Pan American Health Organization
World Health Organization

PAHO response to HIV

HIV/AIDS in the workplace, world-wide and regional trends

III Hemispheric Workshop on Occupational Health and Safety

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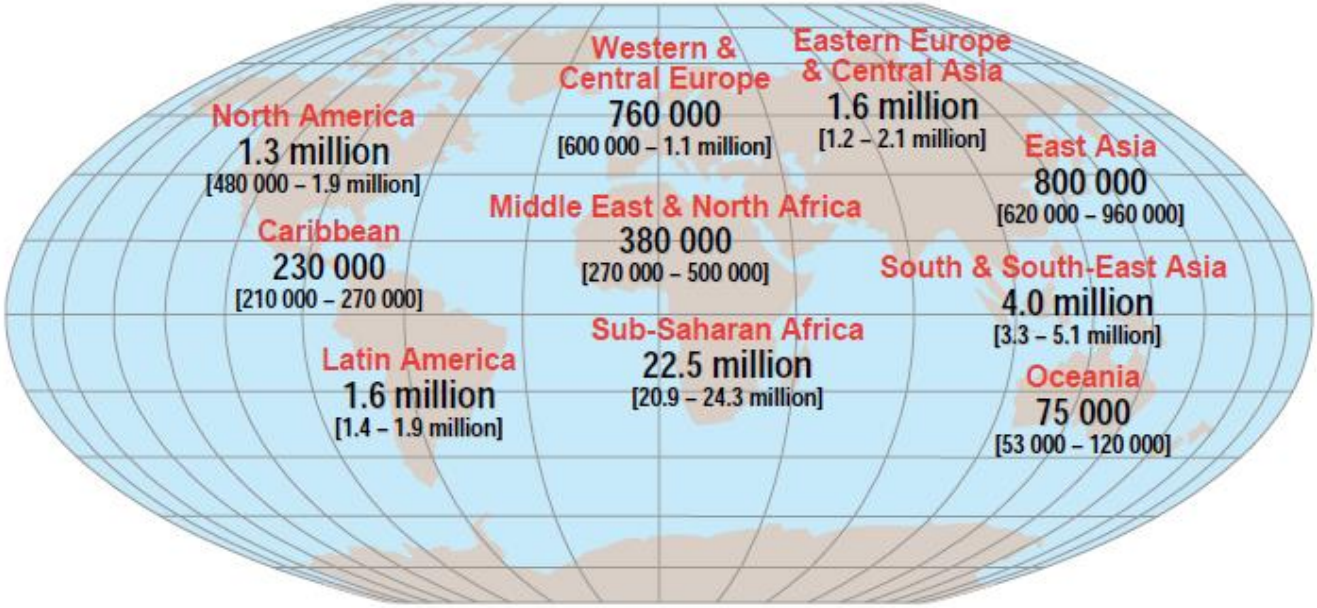
Bertha Gómez M, MD infectóloga, MPH
Subregional Advisor on HIV/ STI
Andean Region
PAHO/WHO

World Health Organization

UNAIDS

Adults and children estimated to be living with HIV, 2007

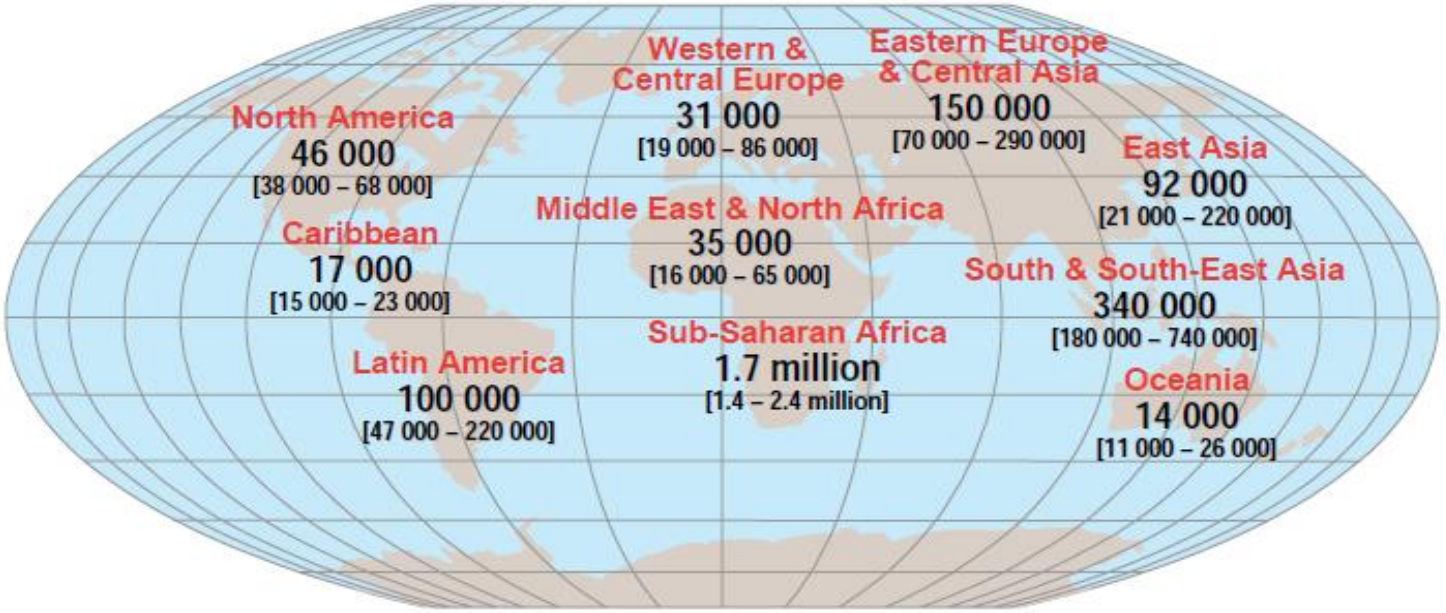


Total: 33.2 (30.6 – 36.1) million

World Health Organization

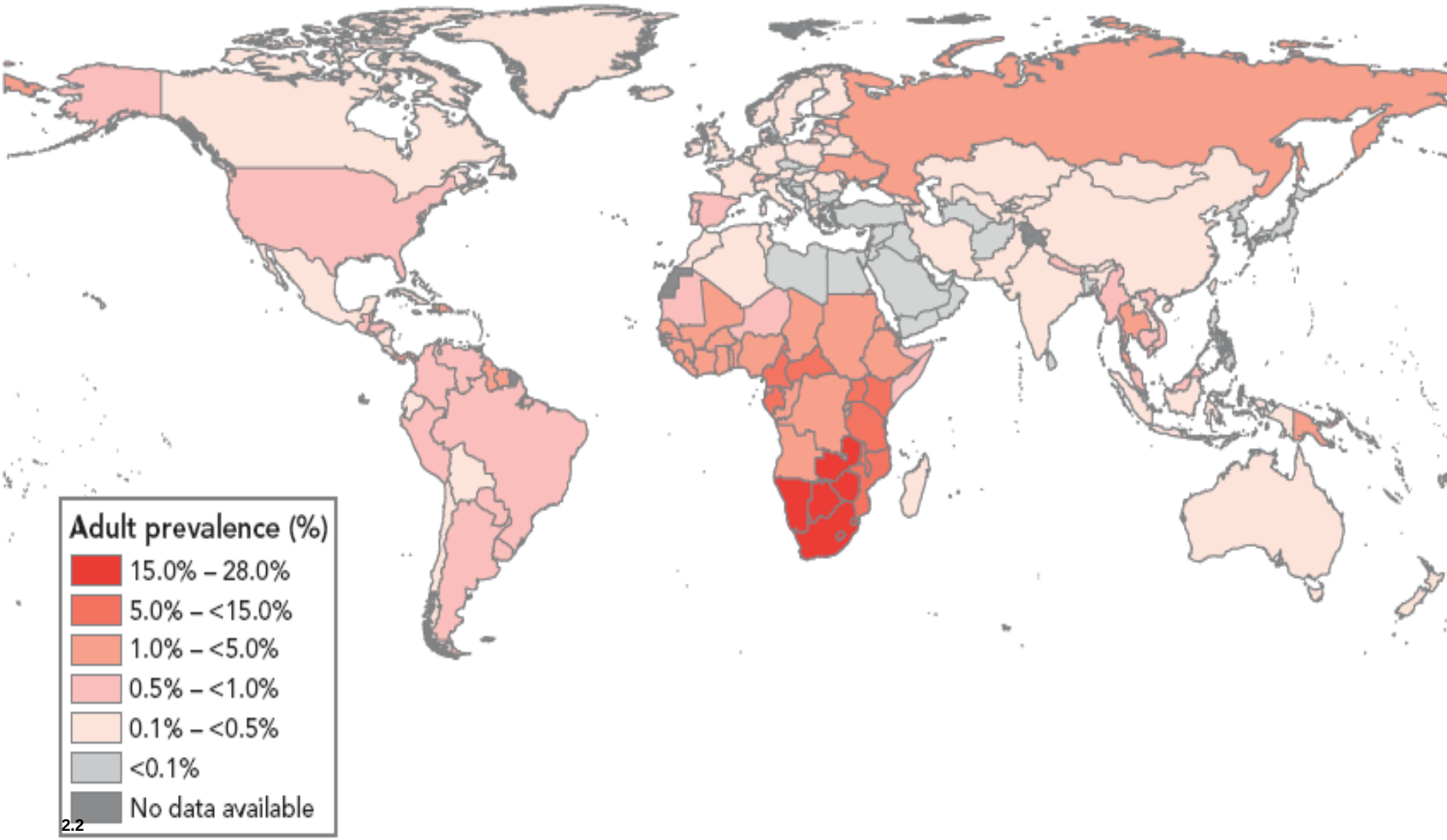
UNAIDS

Estimated number of adults and children newly infected with HIV, 2007

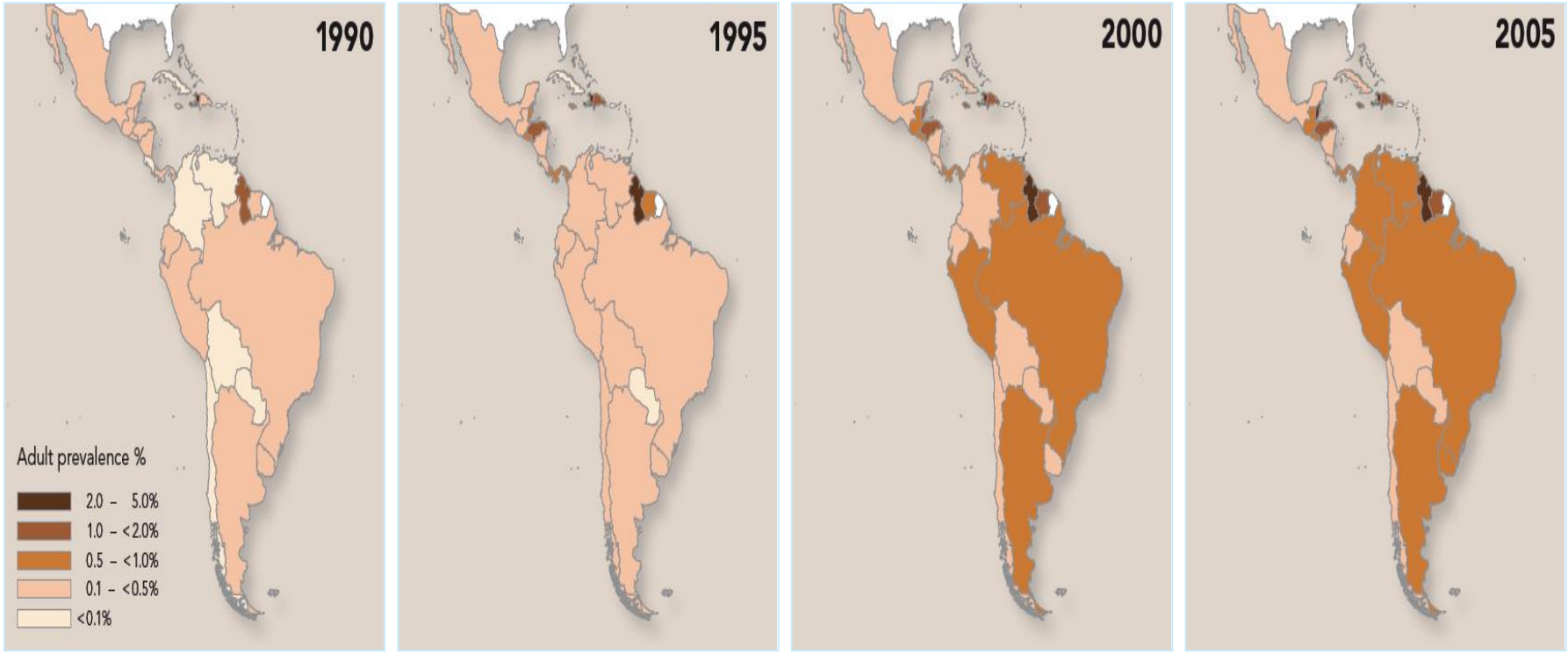


Total: 2.5 (1.8 – 4.1) million

A global view of HIV infection



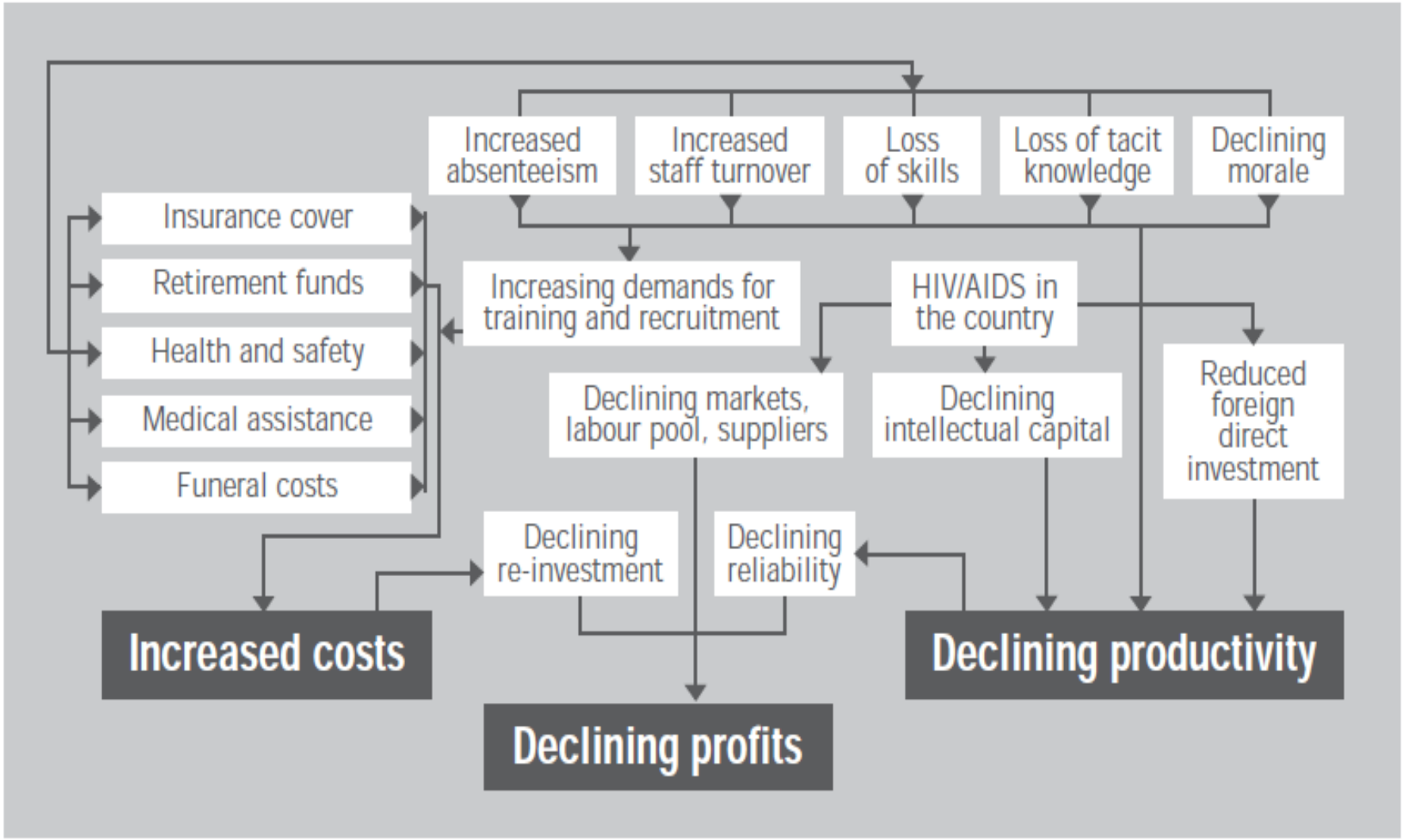
Prevalencia de HIV en adultos en America Latina y el Caribe, 1990–2005



Impact of HIV - Examples

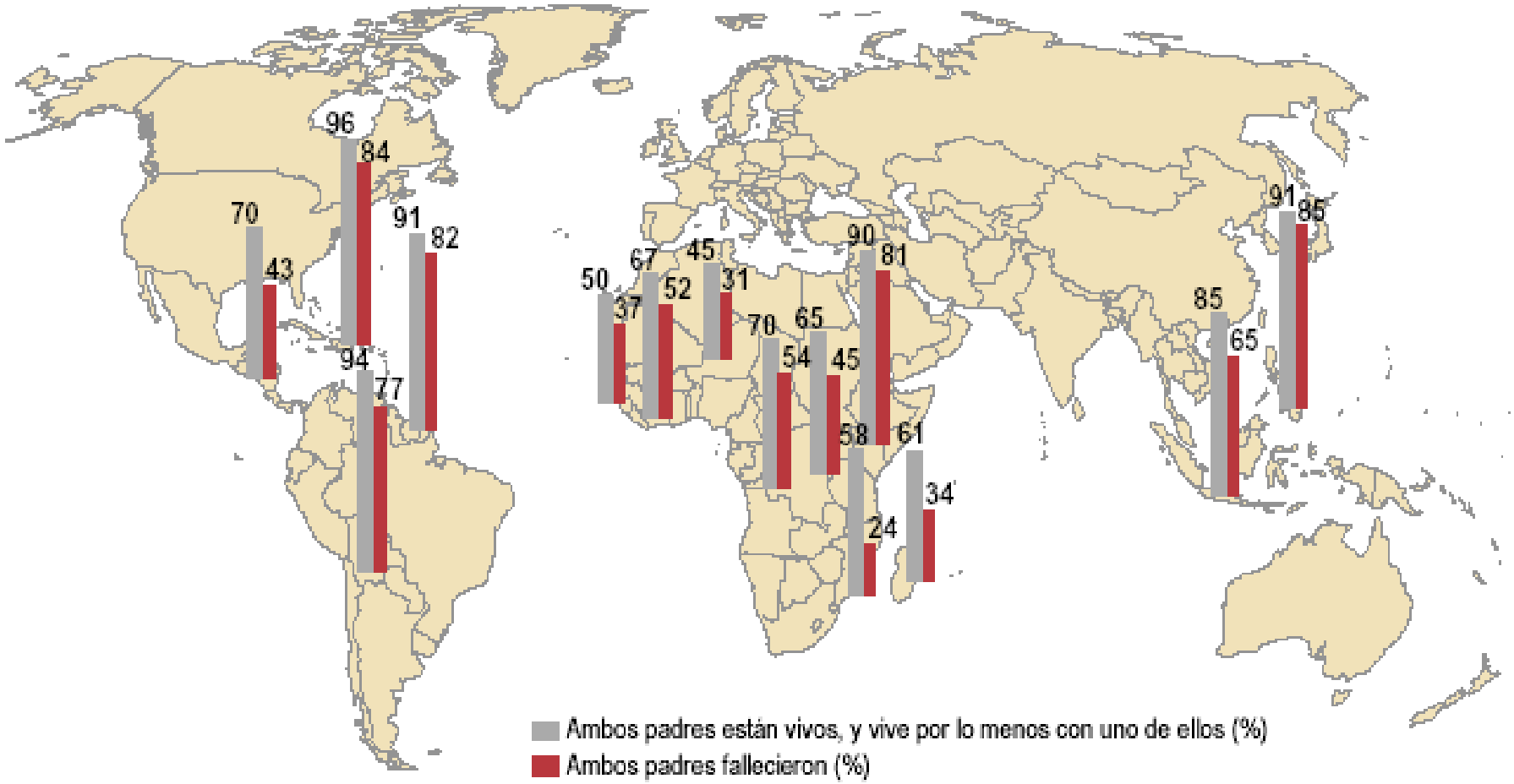
- **By 2020, HIV/AIDS is expected to cause a 10% to 30% reduction in the labour force in high-prevalence countries.**
- **Over half the teachers in Uganda are believed to be living with HIV/AIDS**
- **A third of the rural households affected by HIV/AIDS in Thailand reported a 50% reduction in agricultural output**
- **World Bank research suggests that where HIV prevalence in a country reaches 5%, the impact of the epidemic may be enough to cause a fall in GDP.**
- **According to the estimates shown, between 24 and 25 million labour force participants aged between 15 and 64 years were living with HIV or with AIDS worldwide in 2005. 41 per cent are women**
- **Asia accounts for 8 per cent of lost growth in employment, and Latin America and the Caribbean for 7 per cent. Africa for 80%**

The impact of HIV/AIDS on enterprises



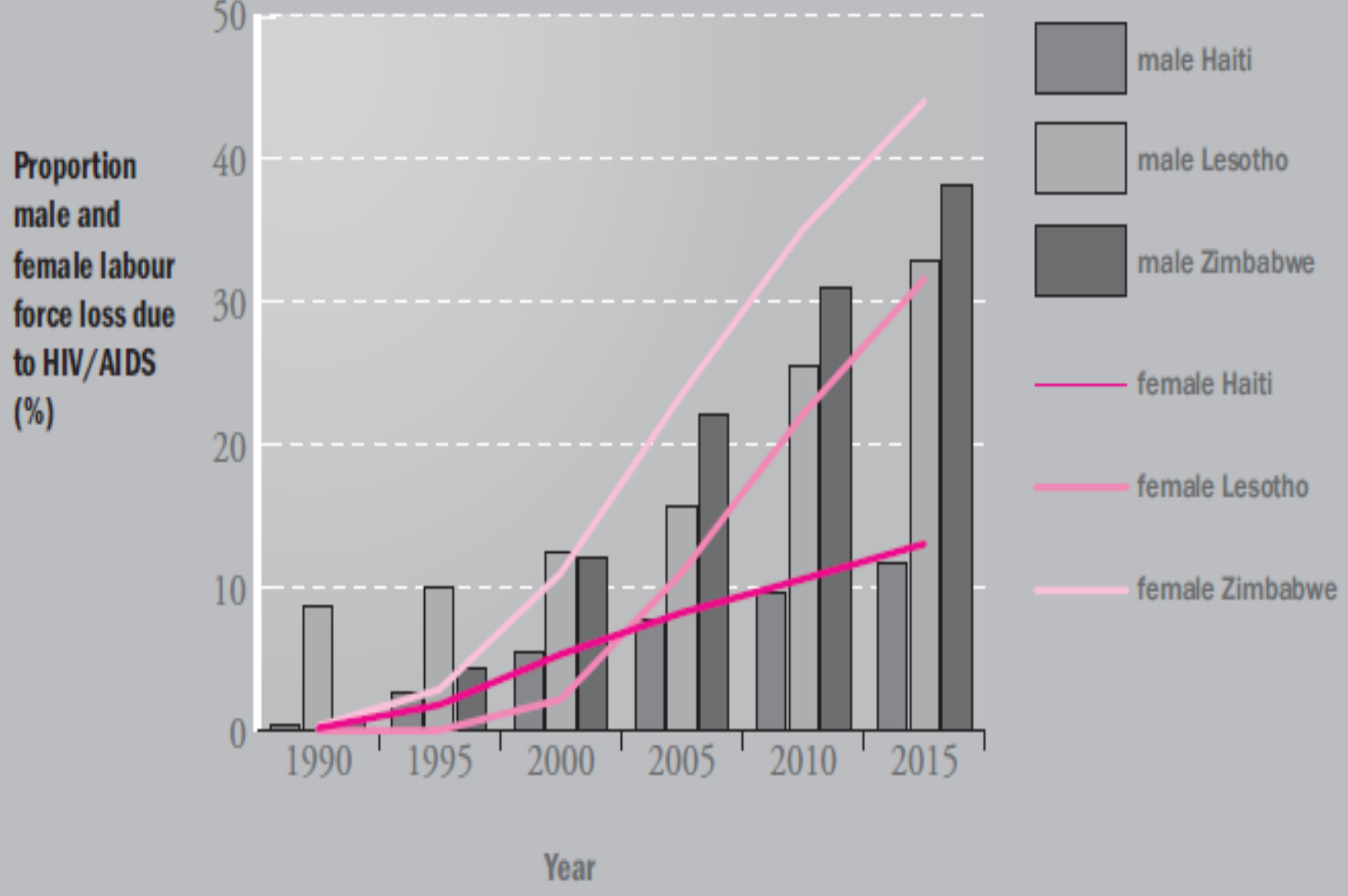
Source: UNAIDS, adapted by ILO

Porcentaje de niños de 10 a 14 años de edad que siguen asistiendo a la escuela, estando con vida o no sus padres, países seleccionados, 1997-2001



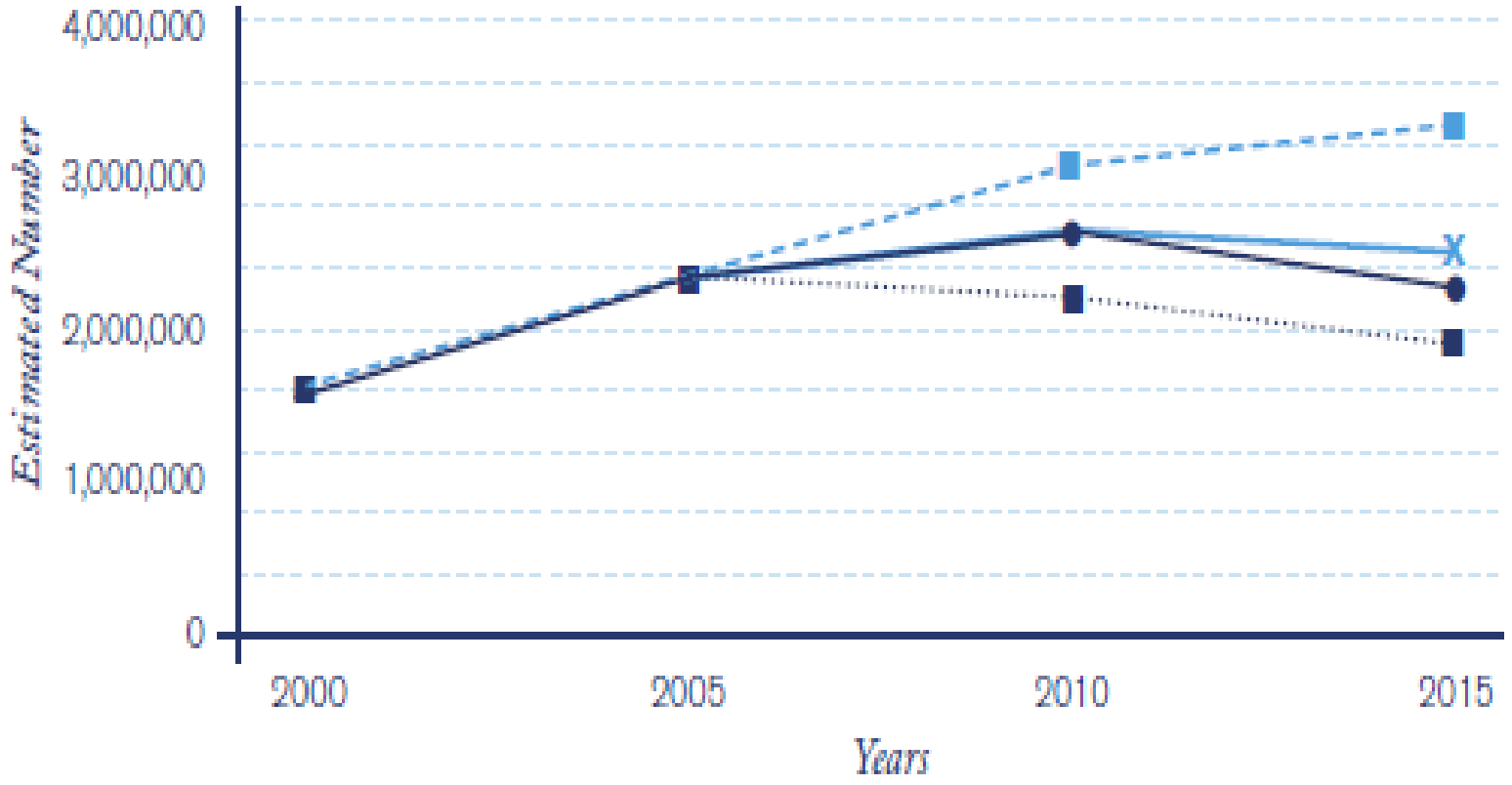
Fuentes: UNICEF (1997-2001), Encuestas a base de indicadores múltiples; Macro International (1997-2001), Encuestas demográficas y de salud

Cumulative proportion of male and female labour force loss in Haiti, Lesotho and Zimbabwe, 1990-2015



Graph 9_Reductions in New HIV Infections and Impact on Number of People with HIV 2005-2015: Baseline and 3 Scenarios

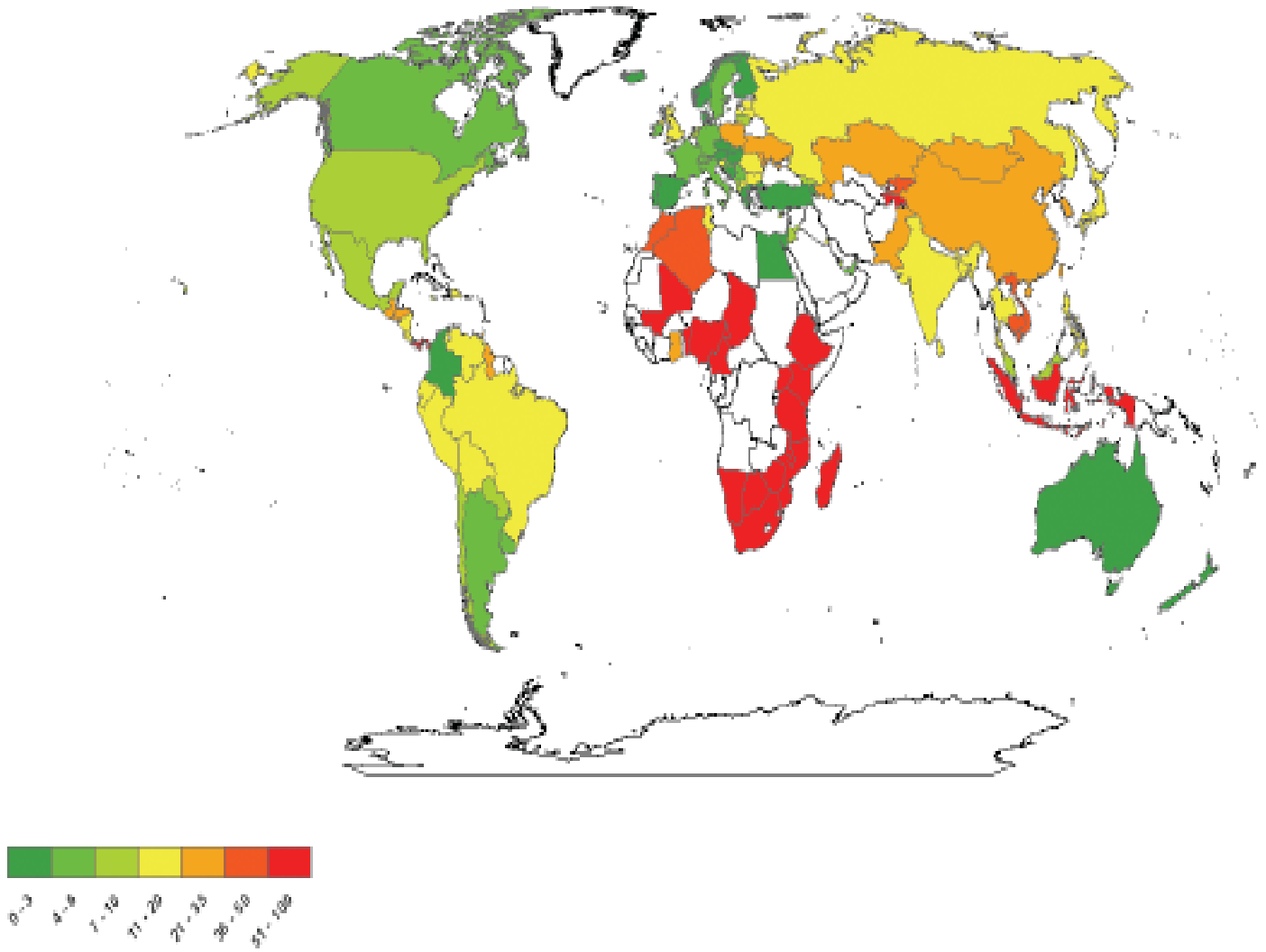
Source: PAHO



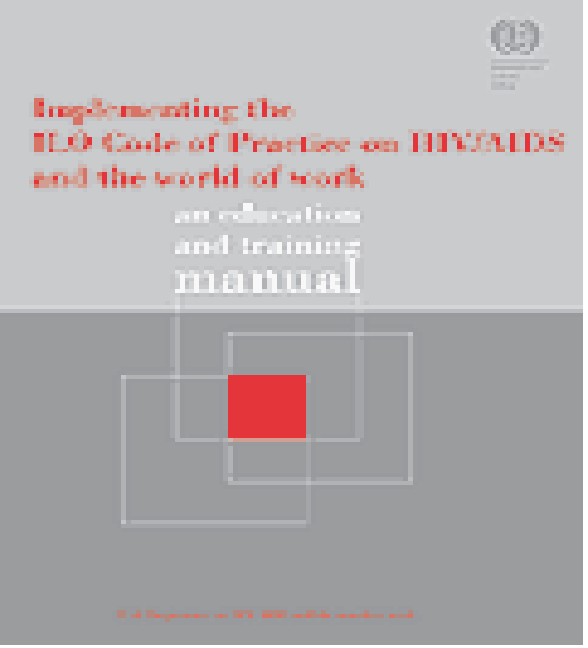
	Direct costs	Indirect costs
Individual costs from one employee with HIV/AIDS	• **Medical care** • **Benefit payments: disability, death, Funeral, etc.** • **Recruitment and training of replacement worker**	• **Reduced productivity due to absenteeism/sickness** • **Supervisors' time in dealing with productivity losses** • **Turnover costs**
Organizational costs from many employers with HIV/AIDS	• **Insurance premiums** • **Accidents related to sickness or inexperience** • **Costs of litigation**	• **Senior management time** • **Production disruptions** • **Depressed morale and motivation** • **Loss of experienced workers** • **Strain on labour relations**

Source: Adapted from Rosen et al., 2003

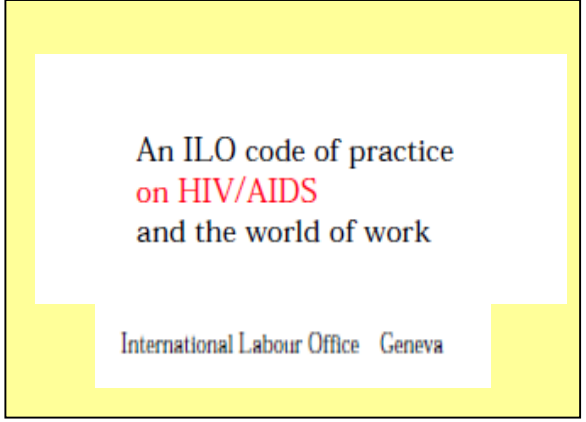
Map 1 Global concern over current impacts on business of HIV/AIDS (% with some concern)

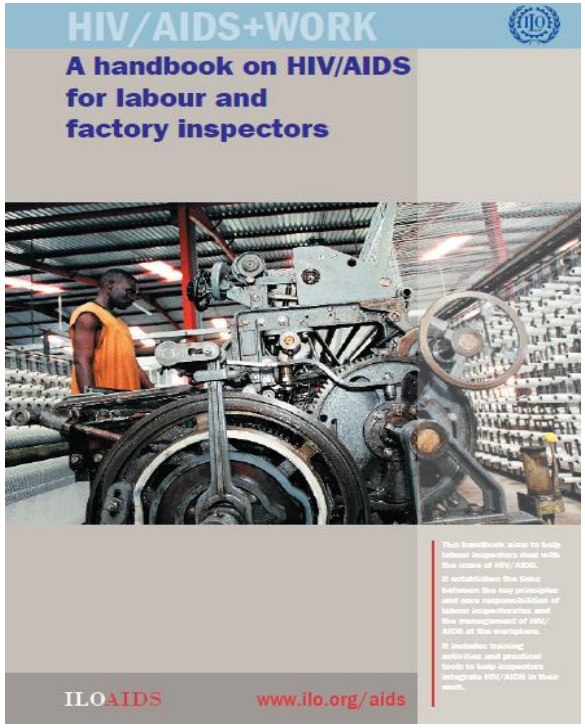


A Global Review of the Business Response to HIV/AIDS 2005-2006. Foro Económico Mundial

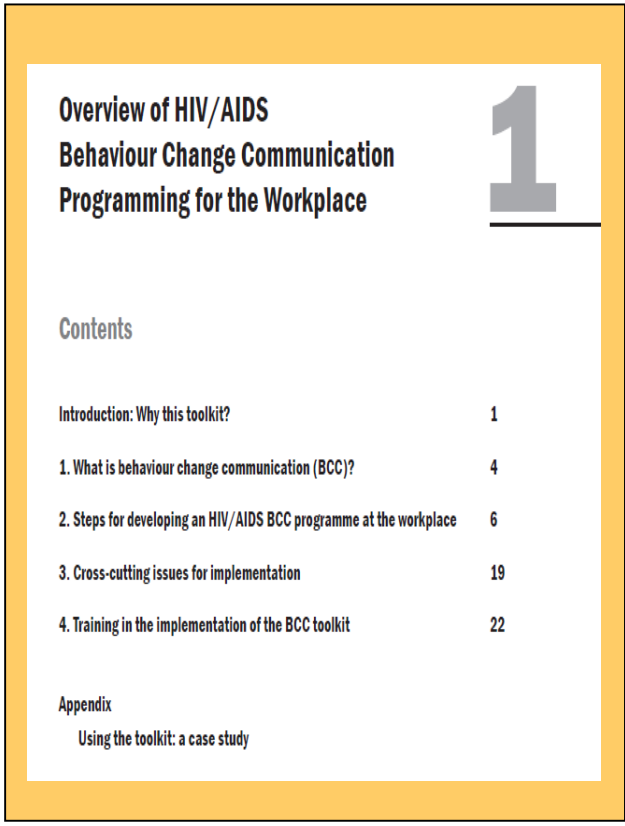

Implementing the
ILO Code of Practice on HIV/AIDS
and the world of work
an education
and training
manual

World Health Organization
International Labour Organization
Joint ILO/WHO guidelines
on health services and HIV/AIDS
International Labour Office, Geneva, 2005


An ILO code of practice
on HIV/AIDS
and the world of work
International Labour Office Geneva


HIV/AIDS+WORK
A handbook on HIV/AIDS
for labour and
factory inspectors
ILOAIDS
www.ilo.org/aids

HIV/AIDS and work:
global estimates,
impact on children and
youth, and response
2006


Overview of HIV/AIDS
Behaviour Change Communication
Programming for the Workplace
1
Contents
Introduction: Why this toolkit? 1
1. What is behaviour change communication (BCC)? 4
2. Steps for developing an HIV/AIDS BCC programme at the workplace 6
3. Cross-cutting issues for implementation 19
4. Training in the implementation of the BCC toolkit 22
Appendix
Using the toolkit: a case study

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

- **Objective: provide a set of guidelines to address the HIV/AIDS epidemic in the world of work and within the framework of the promotion of decent work.**

- **The guidelines cover the following key areas of action:**
  - **prevention of HIV/AIDS;**
  - **management and mitigation of the impact of HIV/AIDS on the world of work;**
  - **care and support of workers infected and affected by HIV/AIDS;**
  - **elimination of stigma and discrimination on the basis of real or perceived HIV status.**

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

- ***Recognition of HIV/AIDS as a workplace issue:*** because it affects the workforce, and because the workplace can play a vital role in limiting the spread and effects of the epidemic.
- ***Non-discrimination***
- ***Gender equality:*** More equal gender relations and the empowerment of women are vital to successfully preventing the spread of HIV infection and enabling women to cope with HIV/AIDS.
- ***Healthy work environment*****:** The work environment should be healthy and safe, and adapted to the state of health and capabilities of workers
- ***Social dialogue*****:** A successful HIV/AIDS policy and programme requires cooperation and trust between employers, workers, and governments.

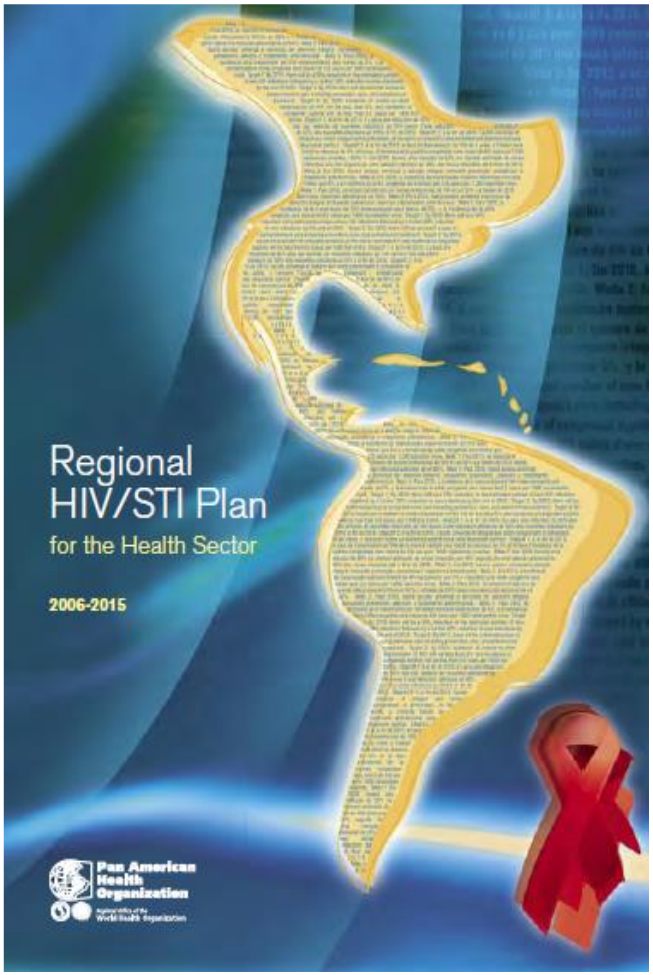
Key Principles of the ILO Code of Practice on HIV/AIDS and the world of work

- ***Screening for purposes of employment***
  HIV/AIDS screening should not be required of job applicants or persons in employment and testing for HIV should not be carried out at the workplace except as specified in this code.
- ***Confidentiality***
- ***Continuing the employment relationship***
  HIV infection is not a cause for termination of employment. Persons with HIV-related illnesses should be able to work for as long as medically fit in appropriate conditions.
- ***Prevention***
  The social partners are in a unique position to promote prevention efforts through information and education, and support changes in attitudes and behavior.
- ***Care and support***
  Solidarity, care and support should guide the response to AIDS at the workplace. All workers are entitled to affordable health services and to benefits from statutory and occupational schemes.

Joint ILO/WHO guidelines on health services and HIV/AIDS

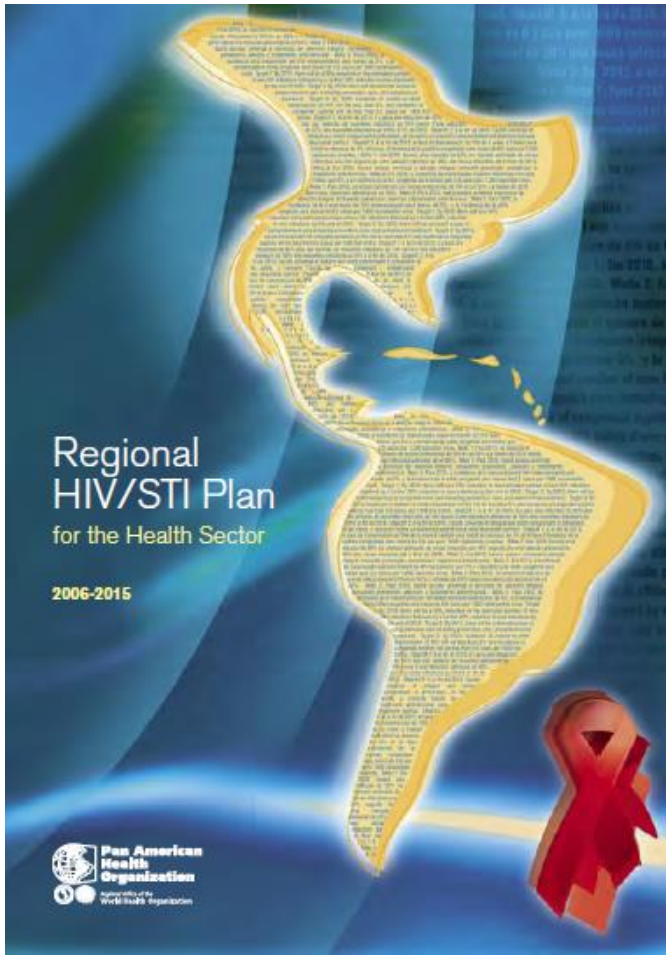
- ***Objectives:***
  - Promote the sound management of HIV/AIDS in health services, including the prevention of occupational exposure.
  - Ensure that health-care workers have decent, safe and healthy working conditions,
  - Ensure effective care that respects the needs and rights of patients, especially those living with HIV/AIDS.

  - ***Contents:*** Role of government, employers' and workers' organizations, The health sector as a workplace, Occupational safety and health, Exposure incident management, Care, treatment and support and 12 Fact sheets



1.1.3 By 2008, policies for health service delivery will be in place, including adequate training for health workers, to eliminate stigma, discrimination, gender disparities, and other barriers to HIV and STI prevention, care, and treatment.

3.1.3 By 2008, workplace safety rules, regulations, and supplies, including post-exposure prophylaxis, will be in place to protect health workers who come in contact with the HIV virus.



2.4.1 By 2010, policies, legislation and regulations will be put into place to ensure adequate staffing (recruitment, deployment, retention, and workplace safety) for implementation of health interventions and the provision of comprehensive health services for HIV/STI

2.4.2 By 2010, educational programs for health professionals will have incorporated prevention, care, and treatment of HIV/AIDS/STI in their curricula at all levels and disciplines.

2.4.3 By 2008, in-service continuing education needs for HIV/STI health workers will be defined and capacity development programs22 will be underway, monitored, and evaluated

- ***The role of government:***
  - **resources mobilization**
  - **Legislation and policy on HIV/AIDS**
  - **structures to implement it.**
  - **Social security**
  - **M&E**
  - **Leading The multisectorial response**
  - **Poverty Reduction Strategy**

- ***The role of institutions***
  - **Design and implement a HIV/AIDS policy**
  - **education on HIV prevention**
  - **provision of care and support**
  - **application of ILO Code of Practice on HIV/AIDS and the world of work**
  - **community participation.**

Reasons why it is necessary to deal with HIV/AIDS in the workplace.

- **Because, HIV/AIDS has a huge impact on the world of work - reducing the supply of labour and available skills, increasing labour costs, reducing productivity, threatening the livelihoods of workers and employers, and undermining rights.**
- **Because the workplace is a good place to tackle HIV/AIDS. Workplaces are communities where people come together and they discuss, debate, and learn from each other. This provides an opportunity for awareness raising, education programmes, and the protection of rights.**
- **Because employers and trade unions are leaders in their communities and countries. Leadership is crucial to the fight against HIV/AIDS**