



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 pandemic's effects on productivity and the workforce in developing countries.

- ILAB has received over \$46 million to establish HIV/AIDS Workplace education programs in more than 30 countries. To date the projects have reached over 3 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 to reduce risk behaviors and HIV transmission. The program also educates 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 facilitated cooperation among these same stakeholders 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 HIV/AIDS which will cover 8,000 workers. In South Africa on World’s Aids Day managers at Londolozi 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 Programs Addressing HIV/AIDS for Orphans and Vulnerable Children

Since 2001, ILAB has provided \$118 million in funding for 27 projects to combat exploitive child labor amongst HIV/AIDS-affected children in 29 countries throughout the world.

- These technical assistance projects address HIV/AIDS as a central focus of the project, as one component of a larger project, or through capacity building, awareness-raising and research efforts. Several of these projects provide direct assistance, including education and training services, to children orphaned by AIDS, child heads of households, and children caring for sick parents.
- These ILAB projects are implemented by a variety of partners, including the ILO’s International Program on the Elimination of Child Labor (ILO-IPEC), World Vision, the

International Rescue Committee (IRC), Associazione Volontari per il Servizio Internazionale (AVSI), Academy for Educational Development, American Institutes for Research, Jesus Cares Ministries, Winrock International, Save the Children UK, Catholic Relief Services, Education Development Center, Inc., ChildFund International, American Center for International Labor Solidarity, and World Learning for International Development.

Success Stories and Current Projects

KURET: Funded by ILAB until March 2009, this \$14.5 million regional project targeted children living in HIV/AIDS-affected districts who were engaged in or at-risk of entering exploitive child labor in Kenya, Uganda, Rwanda, and Ethiopia. Implemented by World Vision, IRC, and AED, the 4-year project successfully withdrew and prevented 32,823 HIV/AIDS-affected children from the worst forms of child labor through direct educational services.

ILO-IPEC Regional HIV/AIDS Project: Implemented by ILO-IPEC through December 2008, this \$3 million project successfully withdrew and prevented 6,761 HIV/AIDS-affected children from involvement in the worst forms of child labor in Uganda and Zambia. The project also developed a curriculum for teaching school children about HIV/AIDS and piloted a community-based social safety net model for replication throughout Sub-Saharan Africa.

ILO-IPEC Southern Africa HIV/AIDS Project: Funded by ILAB in September 2008, this \$4.7 million ILO-IPEC regional project will target 8,400 children for withdrawal and prevention from engaging in the worst forms of child labor (WFCL) in Botswana, Namibia, and South Africa. This 4-year project will develop pilot approaches for direct action targeting children working in agriculture with a special focus on providing educational services and mitigating the impact of HIV/AIDS.

U.S. Department of State – Office of the Global AIDS Coordinator (OGAC)

Since the launch of the State Department's Emergency Plan for AIDS Relief, ILAB has worked with OGAC to assist in coordinating international workplace strategies and support the most effective U.S. government programs.

- In the field, ILAB projects are recognized as successful champions in the fight against HIV/AIDS in the workplace, and have received approximately \$6 million in support from OGAC for projects in Haiti, Vietnam, Nigeria, Guyana, India, Botswana, Lesotho, and Swaziland.
- The OGAC funding comes on a fiscal-year basis and has been used to support existing ILAB projects in these countries. In addition, ILAB has provided critical technical support to the OGAC working groups reviewing USG proposed international workplace projects since the beginning of the Emergency Plan's program.