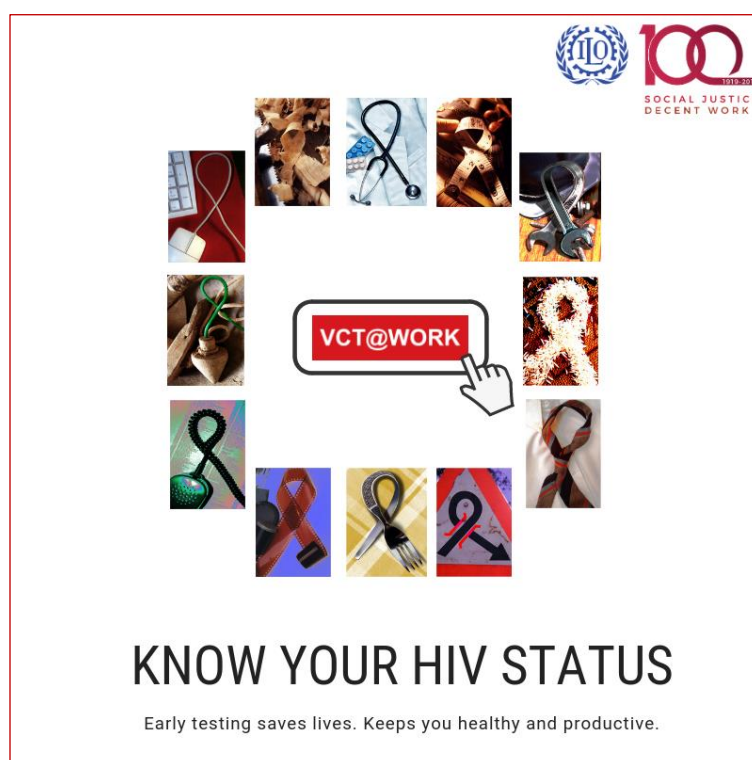




Report as of December 2019

The 90-90-90<sup>1</sup> treatment targets are one of the key targets to be achieved by 2020. The first 90 focusses on HIV testing. Critical gaps exist in HIV testing. According to UNAIDS, approximately 79 per cent of all people living with HIV did not know their HIV status in 2018. Gaps are more in certain geographical regions. Men in particular are not being reached effectively.

To fill in the gaps in HIV testing and contribute to the achievement of 90-90-90 targets, the ILO, UNAIDS, International Organization of Employers (IOE) and the International Trade Unions Confederation (ITUC) launched the VCT@WORK Initiative at the International Labour Conference (ILC) in June 2013.



VCT@WORK is showing that the workplace offers unique opportunities to reach women and men workers, their families and communities with HIV testing services in locations where they spend most of their daily lives. The Initiative is being implemented in 25 high HIV burden countries.

<sup>1</sup> 90% of all people living with HIV will know their HIV status, 90% of all people with diagnosed HIV infection will receive sustained antiretroviral therapy, and 90% of all people receiving antiretroviral therapy will have viral suppression

By the end of 2018, the VCT@WORK Initiative tested 5.8 million workers (31% females and 68% males), including their families and dependants. The fact that the majority of those tested were men shows the potential of workplaces to reach men with HIV testing services.

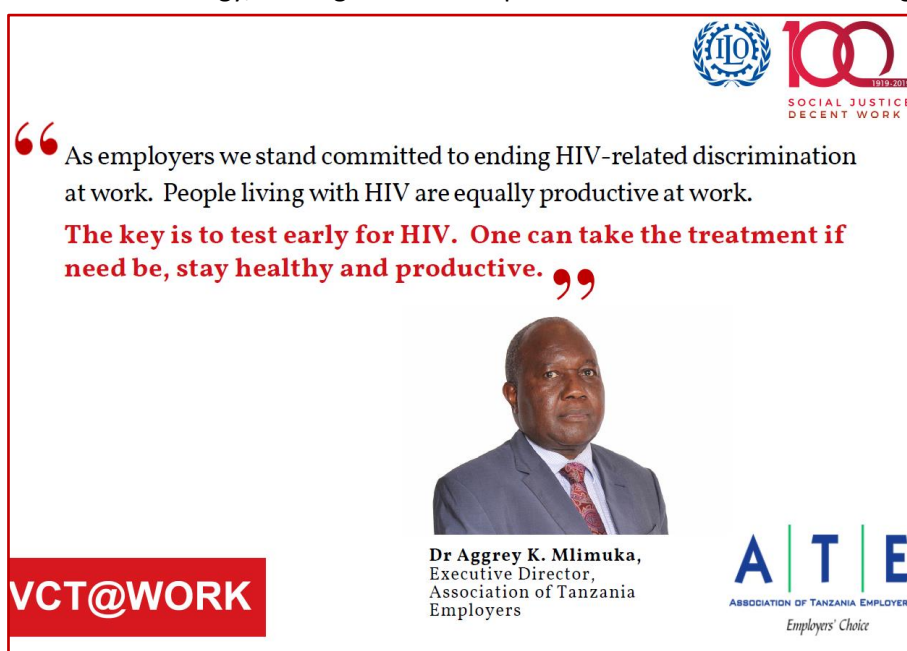
## STRATEGIC PILLARS OF THE VCT@WORK INITIATIVE

### Communication

In a carefully crafted communication strategy, messages are developed around the ‘benefits of testing early for HIV’ backed by the ‘protection of the rights of workers’ approach. A global [VCT@WORK poster campaign](#), was implemented which included messages from the leaders in the world of work as well as workers living with HIV.

In India, ILO, the Ministry of Labour and Employment, and the National AIDS Control Organization (NACO) developed and

implemented a communication campaign called, [The Earlier, the Better](#), involving people living with HIV who shared their testimonies emphasizing the benefits of knowing your status early.



“As employers we stand committed to ending HIV-related discrimination at work. People living with HIV are equally productive at work. **The key is to test early for HIV. One can take the treatment if need be, stay healthy and productive.**”

**VCT@WORK**

**Dr Aggrey K. Mlimuka,**  
Executive Director,  
Association of Tanzania  
Employers

**AITE**  
ASSOCIATION OF TANZANIA EMPLOYERS  
Employers' Choice

### Evidence-informed

Evidence is used to ensure that the VCT@WORK Initiative focusses on most at risk workers in key economic sectors like mining, transport, construction, health, tourism, etc. which engage a large number of mobile and migrant workers.

### Rights-based approach

The Initiative is implemented within a rights-based framework following the principles as defined in [the ILO's HIV and AIDS Recommendation, 2010 \(No. 200\)](#). In addition, [“Respecting human rights in the implementation of the VCT initiative: operational guidelines”](#) have been developed in partnership with the Global Network of People Living with HIV (GNP+).

### Multi-disease testing

HIV testing is promoted through an integrated and multi-disease initiative in order to de-stigmatize HIV testing and facilitate uptake of VCT services. The ILO recently developed guidelines on implementing multi-disease testing under VCT@WORK. Apart from providing evidence of importance

of multi disease screening, the guidelines provide practical guidance on the implementation of multi disease screening events.

### **Strategic partnerships**

Strategic [partnerships](#) with key players, engaged in HIV testing initiatives, world of work actors, national AIDS programmes and organizations of people living with HIV are forged.

### **Mainstreaming HIV and AIDS**

The Initiative is embedded in the ILO's work around the cross cutting policy driver of gender equality, diversity and non-discrimination, and is linked to different ILO outcomes: creating and extending Social protection floors; formalization of the Informal economy; promoting workplace compliance through labour inspection; and protecting workers from unacceptable forms of work.

### **Monitoring and evaluation**

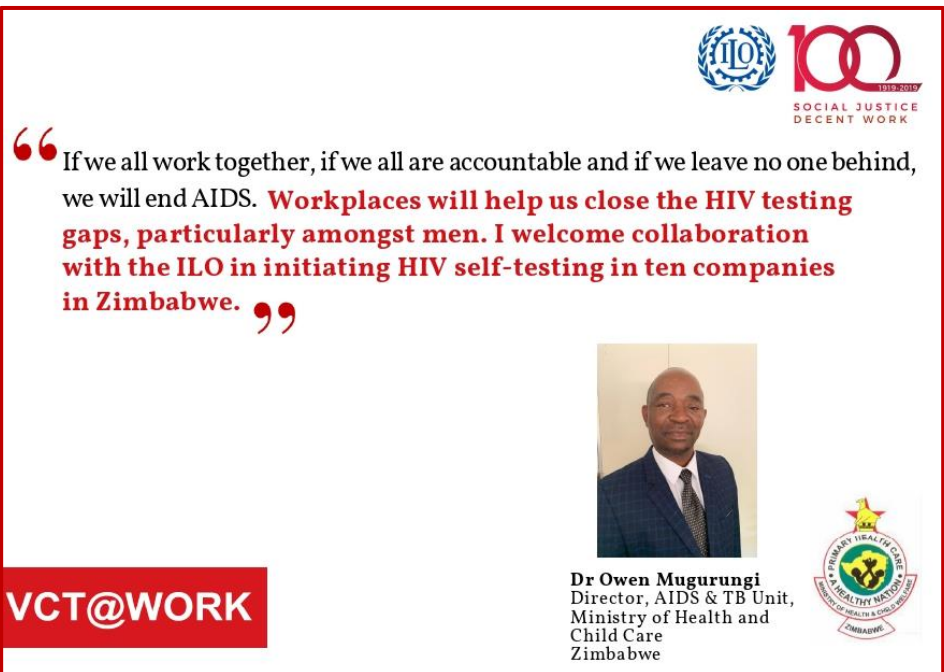
Partnerships are strengthened with national AIDS programmes, key testing initiatives at the country level and UNAIDS to ensure that HIV testing data for workers is collected, analysed and feeds into the national systems.



## **Highlights of 2018-19**

### **HIV self- testing introduced in VCT@WORK**

In order to fast track HIV testing and offer more choices to workers, the ILO and WHO developed [a policy brief on HIV self-testing in the workplace](#). The policy brief was launched on World AIDS Day 2018. The self-testing policy brief addresses issues around confidentiality, integration, human rights, referral/follow up, monitoring and sustainability. In 2019, the HIV self-testing initiative was piloted in Zimbabwe,


Kenya, South Africa and Zambia. The pilot initiative in Zimbabwe was implemented in ten companies between June and October 2019 and gave encouraging results. Over 6,000 kits - 4,578 men and 1,812 women - were distributed demonstrating great acceptance of the self-testing approach by men.




 

“If we all work together, if we all are accountable and if we leave no one behind, we will end AIDS. **Workplaces will help us close the HIV testing gaps, particularly amongst men. I welcome collaboration with the ILO in initiating HIV self-testing in ten companies in Zimbabwe.**”

**VCT@WORK**



**Dr Owen Mugurungi**  
Director, AIDS & TB Unit,  
Ministry of Health and  
Child Care  
Zimbabwe



### **Guidelines on multi-disease testing developed**

To destigmatize HIV testing and generate demand, a broader wellness approach was followed with multiple-disease testing for HIV, TB, malaria, blood pressure, diabetes and other health conditions as per the national specifications. Based on the lessons learnt in several countries under this approach, the ILO produced - **Health and Wellness at Work: Guidelines for implementing multi-disease testing under VCT@WORK**. The guidelines provide step by step guidance to stakeholders in implementing the multi-disease testing approach under VCT@WORK.

### **Reaching workers in the Informal economy**

Several approaches were adopted to reach workers in the informal economy. In Tanzania, the informal economy workers were reached with VCT services at open markets, their place of work. In Zimbabwe, the ILO worked with the Ministry of Small and Medium Enterprises and Cooperatives Development and the Zimbabwe Chamber of Informal Economies Association - an affiliate of the Zimbabwe Congress of Trade Union (ZCTU). Workers were mobilized through informal sector operators using local structures in partnership with the local government and city councils. HIV testing and counselling sessions were organized at 22 informal sector work sites (car repair shops, food processing units, flea markets, vegetable markets etc.) in eight locations in Harare which have high concentrations of informal sector workers. Mobile units provided VCT services to workers. In India, HIV testing amongst migrant construction workers was implemented in partnership with construction workers union.

### **Public Private Partnerships**

In Mozambique, the ILO expanded its collaboration with the Business Coalition on HIV and AIDS. In Indonesia, partnership with several enterprises was set up to expand VCT@WORK. In the Russian Federation, the ILO partnered with the biggest Russian mining company - the Siberian Coal Energy Company - and the territorial AIDS centres. In India, the ILO continued its collaboration with 16 large corporate houses. In all these partnerships, the ILO offered technical support and facilitated the partnership of enterprises with their national AIDS programmes.

### **Getting the workers' testing data into national systems**

In India, the ILO assisted the national AIDS programmes in analysing the HIV testing data related to workers from the government testing centres. The sector-wise, gender-wise and state-wise analysis of data was presented in national workshops involving key stakeholders in October 2019. The analysis of the selected states, where the ILO partners implemented the initiative and referred workers to take the HIV test at the government centres, provided very useful information and helped in focusing HIV programmes in the sectors and states.

### **Multiple complementary approaches implemented**

Based on the country context, multiple approaches were implemented to generate demand for HIV testing. These include:

- VCT@WORK integrated in South Africa Business Coalition AIDS programmes to reach 176 micro-enterprises in Mokopane and Waterberg district in South Africa;
- Churches were mobilized in Mahwelereng and Tshamahansi in South Africa;

- ILO partnered with the National AIDS programme and health department to take HIV mobile testing services to workers in Haiti;
- An integrated approach dealing with alcohol and drugs prevention, and health promotion was adopted in Honduras;
- VCT@WORK expanded to cover TB in India;
- A paper titled “From mandatory testing to voluntary testing” was developed in China.

## Lessons Learned

- VCT@WORK reached more men than women in formal as well as informal sector workplaces. This shows it can be a good model to meet the HIV testing gaps amongst men.
- Multi-disease testing motivates workers to turn up for testing services. Testing under the broad umbrella of wellness programmes reduces the stigma around HIV testing.
- The HIV self testing option is well received by workers, both men and women. There is a potential to do secondary distribution and promote couple/partner’s testing.
- Peer educators at workplaces played an effective role in mobilizing workers, providing information and promoting VCT.
- A strong communication strategy contributed to the success of the initiative. Communicating ‘the benefits of testing’ under the VCT@WORK poster campaign helped and motivated workers to take the HIV test.
- Employers’ and workers’ organizations (trade unions) played an important role in mobilization of enterprises and workers respectively.
- Linking the initiative with national AIDS programme and other national initiatives such as the President's Comprehensive Response Plan in Nigeria; the National Testing Initiative in South Africa; and the migrant workers’ initiative in India helped.
- Public-private partnerships have a huge potential to scaleup HIV testing for men and women workers, including workers in the supply chains of companies.
- It is important to track referrals from workplaces to testing centers and also from the testing centers to treatment services for workers who are found positive. This calls for setting up partnerships as well as an effective monitoring system.
- It is important to work with national AIDS programme to ensure that the data related to testing for workers is captured well, analysed and used to inform programmatic decisions.
- Migrant and informal economy workers can best be reached by taking the HIV information and testing services to where they are. It is difficult for them to travel to testing centres as it means substantial opportunity cost to them, including the loss of daily wages.

## SOME GOOD PRACTICES

### 1. HIV self-testing at workplaces in Zimbabwe

#### Background

The Ministry of Health and Child Care (MoHCC) of Zimbabwe, together with ILO, UNAIDS, Populations Services International (PSI) and the National Aids Council (NAC), have implemented a HIV Self Testing (HIV/ST) initiative in ten companies. The companies cover the mining, power, beverages and cement industries, and have a total workforce of over 47,000 people. All companies were already engaged in ILO's [VCT@WORK](#) Initiative.



#### Salient features of the strategy

A three-day training was organized for nurses and peer educators of the companies from 29-31 May 2019. Distribution of test kits commenced immediately after the training and joint teams of MOHCC and PSI visited companies to deliver the kits (Oraquick), provide further guidance and facilitate registration of companies in the national reporting system to allow them to report cases. A WhatsApp group - HIVST@Work - was created to allow companies to share their experiences amongst themselves as well as with the MOHCC, ILO and PSI.

*Table: HIV ST test results and referral to treatment, between June and October 2019, 10 companies*

	Number of kits used	% of total	Workers with reactive test result (self reported)	% of total	Confirmed test results and referral to treatment (self reported)	% of total
Male	4,578	72%	163	59%	81	57%
Female	1,812	28%	111	41%	60	43%
Total	<b>6,390</b>	<b>100%</b>	<b>274</b>	<b>100%</b>	<b>141</b>	<b>100%</b>

#### Key Results



- HIV self-testing was very well received both by men and women.
- More men were reached than women in all the three indicators - in usage ( 72%); in showing reactive results ( 59%) and in taking the confirmatory tests ( 57%).
- Companies used different models for the HIV self-test kits to be accessed, some gave the kits for the employers to test at home, others provided a private space at the workplace for testing and sometimes peer educators accompanied the employer with the HIV self-test.
- A review meeting with all participating companies was held in October 2019 and the lessons were reviewed jointly by the ILO, Ministry of Health and all relevant partners. It was found that training and the role of the peer educators were key factors to the success.

#### Next Steps:

- The challenges of getting the data from the companies have been noted and are being looked into.
- The programme has been expanded to ten more companies.

## 2. Reaching men under the national test and treat campaign in Tanzania

### Background

Only 45 per cent of men living with HIV know their HIV status in Tanzania, as against 56 per cent of women living with HIV. The Prime Minister, involving all stakeholders, launched a national HIV Test and Treat campaign on 19 June 2018. Coming together as one UN, the ILO expanded its ongoing VCT@WORK Initiative in collaboration with its partners - the Ministry of labour, Association of Tanzanian Employers and Trade Union Congress of Tanzania.

### Salient features of the strategy

The workplace was prioritized for interventions, given its potential to reach men. Based on an assessment and a national consultation, a National Action Plan (2018-2020) was developed with a view to accelerating and expanding HIV testing and treatment services amongst men.

The ILO's advocacy and communication efforts was based on the ILO report - [The impact of HIV and AIDS on the world of work: Global Estimates](#) – that covered Tanzania as well. The report shows that the greatest incidence of mortality due to AIDS among workers is when they are in their late 30s and most productive. In Tanzania around 1.2 million workers were living with HIV in 2015. The VCT@WORK Initiative was focused on the male dominated economic sectors such as fisheries, agriculture and construction.

The ILO jointly with UNAIDS, UNFPA and WHO supported the constituents and the national AIDS commission to undertake an assessment on the bottlenecks towards male engagement. The assessment informed the national stakeholders and a National Action Plan (2018-2020) was developed to accelerate and expand the HIV testing and treatment services for men.



The ILO led a media campaign with messages focusing around “Know your Status” and mobilized workers through employers’ and workers’ organizations.

The Dodoma City Council and the President’s Office Public Service Management and Tanzania AIDS Commission led the mobilisation of public service employees within 24 ministries. A multi-disease testing approach was adopted to destigmatize the HIV testing.

### **Key Results**

- A National Accelerated Action Plan on HIV Testing Services was developed.
- About 265,785 (127,886 males and 137,899 Females) were tested from the workplaces.
- Communication materials were developed and disseminated for demand creation.

### **Lessons Learned**

- The leadership of the Prime Minister played a key role in mobilizing different ministries and partners. The Prime Minister himself took the test and accepted to be a male champion.
- Adoption of multi disease testing helped in demystifying HIV. Workers better received the initiative as they also were tested for non-communicable diseases.

### **Next Steps**

- The test and treat campaign is being rolled out in 26 regions of Tanzania and lead by the regional commissioners while in the ministries lead by the Permanent Secretaries and HIV focal points.
- The ILO is planning to scale up the programme in other sectors.

## **3. Increasing access to HIV testing and social protection in Nigeria**

### **Background**

Over 33 per cent of Nigerians living with HIV do not know their status. Further, it is estimated that the National Health Insurance Scheme covers only 3 per cent of Nigerians. Most of these are workers in the formal economy. Through the VCT@WORK Initiative, the ILO contributes to the national testing targets, which aim to test 80 million Nigerians by 2020.

### **Salient features of the strategy**

A multi-faceted approach was adopted to implement the VCT@WORK Initiative. A communication strategy promoted the initiative to Nigerians and communication materials were developed and disseminated for demand creation. Monitoring in partnership with the National Agency for the Control of AIDS (NACA) was used to track the number of people tested and linked to care, to ensure data could feed in the national data collection system.

The National HIV and AIDS Workplace Policy was revised based on ILO recommendations concerning HIV/AIDS in the World of Work to guide and promote access to testing, care, treatment and support for workers, and to build an enabling non-discriminatory environment to encourage workers to be tested. A broad partnership was established with key stakeholders and an integrated approach ensured that HIV testing was undertaken within the context of a broader health approach. The ILO



also integrated social health protection into all State level VCT programmes and educated workers on the benefits and opportunities health insurance with a focus on informal economy workers.

This leadership role of the Government and social partners was demonstrated through the Director General of the Nigeria Employers' Association, Mr Olusegun Oshinowo, who came out to undertake the HIV test before the general public on World AIDS Day 2018.



### Key Results

- Over 218,000 workers mobilized to access HIV voluntary counselling and testing through the ILO VCT@WORK. All workers who were found HIV positive (438 women, 251 men) were referred to access anti retroviral treatment.
- Over 200,000 workers were reached with information on HIV prevention, treatment and care, including information of health insurance opportunities.
- The ILO supported the development of a draft National HIV Workplace Programme Assessment and Gap Analysis Report.
- ILO and UNFPA jointly reached 8,400 young people with HIV testing within the context of the National HIV Prevention Campaign in Lagos and Abuja.

### Lessons Learned

- Placing the VCT@WORK under the national plans enhanced the buy-in and support from a wide range of actors.
- Adopting a multi disease testing approach which included screening such as blood sugar test, blood pressure checks and BMI checks increased the uptake of HIV testing among workers.
- Strong management support that ensures confidentiality and assures a stigma-free work environment is essential.
- Demonstrating clear and strong linkages between workers' health and productivity have proven to be effective in attracting the management and workers' attention.
- Strategic partnerships forged with many providers at the country level helped leverage funding for testing.
- Mobile service provision has shown some success in this case as well as the establishment of linkage between workplace, communities and health facilities.
- Leading by action works as demonstrated by the Director General of the Nigeria Employers who took an HIV test himself publicly and spoke about its benefits.

### Next Steps

- Undertake multi state VCT outreach programmes to increase access to treatment for people living with HIV targeting high burden states and promote enrolment in health Insurance.
- Scale up intervention to reach young people through the National Prevention Campaign.

## 4. Enhancing access to HIV testing and social protection in Kenya

### Background

The ILO is prioritising both the scaling up of HIV-sensitive Social Protection and the VCT@WORK Initiative in Kenya and the strategy has been to build synergies between the two priorities. An innovative approach towards enhancing access to HIV testing in the informal economy and facilitating access to national social protection schemes has been adopted.

### Salient features of the strategy

For reaching out to truckers, the ILO is partnering with the Central Organization of Trade Unions in Kenya (COTU-K), Kenya Long Distance Truck Drivers', Allied Workers' Union/Highway Community Health Resource Centre and Swedish Workplace HIV/AIDS Programme. This partnership provides voluntary HIV testing and counselling services along the northern transport corridor (Mombasa to Busia). Hotspots for sex workers have been identified where onsite HIV testing and counselling (HTC) is provided.

For hair and beauty salon workers, the ILO is partnering with the Kenya Union of Hair and Beauty Salon Workers, an affiliate of COTU-K and the AIDS Healthcare Foundation. Union officials have been trained on HIV management at the workplace. Onsite integrated health/HIV testing and counselling services are provided in workplaces, along with awareness on the benefits of enrolling with the National Hospital Insurance Fund (NHIF). The union also mobilizes workers to become members of the Savings and Credit Cooperative, encouraging them to save a portion of their income.



The Federation of Kenya Employers, through its Clustered HIV Enterprise Programmes (CHEP) Networks in Mombasa, Uasin Gishu and Laikipa Counties, reaches out to their member companies to scale up the HIV response at their workplace and beyond. VCT@WORK initiatives are organized targeting the informal economy workers from the Jua kali sector (small traders and artisans) with an integrated component of social protection. Officials of NHIF and NSSF from the specific counties are invited to sensitize workers on the importance of enrolling with the schemes. Wherever possible, workers are provided the facilities for onsite registration in NHIF.

### Results

Between July 2013 and December 2018:

- 134,111 workers (78,173 male and 55,938 female), the majority being in the informal economy, were tested. 1,301 found HIV positive referred to access treatment.
- Over 10,500 male and 8,000 female informal economy workers were enrolled with NHIF. Over 6,000 male and 5,100 female informal economy workers were enrolled with NSSF through different HIV testing events.

- Around 500 hair and beauty salon workers registered with the Savings and Credit Cooperative.

### Lessons Learned

- Integration of HIV, health services and social protection helps reduce stigma and increases the uptake of HIV testing as well as enrolment of informal economy workers in social protection schemes.
- Onsite testing/enrolment of informal economy workers enhances the uptake and coverage of HIV services and social protection programmes.
- Trade unions have a significant role in reducing HIV-related stigma and discrimination and enhancing the uptake of HIV testing, treatment and support not only in formal but also in informal workplaces.
- Social protection provides income security for people living with HIV and informal economy workers and enables them to access HIV services.
- Engagement of trade union leaders, informal business association leaders and local administrations are essential to effectively reach workers in the informal economy.
- Workers in the informal economy are generally not aware of the benefits of social protection schemes, and the process of enrolling in them. Likewise, they are not aware about the benefits of timely HIV testing. Peer education can play a key role in creating awareness and promoting the uptake of services.

### Next Steps

- Building on the positive experience and the partnerships that have been established, the ILO is expanding the VCT@WORK Initiative in other high and medium burden counties.
- Under the UNDAF outcome on social protection, the ILO is scaling up the integration of HIV and social protection in more counties targeting workers from formal as well as informal economy.

## 5. VCT@WORK in Mozambique: Multi-disease testing helps

### Background

In April 2017, the ILO, with support from the Flanders, started the programme on “Scaling up Voluntary Counselling and Testing VCT@ Work in Mozambique”. The Programme aimed at addressing the underlying causes of low testing uptake among young people, targeting specifically young women and men workers in the formal and informal economy. The intervention also aims at contributing to the reduction of new HIV infections among young women and men workers in Mozambique, in line with the National Strategic Plan on HIV and AIDS 2015-2020.



### Key strategy

The ILO is using the existing local networks composed by unions, employers' organization represented by ECOSIDA, and informal sector associations to mobilize the young workers and provide VCT health services in the formal and informal

sectors. The trade unions' youth centers are mobilized to create the demand for testing.

To reach young women and men in the informal economy, ILO is strengthening its partnership with specific community based organizations representing the informal workers: the informal workers association (ASSOTSI), the *Associação Avante mulher* (women living with AIDS Association), the Community Development Centre, *Associação Cooperativa Wassala*, AMODEFA, are among the partners. This partnership has provided to the ILO an entry point to communities and local representation platforms.

A multi disease testing approach is being used to take HIV out of isolation and to promote a broader wellness approach to testing. In addition to tests for HIV, tests for TB, blood pressure and blood glucose are being offered.

The employers' organization through the Mozambique Business Coalition Against AIDS, workers organization and the Informal Sector Association provided health and HIV related services (multi disease testing, provision of condoms, dissemination of information on HIV prevention, testing, referral, treatment, gender based violence and sexual and reproductive health and rights) to their members from April 2017 to June 2019.

Peer educators and enterprise HIV focal points were empowered to implement multi-disease testing, promotion of gender equality, male engagement and human rights at workplace in Maputo, Gaza, Sofala and Tete provinces. 25 health events and 25 mobile testing clinics were carried out by employers and workers with ILO technical and financial support.

### Key Results

- Over 96000 workers (51,277 women and 45,123 men) were reached and were offered testing for HIV, glucose, blood pressure, TB and for malaria screening.
- Over 20,000 men tested for HIV. 1,902 men tested positive. Over 38,000 women tested for HIV; and 3,782 women tested positive. All were referred to health facilities for treatment and assistance.
- Over 300,000 condoms were distributed and made available to both women and men.

### Lessons learned

- VCT@WORK reached those workers, particularly men, who often don't access services at health facilities
- Private sector networks and unions played a key role in increasing the demand for testing.
- Partnerships are key in implementing a multi-disease testing approach.

## 6. VCT@WORK in Ukraine's Maritime Sector

### Background

According to estimates, 30 per cent of people living with HIV in Ukraine don't know their HIV positive status. HIV testing is free and available in AIDS centres, and in many primary medical healthcare centres, as a result of the current health care reform.

The ILO is implementing VCT@WORK since December 2014, which started in the Cherkassy region, in collaboration with the regional Federation of Trade Unions, the employers' organization and the local authorities.

In 2015, women and men workers from six pilot workplaces were tested, those who tested positive were referred to the AIDS Centre. This was the first such effort in Ukraine. While HIV testing campaigns are implemented among groups of people most at risk, and among the general population in public places, but for workplaces it was not yet a practice.

After this successful regional approach, the ILO extended the VCT@WORK in the maritime sector, in partnership with the trade unions in 2017.

### **Salient features of the strategy**

The ILO's advocacy campaign was based on ILO's Recommendation n°200 and report on "[The impact of HIV and AIDS on the world of work: Global Estimates](#)". Encouraging women and men workers to undergo VCT for HIV was complementary to Ukraine's efforts to stop HIV in the general population and help achieve UNAIDS 90-90-90 targets. Over the last couple of years these efforts focused on the maritime sector. The most representative maritime sector trade union, the Maritime Transport Workers' Trade Union of Ukraine (representing more than 80,000 women and men workers - of which 45,000 are seafarers) requested ILO's assistance to address HIV at work and the ILO responded to this request.



This assistance included awareness-raising, capacity-building, advocacy and organization of VCT events. The peculiarity of ILO's approach was to pool complementary resources. The union procured some HIV rapid tests and ILO engaged a trained and authorized provider to offer HIV testing services to workers. In 2018, the ILO offered training to the union workers and its affiliates in Odessa and developed a VCT@WORK poster campaign. In 2019, the ILO expanded the programme with support from UNAIDS.

### **Key Results**

- Both the Maritime Transport Workers' Trade Union of Ukraine and the Primary Seafarer's Union of Ukraine adopted an HIV workplace programme aimed at reducing HIV stigma and discrimination, and promoting VCT.
- Between 2016 and 2018, some 1,000 seafarers, port workers, other maritime sector workers and cadets of maritime sector educational institutions took an HIV test during their training activities. More than 10,000 men and women participants raised their awareness on HIV.
- Communication materials were developed and disseminated; the activities were highlighted in sectoral newspapers, magazine, web-sites as well as shared with the International Transport Worker's Federation (ITF).
- These concrete results featured in the ILO's Centenary Global Tour Event, broadcasted on 11<sup>th</sup> of April 2019. The Union was represented by the HIV Focal Point Ms. Elina Karavan and Captain



Vadym Mundriyevskiy who shared their views on HIV prevention at the workplace in general and on VCT@WORK in particular.

### **Lessons Learned**

- The good will and commitment of the Union's management was key to the success of the joint Union/ILO activities. The Deputy Chairman of the Union participated in the VCT@WORK Poster Campaign with a strong message of "Take the test today and keep sailing" which motivated other Union members to find out their HIV status during joint events with the ILO.
- The Union's affiliation to the global ITF was also an important asset: ITF has a strong global commitment to addressing HIV and it supported their Ukraine affiliates.

### **Next Steps**

- Capacity building and advocacy for HIV testing will continue to reach more seafarers and port workers in Odessa and Izmail port town.
- The ILO is exploring the possibility to replicate the same programme in other sectors.