HIV/AIDS & Tourism

at
TOI Annual General Meeting
11 November 2010
London

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ILO: A tripartite UN agency

- Provides policy advice and technical assistance.

- ILO Code of Practice on HIV/AIDS.

- Recommendation concerning HIV and AIDS and the World of Work, 2010 (no.200) – the first international Labour standard on HIV & AIDS and the world of work.

- Guidelines for HIV and AIDS in the tourism sector.

- Collaboration with UNWTO to expand programme in tourism sector.
Why should we discuss HIV/AIDS?

- Affects the most productive age group.
- Difficult to know the magnitude of the problem.
- HIV infection can be prevented.
- Key challenges in prevention:
  - HIV infection goes unnoticed for years.
  - Primarily spreads through sexual contact & discussion about sexual matters is not easy.
  - Stigma and discrimination associated with HIV/AIDS.
Progression from HIV infection to AIDS

Normal Healthy Individual
↓
Gets infected with HIV
↓
**WINDOW PERIOD (3-12 weeks or even 6 months)**
(Antibodies to HIV not yet developed, test does not capture the real status but person can infect others)
↓
**HIV Positive**
(Development of antibodies, can be detected in test)
No exclusive symptoms (mild fever or flu like features in some cases)
↓
May take up to **10 to 12 years to reach the stage of AIDS**, the period can be prolonged through available treatment
What have we learnt about HIV/AIDS?

- People with HIV infection can live a long productive life.
- HIV positive people pose no risk to their co-workers.
- Invisible nature of HIV infection keeps many in the stage of denial.
- HIV prevention programmes work and cost less, if initiated early.
- Fighting Stigma and discrimination is the key to success.
- HIV response can not be left to the health sector alone.
HIV/AIDS: An overview

- Globally, an estimated 33.4 million people are living with HIV.
- Around 40% infections among young people.
- 2.7 million new infections, 2.0 million deaths due to AIDS in 2008.
- HIV prevalence continues to rise in Eastern Europe, Central Asia.
- Sub-Saharan Africa continues to be the most heavily affected region.
- Resurgence of epidemic in men who have sex with men.
- AIDS one of the leading causes of premature mortality globally.
Tourism & Employment

- Tourism is among the **lead sectors** for creation of jobs.

- In 2009 the sector’s global economy created (directly and indirectly) more than **235 million jobs**, equivalent to about 8% of the global workforce.

- **Women** account for **60 to 70%** of the sector’s labour force.

- Half of the sectors’ workers are aged **25** or below.

Tourism sector: A huge inter-connected network

- Young workers (mobile & migrant)
- Associated with fun & pleasure
- Access to sex
- Availability of drugs and alcohol

- Industry associations
- Government
- Tour Operators
- Tourists
- Airlines
- Other transport
- Hotels
- Taxi drivers
- Tour agents
- Beaches/other spots
Some good examples of action on HIV and AIDS in the tourism sector
Serena Hotels, Kenya

- One of the largest international hotel chains in East Africa (total 2,360 employees): 8 hotels and lodges in Kenya (1,080 staff), 5 in Tanzania, and 1 in Uganda, Zanzibar and Rwanda.


- Having paid death benefits, equivalent to 5 years of salary for each of the 35 deceased employees, insurance provider cancelled its medical policy with the company.

HIV programme of Serena Hotels

• Began in 2002 for workplace and community.

• Transformed into a comprehensive wellness programme in 2007.

• 120 employees trained as peer educators.

• Treatment programme in partnership with NGOs and Government (51 employees and 6 dependants on ART as of June 2007).
Serena Hotels (cont.)

Key results:

• Reduced mortality: 35 employees had died of AIDS from 1998 to 2002; only 8 employees died from 2002 to June 2007.

• Reduction in life insurance premium: Premium payment reduced by approx. 90,000 USD due to reduced death claims.

• Reduced absenteeism.

• More knowledgeable, motivated and health conscious workforce.

• Fewer new HIV infections.

• Improved corporate image.

Accor

- A global player, operates in nearly 100 countries with 150,000 employees.

  • Global HIV/AIDS workplace programme started in Africa in 2002.
  • Signed the Declaration of Commitment drawn by the Global Business Coalition (GBC) on AIDS in 2006.
  • Led the working group of GBC for companies in the tourism sector.
  • Developed multimedia/educational HIV/AIDS & malaria tools for the staff and travellers.

Accor (cont.\ldots)

- A truly global programme covering Africa, Asia, Europe, United States, Canada and Americas.
- Programme includes staff training and awareness, and access to health care.
- Guest awareness components included.
- Established partnerships: in Senegal (Employers association for the hotel industry, Cameroon (National Anti-AIDS Committee), Cambodia (ILO).

http://www.accor.com
Goa, India

• ILO conducted surveys in the tourism in partnership with Goa AIDS Society, Goa Chamber of Commerce and Industry (GCCl) and Travel And Tourism Association of Goa (TTAG).

• TTAG developed policy on HIV and AIDS, applicable to 300 member hotels.

• TTAG, with the help of ILO, developed a programme for 15 hotels.

• Peer educators were trained in hotels and partnership with local NGO and Goa AIDS Society established.

http://www.ilo.org
Key lessons

- HIV/AIDS is reducing labour productivity in the tourism sector.
- HIV/AIDS is increasing labour costs in tourism.
- It makes economic sense to provide treatment to employees in the sector.
- Working in the sector puts young adults at the risk of infection.
- Tourism sector offers an opportunity to target a high risk group.
- Timely prevention efforts hold the key.
- Management commitment is the key to success.
Cooperation proposal to tackle HIV and AIDS with tour operators initiative:

Overall role:

• Undertake *advocacy* with TOI members.
• Facilitate *technical assistance* to TOI members to help them start /expand their HIV response.
• Reach out to *customers* of TOI members companies.
Possible entry points of T Os

Entry point 1: workplace policy and programmes

Tour operators

Airline services

Hotel chains

Travel agents, Transportation, Catering

Targets:
1. Tourism employees
2. Migrant (mobile & seasonal) workers
3. Local communities & rural populations
4. Enterprises
5. National economies

Entry point 2: Integrate HIV in CSR efforts
Next steps:

• Share the concept note with UNWTO, TOI Board & its members along with the available ILO Guidelines and training modules on HIV and AIDS in Tourism sector.

• Provide technical assistance to TOI members, share communication & ILO training tools.

• Identify interested tour operators for the development & implementation of PPP.

• Provide HIV related technical information on the web-sites of UNWTO and TOI.

• Use next sport and forthcoming mega events to raise awareness about the pandemic.
A message from a person living with HIV

"If you take away our jobs, you will kill us faster than the HIV virus..."

Naveen Kumar
Living with HIV
Relevant ILO standard and guidelines

- Recommendation concerning HIV and AIDS and the World of Work, 2010 (No.200)
- Convention No. 172 on working conditions and Recommendation No. 179, 1991
- Study review of socially responsible HR and labour relations practice in international hotel chains, 2008
- OSH Standards in Tourism and web based self assessment
- Guidelines on HIV/AIDS in tourism
- Sustaining Competitive and Responsible Enterprises (SCORE) project in South Africa
- Cooperation on Tourism Satellite Accounts (TSAs) (UNWTO)
Thank you

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For further reference
www.ilo.org/aids
www.ilo.org/sector