

UNAIDS 2025

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# International Labour Organization (ILO)

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**2024 Results Report**



## International Labour Organization (ILO)

The mandate of the ILO is to advance social and economic justice through setting [international labour standards](#). With 187 Member States, 40 field offices and staff in 107 nations, the ILO promotes decent work for all workers, regardless of where they work. A healthy workforce is essential to achieving SDG 8 (Decent work and economic growth).

### HIV in the ILO's mandate

Promoting the health and safety of workers is an integral aspect of the ILO's mandate.

#### Key ILO strategy for HIV

The HIV and AIDS ILO strategy, [ILO's response to HIV and AIDS: accelerating progress for 2030](#), applies the twin-track approach of HIV-focused efforts (track 1) and the integration of HIV in the broader development mandate (track 2). The strategy promotes HIV integration across the areas of social protection, labour standards, labour migration, gender equality, occupational safety and health, diversity and inclusion, and in ILO training courses, among others. The ILO's [HIV and AIDS recommendation, 2010 \(No 200\)](#) provides the overarching framework for action and the [ILO Programme and Budget 2024–2025](#) provides the biennial operational framework.

### Top results in 2024

#### Human rights and gender equality

**Progress accelerated in the implementation of non-discrimination policies and programmes at country level.** Informed by the [recommendations of the ILO Global HIV Discrimination in the World Of Work](#) survey, the ILO, the Secretariat and partners supported the implementation of policies and programmes that address human rights, stigma, discrimination and gender equality in 35 priority countries. Products supported during 2024 included: national workplace policies; guidelines on reasonable accommodation (Mozambique); business plans to address HIV in the world of work (United Republic of Tanzania); strengthened labour inspection (Cambodia and Ukraine); development of a bill in parliament (Brazil); development of employment guides to combat stigma and discrimination (Uganda); enterprise-level HIV workplace policies (Ukraine); mainstreamed HIV actions in occupational safety and health structures (Nigeria); and policies on preventing harassment in the workplace (South Africa).

**Support provided for implementation of HIV workplace programmes.** The ILO provided tailored assistance in 30 countries to develop and finalize tools to support country-level programmes, including inclusive employment indices for enterprises (China); gender and entrepreneurship tool (United Republic of Tanzania); and a labour inspection data collection tool (Malawi).

**Programmes to eliminate violence and harassment (including HIV-related violence and harassment) in the workplace strengthened.** The 2019 [ILO Convention on elimination of violence and harassment, 2019 \(No. 190\)](#), first international treaty recognizing the right of everyone to a world of work free from violence and harassment, has been ratified 49 times in five years ( the fastest of any ILO convention over the past decade). Countries ratifying the treaty include high burden HIV countries such as Lesotho, Namibia, Nigeria, Rwanda, South Africa and Uganda. In the latter, the ILO played an integral role in building the capacity of employers and government actors to implement the Convention. In Zambia, the ILO worked with the Zambia Federation of Employers to ensure the inclusion of gender-based violence prevention measures in national policies.

## Scaling up HIV testing

**HIV testing uptake enhanced.** In 25 countries, the ILO and the Secretariat facilitated voluntary HIV testing and counselling at workplaces, often integrating additional health screenings to promote a holistic approach to worker well-being. Approaches adopted included: integrated HIV and TB testing in India; multi-disease HIV testing in the United Republic of Tanzania; event-based testing in Uganda; integration of HIV testing in occupational safety and health (United Republic of Tanzania); HIV high-prevalence testing (Indonesia); community-based peer led HIV testing (Zambia) and the tripartite approach to HIV testing (Nigeria).

**Capacities built for strategic HIV testing initiatives.** The ILO and WHO joint policy brief on HIV testing, titled “[HIV self-testing at workplaces: approaches to implementation and sustainable financing](#)”, and the ILO [online training course on HIV testing at the workplace](#) supported capacity-building of hundreds of workplace actors in 25 countries on HIV testing in the world of work.

## Expanding social protection coverage

**HIV-sensitive social protection supported.** The ILO’s [Global Flagship Programme on Building Social Protection Floors for All](#), launched in early 2016, continues to work across 50 priority countries to support the implementation of social protection systems including “protection floors”, guided by ILO’s social security standards.

**Strategic information and normative guidance strengthened.** The ILO’s [World Social Protection Report \(2024–2026\)](#) focused on HIV-sensitive social protection. The ILO and WHO jointly developed [guidance on social protection for people affected by TB](#) to enable key stakeholders in the provision of TB and social protection services to plan and implement social protection programmes that address the needs of people affected by TB.

## **Progress in countries scaling up of HIV-sensitive social protection programmes.**

ILO tailored support was provided to countries to scale up HIV-sensitive social protection schemes which include: support for the revision of policies to incorporate social protection alongside social assistance in Malawi; collaboration with WHO to support the development of new guidelines in South Africa for integrating social protection with TB care; and support in expanding social protecting for people living with HIV through policy revisions and a national social register in Nigeria.

## Civil society support

**Civil society engagement enabled.** Through capacity-building, resource mobilization and strategic partnerships, the ILO has significantly reinforced civil society’s role in workplace HIV prevention, fostering sustainability and greater inclusivity in HIV response efforts. In Indonesia, the ILO collaborated with the NGO Indonesia AIDS Coalition to secure funding and develop proposals that expand civil society and private sector partnerships, aligning with Global Fund priorities. In China, the ILO’s digital skills training empowered nongovernmental organizations supporting people living with HIV and LGBTQI+ communities to enhance their outreach through online platforms. In Nigeria, the Digital Young Filmmakers Initiative equipped youth, including those affected by HIV, with digital storytelling skills to combat stigma. In the United Republic of Tanzania, the ILO and the Secretariat jointly developed funding proposals to scale up workplace collaborations between private companies and civil society organizations.

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