



**GETTING
TO ZERO**

**IN THE
WORK
PLACE**

**IMPLEMENT
R200**

The new International Labour Standard: moving from policy to action

16th International Conference on AIDS and STIs in Africa
Addis Ababa, Ethiopia

ILO Satellite Session
Monday, 5 December 2011
17.30-19.30
B7: Sof Omer

The International Labour Organization (ILO) is organizing an interactive discussion including businesses, trade unions and civil society representatives to address the following questions:

- How can we assess discrimination at work?
- How can we ensure enforcement of existing laws for the protection of workers living with HIV?
- What difference does a new international labour standard on HIV and AIDS make?

Setting the stage: the R200, the context and the future

Mrs. Alice S. Ouédraogo
Director, ILO Programme on HIV/AIDS and the world of work

Assessing and addressing stigma and discrimination at work

Ms. Rahab Mwaniki
National Empowerment Network of People Living with HIV/AIDS in Kenya (NEPHAK)

Ms. Bigamoyo Cindy Kelemi
Botswana Network of Ethics, Law and HIV/AIDS (BONELA)

Ms. Michaela Clayton
AIDS and Rights Alliance for Southern Africa (ARASA)

Steps to move from policy to action: country level practices

Ms. Ntsoaki Mamashela
South Africa Department of Labour

Mr. Rachid Aboutaieb
HIV/AIDS focal point, Union Générale des Travailleurs du Maroc

Dr. Cleopha Mailu
Federation of Kenya Employers

Do you know that...

- ▶ The ILO Recommendation concerning HIV and AIDS and the World of Work (No. 200) adopted in 2010, is the **first international labour standard** for the protection of human rights at work for persons living with and/or affected by HIV.
- ▶ The **Political Declaration on HIV/AIDS (2011)** adopted by the United Nations General Assembly Special Session (UNGASS) **refers to ILO conventions and recommendation, including R200** and recognizes the important role of the world of work in the global response
- ▶ R200 provides that real or perceived HIV status **should not be a ground for discrimination** preventing the recruitment, continued employment, the pursuit of equal opportunities, nor should it be a ground for termination of employment.
- ▶ R200 also provides that **workers, including migrant workers**, jobseekers and job applicants, **should not be required to undertake an HIV test** or disclose their HIV status.