

Preventing HIV amongst labour migrants

Labour market flexibility in Asia has a two-pronged impact. It encourages economic migration, yet contributes to precariousness of jobs. Likewise, while their remittances contribute to Asia's economic prosperity, migrants face unsafe working conditions and health challenges. ILO Recommendation No. 200 encourages countries of origin, transit and destination to collaborate in ensuring that migrant workers have access to HIV and TB services.

- Pre-departure HIV training programmes for outgoing migrants are supported by the ILO in Nepal, Sri Lanka and Indonesia.
- Indonesia and Malaysia are currently negotiating bilateral agreements to protect migrant workers.

Preparing and reintegrating migrant workers in Sri Lanka

The Sri Lanka Bureau of Foreign Employment, in collaboration with the ILO, brought the migrant recruitment agencies, local medical centres and community organizations together to provide HIV preventive education for pre-departure migrants and to reintegrate migrant returnees. Over 50 agents were trained, reaching 1,500 migrants. The ILO supported the development of relevant policy and behavioural change communication materials, and conducted training for potential migrant workers, their spouses and family members.

Enhancing social dialogue for migrant workers' welfare in India

Nirman Mazdoor Sanghthna, a trade union, worked with the Maharashtra Department of Labour and the AIDS authority, in partnership with the ILO, to reach over 10,000 migrant workers in the construction sector. This good practice approach has been replicated in Andhra Pradesh and Delhi. In Delhi, the ILO works in close collaboration with an NGO that carries out interventions with commercial sex workers. This allows reaching out to clients of sex workers, most of whom are employed at nearby construction sites. The Global Fund has granted support to the Ministry of Labour and Employment to expand this model to five other economic sectors.

Reaching out to young professionals in the business processing outsourcing industry in the Philippines



Metro Manila, Philippines, is one of the offshore Business Processing Outsourcing (BPO) industries.

Young professionals – many are internal migrants – aged

20 to 34 make up the core talent pool. It is a fast-paced work environment with attractive salaries, and substance use and multiple sexual relations are part of their life style. An ILO/Ateneo de Manila University survey among 650 Manila call centres in 2009 found that 48% of young male workers had sex with men while only 15% used condoms consistently.

The ILO is collaborating with the B/PAP – a network consisting of 210 BPO companies and five industry associations – to reach young employees of call centres, software industry, animation companies, and game developers by providing HIV prevention as part of employee health and wellness programmes.

The ILO's approach to HIV

- Promote and support the implementation of the ILO's international labour standard on HIV and AIDS – Recommendation concerning HIV and AIDS and the World of Work, 2010 (No. 200) – through its unique tripartite structure of governments and organizations of employers and workers, working hand in hand with networks of people living with HIV.
- Engage key economic sectors in the formal and informal economies and promote public-private partnerships for HIV prevention, AIDS treatment, care and support.
- Enhance social protection to extend coverage to key populations including people living with and affected by HIV and AIDS.
- Protect people's rights at work and eliminate HIV-related stigma and discrimination through strengthened national and enterprise level workplace HIV policies and legislation.

The ILO in the Asia and the Pacific Region

 Presence of ILO Offices



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PREVENT HIV

PROTECT HUMAN RIGHTS AT WORK

Reaching workers and key populations in Asia and the Pacific



Over 4.9 million people are living with HIV in Asia and the Pacific. Most of them are of productive working age (15-49). Many are forced out of employment due to HIV-related stigma and discrimination.

The ILO aims to protect workers and their families from HIV and tuberculosis (TB). Key ILO activities in Asia and the Pacific include work on:

- **Policy development:** to support the formulation, implementation and regular review of national HIV and AIDS policies and labour legislations.
- **Social protection:** to ensure extension of adequate social protection to vulnerable groups.
- **Labour migration:** to provide pre-departure, in-transit, post-arrival and returnee support for domestic and international migrant workers.
- **Public and private partnerships in key economic sectors:** to prioritize action in sectors where workers may face increased HIV risk due to their working or living situations.

Includes a DVD with key ILO publications and films



International
Labour
Organization

Protecting employment rights, reducing stigma and discrimination at work

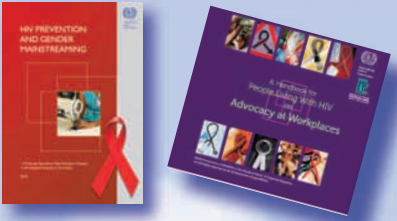
“More work needs to be done to improve laws and regulations on health discrimination...”

- Liu Kangmai, Deputy Party Chief of the National Center for AIDS/STD Control and Prevention, China

Protecting rights at work is central to the ILO’s work. The ILO Recommendation concerning HIV and AIDS and the World of Work, 2010 (No. 200) is a powerful tool to address workplace stigma and discrimination on the basis of real or perceived HIV status.

- ▶ Recommendation No. 200 is available in Chinese, Hindi, Indonesian, Khmer, Mongolian, Nepali, Sinhalese, Tamil, Thai and Vietnamese.
- ▶ National and enterprise level HIV workplace policies have been adopted in Cambodia, China, India, Indonesia, Nepal, Philippines, Sri Lanka and Viet Nam.
- ▶ Training tools and handbooks developed in China, India and Nepal are contributing to strengthening the capacity of people living with HIV (PLHIV) to advocate for their rights at work.

- ▶ A toolkit is now available to sensitize the health workforce in reducing stigma and discrimination against PLHIV and other key populations while improving their working conditions. It is the result of an ILO collaboration with a consortium including UNDP, WHO, UNAIDS, Engender Health and the Global network of People Living with HIV (GNP+).



Better implementing labour laws to reduce employment discrimination for people living with HIV in China



“I had to leave the company, and it was my supervisor’s idea. He said that if others knew that the company has an HIV positive employee, it would have a bad impact on business... The HR manager also told me, ‘you’ve got a very serious disease’, and that even if I stayed I would have to frequently ask for sick leave and would fail the assessment, then the company would fire me anyway. I took his advice and left.”

- A 39 year-old female Department manager, Zhejiang Province

In 2010, the Chinese National Center for AIDS/STD Control and Prevention and the ILO disseminated the results of the joint report *HIV and AIDS-related Employment Discrimination in China*. According to Liu Kangmai, Deputy Party Chief of the National Center for AIDS/STD Control and Prevention, 89 percent of people living with HIV have lost their jobs.

Progress has been made in reducing employment discrimination in the country. Since 2007 the Employment Promotion Law guarantees working rights for HIV-positive people. To enhance its application, the State Council AIDS Committee, in collaboration with the ILO, is working to eliminate HIV-related discrimination in the civil service, the education sector and the service industry.

Promoting universal social protection coverage for workers & key affected populations

“All Ministries concerned should have an HIV sensitive policy and programme so that people infected or affected are not denied the benefits of social protection schemes.”

- Dr Man Mohan Singh, Prime Minister, India

In response to the global economic crisis, the ILO has been leading the Social Protection Floor Initiative since 2009. The initiative promotes social rights for all to access essential services, including health, housing, education, food and income security for the unemployed or under-employed. It calls for coherent, coordinated social protection and employment policies that guarantee access to these services and to social transfers across the life cycle, especially for vulnerable groups, including people living with HIV and their families.

- ▶ The Nepal National Social Welfare Association collaborated with the ILO to offer vocational training and livelihood support for PLHIV. Within one year, 85% PLHIV trained got jobs or set up their own businesses, and 61% of these were women.
- ▶ In India, PLHIV are covered under the National Rural Employment Guarantee Programme as well as under a national health insurance scheme developed by the Ministry of Labour and Employment.
- ▶ The ILO is advocating in Indonesia for universal public and private insurance coverage in collaboration with the government, employers’ organizations and private insurance companies.

Brand name giants tackling HIV and disability in Viet Nam

Nike, Adidas, Levi Strauss and Gap have partnered with the ILO to promote the inclusion of workers with HIV and disabilities in their supply chain factories. In Ho Chi Minh City, Viet Nam, the ILO Factory Improvement Programme partners with 21 factories employing 166,500 workers.

The commitment of these garment and footwear industry giants to Corporate Social Responsibility (CSR) created strong incentives for suppliers to improve their workplace policies and recruitment practices.

The ILO provided off-site and in-factory training to staff including human resources agents, CSR managers, team leaders and trade union representatives.

Reaching out to suppliers in India

“Having gained confidence through our workplace programme, we are now expanding it to our suppliers in a phased manner.” - Pavan Bhatia, Executive Director, Human Resources, PepsiCo, India.

PepsiCo is one of the thirteen large corporations which have developed a comprehensive workplace programme in India with ILO’s support. PepsiCo’s HIV trainers, trained by the ILO, have helped Hindustan National Glass, bottle supplier to Pepsi, to set up their own HIV workplace programme.

Ensuring occupational safety and health

Providing a safe and healthy work environment for health workers facilitates retention of a qualified health workforce.

- ▶ In 2010, the ILO, WHO and UNAIDS launched joint policy guidelines for improving health workers’ access to HIV and TB prevention, treatment, care and support services.
- ▶ The ILO collaborated with WHO to promote occupational safety and health for the health sector workforce using the “healthWISE” tool, which was tested in Thailand.

Using HealthWISE to protect health workers

HealthWISE in action: Sharp disposal



BEFORE



AFTER

Injuries due to sharps and needle sticks that are incorrectly disposed of are a major risk factor for HIV infection among health workers.

HealthWISE is a participatory, low-cost tool for health employers and workers to jointly devise smart, local and sustainable solutions for improved working conditions, such as:

- ✓ Safe disposal of waste and sharps;
- ✓ Better ventilation;
- ✓ Improved work-life balance;
- ✓ Enhanced staff motivation; and
- ✓ Reduced violence at work.

These actions improve the quality of health services to the public while reducing health workers’ exposure to HIV and TB.

Reducing violence towards health workers in Thailand

The management of a hospital in Thailand decided to form a conflict prevention and resolution team to address the increasing problem of physical assaults against hospital workers. The team systematically makes rounds in the hospital. Before a dispute or conflict can escalate into violence, they invite the family members, visitors or patients to a comfortable room away from crowd and noise to resolve it. The incidence of physical and verbal violence in the hospital has decreased since the establishment of the conflict resolution team, with reduced levels of stress among health workers.