



BUREAU OF INTERNATIONAL LABOR AFFAIRS United States Department of Labor

USDOL Globally Addresses HIV/AIDS in the Workplace and for Orphans and Vulnerable Children

U.S. DOL HIV/AIDS WORKPLACE PROGRAM

In February 2000, the U.S. Department of Labor's (DOL) Bureau of International Labor Affairs (ILAB) launched a new program to respond to the HIV/AIDS crisis and examine the effect the pandemic has on productivity and the workforce in developing countries.

- ILAB has received over \$41 million to establish HIV/AIDS Workplace education programs in more than 30 countries. To date the projects have reached over **2.9 million** workers in over **600 enterprises** and provided educational workshops and training to over **16,000 workers, managers and agency officials**.
- The program improves workers' understanding about the spread of HIV/AIDS, so that workers reduce risk behaviors and HIV transmission. The programs also educate workers on how to treat people living with HIV/AIDS with dignity and to reduce stigma and discrimination.
- Building on ILAB's experience bringing workers, employers and Ministries of Labor together to address workplace issues, ILAB brought these same stakeholders together to address HIV/AIDS. Over the years, ILAB has worked with numerous implementing partners such as the International Labor Organization (ILO), Academy for Educational Development (AED), Family Health International (FHI), The Future's Group, Project HOPE, World Vision and Research Triangle International (RTI).
- ILAB's primary implementer is the ILO's HIV/AIDS Office (ILO/AIDS) which has established the well recognized *HIV/AIDS Code of Practice*, training manuals to implement the *Code* in the workplace, training manuals for employers and unions, and a toolkit for Behavior Change Communication (BCC) development, which are available on line (www.ilo.org/aids).



China: Workers answering questionnaire in a pilot enterprise, Kun Steel Corp.



Russia: Training on Effective Communication in Moscow Region.

- The USDOL workplace programs have been successful because they take advantage of a unique and underutilized venue for HIV programs. The workplace is where employed adults spend most of their waking hours, a “captive” audience for education over time to influence behavior change and reduce discrimination.
- These programs provide additional benefits as educated workers share HIV/AIDS information at home and in their communities, and link with other services such as Voluntary Counseling and Testing (VCT). With a relatively stable audience, the workplace also facilitates effective monitoring and evaluation to verify the program’s impact.

Success Stories

- The ILAB programs provide a supportive work environment that allows people living with HIV/AIDS to continue working and to live with hope for the future.
- **NEPAL/NIGERIA:** The impact can be seen through both the individuals and enterprises that have worked with ILAB projects. In Nepal, Ms. Kopila Giri says she is more respected now that she is a trained HIV/AIDS educator. Her co-workers at the garment factory no longer shy away from talking about sensitive issues such as how HIV/AIDS is spread and how to prevent it, including candid discussions on condom use. She contributes at least two hours each week to talk to her colleagues during their free time on Fridays. Whenever she feels doubt, she reminds herself of all the people whose lives she has touched. In Nigeria, one worker stated that, “Before they [DOL-funded program] came, I was ignorant, I never believed in those things. But they touched me and because of them I am very careful of the way I live my life now.”
- **INDIA/RUSSIA/SOUTH AFRICA:** Management’s participation has also proven critical to success. PepsiCo India has implemented a comprehensive program covering its 5,464 workers, and is reaching into its supply chain as well. “Our HIV/AIDS response is not about philanthropy,” said Pavan Phatia, Vice President of Human Resources for Pepsico India. “It is as much about our responsibility as it is about our survival.” In Russia, the Kola Mining and Smelting Combine, one of the largest nickel producers in the world, adopted a policy on HV/AIDS which will cover 8,000 workers. In South Africa on Worlds Aids Day managers at Londolozu Game reserve took an important step in implementing their HIV/AIDS program, by taking HIV tests themselves. This resulted in many workers coming forward to receive their own tests and results.

U.S. DOL AND ORPHANS AND VULNERABLE CHILDREN

Since 2001, ILAB has provided \$83 million in funding for 19 projects to combat exploitive child labor amongst HIV/AIDS-affected children in 19 countries in Sub-Saharan Africa.

- These technical assistance projects address HIV/AIDS as a central focus, as one component of a larger project, or as an overarching issue through capacity building, awareness-raising and research efforts. Eight of these projects make assistance to children orphaned by AIDS, children heading their own households, and children caring for sick parents, one of their priorities when withdrawing and preventing children from exploitive labor and providing them with educational services.

- These ILAB programs are being implemented by partners, including the ILO's International Program on the Elimination of Child Labor (ILO-IPEC), World Vision, the International Rescue Committee (IRC), AED, American Institutes for Research, Jesus Cares Ministries, Winrock International, Save the Children UK, Catholic Relief Services, Education Development Center, Inc., and the Christian Children's Fund.

Success Stories

KURET: In September 2004, ILAB funded a \$14.5 million regional project targeting children living in HIV/AIDS-affected districts who are engaged in or at-risk of entering exploitive child labor in Kenya, Uganda, Rwanda, Kuret and Ethiopia. Implemented by World Vision, IRC, and AED, the 4-year KURET project has to date withdrawn or prevented 30,242 HIV/AIDS-affected children from the worst forms of child labor through direct educational services. In addition, due to advocacy efforts of KURET, and two other ILAB-funded projects being executed by ILO-IPEC and the IRC, the Ugandan Parliament passed a National Child Labor Policy in November 2006.

ILO-IPEC Regional HIV/AIDS Project: Implemented by ILO-IPEC, this \$3 million project has successfully withdrawn or prevented from involvement in the worst forms of child labor 4,916 HIV/AIDS-affected children in Uganda and Zambia. Funded by ILAB in September 2004, the project also has developed a curriculum for teaching school children about HIV/AIDS and has piloted a community-based social safety net model for replication throughout Sub-Saharan Africa.

PRESIDENT'S EMERGENCY PLAN FOR AIDS RELIEF (PEPFAR)

Since the Administration's launch of the PEPFAR program in 2003, ILAB has worked to support the PEPFAR goals to coordinate strategy and support the most effective U.S. government programs.

- In the field, ILAB programs are recognized as successful champions in the fight against HIV/AIDS in the workplace, and have received \$4,260,050 over four years from the Office of the Global AIDS Coordinator (OGAC) for its projects in Haiti, Vietnam, Nigeria, Guyana, India, Botswana, Lesotho, and Swaziland.
- The funding comes on a fiscal-year basis and is used to support existing projects or to extend the ILAB programs in these countries. In addition, ILAB has provided critical technical support to the working groups reviewing workplace projects throughout the PEPFAR program.

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