



UNAIDS Summary Report (2018 - 2019)

GENDER, EQUALITY AND DIVERSITY AND ILOAIDS BRANCH

ILO



UBRAF 1.1: Innovative and targeted HIV testing and counselling programmes introduced

Collective Achievements

Outcome: The VCT@WORK Initiative has tested over 6.8 million workers and their families:

As the 2020 HIV milestones approach, the ILO, UNAIDS and partners have intensified the promotion of HIV testing to improve case finding among people aged between 15 – 65, especially men, living with or affected by HIV and linking those found to be positive to life transforming antiretroviral therapy. To improve the HIV testing efficiency, multi-disease and HIV Self-Testing were promoted for workers in economic sectors such as mining, transport, construction, health and tourism, as well as for migrant workers, where they are at an elevated risk due to a combination of working and living conditions. Through partnerships with National AIDS Authorities, Ministries of Labour, Employers' Organizations, Workers' Organizations, Civil Society Organizations (CSOs) and UN agencies such as the UNAIDS Secretariat, WHO, UNICEF, UNDP, IOM and UNESCO, 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. The uniqueness of VCT@WORK lies in its peer-to-peer focus, the buy in of employers, workers and their organizations, and thus the ability to “normalize” testing through the work place. This has also meant that more men are being reached, and as a result, it contributes meaningfully to closing the testing and treatment gaps among men.

Outcome: HIV Testing Communications Campaign Launched

To provide communication support for the VCT@WORK Initiative, the ILO developed and implemented a global communications campaign on **“the benefits of early HIV testing and the protection of the rights of workers”**. The integrated communications campaign included a variety of messages from world of work leaders and are adapted to the national context. In India for example, the Ministry of Labour and Employment and the National AIDS Control Organization (NACO) with ILO support, developed a campaign dubbed **“The Earlier The Better”** involving PLHIV sharing testimonies on the benefits of early testing. Disseminating messages from the leadership of the world of work in many countries facilitated the creation of a conducive environment which increased the uptake of HIV testing.

Outcomes: Three HIV Testing Operational guidelines and policy briefs.

To facilitate an effective operationalization of the VCT@WORK Initiative, the ILO, WHO, GNP+ and partners developed a range of operational guidelines and policy briefs (listed below).

Operational Guidelines on HIV Testing: Led by the ILO and GNP+ and coordinated by the Inter Agency Task Team on HIV and AIDS Workplace Policy/Programmes and Private Sector Engagement, the operational guidelines titled **“Respecting Human Rights in the Implementation of the VCT Initiative: Operational guidelines”** was developed with a focus on the key principles: consent, confidentiality, counselling, connection to care, gender equality and women's empowerment, meaningful engagement of PLHIV and inclusion of key populations. The guidelines were extensively distributed.

ILO/WHO Policy brief on HIV self-testing in the workplace: The **ILO/WHO Policy Brief on HIV Self-Testing** was launched in 2018 and provides guidance on systematically rolling out HIV self-testing while ensuring confidentiality, integration, human rights, referral/follow-up, monitoring and sustainability. In 2019, the ILO and WHO rolled out HIV self-testing in workplaces in Kenya, South Africa, Zimbabwe and Zambia. In Kenya for example, collaboration between the ILO, UNAIDS, the Federation of Kenya Employers (FKE) and Population Services Kenya led to the provision of 486 HIV

Self Testing Kits to workers. Overall, 6000 kits were distributed to workers (4578 men and 1812 women) with great acceptance by men. ILO is using HIV Self Testing to reach workers who have never tested before.

ILO Guidelines on multi-disease testing: To guide member States in the implementation of the VCT@WORK Initiative, the ILO, in 2019, developed the ***Health and Wellness at Work: Guidelines for implementing multi-disease testing under VCT@WORK*** tool which highlights advocates for situating HIV testing with other screening processes for TB, malaria, blood pressure, diabetes, body mass index and other health conditions, a strategy which destigmatises focussed HIV testing. It increases the appeal of HIV testing to workers while enhancing the health seeking behaviour of men.

Individual Achievements

Outcome: HIV testing prioritised in Joint Teams in Fast Track Countries

The ILO continues to advocate for the intensification of HIV testing to close the testing gap for men and reach the *90-90-90* targets by end of 2020. In this regard, approximately 70% of the countries in which the ILO received resources through the Joint United Nations Team on AIDS country envelopes, received resources to promote HIV testing. Cameroon, Cote d'Ivoire, India, Indonesia, Liberia, Nigeria, Kenya, Uganda, Tanzania and Haiti are examples of countries in which the ILO has prioritised HIV testing with country envelope resources.

Outcome: VCT@WORK used to enrol approx. one million workers into Social Protection initiatives

Building synergies between the VCT@WORK initiative and ongoing Social Protection initiatives is a priority of the ILO. During the 2018 – 19 biennium, support was provided to over 90 countries in the area of Social Protection and 25 countries in the area of HIV Testing. The VCT@WORK initiative was used to enrol 951,112 informal economy workers into Social Protection initiatives. Social Protection literacy was thus improved through the VCT@WORK Initiative. In Nigeria for example, Social Protection concerns were integrated into all State level VCT programmes, and workers in the informal economy were able to enrol in Social Protection initiatives. This approach was informed by the fact that 89% of workers in the informal economy who undertook HIV testing in Nigeria, had no social protection cover.

Outcome: Working conditions improved in over 100 hospitals to facilitate uptake of services

The ILO, WHO and partners, using the WHO/ILO HEALTHWISE Toolkit provided specialised training to healthcare workers in a number of countries in Southern Africa and Asia with a focus on improving working conditions for health workers and preventing the spread of infectious diseases, particularly HIV and TB in healthcare settings. The Toolkit includes a module on reducing stigma and discrimination in healthcare settings, was used in China, Lesotho, Mozambique and South Africa to build capacity and establish mechanisms to reduce the levels of stigma and discrimination in healthcare settings. It was observed that reducing stigma and discrimination facilitates an uptake of HIV testing.

Outcome: HIV testing integrated into three global ILO Training Courses

To ensure sustainability of HIV testing and facilitate its institutionalization in country structures and programmes, the ILO mainstreamed HIV into three courses at the ILO's International Training Centre (ITC): Decent Work and the 2030 Agenda for Sustainable Development; the International Academy on the transition to the formal economy; and the training of judges and lawyers on International Labour Standards Academy. During the biennium, approximately 400 senior officers from 40 countries received training on HIV testing.

Country outcomes:

Some country examples of ILO support are provided below.

Outcome: 265,785 Tanzanians, including workers test for HIV: the ILO, UNAIDS, the Government, Association of Tanzania Employers (ATE), Trade Union Congress of Tanzania and Civil Society Organizations (CSOs) launched a National Male Involvement HIV Testing awareness Campaign in June 2018 and provided HIV testing services to 265,785 (127,886 men and 137,899 women) in different sectors. The ILO focussed on HIV testing in the informal economy. By end of 2019, 1.4 million Tanzanians, many of whom were workers, had taken the HIV test.

Outcome: approximately 40,000 young workers test for HIV in Mozambique in 2019: In Mozambique, the ILO in partnerships with WHO, IOM and UNAIDS promoted multi-disease testing campaigns in several locations across border posts and transport corridors in Maputo, Gaza, Sofala and Tete provinces, targeting young workers in informal settings. In 2019, 39,854 workers (21,691 women and 18,163 men) were reached and offered screening for HIV, glucose, blood pressure, TB and malaria.

Outcome: 218,000 workers in Nigeria test for HIV: Multiple partnerships comprising the ILO, UNAIDS, the Federal Ministry of Labour, Nigeria Labour Congress, National Employers Consultative Association, Network of PLHIVs, National and State AIDS Control Agency reached 218,000 workers in Lagos, Rivers, Cross Rivers, Abia, Taraba, Akwa Ibom, Ondo and FCT with HIV testing services.

Outcome: Analysed National Testing Data in India: the ILO provided technical support to the National AIDS Control Organization (NACO) in analysing nation-wide counselling and testing data for workers from 2015 to date. The results indicated that the sero-reactivity of 1.4% among workers is about four times higher than the HIV prevalence in the general population (0.26%). In the six States in which the ILO is providing specific HIV testing support, a total of 1,200,919 workers were tested and 17,322 were found positive and linked to ART services after post-test counselling.

Outcome: Minister of Labour and Social Protection promotes HIV testing in Russia: through ILO support, the Ministry of Labour and Social Protection integrated HIV testing into its training seminars, developed a partnership with multinational companies such as IKEA and 40 large national enterprises and developed a page to promote VCT@WORK on its website which can be accessed at <http://eisot.rosmintrud.ru/obuchayushchij-modul-dlya-rabotnikov-i-rabotodatelej-profilaktika-i-lechenie-vich-infektsii>

Outcome: 62,000 workers tested in the River States Prisons: the ILO, UNAIDS, UNODC, Nigeria Prison Service, NACO, faith-based organizations, and other partners undertook a HIV testing initiative in the River State Prisons, a Federal State Prison with HIV prevalence of 10%. 62,000 (27,000 men and 35,000 women) people were reached with HIV testing services and 68 (42 women and 26 men) tested positive and were referred to treatment and care services for follow up.

Outcome: HIV well integrated into the activities of the Maritime Transport Union in Ukraine: In Ukraine, the HIV workplace policy for the Maritime Transport Trade Union was adopted in 2017 and implementation was rolled out in 2018. The ILO and UNAIDS focus was on seafarers and their families. HIV testing was included in the integrated programme which also addressed discrimination and reached approximately 5000 seafarers. The impact of this initiative includes the following: HIV is high on the agenda of Maritime Transport Workers' Trade Union of Ukraine; all training activities for seafarers integrate HIV concerns; HIV activities are highlighted in all Union periodicals (*newspaper, magazine; web-site*); the Union has allocated funds to procure HIV express test kits (*once a year*); and the Union is collaborating with the Regional Network of PLHIV.

Lessons Learned and Challenges

1. To usher the VCT@WORK Initiative into a new phase and intensify HIV testing among workers in identified economic sectors, the ILO and WHO are exploring ways to further promote HIV Self-testing in many countries. The challenges encountered in HIV Self-Testing so far include the lack of counselling, the need for a confirmatory follow up test, partner notification and the availability of test kits. The ILO, WHO and partners are working closely with UNITAID to address some of these difficulties.
2. The ILO, UNAIDS and partners have learned the lesson of using the mobilizing capacity of the VCT@WORK to encourage workers, particularly in the informal economy, to enrol in Social Protection schemes. Knowledge on community Social Protection schemes is very low and the VCT@WORK Initiative provides a useful entry point into accessing Social protection programmes.
3. To overcome the challenge of persistently high levels of HIV-related stigma and discrimination, the VCT@WORK Initiative employs a multi-disease testing approach which integrates HIV testing into a comprehensive range of screening processes for TB, blood pressure, BMI, blood sugar, etc within the context of a Wellness approach. The ILO, WHO, UNAIDS and partners have learned that this approach demystifies HIV testing and helps overcome some of the barriers associated with the uptake of HIV testing in many contexts.
4. One major challenge of the VCT@WORK Initiative is how to focus on key populations and increase the testing efficiency. To identify a higher proportion of PLHIV, the focus has been on working populations in sectors where workers are at an elevated risk to HIV infection such as the mining, transport, construction, health as well as mobile and migrant working populations. Sex workers and prisons have also been a focus of the VCT@WORK Initiative. In Nigeria for instance, HIV testing services were made available in prisons in partnership with UNODC.

Future actions

1. The VCT@WORK Initiative will be intensified with a focus on HIV Self-Testing in partnership with WHO, UNITAID and national stakeholders. Closing the testing gap for men remains a priority for the global HIV response and the VCT@WORK Initiative will continue to play a critical role in this regard.
2. The ILO will strengthen the synergies between the VCT@WORK Initiative and other on-going Social Protection initiatives with the view to getting more informal economy workers to enrol in community and national Social Protection schemes.
3. UNAIDS, ILO and national partners will continue to promote multi-disease testing as a complementary approach to HIV Self-Testing. The multi-disease approach allows workers to address broader medical and healthcare needs, thus enhancing their health and productivity.
4. A data driven approach is being used to ensure that HIV testing is promoted among populations most at risk. The focus of VCT@WORK is on finding people living with HIV who are unaware of their status and linking them to treatment.

UBRAF 3.1 Targeted combination prevention programmes defined and implemented

Collective achievements

Outcome: New ILO Strategy on HIV & AIDS approved by ILO Governing Body:

The ILO Governing Body, in 2019, adopted the updated ILO Strategy on HIV and AIDS “ILO’s response to HIV and AIDS: Accelerating progress for 2030” aimed at expanding and adapting the ILO response to the changing global HIV and AIDS response. The ILO’s new HIV and AIDS Strategy adopts a twin track approach which effectively and synergistically combines HIV-specific initiatives with HIV integration in relevant areas, to further extend HIV prevention, treatment, care and support services to workers in identified economic sectors. The priorities include: addressing stigma and discrimination against workers living with and affected by HIV; addressing violence and harassment, including GBV in workplaces and communities affected by HIV; promoting VCT@WORK for workers in identified sectors; integrating HIV concerns into Social Protection initiatives; promoting the rights of persons living with HIV, persons with disabilities, indigenous and tribal peoples, LGBTI persons, migrant workers and young women; and improving access to employment for PLHIV working in the informal economy through economic empowerment, entrepreneurship, skills development and business-related services.

Outcome: Higher profile for HIV and AIDS within the ILO Programme and Budget (2020 – 21): the new ILO Programme and Budget (2020 – 21) includes eight mutually reinforcing policy outcomes, with HIV and AIDS issues embedded in outcome six on *gender equality and equal opportunities and treatment for all in the world of work*. Outcome six of the new ILO Programme and Budget addresses the needs of populations facing multiple and intersecting forms of discrimination such as people living with HIV, LGBTI people, migrants, indigenous and tribal people and people with disabilities. The ILO has raised the profile of HIV and AIDS in its new Programme and Budget with the inclusion of two specific indicators which explicitly mention HIV and AIDS issues. This is an improvement over the Programme and Budget from the previous biennium and a demonstration of the ILO’s increased commitment to accelerating progress to end HIV as a public health threat by 2030.

Country outcomes (young people)

Outcome: 100,000 young workers test for HIV in Kenya: Multiple partnerships comprising the ILO, UNAIDS, Central Organization of Trade Unions in Kenya (COTU(K)), AIDS Healthcare Foundation, National Hospital Insurance Fund, Stop TB partnership, County governments, LVCT Health, UNESCO, NACC, Catholic University of East Africa, KCA University, Kenya Plantation and Agricultural Workers Union (KPAWU), AIDS Healthcare Foundation (AHF) and the County AIDS and STI Coordinator (CASCO) mobilised 100,000 workers, their families and community members to test for HIV.

Outcome: 18,000 young people take the HIV test in Nigeria: the ILO, UNFPA in conjunction with the Federation of Informal Workers, Nigerian Labour Congress and Apo Mechanic Association reached 18,000 young people through the combined efforts of the ILO-led VCT@WORK Initiative and the UNAIDS-led ProTest Campaign.

Outcome: 300,000 condoms distributed to young people in Mozambique: With funding from the Flanders Government, the ILO, UNAIDS, UNFPA, ECOSIDA and the National AIDS Council through the development of community Radio programmes on SRH, GBV and HIV reached over 100,000 youth in

Maputo, Gaza and Sofala provinces and distributed 300,000 condoms and 5000 brochures on the HIV and AIDS legal framework.

Outcome: Economic empowerment of young people in Tanzania: In Tanzania, the ILO, Tanzania Social Assistance Fund (TASAF), Sustainable Environment Management Action (SEMA) and Local Government Authorities reached 1,170 youth (800 female and 370 male) with Start and Improve Your Business training. The young people developed business plans and were linked at an ILO Revolving Fund and Youth Development Fund at the district level. New businesses were created in the horticulture, chicken rearing, food vendors and barber shop sectors.

Outcome: Creation of a network of young champions in Botswana: The ILO, UNAIDS and partners provided technical and financial support to the Botswanan Federation of Trade Unions to mobilize, train and equip 60 young champions. The young champions were sensitized to develop a Strategic Plan for the mobilization of young workers against HIV and AIDS and TB. The young champions have played a key role in promoting VCT@WORK among young people.

Outcome: Integration of HIV issues into China University of Political Science and Law curricular: In China, the ILO supported the integration of HIV-related non-discrimination issues into the education curriculum of the China University of Political Science and Law for the training of law students. 97 Professors from 63 universities received training on HIV and anti-discrimination and integration into teaching plans. The ILO is tracking to find out the benefits accrued to students.

Outcome: income generation activities for young people in Tanzania: the ILO established a strategic partnership with the Tanzania Social Assistance Fund (TASAF) and provided HIV testing access to 617 youth, including low income women, young boys and identified poor household families between the ages of 19 and 25 in the HIV high burden regions of Singida and Chamwino. The Youth were empowered with HIV prevention knowledge and encouraged to form associations to commence income generation activities.

Outcome: capacity development for adolescents in Haiti: the ILO and UNAIDS carried out four capacity development sessions on HIV prevention for children from vulnerable neighbourhoods in Port au Prince in collaboration with the ILO Child Labour project. Approximately 200 adolescents between the ages of 14 and 17 received training and tools to strengthen their resilience to HIV and AIDS.

Outcome: Validation of the roadmap for HIV Prevention in Cameroon: a concrete product of the collaboration between the ILO, UNAIDS, UNESCO, UNICEF, UNFPA and the CNLS was the development and validation of the National Roadmap for the prevention of HIV and STIs by 2020.

Individual achievements

Outcome: ILO signs and implements MOU with NEPAD

At the Africa regional level, ILO engaged in 2018-2019 with the new partnership for Africa Development (NEPAD) to review the Programme for Infrastructure Development in Africa (PIDA) to optimise the opportunities for skills and job creation for the most vulnerable people, including people living with and affected by HIV. In 2018, the ILO signed a Memorandum of Understanding (MoU) with NEPAD in 2018 to support PIDA to integrate the concerns of Africa's growing population and vulnerable groups such as people living with HIV into infrastructural initiatives on the continent. ILO conducted a pilot review of two projects selected by the NEPAD team to formulate recommendations on how to make those projects more inclusive and pay more attention to the most vulnerable groups including people living with HIV and AIDS. As part of the strategic partnership, the ILO in 2019 conducted a survey among NEPAD units to identify specific needs; and designed an action plan to implement the technical assistance project to NEPAD.

Outcome: ILO Report on Care work and care jobs for the future of decent work:

In 2018, the ILO published a report titled "*Care work and care jobs for the future of decent work*" which analyses the evolving nature of unpaid care work, its organization, the extent and quality of care jobs as well as the overall impact on the wellbeing of individuals and society at large. The report which also highlights the impact of the HIV epidemic on care jobs, states that in countries with a high HIV prevalence and either a lack of, or poor access to, care services, it can be difficult to combine care duties for household members living with HIV with work for pay or profit. The report shows that HIV and other health epidemics also contribute to an increase in the provision of unpaid care work, especially in those countries with a high HIV prevalence. Women are being pushed out of the workforce, especially in agriculture, in order to care for the sick and dying. Promoting HIV testing and enrolling persons who test positive in life saving treatment can facilitate the process of women participating in the labour force in a meaningful way.

Outcome: ILO Report on the impact of HIV on Care Work and the Care Workforce:

To highlight the impact of HIV on care work, the ILO undertook a study titled "*The impact of HIV on Care Work and the Care Workforce*". This study using demographic and health survey microdata, tested whether the presence of a family member living with HIV in the household makes it more difficult for unpaid care providers to become employed, and whether gender differences can be seen to arise. Analysis was carried out in three countries with a mixed epidemic, Liberia, Namibia and Zambia, and restricted to household members who are HIV negative. The study concluded that being a woman and living in a household with a family member with HIV significantly reduces the chance of being employed.

Country outcomes (private sector):

Outcome: Develop of HIV Best Practice Publication and Corporate Social Responsibility (CSR) Model for HIV and AIDS in Indonesia: the ILO, UNAIDS, PT Angkasa Pura II and Indonesian Employers Association (APINDO) supported the organization of high level private sector CEO meetings to promote the rollout of HIV prevention and non-discrimination policies which led to a training-of-trainers session for employees from the National Ship-owners Association, Trade Union Organizations, National Employers Association as well as representatives from the Transportation and Construction sectors and the subsequent rollout. The ILO, UNAIDS and partners developed a compendium of best practices for companies implementing HIV/AIDS workplace programmes and a CSR model on HIV/AIDS.

Outcome: Private sector positioned as sub-recipient in Global Fund grant in South Africa: the ILO provided support to the private sector by supporting the South African Business Coalition on Health and AIDS (SABCOHA) as a sub-recipient in the Global Fund application process. SABCOHA is implementing the private sector component of the Global Fund proposal. The ILO supported the involvement of the Labour Unions in the entire process.

Outcome: Award of certificates to private sector companies in Cambodia: the ILO provided technical support to the Ministry of Labour and Vocational Training (MoLVT) through Ministerial AIDS Committee (MAC) to implement Prakas no. 086 on HIV committees in enterprises. MoLVT awarded Certificates of Recognition to 177 enterprises from different sectors for: establishing a functional HIV Committee; establishing and implementing a HIV workplace policy; and carrying out regular HIV awareness raising activities for workers. An increasing number of companies are addressing HIV and AIDS issues based on Prakas no. 086.

Outcome: Launch of Policy for TB in the workplace in India: the ILO partnered with 12 large corporate groups to support the implementation of HIV and TB workplace programmes. With technical support from UNAIDS, ILO and WHO, the Ministry of Labour launched a policy framework on TB in the workplace.

Outcome: Toolkit on HIV and AIDS in the Workplace in Uganda: the ILO, UNAIDS, Uganda AIDS Commission, Federation of Uganda Employers, Association of persons living with HIV, National Union of Trade Unions and Government supported the Uganda Investment Authority to develop and implement a Toolkit on HIV and AIDS in the workplace. The Toolkit provides knowledge and information on HIV and AIDS, including dealing with the abuse of rights in the workplace.

Outcome: High level meeting in Nigeria calls for Government to facilitate the local production of HIV Drugs: The ILO and UNAIDS supported the Nigeria Business Coalition on AIDS (NiBuCAA) to organize a high level engagement which brought together prominent stakeholders of health in the public and private sector in Nigeria. The meeting sought to discuss contemporary issues on HIV and AIDS and NiBuCAA's new road map in Nigeria. Stakeholders at the meeting committed to engage large pharmaceutical companies to join the HIV response. The idea is for the Government to provide a clear policy framework which enables the local production of HIV medication and commodities in Nigeria.

Challenges & Lessons Learned

1. HIV primary prevention programmes have received less resources than HIV treatment programmes. Strong tailored advocacy backed by adequate metrics to measure progress in prevention efforts is needed to place primary prevention back on the radar of national HIV and AIDS programmes. The private sector has a major and strategic role to play in this regard. The ILO has prioritised HIV prevention in its updated HIV and AIDS Strategy recently discussed and approved by the ILO Governing Body and will continue to promote prevention.
2. Prevention efforts must reach marginalised and vulnerable populations with increasing numbers of new infections in order to reduce incidence. Addressing the legal barriers UNAIDS must re-commit and re-strategize towards supporting countries remove the legal barriers faced by several key populations in many countries. The new ILO Violence and Harassment Convention, 2019 (No. 190) sets out an integrated, inclusive and gender-responsive framework to prevent and address violence and harassment, and provides the Joint Programme with a new tool and new opportunities for action.
3. Structural approaches to address HIV prevention have been left behind because they often take longer periods to demonstrate results which are more difficult to measure and quantify even though they lead to more sustainable outcomes. Structural interventions around social protection, human rights, gender equality, employment and livelihoods, etc are critical in building resilience and ensuring sustainable prevention outcomes. The ILO and partners continue to promote universal Social protection, human rights, gender equality, employment and economic empowerment as part of the HIV response.

Future plans

1. To strengthen the role of social enablers in the HIV response, the ILO is mainstreaming HIV prevention into broader ILO initiatives around social protection, labour migration, employment, economic empowerment, labour legislation, among others. The ILO and the Joint Programme will intensify action on taking AIDS out of isolation and ensuring its integration in broader health and development.
2. The ILO and partners are intensifying action on the promotion of the ratification of the new Convention on Violence and Harassment in the world of work (No. 190). Member States are being supported through tailored evidence informed advocacy and technical assistance to strengthen their legal and policy framework on violence and harassment, including HIV-related violence and harassment in the workplace. Addressing violence and harassment in the world of work will complement prevention efforts.
3. The ILO, UNAIDS WHO, UNITAID and partners will continue promoting the VCT@WORK Initiative and the HIV Self-Testing Initiatives with the view to reaching more first time testers, especially men and linking persons who test positive to HIV care and treatment services.

UBRAF 4.1 Evidence-based HIV services for key populations implemented

Individual Achievements

Outcome: Development of Draft LGBTI Toolbox:

Building on the Norway funded research project on Gender Identity and Sexual Orientation implemented in nine countries, the ILO commenced the development of a comprehensive gender responsive evidence-informed Toolbox to empower employers and workers, and their representatives, to implement initiatives to ensure the rights of LGBT+ workers are protected and respected in the workplace. The Toolbox has a broad scope and covers a broad range of issues ranging from fair recruitment to the termination of contracts. It promotes inclusive policies, LGBT employee networks, gender diversity and workplace adjustments. It also addresses bullying and harassment in the workplace and includes an additional module for contexts in which there is a significant overlap with HIV. The national level legal and policy framework as well as enterprise level policies and programmes are also addressed. The draft Toolbox was produced in 2019 and will be field tested at the country level before finalization and publication in 2020.

Outcome: Capacity development on LGBT for ILO staff

Three training workshops were conducted for ILO staff on LGBTIQ+ inclusion in headquarters and at the country level. The aim is to ensure ILO staff support and contribute to the creation of an enabling and inclusive work environment for all. Training and orienting staff remains a priority of the ILO

Outcome: International Day against Homophobia, Transphobia and Biphobia (IDAHOTB) events

Based on the IDAHOTB theme of “*alliances for solidarity*” the *LGBTIallies@ILO* initiative in 2018, a panel discussion on the theme of “*LGBT Voices: our experiences in the workplace & beyond*” was organized to throw light on LGBT experiences in the workplace. Also, a three step guidance on how to fight discrimination in the workplace and become an LGBTI ally¹ was drafted and shared with staff and constituents. On IDAHOTB in 2019, the ILO Director General focussed his statement on affirming the importance of human rights for all. He called on all workers to play their part in ensuring that we protect the human rights of all workers, regardless of their sexual orientation, gender identity, gender expression and sex characteristics. He highlighted the importance of the ILO’s support to constituents to work towards the new ILO Labour Standards on Ending Violence and Harassment in the world of work². A seminar in the ILO was organized on the theme *Justice and Protection for LGBTI+ people in the world of work* with speakers from the ILO Labour Standards department, UN GLOBE, ILGA World and a human rights consultant.

Outcome: ILO Paper on protection against Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC) discrimination

In 2019, the ILO issued an “Information Paper on Protection against Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC) discrimination. [This paper sets out and analyses the law and practice of ILO member States in relation to discrimination in employment and occupation on the basis of sexual orientation, gender identity and expression, and sexual characteristics \(SOGIESC\).](#)

¹ “[Three steps to fight discrimination in the workplace and become an LGBTI ally](#)”, Work in Progress (ILO-Blog), 17 May 2018.

² https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/ilo-director-general/statements-and-speeches/WCMS_629339/lang--en/index.htm

Collective Achievements

Award of EU funded HIV-sensitive Migration Multi-Country Project

To enhance working conditions among migrants in Southern and Eastern Africa, the ILO, in partnership with IOM, UNHCR, UNODC, SADC and COMENSA in 2018, designed a HIV-sensitive joint project on Migration Management covering Angola, Botswana, Comoros, Democratic Republic of Congo, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Swaziland, Tanzania, Zambia and Zimbabwe which was funded by the EU for 22 million Euro. The project seeks to strengthen institutional mechanisms for migration management in the Southern Africa region. HIV is being addressed within a broader framework of addressing migration, social protection, and decent work for migrants, people with disabilities, women, children and youth. In 2019, the ILO commenced a study to identify the HIV-needs of the project with the view to implementing the comprehensive HIV component of the 17-nation migration project.

Country outcomes

Outcome: Study on Social Protection Coverage for key populations in Indonesia: to further enhance coverage for the marginalised and most vulnerable, the ILO and UNAIDS in conjunction with the Indonesia Aids Coalition (IAC), undertook research into the National Health Insurance coverage of people living with HIV, sex workers and men who have sex with men. The study findings led to tailored advocacy between the ILO, IAC and the local civil office, local NGOs, community leaders and key population communities to explore alternative solutions for transgender and sex workers to access health insurance using ID cards. The focus is to support key populations in fulfilling the basic requirements on the ID cars and to encourage them to appreciate the usefulness of the cards.

Outcome: Handbook on 100 Frequently Asked Questions updated: In China, the ILO and UNAIDS continued supporting the He'rbutong Training and Education Centre to offer legal counselling and support for PLHIV and other key populations. During the biennium, 150 people living with HIV utilized the Centre which was also supported to update its Frequently Asked Questions and Answers handbook to include 50 additional questions. The updated handbook is online and also shared through the PLHIV community.

Outcome: Study into discrimination against LGBT people in India: the ILO, UNAIDS, networks of PLHIV and other key population networks undertook a multistate study titled "World of work and experiences of discrimination among LGBT people in India" The recommendations of the study include the following: the need for affirmative policies to facilitate the employment of LGBT people; the removal of policies which discriminate on the basis of gender and sexual orientation; the review of the rape law to make the victim gender neutral; and policies to ensure same-sex partners receive the same benefits as heterosexual partners, among others.

Outcome: HIV Testing for key populations in Kenya: the ILO, SWHAP, FKE, NACC COTU(K) and the Highway Community Health Resource Centre brought HIV services to sex workers in Mlolongo and Mombasa along the hotspots for sex work. 3,063 long distance truckers and 1,115 female sex workers took the HIV test. To improve their economic independence, capacity-building was undertaken for female sex workers on financial wellness, investments and entrepreneurship. The sex workers were encouraged to join schemes and group saving programmes to boost and diversify their incomes.

Outcomes: Meaningful engagement of PLHIV in Russia: to ensure their meaningful engagement, people living with HIV were placed at the centre of key ILO supported initiatives. Some examples include: serving as co-trainers and facilitators for the training programme “Strengthening HIV and AIDS in the Workplace Response”; serving as resource persons during VCT@WORK events; sharing personal experiences in new Information Education and Communication (IEC) materials (including posters) developed for workplaces; and making presentations as part of the International OSH Exhibition in December 2019.

Outcome: Decent Work for Trans Women in Brazil: the ILO in 2019 piloted a project to promote decent and productive work for LGBT people. 16 trans women participated in the second edition of the kitchen assistant course organised in April 2018 by the project “Employability of Trans People – Kitchen & Voice.” The “Kitchen & Voice” project educated the first group at the end of 2017 and managed to get 70 per cent of participants into jobs offered by a network of partner companies. “Kitchen & Voice” is part of a National Employability Project for the LGBTI population and is expected to expand its geographic scope to other Brazilian states, including Bahia, Rio de Janeiro, Goiás and Pará.

Challenges & Lessons Learned

1. Reaching key populations with tailored HIV services in the right scale and intensity remains one of the most difficult challenges to the Joint Programme. Multiple barriers to accessing key populations include legal barriers, deeply rooted social, cultural, religious norms, behaviours and practices. Despite all the efforts of the Joint Programme and other partners, the proportion of new infections among key populations is rising. The Joint Programme must review the approaches used to reach key populations. The end of AIDs will not become a reality if key populations are not adequately reached. As most members of key populations are workers, the world of work remains a privileged entry point to be further leveraged in this regard.
2. To better understand the reasons why key populations are being left behind in accessing social protection schemes, the ILO, UNAIDS, WFP and partners have undertaken multiple studies into the barriers faced by PLHIV and other key populations in accessing social protection services using the UNAIDS Assessment Tool. The multiple lessons learned from the recommendations from these country studies are informing the design and review of Social Protection schemes at the country level.
3. In regions in which punitive same sex laws are increasingly becoming an obstacle to reaching key populations, it might be useful for the Joint Programme to shift its messaging from the repeal of punitive laws to advocating for universal human rights for all. The shift in messaging may provide an important entry point, and indeed lead to the repeal of such laws.

Future plans

1. The ILO and partners will intensify work on the development of the comprehensive LGBTI Toolbox for the workplace. This Toolbox, which is in a draft state, will be pre-tested in a number of identified countries before being finalized.
2. As a standard setting Organization, the ILO will intensify work with member States to draft policies and codes and support countries to enact legislation on equality and non-discrimination to ensure the rights of people living with and affected by HIV (including LGBT populations) are protected. The Violence and Harassment Convention and Recommendation, the ILO Recommendation concerning HIV and AIDS and the world of work and other ILO Standards will continue to provide the guiding framework for this work.

UBRAF 5.1 Structural and social change interventions to transform unequal gender norms and systemic barriers defined and implemented

Individual Achievements

Outcome: New Labour Standards on Violence and Harassment in the world of work adopted: To strengthen the legal and policy framework around violence and harassment in the world of work, including GBV, member States, along with employers' and workers' organizations of the ILO, adopted a new Convention on ending violence and harassment in the world of work and its accompanying Recommendation in June 2019. The Convention, the first International treaty to address violence and harassment in the world of work, will inform legislation at the country level and protect the rights of groups more exposed to violence and harassment. The new International labour standard has a broad scope and will protect workers and employees, irrespective of their contractual status, including persons in training, interns and apprentices, workers whose employment has been terminated, volunteers, job seekers and job applicants. The ILO has prioritized the promotion of the ratification and implementation of the Convention, and is providing support in this regards at the country level.

Outcome: Report titled *A Quantum Leap For Gender Equality - for a better future of work for all*

In 2019, the ILO marked 100 years (ILO100) and the Women at Work Centenary Initiative, an initiative of ILO100, led to the publication of a culminating research report titled "*A Quantum Leap For Gender Equality - for a better future of work for all*" which sought to better understand why progress for women in the world of work was so slow and what could be done to accelerate action. Increasing the participation of women (including adolescent girls and young women) in decent work would reduce gender inequality and empower women to take control of their lives. The financial independence of women is critical to addressing the vulnerability of young women and adolescent girls to HIV and AIDS especially in sub Saharan Africa and the Caribbean regions. The ILO research concluded that women want to work in paid jobs but it is their unpaid and often care jobs that holds them back. The role of women in care is thus the biggest obstacle to their participation in the labour market. This role in care is reinforced by deeply entrenched social, religious and cultural norms and practices. The report notes that care needs must be addressed in a deliberate way for both women and men through legislation, policies, practices and services.

Outcome: Launch of ILO-UNICEF publication titled *Girlforce Skills Education and Training for girls now*

now: to further understand the barriers which have kept young girls vulnerable to many conditions, including HIV, and to map out strategies to address their underlying vulnerabilities, the ILO and UNICEF jointly published "*Girlforce Skills Education and Training for girls now*". The publication states that a generation of girls risk 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. The report makes concrete recommendations on how adolescent girls and young women can be empowered.

Collective Achievements

Outcome: raising the profile of GBV among 50 private sector leaders in Zimbabwe: the ILO, UNAIDS and partners actively supported a national campaign to raise awareness on GBV, strengthen the provision of services to address GBV, and provide a platform on which stakeholders working in the area of GBV issues can dialogue and share new and effective strategies. The ILO and UN Women partnered to bring together 50 private sector leaders to raise the profile of GBV issues in the context of the world of work.

Outcome: Increased uptake of HIV testing services for underserved men in Kenya:

The ILO and WHO in Kenya were tasked to increase the uptake of HIV testing services among underserved men through strategic partnerships and innovative approaches. Working with the Central Organization of Trade Unions in Kenya (COTU(K)), the AIDS Healthcare Foundation, National Hospital Insurance Fund, Stop TB Partnership and County governments, the ILO and partners reached a high proportion of men, particularly in the transport sector with HIV testing services.

Outcome: Launch and rollout of the Tanzania National Male Involvement HIV Testing Campaign:

The ILO, UNAIDS and partners provided technical support towards the development of the National Action Plan for accelerating HIV testing among men in Tanzania (2018/19 – 2020/21). The National Male Involvement HIV Testing Campaign was launched in 2018 and rolled out into 26 regions with ILO, UNAIDS and others support. The campaign aims to close the testing gap for men in Tanzania

Outcome: Private sector dialogue on sexual harassment and GBV in the workplace

In Kenya, following the adoption of the ILO Convention on Violence and Harassment (No. 190), the ILO partnered with the Federation of Kenya Employers to hold a Private Sector Policy Dialogue Forum with 30 companies on ending violence at work, including GBV at work. Companies noted the following challenges: stigma around the issue of sexual harassment; lack of staff confidence in reporting; employers unaware of real prevalence of cases; low understanding of gender issues; and insufficient coordination of the response.

Outcome: integrated programmes on SRH and GBV in Mozambique: the ILO, UNAIDS and partners used radio to broadcast programmes which covered SRH, GBV, HIV and social dialogue to complement community campaigns in the Maputo, Gaza and Sofala provinces. The programme included the dissemination of user-friendly booklets on HIV and AIDS, SRH and GBV. Over 300,000 male and female condoms were distributed in partnership with ECOSIDA, the National AIDS Council and UNFPA and over 100,000 people were reached through the mass media initiatives.

Outcome: capacity development on GBV for members of the Maritime Transport Workers' Union in Ukraine: the ILO conducted capacity building sessions for the leadership and members of the Maritime Transport Workers' Union and the Kyiv City Ambulance Service. The linkages between GBV and HIV were emphasized. GBV was addressed in the context of workplace settings and the need for leadership to respond. The Maritime workers were the focus of this intervention not only because of the mobile nature of their work but also because of anecdotal information on violence in the workplace.

Outcome: ITUC calls for the ratification on Convention C190 in the Africa region: The ILO presented the ILO Convention on Violence and Harassment (No. 190) at the International Trade Union

Confederation's 4th Ordinary Congress (Africa) during which, the Trade Unions called on African countries to ratify the Convention. ITUC Africa directly called on all nations on the Africa continent to ratify the new Convention which would contribute significantly to reducing violence and harassment in the world of work, going well beyond the physical workplace, and covering both the formal and informal economy, as well as urban and rural areas.

Outcome: Business support, mentorship and capacity development for AGYW in Tanzania: the ILO and UNAIDS are supporting a total of 620 adolescent girls and young women from Chamwino DC and Singida Municipal, to empower them to form associations and receiving support from SEMA, the Local Government Authorities under the Community Development Departments (CDOs) and the Council HIV and AIDS Coordinators (CHAC) within each respective area. Training on Start and Improve Your Business (SIYB), Get-Ahead and other ILO Tools are being used for the training. The programme includes mentorship and business support components.

Challenges & Lessons Learned

1. The strategic merger of the ILOAIDS Branch and the Gender Equality and Diversity Branch to create the Gender, Equality and Diversity & ILOAIDS Branch (GED – ILOAIDS) in the ILO strengthened the integration of gender issues into HIV and AIDS programmes and vice versa.
2. The fact that the VCT@WORK Initiative is reaching more men than women is helping transform unequal gender norms around poor male health seeking behaviours. More men, than women have been tested for HIV and within the context of multi-disease testing, more men have been screened for blood pressure, blood glucose, body mass index (bmi) and TB among others.
3. The mainstreaming of HIV programmes into ILO supported economic empowerment, Start and Improve Your Business and GET - AHEAD programmes is on-going. The main challenges include the absence of Tools which allow ILO Field Specialists not working in the area of HIV and AIDS to mainstream HIV concerns into such programmes without the support of HIV dedicated staff.
4. The high burden of HIV among adolescent girls and young women particularly in southern and eastern Africa has led to the prioritisation of this population within HIV interventions in the region. Within a context dominated by a culture of masculinity, success with adolescent girls and young women will only be achieved if men and boys are also reached. Many times, the emphasis is on women and girls since they are disproportionately affected but men and boys must be engaged effectively to bring about sustainable outcomes.

Future plans

1. The ILO is supporting national stakeholders to ratify the Violence and Harassment Convention (No. 190). Promotional materials are under development to support country efforts. Country action should strengthen the legal framework against violence and harassment in the world of work and help shape norms, practices and behaviours of workers, employers and third parties. The Convention also addresses the impact of domestic violence. The ILO is developing training programmes, promotional materials, tools and other resources to ensure intensified promotion of the Convention to facilitate its ratification and implementation at the country level.
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2. Utilizing the VCT@WORK Initiative to bring HIV testing services to the doorsteps of men remains a priority of the ILO, UNAIDS WHO, UNITAID and partners in 2020. The multi-disease testing approach will be combined with HIV Self-Testing to intensify HIV testing in the underserved male population. The aim is to reach first time testers and fast track action towards the 90-90-90 targets.
 3. The ILO is scaling up its work around unpaid care work. Countries are being supported to develop and create care policies and paid care jobs. An investment in the care economy is useful because the redistribution of tasks should free time for women to engage in paid jobs and improve their financial independence. Decent jobs in the care sector, including in the health sector, are also important for ensuring a robust AIDS response, as ILO research clearly shows that better conditions for workers in the care sector translate into better care services.
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UBRAF 6.1 HIV-related legal and policy reforms catalysed and supported

Individual Achievements

Outcome: Report on a study on stigma and discrimination experienced by indigenous people living with HIV or TB at work: To better understand and address the intersectional grounds of discrimination for indigenous people living with HIV, the ILO partnered with the Canadian Aboriginal AIDS Network (CAAN) and the International Indigenous HIV and AIDS Working Group. A qualitative study was conducted which combined a literature review with key informant interviews and focus group discussions, to understand the stigma and discrimination experienced by indigenous people living with HIV and/or TB, within the context of the world of work. The study revealed that knowledge on HIV among indigenous people is quite low and culturally appropriate material in indigenous languages are extremely limited. Even though there are health facilities available, the many barriers faced by indigenous people living with HIV ensures a low uptake of health services. Indigenous people with HIV suffer from double discrimination in the workplace despite the existence of national anti-discrimination legislation in many countries. Indigenous women with HIV experience even higher levels of discrimination. In conclusion, the study made concrete recommendations on how countries and workplaces should move beyond legislation into practically addressing stigma and discrimination against indigenous people living with HIV or TB.

Outcome: Evidence-brief on discrimination in the workplace: at the global level, the ILO, with UNAIDS support, collaborated with the Global Network of people living with HIV (GNP+) to develop an evidence brief, based on surveys carried out by 13 countries in different regions. Interviews were carried out with more than 100,000 people living with HIV. The focus was on non-discrimination in employment and the findings include the following: a large proportion of people living with HIV are unemployed, ranging from 7% of those surveyed in Uganda to 61 % in Honduras; Ten out of 13 countries recorded unemployment rates among PLHIV respondents at 30 % or higher; Young people living with HIV had an unemployment rate, ranging from 11% in (South) Korea to 61% in Greece; Women living with HIV are less likely to be employed than men living with HIV; Unemployment amongst transgender people living with HIV remained high; women living with HIV do not enjoy economic autonomy to the same extent as their male counterparts. The brief includes several recommendations, including a call to governments and international agencies to increase efforts to ensure the enjoyment of human rights based on the ILO Recommendation on HIV and AIDS and the World of Work, 2010 (No.200), in order to enable access to full and productive employment and decent work for PLHIV.

Outcome: Partnership between the ILO and Gallup forged to undertake a study into HIV-related discrimination in the workplace: the ILO and Gallup forged a partnership to undertake a study to understand the reasons for persistently high levels of HIV-related stigma and discrimination in the world of work. The study methodology combines a literature review with key informant interviews and the collection of primary data through polls at the country level. The Key Informant Interviews which were undertaken with 20 experts including people living with HIV, informed the initial drafting of the questionnaire. Cognitive interviews in Kenya, Egypt, Ukraine and Indonesia were undertaken to ensure the equivalency of the questions in different countries and contexts. Data from a representative sample of people in 50 countries will be collected throughout 2020. The study is expected to shed light on the reasons why discrimination persists and inform the design of ILO's programmes to tackle HIV-related discrimination in the world of work.

Collective Achievements

Outcome: Action Plan for the National Technical Working Group (TWG) on HIV, Human Rights and the Law: the ILO, UNAIDS and partners supported UNDP to convene a national consultation with legal stakeholders in Kenya to: sensitize them on HIV, human rights and the law; provide a platform for in-depth analysis and updating of key emerging issues and opportunities in the context of HIV, human rights and the law; and facilitate informed consensus and subsequent development of an action plan for the TWG. A National Action Plan on HIV, Human Rights and the Law was developed and is being implemented.

Outcomes: three National Policy documents in Tanzania: a concrete outcome of the ILO and the UNAIDS family support to the Ministry of Labour, Employment, Youth and Disability was the development and adoption of three key documents: National HIV and AIDS workplace Policy Guideline for employers; Guideline to promote Equal Employment Opportunity for Men and Women in the Workplace; and a National Training guideline for Labour Officers on Labour Inspection and HIV and AIDS. The strategic guidelines and tools which were adopted by the Government were informed by the ILO HIV and AIDS Manual for Labour Inspectors and ILO Recommendation 200 on HIV and AIDS.

Outcome: Non-discrimination HIV and AIDS Policy in Kenya: through a tripartite initiative, the ILO supported national actors to update the final draft of the non-discrimination National HIV and AIDS Policy at work in partnership with the Ministry of Labour and Social Protection and through the Directorate of Occupational Safety and Health (OSH) Services

Outcome: National Regulation for the implementation of HIV Law in Mozambique: the ILO in collaboration with UNDP and UNAIDS, supported the development of the national Regulation for the implementation of the HIV Law. Support to the Global Fund process is ensuring that the National Law would receive attention with Global Fund funding.

Outcome: request for removal of the discriminatory clause in the China civil service recruitment process: the ILO, WHO, UNAIDS and partners responded to a request from the People's Congress of China (SCPC) soliciting for comments on the revision of the civil service law in China with a letter calling for the authority to remove the discriminatory clause in the recruitment process of civil servants in China. The ILO, UNAIDS and partners are awaiting a response from the authorities.

Outcome: Launch of the Employment HIV Non-Discrimination Regulations in Uganda: a concrete outcome of the ILO and UNAIDS' collaboration with the Ministry of Gender, Labour and Social Development was the development and launch of the Employment Non-Discrimination Regulations. A draft roadmap was developed by Government and Social Partners with ILO support to guide the rollout and dissemination of the HIV Non Discrimination regulations.

Outcome: Review of application of ministerial decree in Indonesia: the ILO, UNAIDS and other partners supported research into the application of the ministerial decree no. 68/2004 on HIV prevention at workplace with the view to reviewing the effectiveness of the implementation of the decree. The research provided recommendations to leverage the concrete commitment of implementation at Ministry level by optimizing the capacity building of labor inspectors at provincial levels and increasing the priority on HIV prevention among most vulnerable sectors.

Outcome: Anti-Stigma Law: In Nigeria, The ILO and UNAIDS in partnership with the Federal Ministry of Labour and Employment and the National Agency for the Control of AIDS, provided technical

support to build capacity on the provisions of the Anti-Stigma Law and its implications for the elimination of stigma and discrimination in the workplace.

Outcome: Action Plan for the territories of the Russia Federation: the ILO provided technical support to the Ministry of Labour and Social Protection to draft an action plan for the territories of the Russian Federation implementing programmes on prevention and non-discrimination at workplaces. The programmes contribute to ensuring PLHIV do not face stigma and discrimination in employment. Territorial tripartite constituents and health specialists from 10 territories of the Russian Federation were supported by the ILO to implement the action plan.

Outcome: Study on HIV and Employment discrimination in China: The ILO supported the undertaking of a study on HIV and employment discrimination in China in collaboration with the Ministry of Human Resources and Social Security (MoHRSS). The report provided in-depth information on: employment discrimination towards PLHIV; International experience to address discrimination and recommendations on policy change and the development of national programmes to promote fair employment for PLHIV in China.

Outcome: study on HIV and Labour Rights in Chinese owned enterprises in Uganda: With support from the ILO, and UNAIDS, MoHRSS carried out a study on HIV and labour rights in Chinese owned enterprises in Uganda in 2019. The respondents were Chinese and Ugandan workers and managers in Uganda and China. The recommendations from the study are expected to be published in 2020.

Outcome: updated Tripartite Cooperation Strategy on HIV and AIDS in the World of Work in Ukraine: the ILO provided support to the tripartite working group established in February 2018 under the auspices of the National Tripartite Socio-Economic Council (NTSEC) to update the Tripartite Cooperation Strategy on HIV and AIDS In the World of Work for 2018-2020 which aims to, among others, to address HIV stigma and discrimination in the world of work. The Strategy was updated and the Implementation plan developed. The Strategy is pending adoption

Challenges & Lessons Learned

1. Persistent stigma and discrimination remains one of the most significant barriers to access to HIV prevention, treatment, care and support services, in particular for key populations. Legal reforms are needed in many countries to remove obstacles to access and contribute towards reducing the levels of stigma and discrimination. The increasingly levels of conservatism in some nations is a major hindrance to reaching key populations. The Joint Programme must agree on a new approach to dealing with the increasing conservatism.
2. Though important, legal reforms alone do not address the issues of stigma and discrimination. The laws must be promoted and the awareness on the law must be increased. Avenues for redress must be known and judges must be trained.
3. The ratification of the ILO Violence and Harassment Convention in countries and the enactment or revision of laws will contribute towards reforming the legal and policy framework and making it more conducive for vulnerable and marginalised populations.

Future plans

1. The ILO, UNAIDS and partners will continue to support the following country level actions to ensure policy and legal reforms: drafting employment regulations; drafting of employment codes; developing national wellness standards; reviewing non-discrimination HIV workplace policies; drafting anti-stigma laws and strategies; providing legal aid services to PLHIV; drafting LGBTI Toolkits; etc all of which contribute to reducing the levels of stigma and discrimination.
2. Working with Labour Administration authorities, the ILO will continue to strengthen labour inspectorates to enhance the monitoring and compliance of the implementation of non-discriminatory HIV policies and programmes at the enterprise level. Building the capacity of labour inspectors and the labour administration to include HIV concerns into labour inspection checklists is a focus of the ILO's country support.
3. As a standard setting organization, the ILO and partners will continue to support countries to develop legislation and policies to promote equality and non-discrimination at the national level. Policies on equality and discrimination will be developed at the national, sectoral and enterprise levels. This aspect of the ILO's work, which is well situated within its mandate, will continue.
4. The ILO and partners are intensifying the promotion of the ILO Convention on Violence and Harassment (No. 190) at the country level. The number of country ratifications will be tracked and monitored. Countries will be supported to develop new legislation on ending violence and harassment, disproportionately affected by violence and harassment, which includes PLHIV. The promotion of Convention No. 190 is an ILO priority for 2020 and its effects will cover more than one UBRAF output.

UBRAF 8.2 HIV sensitive social protection (SP) and SP programmes for vulnerable populations, including orphans and vulnerable children strengthened

Collective achievements

Outcome: International Conferences on HIV-sensitive Social Protection: The ILO, UNAIDS, WFP and other partners participated in the ADB-hosted Asia-Pacific Social Protection Week held in Manila and organised a session which focussed on Social Protection coverage for key populations in the Asia Pacific region and the obstacles they face to the uptake of services. The session threw light on the needs of people living with HIV, sex workers and trans women in relation to service uptake. Specific barriers in the Asia Pacific region were highlighted. This event was ground-breaking because the organizers, for the first time, managed to secure an HIV slot, in what is otherwise a Social Protection event. One of the strongest recommendations to emerge from the conference was the need to systematically engage key populations at all stages in the design, implementation and monitoring of Social Protection initiatives in the Asia-Pacific region.

At the Global level, the ILO in collaboration with UNAIDS, UNICEF, UNDP, WFP, WHO, the Global Fund, Aidsfonds, Housing Works and other partners organized an International Social Protection Conference on the theme “Fast Tracking Social Protection to end AIDS”. The meeting explored approaches to reach the fast track targets by linking HIV and social protection, universal health coverage and other programmes that address poverty and inequality and by dramatically scaling up social protection programmes that increase access to HIV prevention and treatment, and reduce AIDS-related discrimination. The conference also focussed on understanding and breaking down the barriers that prevent access to social protection benefits for people living with, at risk of and affected by HIV, including adolescent girls, young women and key populations. The Outcome Note of the conference included the following recommendations: strengthen the basic functioning of social protection programmes so that people living with, at risk of, and affected by HIV, benefit from the programmes; localize social protection approaches for expanding access to primary, secondary and tertiary education, with pathways to employment and empowerment; strengthen the active engagement of civil society organizations working on HIV and social protection to help extend the reach to populations that are likely to be left behind; and prioritize countries, geographical areas and populations where interventions should be focussed to enhance access to HIV and social benefits.

Outcome: Launch of HIV-sensitive report: A number of key publications were launched. A document titled “*Social Protection: a Fast-Track commitment to end AIDS Guidance for policy-makers, and people living with, at risk or affected by HIV*” prepared with support from the ILO, UNAIDS, WFP and other partners was launched in Washington, DC, USA.

Outcome: Study on barriers to labour market and social protection access for PLHIV with disabilities: Despite the paucity of data on people living with HIV with disabilities, the study found out that exclusionary policies and programmes, lack of data, poorly designed programmes, physical challenges to do with accessibility, stigma and discrimination, violence and harassment, exclusion and marginalisation over the entire life cycle, etc are among the obstacles faced by people living with HIV and with disabilities. The study ends with concrete recommendations to Governments, employer organizations, worker organizations, researchers and other national stakeholders including civil society, on ways to ensure an improved access of people living with HIV, people with disabilities and people with HIV and disabilities to the labour market and social protection schemes as a pathway to economic independence reduced poverty and vulnerability.

Outcome: Over 25 HIV-sensitivity Country Assessments: WFP, ILO and the UNAIDS Secretariat co-organized a Training of Trainers (ToT) in November 2018, in Latin America and Caribbean (LAC) to roll-out the tool for HIV and social protection assessments for 13 countries. The ToT helps countries conduct HIV and SP assessments, increase HIV sensitivity of SP programming, increase engagement with civil society (including PLHIV, at-risk and affected populations, and adolescent girls), and establish HIV-sensitive SP portals. Senior representatives from 13 countries took part in the regional ToT meeting. Using the Assessment Tool, HIV-sensitivity assessments continued in 2019 to advocate towards the inclusion of people living with HIV in Social protection schemes.

Individual Achievements

At the global level, the ILO continued to provide varying levels of support to 94 countries to draft their Country Programmes which facilitated the provision of technical support to develop social protection systems, including floors. The extension of Social Protection Floors remains a priority of the ILO during the biennium.

Support to countries to implement HIV-sensitive Social Protection programmes:

Outcome: HIV-Sensitive SP Assessment in Tanzania: the ILO and UNAIDS supported the Government through TACAIDS and the national partners to undertake an assessment of social protection policies in Tanzania and examine the sensitivity to HIV. The findings indicate limited sensitivity to some of the national programs on social protection and recommendations have been made to inform the on-going process on the formulation of the new Social Protection Policy in Tanzania.

Outcome: Social Protection Conference organised in Kenya: ILO engaged in the UN outcome group on social protection which supports government through the UNDAF mechanism to roll out social protection programmes. ILO engaged in the organization of the second National Social Protection Conference in partnership with the Ministry of Labour and Social Protection, UNICEF, WFP, World Bank and DFID amongst other partners. An outcome was that the Social Protection Conference called on government and key partners to extend Social Protection coverage to all, including people living with HIV. Also in Kenya, the ILO in partnership with UNICEF and other partners, designed and developed the Community of Practice (COP) on social protection to enhance knowledge and information exchange among social protection practitioners. The development of the COP was funded by UNICEF.

Outcome: National Social Protection Review in Zimbabwe: the ILO provided technical support to the national social protection sector review underway in collaboration with other UN agencies. The objective of the SP Review was to advise on specific policy, and institutional and investment scenarios to guide the development of the Social Protection system in Zimbabwe over the next five years. This sector review has been initiated as a means of further identifying the specific gaps and opportunities concerning the policy, and institutional and investment strengthening. This will inform the ongoing country assessment process.

Outcome: Development of Bylaws in Uganda: as part of efforts to mitigate the impact of HIV & AIDS in the world of work, the ILO in collaboration with Platform for Labour Action (PLA) supported mobilisation of the local leaders in awareness raising on the impact of HIV & AIDS on child labour in the mining sector – Rupa County (Moroto District). The processes further involved engaging with the Moroto District Authorities, Civic Leaders and Communities on the development of a bylaw to address the problem of child labour in mining in Rupa county. The bylaw was developed and approved for implementation by the Moroto District Council.

Outcome: ILO study into the HIV-sensitivity of existing Social Protection programmes: ILO and UNAIDS jointly supported the Government and national partners through TACAIDS to conduct an assessment of the social protection policies in Tanzania and examine their sensitivity to HIV. The findings indicate limited sensitivity to some of the national programmes on social protection and the recommendations are informing the ongoing formulation of the new social protection policy in Tanzania

Outcome: Advocacy for the uptake of HIV-sensitive Social Protection in Nigeria: As part of the efforts to support Government reform into the National Health Insurance Scheme, the ILO consulted with the leadership of NHIS to promote HIV-sensitive Social Protection. The ILO consulted ProHealth and Hygeeia to promote HIV-sensitive social protection. The ILO also integrated social protection enlightenment into all State VCT programmes and promoted the scale up of social protection to informal economy workers.

Challenges & Lessons Learned

1. Social Protection coverage is growing but gaps still exist and key populations are left behind in virtually all regions. In many of the surveys the ILO has supported, key populations are among the sub populations not benefitting from social protection. Social protection schemes must be designed taking into consideration, the populations left behind. They must be inclusive.
2. Where social protection programmes on paper cover key populations, we need to ensure that the coverage is meaningful. Often some procedural issues serve as barriers to the uptake of services by key populations. From the ILO's lessons, it is critical that schemes are designed with the support, contributions and inputs of key populations right from the beginning otherwise, even with the best of intentions, people are left behind.
3. Stakeholder analysis undertaken to inform the design of Social Protection schemes must include stakeholders from key populations and marginalised groups to ensure their needs and concerns are addressed in programme design. The outcomes of an analysis are only as good as those included in the analysis.

Future plans

1. Within the context of the IATT on HIV-sensitive Social Protection, the ILO and WFP will be convening the Inter Agency Task Team with a broad range of stakeholders from academia, governments, researcher, private sector and UN agencies to discuss the latest evidence around HIV-sensitive Social Protection. A publication on the latest evidence will be developed and shared with countries.
2. The ILO is in the final stages of developing a canvass to support the implementation of Social Protection Floors at the country level. The canvass would be used to assess the HIV-sensitivity of national Social Protection Floor initiatives with the view to making all of them HIV-sensitive. The canvass would be completed in 2020.
3. The ILO, UNAIDS, WFP, UNICEF and partners will continue to intensify the rollout of the Social Protection Assessment Tool. Over 25 national assessments have taken place and more assessments would be conducted in 2020
4. The VCT@WORK Initiative will be used as a platform to continue to mobilize workers and communities to be educated on and enrol for Social Protection initiatives. Building on the synergies between HIV testing, Social Protection and Universal Health Coverage will be continued in 2020.