

ILAB TECHNICAL COOPERATION PROJECT SUMMARY

PROJECT TITLE	International HIV/AIDS Workplace Education in Guyana
REGION/COUNTRY	Guyana
PROJECT DURATION	October 2003- September 2013
FUNDING LEVEL	FY 03, \$396,762 (USDOL); FY 06, \$150,000 (PEPFAR); FY 07, \$350,000 (PEPFAR); FY 08, \$400,000 (PEPFAR); FY 09, \$190,000 (PEPFAR); FY 10, \$200,000 (PEPFAR); FY11, \$163,692 (PEPFAR).
PROBLEMS TO BE ADDRESSED	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.
PROJECT OBJECTIVES	The objectives of this project are to 1) increase the workers' and employers' knowledge of HIV/AIDS risk behavior, and 2) reduce employment discrimination against persons living with HIV/AIDS.
SUMMARY OF ACCOMPLISHMENTS	Since the Guyana project's start in October 2003, the project has provided training and counseling services to over 42,300 workers. The project has helped 17 participating enterprises develop workplace strategies to enhance the national response to the HIV/AIDS crisis. We are working with the largest formal sector enterprises (public sector, service and hospitality, banking and finance, media and telecommunications, sugar, mining, and security services), which employ the largest number of workers, and they are implementing the workplace strategies and policies developed by the project. Most notably, the project has addressed gender norms, which broadened the discussion to sexual harassment, alcoholism, and other behaviors that affect the workplace. HIV/AIDS workplace policies are also evolving into overall "wellness" policies.
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