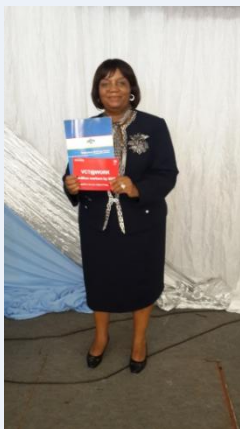


ILO and PSHACC Tackling Wellness, HIV and TB in the Public Service: Using ILO Recommendation No. 200

The impact of HIV and TB on workers cannot be underestimated. The ILO continues to advocate and is call upon sectors of the economy to continue to address the issues related to HIV and TB in the workplace. The public sector is not immune to the problems linked to HIV and TB, particularly with most countries having government as the largest single employer. In Swaziland alone, the Government employs more than **33,000 public servants** who are deployed in various ministries and offices that have mandates linking them to different sectors. Through PSHACC, selected government ministries and offices have advanced in addressing wellness, HIV and TB in their workplaces in line with the National Strategic Framework.

PSHACC is collaborating with ILO to develop and strengthen the policies and workplace programmes that address wellness, HIV and TB in the public service. The ILO is the lead UN agency for HIV/AIDS policies and programmes in the world of work and private sector mobilization. The ILO Programme on HIV/AIDS and the World of Work (ILO/AIDS) plays a key role in the HIV/AIDS global response through workplaces. HIV/AIDS is an integral part of the ILO's Decent Work Agenda. ILO/AIDS also contributes to the UN Millennium Development Goals by achieving universal access to HIV prevention, treatment, care and support. As a cosponsor organization, the ILO contributes towards the outcome-based framework of the Joint UN Programme on HIV/AIDS (UNAIDS) and to the priority areas identified by UNAIDS. The ILO mobilizes governments, employers' and workers' organizations through its tripartite structure and builds on a long-lasting experience in creating jobs, protecting the rights of workers, opposing discrimination and improving social protection, occupational safety and health.

Through collaboration with the Swaziland Business Coalition on Health and AIDS (SWABCHA), the ILO provided support to strengthen Wellness, HIV and TB workplace programmes in the private sector. More than five private sector enterprises, including MTN Swaziland, NEDBANK, Giant Clothing, Swaziland Standards Authority (SWASA), and RSSC improved their wellness workplace programmes through this collaboration. Some of these enterprises were part of the inspection conducted by the Ministry of labour and Social Security following a training conducted by the ILO on mainstreaming Wellness, HIV and TB into labour inspection.



Hon. Winnie K. Magagula (Senator),
Minister for Labour and Social Security

In 2014 the Ministry of Labour and Social Security in Swaziland launched a National Workplace Wellness Policy for its **223 staff** located in different offices. The Minister of Labour and Social Security, Hon. Winnie K. Magagula presented the policy the Ministry's recognition that the HIV and TB epidemics, including all other chronic medical conditions have affected productivity and quality service delivery within the ministry. Therefore, the MLSS Wellness Workplace articulates the position the ministry has taken to address the impact of HIV, TB and other related medical conditions.

There is no doubt that the Public Sector will equally benefit from the assistance provided by the ILO through the collaboration with PSHACC. Approximately 15 Ministries and Offices have been identified to benefit from the partnership. Wellness, HIV and TB workplace policies and programmes will be developed and strengthened, published and launched in public fora using different forms of media.

Almost 20 government ministries, offices and services participated in a 3-Day workshop facilitated by ILO and PSHACC to draft and revise the respective wellness, HIV and TB workplace policies. During this meeting and assessment of the status of implementation of workplace programmes by the government ministries and office was conducted. At least **12** government ministries have finalized their workplace policies and programmes, but some would require some assistance to ensure alignment with the Extended National Strategic Framework on HIV and AIDS (eNSF).



Wellness, HIV and TB Coordinators from the Public Service during a team building session in a workshop supported by the ILO