



**The Impact of HIV/AIDS and TB
in the World of Work**



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The Impact of HIV/AIDS and TB in the World of Work

National Occupational Health and Safety
Conference - Emperor's Palace
24 -26 July 2019

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and Country Office for Botswana, Lesotho, South Africa and Swaziland

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“If you give me one egg and you take one, we each have one egg, but if you give me an idea and I also give you one, we each have two ideas.”

African Proverb

About the ILO

- An international labour standard setting organization (**since 1919**)



- First specialized agency of the United Nations (1946)
- Tripartite structure of the ILO gives an equal voice to **workers, employers and governments**

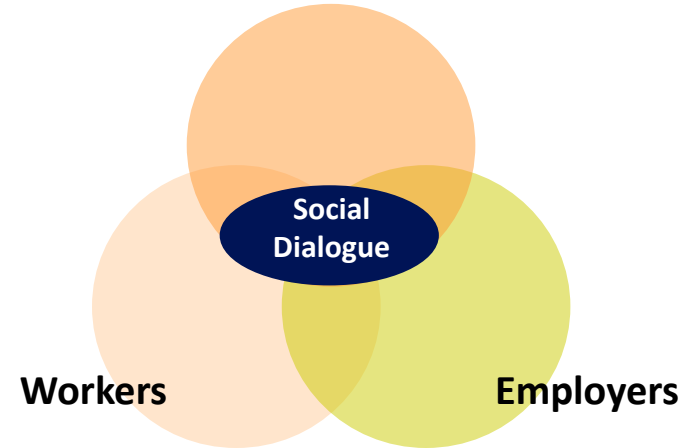
Department of Labour



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Government



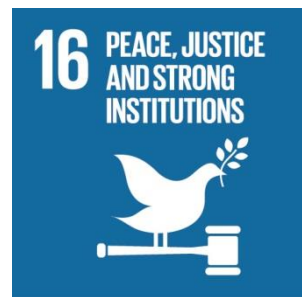
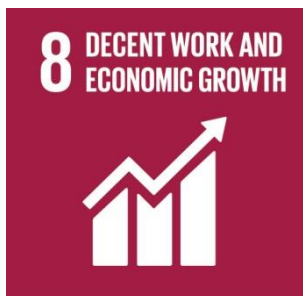
COSATU



Social Partners

ILO Convention No. 144 on Tripartite Consultation gives effect to Tripartism (NEDLAC)

Sustainable Development Goals (SDGs)



Decent Work Agenda



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ILO Strategic Objectives (Four Pillars)

Rights at
Work

Employment
Creation

Social
Protection

Social
Dialogue

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Decent Work Deficits...!



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- Unemployment and under-employment
- Unproductive and poor quality jobs, indecent wages, unsafe work, and insecure income;
- Rights that are denied at work; gender inequality;
- **Discrimination at the workplace on the basis of sex, age, perceived or real HIV status,** minority status, child labour, pay differentials between women and men, an increasingly growing unregulated informal sector that offers little or no social protection or security to the worker.

Human Rights Violations - Obstacle to Universal Access



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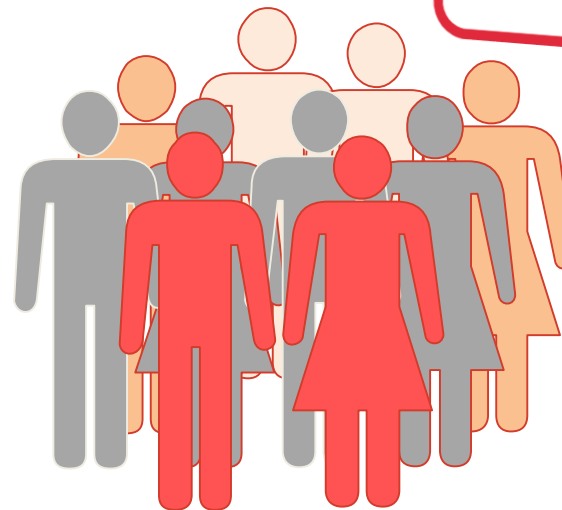
**Denial of access
to employment**

**Breach of
confidentiality**

**Disclosure
of HIV status**

**Mandatory HIV
testing or screening**

**Inequality in terms
and conditions
of employment**



**Unjustified
dismissal**

**Stigma & discrimination ,
real or perceived HIV status**

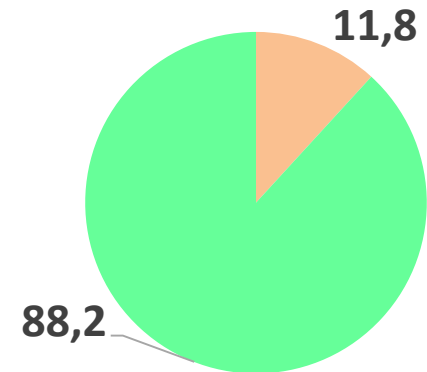
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Labour Market and Health (RSA)...



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- Approximately **16.2 women and men** are in some form of employment (formal and informal), May 2018
- Almost 1.3 million are in the Public Service (excl. local government and municipalities) and the rest are in the Private Sector (formal and informal)
- Leading causes of death in RSA...
 - **Tuberculosis: Rank-1**
 - **Rank 2 - 4: Diabetes and Heart Diseases**
 - HIV related deaths: **Rank-5**
- Significant no in the world of work ???
- OHS services remain a requirement (Law)



Public Services Private Sector

STATSSA - Labour Force Survey 2018)

Cosponsoring Organizations



UNHCR



UNICEF



WFP



UNDP



UNFPA



UNODC



UN WOMEN



ILO



UNESCO



WHO

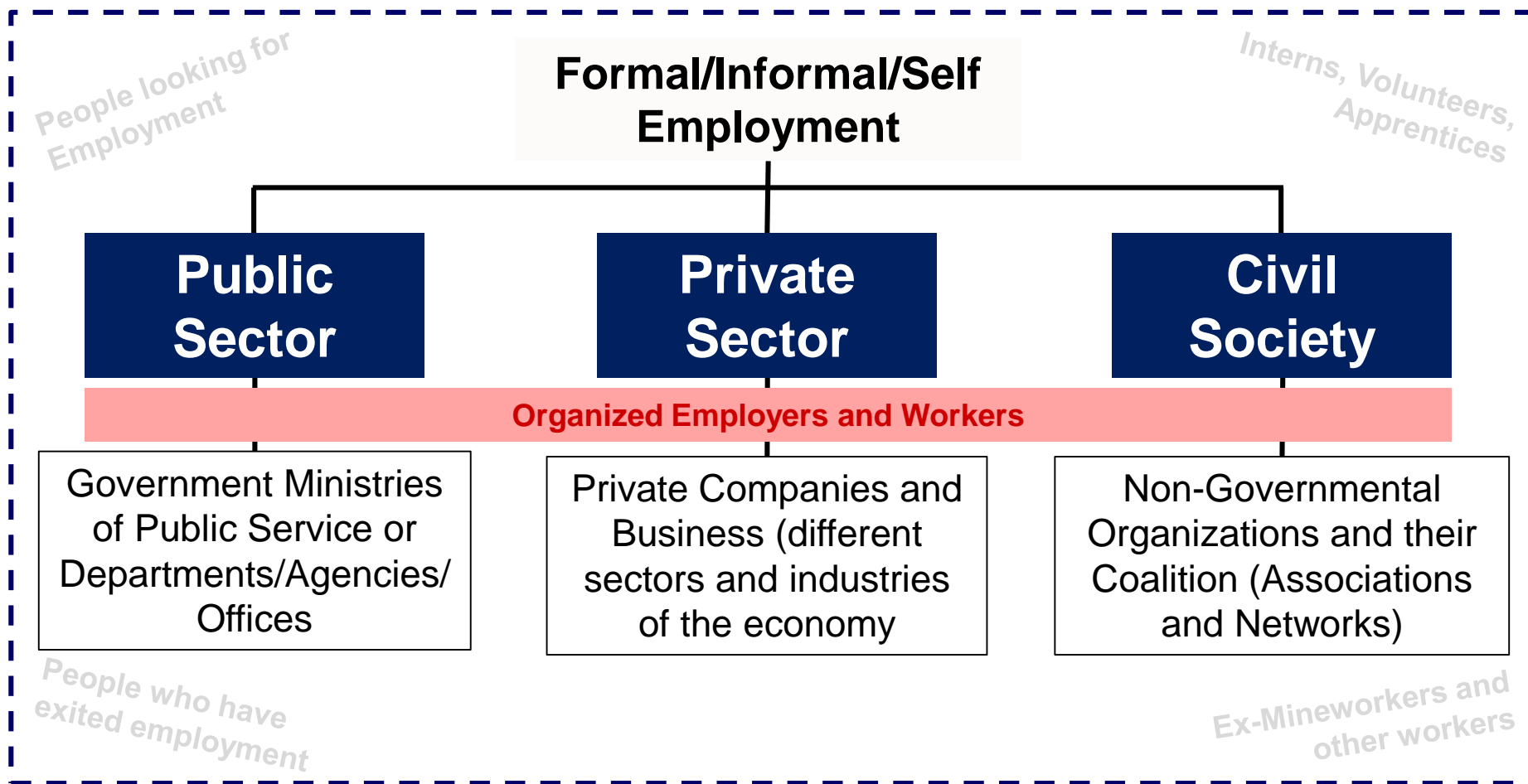


World Bank

Defining and Locating the World of Work...!



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Disease Management....



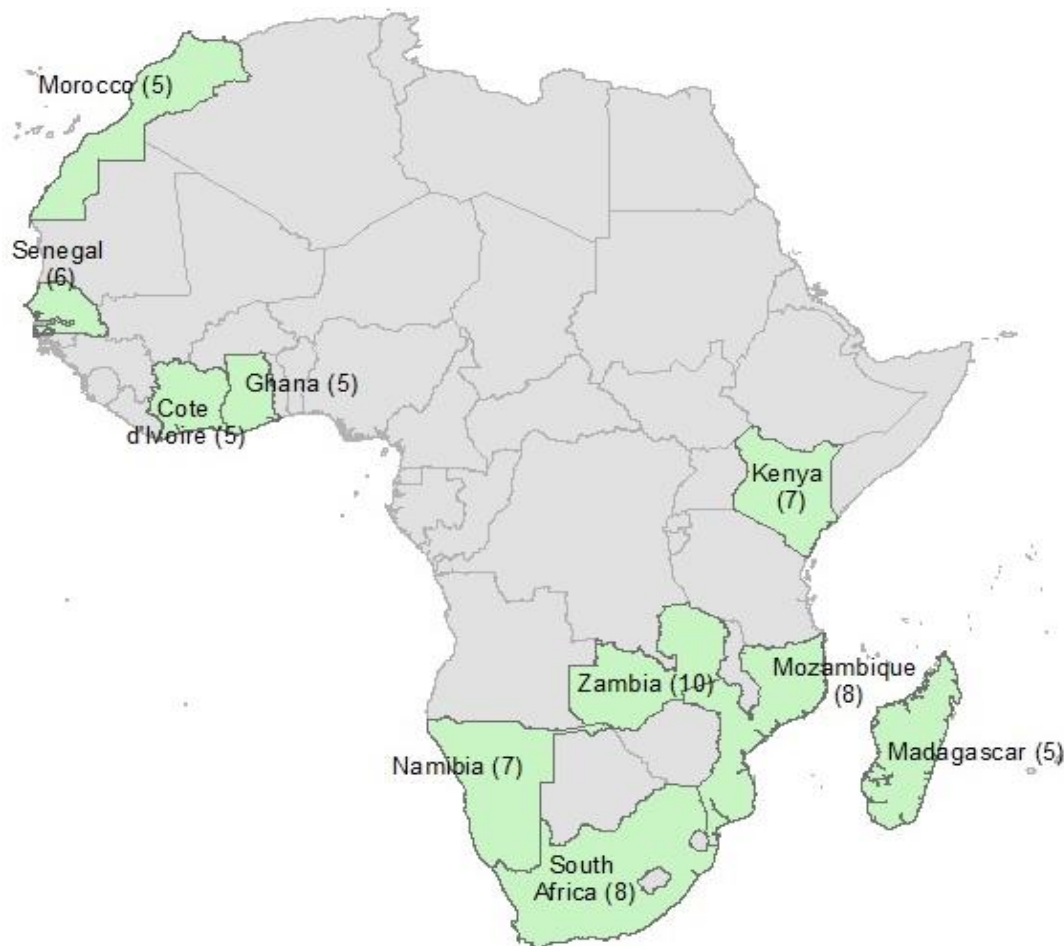
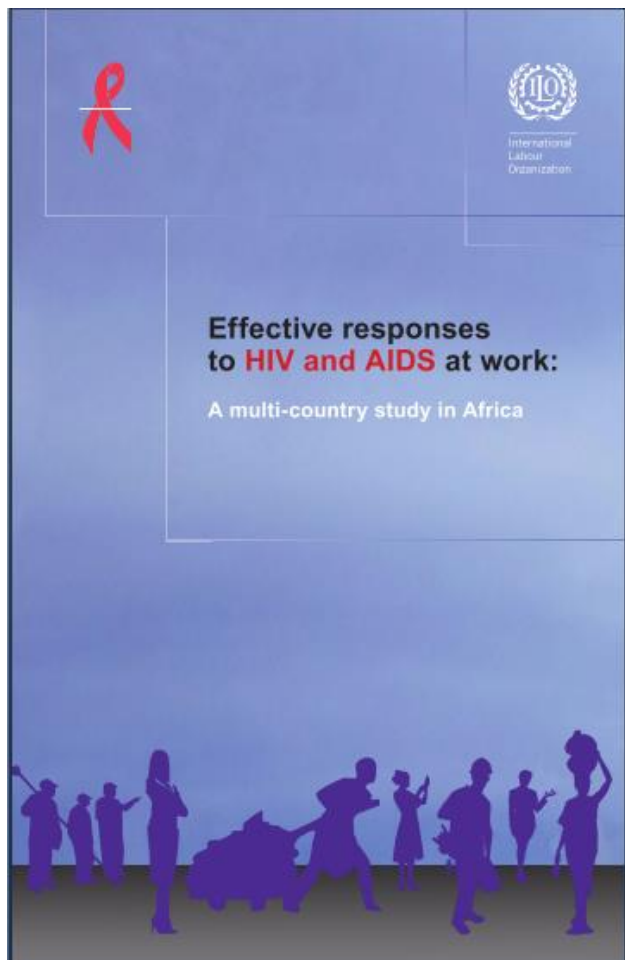
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- Workplaces began to experience the impact of both *communicable and non-communicable diseases*.
- Not sure how to address the issues - Big Business turned to National Standards Authorities (SABS)
- In 2013 - a revised version of the HIV and AIDS Standard (SANS 16001) was adopted by SABS i.e. the Wellness and Disease Management Systems (WDMS)
- Drawing lessons from the HIV and AIDS Standard, various frameworks and models linked to wellness and disease management in the workplace.

ILO Study in 10 African Countries (66 workplaces)



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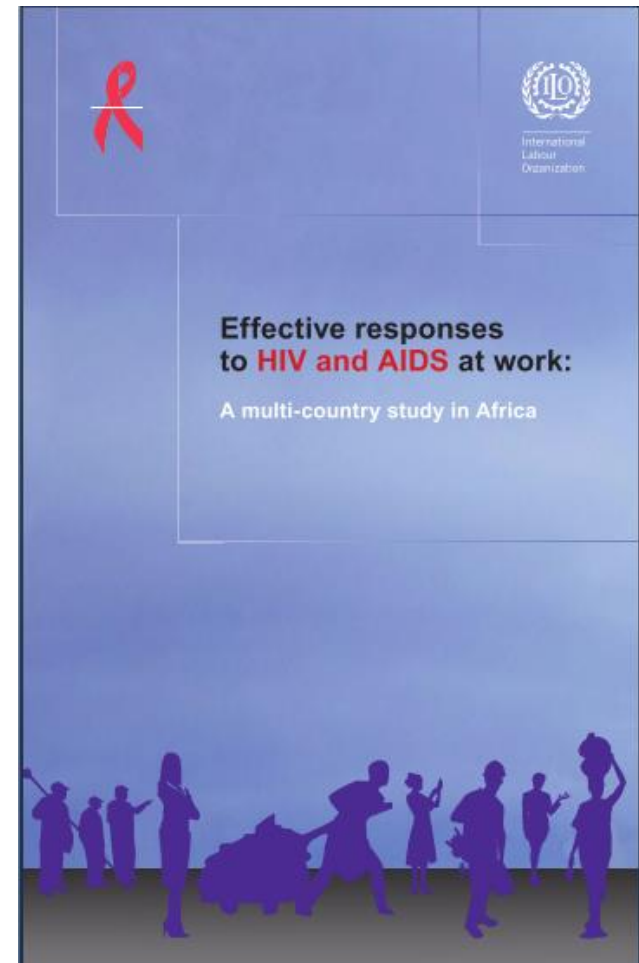
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Private Sector Responses to HIV and AIDS...!



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- Increased knowledge about HIV and AIDS in the workplace.
- **Increase uptake of HIV Counselling and Testing (VCT@Work)**
- Reduced Risky Behaviours.
- **Reduced stigma and discrimination related to HIV and AIDS.**
- Gender integrated in HIV WPP.
- Evidence of Reduced absenteeism.
- Increased uptake of Anti-Retroviral Treatment (ART)

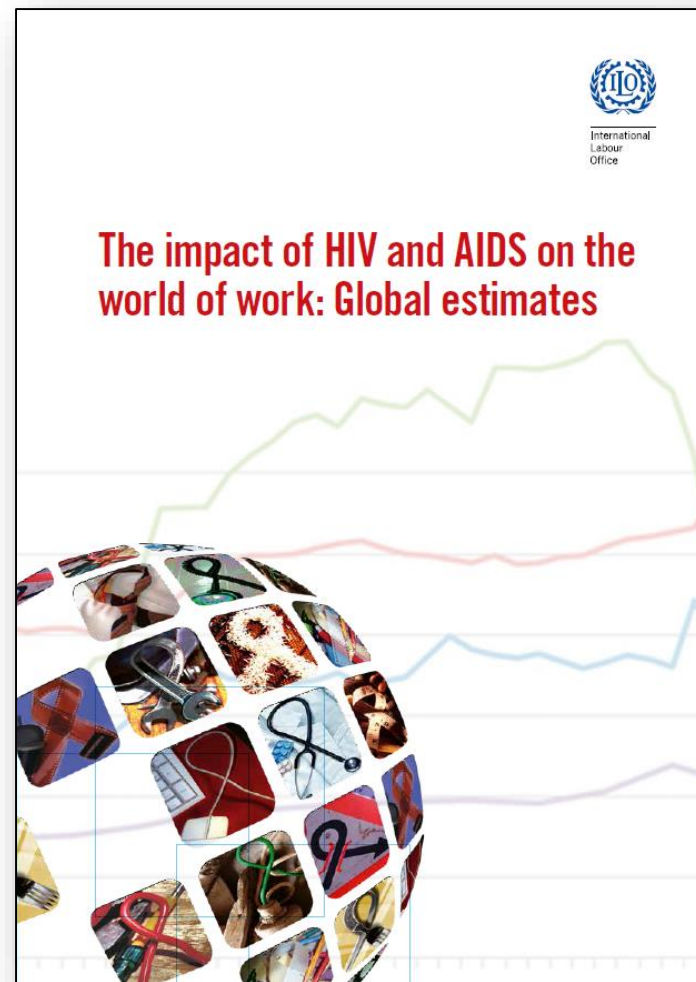


Impact of HIV and AIDS on the World of Work: Global Estimates (2018)



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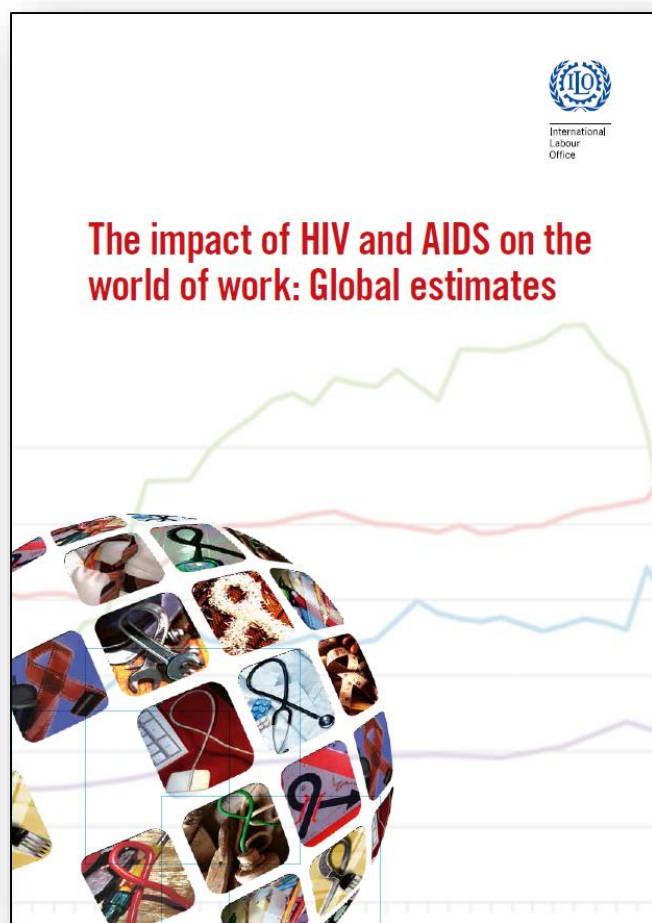
- Are issues related HIV and TB “over”? **NO**
- Millions of people are still living with HIV.
- Hundreds of thousands are dying of AIDS every year.
- There has been extraordinary progress in the new millennium.
- But future progress is not guaranteed.



Impact of HIV and AIDS on the World of Work: Global Estimates (2018)



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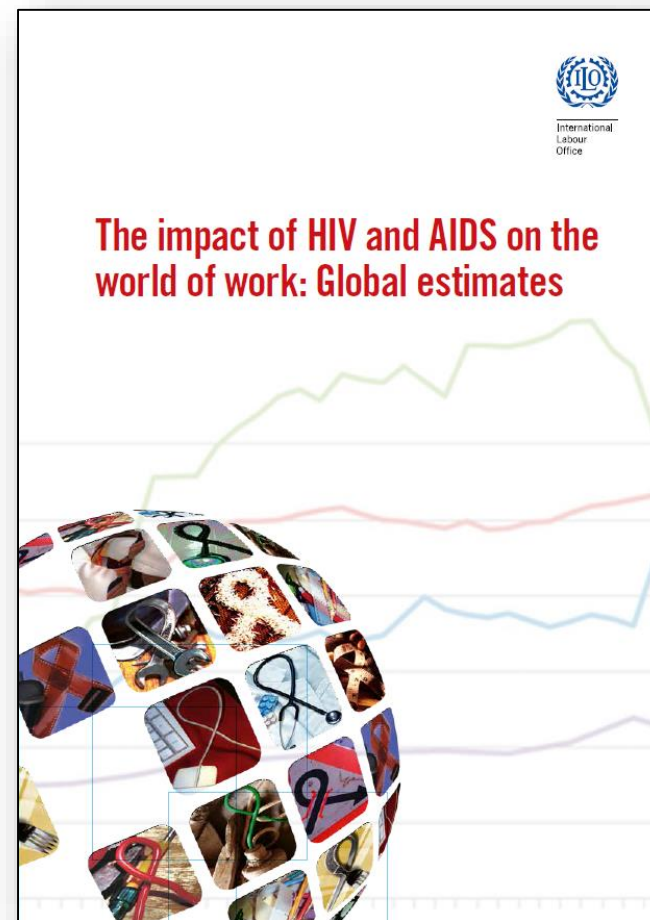
- Focuses on global labor force (estimated from ILO data)
- Provides estimates of workers living with HIV, deaths from AIDS, and health impairments resulting in full or partial inability to work.
- Estimates of economic and social impact from health outcomes on workers and their households.
- Presents snapshots of four years: 2005, 2010, 2015, 2020.
- Estimates are reported globally, by country (UNAIDS and World Bank)

Impact of HIV and AIDS on the World of Work: Global Estimates (2018)



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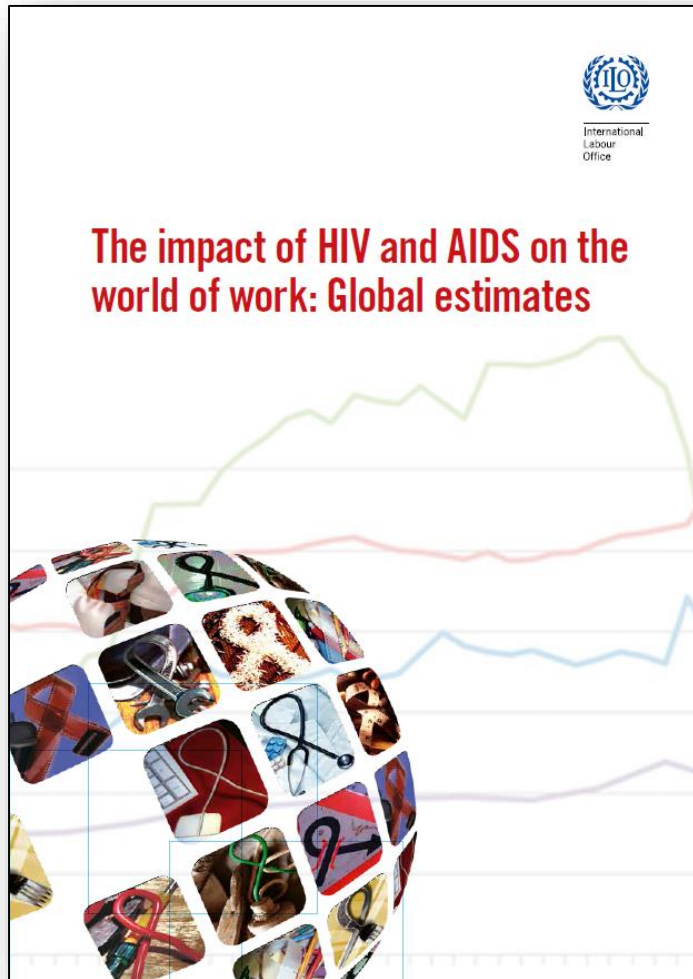
- The majority of people living with or affected by HIV are of working age
- Findings are sobering: For an example, the number of PLHIV in the labour force has continued to increase and likely to reach 29.9 million by 2020.
- The number of workers either fully or partially **unable to work** due to HIV and AIDS has fallen dramatically since 2005.



Ratification of International Labour Standards by RSA



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- Lost earnings due to death or complete inability to work
- Lost earnings due to reduced productivity
- Burden of supplying care in AIDS-affected households
- Burden of extra chore work in AIDS-affected households
- Potential education impairment in AIDS-affected households

Millions of Workers Living with HIV



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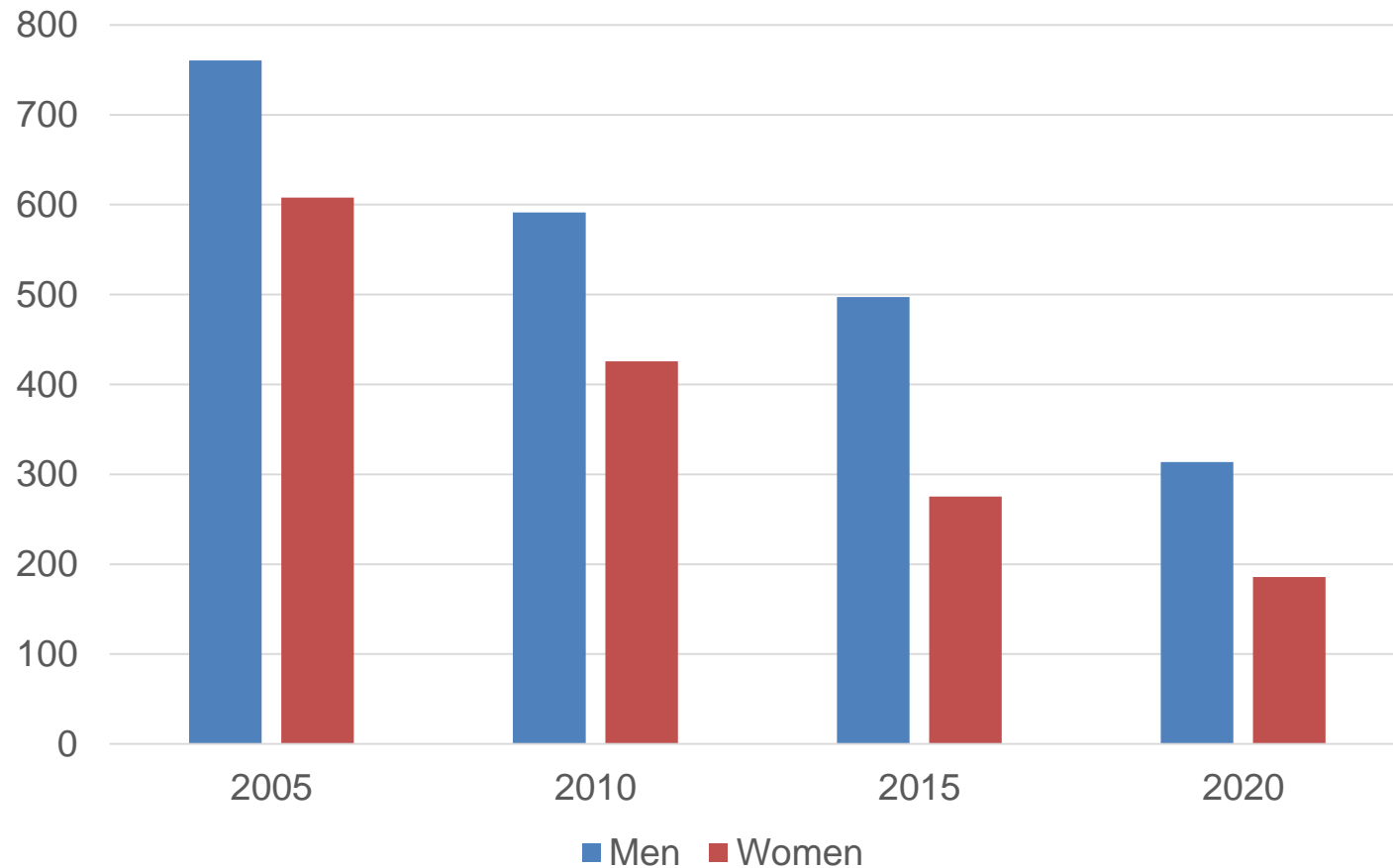


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Mortality from AIDS in Thousands



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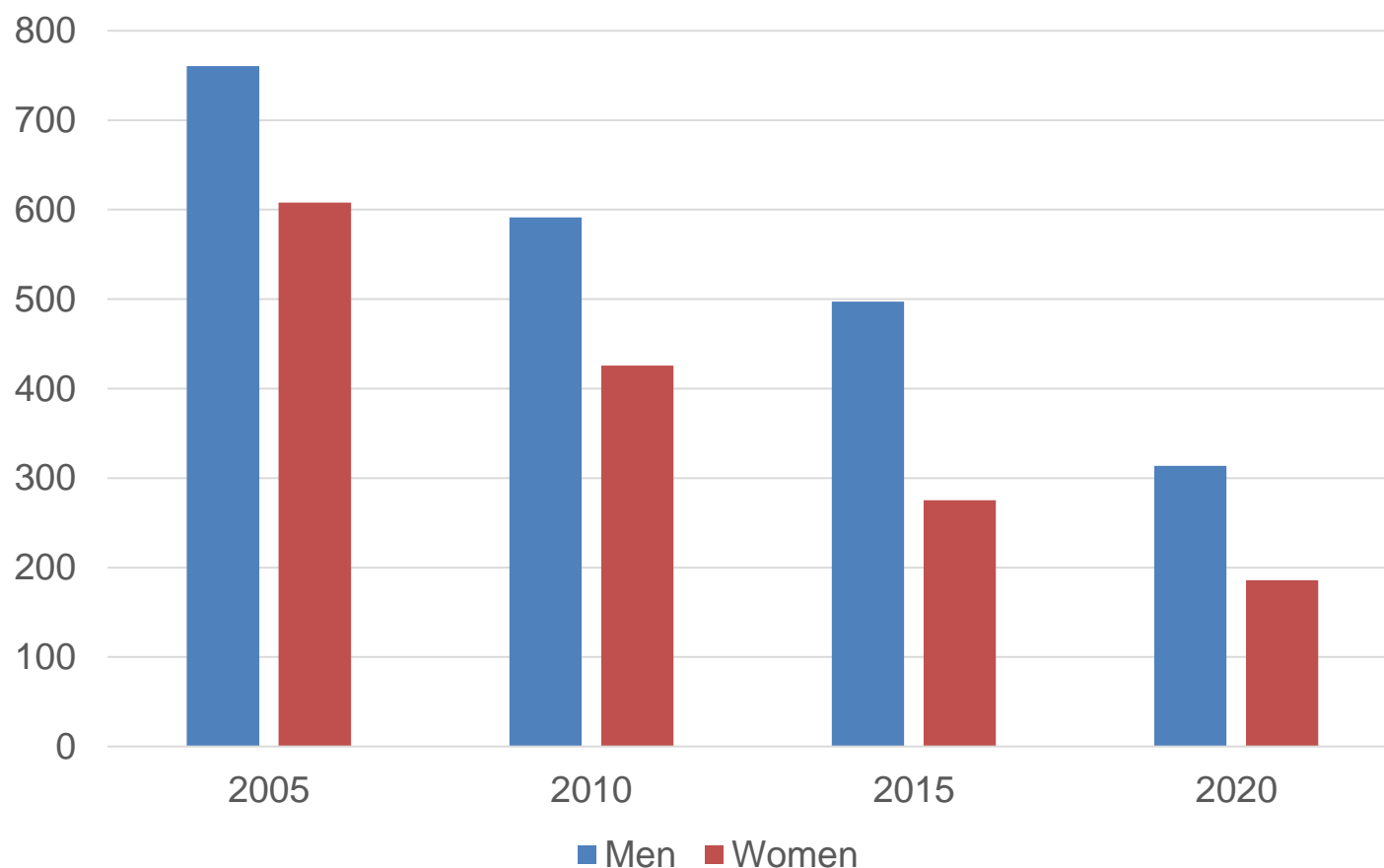


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Lost of earnings Due to Death or inability to Work Resulting from AIDS, in Billions (2010)

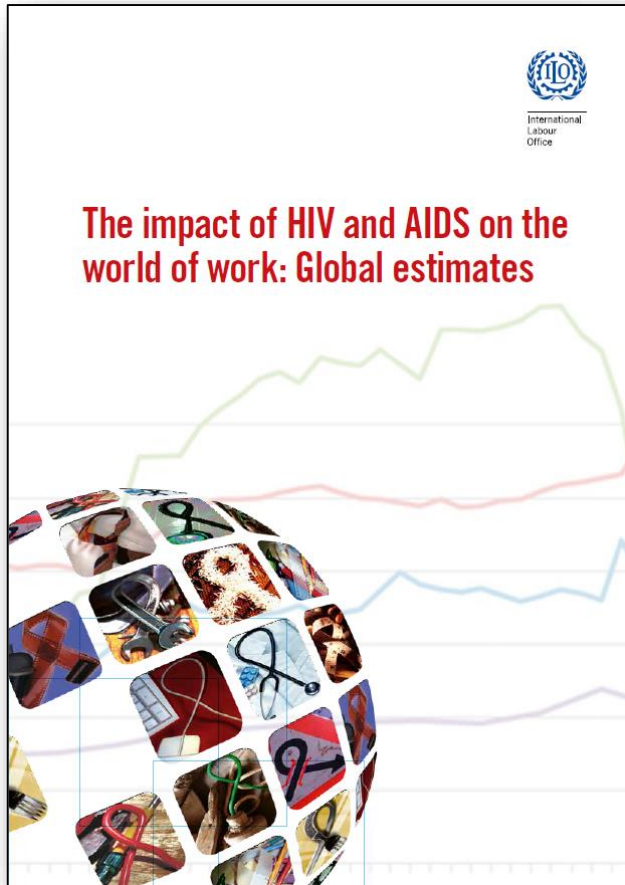


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Conclusions from the ILO Report (2018)



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- Enormous progress since 2005
- **But areas of concern:**
 - a) rising number of workers living with HIV...!
 - b) continuing Treatment Gap (ART)...!
 - c) some people do not know their HIV status
- Report documents interconnection between health, economics and development
- Resources devoted to the HIV and AIDS Response are both a humanitarian necessity and a contribution to **human-centered development.**

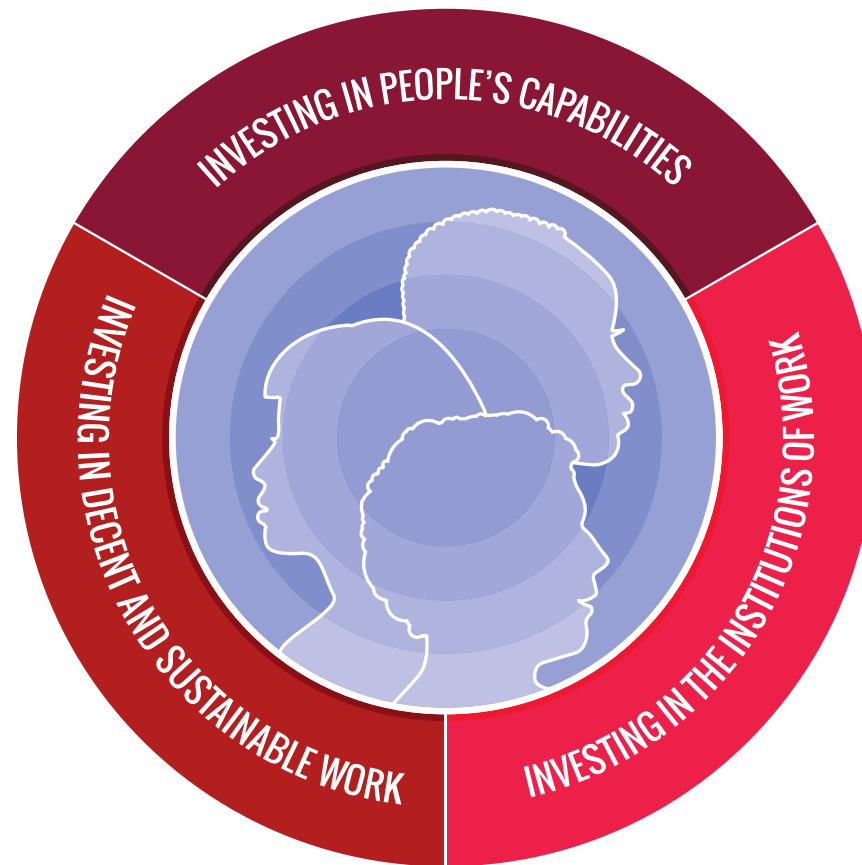


The
future
of **work**
centenary
initiative

Human-centred agenda for the future of work



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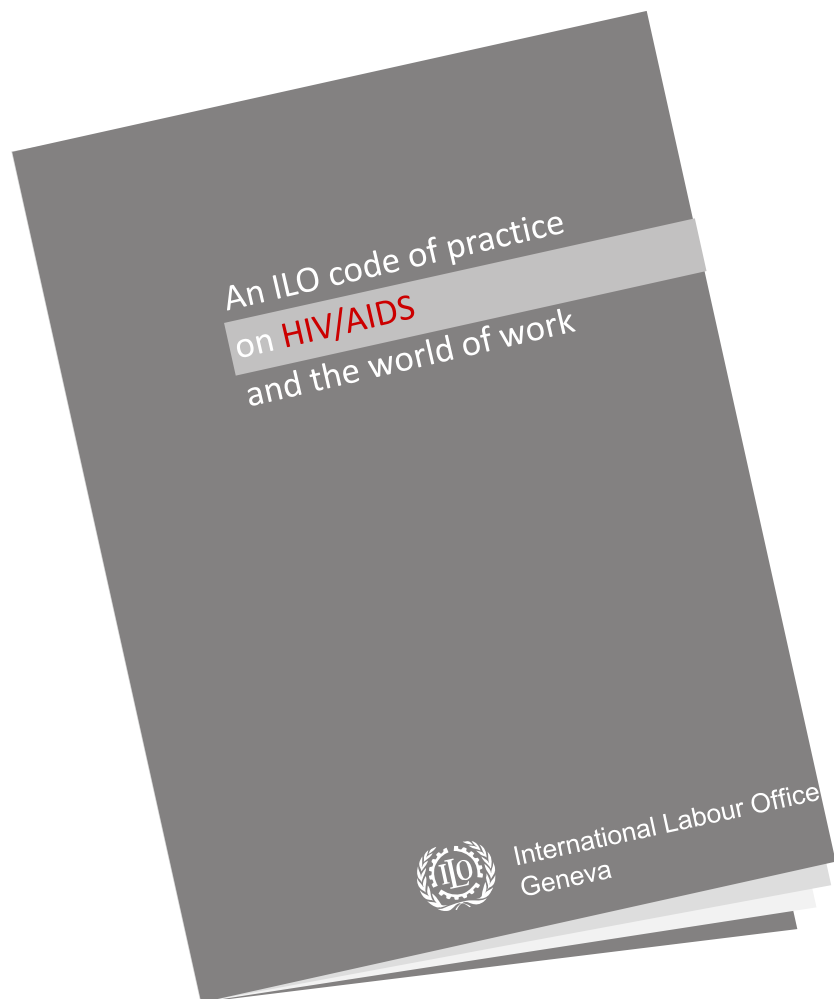
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ILO Instruments on HIV and AIDS

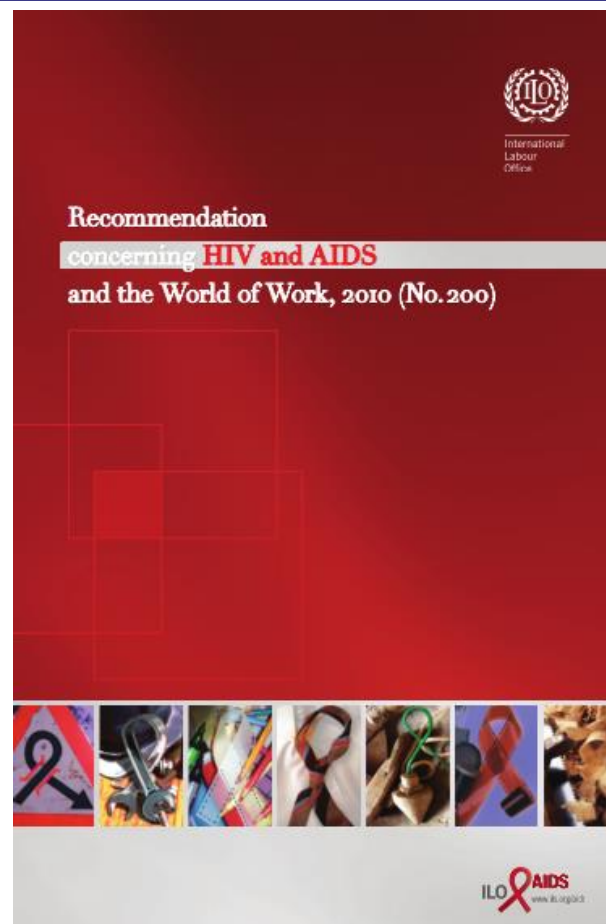


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ILO Code on HIV/AIDS (2001)



ILO Recommendation No. 200 (2010)



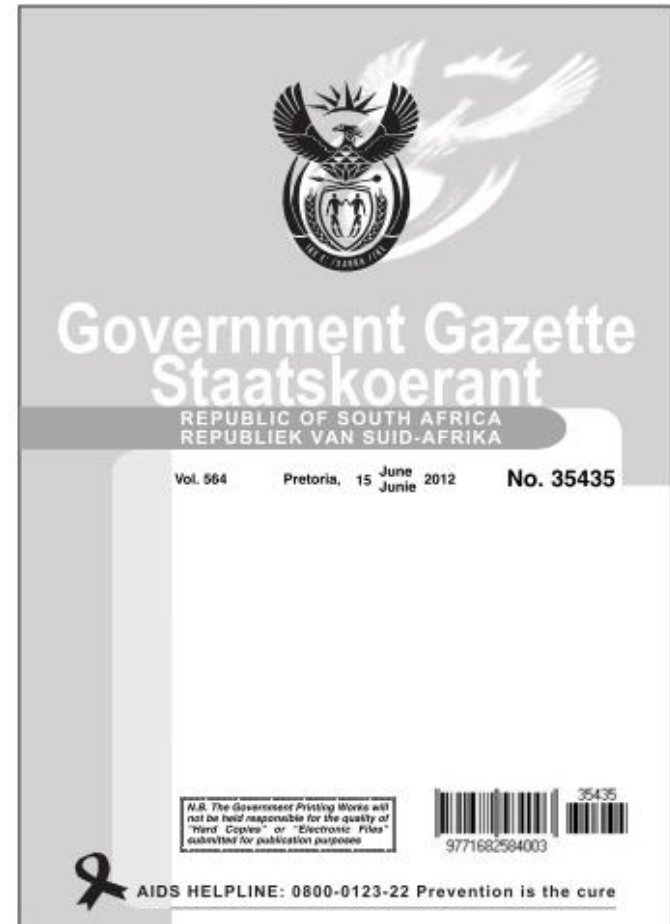
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South African Code on HIV & TB in the World of Work



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- Aligned with ILO Recommendation No.200
- Linked to the Employment Equity Act (as amended)
- **Reduce HIV-related stigma and discrimination** and promote equality of opportunity and fair treatment
- Promotion of a **Healthy and Safe working Environment**
- **Management** of HIV and TB in the World of Work



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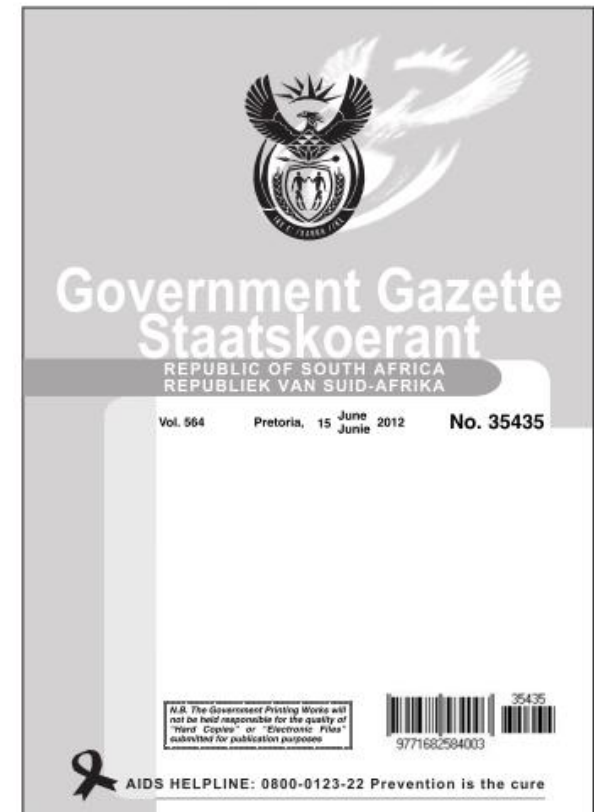
South African Code on HIV & TB in the World of Work



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10. MONITORING AND EVALUATION (M&E)

- 10.1 Employers and workers, including their organisations, should:
- design and implement a HIV and AIDS workplace M&E plan that includes strategies to address TB and STIs in the world of work;
 - identify the key elements needed to make the M&E system work;
 - select and make use of indicators that are specific, measurable, attainable, relevant and time-bound; and
 - gather and analyse qualitative and/or quantitative information and communicate it effectively.
- 10.2 Employers in collaboration with the workers must establish monitoring and evaluation mechanisms for workplace programmes in order to track implementation and strategically respond to the epidemic.
- 10.3 Data should be disaggregated in order to prioritise targeted intervention measures.
- 10.4 The monitoring mechanism strategies should take into account and support the national monitoring and evaluation efforts that relates to curbing HIV and AIDS, TB and STIs.
- 10.5 Small businesses that are not in a position to have sophisticated monitoring and evaluating mechanisms in place must adopt simple strategies to monitor and evaluate the HIV and AIDS, TB and STIs programmes in order to track implementation.



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SOLVE Methodology...



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Participant's workbook

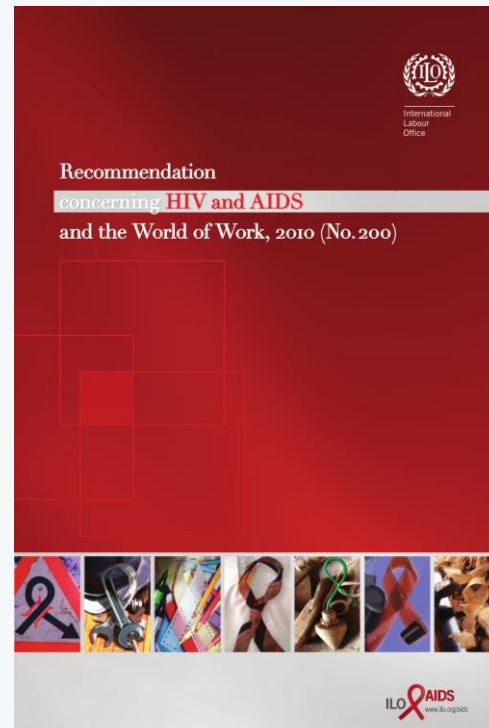
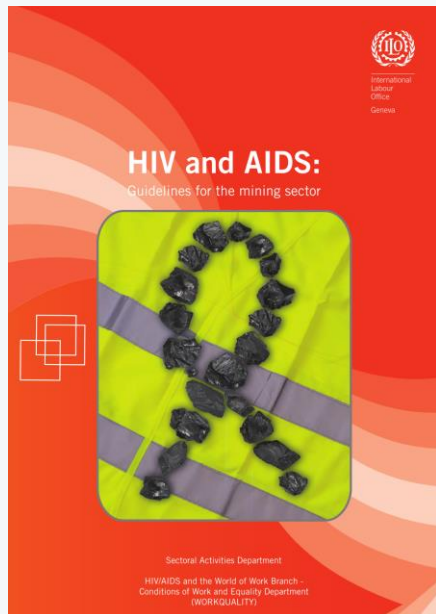
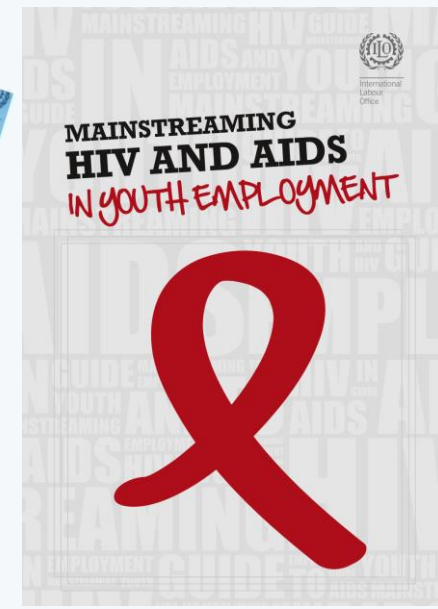
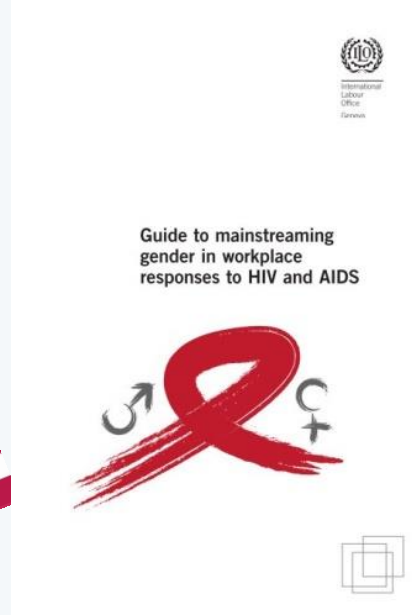
SOLVE: Integrating Health Promotion into Workplace OSH Policies



Edited by Valentina Forastieri

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HIV/AIDS+WORK

Using the ILO Code of Practice
and training manual:

Guidelines for labour judges and magistrates



These guidelines aim to contribute to a fuller understanding of ILO standards and principles relevant to HIV/AIDS.

They focus on the ILO Code of Practice on HIV/AIDS and the world of work, and provide examples of the ways in which the key principles of the Code have been applied through national legislation and jurisprudence.

ILO AIDS

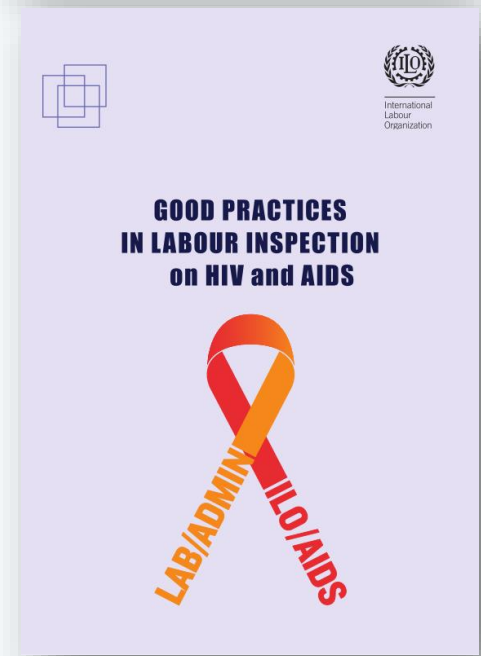
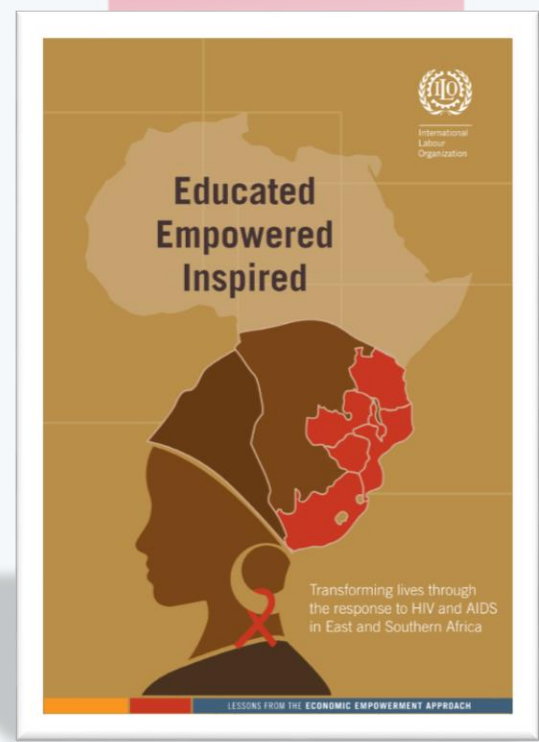
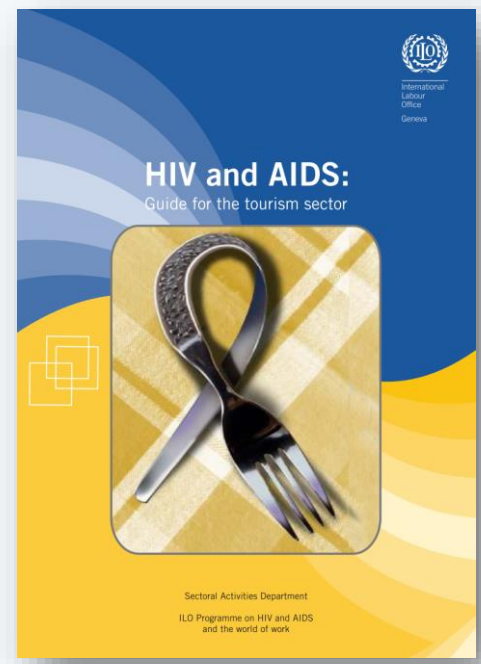
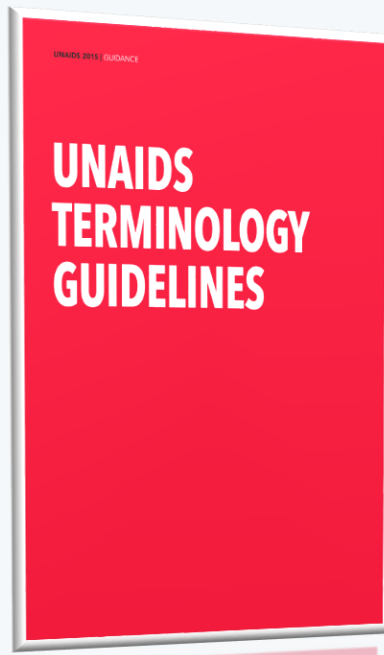
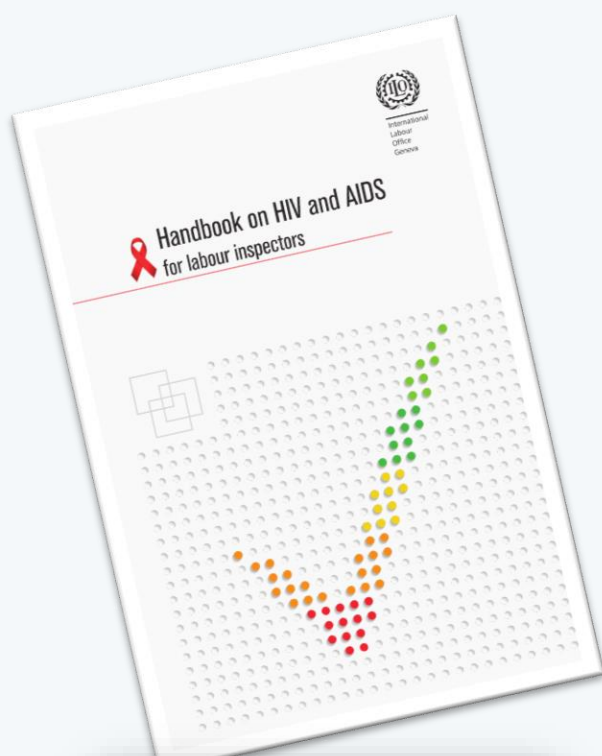
www.ilo.org/aids



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HIV and AIDS and Labour Rights: A Handbook for Judges and Legal Professionals







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GETTING
TO ZERO

IN THE
WORK
PLACE

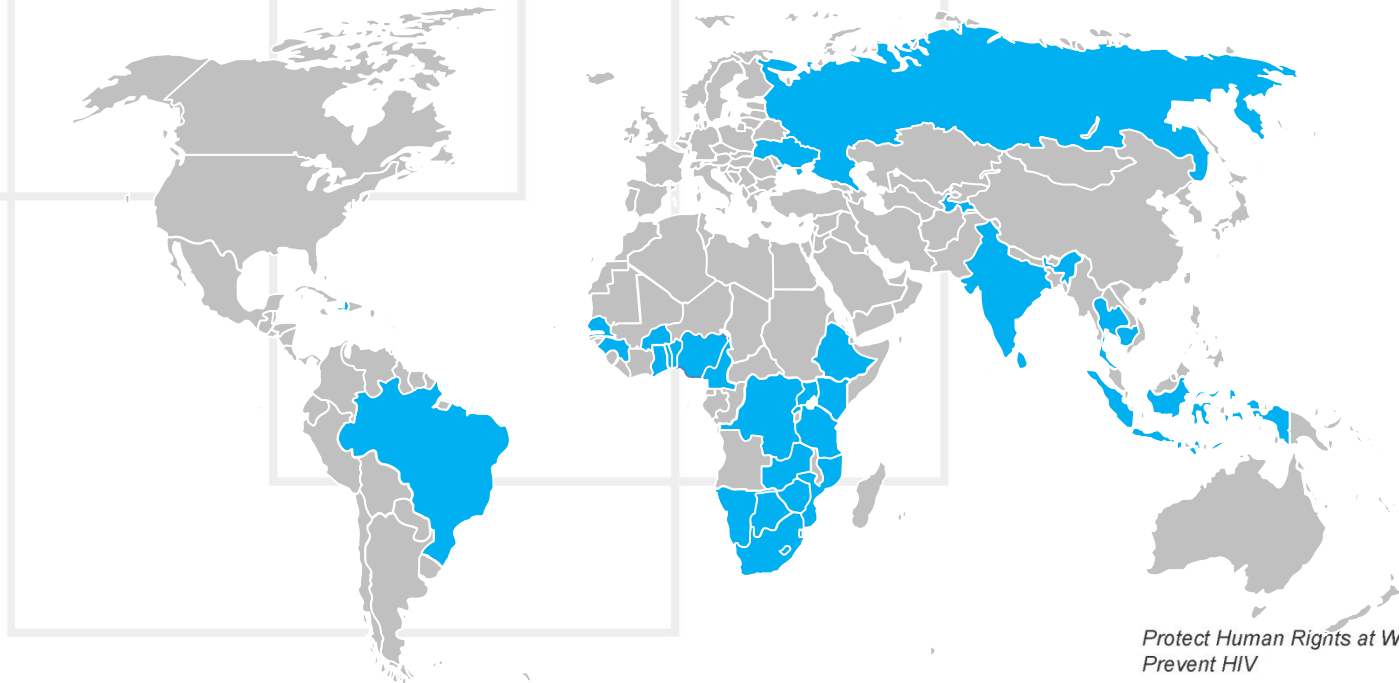
IMPLEMENT
R200

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

VCT@WORK: 2014-2018

35 countries , 22 from Africa:

Benin, Botswana, Brazil, Burkina Faso, Cambodia, Cameroun, DRC, Ethiopia, Ghana, Guinea, Haiti, India, Indonesia, Kenya, Lesotho, Mozambique, Namibia, Nigeria, Russian Federation, Rwanda, Senegal, **South Africa**, Sri-Lanka, Swaziland, Tajikistan, Togo, Thailand, Uganda, Ukraine, United Republic of Tanzania, Zambia, and Zimbabwe



Protect Human Rights at Work,
Prevent HIV



VCT@Work Initiative



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Close to **5 million** workers reached... **3 million** tested...
...over **85,000** HIV positive workers referred to
treatment.

Results Summary (June 2013 – December 2015)

TOTAL NUMBER OF WORKERS REACHED:

4,819,240

Gender Breakdown (June 2013 – December 2015)

WORKERS REACHED:	Gender breakdown (%)		
	Male	Female	Other genders
	60.4	39.0	0.7

WORKERS TESTED	59.8	39.4	0.9
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Source - ILO Report: July 2016

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ILO initiated events (VCT@Work)



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- Planning of scheduled events with national partners in selected sectors/industries
 - a) Automotive
 - b) Retail and Wholesale (**Young People**)
 - c) Farming/Agriculture
 - d) Health
- Taking services to the people:
 - a) Shopping Malls
 - b) Car Dealership
 - c) Other workplaces, i.e. Farms



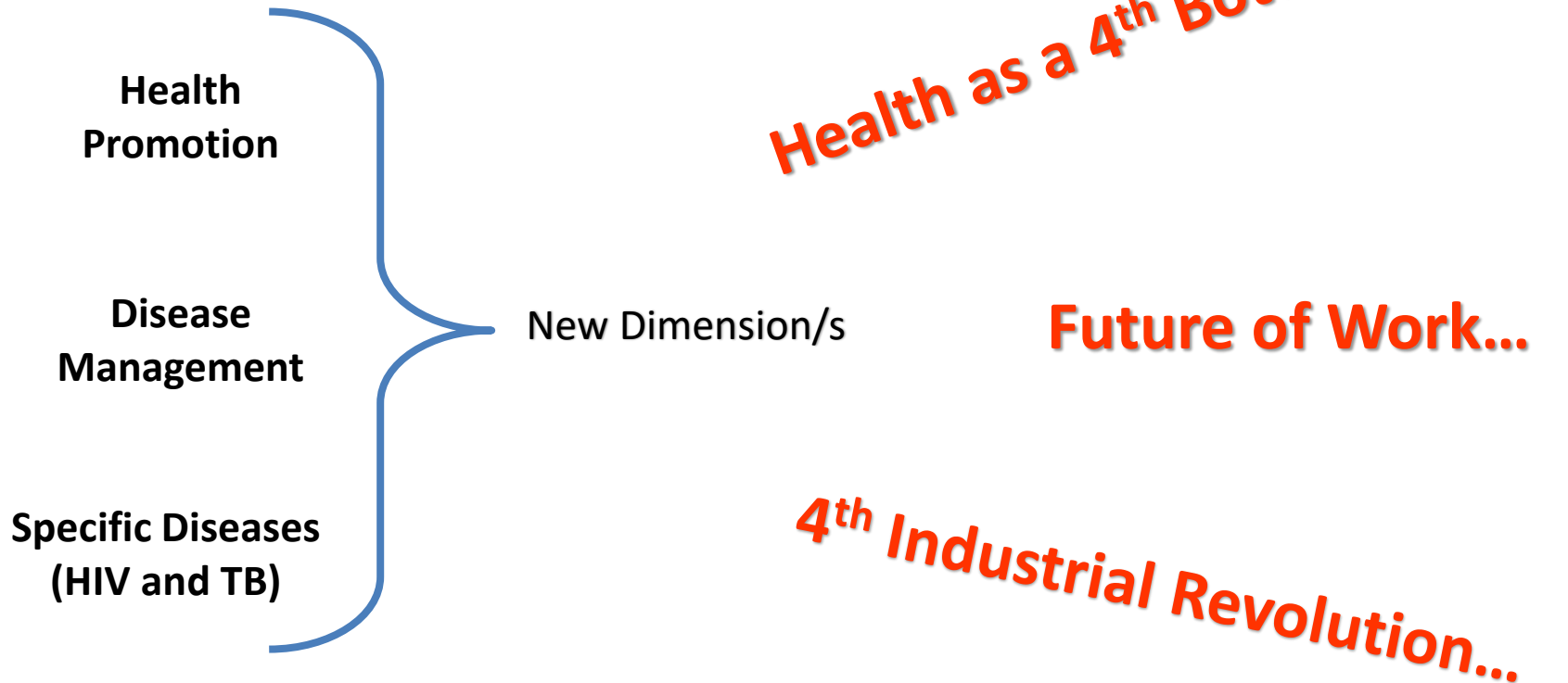
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New Dimension/s...



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- Wellness and Disease Management, incl. HIV and TB



What are the implications for ...



Individual

- Knowing HIV Status
- HIV/TB Co-infection
- Reduce Stigma
- Treatment, Care and Support



Workplaces

- Sectors/Industries
- Target Key Populations
- Strategic and targeted Responses
- Sustained productivity



World of Work

- Mobilize the Actors
- Trade-offs (P/Sector)
- Return on Investment
- Sustainable W/place Interventions

Mainstreaming HIV and AIDS into the World of Work...!



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Mainstreaming vs. Integration)

Integration



Mainstreaming





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Thank You!