



STATEMENT OF COMMITMENT FOR LEADERS IN THE WORLD OF WORK

Preamble

We, leaders and representatives of the world of work -business (public and private) and labour - met at the leadership forum convened on 12th July 2004 in Bangkok for the XV International AIDS conference commit to strengthening and accelerating action on HIV/AIDS at the workplace.

We recognize the direct impact of the HIV/AIDS pandemic on the world of work, both the formal and informal economies. The ILO now estimates that 36.5 million of the working age population are presently living with HIV/AIDS. We also recognize that the workplace provides a vital entry point for provision of education, care and treatment and activities to combat discrimination. This joint statement gives voice to that recognition, hereby calling government, employers and their member organisations, and trade unions and their members to give the issue the highest priority.

Efforts need to be expanded and resources mobilized to develop and implement effective responses to the humanitarian and development challenges of HIV/AIDS. The death of workers today, and the failure to prevent infections among the workers of tomorrow, impoverishes everyone and reduces the stock of human capital.

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

We recognize the importance of people living with HIV/AIDS and those affected 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 resources urgently required for the financing of a sustainable expansion of workplace activities in all regions.

In this regard, we recall and reaffirm previous commitment to all relevant decisions, declarations and resolutions in the area of HIV/AIDS in the world of work particularly:

- The UNGASS Declaration on Commitment (Paragraphs 49, 68, 69) New York, June 2001;
- International Organisation of Employers and International Confederation of Free Trade Unions (IOE/ICFTU) Joint Declaration, Geneva, May 2003; and
- The tripartite consensus Statement on best practices in workplace action on HIV/AIDS, Geneva, December 2003.

We also reiterate our commitment to joint action plans made in Addis Ababa (December 2003) and in Geneva (March 2004). We hereby recommend the following actions for leadership:

1. Development, implementation of workplace policies and programmes.

- To advocate for appropriate attention to HIV/AIDS at the workplace issue and the integration of workplace activities in national AIDS programmes;
- To ensure a supportive legal and policy environment for the planning and implementation of workplace programmes;
- To develop and implement sectoral HIV/AIDS policies and programmes, especially for the public sector workplace;
- To promote policies and programmes that address and overcome employment related stigma and discrimination;
- To promote good corporate practices on HIV/AIDS, including the extension of health care to all workers and their families;
- To intensify and extend gender-specific programmes addressing the concerns of both women and men;
- To promote HIV/AIDS awareness in vocational training programmes carried out by governments and enterprises, in collaboration with workers' organizations.

2. Scaling-up the response to HIV/AIDS prevention, treatment, care and support

- To support a continuum of prevention, care and support, and access to treatment in the workplace;
- To support activities beyond the workplace and extend services to families and communities;

- To support the implementation of reasonable accommodation options such as adjustment to work-time and tasks, and other supportive actions by employers for those affected by HIV/AIDS;
- To promote the extension of social protection and social security to all workers for sustainable access to HIV/AIDS treatment;
- To enhance public-private partnerships in order to ensure that communities in which private employers are operating and providing their employees with care and treatment programmes also benefit from support and care;
- Workers, employers and government to advocate for the availability of low cost generic drugs for all of those who need treatment.

3. Increasing financial and human resources

- To fully integrate HIV/AIDS into human resource policies and occupational safety and health structure and ensure that all levels of management are involved in the effective implementation of workplace programmes;
- To develop targeted training on HIV/AIDS and workplace programmes for all key personnel;
- To build capacity of social partners to contribute effectively to national coordination mechanisms especially CCM in order to access funding for HIV/AIDS workplace programmes (GFATM, MAP, PEPFAR and others);
- To develop and implement resource mobilisation strategies for the world of work.

4. Mobilizing new and greater leadership and commitment

- To enhance social dialogue among governments, employers' and workers' organizations and forge strong partnerships between government, employers, unions and civil society;
- To promote actions involving governments, employers and workers, and their respective organizations, in order to develop policies and programmes that build on the strengths of existing infrastructures and activities;
- To strengthen leadership at all levels (governments, employers and workers) through accelerated programmes of capacity development;
- To enhance the capacity of all social partners in the world of work through provision of policy guidance and training to managers, union leaders, trainers, peer educators and key stakeholders;

- To encourage and support innovative strategies to address HIV/AIDS in the workplace, especially for small and medium-sized enterprises and the informal economy;
- To strengthen the involvement of people living with HIV/AIDS and those affected in the development and implementation of HIV/AIDS workplace policies and programmes.

5. Mechanisms of accountability

- To further develop benchmarks for monitoring the implementation and the impact of HIV/AIDS workplace policies and programmes;
- To ensure active stakeholder participation in ongoing needs identification, implementation and monitoring;

Participants in the leadership forum: world of work

(a) Government:

- Mr. Thapabutr Jamasevi, Deputy Permanent Secretary of the Ministry of Labour, Thailand
- Mr Suthep Ounsamai, Deputy Director General, Department for Labour Protection and Welfare, Thailand
- Ms Wilaiwan Koykaewpring, Department for Labour Protection and Welfare, Thailand
- Ms Zulmia Yanri, Director, OSH Standard Division, Ministry of Manpower and Transmigration, Indonesia
- Dr Anna Marzek-Boguslauska, Director of the National AIDS Centre, Poland

(b) Employers' Organisations:

- Mr Antonio Peñalosa, Secretary General, International Organisation of Employers, Switzerland
- Mr Frederick Muia, Regional Adviser for Africa, Switzerland
- Ms Siriwan Romchatthong, Executive Director, Employers Confederation of Thailand
- Mr Anthony Pramualratana, Executive Director, Thai Business Coalition on AIDS, Thailand

(c) Workers' Organisations:

- Mr Andrew Kailembo, General Secretary, ICFTU /AFRO
- Ms Angela Lomosi, HIV/AIDS Coordinator, ICFTU/AFRO
- Mr Surat Chanwanpen, Deputy Director-General, LCT, Thailand

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