

ILAB TECHNICAL COOPERATION PROJECT SUMMARY

PROJECT TITLE	HIV/AIDS Prevention in the World of Work: A Tripartite Response
REGION/COUNTRY	India
PROJECT DURATION	June 2002- September 2013
FUNDING LEVEL	FY 01 \$413,116 (USDOL); FY 03, \$800,000 (USDOL); FY 05, \$800,000 (USDOL); FY 06, \$80,000 (PEPFAR); FY 07, \$250,000 (PEPFAR); FY 08, \$200,000 (PEPFAR); FY 09, \$200,000 (PEPFAR); FY 11, \$294,667 (PEPFAR); FY 12, \$150,000 (PEPFAR).
PROBLEMS TO BE ADDRESSED	<p>The HIV/AIDS pandemic is not just a public health problem, but it is also an employment and labor problem. The pandemic is an employment problem because it strikes people in the most economically active segment of the population, and the illness and death stemming from the pandemic are causing employers to lose a significant percentage of their workforce. Replacing those workers and the skills they possess comes at a significant cost to employers. HIV/AIDS is also a labor issue with because people living with HIV/AIDS often face discrimination in the workplace, such as the threat of job loss or of not being hired for a new job. Fear of this kind of discrimination, in addition to general fear and social stigmatization, often lead workers to avoid voluntary counseling and testing services or to seek out treatment, further exacerbating the pandemic and inhibiting traditional prevention and education efforts from reducing the infection rate. Many of the approximately 2.4 million people living with HIV/AIDS in India are employed and face discrimination, stigma, and are in constant fear of losing their jobs.</p>
PROJECT OBJECTIVES	<p>The objectives of this project are to 1) reduce HIV/AIDS risk behaviors of employees from targeted enterprises and their families, and 2) reduce employment discrimination against persons living with HIV/AIDS.</p>
SUMMARY OF ACCOMPLISHMENTS TO DATE	<p>To date, the project has worked with 67 enterprises, reaching 213,422 workers in over 150 locations and training 2,076 peer trainers at worksites to educate fellow workers about HIV/AIDS. The project trained a teacher for and integrated an HIV/AIDS component in the syllabus of the Central Board for Workers (CBW). Through the CBW, the project reached 1,689,212 workers in both the formal and informal sectors. The project also trained 1420 worker representatives and supported union projects on HIV/AIDS that have reached over 8000 workers in the informal economy. The project has assisted in the development of 476 company policies on HIV/AIDS.</p> <p>In addition, the project facilitated the endorsement of the International Labor Organization (ILO) Code of Practice on HIV/AIDS and the World of Work by the National AIDS Control Organization (NACO). It also worked with the Ministry of Labor and Employment to develop a draft national policy on HIV/AIDS and the world of work that is now pending Cabinet approval.</p>
PARTNER ORGANIZATIONS	International Labor Organization
CONTACT INFORMATION	U.S. Department of Labor Bureau of International Labor Affairs Office of Trade and Labor Affairs (202) 693-4900