

The Impact of COVID-19 on HIV and TB in the World of Work:

The triple burden of COVID-19, HIV and TB in the workplace

COVID-19 Training Programme: 29-Oct 2020

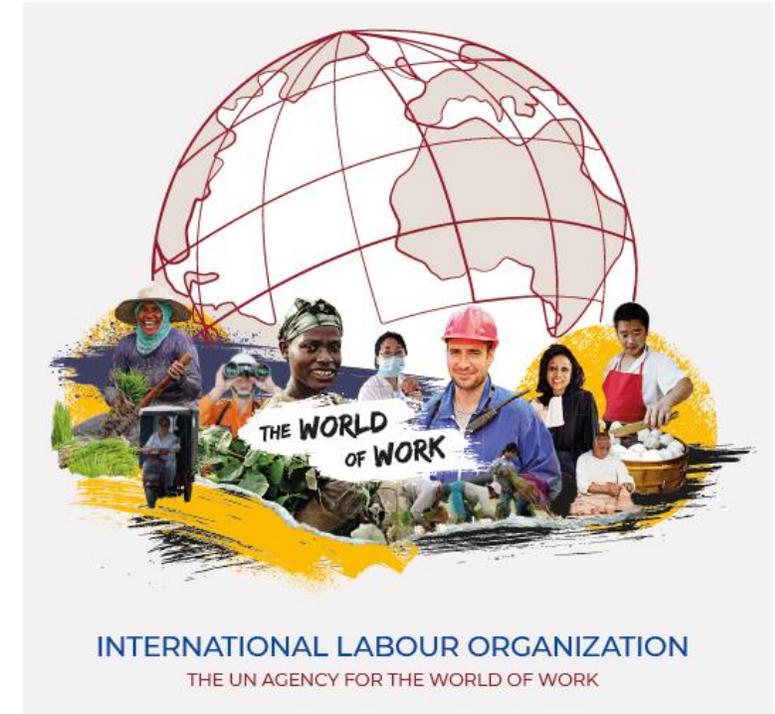
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- Introduction and Background
- Defining and Locating the World of Work
- **Observations and Lessons we are learning**
 - Impact of **COVID-19 on HIV** in the workplace
 - Impact of **COVID-19 on TB** in the workplace
- Recommendations (HIV-and-TB @ Work)
- Conclusion and Areas of Support



The **IMPACT** of COVID-19 in the **World of Work (WoW)** cuts across:

- Gender Equality and Diversity
- Disability
- Care Economy
- **HIV and TB (particularly in the world of work)**
- Violence and Harassment



**FAMILY-FRIENDLY POLICIES
AND OTHER GOOD
WORKPLACE PRACTICES IN
THE CONTEXT OF COVID-19:**
Key steps employers can take



INTERIM RECOMMENDATIONS, 27 MARCH 2020

This document builds on material developed by UNICEF EAPRO, UNICEF ESARO and the ILO. It is an interim guidance note, developed in a fast-evolving situation. It provides general recommendations that aim to help employers strengthen support for workers and their families. It needs to be adapted locally and to rapidly changing contexts. As the information contained in this document may date quickly, you are advised to check the sources and online information (via links) regularly.



COVID-19

(WoW)

World of Work
(Workplace)

HIV and AIDS

Tuberculosis (TB)



ILO Monitor: Country Responses to the COVID-19 pandemic

- Stimulating the economy and jobs
- Supporting enterprises, employment and incomes
- Protecting workers in the workplace (RTO)
- Using Social Dialogue to find solutions

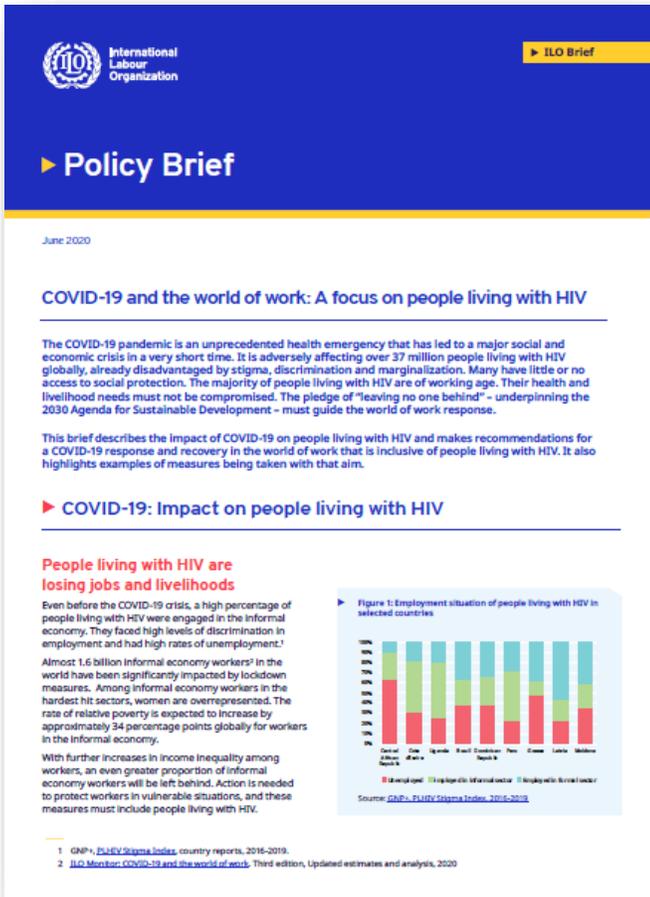
Defining and Locating the World of Work...!



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Promoting Decent Work for All



International Labour Organization | ILO Brief

Policy Brief

June 2020

COVID-19 and the world of work: A focus on people living with HIV

The COVID-19 pandemic is an unprecedented health emergency that has led to a major social and economic crisis in a very short time. It is adversely affecting over 37 million people living with HIV globally, already disadvantaged by stigma, discrimination and marginalization. Many have little or no access to social protection. The majority of people living with HIV are of working age. Their health and livelihood needs must not be compromised. The pledge of "leaving no one behind" – underpinning the 2030 Agenda for Sustainable Development – must guide the world of work response.

This brief describes the impact of COVID-19 on people living with HIV and makes recommendations for a COVID-19 response and recovery in the world of work that is inclusive of people living with HIV. It also highlights examples of measures being taken with that aim.

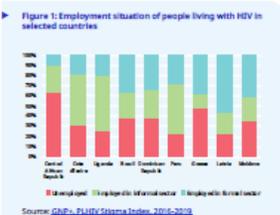
COVID-19: Impact on people living with HIV

People living with HIV are losing jobs and livelihoods

Even before the COVID-19 crisis, a high percentage of people living with HIV were engaged in the informal economy. They faced high levels of discrimination in employment and had high rates of unemployment.¹ Almost 1.6 billion informal economy workers² in the world have been significantly impacted by lockdown measures. Among informal economy workers in the hardest hit sectors, women are overrepresented. The rate of relative poverty is expected to increase by approximately 34 percentage points globally for workers in the informal economy.

With further increases in income inequality among workers, an even greater proportion of informal economy workers will be left behind. Action is needed to protect workers in vulnerable situations, and these measures must include people living with HIV.

Figure 1: Employment situation of people living with HIV in selected countries



Source: GIPA+, *PLHIV Stigma Index, 2016-2019*

1 GIPA+, *PLHIV Stigma Index*, country reports, 2016-2019.
2 ILO, *Measuring COVID-19 and the world of work*, Third edition, Updated estimates and analysis, 2020

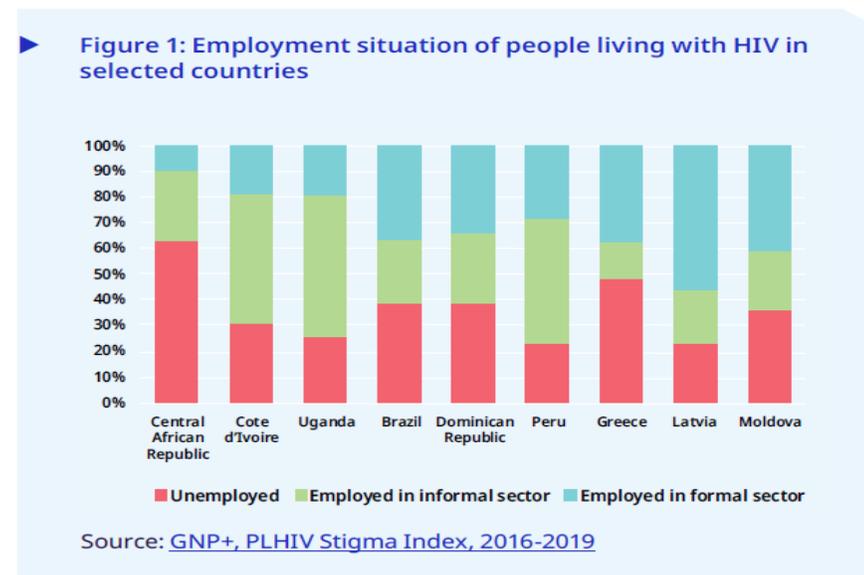
COVID-19 and HIV @ Work

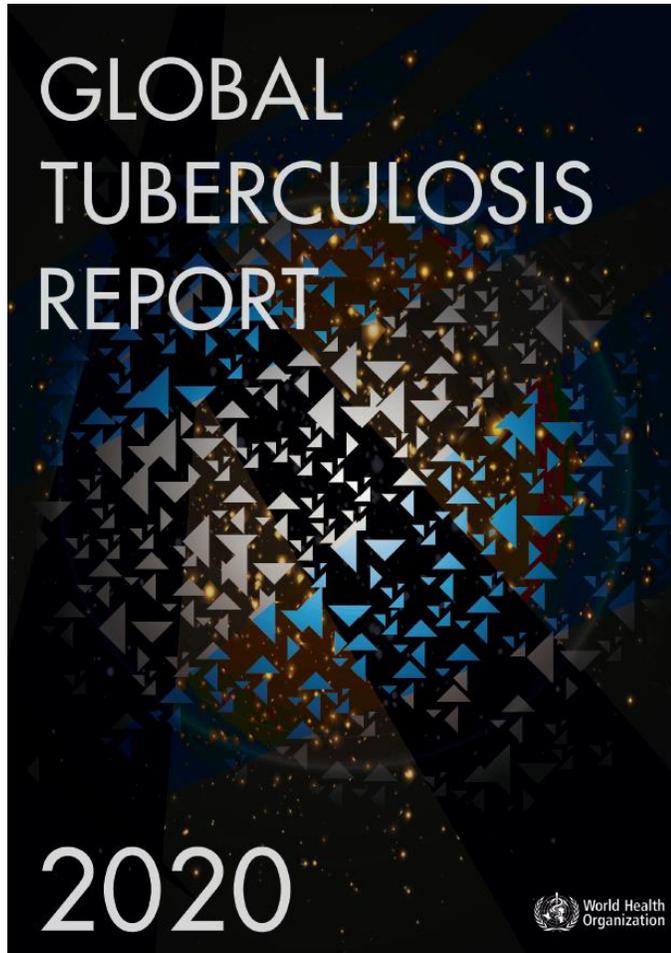
- The COVID-19 pandemic is an unprecedented health emergency that has led to a major social and economic crisis in a very short time.
- It is adversely affecting over 37 million people living with HIV globally, already disadvantaged by stigma, discrimination and marginalization.
- Many (incl. working women and men) have little or no access to social protection.
- The majority of people living with HIV are of working age.



People living with HIV are losing jobs and livelihoods

- Even before the COVID-19 crisis, a high percentage of people living with HIV were engaged in the informal economy. They faced high levels of discrimination in employment and had high rates of unemployment
- Almost 1.6 billion informal economy workers in the world have been significantly impacted by lockdown measures.
- Among informal economy workers in the hardest hit sectors, women are overrepresented.





COVID-19 and TB @ Work

- Health services, including national programmes to combat TB, need to be actively engaged in ensuring an effective and rapid response to COVID-19 while ensuring that TB services are maintained.
- **Prevention:** Measures must be put in place to limit transmission of TB and COVID-19 in congregate settings and health care facilities, as per WHO guidelines.
- **Human Resources:** Respiratory physicians, pulmonology staff of all grades, TB specialists and health workers at the primary health care level may be points of reference for patients with pulmonary complications of COVID-19.
- Though in the four countries that account for **44% of global TB cases**, large drops were reported in the number of people diagnosed with TB between January and June 2020, COVID-19 pandemic remains a threat.





GLOBAL TUBERCULOSIS REPORT 2020

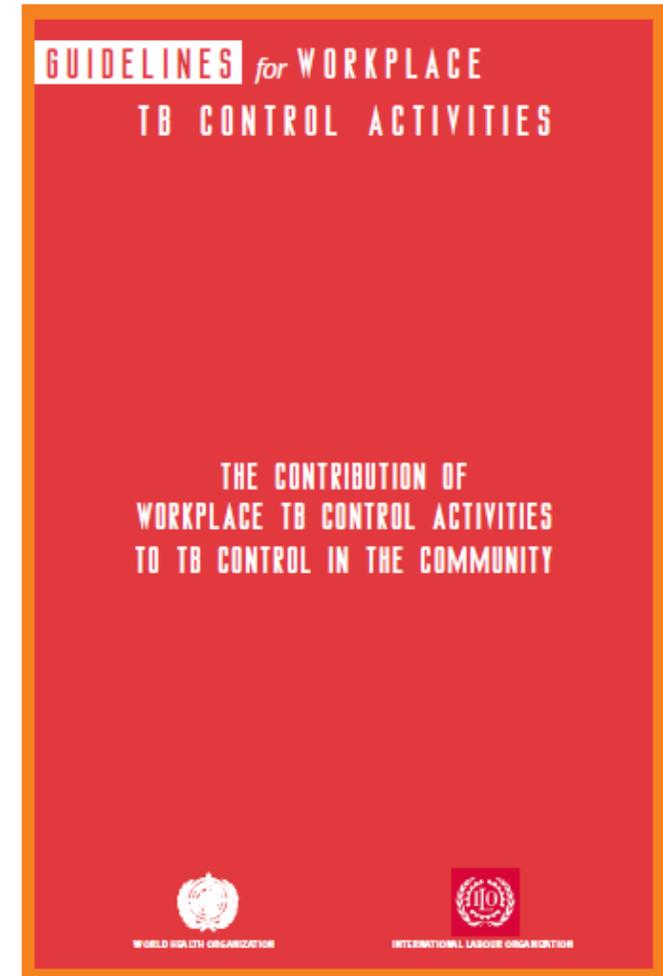
COVID-19 and HIV @ Work

- The impact on livelihoods resulting from lost income or unemployment could also increase the percentage of people with TB and their households facing catastrophic costs.
- The global number of TB deaths could increase by around **0.2 - 0.4 million in 2020 alone**, if health services are disrupted
- The economic impact of the pandemic is predicted to worsen at least two of the key determinants of TB incidence (**GDP per capita and undernutrition**).
- In June 2020, the World Bank estimated that global gross domestic product (GDP) will contract by 5.2% in 2020 (GDP per capita and undernutrition).



► COVID-19 and HIV @ Work

- **Recognition:** Employers find that TB is one of the most common HIV-related diseases to affect employees.
- TB imposes many costs on businesses. The disease strikes mostly at individuals between the ages of 15 and 54 years, i.e. those in their productive prime.
- TB disrupts workflow, reduces productivity, and increases both direct costs, related to care and treatment, and indirect costs, such as the replacement and retraining of workers.
- Without effective treatment, employees with TB will often spend months off work. Given effective treatment, however, many employees can safely return to work



Recommendations and Examples from the Globe and ESA Region

- Prevent discrimination and exclusion in the COVID-19 response, leave no one behind;
- Gather evidence of the socio-economic impact of COVID-19 on people living with HIV;
- Protect jobs and income for people living with HIV and key populations;
- Protect health workers, strengthen occupational safety and health programmes;
- Expand coverage of social protection to include people living with HIV;
- Continue with HIV prevention, testing and treatment programmes for workers, and reinforce the COVID-19 response.



▶ Engage with people living with HIV and key populations



The image shows a social media-style post with a blue background on the left and a photo of Rico Gustav on the right. The blue section contains the ILO logo and text about COVID-19's impact on people with HIV. The photo of Rico Gustav includes a red hashtag #LNOB in the top right and the GNP+ logo in the bottom right.

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▶ COVID-19 is affecting people living with HIV globally. Many are not able to get their treatment and have lost livelihoods due to lockdowns. We are rising to these challenges. Please engage with us.

Rico Gustav, Executive Director,
Global Network of People Living with HIV

#LNOB

GNP+
GLOBAL NETWORK
OF PEOPLE LIVING
WITH HIV

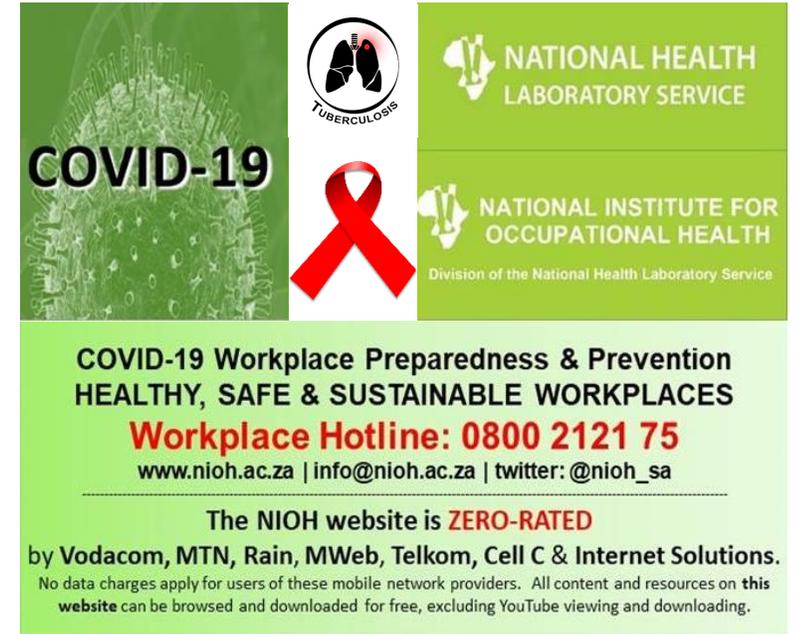


Recommendations (C-19 and TB)

- Improve **social protection** for TB-affected patients by protecting the employment status of people with TB, for example, through legislation to prevent dismissals from work and to facilitate work absences required for visits to health facilities, and through collaboration with unions and businesses to improve workplace policies and services for people with TB.
- Establish a streamlined claim mechanism for people with TB to access sickness and unemployment benefits, in collaboration with the National Social Security Fund.
- Explore **collaboration with the labour and business sectors** to improve workplace policies and services for people with TB, including mechanisms for protecting the employment status of TB patients.
- Locate TB programmes in the workplace within **SDG-8**: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



- Join UN and other partners' efforts in supporting country-level COVID-19 responses
- Triple-Diseases needs assessments, **analysis** and targeted interventions (targeting sectors/industries that are being left behind).
- Responding to the needs of the ILO Constituents and other stakeholders in the world of work .
- Having discussions around the support that NIOH and partners, particularly their role post COVID-19 during the **“New and Better Normal”**



The graphic features a green background with a white virus particle on the left. In the center, there is a red awareness ribbon and a circular logo with lungs and the word 'TUBERCULOSIS'. On the right, there are two logos: 'NATIONAL HEALTH LABORATORY SERVICE' and 'NATIONAL INSTITUTE FOR OCCUPATIONAL HEALTH' (Division of the National Health Laboratory Service).

COVID-19

COVID-19 Workplace Preparedness & Prevention
HEALTHY, SAFE & SUSTAINABLE WORKPLACES
Workplace Hotline: 0800 2121 75
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Thank You for Your Attention...!

