

## **Guidelines HIV and AIDS analysis**

HIV and AIDS affect the most productive in the population, namely the labour force. HIV and AIDS are threatening the livelihoods of workers and employers and undermining employment rights, reducing the supply of labour and available skills, increasing labour costs and reducing productivity. The Trade unions have specific roles in promoting and supporting local, national and international efforts on HIV and AIDS in and through the world of work.

Many workplace situations and work patterns actually increase the risk of workers contracting HIV. Therefore the workplace is a key battleground in the struggle against the HIV and AIDS pandemic. The unions have an important role in educating the workforce and the union leadership and securing a non-discriminatory environment for people living with HIV and AIDS. It is also important that the Trade Union has an internal policy for HIV and AIDS for its own staff and activists.

Note! In regions/countries with a prevalence of 5 % and above a HIV and AIDS analysis must be carried out in the application.

Some supporting questions that can be used in this process:

1. How are workers in your sector affected by HIV and AIDS?
2. How has HIV and AIDS been taken into account when deciding on the strategies and activities of the project/ program? If not, why not?
3. Does your organisation/your affiliates have an HIV and AIDS policy? How is it applied?
4. In what way will the project/program strive to have a positive impact on HIV and AIDS? Describe.

If several projects are included in a broader program at regional or global level you may submit an aggregated analysis at program level. This is also applicable if you are running a regional or global project where several countries participate. It is the context in which the projects will be implemented that needs to be the point of departure for the analysis. However, a HIV and AIDS analysis varies between countries, regions and sectors. Therefore the local/national/regional context must feed into the aggregated analysis. The aggregated analysis should show that this is the case by accounting for relevant differences at different levels.