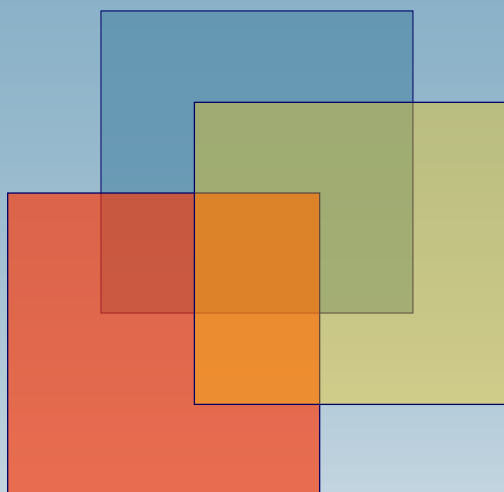




**Reaching Males at Higher Risk  
Through the World of Work**



# Reaching Males at higher risk through STI services and the World of Work

**Simphiwe Mabhele**

HIV and AIDS Technical Specialist,  
ILO Decent Work Team for East and Southern Africa.

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## WHO Meeting on Implementing the 2017 - 2021 Framework for Voluntary Male Circumcision

Southern Sun Elangeni Hotel - Durban

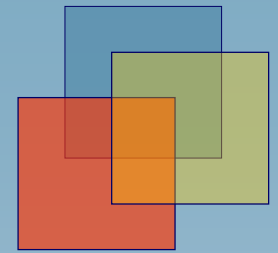
South Africa

27-Feb to 01-Mar 2017

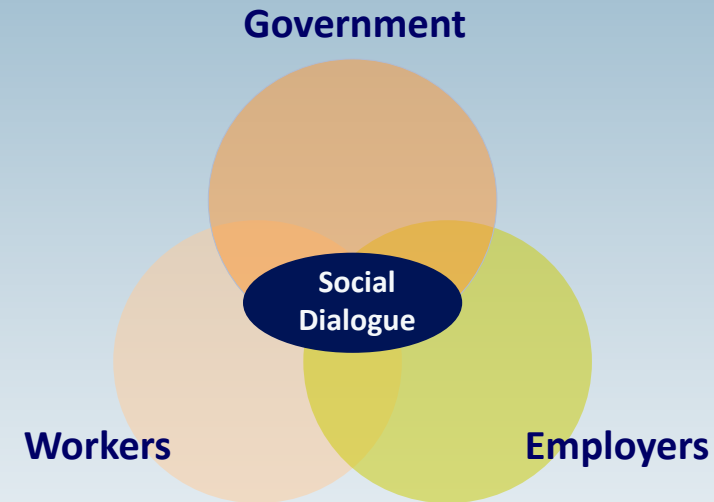


Pretoria Office

# About the ILO



- An international labour standard setting organization
- Tripartite structure of the ILO gives an equal voice to workers, employers and governments
- First specialized agency of the United Nations (1946)
- ILO Global Programme on HIV and AIDS
- Co-sponsor of UNAIDS (Mandated - HIV and TB in the World of Work)



**Cosponsoring Organizations**



**UNHCR**



**UNICEF**



**WFP**



**UNDP**



**UNFPA**



**UNODC**



**UN WOMEN**



**ILO**



**UNESCO**

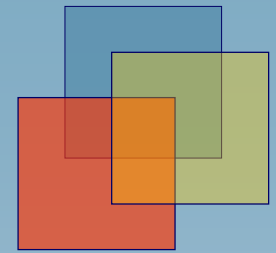


**WHO**

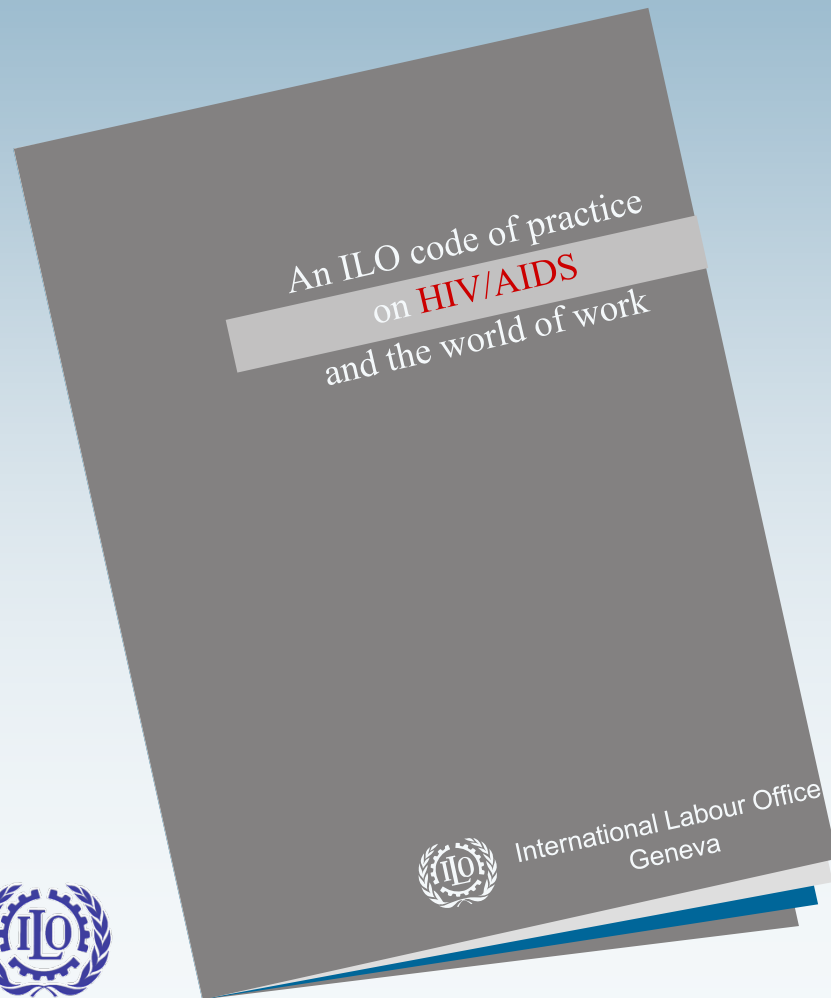


**World Bank**

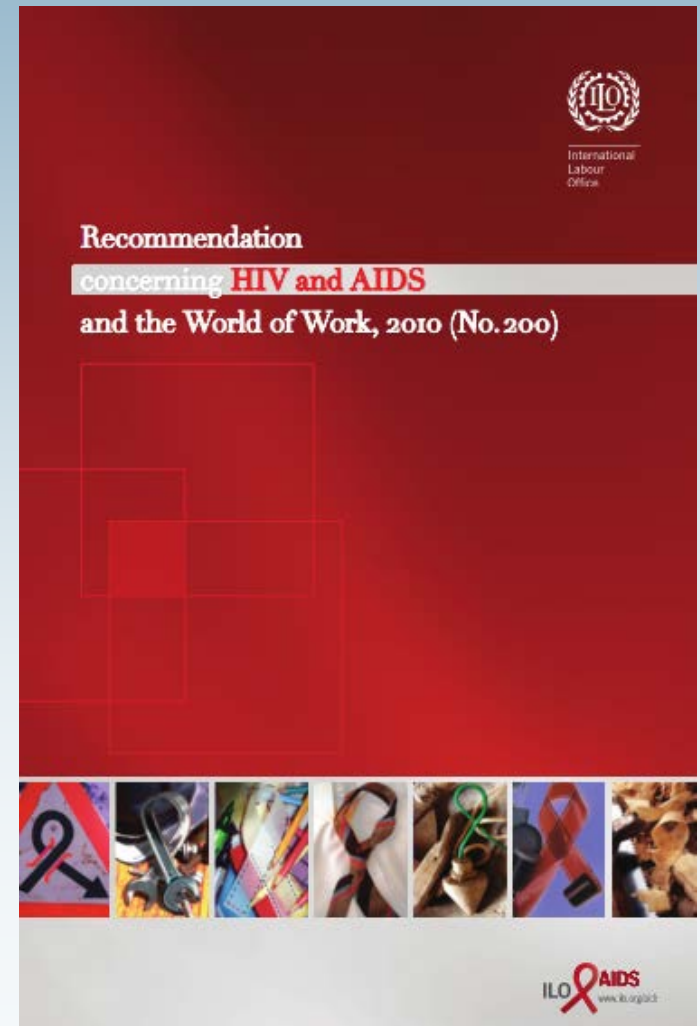
# HIV and AIDS Specific ILO Instruments



## ILO Code on HIV/AIDS (2001)



## ILO Recommendation No. 200 (2010)





# Sections that require Strategic Partnerships with Non-Health Partners/Actors

POLICY BRIEF

## A FRAMEWORK FOR VOLUNTARY MEDICAL MALE CIRCUMCISION:

EFFECTIVE HIV PREVENTION AND A GATEWAY TO IMPROVED ADOLESCENT BOYS' & MEN'S HEALTH IN EASTERN AND SOUTHERN AFRICA BY 2021

VMMC 2021



## STRATEGIC DIRECTIONS

1. Focused action for scale-up.
3. Innovation for acceleration and the future.

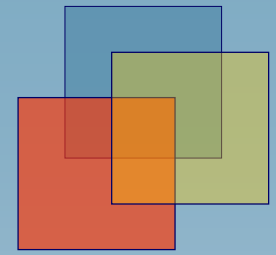
### 5.1.2 EXPLORING UNFAMILIAR TERRITORY: YOUNG MEN AGED 20–29 YEARS

For VMMC among men aged 20–29 years, sector-specific approaches can be identified for workplace-based health services (e.g. in large mines or in the uniformed services) for both outreach services and the use of incentives to reach

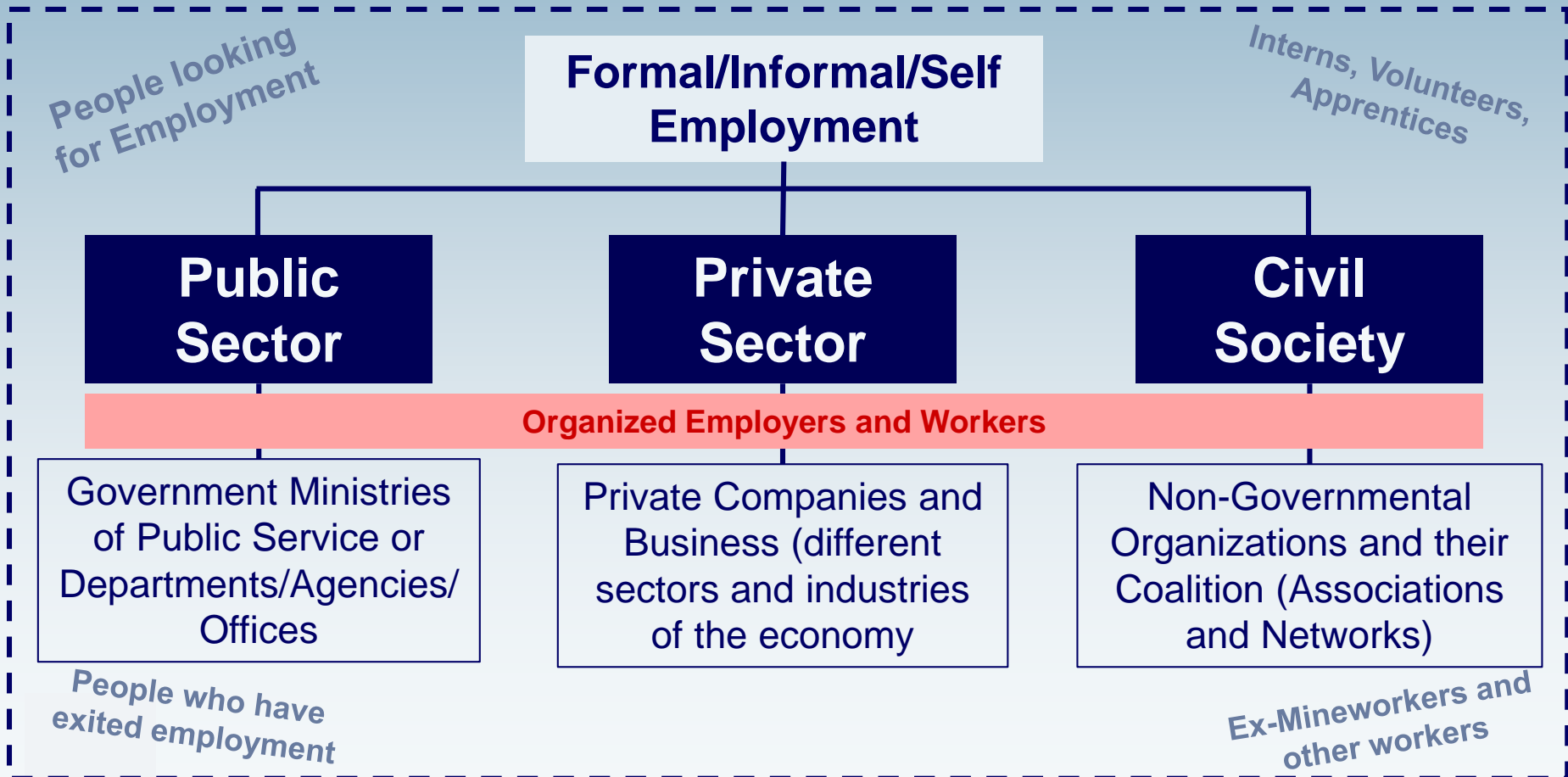
### 5.3.2 NEW COALITIONS AND PARTNERSHIPS

- Opportunities to replicate documented examples of successful partnerships between the health sector, on one hand, and other public sectors, community-based organizations, sports and cultural organizations, and the private sector will have to be explored.

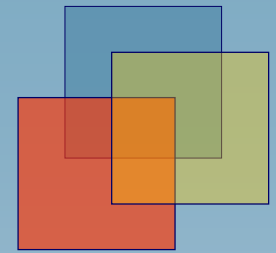
# Defining and Locating the World of Work...!



## The World of Work



# Men in the Public Service, Businesses and Unions...!



- The International Organization of Employers (IOE) is the largest representative organisation of the private sector in the world (140-countries)
- **181,715,577** working women and men are members of the International Trade Union Confederation (ITUC) globally
- Members affiliate to ITUC through the 340 affiliated organizations (Trade Union Federations).
- The 15-countries participating in the workshop account for **4,672,839** (significant number are men)
- The Employers and the Workers' Organizations could be reached through the Labour Advisory Councils (C.144 on Tripartite Consultation)

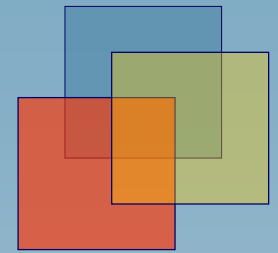
**Men in the  
Public  
Service**



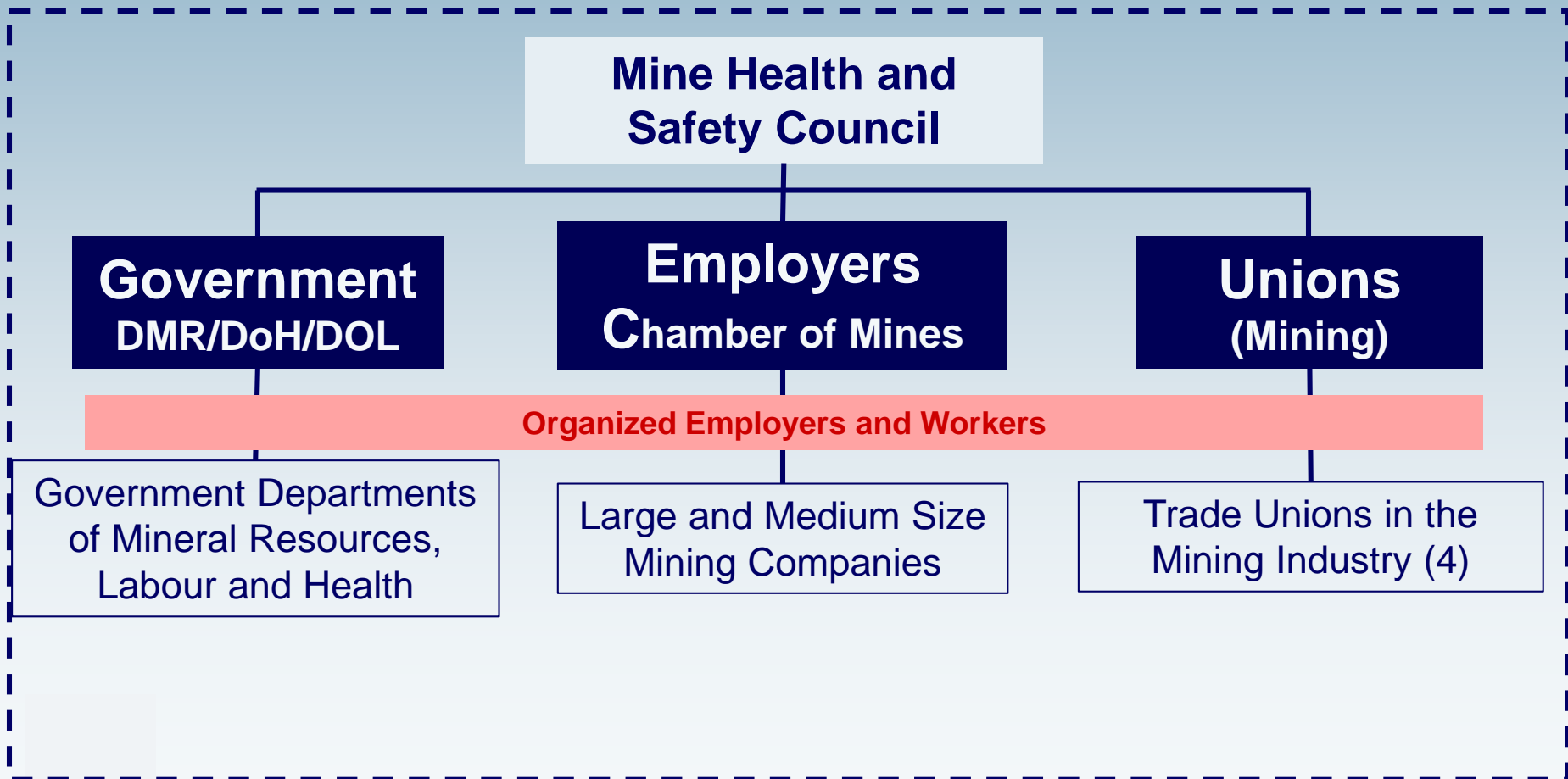
*Source: ITUC and IOE websites*



# Mine Health and Safety Council (MHSC) in RSA...!



## Tripartite Structure in the Mining Industry

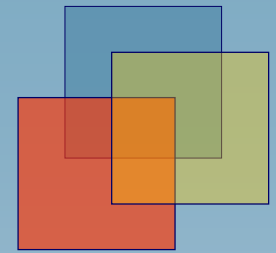


# VCT@WORK

## 5 million by 2015

*Together we can make it happen!*

# VCT@Work Initiative



Close to **5 million** workers reached... **3 million** tested...  
 ...over **85,000** HIV positive workers referred to treatment.

## Results Summary (June 2013 – December 2015)

TOTAL NUMBER OF WORKERS REACHED:

4,819,240

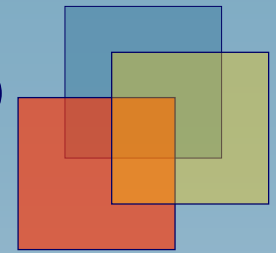
## Gender Breakdown (June 2013 – December 2015)

| WORKERS REACHED: | Gender breakdown (%) |        |               |
|------------------|----------------------|--------|---------------|
|                  | Male                 | Female | Other genders |
|                  | 60.4                 | 39.0   | 0.7           |

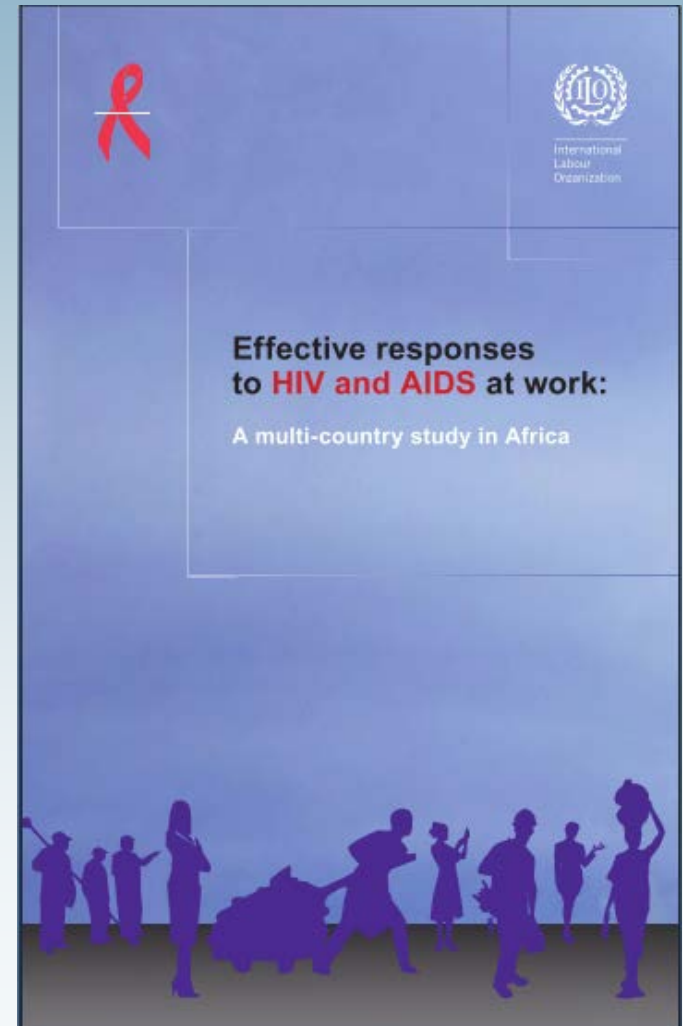
|                |      |      |     |
|----------------|------|------|-----|
| WORKERS TESTED | 59.8 | 39.4 | 0.9 |
|----------------|------|------|-----|



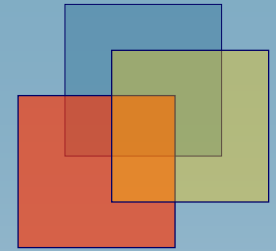
# Private Sector Responses to HIV and AIDS...!



- Increased knowledge about HIV and AIDS in the workplace.
- **Increased uptake of HIV Testing Services (VCT@Work) .**
- Reduced Risky Behaviours.
- Reduced stigma and discrimination related to HIV and AIDS.
- Gender integrated in HIV WPP.
- Evidence of Reduced absenteeism.
- Increased uptake of Anti-Retroviral Treatment (ART)



# Take-Home Points



- Workplace responses to HIV have an impact and they contribute to national AIDS responses.
- The commitment of workplace Senior Managers (CEO's and other Executives) and Worker Leaders come across as the driving factor.
- Engaging workers' representatives (Trade Unions) facilitates mobilization of workers (particularly men) to access HIV and other health services.
- South African Clothing and Textile Workers' Union (SACTWU): Worker Health Programme (SWHP).
- Engage with Employers and Workers' representatives at the Tripartite Consultation Forums (Labour Advisory Councils) such as NEDLAC, NACOLA, LAB, etc.







**Thank You!**