Congress of Nigeria and the APO Mechanic Association, Isolo Motor Park Association and Alimosho Motor Park Association).. The programmes were guided by the key principles of the ILO Recommendation 200 concerning HIV and AIDS and the principles of the ILO Code of practice on HIV and AIDS</p>	<p>The ILO supported the development of the content of each workplace programme. The ILO reviewed the programmes' documents and monitored their implementation to ensure the key ILO standards and the key principles of the ILO Recommendation 200 were utilized in the development and implementation of the workplace programme.</p>

and the world of work

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

-

b) Partnerships (external)

UNAIDS Unified Budget Results and Accountability Framework (UBRAF). The ILO is a Cosponsor of the UNAIDS, which consists of 11 United Nations entities plus the Secretariat. As a Cosponsor, it receives financial resources from UNAIDS Secretariat, which was designated by multiple donors to administer the funds for the 11 co-sponsors. The 11 UN entities are as follows: UNICEF, UNDP, UNFPA, UNHCR, ILO, WFP, UNWomen, UNESCO, UNODC, WHO and the World Bank.

Asia and the Pacific

Cambodia/KHM229

Enhanced delivery of targeted prevention and care programmes for HIV/AIDS in the world of work

1	<p>In 2015, The Cambodia Business Coalition on AIDS (CBCA) developed 15 pilot workplace programmes in entertainment establishments to model implementation of Praka No. 194, on the basis of the key principals of ILO R200. This fostered improved protection, increased awareness and knowledge on HIV, gender and sexual harassment, non-HIV discrimination, and uptake of HIV testing and treatment services. As results of these programmes:</p> <ul style="list-style-type: none"> • 900 entertainment workers (90% women) were sensitized in 2014. • 15,000 entertainment workers (14% men) underwent voluntary HIV testing in 2014. • 300 (68% women) started HIV treatment in 2014. 	<p>With funding from the UNAIDS Unified Budget Results and Accountability Framework (UBRAF):</p> <p>from May 2014 to November 2015, the ILO provided technical support for the programmes. The ILO continued to provide technical guidance to the country through the campaign on VCT (Voluntary Counseling and Testing) (VCT@Work Initiative by ILO/AIDS) with the goal of reaching 5 million workers by 2015.</p>
2	<p>The Department of Occupational Safety and Health (MoLVT) developed a new protocol on health screening and HIV voluntary counselling and testing –VCT. This include a revised procedure for pre-departure HIV testing for migrant workers. The new protocol is in line with the key principals of ILO Recommendation 200 and the Cambodia HIV Voluntary Confidential Counseling and Test (VCCT) protocol. The protocol was developed through routine consultations which included participation of employers' and workers' organizations. These consultation were held under the national Tripartite coordinate committee (TCC).</p> <p>In 2014-2015, Advocacy made through the Joint UN programme on HIV and AIDS on the</p>	<p>With funding from the UNAIDS Unified Budget Results and Accountability Framework (UBRAF):</p> <p>from May 2014 to October 2015, ILO provided technical support to update the medical protocol of Department of Occupational Safety and Health (OSH)/Ministry of Labour and Vocational Training (MOLVT) on HIV testing for workers who came to MOLVT for medical check-up and for migrant workers. ILO's effort made through the ILO project on Social Service Delivery Mechanism (ILO-SSDM)</p>

inclusion of HIV related services to the National Social Health Insurance scheme for formal sector workers, to be launched by 2015

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

UNAIDS Unified Budget Results and Accountability Framework (UBRAF). The ILO is a Cosponsor of the UNAIDS, which consists of 11 United Nations entities plus the Secretariat. As a Cosponsor, it receives financial resources from UNAIDS Secretariat, which was designated by multiple donors to administer the funds for the 11 co-sponsors. The 11 UN entities are as follows: UNICEF, UNDP, UNFPA, UNHCR, ILO, WFP, UNWomen, UNESCO, UNODC, WHO and the World Bank.

China/CHN178

Strengthen capacity of healthcare workers to manage blood born pathogens and reduce HIV related discrimination in employment and medical treatment

1	<p>The ILO's health and labour sector partners, including district labour departments, trade unions and employers, launched HIV/OSH programmes in 11 hospitals covering 31,000 healthcare workers. These programmes included developing and improving enterprise level policies, programmes and support services for workers.</p> <p>NGO partners improved legal protections for people living with HIV through expansion of legal support services nationwide and development of communication materials for people with HIV on their legal rights to access decent work and social protection.</p>	<p>With funding from the UNAIDS Unified Budget Results and Accountability Framework (UBRAF):</p> <p>the ILO mobilized 11 hospitals to join the effort through two consultation workshops in April 2014. The ILO supported the provision of legal and counselling services to 350 people living with HIV, and updated the handbook on 100 frequently asked questions and answers surrounding HIV related rights violations in employment and medical treatment through training workshops.</p> <p>The ILO organized a workshop for 30 NGO leaders in China. The workshop aimed at increasing the capacity of community-based organization to develop the awareness of people with HIV of their rights for decent work and social protection.</p>
2	<p>1. Bipartite HIV and OSH task forces were established in 11 hospitals with the aim to create policies and programmes at the enterprise level on OSH and HIV and OSH management systems in line with relevant ILO standards, including Recommendation 200.</p> <p>2. OSH Committee established in 11 hospitals to improve working conditions of healthcare workers</p>	<p>The ILO conducted an advocacy programme on HIV/OSH, which targeted the China Center of Disease Control (CDC), China Labour Studies Institute of MOHRSS and representatives of the hospitals, steering committee of Red Ribbon Beijing Forum and representatives of people living with HIV (PLHIV). The programme facilitated the provision of technical support and collaboration from these organizations to hospital-based task forces on HIV and OSH program in the eleven general hospitals in six provinces.</p>

	<p>3. Measures have been taken to address HIV discrimination and improve OSH of healthcare workers by development and adoption of the Implementation Guidelines on Management of Occupational Exposure to Blood Borne Pathogens in China.</p> <p>4. Working committee established by MOHRSS to integrate Hepatitis B and C into the National Occupational Diseases List and removal of the discriminative clause from the current policy document.</p> <p>5. Action programmes developed by MOHRSS and China CDC to strengthen capacity of healthcare workers to reduce HIV discrimination and prevent occupational exposure to blood borne diseases.</p>	<p>The ILO supported the China CDC in the development of the Implementation guidelines on Management of Occupational Exposure to Blood Borne Pathogens based on the ILO/WHO Joint Guidelines on HIV/AIDS and the Health Services through two experts consultation workshops and written comments and suggestions on improving the guidelines.</p> <p>The ILO organized a consultation meeting and supported MOHRSS in a study on integration of Hepatitis B and C into the National Occupational Diseases List through one consultation meeting and one study.</p> <p>The ILO supported tripartite consultation workshops on removing the discriminative clause within the policy document: Medical Standard of Recruitment of Civil Servants in China. The ILO Code of Practices on HIV/AIDS and R200 as well as C111 were introduced and discussed with tripartite partners in addressing HIV related employment discrimination.</p> <p>The ILO supported to China Labour Studies Institute and China CDC to carry out a case study on the creation of OSH management system in three hospitals in China.</p>
<p>Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)</p>		
<p>a) Gender equality and non-discrimination</p> <p>-</p>	<p>b) Partnerships (external)</p> <p>"UNAIDS Unified Budget Results and Accountability Framework (UBRAF)". The ILO is a Cosponsor of the UNAIDS, which consists of 11 United Nations entities plus the Secretariat. As a Cosponsor, it receives financial resources from UNAIDS Secretariat, which was designated by multiple donors to</p>	

administer the funds for the 11 co-sponsors. The 11 UN entities are as follows: UNICEF, UNDP, UNFPA, UNHCR, ILO, WFP, UNWomen, UNESCO, UNODC, WHO and the World Bank.

Thailand/THA253

Enhanced access to rights at work and HIV and AIDS protections among key affected populations and vulnerable groups

1	<p>With assistance from the Thailand business coalition on AIDS (TBCA) and tripartite constituents, 128 enterprises developed policies and programmes in line with ILO Recommendation 200.</p> <p>Key results:</p> <ul style="list-style-type: none"> • Program consisted of a written policy, program and action plus a monitoring plan for each TBCA partner company. • 128 enterprises developed workplace policies • 128 enterprises trained & set-up HIV prevention, and voluntary HIV counselling and testing services (VCT) for workers and their families. • 540,000 workers (56% men and 44% women) were trained on HIV prevention • 178,000 (53% men and 47% women) underwent voluntary HIV counselling and testing. • 765 (69% men and 31% women) were referred to HIV treatment and care services. 	<p>With funding from the UNAIDS Unified Budget Results and Accountability Framework (UBRAF):</p> <p>the ILO provided technical assistance to the TBCA to develop a work plan and communication materials for the workplace HIV programmes, including the VCT@Work initiative.</p> <p>ILO provided technical guidance on establishing a monitoring system for the workplace training and VCT initiatives.</p>
2	<p>Representatives from employers' and workers' organizations together with the TBCA conducted a rapid assessment on opportunities to scale up workplace programs and VCT initiatives. An action plan was jointly developed based on the assessment. Subsequently, based on a bipartite committee of workers and employers consultations and guidance, workplace policies were established in each of the 128 participating enterprise, consistent with the key principles of R200 and Code of Practice</p>	<p>ILO provided technical support to programme partners for setting program targets and for reviewing enterprise level policies and programmes. This included review of all assessment finding and input on recommendations.</p>

reflecting non-discrimination, gender-equality, healthy work environment, social dialogue, no screening and confidentiality

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

ILO carried out research on discrimination at work towards LGBT workers under the PRIDE project in collaboration with GED. A follow up action plan is now being designed and is expected to support HIV programme outcomes as well as overall efforts on non-discrimination in the workplace. It is essential to target industrial sectors and geographic locations where HIV incidence is highest. The focus on hotel and entertainment sectors enabled a maximum impact for workplace responses by reaching people living with HIV and ensuring their uptake of treatment services in Thailand.

- Partnerships with the health sectors and community based organizations helped to ensure that service for HIV counselling and testing were available and accessible for workers.
- Partnerships with the national AIDS programme and sharing of data helped to refine program focus and channel HIV programs towards sectors with greatest HIV vulnerability

b) Partnerships (external)

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Viet Nam/VNM999

-	1	<p>20 Employers in the entertainment sector developed between September 2014 to May 2015 workplace policies and programmes on HIV and occupational safety and health in 20 entertainment establishments covering 124 workers (90% women).</p> <p>The programmes address working times, safety and health, access to health and HIV services and gender equality. The policies as well as the training developed are in line with Recommendation No. 200 and promote improved knowledge on HIV and uptake of HIV testing and treatment services.</p> <p>While no formal impact assessment has been carried out, more than 50% of total workers covered by the programme reported improvements in working conditions and access to health services, including voluntary HIV counselling and testing linked to care and treatment.</p>	<p>ILO provided technical support to the Vietnam Chamber of Commerce and industry (VCCI) to implement 20 entertainment establishments' workplace HIV programmes.</p> <p>It also assisted the VCCI to develop training materials for employers and managers of entertainment establishments.</p> <p>ILO participated in one advocacy workshop and conducted routing monitoring visits (once per month per worksite during 4 months) for a total of 80 visits to 20 establishments from January to April 2015.</p>
	2	<p>The Vietnam General Confederation of Labour and the Vietnam Network of Sex Workers conducted advocacy training for sex workers to enable their participation in the development of HIV and AIDS related decent work programs in the workplace.</p> <p>A research on working conditions, occupational safety and health and access to HIV and health services has been conducted between June 2014 to December 2015 with the participation of tripartite constituents, including organizations of entertainment workers. The research findings formed the</p>	<p>ILO provided technical support based on internal and international experience to advocate for HIV and labour rights at VCCI training workshops from June 2014 to September 2015 engaging 31 entertainment workers (28 sex workers and 3 MSMs, men who have sex with men, who are leaders of different associations/networks: the National Network of Sex workers, the National Network of Men who have sex with men and Transgenders, and of self-help groups of sex workers where 90% of the members are women.</p>

		basis to develop a new law to protect sex workers from labour violations.	ILO provided technical support for the training of the research team and the organization of a workshop to inform policy makers and Deputies of the National Assembly (Committee on Social Affairs) about the findings of the research on working conditions of sex workers.
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Indonesia/IDN104

Integrating HIV policies and programmes for women and men workers

1	<p>Since the Minister of Manpower officially launched the VCT@Work initiative in December 2013 to promote workplace HIV program countrywide, 150 companies have joined this initiative and developed workplace programmes. This resulted in more than 1 million workers (58% men and 42% women) accessing HIV prevention information, counselling and testing through the companies' occupational health and safety programs</p>	<ul style="list-style-type: none"> • With funding from the Government of Australian, the ILO has assisted ten medium-sized companies in Papua and West Papua provinces to establish workplace policies to protect employment rights of workers with HIV, providing 10,000 workers with HIV prevention information. • The ILO, in collaboration with UNAIDS, between January 2014 to August 2015, conducted: <ul style="list-style-type: none"> - twenty advocacy meetings with companies in 8 high-HIV prevalence provinces; - three tripartite training workshops on HIV and AIDS in the workplace attended by 100 participants from the government, employers and workers; - continuously facilitated coordination between labour and health offices to ensure the synergy of the HIV and AIDS workplace programmes.
2	<p>The 150 companies, through tripartite consultations, complied with government regulation and developed policies to ensure non-discrimination, promote voluntary HIV counselling and testing, and provide linkages to care and treatment, in-line with the ILO Recommendation concerning HIV and AIDS in the World of Work, 2010, (No. 200). The Ministry of Manpower, through tripartite consultations, developed guidelines on HIV and AIDS workplace program implementation. The guidelines have integrated the principles of non-discrimination, gender-equality, healthy</p>	<p>The ILO provided technical support by organizing:</p> <ul style="list-style-type: none"> - Seven tripartite constituents and workplace working group consultations on HIV; - Five consultation meetings between the Ministry of Manpower and the National AIDS Commission to include workers (High Risk Men – mobile male workers who work in transportation, natural resources and agricultural sectors) as one of the target populations of the New Funding Model of The Global Funds and thus become priorities of the HIV intervention in the country. <p>The ILO also provided technical assistance to</p>

		work environment, social dialogue, no- HIV screening and confidentiality.	the Ministry of Manpower in developing guidelines on HIV and AIDS workplace program to be in-line with ILO Recommendation 200.
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Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination	b) Partnerships (external)
<p>The ILO conducted a study on Gender Identity and Sexual Orientation: Promoting Rights, Diversity and Equality in the World of Work (PRIDE) and organized national consultation to gather the tripartite constituent and other stakeholders to discuss national and local policies barriers for LGBTI, efforts to change attitudes and behaviour towards LGBTI in the workplace and various promotion of LGBTI workers' rights.</p> <p>The ILO provided technical support to the Social Protection (for health) Task Force consisting of multi stakeholder, to improve access of people living with HIV (PLHIV) and key populations to the social protection scheme. Through this support,</p> <ul style="list-style-type: none"> • A community-based monitoring system has been established to alert government officials at local and national levels where there are barriers to access for key populations. <p>The government is now conducting an actuarial projection exercise to determine the feasibility, extent of coverage, and financing modalities to include HIV prevention, treatment and care services under the national universal health coverage scheme</p>	<p>National Center for Population and Policy Studies, Gadjah Mada University, Indonesia</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

1	<p>Two public sector and three private sector enterprises, with a reach of 40,000 workers developed and implemented workplace policy and programmes on HIV and AIDS. Key results of these programmes included training of the workforce on HIV prevention, sensitizing on the issues of workplace stigma and discrimination, promoting the need of taking HIV testing services and linkages to services for HIV treatment.</p>	<p>ILO documented and disseminated approaches and strategies of enterprises for replication by national AIDS programme.</p>
2	<p>Employers and workers (bipartite) developed the programmes by taking into account they key principals of ILO Recommendation 200. Key results are awareness training of the workforce on HIV prevention, provisions of HIV testing services to and linkages to services for HIV treatment. Five states governments developed capacity to assess HIV data and developed action plans for prioritizing delivery of services through the workplace. This led to the delivery of counselling and testing services. 600,000 workers availed the testing service in these States.</p>	<p>ILO provided capacity building support for 25 State AIDS Societies and national AIDS Control Organization (NACO) in India for promoting the workplace interventions and facilitating workers' access to counselling and testing facilities. Along with Ministry of Labour and Employment (MOLE) and NACO, launched the specific communication tools/materials on "The Earlier The Better" for promoting early detection of HIV and connection to care and treatment services. In collaboration with the national AIDS control organization (Ministry of Health and Family Welfare, analysed the National data on testing of workers and generated evidence for the National AIDS programme for prioritizing workplace interventions in India.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

Protect the rights of workers living with HIV. Prevent stigma and discrimination among the workers and their families and communities. Facilitate development and implementation of Non-discriminatory policy in

b) Partnerships (external)

State AIDS Control Societies of different States, National AIDS Control Organization, Networks of People Living with HIV, UNAIDS, public and private sector enterprises.

Sri Lanka/LKA106

The Government and social partners develop and implement policies in line with the ILO Code of Practice for HIV AIDS in the workplace

1	<p>Workplace policies and programmes were established in 44 enterprises in the tourism and garment manufacturing sectors. As a result of these programs, from the period of January 2014 to March 2015, 200,000 workers were training on HIV prevention and provided information and referrals to HIV testing and treatment services.</p> <p>Capacity building among Labour officers in 25 workplaces covering 16 districts who were made aware of voluntary, confidential HIV counselling and testing at work places (VCT@WORK initiative).</p> <p>3 health insurance companies completely removed HIV/AIDS exclusion clauses; 1 insurance company created life insurance policy specifically for HIV-positive people.</p>	<p>ILO provided technical support through training of trainers programmes for enterprises conducted (59 trainers trained altogether).</p>
2	<p>A tripartite National Programme Steering Committee helped provide recommendations which contributed to the improvement of the capacities of 26 key social protection service institutions (government and non-government) through HIV-sensitization related to non-discrimination, gender equality, healthy work environment and other issues.</p>	<p>With funding from the UNAIDS Unified Budget Results and Accountability Framework (UBRAF) and from the ILO/Japan Social Protection Net Fund:</p> <p>ILO provided technical support through guidelines on operating a revolving fund for 03 People Living with HIV (PLHIV) organizations. Also to 13 PLHIVs through training programme on sewing.</p> <p>ILO provided technical support to 26 key social protection service institutions (government and non-government) through advocacy seminars resulting in HIV-sensitization on social protection. In addition supported 21 PLHIV</p>

through training-of-trainers programmes on facilitating access to social protection services.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

Non-discrimination, Gender equality have been mainstreamed into all employment creation, awareness raising and capacity building programmes supported by the ILO.

b) Partnerships (external)

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Europe and Central Asia

Ukraine/UKR151

ILO constituents develop and implement programmes on HIV/AIDS at selected workplaces

1	<p>Building on activities undertaken during the previous biennium (13 enterprises adopted workplace policies and programmes), as well as aligned with the Law on the New HIV State Programme for 2014-2015 (adopted on 30 November 2014), ILO provided support in implementing VCT@Work pilot project in Cherkassy region of Ukraine. Providing access to VCT for working women and men is a part of implementing the HIV workplace programmes. As a result of the Project some 8,000 women and men workers and students were reached out with awareness-raising on HIV including VCT@Work and 2,017 workers and students underwent VCT in the Cherkassy region.</p> <p>In addition, in the Cherkassy region, five workplace programmes have been adopted and implemented with ILO support in 2015 (Cherkassy Medical College, the Federation of Trade Unions of Cherkassy region and Insurance Company "Providna").</p>	<p>With funding from the UNAIDS Unified Budget Results and Accountability Framework (UBRAF) and within the framework of ILOAIDS' VCT@WORK Campaign, ILO supported the development and implementation of the programmes.</p> <p>The ILO provided technical advice for the organization of training and awareness-raising activities for women and men workers, health workers as well as for teachers and students of educational institutions, and for the preparation and dissemination of advocacy materials. The project was implemented in close collaboration with UNAIDS Secretariat and UNFPA in Ukraine.</p> <p>In September 2015 three specific workshops on development and implementation of HIV workplace programmes were organized by the ILO. 30 representatives of enterprises participated in these workshops.</p>
2	<p>The programmes have been developed and adopted by representatives of managers and trade unions of the institutions. The programmes are based on the key human right principles of the ILO Recommendation No. 200 including non-discrimination, promotion of VCT, gender equality, healthy work environment, social dialogue, no screening and confidentiality.</p>	<p>Representatives of managers and workers participated in all project activities including in the three training workshops organized by the ILO which helped them to proceed with adoption and implementation of the programmes.</p>

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a) Gender equality and non-discrimination

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b) Partnerships (external)

- A close collaboration and partnership was established with UNAIDS and UNFPA in Ukraine. Both agencies contributed considerably to the programme implementation.

- Through participation in the multi-sectoral working group headed by UNODC, ILO contributed to the development of HIV workplace policies for law-enforcement bodies.

- The collaboration at the regional level between the Regional Federation of Trade Unions and Regional AIDS Centre has strengthened as a result of ILO activities in Cherkassy region. The Federation of Trade Unions of Cherkassy Region has itself adopted a workplace programme on HIV and AIDS.

Russian Federation/RUS131

Tripartite constituents develop and implement HIV/AIDS policies and programmes in the workplace

1	<p>Six workplaces developed, launched and implemented HIV workplaces programmes in cooperation with the territorial social partners and AIDS Centers, which include:</p> <ul style="list-style-type: none"> - LLC "Sinarsky tube plant" (in Sverdlovsk territory) - LLC "Tekhnologija" (in Kaluga territory) - LLC "Granit" (in Rostov territory) - JSC "Vologda Bearing Factory" (in Vologda territory) - JSC "Astrakhanskoye steklovolokno" (in Astrakhan territory) - JSC "Serov Factory of Ferroalloy" (in Sverdlovsk territory). <p>With support from the National Employers Union (RUIE), the ILO developed an HIV/AIDS workplace programme for the JSC "Siberian Coal Energy Company" (SUEK, 30,000 workers) and provided technical support in starting-up workplace programmes and VCT@WORK campaign at the coal mines in 6 territories of Russia.</p> <p>As a result of the VCT@WORK initiative in 2014, 3,668 workers were reached with awareness; 2,199 participated in VCT; and 29 HIV positive referred to treatment. In 2015, 26,717 workers informed and 15,353 participated in VCT. 175 HIV positive 58 referred to treatment.</p>	<p>With funding from the UNAIDS Unified Budget Results and Accountability Framework (UBRAF):</p> <p>the ILO facilitated start-up round table discussions with key representatives at the workplaces on the launching and conducting of HIV/AIDS workplace programmes VCT@WORK campaigns at 6 large enterprises in 5 territories. With support from the National Employers Union (RUIE), the ILO developed an HIV/AIDS workplace programme for the JSC "Siberian Coal Energy Company" (SUEK, 30,000 workers) and provided technical support in starting-up workplace programmes and VCT@WORK campaign at the coal mines in 6 territories of Russia. ILO provided support in the production and dissemination of education videos, posters, and leaflets on HIV and AIDS at work based on the principles of the Recommendation 200.</p>
2	<p>Start-up bipartite round tables with participation of the territorial AIDS Centres took place at all mentioned workplaces to discuss workplace programmes and develop a plan of action based on the ILO principles. In a pipeline - 15 workplaces of the JSC</p>	<p>ILO initiated bipartite workplace round tables and tripartite territorial round tables on promotion of the Recommendation 200 provisions and VCT@WORK Campaign in 12 territories. ILO supported and facilitated a training seminar</p>

	<p>SUEK company. Tripartite round tables with the territorial constituents took place at each territory with the pilot workplace (5 territories). In a pipeline - 7 territories of JSC SUEK presence.</p>	<p>on VCT@WORK Campaign and principles of the Recommendation 200 for the Territorial TU Federations and territorial AIDS Centers representatives of the Southern Federal District (6 territories). ILO promoted the VCT@WORK Campaign to the National tripartite constituents (Oct 2014), National AIDS Conference (March 2015), Young TU Leaders of Transport Sector (June 2015), National Tripartite Commission (July 2015), Urals Annual TU Conference (July 2015). In addition, ILO initiated a discussion on VCT@WORK implementation in Russia for the OSH Department of the Ministry of Labour and Social Protection, and OSH and HIV/AIDS units of the Ministry of Health (June 2015). In a pipeline : delivering a presentation of the HIV training module for OSH briefing and training (November 2015); a round table on VCT@WORK at a National OSH Conference (December 2015).</p>
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<p>a) Gender equality and non-discrimination</p> <p>-</p>	<p>b) Partnerships (external)</p> <p>UNAIDS Unified Budget Results and Accountability Framework (UBRAF). The ILO is a Cosponsor of the UNAIDS, which consists of 11 United Nations entities plus the Secretariat. As a Cosponsor, it receives financial resources from UNAIDS Secretariat, which was designated by multiple donors to administer the funds for the 11 co-sponsors. The 11 UN entities are as follows: UNICEF, UNDP, UNFPA, UNHCR, ILO, WFP, UNWomen, UNESCO, UNODC, WHO and the World Bank.</p>
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Latin America and the Caribbean

Bolivia/BOL176

La capacidad de los mandantes para desarrollar políticas y programas sobre VIH/sida en el mundo del trabajo es fortalecida

1	<p>El Ministerio de Trabajo, Empleo y Previsión Social (MTEPS), la Central Obrera Boliviana (COB) y afiliados, y la Confederación de Empresarios Privados de Bolivia (CEPB) y afiliados, implementaron un programa nacional de formación en VIH y SIDA (desde febrero 2014 a diciembre de 2015) para consolidar una respuesta desde el ámbito laboral. El programa constó de tres etapas de formación, una primera en la cual se llevaron a cabo talleres de formación de formadores con cada uno de los constituyentes de la OIT, formando a un total de 49 formadores; una segunda etapa de formación con representantes de comités mixtos y representantes de sindicatos de empresas (38 empresas participantes); y una tercera etapa de formación y aplicación del programa en 53 centros de trabajo en siete ciudades de Bolivia, en sectores como el transporte terrestre, la manufactura, minería, y empresas públicas.</p>	<p>La OIT, con fondos de OFID, coordinó la implementación del Programa de Formación en cada una de sus fases, así como la elaboración de los materiales de formación y difusión para cada uno de sus constituyentes en siete ciudades de Bolivia, La Paz, Cochabamba, Santa Cruz, Oruro, Potosí, Tarija, Beni. La OIT apoyó a desarrollar 3 redes de formadores con cada uno de sus constituyentes, con material de formación y de difusión individual para cada uno, en el marco de la Recomendación 200 de la OIT. La red de formadores consta de 18 formadores de la Central Obrera Boliviana, 18 formadores del Ministerio de Trabajo, Empleo y Previsión Social, y 13 formadores de la Confederación de Empresarios Privados de Bolivia.</p>
2	<p>El Ministerio de Trabajo aprobó un programa para abordar la no discriminación a trabajadores con VIH y SIDA a través de la formación, enmarcado en la Resolución Administrativa N° 243-14 emitida por el Ministerio de Trabajo el 11 de julio del 2014. Esta norma fue elaborada a través de una consulta tripartita y engloba los diez principios clave del repertorio de recomendaciones prácticas de la OIT sobre el VIH/SIDA y el mundo del trabajo. Su difusión tuvo alcance nacional, gestionada por cada actor, gracias a material impreso</p>	<p>La OIT, con fondos OFID, apoyó técnicamente la elaboración de la norma legal. Además, se encargó de la elaboración y producción de todo el material, así como de su difusión y medición de impacto. Todo ello, en estrecha colaboración con sus constituyentes.</p>

(Dípticos, brochures, cómics, cartillas) como material audiovisual (Radionovela, documentales animados y cds interactivos).

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

La OIT elaboró los materiales de formación y de difusión de VIH y SIDA el lugar de trabajo, en coordinación con sus tres constituyentes, integrando un componente transversal de género. Además, todo el programa, amparado en una norma legal, está dirigido a evitar la discriminación en los centros de trabajo a los trabajadores y trabajadoras que tengan VIH o hayan desarrollado el SIDA.

b) Partnerships (external)

La OIT apoyó la creación de tres redes de formadores en cada uno de los actores tripartitos, el Ministerio de Trabajo, Empleo y Previsión Social (MTEPS), la Central Obrera Boliviana (COB) y afiliados, y la Confederación de Empresarios Privados de Bolivia (CEPB). Quienes se encargarán de continuar implementando el programa de formación a nivel nacional, con los materiales de formación y difusión apoyados técnicamente también por la OIT.

Dominican Republic/DOM127
 Los constituyentes de la OIT promueven e implementan políticas tripartitas sobre el VIH tomando en cuenta las orientaciones de la Recomendación 200 de la OIT

1	Durante 2015, el Ministerio de Trabajo, la Asociación Dominicana de Zona Franca (ADOZONA) y las centrales sindicales desarrollaron y adoptaron un programa sobre VIH/SIDA en 6 lugares de trabajo del sector de Zona Franca, en el marco de la Política sobre VIH/SIDA para el sector Zona Franca	En 2015, la OIT brindó apoyo técnico al Ministerio de Trabajo, ADOZONA y las centrales sindicales para divulgar la Política sobre VIH/SIDA para el sector Zona Franca. La OIT también dio acompañamiento técnico para la selección de las empresas y el desarrollo del programa sobre VIH/SIDA.
2	Durante 2015, representantes de trabajadores y gerentes de empresas del sector Zona Franca, con apoyo del Ministerio de Trabajo, pusieron en marcha programas de VIH en el lugar de trabajo a través de la elaboración de planes de acción basados en los 10 principios del Repertorio de Recomendaciones Prácticas de la OIT sobre VIH/SIDA. Entre las acciones específicas desarrolladas en el marco de dichos planes se encuentran jornadas de educación sobre VIH y tuberculosis, promoción de la legislación nacional en materia de VIH, formación sobre inclusión de cláusulas relativas al VIH en la negociación colectiva y promoción de la no discriminación en el lugar de trabajo..	Durante 2014, la OIT colaboró con el Ministerio de Trabajo, ADOZONA y las centrales sindicales en la elaboración y publicación de una “Guía de formación sobre VIH/SIDA para el lugar de trabajo” y hojas informativas dirigidas a los trabajadores sobre prevención del VIH e infecciones de transmisión sexual. En 2015, la OIT brindó apoyo técnico para formar 2 representantes de los trabajadores y 2 representantes de la gerencia en 6 empresas de la zona franca. La formación incluyó apoyo técnico para la elaboración de planes de acción sobre VIH y su implementación en el lugar de trabajo y el uso de la guía de formación sobre VIH/SIDA. Además, en el mismo año, la OIT apoyó a ADOZONA en el diseño y elaboración de una página web para la difusión de la legislación sobre VIH, la política sectorial y las acciones relativas al lugar de trabajo. Las centrales sindicales recibieron apoyo técnico para la formación de sus líderes del sector Zona Franca para la inclusión del VIH en la negociación colectiva.

Guatemala/GTM128

Los constituyentes de la OIT implementan las políticas sectoriales sobre VIH y SIDA en el ámbito laboral, a través de programas en los lugares de trabajo

1	Desde octubre 2014 y a lo largo del 2015, la Asociación Nacional del Café (ANACAFÉ) y la Fundación de la Caficultura para el Desarrollo Rural (FUNCAFÉ) desarrollaron la “Guía para la implementación de la Política laboral de la caficultura sobre VIH/sida” e implementaron un programa sobre VIH/sida en 12 lugares de trabajo del sector café.	Con fondos del Unified Budget, Results and Accountability Framework (UBRAF) de ONUSIDA, durante 2014 y 2015 la OIT brindó asistencia técnica a ANACAFÉ y FUNCAFÉ para la elaboración de un estudio de base sobre necesidades relacionadas al VIH y sida en el sector café. Con los resultados de dicho estudio, la OIT apoyó técnicamente la elaboración y revisión de la “Guía para la implementación de la Política laboral de la caficultura sobre VIH/sida” y brindó orientación y acompañamiento técnico durante la implementación de las acciones en los lugares de trabajo.
2	Durante 2015, un comité de empleadores y trabajadores del sector café implementó los programas sobre VIH/SIDA en 12 lugares de trabajo. Con la supervisión técnica de FUNCAFÉ, dicho comité desarrolló las acciones planteadas en la “Guía para la implementación de la Política laboral de la caficultura sobre VIH/sida”, la cual recoge los 10 principios del repertorio práctico de recomendaciones de la OIT. Entre las actividades que se llevaron a cabo en los lugares de trabajo se encuentran: sesiones de educación para los trabajadores sobre prevención del VIH, jornadas de consejería y prueba voluntaria del VIH, programas de prevención de la transmisión materno-infantil del VIH.	Con fondos UBRAF, durante 2015, la OIT brindó asistencia técnica para capacitar un comité compuesto por 60 trabajadores y empleadores del sector café en la implementación de programas sobre VIH y sida en los lugares de trabajo. Además, la OIT apoyó técnicamente la elaboración de una “Guía operativa sobre actividades de VIH y sida” en el sector café, la cual brinda apoyo metodológico a los implementadores de programas en el lugar de trabajo. Del mismo modo, la OIT capacitó a 30 trabajadores de los 16 centros médicos asistenciales de FUNCAFÉ para la prestación de servicios relacionados a la prueba del VIH y el acceso al tratamiento. La OIT facilitó el establecimiento de una alianza entre el Programa Nacional de Sida y FUNCAFÉ para la puesta en marcha de acciones relaciones a las estrategia nacional

de la prevención materno-infantil del VIH en el lugar de trabajo del sector café.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

Medidas específicas para promover el acceso de las mujeres a los servicios relacionados al VIH en el lugar de trabajo fueron incorporadas en la Guía de implementación de la Política laboral de la caficultura sobre VIH/sida. También se tuvo en cuenta la diversidad étnica de las regiones, incorporando materiales en los idiomas propios de cada cultura.

b) Partnerships (external)

La OIT conto con el apoyo de ONUSIDA, Programa Nacional de Sida, con quien se desarrolló el acompañamiento técnico a la FUNCAFÉ.

Haiti/HTI103

Los Constituyentes, con el apoyo de la OIT, toman medidas para incorporar el mundo del trabajo en la respuesta nacional al VIH/SIDA.

1	Los parques industriales Société National de Parcs Industriel (SONAPI) y la Compagnie de Développement et Industriel (CODEVI) lanzaron en septiembre y octubre 2015, respectivamente, un programa sobre el VIH y el sida, el cual se está implementando en 11 empresas del sector textil de dichos parques y alcanza alrededor de 10,500 trabajadores	Con apoyo financiero del Fondo Internacional para El Desarrollo de la OPEP (OFID), la OIT brindó asesoría técnica a las 11 empresas de los parques industriales para el diseño y la elaboración de un programa sobre VIH/SIDA. La OIT también realizó abogacía en el seno de las juntas directivas de estas empresas para la adopción y puesta en marcha de los programas.
2	Entre enero y octubre de 2015, los representantes de los empleadores y de los trabajadores de 11 empresas del sector textil de los parques industriales SONAPI y CODEVI implementaron conjuntamente actividades sobre VIH/SIDA, en el marco del desarrollo de los programas para el lugar de trabajo. Alrededor de 5,000 trabajadores participaron en las actividades de educación y sensibilización, las cuales incluyeron aspectos relativos a los principios del Repertorio de Recomendaciones Prácticas de la OIT como la no discriminación, la igualdad de género, la confidencialidad. Medidas específicas en favor de la prevención, la voluntariedad de prueba y la atención fueron también puestas en marcha en el mismo periodo en las empresas mediante acciones como: jornadas de pruebas voluntarias, distribución gratuita de preservativos y establecimiento de clínicas móviles de atención integral, incluyendo VIH y TB. Dichas iniciativas llegaron a un total del 1500 trabajadores.	Con apoyo financiero del Fondo Internacional para El Desarrollo de la OPEP (OFID), la OIT brindó capacitación a 29 representantes de empleadores y 47 representantes de trabajadores para el desarrollo de programas sobre el VIH en el lugar de trabajo. La OIT elaboró un "Manual de formación sobre VIH/SIDA para trabajadores del sector textil", el cual responde a un estudio de necesidades elaborado también por la Oficina entre trabajadores de las empresas abordadas. Posteriormente, con el uso de este manual, la OIT capacitó a 41 formadores pares encargados de impartir programas de educación y sensibilización en las empresas. El establecimiento de alianzas estratégicas también fue otro de los aportes técnicos dados por la OIT. Gracias a la abogacía y planificación realizada con el Ministerio de Salud y organizaciones de la sociedad civil, las empresas tuvieron acceso servicios de atención en salud para la población. Estos servicios fueron acompañados de material promocional que la OIT diseñó y entregó a las empresas en temas relacionados a la no

discriminación y la prevención del VIH.

Honduras/HND128

Los constituyentes, con el apoyo de la OIT, desarrollan programas, en el marco de la política nacional sobre VIH y SIDA en el mundo del trabajo

1	La Asociación Hondureña de Maquiladores (AHM) y el Sistema Médico de Empresa del Instituto Hondureño de Seguridad Social (IHSS) brindaron asistencia para el desarrollo y la implementación de programas sobre VIH/sida y la promoción de la salud en 31 empresas del sector maquilador entre setiembre 2014 y el 15 de octubre de 2015.	Con apoyo financiero del Fondo Internacional para el Desarrollo de la OPEP (OFID), la OIT brindó asesoría técnica a la AHM para el diseño de un programa sobre VIH/SIDA y la promoción de la salud en el sector maquila y la presentación del mismo a las empresas afiliadas. También, la OIT contribuyó con la elaboración de dos publicaciones basadas en la metodología SOLVE de la OIT, sobre la implementación de programas sobre promoción de la salud en el trabajo y VIH, dirigidas a gerentes de empresas y personal de servicios de salud de empresa.
2	Durante setiembre 2014 y agosto 2015, los comités bipartitos y paritarios de salud y seguridad en el trabajo y los servicios de medicina de empresa, con el apoyo de la AHM y el IHSS, implementaron las actividades planificadas en el marco de los programas sobre VIH/SIDA en 31 empresas. Alrededor de 2,453 trabajadores participaron de las actividades desarrolladas por estos programas, los cuales incluyeron los principios del Repertorio de Recomendaciones de la OIT y medidas específicas sobre: promoción de la salud, la seguridad ocupacional, prevención del acoso sexual y la violencia en el trabajo y prevención del consumo de alcohol y drogas. Además, la AHM desarrolló y lanzó el 1 de diciembre de 2014 la campaña: “Me informo y prevengo el VIH para vivir al 100”, la cual fue divulgada en todas las empresas del sector y los medios de comunicación. La	Con apoyo financiero de OFID, la OIT brindó capacitación sobre la metodología SOLVE a 32 representantes de los comités paritarios de salud ocupacional de empresas del sector maquila. También brindó formación sobre prevención y atención del VIH/sida a 195 profesionales de la salud del IHSS que laboran en los servicios de salud de las empresas. La OIT elaboró una guía para la prevención del acoso sexual para el sector maquila y capacitó a 15 educadores de la AHM para su implementación en las empresas del sector. Igualmente, la OIT revisó y dio insumos técnicos para la campaña “Me informo y prevengo el VIH para vivir al 100”.

campaña destaca la importancia de la prevención del VIH y la no discriminación en el lugar de trabajo.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

La OIT contó con el apoyo de ONUSIDA y la Universidad Autónoma de Honduras del Valle de Sula durante la entrega de apoyo técnico a las contrapartes.

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	Empresas del sector privado – BASF, Bloomberg, Grupo Fleury, HSBC, P&G, PWC y Whirlpool (distintas de las reportadas en el bienio anterior) – elaboraron y están implementando un programa de promoción de la igualdad en el local de trabajo, incluyendo temas como VIH/SIDA, equidad de género y raza y personas LGBT.	La OIT ha elaborado y desarrollado, de manera tripartite, un programa de capacitación en el local de trabajo con una metodología de formación sobre el tema de la equidad entre personas, incluyendo personas viviendo con VIH/SIDA, LGBT y el tema de género y raza. La OIT realizó curso de formación en las siete distintas empresas - BASF, Bloomberg, Grupo Fleury, HSBC, P&G, PWC y Whirlpool -, que, al final, elaboraron un programa interno para promoción de la igualdad en el trabajo, incluyendo las personas viviendo con VIH/SIDA equidad de género y raza y personas LGBT.
2	El programa aplicado para las empresas BASF, Bloomberg, Grupo Fleury, HSBC, P&G, PWC y Whirlpool, fue elaborado a lo largo de un año, por representantes del gobierno, organizaciones de trabajadores y empleadores, agencias de las Naciones Unidas (PNUD, OIT y UNAIDS) y sociedad civil. El programa incluye los diez principios clave del Repertorio de recomendaciones prácticas de la OIT sobre el VIH/SIDA y el mundo del trabajo y trata de cuestiones de no discriminación, incluyendo los temas de género, raza y personas LGBT.	La OIT ha distribuido más de 1000 unidades de la Recomendación 200 en los locales de trabajo y ha elaborado un manual con información importante para el local de trabajo sobre cómo garantizar un entorno saludable, sin discriminación. La OIT promovió debates en las empresas y en Fóruns de empresas y organizaciones de trabajadores sobre las recomendaciones prácticas de la OIT sobre el VIH/SIDA y el mundo del trabajo.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

1. Lanzamiento, en conjunto con UNAIDS y la Oficina del Coordinador Residente del Sistema de las Naciones Unidas en Brasil, la campaña “Zero Discriminación” que tiene por objetivo movilizar jóvenes, comunidades, organizaciones religiosas y defensoras de derechos humanos,

organizaciones de trabajadores y empleadores para la promoción de la inclusión y del repecho a la igualdad entre las personas y no discriminación. Con la utilización del material

(<http://www.unaids.org.br/acoes/imagens/Todasborboletas.pdf>) la OIT realizó acciones de sensibilización en los locales de trabajo y de formación sobre el tema de los derechos de las personas viviendo con VIH/SIDA, además de fortalecer la importancia de abordar el tema por las contrapartes.

2. La OIT, en conjunto con la Escuela Nacional de Formación y Actualización de Magistrado de Trabajo (ENAMAT) promovió, en octubre de 2014, el curso “Igualdad de oportunidades y trato en el empleo y en la profesión: instrumentos normativos de la OIT y su aplicación en Brasil” para 70 magistrados de todo país durante tres días y divulgó el manual para jueces sobre la garantía de las personas viviendo con VIH/AIDS. La ENAMAT incluyó el tema en el currículo de formación y los jueces tiene sido capaces de orientar organizaciones de trabajadores, de empleadores y el gobierno a fortalecer las directrices internas de promoción de la igualdad en el local de trabajo y garantía de los derechos de personas viviendo con VIH/SIDA, además de aumentaren el número de sentencias judiciales que incluyen las normas internacionales de la OIT.

Chile/CHL107

Los programas de VIH al nivel de las empresas serán fortalecidos a través de estudios técnicos sobre prevalencia y vulnerabilidad y materiales educativos

1	La Secretaría Regional Ministerial (SEREMI) de Salud de la región de Tarapacá ha elaborado un programa de prevención de VIH en la región, para llevar a cabo actividades de educación en prevención de VIH, estigma y discriminación en el esector minero en la región de Tarapacá. Este programa fue aplicado por lo menos a 25 comités paritarios de empresas de la región. Se entregó material didáctico para la prevención del VIH y se divulgó la estrategia para su aplicación a través de los Comités paritarios de las empresas.	La OIT ayudó a desarrollar los materiales didacticos. Se realizaron talleres y reuniones de capacitación con representantes de empresas mineras en Tarapacá. Se firmó un Memorandum de Entendimiento con la SEREMI de Salud de Tarapacá, para asegurar el apoyo al desarrollo de programas de VIH y el uso de los materiales de capacitación desarrollados.
2	El programa, los materiales didacticos para la prevencion de VIH y la aplicación de la estrategia diseñada se realiza a través de Comités paritarios de conformación bipartita de las empresas mineras. Un rol clave tuvieron las SEREMIs de Salud, Trabajo y Minería de la Región de Tarapacá, representantes de Comités paritarios de salud y seguridad en el trabajo y representantes de las empresas mineras. El programa está alineado con el Repertorio y la Recomendacion #200 de la OIT, por lo que los principios clave han sido considerados.	Como insumo para programas de prevención de VIH, la OIT desarrolló y publicó la investigacion "Vida de mineros", detallando las vulnerabilidades al VIH que enfrentan al sector minero y recomendaciones prácticas para reducirlas (ej.: entrega de condones, oferta del testeo de VIH en condiciones de confidencialidad, diálogo con la comunidad de Lesbianas, Gays, Bisexuales y Transgénero (LGBT), etc.).

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

- Los materiales didacticos cubren temas de masculinidades, respeto para la población LGBT, y la no discriminación basada en la orientación sexual e identidad de género.
- "Vida de mineros" indaga extensamente en temas de homo-lesbo-transfobia y discriminación por estado de VIH.

b) Partnerships (external)

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Paraguay/PRY901

Mandantes tripartitos participarán en la creación de un sistema móvil de servicios de VIH

1	En 2015, la Asociación de Transportistas del Interior de Paraguay (ATIP) que agrupa a los empleadores del sector, ha implementado programas de prevención en VIH , que incluyen servicios confidenciales de consejería y testeo de VIH y sífilis, además de la entrega de condones. Los programas han alcanzado a 1500 camioneros y choferes de buses interurbanos con información sobre la prevención y el tratamiento del VIH y sífilis, y 700 choferes se han hecho la prueba voluntaria y confidencial del VIH.	La OIT con fondos de Fund for International Development (OFID), apoyó equipando una unidad móvil para ofrecer servicios de testeo de VIH y sífilis, con un equipo de profesionales, incluyendo a educadores pares (camioneros) que sirven, además, como consejeros pre- y post.
2	La Asociación de Transportistas (ATIP) suscribió un acuerdo en el que se compromete a difundir los valores y principios de la Recomendación 200 de la OIT y otros documentos concordantes entre sus empresas miembro.	La OIT con fondos de OFID ha posibilitado disponer de una unidad móvil para ofrecer servicios de VIH y sífilis, con el equipo profesional necesario e insumos para la realización de los tratamientos según protocolo nacional.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

El proyecto se basa en datos relevados del estudio de la OIT, "Vida de camioneros" que detalla vulnerabilidades al VIH del sector transporte, además de la homo-lesbo-transfobia. Por ende, las capacitaciones con choferes integra respeto para la población LGBT y se pone énfasis en la no-discriminación por orientación sexual, identidad de género y estado de VIH. Además, se trabaja el tema de masculinidades.

b) Partnerships (external)

El Programa Nacional de Control de VIH-sida/ITS (PRONASIDA) entregó en terreno servicio de educación, consejería y testeo de VIH a la población meta, mantiene base de datos y coordina con OIT el desarrollo del proyecto.

ONU SIDA realizó la gestión de monitoreo de actividades locales y preparación de informes para el seguimiento y validación de OIT.

