

UNAIDS 2020

International Labour Organization (ILO)

Unified Budget Results and Accountability Framework
(UBRAF) 2016-2021

Organizational report 2018-2019

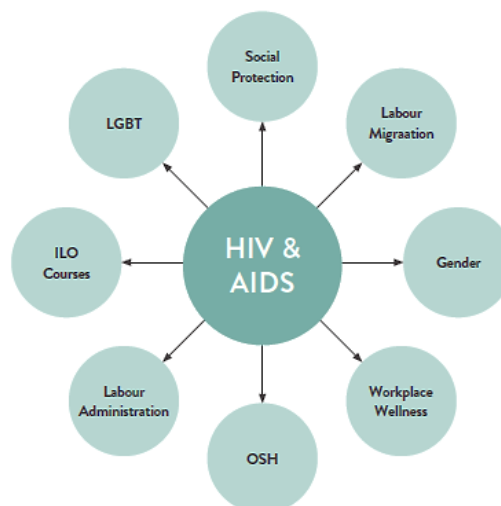
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Key strategies and approaches to integrate HIV into broader agency mandate

The ILO has progressively integrated HIV in its broader development mandate. A healthy and non-discriminatory workforce is a prerequisite for the attainment of decent work and SDG 8 (i.e. promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all).

To better respond to the changing global HIV and AIDS epidemic, the ILO Governing Body adopted the updated ILO Strategy on HIV and AIDS, the “ILO’s response to HIV and AIDS: Accelerating progress for 2030”. The strategy embraces a twin-track approach which combines HIV-specific actions with HIV integration into the broader development mandate of the ILO. HIV is integrated in development areas such as: protecting fundamental rights at work and addressing discrimination, social protection, labour migration, gender equality and diversity, wellness workplace programmes, labour standards, LGBTI+ issues and ILO training courses, among others.



To facilitate improved HIV integration across different areas, the ILO in 2016 merged the ILOAIDS Branch with the Gender, Equality and Diversity (GED) Branch to form the GED/ILOAIDS Branch. GED-ILOAIDS provides enhanced opportunities for HIV integration into gender equality, economic empowerment and adolescent girls and young women, persons with disabilities, and indigenous and tribal peoples programmes. For example, the flagship report (*A quantum leap for gender equality: For a better future of work for all*) launched on International Women’s Day in 2019, examined, among other things, the connections between gender equality and HIV as well as other intersecting sources of discrimination that undermine women in the world of work.

The new ILO Programme and Budget (2020–2021) includes 8 mutually reinforcing policy outcomes, with HIV issues embedded in outcome 6 on gender equality and equal opportunities and treatment for all in the world of work. HIV is integrated more effectively and visibly in the ILO Programme and Budget than previously. Included now are 2 indicators which explicitly mention HIV and new opportunities for integrating HIV into programmes that address specific populations (e.g. adolescent girls and young women, LGBTI people, migrants, indigenous and tribal people and people with disabilities).

Over the years, the ILO has produced a wide range of tools and built the capacity of world of work actors at the national level to facilitate HIV integration into several areas of its work. In the 2018–2019 biennium, HIV was addressed in several tools, including the ILO/WHO policy brief on HIV self-testing in the workplace (2018); The impact of HIV and AIDS on the world of work: Global estimates (2018); and Health and Wellness at Work: Guidelines for implementing multi-disease testing under VCT@WORK (2019).

HIV is integrated in the ILO's work on Social Protection, which is one of the 4 strategic pillars of the ILO's decent work agenda. During the 2018–2019 biennium, the ILO supported 94 countries to draft legislation, policies, programmes and schemes and for the development of social protection systems. In 20 of those countries, the ILO promoted the coverage of people living with HIV and vulnerable populations in national social protection systems. As an example, the ILO, the UNAIDS Secretariat, WFP and partners undertook HIV-sensitivity assessments on existing or new schemes in 13 countries, with the goal of making them more HIV-sensitive. In 2019, the ILO began developing an assessment tool to facilitate systematic inclusion of HIV concerns during support to develop "social protection floors" in countries.

The ILO has integrated HIV into labour migration projects. In 2018, the ILO led the process of drafting a migration management proposal in partnership with IOM, UNHCR, UNODC and SADC covering 16 countries in eastern and southern Africa, successfully mobilizing 22 million Euros from the European Commission. The project addressed HIV within a broader framework encompassing migration, social protection, and decent work for migrants, people with disabilities, women, children and youth. In 2019, the ILO began a study to identify the HIV-related entry points for the project in order to ensure that the HIV-related components are fully implemented and no opportunities are missed.

In order to integrate HIV into LGBTI initiatives, the ILO built on an early nine-country project funded by the Norwegian Government to develop a comprehensive LGBT toolbox for addressing discrimination in the workplace. The toolbox mainstreams HIV issues, taking account of the elevated HIV incidence and prevalence in LGBT communities. Produced in 2019, the toolbox is being field-tested in all regions and will be finalized in 2020.

The ILO continues its work to integrate HIV in occupational safety and health programmes. To improve working conditions for health workers in 15 hospitals in 5 countries, the ILO worked with WHO, University of British Columbia and the National Institute for Occupational Health and used the WHO/ILO Healthwise Tool to train more than 60 health workers in eastern and southern Africa to reduce stigma and discrimination related to HIV and TB. In China, the ILO used the WHO/ILO Healthwise Tool and worked with the China CDC, WHO and other partners to train staff in 140 hospitals in 2018-2019, while 70 hospitals adopted Healthwise methods to improve work practices.

The ILO provided technical and financial assistance to Botswana, Eswatini, Lesotho, Malawi, Kenya, Mozambique, South Africa, Uganda, United Republic of Tanzania and Zambia to mainstream HIV concerns into labour inspections. More than 100 labour inspectors were trained and enabled to include HIV issues into the inspection checklists. The labour inspectors undertook approximately 500 inspections to assess enterprises' HIV activities. A plan of action was developed with Ministries of Labour in 12 SADC countries and with the representative of the Southern African Trade Union Coordinating Council.

Important steps to integrate HIV in labour standards were taken in 2018–2019. To strengthen the legal and policy framework around violence and harassment in the world of work, including gender-based violence, Member States and employers' and workers' organizations adopted the first international treaty on ending violence and harassment in the world of work in June 2019. The Convention and its accompanying recommendation will inform legislation at country level and help protect the rights of groups who are most exposed to violence and harassment, including people living with HIV, LGBT people, adolescent girls and young women, sex workers, migrant workers and other vulnerable groups. The integration of HIV in the Convention follows on other international labour standards that concern HIV, including the ILO Recommendation concerning HIV and AIDS and the world of work, 2010 (No. 200) which provides countries with guidance on implementing programmes that address stigma and discrimination, including HIV-related discrimination, in the workplace.

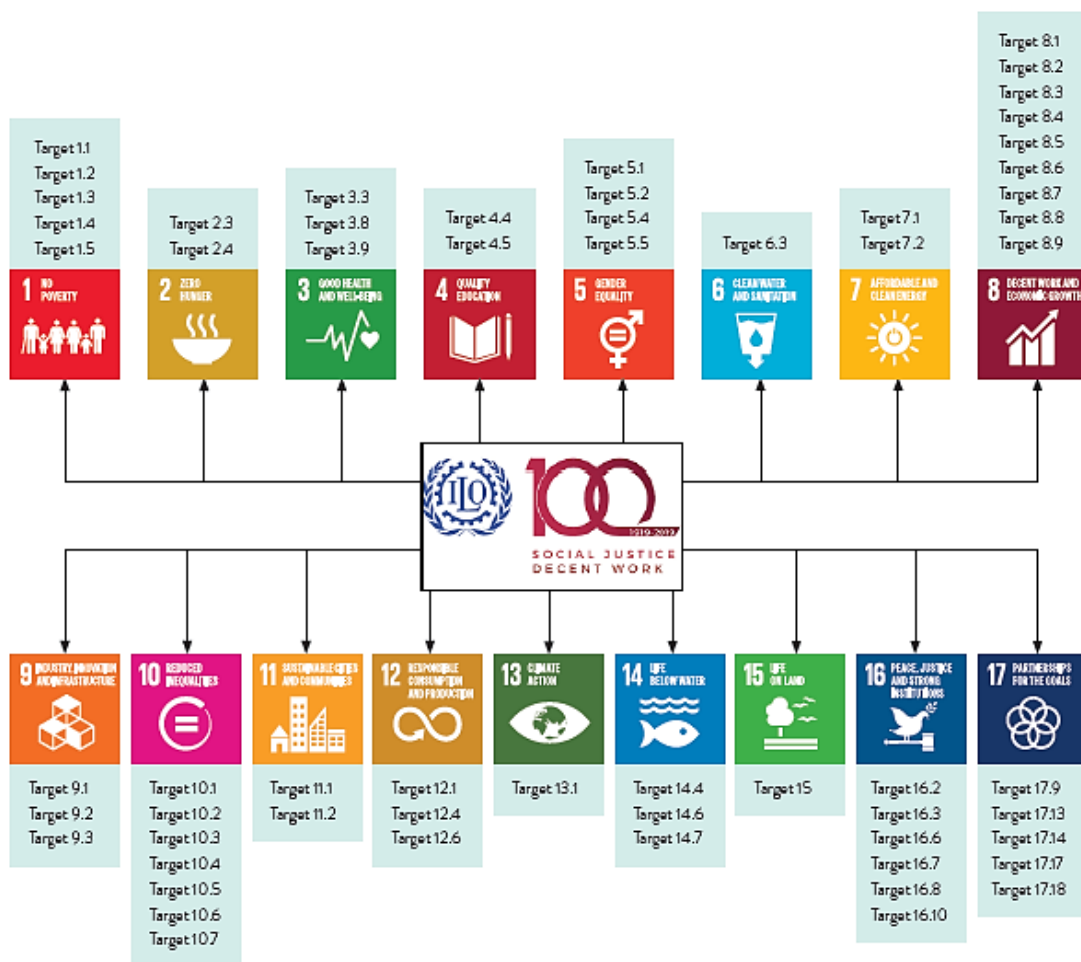
To support the broad wellness agenda of enterprises, the ILO has situated the VCT@WORK Initiative within a multidisease screening exercise that facilitates screening for TB, blood pressure, cholesterol levels, body mass index and diabetes among others. Integrating HIV into a health and wellness package is reducing the stigma associated with standalone HIV testing and is increasing the appeal of HIV testing to workers, their families and surrounding communities.

Through partnerships with national AIDS authorities, Ministries of Labour, employers' and workers' organizations, civil society organizations and UNAIDS Cosponsors, the ILO has mobilized 6 852 916 workers (31% women and 68% men) to test for HIV in 25 countries since the launch of the VCT@WORK Initiative. One unique and rewarding feature of the VCT@WORK Initiative is its ability to reach more men than women, which helps close the gender gap for testing.

To ensure the sustainability of HIV concerns in ILO programmes and to facilitate the institutionalization of HIV issues into country structures and programmes, the ILO has mainstreamed HIV issues into a number of global courses. In 2018–2019, more than 400 senior officials from over 60 countries were trained on HIV issues as part of the development courses.

Contributing to progress towards the SDGs

The figure below presents the 17 SDGs and the 59 targets the ILO contributes to, within the context of the agenda for sustainable development (2030 Agenda)



Case study: Increasing access to HIV testing and social protection services in Nigeria

Approximately 33% of Nigerians living with HIV are unaware of their HIV status. To increase knowledge of HIV status in Nigeria, the ILO adopted a multifaceted approach to implement the VCT@WORK Initiative. A communication strategy promoted the initiative, while communication materials were developed and disseminated to generate demand. Monitoring in partnership with the National Agency for the Control of AIDS was used to track the number of people tested and linked to care, and feed that information into the national data system.



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 and wellness approach. The ILO also integrated social health protection into all state-level programmes for voluntary counselling and testing and educated workers on the benefits and opportunities of health insurance with a focus on informal economy workers.





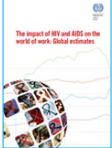



The project reached more than 218 000 workers with HIV testing services, including 689 people (438 women, 251 men) who tested HIV-positive and were referred to treatment and care services. It also reached more than 200 000 workers with information on HIV prevention, treatment and care, including health insurance opportunities, while ILO and UNFPA jointly reached 8 400 young people with a youth-focused HIV testing event.



Experience from the project suggests that a multidisease approach can increase uptake of HIV testing among workers. Strong management support helps ensure confidentiality and increases workers' confidence in a stigma-free work environment. The attention and support of management are enhanced by demonstrating strong linkages between workers' health and productivity. Strategic partnerships at country level can help leverage funding for testing, and the mobilization capacity of VCT@WORK can be effective in providing education on existing social protection schemes.

Moving forward, the ILO and partners will build on project achievements to scale up multistate outreach programmes to increase access to and uptake of testing and treatment programmes, targeting high-burden states, with particular attention to leveraging the programme to promote enrolment in health insurance. Additional efforts should focus on exploring other modes of HIV testing (e.g. self-testing) for scale-up in Nigeria and intensifying efforts to reach first-time testers in key identified sectors.

Knowledge products

	<p>A qualitative study on stigma and discrimination experienced by indigenous peoples living with HIV or having TB at work. Indigenous peoples living with HIV or having TB face double discrimination. Barriers to accessing health services, denial of the right to work and discrimination in employment settings are highlighted in a new ILO study undertaken by the Canadian Aboriginal AIDS Network, the Secretariat of the International Indigenous HIV & AIDS Working Group. Full report / Executive Summary</p>
	<p>The impact of HIV on care work and the care workforce. This publication provides an overview of the gaps and challenges in six sub-Saharan African countries. By providing a picture of front-line prevention and treatment policies, this working paper assesses the socio-economic consequences of low ART coverage as well as the key role of the health workforce in international testing and treatment targets.</p>

	<p><u>Voluntary confidential counselling and HIV testing for workers.</u> ILO's VCT@WORK is saving lives by adopting innovative approaches to reach out to workers in the formal as well as informal economy. The new report, released ahead of the World AIDS Day 2019, shows that workplace offers immense opportunities of scaling up HIV testing services, particularly for men who are not yet adequately covered.</p>
	<p><u>Research on promoting fair employment for people living with HIV in China.</u> This report analyses the HIV related employment legislation and policies in China, gives examples of good practices on fair employment for People Living with HIV, and provides recommendations to advance the efforts to eliminate employment discrimination.</p>
	<p><u>WHO /ILO Policy brief on HIV self-testing at the workplace.</u> HIV self-testing is a testing option recommended by WHO that can be used to reach as-yet undiagnosed populations.</p>
	<p><u>Evidence brief on discrimination in the workplace.</u> This evidence brief, prepared by the Global Network of People Living with HIV (GNP+), with support from the ILO Programme on HIV/AIDS and the world of work, provides a snapshot of the extent and impact of HIV-related stigma and discrimination in the workplace. The brief is based on findings from the Stigma Index in nine countries across the globe.</p>
	<p><u>The impact of HIV and AIDS on the world of work: Global estimates.</u> An ILO report highlights the toll HIV continues to take on the labour force, and its economic and social implications. The ILO calls for urgent efforts to close the treatment gaps, step up testing and prevention measures, and ensure workers can enjoy healthy and productive lives.</p>
	<p><u>Social Protection: A Fast-Track commitment to end AIDS Guidance for policy makers.</u> This document summarizes relevant evidence on social protection, including cash transfers, and on how social protection contributes to the AIDS response. It presents a brief account of the status of progress of Member States in meeting the HIV and social protection target of the 2016 Political Declaration on Ending AIDS.</p>
	<p><u>ILO Code of Practice on safety and health in open cast mines.</u> This revised code reflects the many changes in the industry, its workforce, the roles of the competent authorities, employers, workers and their organizations, and the development of new ILO instruments on occupational safety and health, including the Safety and Health in Mines Convention, 1995 (No. 176).</p>
	<p><u>Ending violence and harassment in the world of work.</u> The ILO has established new global standards aimed at ending violence and harassment in the world of work. Violence and harassment in the world of work deprives people of their dignity, is incompatible with decent work, and a threat to equal opportunities and to safe, healthy, and productive working environments.</p>

	<p>Girlforce skills education and training for girls now. A generation of girls risks being left outside the labour force or trapped in vulnerable or low-quality employment, due to a lack of skills, absence of quality jobs, and gendered expectations of their roles as caregivers.</p>
	<p>Good practices—Voluntary Counselling and HIV testing for workers (VCT@WORK)</p> <ul style="list-style-type: none"> ▪ HIV self-testing at workplaces in Zimbabwe ▪ Reaching men under national test and treat campaign in Tanzania ▪ Increasing access to HIV testing and social protection in Nigeria ▪ Enhancing Access to HIV Testing and social protection in Kenya ▪ VCT@WORK in Mozambique: Multi-disease testing helps ▪ VCT@WORK in Ukraine's Maritime Sector
<p>Case studies</p>	<p>Reaching out to miners with TB and HIV programmes: Eastern Coalfields Ltd. India</p> <p>The Brihanmumbai Electric Supply and Transport (BEST)—India</p>

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