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Policy Development Section
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SECOND ITEM ON THE AGENDA

Follow-up to the HIV and AIDS Recommendation, 2010 (No. 200)

Purpose of the document

In the present document, the Governing Body is invited to provide guidance on and endorse the proposed revised ILO strategy to promote and mainstream the world of work response into national HIV and AIDS responses, and to request the Director-General to give priority to resource mobilization efforts in support of its implementation (see the draft decision in paragraph 30).

Relevant strategic objective: All four strategic objectives.

Policy implications: None.

Legal implications: None.

Financial implications: Request for support for activities not otherwise provided for under the regular budget.

Follow-up action required: Implement the revised strategy.

Author unit: ILO Programme on HIV/AIDS and the World of Work (ILO/AIDS).

Related documents: GB.310/17/1(Rev.); GB.312/PFA/9.

Executive summary

This paper outlines a proposed revised ILO strategy to address HIV and AIDS and the world of work. It takes into consideration: the HIV and AIDS Recommendation, 2010 (No. 200) and its accompanying resolution concerning the promotion and the implementation of the Recommendation on HIV and AIDS and the world of work, 2010; the Global Action Plan (GAP) for 2011–15 to promote implementation of Recommendation No. 200;¹ the 2011–15 “Getting to zero” strategy of the Joint United Nations Programme on HIV/AIDS (UNAIDS);² the United Nations (UN) 2011 Political Declaration on HIV/AIDS;³ and the ILO Programme and Budget 2012–13. It builds on lessons learned from the changing global context and ten years of policy development and programme implementation.

As a way forward, the Office will adopt a multi-pronged approach based on seven building blocks: mainstreaming HIV and AIDS into ILO areas of work and global development frameworks; focusing on priority countries; generating evidence; strengthening constituents’ capacity; expanding public–private partnerships; extending social protection; and developing an overarching communication strategy. Resource mobilization has been identified as a critical enabler to operationalize this strategy.

The purpose of the paper is to seek guidance on and approval of the revised strategy and to request that priority be given to resource mobilization efforts in support of its implementation.

I. Introduction

1. Over the last ten years, the ILO has made significant contributions to the global response to the epidemic through key instruments, namely the *ILO code of practice on HIV/AIDS and the world of work* and Recommendation No. 200 and its accompanying resolution. Other achievements are the active involvement of the ILO as co-sponsor in the UNAIDS “Getting to zero” strategy and the recognition of the value of the world of work response in the UN 2011 Political Declaration on HIV/AIDS. The number of new HIV infections continues to fall, and efforts must be sustained and transformed to consolidate this breakthrough.
2. The following key factors call for a revised strategy that will enhance the Office’s ability to support constituents’ efforts in their response: (a) the recommendations of the 2011 independent evaluation of the ILO’s strategy to address HIV and AIDS and the world of work;⁴ (b) the urgent need to implement the GAP effectively in a context of economic crisis; (c) the changing nature of the epidemic, from being a death sentence to a manageable chronic disease; and (d) the persistent demand from constituents for greater clarity, accountability and focus in the response to the epidemic.

¹ GB.310/17/1(Rev.).

² The strategy centres on zero new HIV infections, zero discrimination and zero AIDS-related deaths, with a focus on ten key goals and 31 high-impact countries.

³ UN: *Political Declaration on HIV/AIDS: Intensifying our efforts to eliminate HIV/AIDS*, Draft resolution submitted by the President of the General Assembly, General Assembly, 65th Session, A/65/L.77, 8 June 2011, para. 85.

⁴ GB.312/PFA/9.

II. Key results, lessons learned and challenges

3. In addition to the wide range of key results enumerated in the independent evaluation, there have been the following tangible achievements: since 2001, 70 member States have developed tripartite workplace policies or legislation, inspired by the *ILO code of practice on HIV/AIDS and the world of work* and Recommendation No. 200. The inclusion of a reference to Recommendation No. 200 in the UN 2011 Political Declaration on HIV/AIDS strengthened the commitment of member States to its implementation.
4. Over the last ten years, the ILO has trained 34,000 constituents, 23,000 peer educators and 2,500 labour inspectors in 48 countries. In the last two years alone, 2.5 million workers were reached directly.⁵
5. The independent evaluation of the ILO's strategy raised doubts as to whether the broad geographical scope of ILO interventions was cost effective and could be sustained with a vulnerable resource base. It called for more focused efforts to bridge the gap between policy adoption and programme implementation by:
 - broadening ILO operations to address HIV through under-exploited avenues, such as national occupational safety and health systems, labour inspection, working conditions and social security systems;
 - integrating gender more solidly and explicitly;
 - reaching at-risk population groups, including young people and those working in the informal economy; and
 - relying on robust evidence-based knowledge to guide action.
6. The significant results achieved were largely supported by ILO/AIDS extra-budgetary resources from donors, who have contributed, since the inception of the programme, up to US\$115 million, including nearly \$47 million through UNAIDS. The success of efforts to enhance the capacity of constituents to address HIV and AIDS effectively through workplace interventions with ILO support will partly depend on whether the Office can ensure matching funding in a context of declining financial resources. A multi-pronged resource mobilization strategy is required, especially at the country level, to support the implementation of country programme outcomes.
7. These challenges make a compelling case for a revised strategic approach to HIV and AIDS programmes and policies within the ILO.

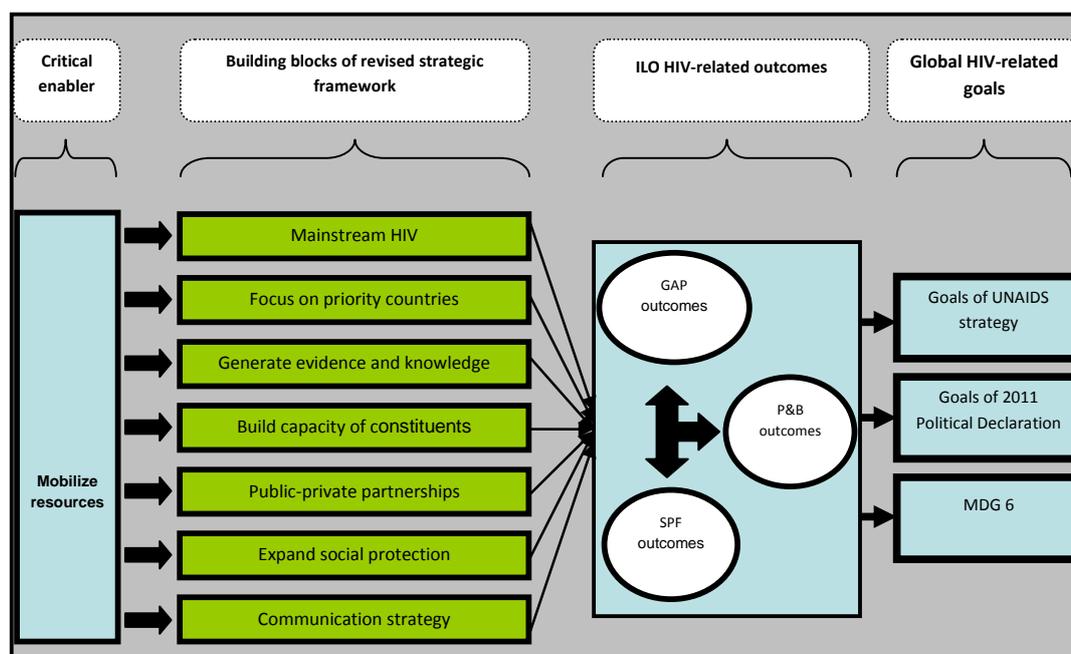
III. Revised strategic framework for action

8. The proposed strategic framework is aimed at enhancing the delivery of targeted, evidence-informed and results-oriented HIV and AIDS responses for maximum impact in priority countries. It is part of the Office's overall action to promote country-owned implementation of Recommendation No. 200. Compared to the previous strategy, its main features include: (1) a focus on priority countries; (2) the promotion of inclusive national social protection floors; and (3) the recognition of the need to bridge existing knowledge gaps and for better profiling of country-level results.

⁵ For further details about sectoral initiatives on HIV and AIDS, see GB.309/STM/1/2 and GB.309/15, paras 23–33.

9. A multi-pronged approach based on seven building blocks would implement the recommendations of the independent evaluation by: combining strengthened HIV and AIDS mainstreaming efforts across the ILO; focusing on priority countries, including economic sectors and regional bodies; generating evidence to underpin programmes; strengthening constituents' capacity; expanding strategic public-private partnerships; scaling up HIV-sensitive social protection schemes; and implementing a targeted communication strategy to promote the ILO's comparative advantage. The building blocks will place particular emphasis on gender equality as key to a successful response to the HIV epidemic. Mobilization of resources through regular budget, domestic and technical cooperation resources has been identified as a critical enabler for this framework.⁶ Existing human resources will be optimally used to ensure the efficient delivery of the strategy.
10. The seven building blocks will contribute to the achievement of the GAP outcomes, the Strategic Policy Framework (SPF) 2010–15 outcomes and the HIV-related outcomes set out in the Programme and Budget 2012–13. They will also contribute to the goals of the UNAIDS “Getting to zero” strategy and the UN 2011 Political Declaration on HIV/AIDS and Millennium Development Goal (MDG) 6 on combating HIV and AIDS (figure 1).

Figure 1. Conceptual presentation of the revised strategic framework



The seven building blocks

1. *Mainstream HIV and AIDS in the ILO and the world of work response among UNAIDS co-sponsors*

11. The Office will strengthen HIV and AIDS mainstreaming efforts across headquarters departments and field offices in close collaboration with the Bureau for Gender Equality,

⁶ The resolution accompanying Recommendation No. 200 invites the Governing Body to “allocate the resources within the existing budget and look for additional extra-budgetary resources to carry out the work with the tripartite constituents to give effect to the Recommendation”.

the Bureau for Workers' Activities and the Bureau for Employers' Activities. Examples of areas of collaboration, some of which are ongoing, include:

- implementation of Recommendation No. 200 (International Labour Standards Department, the Bureau for Workers' Activities and the Bureau for Employers' Activities);
- targeted programmes for vulnerable populations, including children and young people (Employment Sector, International Programme on the Elimination of Child Labour);
- universal and non-discriminatory social protection mechanisms (Social Security Department);
- prevention of mother-to-child-transmission of HIV through maternity protection at work (Conditions of Work and Employment Branch);
- joint proposals on migrant workers' rights and HIV (International Migration Branch);
- linking HIV with occupational safety and health (Programme on Safety and Health at Work and the Environment);
- mainstreaming HIV in labour administration and inspectorate functions (Labour Administration and Inspection Programme);
- joint programmes in relevant economic sectors (Sectoral Activities Department); and
- development of indicators on HIV (Department of Statistics).

12. Collaboration areas with other partners, including UNAIDS co-sponsors, include:

- collection of evidence in the education sector (United Nations Educational, Scientific and Cultural Organization (UNESCO));
- development of workplace best practice material (United Nations Population Fund, World Health Organization (WHO), UNESCO, UNAIDS);
- operationalization of joint guidelines (WHO, ILO, World Food Programme, UNAIDS); and
- securing effective follow-up mechanisms on Recommendation No. 200 at the international level (UNAIDS).

2. Focus on priority countries

13. A two-tiered country prioritization strategy will be developed, targeting:

- the 31 UNAIDS high-impact countries (tier 1); and
- selected countries where constituents request ILO support (tier 2).

14. A minimum package of services to support constituents at the country level could include:

- developing and effectively implementing an inclusive and gender responsive tripartite workplace policy or programme;

- devising ways of reaching out to vulnerable workers in key economic sectors including the informal economy;
- strengthening the capacities of constituents to develop, implement, monitor and evaluate HIV workplace programmes;
- strengthening social dialogue capacity around HIV and the world of work; and
- enhancing constituents' active cooperation with the United Nations regional and country teams on HIV and AIDS.

3. *Generate evidence and knowledge products*

15. Existing knowledge gaps will be addressed through research that incorporates gender analysis.

16. Key research areas proposed include:

- gender-sensitive strategies for the extension of social protection coverage to affected groups;
- good practices in addressing HIV in the informal economy;
- the nature and extent of HIV-related stigma and discrimination at work and cost-benefit analysis of HIV and AIDS workplace programmes;
- the impact of Recommendation No. 200 in establishing positive legal and policy environments; and
- the employment situation of people living with HIV in high impact countries.

17. Knowledge products developed will gather gender-disaggregated data to inform the design and delivery of workplace programmes and policies and increase the impact of the ILO response at the country level. Also, the existing tools, manuals and guidelines will be actively promoted, and be revised or updated as required.

4. *Strengthen constituents' capacity to respond in the new environment*

18. The changing nature of the epidemic and the declining financial resources warrant a shift in capacity-building priorities. The ILO will support capacity-building initiatives for its constituents in the areas of:

- taking policy measures to prevent employment-related discrimination;
- developing partnerships with national AIDS programmes and organizations of persons living with HIV;
- mobilizing resources, including proposal development, focusing on the Global Fund to Fight AIDS, Tuberculosis and Malaria, pertinent donors and the private sector;
- developing strategies for the expansion of HIV-sensitive social protection and other key areas referred to in the GAP and in Recommendation No. 200 and its accompanying resolution; and

- participating as members in the national processes such as the country coordination mechanism and at the international level in the decision-making bodies of UNAIDS and the Global Fund to Fight AIDS.

19. The ILO will continue to work with the International Training Centre of the ILO (Turin Centre) and other relevant partners to organize training programmes at the global, regional and national levels. Sessions on HIV and AIDS will be mainstreamed in the Turin Centre's courses and other courses whenever possible.

5. Expand public–private partnerships

20. The ILO will expand public–private partnerships by mobilizing resources from the private sector as per the established office procedure. The ILO-led Inter-Agency Task Team on workplace HIV programmes and private sector mobilization set up within UNAIDS provides a platform for establishing critical partnerships to increase access to HIV services and protection for vulnerable workers.

21. Collaboration with multinational enterprises, foundations and the academic community will be developed in consultation with the Partnerships and Development Cooperation Department, the International Labour Standards Department, the Multinational Enterprises Programme, the Bureau for Employers' Activities and the Bureau for Workers' Activities. Through this collaboration, more multinational enterprises will set up workplace policies and programmes for their employees, include HIV in their supply chain initiatives and support programmes for vulnerable populations.

22. The ILO will also work with its partners to scale up co-investment initiatives and facilitate the development of private sector proposals. It will facilitate partnerships between existing business coalitions on AIDS and employers' and workers' organizations to ensure sustainable private sector initiatives.

6. Promote an inclusive social protection floor

23. Recommendation No. 200 calls for no discrimination against workers or their dependants in accessing social security, occupational insurance and related benefits. The agenda of the 101st Session of the International Labour Conference will include an item on social protection floors for social justice and a fair globalization with a view to adopting an instrument comprising essential social security guarantees.⁷ These guarantees will be of particular benefit to all groups with weak or no social protection, notably vulnerable and disadvantaged groups, including people living with HIV.

24. The ILO in collaboration with other partners, including UNAIDS co-sponsors, will:

- support the extension of social protection to people affected by HIV by promoting social protection systems, notably national social protection floors, that cover people living with HIV without discrimination, and improving the productive participation of and benefit-sharing by people living with HIV and their households;
- identify and design social protection initiatives by empowering vulnerable workers, hard-to-reach populations and disadvantaged groups including women, to formulate and realize their social protection demands effectively; and

⁷ See ILO: *Conclusions concerning the recurrent discussion on social protection (social security)*, Report of the Committee for the Recurrent Discussion on Social Protection, International Labour Conference, 100th Session, Geneva, 2011.

- collaborate with all national social security schemes to ensure the effective coverage of people living with HIV.

7. Develop a communication strategy

25. Building on ongoing work, the Office will develop a multi-pronged communication strategy to promote Recommendation No. 200 and highlight the pertinence of the world of work response in particular in the context of the “Getting to zero” strategy. The focus will be on the better profiling of constituents’ achievements and on the dissemination of good practices in collaboration with the Department of Communication and Public Information, UNAIDS and other relevant partners through the Inter-Agency Task Team. Key messages will be customized in consultation with constituents at the country level to ensure ownership.
26. Specific communication campaigns will be developed for specific occasions such as World AIDS Day and regional and global AIDS conferences.

Resource mobilization: A critical enabler

27. Financial resources are a critical enabler required to operationalize the strategy. In accordance with the constituents’ call for an adequate level of resources to support the Office’s work in the area of HIV and AIDS, ILO/AIDS has developed a resource mobilization strategy in consultation with the Partnerships and Development Cooperation Department aimed at directing extra-budgetary and Regular Budget Supplementary Account resources to decent work outcomes through targeted fundraising efforts. Resource mobilization will be done:
 - at the country level, including through domestic resources and One UN funds;
 - through the Global Fund to Fight AIDS, Tuberculosis and Malaria;
 - through strategic dialogue with major donors and participation in relevant calls for proposals and bidding processes; and
 - through public–private partnerships.
28. The integration of the world of work into national AIDS strategies and development plans will be a guiding principle of the ILO’s support to constituents.
29. Experience has shown that modest funds at the country level have often resulted in generating more resources. ILO/AIDS, therefore, requires resources to aggressively pursue resource mobilization efforts.

IV. Draft decision

30. The Governing Body:

- (a) *approves the revised strategy to address HIV and AIDS and the world of work; and*
- (b) *requests the Director-General to give priority to resource mobilization efforts in support of its implementation, in line with the resolution concerning the promotion and the implementation of the Recommendation on HIV and AIDS and the world of work, 2010.*