



Workplace Response to HIV/AIDS

A quarterly e-newsletter of the ILO Subregional Office for the Caribbean

April 2006

The ILO Programme on HIV/AIDS and the world of work

The ILO is a specialized agency of the United Nations with responsibility for the world of work. It has a special place in the fight against AIDS because its tripartite structure enables it to mobilize governments, employers and workers in 178 countries. The ILO has set up a global Programme on HIV/AIDS and the world of work. Its main objectives are to:

- raise awareness of the economic and social impact of AIDS
- help governments, employers and workers support national efforts to prevent the spread and reduce the impact of HIV/AIDS
- fight discrimination and stigma related to HIV status.

ILO is a co-sponsor of UNAIDS and is the Chair of the Committee of Co-Sponsors of UNAIDS (July 2005-June 2006). On a regional level, its Subregional Office for the Caribbean works closely with CARICOM through the Pan Caribbean Partnership Against HIV/AIDS (PANCAP) and the Caribbean Tripartite Council.

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Decent Work, Safe Work and HIV/AIDS

It is with pleasure that I welcome readers to the first edition of our quarterly e-Newsletter- *Workplace Response to HIV/AIDS*, which focuses on HIV/AIDS and the World of Work. This edition also commemorates "World Day for Safety and Health at Work" April 28th 2006. The theme for this year "Decent work - Safe work - HIV/AIDS" provides an excellent opportunity to accelerate our HIV/AIDS workplace activities.

We are all certainly aware that HIV/AIDS is a workplace issue. It is having a major impact on enterprises and the workforce, with the highest prevalence of the virus found in the 15-44 years age group. The ILO views the HIV/AIDS pandemic as a threat to efforts to promote decent and productive work, in conditions of freedom, equity, security and dignity.

Unfortunately, workers living with HIV/AIDS may be denied opportunities for Decent Work because of stigma and discrimination in the work environment. When workers living with HIV/AIDS are denied their rights to an adequate income and to contribute to development, the impact is not only on the individual worker, but also on enterprises, families, communities and the national capacity to sustain productivity.

As we observe World Day for Safety and Health 2006, we recognize that many countries in the Caribbean have recently enacted or are in the process of enacting legislation for occupational health and safety. Occupational health and safety

measures in the workplace can facilitate the creation of a supportive environment for education and risk reduction. HIV does not spread from routine workplace contact; the virus cannot survive on tools and machinery nor does the virus spread during social interaction in the work environment. At the same time, a safe work environment and safe work practices will prevent and minimize accidents and a well

educated workforce will know how to avoid risk and support colleagues who are HIV positive.

I am aware that the ILO's tripartite constituents have been quite active in the implementation of HIV/AIDS workplace programmes and I congratulate you for your hard work. The ILO remains committed to providing continued

technical support for your initiatives and this Newsletter provides an opportunity to highlight our collaborative efforts.

I invite you to read about our regional and national HIV/AIDS workplace initiatives, our partnerships with regional and international bodies and to see this Newsletter as an opportunity to learn and share. Together we can ensure that HIV/AIDS is firmly located in the Decent Work Agenda.



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ILO accelerates Caribbean workplace response to HIV/AIDS

68 enterprises join ILO in fight against HIV/AIDS

The ILO has accelerated its workplace response to HIV/AIDS in the Caribbean and will soon launch HIV/AIDS workplace education programmes in Suriname (funded by OPEC) and the O E C S countries. Since 2003, the ILO has been implementing similar programmes in Barbados, Belize, Guyana and Jamaica, with funding from the US Department of Labor. Trinidad and Tobago became a recipient of the USDOL project funding in 2005.



Behavioural change communication workshop in Guyana

The programme seeks to reduce the spread of HIV/AIDS through

workplace response was established since May 2002 when tripartite constituents from 13 Caribbean countries at an ILO-organized meeting in Barbados, developed and adopted the

Caribbean Platform for Action on HIV/AIDS and the world of work.

As a result of ILO's activities in the Caribbean, at least 68 enterprises in Belize (18), Guyana (18), Barbados (11) and Jamaica (21) have so far committed themselves to tackle HIV/AIDS in collaboration with the International Labour Organization (ILO). They come from diverse sectors that include Mining, Tourism, Manufacturing, Agriculture, Banking and Utilities. Among them are taxi associations and hairdressing and cosmetology businesses usually found in the informal economy. More than 33,000 workers are involved in ILO's programmes in these four countries,

workplace prevention and education programmes, to reduce stigma and discrimination and facilitate access to treatment, care and support.

The framework for a Caribbean

ranging from over 16,000 workers in Jamaica to 2,500 in Barbados. Peer education manuals have been developed for the workplace in both Guyana and Belize and so far, 300 peer educators have been trained.

HIV Prevalence in the Caribbean (2004)

Country	% of Pop	Country	% of Pop
Antigua & Barbuda	1.6	Guyana	2.5
Bahamas	3.0	Jamaica	1.2
Barbados	1.5	St. Lucia	0.6
Belize	2.4	Suriname	1.7
Dominica	0.2	St. Vincent & Grenadines	0.9
Grenada	1.3	Trinidad & Tobago	3.2

Who's who

ILO's Team



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Ms. Sheila Middleton

Guyana

Mr. Sean Wilson

Jamaica

Ms. Nasolo Jacobs

Trinidad and Tobago

Ms. Carol-Ann Senah

Test your knowledge on HIV/AIDS

You are at risk of infection with HIV if:

- You have sex with multiple partners
- You work alongside an HIV positive person
- You have unprotected sex with one partner
- You use the same lunch room as an HIV positive person

Answers: a and c



Regional News Snippets



Participants at the Joint ILO/UNESCO Caribbean sub-regional workshop in Jamaica late September

Improving responses to HIV/AIDS in Education Sector Workplaces in the Caribbean

A *Workplace Policy on HIV/AIDS for the Education Sector in the Caribbean Region* will be available by mid-2006. This policy was developed at a landmark meeting, co-hosted by ILO and UNESCO last September in Jamaica. That meeting brought together participants from employers and workers organizations, Ministries of Education and Labour and National AIDS Coordinating agencies from Belize, Guyana, Barbados, Jamaica and Trinidad and Tobago. Member states would be able to use this policy as the basis for a national policy for the education sector and as the basis of policy for individual education and training institutions at all levels: early childhood, primary, secondary, tertiary, technical/vocational and adult education.

Pan-Caribbean Business Coalition against HIV/AIDS launched

In October last year, the Pan-Caribbean Business Coalition against HIV/AIDS was launched in Port of Spain, Trinidad and Tobago. The Business Coalition includes CARICOM and FRANCOPHONE countries, Dominican Republic, Cuba and Haiti and targets the business sector and

private enterprises in the member states. Its mission is to facilitate a structural Caribbean Business response to mitigating the impact of HIV/AIDS in the workplace by adopting prevention and treatment strategies that promote private and public partnership. While the Coalition is an initiative of CARICOM, its driving force is the Caribbean Association of Industry and Commerce (CAIC).

ILO a member of CARICOM's newly launched Caribbean Tripartite Council against HIV/AIDS in the world of work

On 19 September 2005 the Caribbean Community (CARICOM) launched the Caribbean Tripartite Council (CTC) against HIV/AIDS in the world of work. The specific purpose of the CTC is to implement the World of Work component of the Global Fund against AIDS, Tuberculosis and Malaria Project, which is being administered by the Pan Caribbean Partnership against HIV/AIDS (PANCAP).

The Caribbean Tripartite Council (CTC) comprises of representatives of the social partners, namely the Caribbean Employers Confederation (CEC), Caribbean Congress of Labour (CCL), Governments represented by the CARICOM Secretariat, the Caribbean Network of Persons Living with HIV/AIDS, and the ILO.

Belize's Cabinet passes National Workplace policy

In December of 2005, the Belize Cabinet passed the National Workplace Policy on HIV/AIDS and the World of Work as well as the National Policy for HIV/AIDS. Some of the key principles outlined in the workplace policy are: social dialogue, involvement of People Living with HIV/AIDS, recognition of HIV/AIDS as a workplace issue, non-discrimination, prevention, confidentiality and no screening for the purposes of exclusion from employment or work processes. The ILO/USDOL project in Belize is supporting a communication campaign on both policies.

Guyana works on developing National Tripartite Policy on HIV/AIDS

The tripartite partners and other stakeholders in Guyana are working assiduously toward the finalization of that country's Draft National Tripartite Policy on HIV/AIDS and the World. So far, workplace policies have been developed by 4 of the enterprises participating in the ILO/USDOL workplace education project in Guyana.

10 Key Principles of the ILO Code of Practice on HIV/AIDS and the world of work

1. A workplace Issue
2. Non-discrimination
3. Gender equality
4. Healthy work environment
5. Social Dialogue
6. No screening for purposes of employment
7. Confidentiality
8. Continuing the employment relationship
9. Prevention
10. Care and Support



Resources

Publications



The ILO Code of Practice on HIV/AIDS and the world of work

The Code of Practice is the framework for action related to the workplace. It contains

key principles for policy development and practical guidelines for programmes at enterprise, community and national levels.

http://www.ilo.org/public/english/protection/trav/aids/code/languages/hiv_a4_e.pdf

Action Against AIDS in the Workplace, Latin America and the Caribbean

This publication looks at the business action against AIDS, the ILO Code of Practice, Trade Union action against AIDS and workplace policy such as the 10 steps to implementation and key components and sample language.

<http://data.unaids.org/Publications/IRC-pub06/JC0876->

[PartnershipMenu_LAC_en.pdf](#)



Implementing the ILO Code of Practice on HIV/AIDS and the world of work: an education and training manual.

The manual is designed

to help the ILO's partners understand the issues and apply the ILO Code of Practice on HIV/AIDS and the World of Work, which was adopted in 2001

www.ilo.org/public/english/protection/trav/aids/index.htm

Useful Websites

<http://www.ilo.org/public/english/protection/trav/aids/aboutiloaids.htm>

This is the webpage of the ILO Programme on HIV/AIDS and the World of Work. It provides information for governments, employers and trade unions on research, legislation and policies, publications and other

activities generated by the programme, including technical cooperation.

<http://www.businessfightsaids.org/>

The Global Business Coalition on HIV/AIDS brings together a growing number of international businesses dedicated to combating the AIDS epidemic. This website contains resources and information for employers on ways to address HIV/AIDS in the workplace.

<http://www.pancap.org>

The Pan Caribbean Partnership Against HIV/AIDS (PANCAP) is a coordinated network of regional and international governments, organizations and donor agencies established in partnership to reduce the impact of HIV/AIDS in the Caribbean.

<http://>

hivaidsclearinghouse.unesco.org/

This is a platform for sharing knowledge and information on the impact of HIV/AIDS on education.

Upcoming Events

26-28 April 2006

Inaugural Meeting of network of HIV/AIDS Coordinators of Caribbean Ministries of Education: Jamaica

3-5 May 2006

PANCAP/CTC Regional Tripartite Workshop on Model Workplace Policy: Grenada

6 May 2006

AIDS and the World of Work in Latin America and the Caribbean, ILO Americas Meeting: Brazil

9-10 June 2006

High Level Meeting of Ministers of Education on HIV/AIDS: Trinidad & Tobago

13-18 August 2006

XVI International AIDS Conference: Toronto, Canada

A workplace policy on HIV/AIDS:

Putting it into practice

- 1 HIV/AIDS committee is set up with representatives of top management, supervisors, workers, trade unions, human resources department, training department, industrial relations unit, occupational health unit, health and safety committee, and persons living with HIV/AIDS, if they agree.
- 2 Committee decides its terms of reference and decision-making powers and responsibilities;
- 3 Review of national laws and their implications for the enterprise;
- 4 Committee assesses the impact of the HIV epidemic on the workplace and the needs of workers infected and affected by HIV/AIDS by carrying out a confidential baseline study;
- 5 Committee establishes what health and information services are already available – both at the workplace and in the local community;
- 6 Committee formulates a draft policy; draft circulated for comment then revised and adopted;
- 7 Committee draws up a budget, seeking funds from outside the enterprise if necessary and identifies existing resources in the local community;
- 8 Committee establishes plan of action, with timetable and lines of responsibility, to implement policy;
- 9 Policy and plan of action are widely disseminated through, for example, notice boards, mailings, pay slip inserts, special meetings, induction courses, training sessions;
- 10 Committee monitors the impact of the policy;
- 11 Committee regularly reviews the policy in the light of internal monitoring and external information about the virus and its workplace implications.

We'd like to hear from you....

This newsletter is an opportunity to learn and share information related to HIV/AIDS in the workplace and the work of the USDOL/ ILO HIV/AIDS Project. We invite you to share news and other articles of interest and would welcome your feedback.

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