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May 8, 2000

MEMORANDUM TO SANDRA THURMAN
Director, White House Office of National AIDS Policy

FROM: ^{DESHAZER} MACARTHUR DESHAZER
Associate Deputy Under Secretary
Bureau of International Labor Affairs

SUBJECT: **Labor's Global HIV/AIDS Action Plan and
Project Proposal for Malawi, Africa**

Attached for your information are copies of the U.S. Department of Labor's Global HIV/AIDS Action Plan and our Project Proposal for the model HIV/AIDS workplace prevention and education program we are planning in Malawi, Africa. The Action Plan outlines the Department's goals and strategies for developing a comprehensive program in response to the Administration's LIFE Initiative. The plan describes the overarching objectives for technical assistance, inclusion of HIV/AIDS issues in labor diplomacy, and promotion of awareness and education, and includes our strategies for achievement which are defined in seven categories of planned activities.

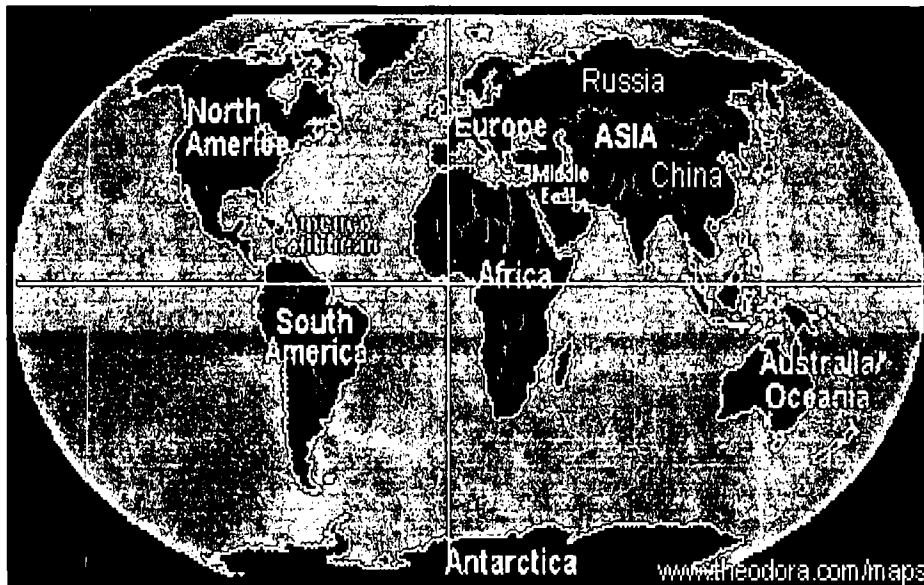
Also attached is our bilateral project proposal for a pilot workplace HIV/AIDS prevention and education program in Malawi, Africa. We are presently organizing our design mission to Lilongwe, the capital of Malawi for the week of 22 May. In the process, we are coordinating with USAID, UNAIDS, and the World Bank to ensure that our efforts complement, rather than duplicate existing programs.

If you have any questions regarding our Action Plan and Project Proposal documents, please do not hesitate to contact me.

Attachment

ACTION PLAN
The Global HIV/AIDS Initiative

HIV/AIDS Workplace
Prevention and Education



U.S. Department of Labor
Bureau of International Labor Affairs
200 Constitution Avenue, N.W.
Washington, D.C. 20210
(202) 693-4770

March 2000

WORKPLACE PREVENTION AND EDUCATION

ACTION PLAN

U.S. Government's Goal

The United States is committed to the goal of working to prevent the spread of HIV/AIDS in areas where the prevalence rates are high, particularly in sub-Saharan Africa, to save the lives of millions, mitigate the impact on human suffering, and alleviate the devastating effect on social and economic development.

Department of Labor's Goal

In support of the Administration's goal to combat the HIV/AIDS epidemic as a threat to national security, public health, productivity and safety, the Department will lead the pursuit and implementation of effective workplace strategies. In collaboration with government ministries, labor unions, the business community, and NGOs, the Department will act to maximize the workplace as an untapped venue to reach and teach workers about prevention of HIV/AIDS and protection of those affected by it.

OBJECTIVES:

Technical Assistance

1. Secure \$10 million in FY2001 budget to support health education and HIV/AIDS prevention programs in the workplace.
2. Work within the larger framework of the LIFE program (Leadership & Investment in Fighting an Epidemic) outlined by Vice President Gore last July, to develop a current year HIV/AIDS pilot program.
3. Develop innovative policies in partnership with U.S. agencies, the International Labor Organization (ILO) and other international bodies to create a range of initiatives for an integrated program of workplace actions against HIV/AIDS around the world, particularly on the African continent.

Inclusion of HIV/AIDS issues in labor diplomacy

4. Collaborate with the American Federation of Labor and Congress of Industrial Organizations (AFL/CIO) and the International Confederation of Free Trade Unions (ICFTU) to persuade foreign leaders that the spread of HIV/AIDS has profound implications for national and international security in terms of its impact on economic growth, political stability, and civil society.
5. Encourage national governments to strengthen and enforce laws against the abuse of women.

Promoting Awareness and Education

6. Construct a Web site for the dissemination and exchange of current information on HIV/AIDS prevention and education awareness around the globe and to provide referral to relevant links.
7. Promote a dialogue on cross-cutting issues integral to the campaign against HIV/AIDS, such as the empowerment of women, and the sharp increase in the number of orphans which will directly impact the issue of exploitative child labor.

Taking each objective in turn:

1. **Secure \$10 million in FY2001 budget to support health education and HIV/AIDS prevention programs in the workplace.**

SUPPORTING ACTIONS:

- Monitor and support DOL, OMB, and other agency efforts to secure funds for a workplace-based HIV/AIDS education and prevention initiative.
2. **Work within the larger framework of the LIFE program (Leadership & Investment in Fighting an Epidemic) outlined by Vice President Gore last July, to develop a current year HIV/AIDS workplace pilot program.**

SUPPORTING ACTIONS:

- Initiate a bilateral pilot project in Malawi, where recent efforts toward economic liberalization and sustained growth are severely threatened by a mounting HIV/AIDS infection rate. The prevalence of HIV in the 15-49 age group is estimated at 42% and an estimated 350,000 children have been orphaned by the disease. Malawian officials state that awareness is high -- approximately 90% of the population is knowledgeable about basic preventive measures -- but that bringing about changed behavior is extremely difficult.
- Factors that suggest Malawi as a site for the pilot program are: Malawi's public and private sector leadership have made a commitment to support a national HIV/AIDS strategy; the Labor Ministry has expressed interest in promoting prevention and education programs, but is constrained by the lack of resources for technical and training assistance; Malawi's geographically compact administrative environment can facilitate the establishment of a pilot project quickly and efficiently. The program will be conducted in collaboration with the Labor Ministry, business leaders, trade unions, and NGOs. The Department's program will seek to complement parallel efforts in Malawi by UNAIDS and USAID.

- Key components of the program will focus on strengthening the response capacity of Malawian institutions against the epidemic; enhancement of workplace policies addressing discrimination against persons living with HIV/AIDS; and developing effective programs to increase behavioral responsibility and HIV/AIDS awareness. The program will incorporate a communication strategy that delivers a compelling message on combating discrimination against HIV-infected persons while promoting confidentiality in the workplace, and also include facts and myths about HIV/AIDS, instructions on protective measures in high risk jobs, and referral information for voluntary testing centers, treatment centers, and counseling services.
3. **Develop innovative policies in partnership with U.S. agencies, the International Labor Organization (ILO), and other international bodies to create a range of initiatives for an integrated program of workplace actions against HIV/AIDS around the world, particularly on the African continent.**

SUPPORTING ACTIONS:

- Develop multilateral projects that focus on HIV/AIDS awareness and address the cultural norms which discourage workers who have basic awareness from exercising behavioral responsibility. Address the stigma and discrimination against workers living with HIV/AIDS. Programs may involve direct technical assistance and/or development of resource materials.
 - Draw on the best practices from the Center for Disease Control (CDC) models, from models used by effective U.S. companies, from U.S. trade union programs, and from successful international programs for HIV/AIDS awareness training.
 - Emphasize development of internal capacity through train-the-trainer programs for public employment service officials, trade union officials, and business representatives. Local training and mentoring creates the trust and confidence necessary to build the capacity that fosters long-term sustainability.
4. **Collaborate with the American Federation of Labor and Congress of Industrial Organizations (AFL/CIO) and the International Confederation of Free Trade Unions (ICFTU) in their efforts to persuade foreign leaders that the spread of HIV/AIDS has profound implications for national and international security in terms of its impact on economic growth, political stability, and civil society.**

SUPPORTING ACTIONS:

- Ensure that the global AIDS issue is added to the agenda of key international organizational meetings, including Ministerial and senior official level meetings. Among the venues in which AIDS should be addressed are the G-8, ILO, the Asia-Pacific Economic Cooperation (APEC), and the Organization for Economic

Cooperation and Development - Education, Employment, Labor, and Social Affairs Committee (OECD ELSA).

- Use bilateral meetings between senior DOL staff and foreign leaders to emphasize that their personal commitment and awareness are essential to fighting cultural denial, discrimination, and the transmission of HIV/AIDS.
- Engage business and labor in HIV/AIDS technical assistance programs. Convene a meeting of business and union representatives to compare and discuss best practices in dealing with AIDS in the workplace.

5. Construct a Web site for the dissemination and exchange of current information on HIV/AIDS prevention and education awareness around the globe and to provide referral to relevant links.

SUPPORTING ACTIONS:

- Meet with technical support to discuss program design and analysis for a quality, visually effective Web site which will help to heighten awareness through state-of-the art access to current information. The site will disseminate information on best practices and explain methods through which business and labor can become more aware of the issues associated with HIV/AIDS, including discrimination, occupational exposure, and preventive measures.

6. Promote a dialogue on cross-cutting issues integral to the campaign against HIV/AIDS, such as the empowerment of women, and the sharp increase in the number of orphans which will directly impact the issue of exploitative child labor.

SUPPORTING ACTIONS:

- Add the issue of the empowerment of women to the agenda for HIV/AIDS education. Work in consultation with women trade unionists, business leaders, and NGOs to develop a working plan to identify obstacles to progress and how they can be overcome. Obtain information on best practices on working with cultural norms, success in behavioral change, and promotion of socio-economic equality.
- Address the impact of the orphan population on the issue of exploitative child labor by committing to the support of educational facilities which incorporate aggressive HIV/AIDS prevention and education programs; ensuring that best practices on HIV/AIDS awareness targeting youth are efficiently replicated.
- Create partnerships with national and international organizations to promote advocacy and HIV training in the workplace for the purpose of reaching a cross-section of worker groups, including migrant workers in the mines and transportation workers, sex workers, the informal business sector, and women and youth.

7. Encourage national governments to strengthen and enforce laws against the abuse of women, consistent with UN and ILO legislation.

- Develop voluntary codes or suggested policies in international organizations on government, business, and workplace practices in addressing HIV/AIDS issues. Encourage national governments to abide by adopted codes.
- Heighten awareness within the political arena on the damaging effects and impact of HIV/AIDS on the female population in an atmosphere where domestic violence and violent crimes against women are left inadequately addressed.

SUMMARY

The Department of Labor is committed to its mandate to increase HIV/AIDS awareness through prevention and education; lessen the stigma and discrimination associated with the virus; address the need for behavioral responsibility; promote the empowerment of women; and address the impact of the orphan population on the increase in exploitative child labor. Success will be defined in terms of a reduced rate of new infections, an increased number of institutions engaged in HIV/AIDS prevention and education, and an improved workplace environment for those living with HIV/AIDS.

**U.S. DEPARTMENT OF LABOR
BUREAU OF INTERNATIONAL LABOR AFFAIRS (ILAB)
BILATERAL PROJECT PROPOSAL**

**A PROGRAM FOR WORKPLACE HIV/AIDS
PREVENTION AND EDUCATION**

1. GENERAL

To assist with the Clinton Administration's efforts to combat the HIV/AIDS pandemic, the Secretary of Labor has determined that the workplace has a powerful, untapped potential for providing millions of workers with information that can literally save their lives. As Secretary Herman notes for many workers, "the workplace is the most structured part of their day and the best place to reach and teach them."

Following the Secretary's guidance to create a workplace-based HIV/AIDS Prevention and Education Initiative, ILAB drafted an Action Plan for its Global Initiative. The Action Plan depicts a strategy to **1)** secure a funding request for \$10 million for FY2001, **2)** establish a pilot program to launch DOL's workplace-based prevention program, **3)** create partnerships with business, labor, governments, multilateral organizations and NGO's to turn back the HIV/AIDS challenge. This memorandum describes DOL's pilot program for the Republic of Malawi (GOM).

2. MISSION

The mission of the Workplace HIV/AIDS Prevention and Education Initiative in the Republic of Malawi is to reduce the rate of new infections, improve the workplace environment for those workers living with AIDS and to prevent discrimination against workers and their families threatened by the HIV/AIDS epidemic.

3. Target Country: The Republic of Malawi (Africa)

Factors considered in selecting the Republic of Malawi include the following:

- Malawi is a small country of 11 million people whose future growth and development is severely threatened by a mounting HIV/AIDS infection rate;
- to date, two million Malawians are infected with HIV and 350,000 children will have been orphaned by the end of 2000;
- Malawi's public and private sector leadership have made a commitment to support a national HIV/AIDS strategy;
- Malawian officials have indicated that HIV/AIDS awareness is high – approximately 90% of the population is knowledgeable about basic measures but effective behavioral responsibility is a more difficult task;
- the Labor Ministry has expressed interest in promoting prevention and education programs, but is constrained by the lack of resources for technical and training assistance;

- Malawi's geographically compact administrative environment can facilitate the establishment of a pilot project quickly and efficiently;
- adult HIV infection is 26 percent in urban areas, and 12 percent in rural areas. Life expectancy has been reduced from 45 years in the 1980s to about 37 years; and per capita income has been drastically reduced because the 15-49 age range is the most affected segment of the population.

4. OBJECTIVE(S)

The Department of Labor's objectives are to *1) assist with instituting a comprehensive program on workplace prevention and HIV/AIDS awareness; 2) enable the Malawian government, the business community, and labor unions to build a sustainable infrastructure that will help these institutions address the HIV/AIDS epidemic; 3) assist with the establishment of effective worker protection policies.* These programs will be implemented through *workplace* prevention and education programs. In assisting with worker protection policies, issues such as stigma and non-discrimination practices associated with the virus, confidentiality, social responsibility and job security will be addressed.

The DOL program will complement HIV/AIDS efforts currently operated by USAID, UNAIDS and will be conducted in collaboration with the AFL-CIO and other partners. The project will utilize best practices. Emphasis will be placed on developing mechanisms for enabling national and local institutions to evaluate results and sustain the project. Working in concert, trade unionists and employers can provide accurate information that can help prevent the spread of HIV/AIDS and over the long term this can help create understanding, compassionate, and safe working environment.

5. PROGRAM DESIGN

To accomplish the objectives outlined above, the key components of this program will involve **1)** collaboration with the AFL-CIO Solidarity Center to pursue training programs aimed at strengthening the response capacity of Malawi institutions, **2)** enhancement of workplace protection, and **3)** effective programs to increase behavioral responsibility and HIV/AIDS awareness.

A. Strengthening Response Capacity of Malawi Institutions

The Department will work with the AFL-CIO, government Ministries, business leaders, and trade unionists to institute this training program. Contact will be made with stakeholders in Malawi to determine what programs are already in existence and how workplace prevention and education will coordinate with Malawi's five-year National HIV/AIDS Strategic Framework. Malawi's Strategic Framework was launched by President Bakili Muluzi in October 1999. The plan primarily seeks to reduce the infection rate among youth and provide support systems for people living with AIDS.

The program will focus on promoting and strengthening the training of local African business and labor participants drawing on their unique expertise and insight. We expect that local training and mentoring will create the trust and confidence necessary to build the capacity that

will foster long-term sustainability of the program. Criteria for selecting a peer trainer include persons who are motivated, non-judgmental, have credibility with colleagues, and are approachable, committed, and reliable. The targeted audience for initial training will be government officials, employers, union representatives, workers, and their families. The AFL/CIO - Solidarity Center will work directly with business leaders and trade unions to institute model prevention and education programs through a contract or cooperative agreement with DOL.

B. Enhancement of Workplace Protection

Discrimination and the uncertainty faced by workers who are HIV-positive lowers morale, encourages absenteeism, and discourages workers from seeking help. Contrary to prevailing expectations, employers have reported that HIV-positive workers who are aware of their status can become assets to the workforce. As their concerns regarding health issues and job security are addressed, workers frequently become more reliable and dedicated to their jobs.

To enhance workplace protections, the project will:

- Create an HIV/AIDS council or add members to existing Task Force, which include business, labor, an organization focused on women's issues, and members of the faith-based community, as well as government officials.
- Implement train-the-manager programs to facilitate development of HIV/AIDS workplace policy and education programs.
- Work with employers to create workplace HIV/AIDS policy statements that reassure workers on issues such as confidentiality, discrimination, reasonable accommodation, job security, and a safe work environment
- Create an HIV/AIDS education committee in the workplace setting which would include management and union representatives, as well as workers who are interested in participating.
- Include the prevention of occupational exposure to HIV as a component of the program.

C. Increase Behavioral Responsibility and HIV/AIDS Awareness

Increased behavioral responsibility and HIV/AIDS awareness will be achieved through the following initiatives:

- Work with local Malawians to select an experienced instructor with a health education background who can present accurate information clearly, address specific concerns, and effectively promote understanding to dispel the stigma and discrimination associated with the disease.

- Ensure that behavioral responsibility and gender issues are addressed through encouraging an open and constructive social dialogue.
- Ensure that the program is adequately publicized and provides suitable educational materials for the targeted audience.
- Ensure that detailed referral information is distributed, including voluntary testing centers and access to one-on-one counseling.
- Distribution of condoms (male and female).
- Encourage community service and volunteers.
- Education and train-the-trainer programs carried out through establishing nine Vocational Training Centers run by the GOM; holding workshops with Malawian employers; conducting work site training through Malawian labor unions; and public advertising campaign through public service announcements.

4. PROGRAM IMPLEMENTATION

The program will be implemented in three phases and will involve a three-pronged approach emphasizing capacity building among existing government infrastructures, the business community, and labor unionists; enhanced workplace protections and increased awareness of behavioral responsibility.

PHASE I (Preparatory)

March 2000	Completed first diagnostic mission to Africa which garnered information leading to country selection.
April 2000	Plan and execute mission to Malawi to meet with key government Ministers, the Task Force, NGOs, business leaders and trade unionists to discuss project framework. -- Investigate specific sites for training programs and media capacity for PSAs and advertising the message. -- Coordinate with USAID, UNAIDS, and other organizations actively working on established HIV/AIDS programs
May 2000	Finalize implementation plan.
May 2000	Draft necessary MOU's.
June 2000	Conclude contract or cooperative agreement with the Solidarity Center.

PHASE II (Implementation)

July 2000	Begin collaboration with GOM and Task Force. Monitoring for the success of the program will include on-site evaluations through interviews and feedback from key personnel, questionnaires distributed at appropriate intervals of time, and follow-up reports on a regular basis.
July 2000	Finalize budget.
July 2000	Hire key personnel, including project manager and health professional/instructor.
August 2000	Oversee Solidarity Center's initial workshop and train-the-trainer program. At appropriate interval, trainers will revisit the workshop participants to evaluate progress and lend support for program corrections and provide further training.

PHASE III (Sustainment)

- Trainers monitor and evaluate success of the program.
- Final visit by trainers to conclude transfer of the program to the home country.

5. BUDGET

The precise budget will be established following the design mission to the Republic of Malawi in May 2000.

6. OUTCOMES

The measurable outcomes will be in terms of reduced rates of new infections, an increased number of institutions engaged in HIV/AIDS training, an improved *workplace environment* for those living with HIV/AIDS, and increased productivity.



Robert Lovelace <Rlovelac@acils.org>

06/06/2000 01:12:32 PM

Record Type: Record

To: Cheryl S. Bauerle/OPD/EOP

cc:

Subject: June 8th ILO session on HIV/AIDS

To follow-up on our phone conversation, here is a brief email suggesting that the White House issue a statement applauding the ILO to take up HIV/AIDS in a special session on June 8th.

This website provides the provisional agenda: <http://ilo.org/public/english/protection/trav/aids/intro>

At the special session the ILO and UNAIDS will sign a cooperative framework, which I understand will establish the path for the ILO to join UNAIDS as a co-sponsor.

You all have been doing fantastic work laying the groundwork in spotlighting HIV/AIDS for the G-8 Summit in Okinawa and the donor breakthroughs you have achieved are incredible.

With several countries stepping forward, the US-EU summit, and now the ILO placing the issue on its agenda your on a roll and a statement released while the President is in Japan on June 8th praising the Japanese for engaging the issue and citing the ILO action could be another step in the run-up to the G-8 summit.

I am happy to help come up with something if this would be useful.

Thanks and best to all.

The International Labour Organization joins the fight Against HIV/AIDS

The International Labour Organization's (ILO) decision to hold a special session on HIV/AIDS in the workplace is a significant step in opening a new front in the global battle against the disease. After all, the simple fact is that most people around the world get up everyday and go to work. There are few better places to spread the critical message of HIV/AIDS education and prevention.

It is also very encouraging that the ILO has signed a cooperative framework agreement with UNAIDS to ensure that resources are effectively targeted where they can reach the most people with the most impact. The ILO's tri-partite structure for the past 80 years, has brought together governments, employers and workers organizations to tackle the pressing problems such as child labor, worker standards, freedom of association and bringing an end to discrimination. When the social partners of government, business and labor are united taking on global problems amazing things can happen and no one should doubt that we need every means at our disposal to fight this disease. That is why the ILO's action is so important.

I hope that governments already engaged in fighting HIV/AIDS will take heed of the ILO's commitment and, if they haven't already done so, redouble their efforts make business and working people part of a winning strategy to rid the world of AIDS.

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in-depth

AIDS: Africa in Peril GLOBAL Challenges

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ILO warns of declining labor force because of AIDS

June 7, 2000

Web posted at: 11:42 AM EDT (1542 GMT)

GENEVA (AP) -- The spread of the AIDS virus is likely to curb the size and quality of the labor force, increase employers' costs and reverse economic progress in the worst-hit countries, according to a study released Wednesday by the International Labor Organization.

The U.N. agency said sub-Saharan African nations -- where an estimated 23 million people carried HIV, the virus that causes AIDS, at the end of last year -- would take the brunt of the crisis. But it said urgent action was needed to prevent similar "catastrophes" in other regions.

The ILO published "HIV/AIDS: A threat to decent work, productivity and development," on the eve of a ministerial-level debate at its annual conference.

"It has taken society in general a long time to recognize AIDS as a serious workplace issue," said U.S. Labor Secretary Alexis Herman.

"We have looked at this problem along the lines of a health care crisis, but it is equally in my view a labor crisis because it affects the workplace, the economic health of countries and has a devastating impact in particular regions," she said.

The 49-page ILO study predicted that in 2020 the workforce in Namibia would be 22 percent lower than it would have been without the AIDS crisis. Botswana and Zimbabwe would likely suffer a 21 percent comparative decline, followed by South Africa at 17 percent.

Workplace composition will change, with children and the elderly filling the jobs of trained people in the 20-49 age group cut down in their prime by the disease, it said.

"Some companies have already begun to hire or train two or three employees for the same position if it is feared that employees in key positions may be lost due to AIDS," the study said.

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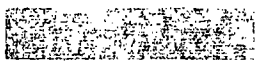
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due to AIDS, the study said.

Companies face ever-increasing costs due to health care, absenteeism, burial fees, recruitment, training and retraining, it said.

The report cited a 1999 South African survey that showed 30 percent of companies have lowered benefits paid to employees because the rising number of claims for HIV/AIDS threatened to add dramatically to payroll costs.

The I.L.O study said the transportation, tourism and mining industries were particularly vulnerable. In the rural sector losses due to HIV/AIDS threatened food production and food security, it said.

The report cited studies that the rate of economic growth in some African nations may be reduced by as much as 25 percent over a 20-year period as a result of the AIDS epidemic.

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**MEMORANDUM FOR SANDRA THURMAN, DIRECTOR, WHITE HOUSE
OFFICE OF NATIONAL AIDS POLICY**

**FROM: MACARTHUR DESHAZER, Associate Deputy Under Secretary
 For International Labor Affairs, Department of Labor**

DATE: October 13, 2000

SUBJECT: USDOL GLOBAL HIV/AIDS PROGRAM

Per your request, please find attached brief descriptions of USDOL's Pilot Project for the Republic of Malawi, India and the overall Global program plan. If you have questions, please call.

Thanks!

MALAWI
Workplace-based HIV/AIDS Education and Prevention

Project Status Report, FY 2000

Duration: July 17, 2000 – September 30, 2001

Budget: \$1,000,000

Objective: To reduce the spread of HIV/AIDS in Malawi by initiating a workplace-based education and prevention program. The USDOL program will seek to educate workers and employers about the disease and its transmission, help build a supportive, non-discriminatory workplace environment, encourage workers to undertake confidential voluntary counseling and testing, and build institutional capacity to confront the disease.

Problem: Health experts estimate that at least 14% of Malawi's total population is infected with the HIV virus. This epidemic is particularly crippling, since the infection rate in Malawi is highest among those who are the most skilled, economically active segment of the population. The urban, formal sector workforce is therefore among the most severely affected groups and the impact is becoming very apparent in economic terms. The U.S. National Intelligence Estimate on Global Infectious Diseases recently calculated that "AIDS and malaria alone will reduce GDP in several sub-Saharan African countries by 20 percent or more by 2010." As a nation on the front line of the HIV epidemic, many Malawian employers have some of their most skilled employees die from AIDS, and it is becoming increasingly difficult and expensive to replace these workers. Fear, social stigmatization and workplace discrimination are becoming increasingly common, inhibiting other traditional educational efforts to stem the spread of the virus. Workplace education and anti-discrimination policies will therefore play a critical role in addressing these fears and providing the support necessary to bring about behavioral responsibility.

Description: The project, implemented and administered by Project HOPE, a Virginia based-non-profit organization, will support an HIV/AIDS project in Malawi that incorporates activities aimed at prevention, advocacy, and support to those infected and affected. The project is two-pronged. One component is to introduce a comprehensive workplace-based education program with the view to change behaviors that adversely affect sexual and reproductive health, especially in the prevention and management of HIV and other sexually transmitted infections. Through such an intervention, the workplace-based education program seeks to create a more supportive environment for people living with HIV/AIDS as it relates to their roles as workers, family members, and members of the greater civil society. The second component is to assist in the development of a policy for the specific workplaces targeted by the project and to

contribute to the formulation and dissemination of a national policy regarding HIV/AIDS in the workplace. The project will maintain meaningful partnerships and tripartite collaboration through government, private sector business, and workers, at all stages of the project.

INDIA
HIV/AIDS Prevention in the World of Work: A Tripartite Response
FY2001

Duration: 1 year, October 2000 - September 2001

Budget: \$ 398,777 (DOL Multilateral Funds)

Objective: To increase HIV/AIDS awareness in the workplace, including development of workplace policies for the protection of workers living with HIV/AIDS, and reduce the adverse consequences of the pandemic on social, labor, and economic development.

Problem: The current state of the epidemic of approximately 4 million cases makes India the country with the second highest number of HIV infected persons in the world after South Africa. Primarily driven by heterosexual transmission, HIV is steadily moving from sex workers and their clients to the general population. Poverty, the escalating use of drugs and alcohol, the significant level of migration of labor, and severe gender bias compound the problem. The working population, defined as the 15-59 age group, is around 340 million persons in India. The population category most affected by HIV/AIDS is the 15-49 age group, constituting 89% of all reported cases, which is also the most economically active segment of society. If the spread of the infection is not arrested, it is certain to give rise to economic upheavals and major implications for the world of work. These problems will include loss of labor, loss of income, increased costs such as health-related costs, sick leave, absenteeism, medical insurance, replacement and training, shortage of skilled labor, and adverse effects on output and productivity. These problems will directly affect individual households, workers, employers, industry, the consumer markets, social security and pension schemes, and impact on social and economic development as a whole.

Description: The project, implemented through the International Labor Organization (ILO), consists of six elements designed to establish a basis for an infrastructure to mobilize and enhance the tripartite response to HIV/AIDS through the world of work. The project will facilitate the establishment of a sustainable national program by strengthening the institutional capacity of government, business, and labor through formation of a Tripartite Advisory Board; an agreed upon plan of action; gathering and assessing statistical findings on the social and labor implications of HIV/AIDS; determination of best practices; and seek to integrate HIV/AIDS awareness into ongoing ILO projects. A fundamental element of the program will be to enhance protection of human rights and prevent discrimination against people living with HIV/AIDS.

FY 2001
GLOBAL PROGRAM - Next Steps

Duration: October 1, 2000 – September 30, 2001

Budget: \$10,000,000 (Contingency Plan)

Recently, USDOL met with the International Labor Organization (ILO) to discuss implementation of the Global HIV/AIDS Program, focusing on sub-Saharan Africa. The process of country selection has begun and agreement has been reached for the development of a work plan and time line for mission trips to begin by December 2000. Following the mission trips, project design and a draft proposal will be prepared for each selected country. As soon as proposals are finalized and funds are obligated to the project, implementation of a workplace-based HIV/AIDS program will immediately commence.

Preliminarily, USDOL and ILO have agreed to a list of ten countries. The list will be finalized at the next meeting with ILO scheduled in Geneva during the week of October 16th. At this time, USDOL is committed to the following countries for FY 2001:

Malawi: \$1,000,000

India: \$1,797,000

Nigeria: \$1,000,000

An additional 7–8 countries are under consideration for FY 2001. The final country selection will be determined next week in Geneva. For your convenience, we have attached a copy of the summary of our HIV/AIDS/STDS Strategic Plan

**U.S. DEPARTMENT OF LABOR
BUREAU OF INTERNATIONAL LABOR AFFAIRS**

HIV/AIDS Strategic Plan Summary		
Strategic Objective: To reduce the rate of HIV/AIDS/STD infections through workplace-based education and prevention programs and improve the workplace environment for workers living with HIV/AIDS.		
Major Objectives	Major Activities	Major Indicators and Verification
1. EDUCATION Awareness, Prevention, Care and Support ▪ Increase awareness and knowledge of HIV/AIDS/STDs	Develop comprehensive workplace education programs addressing behavior change, gender issues, and linkages with care and support services	▪ Increased comprehensive correct knowledge about HIV/AIDS/STDs ▪ Decrease in high risk behavior ▪ Increased # of people seeking confidential VCT
2. POLICY Addressing stigma and discrimination ▪ Improve workplace environment for people living with HIV/AIDS (PLWA)	Assist business and labor to develop appropriate workplace policy statements to address issues stemming from the stigma and discrimination associated with HIV/AIDS	▪ Adoption of workplace policy statements on discrimination ▪ Accepting attitude towards PLWA ▪ Decrease in discriminatory actions ▪ Demonstrated capacity and effectiveness in enforcing anti-discriminatory provisions
3. CAPACITY Legislative framework, tripartite collaboration, and sustainability ▪ Increase political will and capacity of social partners (government, business, and labor) to respond to the epidemic	Assist government in drafting legislation; support formation of tripartite advisory committee; obtain buy-in from stakeholders to plan and commit future resources to sustain the program	▪ Legislation drafted ▪ Advisory committee active ▪ Strategic plan and statement of agreement by stakeholders to commit future resources for sustainability ▪ Anti-discrimination law in effect ▪ Human and financial resources expended by stakeholders

According to the *USAID Handbook of Indicators for HIV/AIDS/STD Programs*, the ten major components designed to measure the political commitment and program response of a national HIV/AIDS program are: political support, policy formulation, organizational structure, program resources, evaluation and research, legal and regulatory aspects, human rights, prevention programs, care and support programs, and availability of services.¹

¹ *USAID Handbook of Indicators for HIV/AIDS/STD Programs*, Coordinated by MEASURE/Evaluation in collaboration with UNDAIDS, WHO, FHI/IMPACT, Population Council/HORIZONS, PSI/AIDSMARK, TvT/SYNERGY, February 1, 2000: The AIDS Program Effort Index (API), p. 23.