

# HIV/AIDS+WORK

## technical cooperation



A means to  
implement the ILO  
Code of Practice  
on HIV/AIDS and  
the world of work



The ILO has established  
itself as a significant  
contributor to international  
efforts to prevent and  
mitigate the impact of HIV/  
AIDS in the world of work.

This document describes  
how technical cooperation  
is formulated and  
implemented to support  
these efforts, and shows  
examples of successful  
programmes.

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# HIV/AIDS+WORK **technical cooperation**

A means to implement the ILO Code of Practice  
on HIV/AIDS and the world of work

ILO Programme on HIV/AIDS and the World of Work  
Geneva, June 2004

ILOAIDS

[www.ilo.org/aids](http://www.ilo.org/aids)



*The provision of technical and policy advice and assistance through technical cooperation activities is the ILO's key means of action to respond effectively to the urgent needs of its constituents.*

Apart from the heavy toll on the lives of individuals, the global HIV epidemic reduces the supply of labour and undermines the rights and livelihoods of millions of men and women workers, and those who depend on them. The loss of skills and experience reduces productivity and diminishes the capacity of national economies to deliver goods and services on a sustainable basis. In this context, HIV/AIDS has come to weigh heavily on every aspect of the ILO's Decent Work Agenda and strategic objectives, and seriously threatens the hopes of many countries for achieving decent working conditions in the foreseeable future.

In response, the ILO has established itself as a significant contributor to international efforts by mainstreaming AIDS-related issues in the Organization's major technical units and creating a dedicated global programme to catalyze and coordinate action. Because HIV/AIDS is such a sensitive issue and so far removed from the traditional concerns and experience of the ILO's constituents, the first major initiative of this new programme was the elaboration of a *Code of Practice on HIV/AIDS and the world of work*, complemented by a training manual to assist in its implementation. By defining the practical and ethical requirements for addressing HIV/AIDS in the work environment, the Code provides an effective platform for governments, employers and workers, and other stakeholders, to develop and implement national and workplace policies.

Technical cooperation is currently used in many countries to support the implementation of the ILO Code of Practice and as a basis for strengthening the capacity of its tripartite constituents to develop workplace policies and programmes and contribute to national efforts to fight HIV/AIDS.

**Franklyn Lisk, Director**  
*ILO Programme on HIV/AIDS  
and the World of Work*

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First published 2004

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ISBN 92-2-115826-8

*First published June 2004*

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**Almost three quarters of the 40 million people living with AIDS are workers. This makes the workplace a decisive factor in strategies to break the grim cycle of the epidemic.**

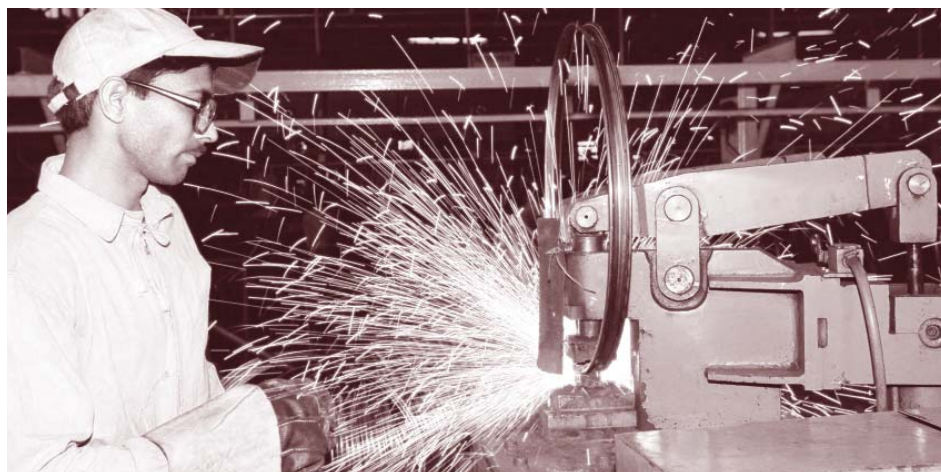
The response to the HIV/AIDS epidemic needs to take place on all fronts in order to succeed. The ILO contributes to global efforts by mobilizing its tripartite constituents (governments, employers' and workers' organizations) and increasing their capacity to undertake HIV/AIDS prevention, care and support in the workplace. The fact that almost three quarters of the 40 million people living with AIDS are workers means that workplace action is a decisive factor in strategies to break the grim cycle of the epidemic. The capacity to access, analyze and apply knowledge related to the disease is essential in mitigating its health, social and economic impacts.

safety and health at work - including access to occupational health services and social security - and its fundamental principles for the protection of workers' rights are particularly relevant to national action.

This report provides an overview of the role of technical cooperation in achieving the objectives of the ILO's global Programme on HIV/AIDS and the World of Work (ILO/AIDS). Key activities are highlighted, illustrating the different approaches developed, tested and used in a range of situations. Lessons learned and challenges are discussed, and priority areas for future action are presented.

Technical cooperation is one of the main ways the ILO can help create an enabling environment, at national and regional levels, for the realization of the objectives of the Organization in terms of development, institutional capability, legislation, and economic and social policy. In its response to the global epidemic, the ILO uses this means to help constituents build their capacities to address HIV/AIDS in the world of work. The ILO's long experience in promoting





**UNAIDS predicts that by 2020 68 million people will be living with HIV/AIDS, unless prevention and treatment are expanded. The impacts of the epidemic cut across all sectors of economic activity and all areas of social life, and threaten long-term growth and development.**

The world has only gradually begun to realize the scale of the disaster that it faces due to HIV/AIDS, both as a humanitarian crisis and a threat to sustainable development. At the end of 2003, 40 million people were living with HIV or AIDS. UNAIDS predicts that by 2020 the number will swell to 68 million<sup>1</sup>, unless prevention and treatment programmes are expanded. Although the epidemic is at a significant level in all continents, it has reached a catastrophic dimension in sub-Saharan Africa.

The key fact that the epidemic has its primary impact on the working age population means that those with important economic and social roles – both men and women – are prevented from making their full contribution to development. This has implications for families, the survival of communities and sustaining productive capacity. The economic

impact is greatest where lost labour is concentrated amongst those with scarce skills and higher professional and managerial training. Early and concerted action to reduce the rate of transmission of HIV, particularly in the workplace, is of immense benefit given the scale of the impact on economies once the epidemic is generalized.

A special session of the UN General Assembly was held in June 2001, where 189 heads of state adopted a Declaration of Commitment on HIV/AIDS. They concluded that:

*“The global HIV/AIDS epidemic, constitutes a global emergency, which undermines social and economic development throughout the world and affects all levels of society – national, community, family and individual”.*

Two key commitments recognize the need to expand the global response into the world of work:

- By 2005, strengthen the response to HIV/AIDS in the world of work by establishing and implementing prevention and care programmes in public, private and informal work sectors, and take measures to provide a supportive workplace environment for people living with HIV/AIDS (para. 49).
- By 2003, develop a national legal and policy framework that protects in the workplace the rights and dignity of persons living with and affected by HIV/AIDS and those at greater risk of HIV/AIDS, in consultation with representatives of employers and workers, taking into account of established international guidelines on HIV/AIDS and the workplace (para. 69).

With its unique mandate and tripartite constituency, as well as its capacity to promote standards, provide policy advice and build capacity, the ILO is the best-equipped organization within the UN system to address HIV/AIDS issues in the world of work.

The ILO took action to respond to the HIV epidemic in recognition of the threat it poses to the health, rights and livelihoods of its constituents, the obstacles it poses to the Organization's Decent Work Agenda and the potential for workplace action to prevent the spread and mitigate the impact of the epidemic. The principles of social justice and equality, the process of tripartism, and core

labour standards underline the rights-based approach of the ILO's involvement in the global effort against HIV/AIDS.

In contributing to the global response the ILO brings:

- its tripartite structure, making it possible to mobilize and support governments, employers and workers against HIV/AIDS;
- a central presence at the workplace;
- nearly a century of experience in guiding laws and framing standards to protect the rights of workers and improve their working conditions;
- a global network of field offices for effective delivery and management of technical cooperation assistance;
- wide expertise in many domains relevant to HIV/AIDS such as employment, occupational safety and health or social security;
- a well-established structure for research, education and training, knowledge management and communication.

<sup>1</sup> AIDS epidemic update: December 2003, UNAIDS, WHO, December 2003



The mission of the Programme is to demonstrate that the workplace is a vital entry point for effective action to reduce the spread and impact of the HIV epidemic. All activities are therefore geared to help the ILO's tripartite constituents contribute actively to national efforts by bringing the workplace perspective into national strategic plans and implementing AIDS policies and programmes at the workplace.

## Background

The involvement of the ILO in the global response to HIV/AIDS dates from 1988, when it held a consultation with the World Health Organization (WHO) which issued joint guidelines for dealing with the epidemic in the workplace. Subsequently, mounting concern on the part of constituents, especially in Africa, resulted in the drafting of a *Platform of Action on HIV/AIDS in the world of work in Africa*, which was endorsed by the 9th African Regional Meeting in December 1999 in Abidjan (Annex 1). In June 2000, the 88th Session of the International Labour Conference passed a resolution recognizing that HIV/AIDS threatens decent work in an all-embracing manner and requesting the Director-General to expand the capacity of the Office to respond. A global Programme on HIV/AIDS and the World of Work (ILO/AIDS) was created in December 2000 as a follow-up to the resolution. In recognition of the development complexities of HIV/AIDS, the Director-General also requested all programmes and units to find ways of mainstreaming AIDS-related activities in their ongoing work (Annex 2).

Following the UN Declaration of Commitment on HIV/AIDS, the ILO became the eighth co-sponsor of the Joint United Nations Programme on HIV/AIDS (UNAIDS) in October 2001. In this context, the ILO is the lead agency for activities in the world of work, focusing on objectives that are compatible with its mandate, expertise and capacities, namely to:

- improve knowledge and understanding of the economic, labour and social consequences of HIV/AIDS through research and policy analysis;
- pursue advocacy at all levels, build partnerships, and raise awareness of the implications of HIV/AIDS for workers' rights, enterprise productivity, and sustainable development;
- advise national action programmes on HIV/AIDS - ensuring they include the world of work and oppose discrimination - and guide the reform of labour legislation;
- strengthen the capacity of employers' and workers' organizations to plan and implement workplace policies and programmes, including the documenting and disseminating of good practice;
- apply the expertise of the ILO's technical specialists to particular workplace needs, especially in training, social protection, and safety and health at work.



The ILO Code of Practice was developed through consultations involving representatives of government, employers and workers in all regions. Finalized by a tripartite meeting of experts and adopted by the ILO Governing Body in June 2001, it was launched in the same month at the UN General Assembly Special Session on HIV/AIDS in New York. The Code of Practice sets out fundamental principles for policy development and practical guidelines from which concrete responses to HIV/AIDS can be developed at enterprise, community and national levels, in the following key areas:

- The protection of workers' rights, including employment protection, gender equality, entitlement to benefits, and non-discrimination;
- Prevention through education, gender-aware programmes, and practical support for behaviour change;
- Care and support, including confidential voluntary counselling and testing, as well as treatment in settings where local health systems are inadequate.

The rights and the responsibilities of the tripartite partners, separately and in collaboration, are clearly set out.

The Code forms the cornerstone of the ILO's

efforts against HIV/AIDS, and is now being used by policy-makers and workplace partners in over 60 countries as the basis for their own national action programmes, enterprise policies and collective agreements. It is instrumental in strengthening the involvement of the private sector in action against HIV/AIDS, guiding the extension of workplace programmes to the community level, and bringing the workplace perspective and issues into national AIDS programmes and global efforts.

To complement and guide the application of the Code, the ILO has produced an education and training manual, *Implementing the ILO Code of Practice on HIV/AIDS and the world of work*. The manual serves as an information and reference document as well as providing guidelines, case studies and practical activities to help users apply the Code to national strategic plans and workplace policies and programmes. Together, the ILO Code and the manual are being used to develop skills and institutional capacity for the benefit of constituents in all regions.

**The ILO Code of Practice on HIV/AIDS and the world of work**



## Technical cooperation in the ILO



*The primary goal of the ILO is to promote opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and dignity. This means protecting workers against disease and against discrimination, as well as helping to maintain production and income.*

Technical cooperation (TC) activities in the ILO cover a wide range of organizational units, countries and issues. Their purpose is to assist the tripartite constituents in building their capacities to address both the regulatory and the technical aspects of labour issues. In doing so, the ILO focuses on achieving four strategic objectives, namely to promote fundamental principles and rights at work; create greater opportunities for women and men to secure decent employment and income; enhance coverage and effectiveness of social protection for all; and strengthen tripartism and social dialogue.

The recent past has witnessed significant changes in the global policy environment, structures and alliances, as well as continued reforms within the United Nations system. The ILO has had to adapt its work accordingly by tackling issues through an increasingly integrated approach, ensuring the coordination of activities. In the case of technical cooperation<sup>2</sup>, the adoption of a strategic policy

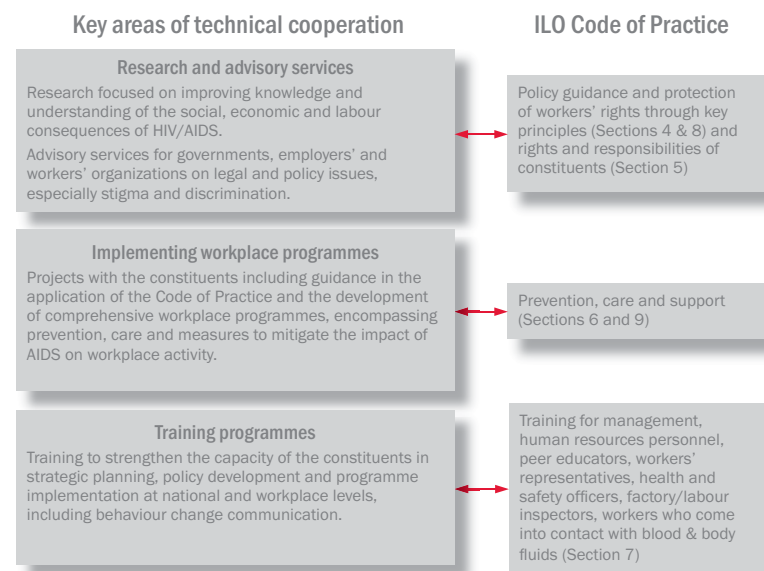
framework, the integration of programmes financed by extra-budgetary resources in the regular programme and budget, and internal reorganization of the headquarters structure has led to the strengthening of partnership arrangements with the donor community. The traditional project-based approach in technical cooperation delivery is now being replaced by global programmes, which are more in line with internationally coordinated and thematically-oriented development strategies. The ILO Programme on HIV/AIDS is a good example of the impact that can be generated by this approach.

The planning and delivery of technical cooperation relies on effective interaction between ILO headquarters and the field structure. Strategically-located field offices provide the expertise necessary to oversee projects. While all offices cover activities related to HIV/AIDS and the world of work, a number of them include ILO experts working specifically on related technical cooperation projects. The map in Annex 3 gives the location of ILO field offices and HIV/AIDS focal points and technical specialists.

## The ILO/AIDS technical cooperation programme

### The ILO Code of Practice as the basis for capacity-building

The Code of Practice provides the policy and technical framework for all ILO/AIDS projects and activities. The diagram below illustrates the interaction between key areas of technical cooperation and the Code.



Technical co-operation in ILO/AIDS focuses on research and advisory services; mobilization and strengthening constituents' capacities for action; and provision of technical support to countries for the implementation of policies and programmes. The improved availability and affordability of antiretroviral treatment, and growing awareness of the costs of human resource losses, have provided the impetus for including elements of care, treatment and social protection in workplace programmes as an additional area of action.

The programme is conducting research in several countries to raise awareness about the consequences of the epidemic for labour, employment, productivity and development, and to advocate for action in the world of work. It is also used to guide the planning of appropriate technical and policy interventions. Advisory services are provided to member States on integrating an HIV/AIDS workplace component into national strategic and development plans

and including the social partners in national planning and coordination mechanisms. They also cover the review and revision of labour and other relevant legislation, and the application of the ILO Code at national, sectoral and enterprise levels.

A core priority is to strengthen the capacities of the constituents to develop and implement workplace policies and programmes. This is done by providing support to government officials, employers and workers in the formal and informal economies. Support includes policy guidance, resource mobilization, training and other measures to strengthen the institutional capacities of enterprises, particularly small and medium-sized enterprises. The promotion of access to care and treatment at the workplace level is carried out through collaboration with ILO's UN partners.

<sup>2</sup> 95th Session (2006) of the International Labour Conference, (GB.289/2, p.21), 289th Session, ILO Governing Body, Geneva, March 2004



## Key activities



The ILO/AIDS technical co-operation programme includes projects in countries in Africa, Asia, Eastern Europe and the Caribbean. The main sources of extra-budgetary funding are Germany (GTZ), Italy, Sweden (SIDA) and the USA (Department of Labor). In addition, UNAIDS and UNDP execute projects on behalf of and in partnership with the ILO. The Organization of the Petroleum Exporting Countries (OPEC) has agreed to provide funding in the near future, and the European Union is considering support to the Programme. A significant proportion of ILO regular budget resources are devoted to the process of developing and strengthening infrastructure at headquarters and in the field, and ensuring sound delivery and monitoring of technical cooperation.

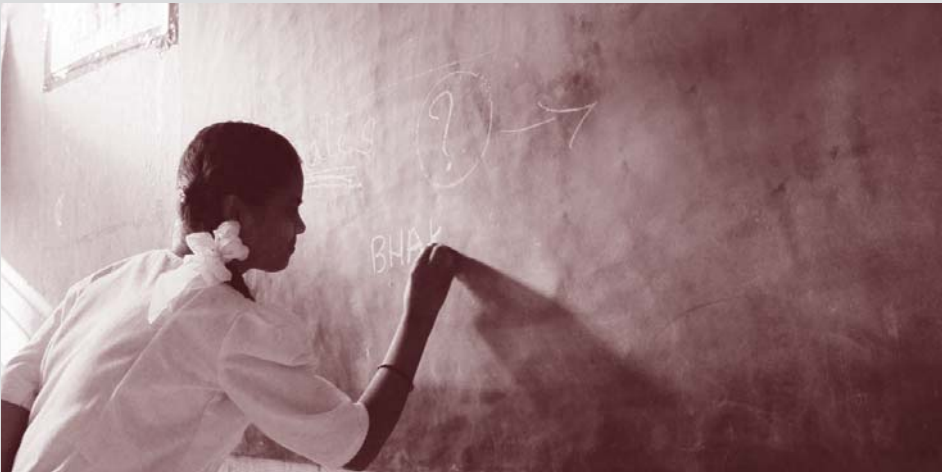
Projects being implemented are described on the following pages to illustrate the importance of technical cooperation in responding to the different needs of the tripartite constituents and the wide range of activities undertaken.

The table opposite provides an overview of projects, including subject, status, target countries and source of funding. A more detailed table setting out projects by country is included at Annex 4.

Projects, donor countries, status	Recipient countries
<b>Ongoing projects</b>	
<b>International HIV/AIDS Workplace Education Programme</b> - USA (2003-2006) - Phase I	Benin, Ghana, Togo, Cambodia, Belize, Guyana
<b>International HIV/AIDS Workplace Education Programme</b> - USA (2003-2007) - Phase II	Barbados, Jamaica, Ethiopia, Nepal, Russian Federation, Botswana, Lesotho, Swaziland, South Africa
<b>HIV/AIDS prevention in the world of work: a tripartite response</b> - USA (2002-2005) - Phase II	India
<b>Implementing HIV/AIDS workplace policies and programmes</b> - Germany (GTZ) (2003-2006)	Moldova, Russia, Ukraine, Burkina Faso, Kenya, Mozambique, Swaziland, Tanzania
<b>HIV/AIDS and the world of work: Prevention and mitigation of HIV/AIDS labour and socio-economic impact in the world of work</b> - Italy (2004-2007) - Phase II	Ethiopia, Uganda, Zambia
<b>Projects completed</b>	
<b>HIV/AIDS prevention in the transport and the informal sectors of 11 African countries</b> - Sweden (SIDA) (2002-2003) - Phase I	<b>Informal:</b> Ghana, South Africa, Tanzania, Uganda <b>Transport:</b> Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, Zimbabwe
<b>HIV/AIDS and the world of work: Consequences for labour and socio-economic development</b> - Italy (2002-2003) - Phase I	Botswana, Burkina Faso, Ethiopia, Lesotho, Malawi, Senegal, Swaziland, Togo, Uganda, Zambia
<b>Labour Market and Employment Implications of HIV/AIDS</b> - Sweden (SIDA) (2002-2003) - Phase I	Mozambique, Tanzania, Zambia
<b>Projects in the pipeline (2004)</b>	
<b>HIV/AIDS prevention in the transport sector of Southern African countries</b> - Sweden (SIDA) - Phase II	Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, Zambia, Zimbabwe
<b>HIV/AIDS prevention in the informal economy of six African countries</b> - Sweden (SIDA) - Phase II	Ghana, South Africa, Tanzania, Uganda, Nigeria, Ethiopia
<b>Combating HIV/AIDS in the world of work (OPEC)</b>	Morocco, Tunisia, Egypt, Jordan, Oman, Belize, Nicaragua, Bolivia, Brazil, Colombia, Paraguay, Peru, Suriname
<b>Addressing poverty-related diseases (HIV/AIDS, TB and Malaria) in developing countries</b> - EU	Tanzania



# 1: International Workplace Education Programme



Project, donor country, Status	Recipient Countries
International HIV/AIDS Workplace Education Programme - USA (2003-2006) – Phase I	Benin, Ghana, Togo, Cambodia, Belize, Guyana
International HIV/AIDS Workplace Education Programme - USA (2003-2007) – Phase II	Barbados, Jamaica, Ethiopia, Nepal, Russian Federation, Botswana, Lesotho, Swaziland, South Africa

The two overarching objectives of this Programme are to help reduce risk behaviour through participatory education and practical support and to counter stigma and discrimination. The programme seeks to achieve these objectives through policy advice and capacity-building.

**Working with the US Department of Labor**

**Background and objectives**

The first collaboration on HIV/AIDS between the ILO and the US Department of Labor (USDOL) was the tripartite project in India, launched in 2001, that is described in the following section. The following year the ILO entered into partnership with the USDOL to develop workplace education programmes in Africa, Asia, the Caribbean and Eastern Europe: the first phase countries are Belize, Benin, Cambodia, Ghana, Guyana and Togo; the second phase covers Barbados, Ethiopia, Jamaica, Nepal, Russia and four countries in Southern Africa - Botswana, Lesotho, South Africa, and Swaziland. The partnership builds on the ILO's comparative advantage in terms of its global networks

and expertise in developing policies and implementing education at the workplace – a key entry point for HIV/AIDS prevention.

The project increases the capacity of governments, businesses and trade unions to design, implement and sustain national workplace HIV/AIDS policies and prevention programmes; and ensures that the necessary policies and legal support are in place to overcome stigma and discrimination, protect workers' rights and prevent HIV/AIDS in the workplace. The international NGO Family Health International (FHI) is also a partner in this programme, contributing its experience in behaviour change communication.

## Implementation and achievements

An advisory board, representing all stakeholders, establishes policy guidelines for each national project and ensures harmony with government strategies to control HIV/AIDS. Sustainability is addressed from the outset by ensuring ownership of the programme by the national partners through consultation, advocacy, building national capacity, identifying good practices and providing ongoing support.

### A step-by-step strategy

The project achieves its objectives by:

- providing technical advice to governments on national, legal and policy frameworks
- sensitizing management and union leaders to the implications of HIV/AIDS
- assisting employers' and workers' organizations with policy development
- developing practical guides, educational tools and training materials
- training trainers and holding peer education workshops
- introducing a communications package for all workers including practical measures to support behaviour change
- training NGO representatives to provide outreach for workers in the informal economy
- collaborating with associations of people living with HIV/AIDS to raise awareness and develop policy
- mobilizing enterprise-level services to provide care and support to workers
- linking businesses with community-based services so that they can share resources, especially for care and support
- analyzing and evaluating all activities to optimize approaches and services.

## The way forward

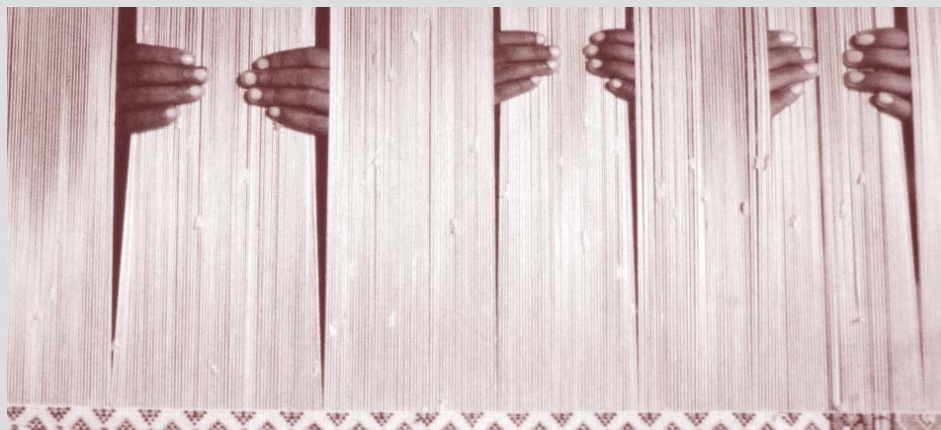
The India project (see overleaf) demonstrates the practical outcomes of the carefully planned and structured approach, combined with innovative activities to promote behaviour change that characterizes this partnership. As may be seen in Table 1 below, education activities in India are already reaching a significant number of workers. In other countries, the Programme is still in the early stages of developing and establishing programme implementation frameworks, including project document preparation and budgeting, awareness-raising and consultation, signing of formal agreements with government, recruiting experts, carrying out mapping exercises, and establishing effective coordination channels. Nevertheless, 16 national project coordinators are now in place (mid 2004), all of whom have benefited from an intensive orientation and training course at the ILO's headquarters in Geneva.

The programme is to be further expanded as the ILO has received additional funds to initiate similar activities in several more countries. A new feature of the programme will be the development of a strategy to disseminate and guide the use of the tools developed so far with a larger number of countries.



## Case study:

### Tripartite action on HIV/AIDS in India



This project is the most mature of the ILO/AIDS technical cooperation activities. Its substantial number of outputs can be traced back to careful planning, adequate staffing in the field, and close collaboration with the ILO's tripartite constituents and the National AIDS Control Organization.

#### Background

The HIV/AIDS picture in South Asia remains dominated by the situation in India, where the number of people living with the disease is estimated at 3.8 to 4.6 million<sup>3</sup>, 89% being in the most productive age group. The recently adopted AIDS Policy of the Government of India stresses that "the organized and unorganized sector of industry needs to be mobilized for taking care of the health of the productive sections of their workforce".

The ILO, in consultation with its tripartite constituents and the National AIDS Control Organization (NACO), has developed a programme in India aimed at establishing sustainable tripartite action on HIV/AIDS prevention, care and support in the world of work. The programme is supported financially by the US Department of Labor and includes three implementation phases aimed at:

- mainstreaming HIV/AIDS action within the Ministry of Labour;

- mobilizing employers' and workers' organizations;
- assisting the social partners in developing workplace education programmes;
- providing technical support on knowledge management, policy development, training and research;
- focusing on the informal sector and gender issues; and
- helping build and sustain social partners' capacities.

The first phase (2001-2002) focused on establishing project delivery infrastructures, mobilizing the tripartite constituents and assisting them in developing a comprehensive Plan of Action. The second part of the project (2002 - 2005) covers the implementation, completion and evaluation of the Plan of Action in selected states. Phase III will focus on the establishment of a sustainable National Plan and its integration into relevant programmes of government, employers' and workers' organizations, individual public and private enterprises, as well as of national organizations dealing with workers in the informal economy.

The Project Management Team (PMT) is chaired by the Ministry of Labour and includes representation from NACO, the

V.V.Giri National Labour Institute (NLI), employers' and workers' organizations, the ILO, UNAIDS, and associations of people living with HIV/AIDS (PLWHA). The NLI is the main implementing agency.

#### Project approach

The table overleaf provides a summary of achievements and outputs in the areas of research, documentation, policy development, advocacy and capacity building.

#### Involvement of people living with HIV/AIDS

The central role of people living with AIDS, and their associations, is one of the project's key features. Their participation in policy development through a place on the PMT, and their involvement in training and sensitization programmes, stem from the ILO's support for the GIPA principle (the Greater Involvement of PLWHA). The project engaged PLWHA networks (Delhi, Manipur, Maharashtra and Tamil Nadu) in conducting research to document the experiences of individuals and their families following the discovery of HIV-positive status. Key findings show that the disease has a deep impact in personal and employment terms, particularly on women, who face more discrimination and hardships while having to assume increased responsibilities. The project so far has ensured the participation of PLWHAs in about 23 training and awareness-raising programmes.

*"We, the PLWHA, are very important in the prevention of HIV. Our bodies are the battleground of epidemic. Whatever policies or laws are made, they affect our lives first and then the rest. So we should be equal partners in planning and implementation of AIDS programmes. Here I would like to acknowledge the efforts made by the ILO in involving me as a representative of PLWHA in the Project Management Team of their Project."*

Ms. Celina D'Costa, member of the PMT

#### Integration with other programmes

HIV/AIDS issues have been integrated in the ILO's *Developing community drug rehabilitation and workplace prevention* programmes for tea plantation workers

in Assam in collaboration with the Assam Branch of the Indian Tea Association (ABITA). As a co-sponsor of UNAIDS and a member of the UN Theme Group, as well as of the UN Technical Resource Team in India, the ILO collaborates with UNAIDS in a number of ways, including the establishment of state level Business Coalitions. This has already been done for Maharashtra and is planned for Madhya Pradesh.

#### The way forward

The work done so far has laid a solid basis for sustainability by:

- establishing an effective project delivery framework and management structure;
- ensuring the participation of the tripartite constituents and other stakeholders, particularly people living with HIV/AIDS, in all stages of project implementation;
- enlisting the full support of employers' and workers' organizations in reaching and training workers;
- building sustainable enterprise-based interventions through the peer education approach and targeting behaviour change;
- making efficient use of the 'training of trainers' method to reach rapidly a large number of workers;
- building on and strengthening existing national HIV/AIDS strategies to ensure local ownership and sustainability of action.

With continued support from the USDOL, the second phase of the Project started in January 2003, with the aim of strengthening the world of work response to HIV/AIDS in the states of Madhya Pradesh, West Bengal and Jharkhand. Following a rapid assessment to identify clusters of workers in the organized and unorganized sectors, three action-oriented 'knowledge, attitude, behaviour and practice' (KABP) studies have provided baseline data on risk factors for these workers. Selected enterprises have been contacted in each state to enlist their participation in the development of enterprise-based interventions.

Following a positive response, training of 'master trainers' is being organized as a first step towards initiating a workplace HIV/AIDS programme. The results of this strategy are already very encouraging, as shown in Table 1 overleaf.

<sup>3</sup> From the National AIDS Control Organization (NACO), India, 2004.

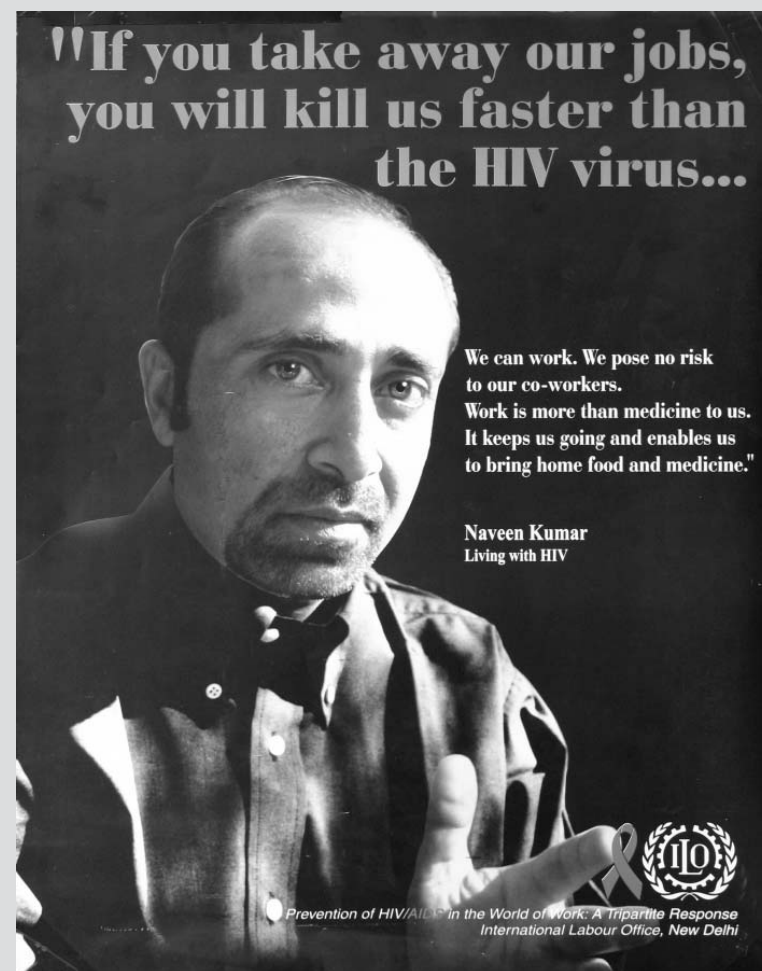


Table 1. Overview of interventions at the enterprise level, March 2004

State	Number of enterprises having initiated workplace programmes	Total workforce	Number of master trainers or peer educators trained
Madhya Pradesh	22	33 261	232
Jharkhand	14	18 765	289
West Bengal	19	49 219	107
<b>TOTAL</b>	<b>55</b>	<b>101 245</b>	<b>628</b>

Areas of action	Key achievements and outputs
Research and documentation	<ul style="list-style-type: none"> <li>Close to 300 publications - studies, statistics, legislation, policies and programmes on HIV/AIDS in the world of work - have been collected and included on a CD-ROM for wide distribution</li> <li>A website on HIV/AIDS and the world of work is now operational (<a href="http://www.ilo.org/hivaidindia">www.ilo.org/hivaidindia</a>)</li> <li>Research studies have been undertaken and completed in many areas, including employers' perceptions of HIV/AIDS, and documented accounts of stigma and discrimination (details on the website)</li> </ul>
Policy and advocacy	<ul style="list-style-type: none"> <li>Building national awareness and commitment by collaborating with the social partners, UNAIDS and others to undertake advocacy efforts at the highest political and business levels</li> <li>Disseminating the Code of Practice extensively (in Hindi as well as English) among the key stakeholders and through state-level workshops</li> <li>Developing advocacy materials for employers and workers</li> </ul>
Support for national authorities	<ul style="list-style-type: none"> <li>The preparation of <i>A Reference Manual for Education Officers of CBWE on HIV/AIDS</i></li> <li>The training of 199 Central Board for Workers' Education (CBWE) Education Officers on the integration of HIV/AIDS issues in their ongoing programmes</li> <li>Provision by the CBWE of HIV/AIDS education to a total of 210,028 workers (89,819 men and 120,209 women) in 2003</li> <li>The creation of a unit in NLI to coordinate its HIV/AIDS activities, undertake capacity-building and carry out research</li> </ul>
Support for employers	<ul style="list-style-type: none"> <li>Provision of technical support to the Business and Community Foundation in launching HIV/AIDS programmes and training of trainers courses</li> <li>Provision of support for workshops organized by the Federation of Indian Chambers of Commerce and Industry</li> <li>Collaboration with the Bombay Chamber of Commerce and Industry and the Employers' Federation of India on project activities in Mumbai</li> </ul>
Support for trade unions	<ul style="list-style-type: none"> <li>Publication of a handbook, <i>Trade Unions and HIV/AIDS</i>, in English and Hindi</li> <li>Use of the manual to create a cadre of HIV/AIDS trainers, through five-day residential training of trainers workshops</li> <li>Production of an information and advocacy film for trade unions, <i>Joining Hands</i></li> </ul>
Sector-specific activities	<ul style="list-style-type: none"> <li>Collaboration with the Mumbai District AIDS Control Society, Municipal Corporation and Police to train 80 Police Public Relation Officers</li> <li>Establishment of a Voluntary Counselling and Testing Centre in Nagpada Police Hospital;</li> <li>Development of a training manual and training of 34 Andhra Pradesh police officers as master trainers;</li> <li>Collaboration with the Andhra Pradesh State AIDS Control Society and employers' organizations in developing terms of reference to conduct a study, <i>Economic impact of HIV/AIDS on Singaneri Collieries Company Limited: a mine sector case study</i>, and plan its follow up.</li> </ul>

The India project has produced a number of posters with advocacy and awareness-raising messages:





# Implementing HIV/AIDS workplace policies and programmes



Projects, donor countries, status	Recipient countries	The overall objective of the GTZ-ILO partnership is to strengthen the capacity of government and the social partners in the world of work to formulate and implement policies and activities to prevent the spread of HIV/AIDS and to mitigate its impact on socio-economic development.
Implementing HIV/AIDS workplace policies and programmes - Germany (GTZ) (2003-2006)	Moldova, Russia, Ukraine, Burkina Faso, Kenya, Mozambique, Swaziland, Tanzania	

**Working with GTZ**

**Background and objectives**

The Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ) (German Agency for Technical Co-operation) is providing resources for the period 2002-2006 as part of the GTZ 'Backup'<sup>4</sup> initiative to strengthen national capacities to fight HIV/AIDS. The ILO/GTZ partnership provides funding and technical support to a range of activities in Moldova, the Russian Federation, and Ukraine. Countries have been identified for future activities in Europe, Africa and Asia.

<sup>4</sup> [www.gtz.de/backupinitiative](http://www.gtz.de/backupinitiative)

<sup>5</sup> Global Fund to Fight AIDS, Tuberculosis and Malaria

- better manage and develop available human resources in key sectors.
- To support the expansion of access to treatment, care and support for workers, their families and communities in collaboration with the WHO/UNAIDS 3 by 5 initiative and the GFATM, including the development of public-private partnerships.

- Salaam, May 2004);
- Printing, reprinting and/or translation of the education and training manual in French, Russian, Indonesian and Spanish.

Although it is still at an early stage of implementation in the field, the ILO/GTZ partnership has already demonstrated its value. It provides ILO/AIDS with access to the internationally recognized technical capabilities of the GTZ and the means to carry out research and methodology development that other countries and international bodies can then use and adapt.

## Achievements and way forward

Desk studies, workshops, technical meetings and other activities are carried out with funding and technical input from GTZ. The selection below illustrates some of the areas of activity where GTZ support was significant:

- The development and launching of a model of the socio-economic consequences of HIV/AIDS for Russia<sup>6</sup> that can be used to make projections on labour force impact, costs to the health care sector and social security system, including disability benefits and pension funds;
- The translation into Chinese of *Implementing the ILO Code of Practice on HIV/AIDS and the world of work: an education and training manual* and its launching at a workshop in Beijing in 2003;
- The preparation of baseline studies on the socio-economic impact of HIV/AIDS and the national response for selected countries, starting with Ukraine;
- Technical support to a UNAIDS PAF project, 'Catalytic activities in the world of work', in Kyiv (Ukraine) in July 2003;
- Co-funding and participation in the preparation and convening of meetings and symposia such as the: Tripartite Training Workshop on Capacity-building (Yaoundé, November 2003) organized in collaboration with the University of Stellenbosch (African Centre for HIV AIDS Management in the World of Work); a meeting on best practices in workplace action on HIV/AIDS (Geneva, December 2003)<sup>7</sup>; International Symposium on Workplace policies and programmes in developing countries (Berlin, June 2003)<sup>8</sup>; and the Second International Symposium on HIV/AIDS Workplace Policies and Programmes for the public and the private sectors (Dar es

<sup>6</sup> Developed in collaboration with the ILO Office in Moscow and launched at the Ministry of Labour and Social Development, Moscow, February 2004.

<sup>7</sup> Tripartite Interregional Meeting on best practices in HIV/AIDS workplace policies and programmes (ILO Geneva, 15-17 December 2003)

<sup>8</sup> [www.worldbank.org](http://www.worldbank.org)



# HIV prevention in the informal economy

Projects, donor countries, status	Recipient countries	
HIV/AIDS prevention in the transport and the informal sectors of 11 African countries	<b>Informal:</b> Ghana, South Africa, Tanzania, Uganda <b>Transport:</b> Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, Zimbabwe	The approach of this project has been to build community, enterprise and national networks into an effective alliance to develop methods, channel knowledge and build skills to respond to the needs of informal sector workers, particularly through peer educator training. It has also demonstrated the importance of integrating the response to HIV/AIDS in broader development-related interventions.
Sweden (SIDA) (2002-2003) – Phase I		

## Working with SIDA

### Background and objectives

In many countries the majority of workers – sometimes as many as 80% or 90% – are employed or self-employed in the informal economy. Non-formal activities become even more crucial in times of economic downturn. For a number of reasons, operators in the informal economy are particularly vulnerable to HIV/AIDS, both in terms of susceptibility to infection and impact of the epidemic.

Firstly, poverty, ill health and low education levels make people more physically vulnerable to infection and less likely to be reached by prevention messages. Secondly, enterprises in the informal economy are usually small and labour-intensive, so the loss of even one worker can have a severe impact. The precarious nature of informal employment, the lack of social protection and limited access to health services also worsen the impact of the epidemic for individual workers and entrepreneurs<sup>9</sup>.

In view of the lack of data, and the particular challenge of reaching out to informal economy operators, this project was prepared with the Swedish International Development Agency (SIDA) for Ghana, South Africa, Tanzania and Uganda. It was

designed to develop and test methodology for a rapid assessment of the risks faced by workers and of the impact of AIDS, and to mobilize local communities in building sustained action networks for preventing HIV and mitigating its impact.

### Implementation and achievements

Following initial consultation, and the setting up of advisory bodies with the constituents and other interested partners, rapid assessment methods and tools were developed in collaboration with the University of South Africa's ABET Institute. These were then used by Rapid Action Teams to help selected local communities organize to respond to the challenges of the epidemic. Local learning networks have also been setup to link the communities and facilitate the sharing of knowledge and lessons learned.

Participatory research workshops were conducted to obtain specific data on workforce characteristics, vulnerability factors, levels of accessibility to interventions, gender-specific factors, relevance and accessibility of the Code of Practice, and the range of interventions needed in informal economy settings.

The workshops also helped to identify stakeholders and bring them together, determining possible entry points for interventions and types of support needed. Finally, the workshops served as a forum for testing the ILO Code of Practice and developing a simplified and illustrated version that is more accessible to informal economy operators.

As part of the project's strategy of participation and local ownership, informal workers are trained as peer educators, and included in the Rapid Action Teams for selected sub-sectors. In South Africa, training has been associated with other programmes focusing on management skills, business development, and literacy.

In order to promote the integration of informal workers' needs into national strategies, workshops have been organized for representatives from national and local government, training authorities, care organizations, women's organizations, a range of national and regional informal sector associations, informal sector workers (selected from those who had received training), the Rapid Action Teams and trainers from the provinces, formal business associations, and other bodies involved with the informal economy. These broad-based consultations of relevant stakeholders enable a better identification of areas and sub-sectors (Table 2) and make the project more demand-driven.

The stakeholders have made it clear that the implications of HIV/AIDS in the informal economy need to be linked to a broader range of development issues and a wider set of partners than the ILO's traditional constituents. In this sense, the pilot project has been a first step in the formulation of integrated strategies to address specific informal sector needs in relation to HIV/AIDS, bringing on board NGOs, CBOs and other UN agencies.

### The way forward

The second phase of the project is starting in 2004, covering the same four countries with the addition of Ethiopia and Nigeria. Lessons learned from the first phase formed the basis for recommendations agreed by project stakeholders to build on and scale up the excellent start already made.

### Recommendations for the next phase of action

- Provide further HIV/AIDS education through all available channels;
- Intensify training and increase the numbers of peer educators;
- Establish open dialogue on HIV/AIDS issues, helping to break the silence and challenge stigma;
- Facilitate procurement, distribution and proper use of condoms;
- Strengthen and extend available occupational health services and primary health care systems to provide voluntary counselling and testing for HIV and treatment of sexually transmitted infections;
- Implement activities conducive to behaviour change through the involvement of religious and secular leaders, behaviour change communication techniques, family planning, regulatory mechanisms, and the media;
- Promote economic empowerment through provision of training in business skills, micro-credit schemes and general improvement of working conditions and environment;
- Develop and enhance positive attitudes towards people living with HIV/AIDS and uphold their human rights;
- Facilitate access to appropriate treatment and care.

Table 2. Target areas and sectors

Country	Target area	Economic sub-sector
South Africa	Johannesburg, Durban (urban)	Food sellers
	Tzaneen (rural)	Hard goods vendors
Ghana	Pokuase/Amasaman (rural)	Hair dressers
	Tema (urban)	Garage owners
Tanzania	Dar es Salaam (urban)	Sellers of local brews
	Mbeya (rural)	Market traders
Uganda	Kampala (urban)	Various
	Wakiso district (rural)	

<sup>9</sup> Decent Work and the Informal Economy, Report VI, 90<sup>th</sup> Session of the International Labour Conference, June 2002. See <http://www.ilo.org>



# HIV prevention in the transport sector



Projects, donor countries, status	Recipient countries
HIV/AIDS prevention in the transport and the informal sectors of 11 African countries	<b>Informal:</b> Ghana, South Africa, Tanzania, Uganda
Sweden (SIDA) (2002-2003) – Phase I	<b>Transport:</b> Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, Zimbabwe

## Working with SIDA

### Background and objectives

Many transport workers spend long periods away from home and families. Some work in isolation while others live for weeks at a time with the same small group of fellow workers. Truck drivers and seafarers are among those who often experience delays at transport ‘nodes’ such as border crossings and ports. Sexual services are widely available at such points and along major transport routes. Funded by the Swedish International Development Agency (SIDA), this one-year pilot project (2002-2003) covered Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland and Zimbabwe, all members of the Southern African Development Community (SADC). They were selected because of high levels of HIV prevalence, their strong economic integration and network of trade and transport links.

The main aim of the project was to assist regional bodies, national authorities, employers’ organizations and trade unions, as well as non-governmental bodies, in developing appropriate

This sub-regional pilot activity has focused on knowledge-gathering, dialogue and network-building among a group of countries with common features and a common problem in a critical sector of economic activity known to be vulnerable to the spread of HIV.

national strategies for all transport modes and support facilities, designed to be harmonized at the sub-regional level. Efforts were focused on:

- undertaking comprehensive national assessments of the impact of HIV/AIDS on transport;
- developing and implementing AIDS policies for the sector on the basis of a participatory process among social partners and the ministries of transport; and
- starting a sub-regional dialogue on a common strategy to manage HIV/AIDS in the transport sector, linking it with the existing SADC HIV/AIDS Strategic Framework of Action 2003-2007.

### Implementation and achievements

A substantial degree of networking and dialogue was achieved at both national and inter-country levels through the establishment of consultative and consensus-building mechanisms. This permitted stakeholders to contribute to

the project implementation process and ensure that its outcomes were aligned with national frameworks. Collaboration mechanisms were established with sub-regional bodies, such as the SADC, the Southern African Transport and Communication Commission, the Federation of East and Southern African Road Transport Association and the Cross-Border Road Transport Agency. The key practical outputs include:

- The information brochure “HIV/AIDS Prevention in the Transport Sector of Southern African Countries” was published and widely distributed.
- Full Project Advisory Committees (PAC) were established in six countries and interim PACs in Botswana and Mozambique. The PACs in Lesotho, Swaziland, Malawi and Zimbabwe developed national policies on HIV prevention in the transport sector. In Zimbabwe a transport sector policy has been approved by the relevant Parliamentary Committee and adopted by all the tripartite partners and stakeholders in the country.
- The ILO Code of Practice was presented at workshops in all eight countries.
- Country assessments have been completed for Malawi, Zimbabwe and Swaziland, and the others are in preparation.

The strategy of identifying a vulnerable sector, mobilizing and linking key stakeholders, and developing a targeted HIV/AIDS policy and implementation plan has been effective in its own right and has also been adopted by other sectoral responses in some of the countries. The project demonstrated its capacity for building consensus among the stakeholders in the strategic planning and policy development processes. The application of the *ILO Code of Practice on HIV/AIDS and the world of work* has increased, and the workplace response been strengthened. The experience gained and methodologies developed in implementing the project will be a useful basis for addressing similar issues in other countries. Overall, the project succeeded in developing a sustainable basis for future concerted action by the tripartite constituents and other national and sub-regional bodies involved in HIV/AIDS and transport issues.

### The way forward

A final outcome of the project was the *Action Plan on Regional HIV/AIDS Issues in the Transport Sector* which identified the following areas for action:

- Promotion of prevention through education, awareness-raising and behaviour change;
- Improving access to treatment, care and support of infected workers and their families;
- Developing infrastructures for confidential voluntary counselling and testing;
- Further development of policy and legal frameworks relevant to HIV/AIDS in the transport sector, with particular attention given to gender and cross-border issues, and the general improvement of working conditions.

A second phase is currently being planned.

The follow-up to a one-year project funded by Italy (see overleaf) will focus, among a number of areas, on organizing a training programme for peer educators among transport workers and their families in the Nazret region of Ethiopia, using the experience and materials developed in this project.



# Addressing the consequences of HIV/AIDS for labour and socio-economic development



Projects, donor countries, status	Recipient countries	Action-oriented research has been used as a mechanism to mobilize the tripartite constituents as well as to build the knowledge base needed to develop a sound legal and policy environment for workplace action against HIV/AIDS.
HIV/AIDS and the world of work: Consequences for labour and socio-economic development - Italy (2002-2003) – Phase I	Botswana, Burkina Faso, Ethiopia, Lesotho, Malawi, Senegal, Swaziland, Togo, Uganda, Zambia	

## Working with the Italian Government

### Background and objectives

This project, funded by Italy and including two implementation phases, was conceived in terms of advocacy to promote workplace action and of capacity-strengthening at two levels: mainstreaming a world of work component in national HIV/AIDS policies and laws and assistance for the social partners in developing and sustaining workplace programmes.

### Implementation and achievements

The first phase of the project (2002-2003) covered Botswana, Burkina Faso, Ethiopia, Lesotho, Malawi, Senegal, Swaziland, Togo, Uganda and Zambia. Following the initial process of awareness-raising and consultation with the tripartite constituents, including organizing national workshops,

key research activities were conducted. These included a review of national policy and legislation, and a survey of the impact of HIV/AIDS on the labour market, skill levels, productivity and workers' families in each country. The results of this research are being analyzed and prepared for publication. This project has particularly succeeded in:

- initiating and facilitating a process of awareness-raising and active dialogue through the participation of the social partners and other stakeholders in the research activities;
- giving to the world of work the opportunity to mainstream its needs in policy and strategic planning, ensuring that national plans of action are multi-sectoral, relevant and effective;

- demonstrating that the ILO Code of Practice is an appropriate and practical guide for implementing workplace policy and programmes;
- showing that occupational health services provide a mechanism for prevention and for extending access to treatment, care and support;
- showing that workplace education and peer support are effective in promoting confidential voluntary counselling and testing through 'know your status' campaigns;
- confirming that the workplace is an important starting point for extending prevention and impact mitigation to the local community, in particular to workers' families, suppliers and service providers, schools and community health centres.

## The way forward

The second phase of the project (2004-2007) will focus on three countries: Ethiopia, Uganda and Zambia. These countries have completed research studies and are at an advanced stage in the process of adopting HIV/AIDS policies and instruments specific to the world of work. The project will assist each country to focus on particular issues and sectors, and complete the work started under the first phase:

**In Ethiopia**, a National Code of Conduct on HIV/AIDS is ready for formal adoption. Project assistance will be provided to finalize national policy and legislation on HIV/AIDS and the world of work and integrate these in the National AIDS Plan. Workplace HIV/AIDS prevention, care and support programmes will also be developed for the agricultural (cooperatives) and transport sectors.

**In Uganda**, a comprehensive National Policy on HIV/AIDS in the world of work has been formulated and is awaiting formal adoption by government. The project will provide assistance for its integration in the National AIDS Plan and for implementation. The project will also provide technical guidance to establish prevention, care and support programmes in selected enterprises in both the formal and informal sectors.

**In Zambia**, a revised Employment Act – including a prescription prohibiting discrimination on the grounds of HIV status – is awaiting final parliamentary adoption. Technical assistance will be provided to formulate a National Policy on HIV/AIDS and the world of work, and to establish prevention, care and support programmes in selected sectors of economic activity.



## Strengthening international cooperation and networking



**The involvement of the ILO helps broaden the global response to AIDS and harness the resources and networks of ministries, employers and workers in all its member States.**

Over the years, the ILO has maintained a high level of collaboration with intergovernmental organizations, especially in the fields of development, rights and occupational safety and health<sup>10</sup>.

The establishment of the ILO/AIDS Programme has resulted in a strengthening and expansion of partnerships with major international actors in the area of HIV/AIDS, such as UNAIDS and fellow cosponsors, the Global Fund to Fight AIDS, Tuberculosis and Malaria, the Global Business Coalition on HIV/AIDS, or the World Economic Forum.

The international organizations representing employers and workers in the ILO include the International Organisation of Employers (IOE), the International Confederation of Free Trade Unions (ICFTU), the World Confederation of Trade Unions, the International Confederation of Arab Trade Unions, and the Organization of African Trade Union Unity. They not only play a key role in the implementation of ILO/AIDS activities but also provide significant input and support in collaboration at the international level.

### **The IOE and the ICFTU**

Both the IOE and the ICFTU made key contributions to the development and adoption of the ILO Code of Practice and have subsequently stepped up their organizational response to HIV/AIDS, with important advocacy roles in relation to their memberships and an increasing involvement in policy guidance. The IOE has produced an *Employers' Handbook on HIV/AIDS: a Guide for Action* and the African Regional Organization of the ICFTU a *Training Manual for Shop Stewards on HIV/AIDS in the Workplace*. The ICFTU and its partners, the global union federations, have launched a Global Union Campaign on HIV/AIDS, and their members in all regions are being encouraged to take action<sup>11</sup>. The two bodies have expressed a shared vision of the value and potential of a collaborative approach, internationally and at country level. In the context of a Global Compact Policy Dialogue on HIV/AIDS, hosted by the ILO in Geneva in May 2003, the General Secretaries of the ICFTU and the IOE signed a joint statement, *Fighting HIV/AIDS together: A programme for future engagement*. This emphasized the impact of HIV/AIDS on the world of work, recognized the roles of the social partners in response, and

called for their affiliates to work together in all regions to reduce the spread and impact of the epidemic<sup>12</sup>. It was reinforced by the signing in August 2003 of a joint declaration by the General Secretaries of ICFTU-AFRO and the Pan-African Employers Conference.

To prepare the ground for practical follow-up to these statements, employers' and workers' representatives submitted a joint resolution on HIV/AIDS that was adopted by the 10th ILO African Regional Meeting in Addis Ababa in December 2003. Steps have already been taken to give effect to one of the most important proposals in the resolution: the implementation of joint action plans, to be piloted initially in eight African countries. The IOE and ICFTU organized a meeting at the ILO on 30-31 March 2004 to start the planning process, with delegates from the eight countries: Côte d'Ivoire, Ghana, Kenya, Malawi, Mali, Tanzania, Uganda, and Zambia.

### **The UN family**

#### **UNAIDS**

The Joint United Nations Programme on HIV/AIDS (UNAIDS) funds a substantial part of ILO/AIDS headquarters and field operational costs. UNAIDS resources are used to convene meetings, translate the Code of Practice and support a range of global, regional and sub-regional activities relating to advocacy, public information, training and policy guidance. The ILO plays an active role in inter-agency collaboration: this includes representation on the highest level of decision-making bodies as well as participation in four Inter-Agency Task Teams (care, education, gender, and young people), leadership of the IATT on the workplace (currently examining UN personnel policies on HIV/AIDS), and membership of bodies such as the advocacy and best practice reference groups. Joint publications have also been prepared (see Annex 5).

At country level, UNAIDS makes available Programme Acceleration Fund (PAF) to and through UN organizations that are members of the Theme Group on HIV/AIDS. The UN Theme Group is a mechanism that coordinates the development activities of the various UN organizations present in a country. Programme Acceleration Funds are aimed at supporting strategic approaches to planning, as well as supporting the initiation of activities. In this context, PAF resources have been made available to the ILO to carry out research and project development in several countries. Some of the activities completed so far and countries covered are listed in Annex 4.

### **The UN Development Programme**

In view of the interconnection between HIV/AIDS, work and sustainable development, UNDP and the ILO have set up a partnership to address development implications of HIV/AIDS through appropriate workplace-related action. The conceptual framework for the programme is provided by the Millennium Development Goals and the ILO Code of Practice. The objectives are to bring UNDP experience in transformative leadership technologies to the ILO's tripartite constituents; promote dialogue between community and workplace as a mechanism for human rights protection, behaviour change and outreach; and promote responses to human capital implications of AIDS in national strategic plans.

The ILO and UNDP have agreed to initiate their partnership with pilot projects in three countries, Ghana, Thailand and Ukraine. Activities will cover leadership development, measures to reduce stigma and discrimination, revision and development of regulatory tools, interventions for specific sectors (prisons, transport, informal activities, and migrant workers), training of labour inspectors and employer and worker focal points, and the promotion of workplace policies and programmes. In addition, ILO/AIDS is currently implementing a UNDP-funded project on the prevention of HIV/AIDS in the informal economy in Zambia.

### **The World Bank**

In September 2000, the Bank launched the Multi-Country HIV/AIDS Program (MAP) for Africa to accelerate access to prevention, treatment and care programmes and to prepare all actors to cope with the future consequences of the epidemic. ILO/AIDS has prepared and made available an Information Note on the procedure to apply for MAP funding to ILO constituents in Africa. It has also taken part in several MAP strategic meetings to define a basis for collaboration. The ILO is a partner in implementing the Bank-funded HIV/AIDS Project for the Abidjan - Lagos Transport Corridor, aimed at increasing access to HIV/AIDS prevention services along this major transport route, with particular attention to migrants and populations living in the border areas<sup>13</sup>.

<sup>10</sup> See Occupational Safety, Health and the Environment Programme <http://www.ilo.org/safework>

<sup>11</sup> <http://www.icftu.org>

<sup>12</sup> [www.ioe-emp.org](http://www.ioe-emp.org)

<sup>13</sup> [www.worldbank.org](http://www.worldbank.org)





#### The World Health Organization

The ILO is a long-standing partner of the WHO - especially in the fields of occupational safety and health and human resource development - as well as fellow cosponsor of UNAIDS. In 2003, the ILO and WHO collaborated - with the World Economic Forum - on the development of guidelines for the management of tuberculosis in the workplace<sup>14</sup>. More recently the ILO has become a member of the Task Force established to implement the WHO/UNAIDS initiative to treat three million people by the end of 2005. The role of the ILO will be to advocate the workplace as a delivery point for treatment as well as prevention; encourage employers and donor partners to invest in antiretroviral treatment for workers, their families and the local community; strengthen occupational health services; increase the capacity of the social partners to support treatment delivery and adherence; and actively promote voluntary counselling and testing. Work has also started on the development of joint guidelines for health care workers in relation to HIV/AIDS, involving both ILO/AIDS and the ILO's Sectoral Activities Programme.

#### Other global initiatives

##### The Global Fund to Fight AIDS, Tuberculosis and Malaria

The ILO/Global Fund partnership was formalized by an exchange of letters in 2003, whereby the Fund recognized the ILO's role as an important institutional and operational link in its relationship with workplace stakeholders. The two bodies are joining forces to strengthen public-private partnerships to extend access to prevention and care, with a particular emphasis on the role of the workplace in supporting the delivery of treatment and taking it into

the local community. The Global Fund will also work with the ILO to identify and share examples of successful proposals with a world of work component, to guide ILO constituents in application procedures, and to strengthen Country Coordinating Mechanisms through links with the social partners. It is expected that the ILO-Global Fund cooperation will lead to public-private partnerships whereby both government authorities and the private sector (employers and workers) will establish mechanisms that help them to share the economic and financial burden of the epidemic without undermining the public health system.

The ILO is one of the UN partners of the Global Business Coalition on HIV/AIDS (GBC) and the World Economic Forum. The partnerships cover a variety of areas such as programme and policy development, event planning, capacity-building, service delivery and general support as part of the global response to HIV/AIDS. The GBC has endorsed the ILO Code of Practice as an international reference for workplace action on HIV/AIDS, particularly with regard to prevention of stigma and discrimination related to AIDS. As a follow-up to recommendations made in 2003<sup>15</sup>, ILO/AIDS is making use of its technical cooperation activities to support the GBC's efforts to map enterprises interested or already engaged in providing ARV therapy to their employees.

Countries covered so far include Botswana, Cameroon, Côte d'Ivoire, Ghana, Kenya, Mali, Nigeria, Rwanda, South Africa and Tanzania. The information collected will contribute to a resource document intended to help accelerate access to ARV treatment.

The World Economic Forum's Global Health Initiative aims to develop and communicate corporate best practices in the areas of HIV/AIDS, tuberculosis and malaria. In this context, the ILO, WHO and the WEF have collaborated in the development of joint guidelines on the management of tuberculosis in the workplace<sup>16</sup>.

A series of publications has been produced with UNAIDS and the World Economic Forum covering workplace action on AIDS by region (see publications list).

## Conclusion: a sound basis for sustainable action



Using the ILO Code of Practice as the framework for technical cooperation activities has ensured their coherence and encouraged buy-in by the key stakeholders. Embodying fundamental principles and practical guidelines, the Code is now a recognized technical and ethical reference for HIV/AIDS programmes in the world of work, and provides the basis for the development of effective and widely-used training tools.

<sup>14</sup> Guidelines for workplace TB Control activities, ILO and WHO, 2003. <http://www.who.int/gtb/publications>

<sup>15</sup> "The role of the business sector in scaling-up access to antiretroviral therapy", Noordwijk, The Netherlands, May 2003.

<sup>16</sup> <http://www.weforum.org/globalhealth>



## Conclusion: a sound basis for sustainable action

The ILO/AIDS programme has been operational for only three years, but indications are that it is making a significant contribution to global and national efforts on HIV/AIDS. The ILO has been able to add value at the international, national and local levels by remaining focused on the workplace and the needs of its tripartite constituents, and building on its experience in standard-setting and capacity-building. Thus the ILO's approach has enhanced the multisectoral dimension of the response to the epidemic and strengthened linkages between government and civil society.

### Highlights of the ILO/AIDS programme to date

#### Advocacy, mobilization and networking

All the projects have succeeded in mobilizing the tripartite constituents, creating awareness of the role of the workplace in the response to HIV/AIDS, and promoting dialogue to define areas of consensus on policies and priorities. Important examples of impact in this area are the growing collaboration between employers' and workers' organizations in dealing with HIV/AIDS in the workplace, and the creation of fruitful links between enterprises and local community networks.

#### Knowledge management and communication

The Programme has been successful in strengthening the knowledge base needed to develop and test implementation strategies and related materials. At the same time, linkages between stakeholders have been developed at all levels for the purpose of sharing information, facilitating access to best practices, developing decision-making and planning tools, and delivering workplace education and training of trainers, thus building the basis for coordinated and effective action.

#### Legal and policy framework

The ILO has provided assistance to a number of government institutions in incorporating HIV/AIDS-related provisions in policies and regulations. Labour laws have been revised in the Barbados, Cambodia, Ghana, the Commonwealth of Independent States, Tanzania, Kenya and Thailand, with several more in the pipeline. Support has also been given to the development of other technical instruments such as codes of conduct and guidelines adapted from the ILO Code of Practice. Activities with the African Union are one example of dialogue at the political level that is resulting in the active promotion of workplace action in many countries.

#### Capacity-building

The Programme has given high priority to assisting the tripartite constituents strengthen their capacities by fostering a conducive policy environment; facilitating the establishment and strengthening of infrastructures and coordination mechanisms; providing access to training and appropriate materials; and assisting resource mobilization. Skills-building activities have been particularly focused in two main areas: strategic planning and the understanding and promotion of the dynamics



of behaviour change, including the widespread use of peer educators.

Workplace education and training activities have been piloted and tested in a few settings, then replicated: they are thus succeeding in reaching a large number of national institutions, enterprises and workers, and building a better understanding of risks and relevant prevention measures. The translation of the Code into 27 different languages – mostly at the initiative of the countries concerned – and its adaptation to various sectors of economic activity has greatly facilitated access to information and guidance for workplace action on HIV/AIDS.

#### International cooperation and coordination

The pursuit of international collaboration and networking, with a view to promoting coordination in countries, is a feature of ILO/AIDS strategy. The strong partnership that now exists with UNAIDS and fellow cosponsors, the Global Compact, the Global Fund, international businesses alliances, and the World Economic Forum has brought increased sources of funding, high quality technical inputs, and – above all – greater impact at the national level through complementary action.



## Lessons learned

### Ingredients of success

From this summary review of technical cooperation activities carried out to date, a number of factors can be identified that should continue to be taken into account to ensure the success of future activities. These include:

- 1 Placing the ILO Code of Practice as the pivotal instrument for technical cooperation development and implementation;
- 2 Ensuring that the tripartite constituents are fully involved in the design and implementation of projects at national and regional levels;
- 3 Promoting a comprehensive approach to workplace programmes that includes prevention, care and treatment, and the protection of rights;
- 4 Ensuring that workplace education includes personal risk assessment and the promotion of behaviour change with a gender-aware approach;
- 5 Focusing on activities that have a strong potential for sustainability, such as the improvement of regulatory systems, building skills and capacity, and strengthening occupational health services and linking them with primary health care systems;
- 6 Favours mechanisms that have a multiplier effect in order to reach the largest possible number of workers, such as training of trainers;
- 7 Making knowledge management a major project element, with emphasis on communications and information dissemination;
- 8 Fostering linkages between workplaces and neighbourhood communities;
- 9 Setting up effective project delivery and monitoring systems.

### Constraints

One set of constraints and difficulties commonly encountered were of the type to be expected during the initiation and launching of new programmes, including administrative delays and difficulties in making the necessary contacts. In some cases, resources from donor agencies need to be used within a fixed time cycle which may not be adapted to the time a given project would require to achieve its objectives and make a real impact. Other resource constraints include the fact that some national AIDS bodies and international agencies do not recognize the role and potential of employers' and workers' organizations as partners in development and AIDS-related action. A more in-depth evaluation of resource issues could be considered in the process of developing new projects and partnerships with donors.

There are also capacity issues, especially in relation to tackling a complex problem such as HIV/AIDS which is outside the traditional workplace experience. One implication is the need to strengthen links between the workplace and community, in order to pool understanding and resources, especially in the face of emerging challenges such as increasing numbers of orphans.

Given the fact that HIV/AIDS is still an incurable disease, strategies must rely heavily on prevention and therefore behaviour changes. At the same time, as ARVs become more affordable, the world of work needs to support efforts to massively extend access to treatment. Both areas of intervention require detailed guidance and technical support. The context of fear, denial and shame that marks the HIV epidemic has fostered discrimination and blocked or undermined the response in many ways. Such issues remain very real constraints, as does gender inequality, with consequences for the behaviour of men and the vulnerability of women. Finally, the long incubation period of the disease makes a long-term vision and commitment essential.

### Next steps

Over the longer term, the ILO's effectiveness will depend on the capacity of its tripartite constituents to integrate relevant and sustainable interventions on HIV/AIDS in their ongoing activities at workplace and national levels. The ILO must therefore continue to concentrate on assisting the constituents in building a conducive policy environment and 'crisis management toolkit' for HIV/AIDS prevention, care and support. In its two years of existence, ILO/AIDS technical cooperation has helped lay the blocks that will provide a solid and sustainable basis for responding to HIV/AIDS in the world of work.

Experience gained to date reinforces the need to continue advocating the importance of the workplace for action on AIDS, and mainstreaming AIDS issues in all the ILO's programmes and activities in response to the development challenge posed by the epidemic. In support of the ILO's Decent Work Agenda and the objectives of the UN Declaration of Commitment on HIV/AIDS, the ILO's HIV/AIDS programme will focus on the following areas:

Priority areas for ILO/AIDS	
<b>Leadership</b>	Strengthening human resources and institutional capacities; advocacy, with particular attention to the promotion of non-discriminatory and gender-sensitive programming in the world of work; and provision of advisory services, including reform and implementation of labour laws to address HIV/AIDS.
<b>Capacity-building</b>	Ensuring the necessary training and advisory services for the ILO's tripartite constituents and other stakeholders to plan and implement workplace policies and programmes, including strengthening mechanisms for social dialogue.
<b>HIV prevention and reduction of vulnerability</b>	Scaling up workplace prevention initiatives; making them increasingly gender sensitive and competent in behaviour change communication; and advocating and promoting policies to ensure equal rights in employment and services for vulnerable workers (including women, migrants, young people, and particular economic sectors).
<b>Care, support and treatment</b>	Advocating and promoting access to social protection in the workplace; identifying and implementing innovative health and life insurance schemes; providing information to workers and their families about confidential voluntary counselling and testing and advocating 'Know your status'; extending access to HIV treatment through workplace health services and public-private partnership mechanisms.
<b>Alleviation of social and economic impact</b>	Helping integrate a labour and workplace perspective – especially awareness of human capital issues – into national strategic planning; enhancing the capacity of the ILO's constituents to implement workplace policies and programmes that oppose discrimination and help maintain production and employment; supporting income-generating schemes for those affected by the epidemic; and giving special attention to safe working conditions, gender equality, and the elimination of child labour.
<b>Research and development</b>	Supporting policy-oriented research on the impact of HIV/AIDS on key economic sectors, the labour market and social protection; identifying good workplace practices; promoting knowledge development, management and communication with emphasis on sharing experience and lessons learned; and mapping needs and entry points in the informal economy of selected countries.
<b>Resources, monitoring, and evaluation</b>	Strengthening the capacity of ILO's constituents to mobilize resources for HIV/AIDS programmes; developing indicators for monitoring the implementation of workplace policies and programmes, and measuring the impact of HIV/AIDS in the workplace; and strengthening partnerships with the private sector.



**Actions recommended by the ILO 9th African Regional Meeting Resolution on HIV/AIDS in the world of work (Abidjan, December 1999)**

The *African Platform of Action on HIV/AIDS in the World of Work* was drafted in the context of the 1999 Regional Tripartite Meeting on the World of Work in Africa held in Namibia, and submitted to the ILO's Ninth African Regional Meeting in Côte d'Ivoire in December 1999. A resolution was adopted calling on member States and the ILO to implement it. The Platform of Action recommended that action, backed by strong political, religious, traditional and community leadership, should focus on:

Fighting the culture of denial;

Raising national awareness of the incidence and impact of the pandemic through, among other things, information, education and communication;

Eliminating the stigma and discrimination attached to HIV/AIDS by adopting and applying the ILO's international labour standards and national labour legislation;

Documenting and disseminating information and statistical data through effective labour market information systems;

Strengthening the capacity of the social partners to address the pandemic;

Empowering women economically, socially and politically in order to reduce their vulnerability to HIV/AIDS;

Promoting the transformation of gender roles, norms and social structures;

Integrating HIV/AIDS in existing social security schemes and developing new ones to ensure coverage for all;

Building capacity to address the dilemma

facing AIDS orphans and children exposed to infection or forced into child labour;

Incorporating HIV/AIDS considerations into the national development agenda and budget allocations;

Creating a rapid response mechanism to mitigate against the implications of the pandemic;

Promoting income and employment opportunities for PLWHA and their families through, for example, informal sector and small enterprise development;

Strengthening occupational safety and health systems to protect groups at risk;

Formulating and implementing social and labour policies and programmes that mitigate the effect of AIDS;

Effectively mobilizing resources;

Improving availability and affordability of drugs;

Incorporating HIV/AIDS in collective bargaining agreements.

**88th Session of the International Labour Conference (June 2000)  
– Extracts from the Resolution concerning HIV/AIDS and the world of work**

**The General Conference of the International Labour Organization,**  
Recalling that HIV/AIDS is at present a universal pandemic that threatens all people, but also recognizing that it proportionately impacts on economically and socially disadvantaged and excluded groups, ".....,"

1. Calls upon the governments of member States and, where applicable, employers' and workers' organizations to:

raise national awareness, including by involving other concerned groups as appropriate, particularly of the world of work, with a view to eliminating the stigma and discrimination attached to HIV/AIDS, as well as to fight the culture of denial, and thereby preventing the spread of HIV/AIDS;

strengthen the capacity of the social partners to address the pandemic;

strengthen occupational safety and health systems to protect groups at risk;

formulate and implement social and labour policies and programmes that mitigate the effects of AIDS;

effectively mobilize resources.

2. Requests the Governing Body of the International Labour Office to instruct the Director-General to:

continue and intensify, where appropriate, research on action to be taken and behaviours to be adopted in dealing with HIV/AIDS at the workplace;

present, within the framework of the discussion of the Programme and Budget

for 2002-03, a proposal regarding a meeting of experts which will develop international guidelines on action to be taken and behaviour to adopt on HIV/AIDS at the workplace;

collaborate with concerned international organizations in order to avoid duplication of efforts;

expand its capacity to deal with HIV/AIDS at the workplace, especially in its multidisciplinary teams;

undertake research and surveys to determine the implications of HIV/AIDS for the world of work;

document and disseminate all useful information on national experiences including examples of good practices on HIV/AIDS at the workplace;

engage in advocacy and training on HIV/AIDS and the world of work;

strengthen the capacity of the social partners to formulate and effectively implement policies, programmes and activities at the national and enterprise levels.



## Annex 3: The global network of ILO field offices



NOTE: All the ILO field offices include technical specialists or focal points on HIV/AIDS in the world of work. Focal points are located in:

Addis Ababa, Ethiopia  
Beirut, Lebanon  
Bangkok, Thailand  
Beijing, China  
Djakarta, Indonesia  
Harare, Zimbabwe  
Moscow, Russian Federation  
Port of Spain, Trinidad and Tobago  
Pretoria, South Africa  
San Jose, Costa Rica

## Annex 4: Overview of ILO/AIDS activities by country

Note: For each country, technical cooperation activities are presented by subject, type, funding, period and currency. This table is by no means exhaustive: it does not include all the activities generated directly by field offices or all the fact-finding missions, technical meetings with governments, donor agencies and intergovernmental organizations in which ILO/AIDS participated.

Country	Projects and activities
Africa	
Benin	HIV/AIDS Workplace Education Programme (Project, USA; 2003-2006)
Botswana	HIV/AIDS Workplace Education Programme (Project, USA; Sub-regional; 2004-2007) HIV/AIDS prevention in the transport sector of southern African countries (Project, SIDA-Sweden; 2002-2003; Closed) HIV/AIDS and the world of work: Consequences for labour and socio-economic development (Project, Italy; 2002-2003; Completed)
Burkina Faso	Implementing HIV/AIDS workplace policies and programmes (Activity; GTZ; 2003 – 2006) HIV/AIDS and the world of work: Consequences for labour and socio-economic development (Project, Italy; 2002-2003; Completed)
Cameroon	Study with the Employers' Federation in Cameroon on the impact of AIDS on enterprises (Activity; ILO/AIDS; 2003)
Congo	Participation of ILO/AIDS in the Meeting of OHADA Experts (Activity; ILO/AIDS; February 2002)
Egypt	HIV/AIDS and the world of work for the Hotel, Catering and Tourism Sector (UNAIDS PAF; October 2002 - March 2003; Completed)
Ethiopia	HIV/AIDS Workplace Education Programme (Project; USA; 2004-2007) HIV/AIDS and the world of work: Prevention and mitigation of HIV/AIDS labour and socio-economic impact in the world of work (Project; Italy; 2004-2007) HIV/AIDS and the world of work: Consequences for labour and socio-economic development (Project, Italy; 2002-2003; Completed) Prevention of HIV/AIDS in the world of work (Project; UNAIDS PAF; July 2001- July 2002; Completed) Counselling and HIV/AIDS/STDs prevention among factory workers (Project; UNAIDS PAF; implemented by Integrated Services for AIDS Prevention and Support Organization (ISAPO); July 2001 - July 2002; Completed) Health promotion and income generation among commercial sex workers (Project; UNAIDS Programme Acceleration Funds, July 2001- July 2002; Completed)



## Annex 4:

### Projects and activities by country

Country	Projects and activities
Ghana	HIV/AIDS Workplace Education Programme (Project; USA; 2003-2006; Current) HIV/AIDS prevention in the informal sector of selected African countries (Project; SIDA-Sweden; 2002-2003; Completed)
Guinea	Launching of the ILO Code of Practice and Consultation with all stakeholders and funding agency for its implementation (Activity; ILO/AIDS; Conakry; July 2003) Fact-finding and project development mission on HIV/AIDS and the world of work: Consultations on the implementation of the ILO Code of Practice and joint programming workshop with all stakeholders (Activity; ILO/AIDS; Conakry, December 2002)
Kenya	Implementing HIV/AIDS workplace policies and programmes (Activity; GTZ; 2003-2006)
Lesotho	HIV/AIDS Workplace Education Programme (Project; USA; Sub-regional; 2004-2007;) HIV/AIDS prevention in the transport sector of southern African countries (Project; SIDA-Sweden; 2002-2003; Completed) HIV/AIDS and the world of work: Consequences for labour and socio-economic development (Project; Italy; 2002-2003; Completed)
Madagascar	Mobilisation du milieu de travail à la lutte contre le sida (Project; UNAIDS PAF; 2001-2004)
Malawi	HIV/AIDS prevention in the transport sector of southern African countries (Project; SIDA-Sweden; 2002-2003; Completed) HIV/AIDS and the world of work: Consequences for labour and socio-economic development (Project; Italy; 2002-2003; Completed)
Mozambique	Implementing HIV/AIDS workplace policies and programmes (Activity; GTZ; 2003-2006) HIV/AIDS prevention in the Transport sector in southern African countries (Project; SIDA-Sweden; 2002-2003; Completed) Labour Market and Employment Implications of HIV/AIDS (Project; SIDA-Sweden; 2002-2003; Completed) Study tour for tripartite delegations to Brazil to learn from the Brazilian experience in the fight against HIV/AIDS in the world of work (Activity; ILO/AIDS; May 2004)
Namibia	HIV/AIDS prevention in the transport sector of southern African countries (Project; SIDA-Sweden; 2002-2003; Completed)
Senegal	HIV/AIDS and the world of work: Consequences for labour and socio-economic development (Project; Italy; 2002-2003; Completed) Participation of ILO/AIDS in the Second International Steering Committee meeting of the International Home and Community Care Conference for People Living with HIV/AIDS (Activity; ILO/AIDS; Dakar; May 2003)

Country	Projects and activities
Seychelles	Participation in a Seminar on HIV/AIDS and the world of work (Activity; ILO/AIDS; March 2002)
South Africa	HIV/AIDS Workplace Education Programme (Project; USA; Sub-regional; 2004-2007) HIV/AIDS prevention in the informal sector of selected African countries (Project; SIDA-Sweden; 2002-2003; Completed) HIV/AIDS prevention in the transport sector of southern African countries (Project; SIDA-Sweden; 2002-2003; Completed) Supporting HIV prevention and AIDS management in small and medium enterprises in South Africa (UNAIDS-funded PAF; 2001-2003; Completed)
Swaziland	HIV/AIDS Workplace Education Programme (Project; USA; Sub-regional; 2007-2007) Implementing HIV/AIDS workplace policies and programmes (Activity; GTZ; 2003-2006) HIV/AIDS prevention in the transport sector of southern African countries (Project; SIDA-Sweden; 2002-2003; Completed) HIV/AIDS and the world of work: Consequences for labour and socio-economic development (Project; Italy; 2002-2003; Completed)
Tanzania	Implementing HIV/AIDS workplace policies and programmes (Activity; GTZ; 2003-2006) HIV/AIDS prevention in the informal sector of selected African countries (Project; SIDA-Sweden; 2002-2003; Completed) Labour Market and Employment Implications of HIV/AIDS (Project; SIDA, Sweden; 2002-2003; Completed)
Togo	HIV/AIDS Workplace Education Programme (Project; USA; 2003-2006) HIV/AIDS and the world of work: Consequences for labour and socio-economic development (Project; Italy; 2002-2003; Completed)
Uganda	HIV/AIDS and the world of work: Prevention and mitigation of HIV/AIDS labour and socio-economic impact in the world of work (Project; Italy; 2004-2007) HIV/AIDS prevention in the informal sector of selected African countries (Project; SIDA-Sweden; 2002-2003; Completed) HIV/AIDS and the world of work: Consequences for labour and socio-economic development (Project; Italy; 2002-2003; Completed)
Zambia	HIV/AIDS and the world of work: Prevention and mitigation of HIV/AIDS labour and socio-economic impact in the world of work (Project; Italy; 2004-2007) HIV/AIDS and the world of work: Consequences for labour and socio-economic development (Project; Italy; 2002-2003; Completed) Labour Market and Employment Implications of HIV/AIDS (Project; SIDA-Sweden; 2002-2003; Completed)
Zimbabwe	HIV/AIDS prevention in the transport sector of southern African countries (Project; SIDA-Sweden; 2002-2003; Completed)



Country	Projects and activities
Asia	
Cambodia	HIV/AIDS Workplace Education Programme (Project; USA; 2003-2006)
China	Response to HIV/AIDS in the workplace (Project; UNAIDS PAF; 2003-2004) Workshop on HIV/AIDS in the world of work and launching of the Chinese version of the ILO/AIDS Education and Training Manual (Activity; ILO/AIDS/GTZ; Beijing, 2003)
India	HIV/AIDS prevention in the world of work: a tripartite response (Project; USA; 2002 – 2005)
Nepal	HIV/AIDS Workplace Education Programme (Project; USA; 2004 -2007)
Europe (central and eastern)	
Armenia	Fact finding mission and translation of the ILO Code of Practice in Armenian (Activity; ILO/AIDS, GTZ, UNDP; 2003)
Azerbaijan	Study tour for tripartite delegations to Brazil to learn from the Brazilian experience in the fight against HIV/AIDS in the world of work (Activity; ILO/AIDS; May 2002)
Moldova	Implementing HIV/AIDS workplace policies and programmes (Activity; GTZ; 2003-2006)
Russian Federation	HIV/AIDS Workplace Education Programme (Project; USA; 2004 -2007) ILO/UNFIP project on vulnerable youth (Project; UNFIP and DFID; 2003-2004) Implementing HIV/AIDS workplace policies and programmes (Activity; GTZ; 2003-2006) Study tour for tripartite delegations to Brazil to learn from the Brazilian experience in the fight against HIV/AIDS in the world of work (Activity; May 2002) Training seminar on social issues for deputies of regional trade union leaders (Activity; Moscow; ILO/AIDS; March 2002)
Ukraine	Implementing HIV/AIDS workplace policies and programmes (Activity; GTZ; 2003-2006) Catalytic activities on HIV/AIDS and the world of work (Project; UNAIDS PAF; 2003-2004)
Latin America and the Caribbean	
Argentina	Launching of the ILO Code of Practice during the National Tripartite Seminar on HIV/AIDS and the world of work (Buenos Aires, December 2003)
Barbados	HIV/AIDS Workplace Education Programme (Project; USA; 2004-2007)
Belize	HIV/AIDS Workplace Education Programme (Project; USA; Inter-regional; 2003-2006)

Country	Projects and activities
Brazil	Launching of the ILO Code of Practice in Portuguese during the National Tripartite Seminar on HIV/AIDS and the world of work (Brasília, ILO/AIDS; May 2002)
Caribbean (English speaking)	HIV/AIDS Workplace Education Programme (Project; USA; Inter-regional; 2003-2006)
Guyana	HIV/AIDS Workplace Education Programme (Project; USA; 2003-2006)
Jamaica	HIV/AIDS Workplace Education Programme (Project; USA; Inter-regional; 2004-2007)
Mexico	Bipartite workshop on the ILO Code of Practice: Information and Promotion (Employers' and Workers' Organizations, ILO/AIDS; Mexico City, November 2001)
Suriname	ILO/AIDS participation in a Caribbean Employers Seminar: Presentation of a paper on the impact of HIV/AIDS on the world of work (Activity; ILO/AIDS; April 2002)
Middle East and Arab States	
Lebanon	Fact-finding mission to develop a project proposal on 'HIV/AIDS prevention in the world of work: A tripartite Response' (Activity; ILO/AIDS; 2004) Prevention of Occupational Infection of HIV/AIDS and other blood-borne diseases among Health Care workers through the promotion of the ILO Code of Practice on HIV/AIDS and the world of Work (Project; UNAIDS PAF; 2002-2003; Completed)



## Annex 5:

### Selected publications

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#### Policy guidance and official papers

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an ILO Code of Practice on HIV/AIDS and the world of work (2001)

Implementing the ILO Code of Practice on HIV/AIDS and the world of work: an education and training manual (2002)

Statement from the ILO/WHO consultation on AIDS and the workplace, Geneva, June 1988

Resolution concerning HIV/AIDS and the world of work (International Labour Conference 88th Session, June 2000)

#### Reports of programme activities and newsletter

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#### Working papers

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Working Paper 1: Labour market and employment implications of HIV/AIDS, Franklyn Lisk (2002)

Working Paper 2: Human capital and the HIV epidemic in sub-Saharan Africa, Desmond Cohen (2002)

Working Paper 3: Le Recueil de directives pratiques du BIT sur le VIH/SIDA: un instrument au service de la promotion des droits fondamentaux, Marie-Claude Chartier (2002)

Working Paper 4: Technical cooperation and the HIV epidemic, Desmond Cohen (2003)

Working Paper 5: Responding to HIV/AIDS in the world of work in Africa: the role of social protection, Kanyhama Dixon-Fyle and Claire Mulanga (2004)

#### Joint publications

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Contributing to the fight against HIV/AIDS within the informal economy: The existing and potential role of decentralized systems of social protection, STEP and ILO/AIDS (2002)

Employers' Handbook on HIV/AIDS: a guide for action, IOE and UNAIDS (with technical support from ILO) (2002)

A training manual for shopstewards on HIV/AIDS in the workplace, ICFTU-AFRO (with technical support from ILO) (2002)

Managing emerging health-related problems at work - SOLVE: stress, tobacco, alcohol and drugs, HIV/AIDS, violence, ILO InFocus Programme on Safe Work (2002)

Action against AIDS in the workplace: joint 'menus' with UNAIDS and WEF for Asia and Africa - other regions to follow

#### Project materials

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A Handbook on Trade Unions and HIV/AIDS, ILO New Delhi and VV Giri National Labour Institute (2002)

Enterprises and HIV/AIDS in India, ILO New Delhi (2002)

For more information: ILO-India HIV/AIDS project

#### Research paper series

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No. 1: Ukraine (2004)

#### Meeting report series

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(Four titles)

***Note:** Most of these documents and other publications can be downloaded from the ILO/AIDS website at <http://www.ilo.org/aids>*