Combating HIV/AIDS in the Workplace

Coverage: Burkina Faso, Cambodia, Ethiopia, Haiti, Lesotho, Malawi, Senegal, Togo, Uganda and Zambia

Executing Agency: International Labour Office (ILO) with national workers and employers’ organizations

Brief summary: This proposal aims at preventing and managing HIV/AIDS and its impact in the world of work, creating a working environment where discrimination based on HIV/AIDS status is eliminated.

The proposal would effectively contribute to the combat against HIV/AIDS by mobilizing the social partners - whose main concern is the active population who are most at risk from HIV/AIDS - to ensure a response to HIV/AIDS that is appropriate, comprehensive, persuasive and effective.

Employers would have workplace guidelines on care and support and discrimination, the trade unions (and other social partners) would incorporate AIDS awareness modules in their education programmes, the workplace would become a model for behaviour change and provision of support, and the government would have a national workplace strategy through a process of social dialogue.

Budget: US$ 900,000
Rationale

HIV/AIDS is emerging as a major social and labour problem in the world of work, especially in developing countries. It has resulted in employment discrimination, social exclusion, gender-related inequalities, and can be presumed to have exacerbated the problem of child labour. It has disrupted the performance of the informal sector and SMEs. It has resulted in low productivity and depleted human capital. It has challenged social security systems and threatened occupational safety and health especially among certain groups at risk, such as migrant workers and their families and workers in the transport sector.

Consequently, the primary goal of the ILO, to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity, is threatened by the HIV/AIDS pandemic.

Approximately 95 per cent of the global number of people with HIV/AIDS live in developing or least developed countries. Two-thirds of all people living with HIV/AIDS are in sub-Saharan Africa. Due to poverty, poor health systems and limited resources for prevention and care, it is expected that this proportion will rise further. Furthermore, due to lack of adequate social protection especially social security, the affected families have to cope with the full impact of HIV/AIDS, with the effect that their residual assets are wiped out and they are pushed deeper into poverty. Consequently, HIV/AIDS prevention is an important aspect of poverty alleviation.

The ILO Conference adopted in June 2000 the Resolution on HIV/AIDS and the World of Work, resulting in the creation of a global programme on HIV/AIDS and the world of work. Currently an ILO Code of Practice on HIV/AIDS and the workplace is being prepared.

The Cooperation Framework Agreement was signed between the ILO and UNAIDS in June, 2000 to strengthen cooperation between the two organizations, recognizing the expertise of each institution and seeking to establish operational and practical modalities of cooperation in order to alleviate the impact of HIV/AIDS in the world of work and reduce workers’ vulnerability to HIV/AIDS.

The ILO have been working closely with the UNAIDS and its co-sponsors, and will assume the chair of the UN Inter-Agency Advisory Group on HIV/AIDS at the next session in 2002. This includes joint ILO/UNAIDS activities including co-funding of projects in a number of countries including Ethiopia, Thailand and Zimbabwe.

Deliverable

This proposal will promote decent work in the face of HIV/AIDS, by preventing and managing HIV/AIDS and its impact in the world of work and by creating a working environment where discrimination based on HIV/AIDS status is eliminated.

It will ensure that national HIV/AIDS strategy and programmes are coherent and comprehensive, by recognizing the importance of a multi-sectoral approach and identifying key aspects of co-ordination. It will mobilize the social partners and other concerned parties around the principles and provisions of the code. It will strengthen and broaden national AIDS programmes where necessary, ensuring that the workplace is defined as a key policy area, that the social partners are consulted in the development of national programmes, and that the relevant Ministries, including Labour/Employment, and others with social responsibilities (e.g. social security, family issues) are fully involved.

Furthermore, the programme will provide a regulatory framework for the revision or initiation of labour laws and other legislation where necessary, so as to eliminate workplace discrimination based on HIV status. Guidance will also be given on research, funding, and instruments of enforcement.

The project will be divided into two components:
I) **Implement the Code of Practice on HIV/AIDS at the national level.**

This will be supported through advisory missions to ensure national consultations and support by the ILO tripartite constituents for the Code of Practice on HIV/AIDS and the world of work and guidance on its implementation and application in ten selected countries per year. (Twenty countries for the expressed duration of the project). The objectives of each mission are:

- to provide assistance to constituents using the principles in the Code, in the formulation of related policies, legislation, codes of conduct at the national, sectoral and enterprise levels;
- to explore in collaboration with the tripartite constituents, the use of the core provisions of the Code to initiate technical co-operation programme in the selected countries;
- to assist the social partners to explore the use of the Code to start the process of collective bargaining on workplace HIV/AIDS, based on specific nature of local conditions.

The selected countries are Burkina Faso, Cambodia, Ethiopia, Haiti, Lesotho, Malawi, Senegal, Togo, Uganda, and Zambia. The criteria for country selection include the prevalence of HIV/AIDS in the country ranging from the hardest hit countries to those with coordinated / organized and sustained HIV/AIDS intervention programmes;

II) **Subregional tripartite training workshops on HIV/AIDS and the world of work.**

One such meeting would be proposed for Asia and two meetings in Africa. The main objective would be the promotion and the utilization of the Code of practice on HIV/AIDS and the world of work for the prevention and enhancement of workplace protection and the reduction of its adverse consequences on social, labour and economic development. Application of key elements of the Code including the role of different stakeholders, development of workplace policy using the steps enumerated in the Code, prevention of HIV through information and education, training care and support will be stressed during the training.

To enhance the process of review and up-date of the Code in the light of new information, an inter-regional Tripartite meeting will be organized to review and monitor the use of the Code of Practice.

As part of the project strategy, HIV/AIDS elements would be integrated into existing/ongoing projects with the aim of including mutually reinforcing components on both sides. Examples of these are the ILO programmes Jobs for Africa (JFA) Programme and the International Programme on the Elimination of Child Labour (IPEC) where its long term goal of contributing to the effective abolition of child labour is being threatened by HIV/AIDS as a result of a large number of AIDS orphans.

The project would effectively combat HIV/AIDS by mobilizing the greatest possible number of stakeholders in the community and ensure that their efforts are focused and co-ordinated. To this end, the involvement of the social partners - whose main concern is the active population who are most at risk from HIV/AIDS - would help ensure a response to HIV/AIDS that is appropriate, comprehensive, persuasive and effective. Employers would have workplace guidelines on care and support and discrimination, the trade unions (and other social partners) would incorporate AIDS awareness modules in their education programmes, the workplace would become a model for behaviour change and provision of support, and the government would have a national workplace strategy through a process of social dialogue.
The ILO Contribution

The ILO’s decent work agenda, with its four strategic objectives, provides the basis for a coherent and focused policy related to HIV/AIDS. It ensures that the ILO’s specific mission always provides the framework for action - ensuring its appropriateness, and that it builds on its specific strengths and expertise - ensuring its effectiveness. Each strategic objective would drive a key aspect of the ILO’s response. For example:

- Fundamental principles and rights at work, which provides the legal framework, guiding workplace policies and programmes, and protecting the rights of workers;
- Employment and income opportunities, which protects employment as well as employees through education and prevention programmes;
- Social protection, which provides the policy framework to plan for the social and economic consequences of AIDS;
- Social dialogue and tripartism, which provides both a methodology for negotiation and networks of contacts among the social partners.

The ILO has many key strengths, principally due to its tripartite structure, which makes possible the mobilization of the three social partners both separately and together, and gives access to their extensive networks of influence and communication. It also has a central presence at the workplace, and nearly half a century of experience in framing laws and standards to protect the rights of workers and improve their working conditions. One of the most vital services of the ILO is its work in research and information dissemination; this is aided by the presence of ILO regional and national offices across the world, which, in turn, are strengthened by multi-disciplinary teams. The ILO also has a well-established record of project management and technical co-operation, with particular expertise in education and training, long experience in promoting health and safety at work, and substantial specialist expertise in many relevant sectors, from social security to human resource development. The comparative advantage of the ILO as enumerated above will be usefully harnessed to fight the further spread of HIV/AIDS in the world of work.

Budget

$ 900,000

(This budget estimate is based on 10 LDCs participating in this two year programme)
Time-bound Programme for the Eradication of the Worst Forms of Child Labour

**Coverage:** Selected LDCs

**Executing Agency:**
- International Labour Office (ILO)
- with partner organizations for the different components

**Brief summary:** The Time-bound Programme is essentially a set of tightly integrated and coordinated policies and programmes to prevent and eliminate a country’s worst forms of child labour within a defined period of time. It is a comprehensive approach that operates at many levels, including international, national, provincial, community, and individual or family. TBPs emphasize the need to address the root causes of child labour, linking action against child labour to the national development effort, with particular emphasis on economic and social policies to combat poverty and to promote universal basic education and social mobilization.

**Budget:** Depending on the selected components, an average of US$ 4 million per participating LDC
Rationale

According to ILO estimates, there are approximately 250 million working children around the world, many of whom are victims of the worst forms of child labour. These “worst forms” include slavery, bonded labour, drug trafficking, prostitution, pornography, armed conflict and all types of hazardous work that pose serious risks to a child’s safety, health and development. The strong link between poverty and child labour is well established; thus, it is not surprising that children engaged in the worst forms of child labour almost invariably come from the poorest and most vulnerable groups of society.

There is not only a growing consensus that targeting the worst forms of child labour is morally justified, but experience has shown that it is also an effective way to mobilize society to address the problem of child labour as a whole. Successful measures against the worst forms of child labour often have a multiplier effect that benefits other working children. Once governments and civil society begin focusing on the worst forms of child labour, broad discussions about the acceptability of other forms of child labour and the feasibility of eliminating them generally follow.

Indeed, this thinking was a principal motivation behind the adoption of ILO Convention No.182 on the worst forms of child labour.1 Member states that ratify it commit themselves to prohibit and eliminate worst forms of child labour as a matter of urgency through time-bound measures. The exceptionally rapid rate of national ratification of Convention No. 182 - more than one-third of the ILO’s 175 member states in less than two years - means that an ever-growing number of governments are committed to eradicating the worst forms of child labour as quickly as possible and preventing them in the future. To demonstrate that the worst forms of child labour can be eliminated within a specific timeframe, IPEC has designed a new, integrated “Time-bound Programme” (TBP) approach, drawn from its own extensive experience and that of its many partner organizations worldwide. Such programmes are currently being launched in three countries – El Salvador, Nepal and Tanzania – which have expressed a particularly strong commitment towards eradicating the worst forms of child labour.

ILO Convention No. 182 calls for time-bound measures to eliminate the worst forms of child labour

Countries that ratify Convention No. 182 must take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency, including time-bound measures to:

- prevent the engagement of children in the worst forms of child labour;
- provide direct assistance for the removal of children from the worst forms of child labour and for their rehabilitation and social integration;
- ensure access to free basic education and appropriate vocational training for all children removed from the worst forms of child labour;
- identify and reach out to children at special risk;
- take account of the special situation of girls.

(Source - ILO Convention No. 182, Articles 1 and 7)

During its nearly ten years of existence, the International Labour Organization’s (ILO) International Programme on the Elimination of Child Labour (IPEC) has gained extensive experience in mobilizing global action to combat child labour. In all IPEC participating countries, policies and programmes are implemented to prevent child labour and to withdraw children from work and provide them with education and their families with viable support, such as income-generating alternatives.

IPEC country programme activities have continued to evolve and grow over this period, from an early focus on small projects to the current emphasis on large-scale, integrated national

1 Unanimously approved by the ILO’s membership at the International Labour Conference of June 1999.
and regional programmes. IPEC’s engagement in over 75 countries has provided opportunities for the replication of successful approaches and the fine-tuning of strategies and methods. IPEC also has helped build coalitions against child labour through cooperation and collaboration with governments, employers’ and workers’ organizations, partner non-governmental organizations (NGOs), the international donor community and multilateral agencies such as UNICEF and the World Bank.

The Deliverable

The Time-bound Programme is essentially a set of tightly integrated and coordinated policies and programmes to prevent and eliminate a country’s worst forms of child labour within a defined period of time. It is a comprehensive approach that operates at many levels, including international, national, provincial, community, and individual or family. TBP's emphasize the need to address the root causes of child labour, linking action against child labour to the national development effort, with particular emphasis on economic and social policies to combat poverty and to promote universal basic education and social mobilization.

An important feature of a TBP is “country ownership”, meaning that the programme is activated and led by the country itself. Official commitment sets it in motion, creates the structure through which it will be implemented, and provides resources. IPEC, with the support of international community, backs this commitment with additional financial resources and technical assistance.

Eliminating child labour’s worst forms will require national commitment to implement a series of complementary policy measures designed to withdraw and rehabilitate working children and prevent at-risk children from becoming child labourers. National commitment involves more than government support for action, however. It includes the participation of the social partners: Convention No. 182 states that the identification of hazardous child labour, the design of programmes, and the monitoring mechanism shall be established in consultation with workers’ and employers’ organizations and other civil society groups.

Fundamental elements of Time-bound Programmes:

- Strong political will and commitment to policy reforms to address the root causes of the worst form of child labour.
- Linking child labour action with poverty alleviation and efforts to provide accessible, quality basic education.
- Building innovative partnership with governments, international organizations and financial institutions.
- Rapid response measures for prevention, withdrawal and rehabilitation of the victims of the worst forms of child labour.
- Provision of viable alternatives: education for child labourers, income support for their families.
- Social mobilization and campaigns on the effect of the worst forms of child labour on children and society and on children’s rights to protection and education.
- Public accountability of policy commitment and progress made towards the implementation of national policy to combat child labour problem.

How does a Time-bound Programme work?

The time horizon of a time-bound programme is proposed to be between five and ten years, depending on the availability of resources, the prevalence of the worst forms of child labour, the level of local expertise and other circumstances in each programme country. The design and implementation of a TBP will be carried out in phases to allow for assessment, refinement, evaluation, and replication of the programmes.
I. Laying the foundation

Setting goals
The country first identifies the worst forms that exist and set goals for their elimination within a determined period of time. At this stage, IPEC provides assistance in collecting and analysing relevant data, identifying priorities and policy options, and mobilizing local and external resources.

While Convention No.182 specifically designates certain activities as worst forms of child labour, it also covers any work that is “hazardous” to a child’s health, safety or morals. Hazardous situations can arise from the inherently dangerous nature of the work being performed or the working conditions to which a child is subjected. Thus, in individual countries, a wide array of priority worst forms is targeted. The TBP for Tanzania, for example, is focusing on mining, commercial agriculture and prostitution; the one for El Salvador is targeting scavenging in garbage dumpsites, fireworks production, shellfish harvesting and sugarcane production; while the TBP for Nepal aims to eradicate bonded labour, child trafficking, ragpicking, portering, and domestic servitude.

Social mobilization
The key elements of social mobilization in TBPs include changing social norms and values against child labour, cultivating high-level political support for the programme, and, harnessing the often considerable energy and resources of civil society. It is important to involve many stakeholders or groups in the process of developing and implementing TBPs. Stakeholders include, but are not necessarily limited to employers’ and workers’ organizations, implementing agencies, affected children and their families, grassroots organizations, non-governmental organizations, local experts and other concerned individuals.

Research and analysis
In order to map the extent of a country’s worst forms of child labour, a combination of surveys, rapid assessments and research is carried out. This analysis also includes an assessment of the existing educational infrastructure in terms of access to basic education, quality, its relevance for and focus on children engaged in or at risk for the worst forms of child labour, and how well it reaches girls.

II. Designing the programme

National policy paper and programme proposal
One of the first steps in programme design is the preparation of a national policy paper that summarizes the analysis of data collected, current policies, policy constraints and the legal framework that may affect child labour, existing programmes, and the initiatives of other organizations and donors. This national policy paper serves as the basis for a draft programme document which identifies policy options and proposals for the implementation of a TBP. This paper is presented for discussion at a stakeholders consultation meeting where the objectives for the elimination of the worst forms of child labour are set, along with the indicators and targets of the programme, the responsibilities of the actors involved, a timeline for action, and the required human, institutional, and financial resources for its implementation.

III. Programme implementation

With the programme framework in place, carefully selected projects and interventions to meet the programme’s objectives are implemented by local partners, including government agencies, workers’ and employers’ organizations, and NGOs. IPEC and its national partners will continue to closely monitor and evaluate progress in meeting the TBP objectives.

A manual for policy makers and practitioners on TBPs has been developed to introduce this initiative and facilitate consultation and implementation. The manual presents possible interventions and strategies for addressing the worst forms of child labour. It also aims to promote interventions that could create synergies between different programmes addressing
the various causes of child labour. Methodologies to assess performance and revise strategies to achieve programme objectives are included as well.

ILO-IPEC has sought expertise from other fields related to child advocacy to ensure that the TBP approach represents is truly comprehensive in attacking the root causes of child labour. The manual has been reviewed by ILO experts at headquarters, by specialists from other international organizations, such as UNICEF, the World Bank, and the World Health Organization, as well as by academics and researchers working on children’s issues or poverty alleviation. Additional input is being sought from stakeholders and local experts in the countries where the Time-bound Programme is being implemented.

IV. Ongoing programme evaluation

On-going evaluation is an integral part of the TBP process. During the design phase, evaluations of current ongoing actions will be conducted in order to incorporate lessons learned. During the implementation period, assessments of the impact of TBP actions and activities will be undertaken and methodologies revised, where necessary.