



UNAIDS

JOINT UNITED NATIONS PROGRAMME ON HIV/AIDS

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International Labour Organization

ILO/UNAIDS Meeting on AIDS and the world of work in Latin America
and the Caribbean

PROPOSAL FOR SUMMARY AND FOLLOW-UP ACTIONS

We, participants at the ILO/UNAIDS Meeting on AIDS and the world of work in Latin America and the Caribbean, held in Brasilia on 6 May 2006, commit to strengthening and accelerating action on HIV and AIDS at and through the workplace.

We note with great concern the direct impact of the HIV pandemic on the world of work, both on the formal and informal economies. Over 36 million persons of the working age population of the world are living with HIV/AIDS. The death of workers and the failure to prevent new infections among workers impoverishes everyone and reduces the stock of human capital.

Every potential partner and all possible entry points need to be mobilized and integrated into expanded national responses to the humanitarian and development challenges of HIV/AIDS. The workplace provides an important entry point for prevention, care and treatment of HIV/AIDS and protection against discrimination. Workplace partners are key to effective action.

This document gives voice to that recognition, and hereby calls on governments, employers and their organizations, and trade unions and their members, UN agencies and civil society to give HIV/AIDS the highest priority.

We are deeply concerned that silence, denial and stigma and discrimination against people living with HIV increases the impact of the epidemic and constitutes a major barrier to an effective response. Addressing these issues lies at the heart of successful programmes in the workplace and society at large.

We recognize the important role of people living with HIV and those affected by the epidemic in the planning and implementation of workplace programmes.

We reaffirm that the *ILO Code of Practice on HIV/AIDS and the world of work* provides a framework for workplace action and the promotion of good practice in policy formulation and programme implementation. We call on all leaders in the world of work to generate the urgently required resources for the financing of a sustainable expansion of workplace activities in all regions.

We call on governments, in the framework of the “Three Ones” principle

- a) to intensify and expand their national AIDS programmes, and include a strategy for the world of work with the involvement of all social partners, through advocacy and public information, planning and policy development, and increased budget allocations;

- b) to create a supportive legal and policy environment for the development of workplace programmes, based on the ILO Code of Practice, with an emphasis on the elimination of discrimination and measures to ensure implementation;
- c) to recognize their own responsibility as employers, and ensure that all sectors have workplace policies to protect the rights and health of workers;
- d) to integrate HIV and AIDS concerns in human resources planning, vocational training, industrial relations and occupational safety and health structures;
- e) to make special provision for vulnerable and hard-to-reach populations, especially those in the informal economy, migrant, mobile, women and young workers (in employment and unemployed), men and women sex workers, including the linking of HIV and AIDS to poverty reduction and development strategies;
- f) to conduct and support research to guide planning, policy development and implementation of workplace programmes, as well as monitoring the effectiveness of responses in the world of work.

We call on organizations of employers and workers:

- a) to take urgent action in their own organizations, educate their members, and provide leadership in the HIV/AIDS response in the wider community;
- b) to agree and implement a policy on HIV and AIDS for their own organizations that focuses on action at the workplace;
- c) to take joint action at national and enterprise levels, and support a tripartite engagement in national AIDS activities;
- d) to support and strengthen the capacity of their members through advice and training – with technical assistance as necessary - and help them put in place a network of HIV/AIDS workplace focal points, trainers and peer educators;
- e) to make sure that workplace programmes (including occupational health and safety services) strengthen prevention, increase access to treatment, protect rights, and are consistently gender-sensitive;
- f) to help share the benefits of workplace programmes and services with the families of workers and local community;
- g) to participate in national AIDS bodies and country coordinating mechanisms.

We call on relevant institutions and partners, especially the ILO, and other members of the United Nations system and civil society:

- a) to use the workplace as a gateway to universal access within the framework of the Three Ones, and ensure the consistent inclusion of the workplace partners in planning and implementation;
- b) to stimulate and support action by government, employers' and workers' organizations, and other partners – especially people living with HIV/AIDS, to design and implement HIV/AIDS workplace programmes, including assistance with formulating funding proposals;
- c) To promote initiatives for the economic empowerment of people and families affected by HIV/AIDS through providing opportunities for decent work by skill-building, training and micro-financing for the establishment of small and medium sized enterprises as a way to improve access to prevention, care and treatment, to fight stigma and discrimination and to prevent HIV/AIDS affected persons and families from falling into poverty.
- d) to encourage and support innovative strategies to extend HIV/AIDS workplace programmes to small enterprises and the informal economy;
- e) to expand the capacity of UN field offices and relevant NGOs capacity to deal with HIV/AIDS workplace issues;
- f) to facilitate knowledge sharing on HIV/AIDS workplace policies, practices, and interventions.