



Zero New HIV Infections. Zero Discrimination. Zero AIDS-Related Deaths.  
Implement the ILO Recommendation on HIV and AIDS (No. 200)



International  
Labour  
Organization

# VCT@WORK

**5 million women and men workers reached with Voluntary and Confidential HIV Counselling and Testing by 2015**

“African leaders are committed to accelerating the HIV response through country ownership and strategic investment approaches, including social and legal enablers. The world of work can be the entry point to **reach out to workers** and ensure universal access to HIV prevention, care and support. Our goal remains: Zero new HIV infection, Zero AIDS related deaths and Zero discrimination.”



**Nkosazana Dlamini Zuma**

Chairperson of the African Union Commission  
(AUC)



**UNAIDS**

***Together, making it happen in Africa!***

Nearly 10 million people living with HIV are accessing the antiretroviral treatment enabling them to live longer, healthier and more productive lives. However, under new guidelines from the World Health Organization an estimated 26 million people are now eligible for treatment but the majority are not accessing it. Around half of all people living with HIV globally, do not know their status, thus preventing them from accessing treatment (source: UNAIDS).

**VCT@WORK** aims to reach 5 million workers with Voluntary and Confidential HIV Counselling and Testing by 2015.

The initiative, led by the ILO with the support of UNAIDS was launched on 6 June 2013 during the International Labour Conference in Geneva.



*Jacqueline Mugo, Executive Director of the Federation of Kenyan Employers, Michel Sidibé, Executive Director of UNAIDS, Guy Ryder, ILO Director-General, Grégoire Owona, Minister of Labour and Social Security of Cameroon, Françoise Ndayishimiye, Senior Gender Advisor at UNAIDS, Luc Cortebeeck, President of the Confédération des Syndicats Chrétiens (Belgium) at the launch of the **VCT@WORK** initiative in Geneva.*

- The **VCT@WORK** initiative is based on the guidelines and principles of the **ILO's Recommendation on HIV and AIDS and the World of Work (No.200)**.
- The ILO's tripartite constituents (governments, employers and workers) will strengthen existing partnerships to create an enabling environment for voluntary testing and counselling and ensure access to testing, counselling and treatment for workers, their families and communities.
- Policies will be developed and mechanisms for their application will be put in place to protect the labour rights of people living with or affected by HIV, and to ensure that all workers are treated equally, regardless of their HIV status.

*"To reach this goal we need to **work together to ensure** that all workplaces are **free from stigma and discrimination**."*

**Guy Ryder, ILO Director-General**



The **VCT@WORK** initiative is part of the ILO's efforts to contribute to the achievement of global target of reaching 15 million people living with HIV with life saving antiretroviral treatment by 2015, as set out in the 2011 United Nations General Assembly Political Declaration on HIV/AIDS.

*"If workplaces embrace this new initiative it could signify **one of the most important advances** we've seen in expanding access to HIV testing within a healthy, enabling environment and linking to on-going support including treatment."*

**Michel Sidibé, UNAIDS Executive Director**



The **VCT@WORK** initiative is a key element of the ILO's "**Getting to Zero at Work**" campaign, which was launched on World AIDS Day 2012. The campaign has enlisted the support of a large number of leaders who highlight the contribution of the world of work in getting to **zero new HIV Infections, zero discrimination and zero AIDS-related deaths**.

*"**HIV and AIDS is a development issue** and we each have a role to play towards accelerating our National response to ensure that PLHIV have **access to care and support services** as well as decent work and living conditions. This is one sure way to 'accelerate to zero together.'"*

**John Dramani Mahama, President of the Republic of Ghana**



## **TARGET POPULATIONS**

- Women and men workers, both in formal and informal economy.
- Priority will be given to workers in sectors highly affected by the HIV epidemic due to their working and related living conditions. This could include mobile/transport workers, migrant workers, workers in the mining, health, tourism, agriculture sectors, young workers and uniformed services, and other as identified under the National AIDS strategies/plans.

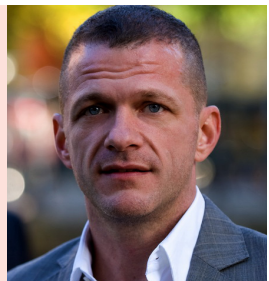
## **KEY PRINCIPLES**

Countries are encouraged to implement the **VCT@WORK** Initiative based on the following principles:

- Consent
- Confidentiality
- Counselling
- Connection to treatment
- Addressing the issues of equity and gender
- Meaningful engagement of people living with HIV

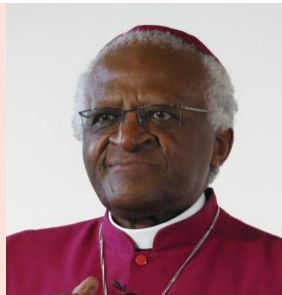
*"**Earning a wage** and supporting ourselves is not only critical **to our own personal health, but also to our dignity** in contributing to our communities and society as a whole".*

**Kevin Moody, International Coordinator/Chief Executive Officer, The Global Network of People Living with HIV (GNP+)**



*"We defeated apartheid, **we can defeat HIV and AIDS.**"*

**Desmond Tutu, Archbishop of Cape Town,  
South Africa**



HIV Testing should be conducted in accordance with the provisions of ILO's HIV and AIDS Recommendation, 2010 (No. 200) which includes the following:

- Testing must be genuinely voluntary and free of any coercion and testing programmes must respect international guidelines on confidentiality counselling and consent.
- Real or perceived HIV status should not be a ground of discrimination preventing the recruitment or continued employment, or the pursuit of equal opportunities.
- Real or perceived HIV status should not be a cause for termination of employment.
- Persons with HIV-related illness should not be denied the possibility of continuing to carry out their work, with reasonable accommodation if necessary, for as long as they are medically fit to do so.
- There should be no discrimination against workers or their dependants based on real or perceived HIV status in access to social security systems and occupational insurance schemes, or in relation to benefits under such schemes, including for health care and disability, and death and survivors' benefits.

*"Employers fully realize that in order to be successful, the **VCT@WORK** initiative will need to be based on **an enabling policy environment** that supports workers to seek voluntary HIV counselling and testing **without the fear of facing any kind of discrimination and the risk of losing jobs.**"*

**Jacqueline Mugo, Executive Director,  
Federation of Kenya Employers**



*“The **Ministries of Labour have led the process** of developing and implementing non-discriminatory national and sectoral policies in the fight against HIV and AIDS in the workplace, in collaboration with employers, workers and other national stakeholders. The implementation of these policies has led to the creation of an enabling legal and policy environment. Certainly, the **VCT@WORK** initiative will **build on this more favourable environment and will benefit from it.**”*

**Grégoire Owona, Minister of Labour and Social Security, Cameroon**



## **FUNDAMENTAL PILLARS**

**The VCT@WORK Initiative builds on four fundamental pillars:**

- **Multi-disease testing:** To de-stigmatize HIV testing and facilitate increased uptake of VCT services, HIV testing will be promoted through integrated and multi-disease initiatives.
- **Strategic Partnerships:** Country partnerships will be forged with Ministries of Health, National AIDS Councils, VCT Providers, ART Centres, Networks of PLHIV, Civil Society Organizations and others.
- **Social Mobilization:** National world of work actors such as Ministries of Labour, employers' organizations, workers organizations', business coalitions and enterprises will be mobilized to promote VCT in or through workplace structures.
- **Monitoring and Evaluation:** Country monitoring and evaluation systems will be adapted to track progress. A number of complementary monitoring approaches will be used to track progress. Good practices will be documented and disseminated.

*“Zero new infections, zero discrimination and zero AIDS-related deaths **start at work.**”*

**Sharan Burrow, General Secretary, International Trade Union Confederation (ITUC)**







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*“Employers’ organizations and their member enterprises are reaching millions of workers, family and community members with their HIV initiatives. **Together, we can get to zero.**”*

**Brent Wilton, Secretary-General,  
International Organisation of Employers (IOE)**





International  
Labour  
Organization

# VCT@WORK

## 5 million by 2015

*Together, we can make it happen!*

For more information, please visit:  
[www.ilo.org/aids](http://www.ilo.org/aids) & [www.ilo.org/zero](http://www.ilo.org/zero)

