

UNAIDS 2023

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# International Labour Organization (ILO)

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**2022 Organizational report**



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## HIV in ILO's mandate

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 for achieving SDG 8 (“promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”). Promoting the health and safety of workers is thus an integral aspect of the ILO's mandate. The ILO's focus on HIV forms part its work to enable the health and well-being of workers.

The ILO is a member of the Joint UN Team on AIDS in 35 of the 91 countries where the Joint Programme operates

### Key ILO strategy on HIV

The 2019 ILO strategy, [ILO's response to HIV and AIDS: accelerating progress for 2030](#), embraces the twin-track approach of HIV-focussed efforts and integration of HIV in the broader development mandate. The strategy promotes HIV integration across areas such as social protection, labour standards, labour migration, gender equality, occupational safety and health, diversity and inclusion initiatives and ILO training courses, among others. The ILO's [HIV and AIDS recommendation, 2010 \(No 200\)](#) calls for HIV integration across national development policies and programmes, including those related to labour, education, social protection, poverty reduction strategies, income-generation strategies, social security systems, private insurance and other schemes, occupational safety and health structures and programmes, child labour and child trafficking and labour administration authorities.

## Top results in 2022

### Human rights and gender equality

**Progress accelerated towards the creation of enabling legal environments.** Following the adoption in 2019 of the first international treaty recognizing the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment—[ILO Convention on elimination of violence and harassment, 2019 \(No. 190\)](#)—the ILO supported governments to ratify the convention and enact laws and policy measures to prevent and address violence and harassment in the world of work.<sup>1</sup>

**Global campaign undertaken to strengthen national laws.** The [ILO global campaign for ratification of the violence and harassment convention](#) was launched to promote the ratification of the convention and to enhance awareness about the need for ratification among Member States.

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<sup>1</sup> To date, 23 countries have either ratified the Convention or have taken significant steps to ratify it and these include some HIV high burden countries. The countries are: Albania, Antigua and Barbuda, Argentina, Bahamas, Barbados, Canada, Central African Republic, Ecuador, El Salvador, Fiji, Greece, Ireland, Italy, Mauritius, Mexico, Namibia, Nigeria, Panama, Peru, San Marino, Somalia, South Africa, Spain, United Kingdom of Great Britain and Northern Ireland and Uruguay.

**Normative guidance promoted to control risks and minimize the negative impacts of violence and harassment in the workplace.** The ILO published a guideline, [Violence and harassment at work: a practical guide for employers](#), which has been implemented in over 20 countries.

**Knowledge generation to inform effective action in the world of work.** The ILO-Lloyd's Register Foundation-Gallup survey, titled [Experiences of violence and harassment at work: a global first survey](#), was published in 2022. It showed that violence and harassment at work was widespread across the world, with more than one in five (23% or 743 million) persons in employment having experienced at least one form of violence and harassment at work. Psychological violence and harassment were the most common forms of violence and harassment, with nearly one in five (18% or 583 million) people in employment experiencing it in their working lives.

**Normative guidance for LGBTI+ rights provided.** To promote a more conducive and enabling environment for LGBTI+ persons in the workplace, the ILO developed the "[Inclusion of LGBTI+ persons in the world of work](#)" learning guide. Jointly launched by the ILO and Spain, the self-learning tool describes the many challenges which LGBTI+ persons face in the labour market and includes an overview of the evolving protections available to LGBTI+ persons, including people living with HIV. It also sets out practical measures and actions to remove barriers faced by LGBTI+ persons in the workplace. The guide has been disseminated in over 20 countries, mainly in Africa and Asia.

#### Scaling up HIV testing

**Knowledge of HIV status increased.** Building on the "STAR Phase 3 HIV self-testing" partnership between PSI, Jhpiego, UNITAID, WHO and the ILO, the ILO focused in 2022 on reaching underserved men in economic sectors where workers face an elevated risk of acquiring HIV. The ILO, the UNAIDS Secretariat and partners provided tailored advisory support to 20 countries to implement HIV testing initiatives, which reached over 126 000 workers with HIV testing services, including 1,014 who tested HIV-positive and were referred to treatment services. The ILO's [VCT@WORK initiative](#) identifies people living with HIV and links them immediately to care services. In the 20 countries in which HIV testing was undertaken, the average positivity rate was 0.8% (ranging from a high of 3.4% and 2.5% in Mozambique and Zimbabwe, respectively, to 0.1% and 0.3% in Côte D'Ivoire and Kenya).

**Capacity built for strategic HIV testing initiatives.** The ILO and WHO jointly developed a policy brief on HIV testing, titled [HIV self-testing at workplaces: approaches to implementation and sustainable financing](#), which it disseminated through world of work structures in 20 countries. For capacity building, knowledge transfer and continuous learning on HIV testing, the ILO and the International Training Center in Turin developed an [online training course on HIV testing at the workplace](#), which is aimed at world-of-work actors, including the private sector, business coalitions, trade unions, representatives from national HIV programmes, civil society organizations, developmental partners and other constituencies interested in enhancing their knowledge on HIV testing in the workplace.

#### Expanding social protection coverage

**Social protection gaps documented and addressed.** The [World social protection report 2020–2022](#) showed that COVID-19 was deepening inequalities and gaps in social protection coverage, comprehensiveness and adequacy in almost all countries. It found that only 47%

of the global population was effectively covered by at least one social protection benefit. The ILO portfolio of social health protection activities substantially expanded to respond to the array of requests which emerged following the COVID-19 pandemic, including capacity building, policy and legal advisory services, as well as economic and actuarial analyses in 25 countries in Africa, Asia and Latin America.

**Knowledge generation tools developed.** The ILO, in collaboration with the French National Social Security School and SDG Academy, launched an open, online course on [making universal social protection a reality](#). The course enables learners to understand key social protection concepts as well as the strengths and weaknesses of different approaches, policy options and strategies for social protection in the context of decent work and socioeconomic development. To deepen understanding of social protection coverage for people living with HIV and TB, the ILO launched the publication, [Making social protection a reality for people living with, at risk of and affected by HIV or TB](#). It shows that the integration of social protection programmes, schemes and benefits can reduce stigma and discrimination, and it emphasizes that practices adopted by social protection institutions to respond to HIV and TB should be more systematically documented. It also notes the importance of social protection institutions partnering with organizations that provide prevention and referral services to key and vulnerable populations and identifies opportunities to enhance the shock responsiveness of social protection systems.

**Normative guidance on social protection generated.** The "[ILO-UNDP checklist on social protection for key populations](#)", launched at the 2022 International AIDS Conference, helped countries promote the inclusion of people living with HIV and key populations in social protection policies and programmes. Informed by a global dialogue on social protection for people living with HIV and key populations organized by the ILO and UNDP in 2021, with 52 countries, the checklist consists of a set of questions to improve the planning and evaluation of inclusive and gender-responsive social protection programmes.

**Evidence base for action on HIV-sensitive social protection strengthened.** A partnership between WFP, the UNAIDS Secretariat, UNICEF and the ILO completed a study to extend HIV-sensitive social protection in 12 countries in west and central Africa. It highlighted the need to strengthen coordination of efforts to promote social protection and end AIDS, the importance of including key populations in social protection programmes, and the value of raising awareness of social protection programmes among key populations. The study stressed the need to build the institutional capacities of social protection policy-makers on HIV and of civil society organizations, including key populations working on HIV on social protection, and to reduce stigma and discrimination.

#### Innovative country practices

##### **Innovative country practices identified and promoted.**

- **China.** Digital upskilling for the Women's Network Against AIDS was linked to a two-year strategy to enhance income generation for impoverished people living with HIV.
- **Indonesia.** A new online self-learning system was combined with coaching sessions for 100 companies on HIV prevention.
- **Kenya.** The ILO and Federation of Kenya Employers, the HIV tribunal and other partners worked jointly to build capacities of human resource managers on HIV-related stigma and discrimination in the workplace and in HIV tribunal activities.

- **South Africa.** The South African National AIDS Council-Private Sector forum and strategy was launched; it leveraged US\$ 600 000 to scale up HIV programmes and policies.

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