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# International Labour Organization (ILO)

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

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**Organizational report 2021**



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## **Key strategies and approaches to integrate HIV into ILO's mandate**

HIV issues and protection for persons living with HIV and key populations are integrated into and addressed through the ILO's system of International Labour Standards, which are the basis of the Decent Work Agenda. The HIV and AIDS Recommendation, 2010 (No. 200) comprehensively addresses issues related to HIV and the world of work and calls for integration of HIV in national development policies and programmes. The ILO Committee of Experts on the Application of Conventions and Recommendations has addressed HIV issues and provided related guidance in relation to the Discrimination (Employment and Occupation) Convention, 1958 (No. 111); the Worst Forms of Child Labour Convention, 1999 (No. 182); the Migration for Employment Convention (Revised), 1949 (No.97), and the Social Protection Floors Recommendation, 2012 (No. 202). With a global ratification campaign presently ongoing, the recently adopted Violence and Harassment Convention, 2019 (No. 190) and its accompanying Recommendation No. 206 recognize people living with HIV and key populations as particularly vulnerable to violence and harassment.

The ILO Governing Body in 2019 adopted the updated Strategy of the ILO on HIV and AIDS, the "ILO's response to HIV and AIDS: Accelerating progress for 2030", which embraces HIV integration in the broader development mandate of the ILO. The Strategy emphasizes work on social protection, multidisease testing, labour standards, labour migration, gender equality, occupational safety and health, wellness workplace programmes, LGBTI+ issues and ILO training courses among others. The ILO Global Call to Action for a human-centred recovery from the COVID-19 crisis specifically recognises the impact of the pandemic on people living with HIV. HIV is specifically addressed in outcome 6 ("gender equality and equal opportunities and treatment for all in the world of work") of the ILO Programme and Budget (PandB) (2022–2023).

The ILO has developed a wide variety of HIV integration tools and guides, touching on such issues as health services, youth employment, labour inspections, HIV testing (including self-testing and multidisease testing), COVID-19, social protection and HIV prevention, and treatment and care in prisons and other closed settings. This has enabled effective integration of HIV across the ILO's work portfolio.

ILO supported over 71 countries in 2020–2021 in implementing HIV-sensitive and HIV-inclusive social protection strategies. Using the WHO/ILO Healthwise tool, capacity building assistance was provided to health workers in China, Lesotho, Mozambique, South Africa, the United Republic of Tanzania and Zimbabwe, as well as in more than 200 hospitals in Africa and Asia.

ILO has integrated HIV issues into the training of labour factory inspectors and, in 2020–2021, strengthened their capacities in Botswana, Eswatini, Lesotho, Malawi, Kenya, Mozambique, South Africa, Uganda, the United Republic of Tanzania and Zambia.

ILO continues to integrate HIV into ILO courses at the global, regional and country levels, including Decent Work and the 2030 Agenda for Sustainable Development; the International Academy on the transition to the formal economy; the International Labour Standards Academy for Judges; the Global Gender Academy; Sustainable Development Goals and Decent Work and an online course on eliminating violence and harassment in the world of work.

## Top achievements on HIV in 2020-2021

- **Launching the Global Call to Action on HIV-sensitive social protection.** ILO, WFP, UNICEF, UNESCO, UNODC, UNHCR, UN Women and the UNAIDS Secretariat formally called on governments to strengthen HIV-sensitive social protection in response to the COVID-19 pandemic. Signed by the heads of agencies of the ILO, UNICEF and UNAIDS, the call requested countries to enhance the responsiveness of their social protection systems to address people's basic and changing needs and vulnerabilities, with specific mention of people living with at risk of and affected by HIV including key populations, young people, women and girls, people with disabilities, refugees, asylum seekers, migrants, and populations in a state of food insecurity, malnourishment and in humanitarian settings. A webinar for Joint Teams in 75 countries facilitated the operationalization of the call to action.
- **Advocacy to strengthen social protection during the COVID-19 pandemic.** The ILO and World Bank-led Social Protection Interagency Cooperation Board issued a joint statement, the "Role of social protection in responding to the COVID-19 pandemic", calling on Governments to: ensure access to health services; ensure income security and access to essential goods and services; prioritize the most vulnerable; protect and enhance fiscal space for health and social protection; ensure continued/scaled up and coordinated delivery capacities of social protection and humanitarian crisis response programmes; and strengthen social protection systems in the medium- and long term. The statement explicitly mentions people living with HIV and addresses their needs.
- **Mapping HIV-sensitive social protection programmes in eastern and southern Africa.** WFP, ILO, the UNAIDS Secretariat and partners undertook a study of social protection programmes in 15 countries in the region to explore the extent to which the programmes are HIV-sensitive or -responsive. Recommendations arising from the study include: support to regional and national processes to ensure that social protection programmes and policies are HIV-sensitive; support the development and expansion of transformative social protection programmes; improve the quality of available data to drive national and regional decision-making and resource allocation processes; and establish mechanisms and strategies to integrate informal social protection systems in national programmes.
- **Building capacity on social protection.** Webinars organized by the UNAIDS Secretariat, ILO, WFP, UNICEF and the World Bank improved the capacity for HIV-sensitive social protection of 240 participants from western and central Africa (including civil society, academia, networks of people living with HIV and partners).
- **Facilitating global dialogue on social protection.** UNDP and ILO hosted a two-day global dialogue on social protection for people living with HIV and key populations, which participants from 52 countries attended. They shared strategies and good practices for improving the inclusivity of social protection schemes. The dialogue led to the development of a checklist for key populations, which is currently being field-tested prior to its finalization and launch in 2022.

## **Contribution to progress towards the Sustainable Development Goals**

ILO is playing a full and active role in the implementation of the SDGs. The ILO supports country efforts by working closely with governments, employers' organizations, workers' organizations and other partners to deliver on several targets under different SDGs. Its work on HIV in the context of the world of work helps reduce poverty (SDG 1); promotes health and well-being (SDG 3); advances gender equality (SDG 5); promotes decent work and economic growth (SDG 8); reduces inequalities (SDG 10); promotes sustainable cities and communities (SDG11) and cultivates and strengthens multistakeholder partnerships for the SDGs (SDG 17).

### **HIV in the context of the COVID-19 response**

The pandemic has profoundly affected the world of work. In this context, the ILO supports governments, employers' organizations, workers' organizations and other partners in protecting the safety of workers and the sustainability of businesses and jobs.

ILO protects workers, including people living with HIV, from COVID-19 in the workplace. It has produced extensive guidance for Member States on keeping workers informed, knowledgeable and safe from COVID-19. Pertinent guidance includes: a checklist for health facilities; specific guidance for protecting workers living with HIV; sector-specific guidance for the construction and mining industries; hand hygiene in the workplace; protections for migrant workers; and improving men's uptake of HIV testing and linkage to services.

ILO has worked to address human rights and gender inequality in the context of COVID-19. Drawing on its HIV experience, the ILO broadly disseminated to governments, employers' organizations, workers' organizations and other partners guidance for addressing violence and harassment and for increasing gender equality at work in the context of COVID-19.

ILO has undertaken studies on COVID-19 in the workplace. A 2020 global ILO study, conducted in 112 countries in partnership with the "Global Initiative on decent jobs for youth", monitored the impact of COVID-19 on 12 000 young people with respect to their jobs, education and mental health. In China, ILO, the UNAIDS Secretariat, UNFPA, WHO and other UN agencies and the Women's Network against AIDS, undertook a joint study on HIV and poverty among 700 people living with HIV in Sichuan Province. A separate study in India, done by ILO, the UNAIDS Secretariat and partners, assessed the socioeconomic impact of COVID-19 on 77 000 members of key populations.

ILO integrated COVID-19 prevention into its HIV workplace initiatives. In collaboration with diverse partners in and beyond the Joint Programme, ILO convened a virtual seminar on COVID-19, HIV and TB in the South African mining sector; built the capacity of 40 male champions living in high-burden counties in Kenya on HIV prevention and treatment, stigma and discrimination, COVID-19 and gender equality; implemented an integrated approach to address HIV and COVID-19 in Ukraine's State Migration Services; built the capacity on gender, HIV and wellness and COVID-19 prevention awareness in higher learning institutions in the United Republic of Tanzania; supported the Zanzibar Trade Union Congress to address

COVID-19 awareness and prevention among workers, reaching 500 000 workers (300 000 women and 200 000 men); and supported the procurement of COVID-19 personal protective equipment for health-care providers and the community in Zambia.

## **Case study: Integration of HIV in economic empowerment programmes during COVID-19**

In Zambia, as in many other countries, COVID-19 restrictions, rising commodity prices and an economic downturn during the pandemic increased burdens on the most vulnerable, including people living with HIV, especially people who were already marginalized or working in the informal sector. Although ART is provided free of charge, many people living with HIV struggle to cover their out-of-pocket health-care expenses.

In response, the ILO Lusaka programme partnered with the Network of Zambian People Living with HIV to intensify economic empowerment efforts to mitigate the effects of the pandemic on people living with HIV and increase their economic resilience. An interactive process identified the production of alcohol-based hand sanitizers as an income-generating opportunity that also helps protect workers and enhance personal hygiene.



In 2020 and 2021, two grants amounting to US\$ 24 500 each were awarded to the network to create a factory, purchase equipment and reagents, package materials and build entrepreneurship capacity to produce and sell alcohol-based hand sanitizers. For sustainability, WHO provided guidelines on the local production of hand sanitizers. The Zambia Federation of Employers helped create market linkages for the sanitizer through its members. Profits from the sale are distributed to the members and reinvested in the business for sustainability. The National AIDS Council and the network have developed systems to ensure the appropriate production of sanitizers, vetted for compliance with Zambia Bureau of Standards and Zambia Medicines Regulatory Authority requirements, and to ensure disbursement of funds to the targeted households.

To date, some 1,300 beneficiaries from 231 households of people living with HIV, including 170 female-headed households, have benefited from the sale of hand sanitizers. Through this income-generating support, beneficiaries have the means to become involved in additional kinds of microbusinesses.





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