



The ILO's Response to HIV/AIDS  
Meeting with Rapporteurs  
Da Nang, 02 October 2003



HIV/AIDS:  
A WORKPLACE ISSUE



***"If you take away our jobs, you will kill us faster than the HIV virus.***

***We can work. We pose no risk to our co-workers. Work is more than medicine to us. It keeps us going and enables to bring home food and medicine."***

***An AIDS activist living with HIV/AIDS***

[www.ilo.org/aids](http://www.ilo.org/aids)



## HIV/AIDS: A WORKPLACE ISSUE



The impact  
on workers

Loss of income and  
employee benefits

Stigma and  
discrimination

Pressure on families,  
the problem of  
orphans

[www.ilo.org/aids](http://www.ilo.org/aids)



## ILO definition on discrimination



“ Discrimination is defined as any distinction, exclusion or preference made on the basis of race, color, sex, religion, political opinion, which has the effect of impairing equality of opportunity and treatment in employment or occupation”.

ILO Discrimination (Employment) Convention No.111

Some of its forms: pre-employment testing lead to refusal, dismissal without medical evidence, denial of health insurance benefits, salary reductions and harassment etc.

[www.ilo.org/aids](http://www.ilo.org/aids)



## HIV/AIDS: EFFECTS ON PEOPLE AND BUSINESS

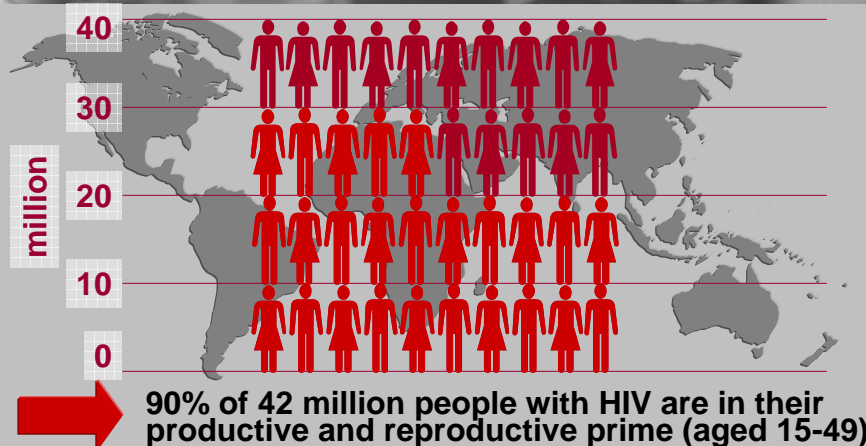


- Workers are valuable company assets and should be protected
- If a company does not know how to deal with HIV/AIDS, it will face productivity losses:
  - loss of skills/ depleted capital resources
  - rising labor costs
  - production disruptions (e.g. fear of workers to work alongside an HIV-positive colleague)
  - threatened occupational health and safety

[www.ilo.org/aids](http://www.ilo.org/aids)



## Worldwide Situation



26 million are workers.

[www.ilo.org/aids](http://www.ilo.org/aids)



## Vietnam Situation



- By end 2002, estimated HIV prevalence among people aged 15-49 was 0.28%  
As March 2003, 63,361 people had been reported as HIV positive and 9,802 full-blown AIDS
- Since 1999, around 40% of all reported HIV cases were among young people (4 times higher than that of 1994).
- Epidemic is also spreading to general population

[www.ilo.org/aids](http://www.ilo.org/aids)



## Some preliminary findings KABP in Vietnam



A KABP survey was implemented (August, 2003) among 200 employers and workers in garment and glassware industries (Hanoi and Hochiminh City)

### Knowledge and Beliefs

Most respondents heard of HIV/AIDS, but misconception existed: 76.2% think they cannot be infected with HIV

40% do not know about stages of HIV development

Men are believed to be more likely to be infected by HIV

### Attitudes and practices

Stigma and discrimination prevailing in both cities

[www.ilo.org/aids](http://www.ilo.org/aids)



## Some preliminary findings KABP survey



**54% do not want to have any relation with infected workers**

**56% consider infected people should bear full responsibility for their “negative” behaviours**

**87% consider the infected workers negatively affect the factory reputation and productivity**

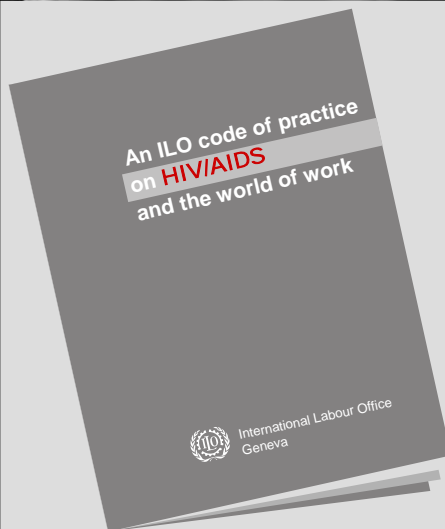
**82% want people to be tested before receiving employment**

**28.5% want infected workers to be laid off**

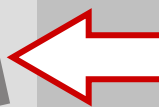
[www.ilo.org/aids](http://www.ilo.org/aids)



## ILO CODE OF PRACTICE ON HIV/AIDS



Adopted by the  
International Labour  
Conference  
in June 2001



## THE OBJECTIVES OF THE ILO CODE



- Prevent spread of HIV
- Combat stigma and discrimination
- Mitigate the impact of HIV and AIDS
- Provide care and support

[www.ilo.org/aids](http://www.ilo.org/aids)



## HOW THE ILO CAN HELP



- **Awareness raising** on the workplace implications of HIV/AIDS and possible responses
- Advisory services for **policy development** and **regulatory frameworks**
- **Capacity building** (for employers' and workers' organizations, labor inspectors etc.)
- Technical support for the **implementation of HIV/AIDS programs at workplace level**
- **Good practice documentation**

[www.ilo.org/aids](http://www.ilo.org/aids)

