AIDS IS EVERYONE’S BUSINESS!

Getting to Zero at Work: Inspirational voices
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The International Labour Organization (ILO) is the specialized United Nations agency responsible for the world of work. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.

The ILO recognizes that HIV has a potentially devastating impact on labour and productivity and represents an enormous burden for working people, their families and communities in a number of ways. HIV-related stigma and discrimination threaten the fundamental rights at work and undermine opportunities for people to obtain decent and sustainable employment.

The ILO is a cosponsor of UNAIDS and is the lead UN agency for HIV and AIDS policies and programmes in the world of work and private sector mobilization. The ILO’s HIV/AIDS and the World of Work Branch (ILOAIDS) plays a key role in the AIDS response through workplaces.

The “Getting to Zero at Work” campaign promotes the rights of people living with HIV with a focus on labour rights and contributes to achieving the goal of zero new infections; zero discrimination and zero AIDS-related deaths. The ILO Recommendation concerning HIV and AIDS and the World of Work, 2010 (No. 200) is at the heart of the ILO’s work.

19 million of an estimated 35 million people living with HIV do not know their HIV status thus preventing them from accessing treatment. The ILO’s Voluntary Confidential Counselling and Testing at Work Initiative (VCT@WORK) aims at reaching 5 million workers with VCT services and facilitating access to treatment for all those who test positive. The initiative builds on the ILO’s “Getting to Zero at Work” campaign. By the end of 2014, over 1.2 million workers (58% men, 40% women and 2% other) have voluntarily undergone HIV testing. Over 34,000 workers were referred for treatment.
HIV affects employees and businesses. It holds back productivity and economies. To advance the business response to HIV, ILO and UNAIDS work closely with the private sector. We promote the rights of people living with HIV in the workplace and work to ensure that all workers, everywhere, have access to HIV services.

HIV continues to affect the lives of a huge number of people around the world. In 2013, around 35 million people were living with HIV. Stigma, discrimination, gender inequalities and a lack of knowledge about HIV transmission remain common. More than half of all people living with HIV do not know they have the virus. Only a third of people eligible for treatment have access without treatment, people living with HIV will eventually become ill, unable to work and provide for their families.

ILO and UNAIDS have been expanding efforts through the Getting to Zero at Work campaign which focuses on labour rights and highlights the vital role that the world of work can play in the AIDS response. To date more than 300 leaders have joined the campaign.

An important part of Getting to Zero at work is the scale-up of voluntary and confidential counselling and testing in and through workplaces. HIV testing is critical for people to know their HIV status and seek treatment if needed. People living with HIV who have access to treatment can remain healthy and live productive lives. As part of our efforts to support workers to know their HIV status, ILO launched the VCT@WORK initiative, which aims to reach 5 million workers with voluntary confidential counselling and testing.

Within the pages of this book are messages of support and encouragement received from employers’ organizations and the private sector over the past three years. These messages have inspired and motivated us.

We thank all who have sent them and hope this book will encourage others to join our efforts.

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Michel Sidibé
Executive Director, UNAIDS

Guy Ryder
Director-General, ILO
WHY PROMOTE VOLUNTARY HIV TESTING?

MORE THAN HALF OF 35 MILLION PEOPLE LIVING WITH HIV DO NOT KNOW THEIR HIV STATUS

CLOSE THE HIV TESTING GAP
WHY SHOULD YOU JOIN GETTING TO ZERO AT WORK?

PEOPLE LIVING WITH HIV EXPERIENCE UNEMPLOYMENT RATES THREE TIMES HIGHER THAN NATIONAL UNEMPLOYMENT RATES.

Source: UNAIDS Gap report 2014
“ILO’s efforts on Getting to Zero at Work are critical for an effective response to HIV. The workplace must protect the health and human rights of workers and ensure a safe and supportive environment for people living with or affected by HIV.”
“AIDS is still unfinished business. Let’s expand our commitment to prevent HIV and protect human rights at work.”

GUY RYDER
Director-General, International Labour Office (ILO)
Guy Ryder, ILO Director-General speaking at the launch of the VCT@WORK Initiative in Geneva
Michel Sidibé, UNAIDS Executive Director, speaking at the launch of the VCT@WORK Initiative in Geneva
ILO Director-General Guy Ryder and Jan Beagle, UNAIDS Deputy Executive Director on World AIDS Day 2014, promoting VCT@WORK
“Getting to zero is **investing in a sustainable future**. Employers with their businesses, large and small alike, are really making a difference and can make this possible.”

_DANIEL FUNES DE RIOJA (Argentina)_
Vice-President of the International Organization of Employers (IOE), Vice-President Employer of the ILO Governing Body
VCT@WORK launch during the International Labour Conference 2013 in Geneva
"Zero new infections, zero discrimination and zero AIDS-related deaths start at work."

SHARAN BURROW
General Secretary, International Trade Union Confederation (ITUC)
Launch of the VCT@WORK Initiative in Geneva
“Employers’ organizations and their member enterprises are reaching millions of workers, families and communities with their HIV initiatives. Together, we can get to zero.”

BRENT WILTON
Secretary-General, International Organisation of Employers (IOE)
Jacqueline Mugo, Executive Director of the Federation of Kenya Employers, Michel Sidibé, UNAIDS Executive Director, Guy Ryder, ILO Director-General, Grégoire Owona, Minister of Labour and Social Security of Cameroon, Francoise Ndayishimiye, Senior Gender Advisor at UNAIDS and Luc Cortebeeck, President of the Confederation of Christian Trade Unions and Deputy President of the ITUC at the launch of VCT@WORK in Geneva
Luiz Loures, Deputy Executive Director, UNAIDS, Margaret Chan, WHO Director-General and Guy Ryder, ILO Director-General at the launch of ILO’s Getting to Zero at Work Campaign in Geneva
“With two-thirds of our population younger than 25 years old, HIV threatens the fragile human capital fabric it took us so long to build in Africa. HIV leaves a void in the already small cohort of trained teachers, doctors and nurses we have. We cannot be successful without preventing HIV and promoting zero discrimination at work.”

DONALD KABERUKA
President of the African Development Bank Group (AfDB)
A worker in a voluntary and confidential counselling session in Mozambique
Thanks to the ILO, we realized that the exclusion of HIV from insurance makes no sense in this day and age with advances made in medical research. Now, we cover HIV and AIDS in our medical insurance policies. This gives people living with HIV more peace of mind and security.
Wellness camp: blood pressure, blood sugar and HIV testing in Mozambique
The response to HIV and AIDS cannot be effective without the active involvement of employers. The Federation of Kenya Employers is fully engaged. We will continue to lead the Employers’ efforts in the fight against HIV and AIDS till we get to Zero.

JACQUELINE MUGO
Executive Director, Federation of Kenya Employers
There is no room for HIV-related discrimination in my company. We are seeing the benefits of our action on HIV and AIDS. You want to do it as well. Come and talk to us.
A healthy community means a healthy workforce, and **Employers investing in their Human Capital** ensure that the HIV and AIDS is addressed through the world of work, **leading to a more productive nation.**

ADV. VEKUII RUKORO
President, Namibian Employers’ Federation
Awareness session for workers in Mozambique as part of the VCT@WORK Initiative
Employers want workers to be in the best of health. With treatment, HIV positive employees can lead a healthy and productive life. So, we encourage voluntary HIV testing and counselling. We are also committed to eliminating discrimination through effective workplace policies.

ADV. LINDIWE SEPHOMOLO
Chief Executive Officer, Association of Lesotho Employers and Business
An education session on HIV and AIDS in Mozambique
Tripartite collaboration is paramount to achieve zero new infections, zero discrimination, and zero AIDS-related deaths in Zambia. Government, employers and workers, let’s work together and contribute to national efforts for effective results in the HIV response by the implementation of joint workplace programmes.

HARRINGTON CHIBANDA
Chief Executive Officer, Zambia Federation of Employers
Philemon Yang, Prime Minister, Cameroon and Joseph Kemmenge, ILOAIDS in an ILO event on HIV and AIDS
Investing in HIV and AIDS makes perfect business sense. It ensures a healthier workforce and a sustainable supply chain. Without preventative actions, HIV and AIDS can cause significant costs to companies in terms of increased staff turnover, absenteeism, accidents and health insurance costs.
Workers attending an HIV session in Thailand

A nurse testing a worker for HIV in Cameroon
“Employers must **make HIV and AIDS a boardroom issue.** The ILO Recommendation No. 200 provides the required guidance for business executives to strategically plan and implement programmes in the workplace.”

**JOHN MUFUKARE**

Executive Director of the Employers Confederation of Zimbabwe (EMCOZ)
Sheila Tlou, Director of UNAIDS Regional Support Team for Eastern and Southern Africa and Godisang Mookodi, Sociologist from University of Botswana at a VCT@WORK event in South Africa
Commitment to zero discrimination and engagement in preventing HIV and AIDS – this should be every company’s responsibility.

JOSÉ EDUARDO CARVALHO
President of Portuguese Industrial Association - Chamber of Commerce and Industry (AIP-CCI), Portugal
“Business needs the best of human talent. Discrimination marginalizes talent. Stand up for zero discrimination at the workplace.... We call upon our members to be part of ‘Getting to Zero at work’ campaign.”

Rajeev Dubey, President
D.S.Rawat, Secretary General
S.Gopalakrishnan, President
V.J.Vaghasia, President
Dr. Jyotsna Suri, President
Naina Lal Kidwai, President
C.S.Verma, Chairman

Implement the ILO Recommendation on HIV and AIDS (No. 200)
www.ilo.org/hivaidsisindia
I'm happy that I took the HIV test early. I started treatment on time. Now I carry out my household and office work well and live happily with my family.

Princy Mangalika,
Sri Lanka

If I would have known my status, my son would not have been positive today.

Pooja Thakur,
India

Grâce à l’action exemplaire du Comité d’entreprise de lutte contre le VIH/Sida, j’ai pu bénéficier d’une prise en charge médicale. Aujourd’hui ma femme et moi avons un enfant séronégatif.

Issa Sirima Coulibaly,
Burkina Faso

VCT@WORK
“Counselling helped me accept my status. Now I am living a healthy and productive life... Knowing your status early can save your life.”

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Stephen Cotier, Managing Director, Scotiabank with Arlene Husbands, ILO at the launch of the Scotiabank HIV and AIDS Pledge programme in Barbados
“As part of its strategy for 2011-2015, the Jordan Chamber of Industry is working on implementing and enhancing all aspects of the decent work in Jordanian enterprises, including preventing new HIV infections amongst workers and rejecting any form of stigma and discrimination against people living with HIV/AIDS.”

AYMAN HATAHET
President of the Jordan Chamber of Industry
VCT@WORK launch in Thailand

HIV session at Marol Police Headquarters, Mumbai, India
"We put all efforts to promote workplaces with zero new HIV infections, zero discrimination, and zero AIDS-related deaths in the Cambodian industry."
Mobile voluntary and confidential HIV testing tent in Mozambique
Each and every one of us has a key role to play to contribute to the well-being of our workplace. With an informed and, above all, conscientious attitude, we can reach Zero new HIV Infections, Zero Discrimination and Zero AIDS-related deaths.

ANTÓNIO SARAIVA
President of the Confederation of Portuguese Business
HIV awareness: condom promotion in Uganda

VCT through a mobile van at Marol Police Headquarters, Mumbai, India
As an organization representing employers, we seek to ensure that **good practices are shared by companies** on promotion of effective responses to HIV and AIDS, including on access to information, services and treatment as well as on elimination of discrimination.

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Alexander Elperin, Chairman of the Board of Directors, Vologda Bearing Factory took an HIV test to kick-off the VCT@WORK campaign at his enterprise.
I am convinced that enterprises and employers play a fundamental role in the HIV response. Their contribution can result in the next years in a significant decrease of new HIV infections amongst the working population of Ukraine.
Promoting VCT@WORK on World AIDS Day 2014 at the ILO Geneva
“Discriminating against people living with HIV in the workforce is morally wrong and bad for business. It diminishes a company’s ability to hire and tap the best skills and talent that help a business thrive.”

GARY COHEN
Acting CEO, GBCHealth
Staff members of Scotiabank with pledges received from customers in Barbados

An event promoting VCT@WORK in Burkina Faso
“Getting to Zero is a collective effort by Government, the private sector and its employees. Through smart partnerships and dedicated management, we can address the stigma and other challenges associated with HIV and AIDS. We are fully engaged in managing HIV to ensure the future of our business, our workers and our country at large.”

INGE ZAAMWANI-KAMWI (Namibia)
CEO, Namdeb Diamond Corporation (Pty) Ltd
A woman getting tested for HIV in Thailand
We need to support programs that get health workers to reach the people who need prevention, care and treatment. We know how to do it. But we have to work together to succeed.

MARK DYBUL
Executive Director, The Global Fund to Fight AIDS, Tuberculosis and Malaria
A VCT@WORK event in Thailand

General Manager of Watawala Plantation PLC taking an HIV test in Sri Lanka
“I have taken the HIV test myself and I encourage my employees to do the same. Those who test positive should not worry. Their jobs will be protected and they will be taken care of.”
ILOAIDS staff and HIV conference organizers in Thailand

Dr. Tatiana Melnikova, Director AIDS Centre, Vologda during a VCT@WORK session in Russia
“In an inclusive society and economy, companies and organisations that are socially responsible should commit to end discrimination and adopt a positive approach to HIV and AIDS.”

JORGE ROCHA DE MATOS
President of the Portuguese Industrial Association (AIP), Portugal
VCT@WORK information session in Kaluga, Russia

A video show at Vologda Bearing Factory promoting VCT@WORK in Russia
“As a leading business in Sri Lanka, we share the same goal with the ILO: to have zero discrimination for workers living with HIV for the benefit of all Sri-Lankans.”

KISHU GOMES (Sri Lanka)
Managing Director CEO Chevron Lubricants Lanka PLC
Street play to create awareness on VCT among construction workers in Mumbai, India
“The number of AIDS-related deaths is far lower than deaths due to other critical diseases, thanks to the treatment that enables people to live longer. So, it makes sense for insurance companies to cover HIV. I did it in my company. The fact that there were no claims in the past 20 years shows that I was right. I hope other insurance companies will do the same.”

CHANDRA SCHAFFTER
Deputy Chairman, Janashakthi Insurance, Sri Lanka

© Chandra Schaffter
An exhibition during the launch of the VCT@WORK Initiative in Thailand
Putting the spotlight on gender equality and the empowerment of women in the workplace is key to achieving the goal of zero new HIV infections.

LARS G MALMER (Sweden)
Chairperson, Board of the Swedish HIV and AIDS Workplace Programme (SWHAP)
JOIN THE GETTING TO ZERO AT WORK CAMPAIGN

SUPPORT THE VCT@WORK INITIATIVE

SEND YOUR MESSAGE TO: iloaids@ilo.org
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GETTING TO ZERO IN THE WORKPLACE IMPLEMENT R200