



### The ILO Turin Centre's facilities

Located in an attractive park on the banks of the River Po, the Centre's campus provides a congenial environment in which to live and study.

- It contains 21 pavilions with fully equipped modern classrooms, conference halls and meeting rooms fitted out for multilingual simultaneous interpretation, a computer laboratory, and a computerized documentation centre linked to various data banks.

The campus has 287 study/bedrooms, all with private bathrooms, telephones and cable television. It also has:

- a reception desk open 24 hours a day;

- a restaurant, a self-service canteen and a coffee lounge, all catering for international dietary needs;
- a bank;
- a travel agency;
- a laundry service;
- a post office;
- an internet point;
- a recreation room;
- facilities for outdoor and indoor sports;
- an infirmary.

Social events are regularly held both on and off campus, so that participants from different cultural backgrounds can make the most of the stimulating international climate.

### For further information, please contact

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Social Protection Programme  
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# HIV and AIDS and the World of Work: a prevention & social protection perspective

Turin, Italy,  
12 – 23 November 2012  
English & French



International Training Centre

[www.itcilo.org](http://www.itcilo.org)

# HIV and AIDS and the World of Work: a prevention & social protection perspective



## Context

Current global estimates show that approximately 34 million people are living with HIV. Nine out of ten people living with HIV are adults in their productive prime. Though there has been a significant increase in prevention and treatment services, a lot of work still needs to be done to achieve goals of universal access to HIV prevention, care and treatment. For every two people starting treatment there are five new infections. So, on the one hand prevention remains a priority, and on the other hand, social protection for people living with and affected by HIV is essential to allow them to live a productive and dignified life.

The workplace is well positioned to contribute to response as it offers an entry point to reach young and adult populations. The ILO has developed and adopted an international labour standard on HIV and AIDS at the International Labour Conference in June 2010. The new standard strengthens and expands on the principles of the Code of practice, providing a solid foundation for the development of effective national workplace policies and programmes on HIV and AIDS. It covers all the important areas of national policies and programmes with regard to HIV and AIDS, as well as implementation and follow-up.

The ILO code of practice on HIV/AIDS and the world of work, developed in 2001, offers guidance to governments, employers and workers to help them develop HIV and AIDS workplace policies and programmes. The Code promotes a rights-based approach focusing on reducing stigma and discrimination. The Code applies to both the formal and informal economies, and contemplates measures to be taken for prevention and social protection of workers.

Social protection mechanisms seek to ensure the widest possible coverage of services: access to social security and insurance schemes, health care and other mechanisms such as cash transfers, disability and death and survivors' benefits to support those living with or affected by HIV. Social protection also contributes to reducing the vulnerabilities of individuals that might be at risk of contracting HIV and therefore plays a role in prevention. The UN Social Protection Floor (SPF) Initiative promotes universal access to essential social transfers and services at the national level. Policy makers, ILO constituents, members of Country Coordinating Mechanisms of the Global Fund, as well as planners and decision-makers of national social protection mechanisms, are called upon to work jointly on the issues of HIV prevention and social protection.

Against this background, the International Training Centre of the ILO and the ILO Programme on HIV/AIDS (ILO/AIDS) are offering a capacity building course on HIV and AIDS and the world of work, with a prevention and social protection perspective.



## Objectives

The course aims to strengthen the capacity of planners and social actors to develop and implement workplace policies and programmes on HIV and AIDS that build on and benefit from the decent work approach, covering rights, prevention, gender equality, employment issues, social protection aspects and social dialogue.

At the end of the training, the participants will have increased knowledge and skills that will enable them:

- To understand the policy and legal environment for HIV and AIDS in the world of work based on the principles of the ILO code of practice and the new international labour standard on HIV and AIDS and the world of work. This knowledge will enable participants to develop effective HIV and AIDS workplace policies at the national, sectoral and enterprise levels in their countries.
- To strengthen HIV prevention in the world of work, covering formal and informal economies, communities, engaging private sector and people living with HIV. This knowledge will enable participants to develop practical approaches for undertaking/expanding prevention programmes for workers in formal as well as informal economies.
- To apply social protection approaches/models and understand their importance in contributing to prevent HIV and mitigate its impact on people living with or affected by HIV. This knowledge will enable participants to apply social protection approaches for offering care, treatment, social security, and income support to people living with HIV or affected by HIV.



## Participants' profile:

The course is designed for:

- Policy planners and advisers from relevant governmental structures such as:
  - Ministries of Labour (officials dealing with occupational safety and health, HIV, vocational training, social health insurance, social security, labour administrators/inspectors etc.)
  - Ministries of Health, National AIDS Commissions, Country Coordinating Mechanisms of the Global Fund, National Human Rights Commissions
  - Other relevant ministries
- Representatives of employers' and workers' organizations, business coalitions, public and private sector enterprises, and other non-governmental organizations
- Planners, advisers and professionals dealing with social protection mechanisms
- Representatives of multilateral/bilateral development agencies, UNAIDS and co-sponsors



## Programme:

The training programme will cover the following topics:

- HIV and AIDS in the world of work: policies, strategies, tools, legal frameworks, standards, advocacy to extend and strengthen responses, with particular reference to the ILO code and the new international labour standard on HIV and AIDS
- Reducing HIV-related stigma and discrimination and engagement of people living with HIV in the response
- HIV prevention in the world of work including gender equality and targeted initiatives to reach key populations and workers in economic sectors where the working situation and conditions may enhance the risk of HIV infection like mobile and migrant workers; action at the enterprise level, initiatives reaching out beyond workplaces to supply chains, communities/informal economy workers, and integrating workplace initiatives in the National AIDS Strategies
- Link between HIV and TB and the need to address HIV-TB co-infection in the world of work
- The role of the national social protection floor offering basic protection for HIV vulnerable and positive people, understanding social protection mechanisms; social security, occupational safety and health, health insurance, social pensions, conditional cash transfers and other forms of income support
- Impact mitigation strategies, including employment opportunities and income-generating activities for people affected by HIV
- Update on HIV epidemic: basic knowledge and recent trends



## Methodology

The ITC promotes a three phase approach in its learning activities:

- **Phase I: Pre-course information on the Internet-based learning platform**
  - Three weeks before the course
- **Phase II: Face-to-Face workshop**
  - Two weeks course in Turin
- **Phase III: Post-Training on the Internet-based learning platform**
  - Following the face to face course
- **During the course:**
  - An action-oriented, highly participative approach will be used, with particular attention to sharing international experience with a view to adaptation and practical application
  - Training methods will combine lectures and discussions, case studies, open space discussions and group work



## Language

English and French (simultaneous interpretation in both languages)



## Dates

12 – 23 November 2012



## Applications

The cost of participation, excluding international air travel, is **3,250 Euros** (Tuition fees: 1,920 Euros - Subsistence fees: 1,330 Euros) payable in advance. This covers tuition fees, the use of training facilities and support services, training materials, accommodation and full board at the Centre's campus emergency medical care insurance is provided as well.

Institutions enrolling more than two participants are eligible to a 25% discount on the tuition fee beginning with the third participant.

Applications to participate in the workshop should be addressed **no later than 5 October 2012** to:

International Training Centre of the ILO  
Social Protection Programme  
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10127 Turin, Italy  
(Tel. +39 011 6936359 - Fax: +39 011 6936548)  
E-mail: socpro@itcilo.org

Applicants should send the nomination form and a nomination letter from their institution or a sponsoring institution indicating how the participant will be financed. Please note that a Schengen visa for Italy is needed and the average time required is one month.

*As an organization dedicated to fundamental human rights and social justice, the ILO is taking a leading role in international efforts to promote and realize gender equality. In line with this ILO focus, women candidates are especially welcome.*