



The ILO Programme on HIV/AIDS  
and the world of work (ILO/AIDS)

# ILO/AIDS Newsletter

## ILO code of practice in the fight against AIDS

Since its launch a year ago, the ILO code of practice on HIV/AIDS and the world of work has been enthusiastically received by governments and the social partners, given widespread political support and translated into some 20 languages.

The code, which establishes international guidelines on managing HIV/AIDS in the workplace, provides the basis for policies and programmes at national and enterprise levels to help prevent the spread of the disease, mitigate its impact and protect the rights of those affected. It is based on ten key principles relating to discrimination, testing, confidentiality, access to benefits, prevention, care, and gender equality.

The code was first developed at the request of the International Labour Conference in June 2000 and in response to the needs

expressed by ILO tripartite constituents worldwide.

It was officially launched at the United Nations General Assembly Special Session on HIV/AIDS in New York in June 2001. In the Declaration of Commitment on HIV/AIDS adopted by member States at the end of the Special Session, the UN General Assembly called for workplace-based action, confirming that the implementation of the code of practice on HIV/AIDS is instrumental in the global campaign against the epidemic.

Countries that have promoted or applied the code include, among others, Barbados, Brazil, Ghana, India, Malaysia, the Russian Federation, South Africa, the United Republic of Tanzania and Thailand. In September 2001, the ILO also presented the code to the 106th conference of the Inter-Parliamentary Union in Ouagadougou, Burkina Faso.

In addition, the ILO has implemented a personnel policy on HIV/AIDS, based on the code. UN Secretary-General Kofi Annan has encouraged the other UN agencies to do the same; at the 28th session of the UN Inter-Agency Advisory Group on AIDS (Rome, April 2002), chaired by the ILO, it was agreed that each UN agency should have a policy on HIV/AIDS in the workplace, in accordance with the key principles of the ILO code. (*Full text on ILO website*).

### ILO joins UNAIDS

In October 2001, the ILO became the eighth co-sponsor of the UN Joint Programme on HIV/AIDS (UNAIDS).

Co-sponsorship ensures a coordinated approach to the global fight against HIV/AIDS, and as a co-sponsor, the ILO is in a position to influence decisions made by the global community. "The ILO brings to UNAIDS its understanding and expertise in the world of work...

[It] will considerably strengthen UNAIDS," said Dr. Peter Piot, Executive Director of UNAIDS.

([www.unaids.org](http://www.unaids.org)).

## A crisis in human capital

The loss of skilled and experienced workers and managers to AIDS not only undermines productivity but also threatens national economies and the attainment of sustainable development.

A forthcoming ILO/AIDS study, to be launched at the XIV International AIDS Conference in Barcelona in July, warns that immediate action will have to be taken to protect human resources:

training capacity needs to be maintained and strategies developed to cope with key personnel losses.

The paper, *Human capital and the HIV epidemic in sub-Saharan Africa*, written by Professor Desmond Cohen, analyzes case studies from the health and education sectors, with particular reference to Botswana and Malawi, and makes urgent recommendations for national and international policy-makers.

## Editorial

Welcome to the first newsletter of the global ILO Programme on HIV/AIDS and the World of Work.

Our contacts with ILO tripartite constituents and field offices, and requests from the public, have confirmed the vital role of information sharing and dissemination in recognizing and addressing HIV/AIDS as a workplace issue and a development challenge. In line with the Programme's main objective to raise awareness of the labour and social implications of HIV/AIDS, and help partners to implement workplace policies and programmes, the newsletter will report on the impact of the epidemic on workers and their families, publish the results of research and policy analysis, and give examples of good practice and progress in technical cooperation activities.

The ILO/AIDS Programme attaches high priority to improving knowledge and understanding of the impact of HIV/AIDS in the workplace. We are therefore establishing a database that will be accessible through our website.

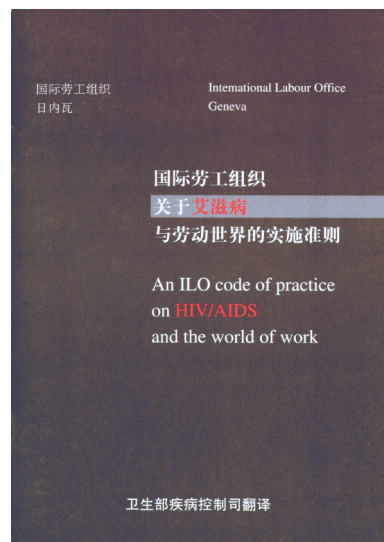
We would also like to use this newsletter to get feedback and ideas from our readers on workplace policies, programmes and related activities that would help to reduce the spread of HIV/AIDS and mitigate its impact. Later issues will therefore include more information on the initiatives taken by ILO constituents and other stakeholders. We would also like to hear from you about your challenges and experiences.

*Franklyn Lisk,  
Director, ILO/AIDS*

## On a mission to China

An ILO fact-finding and technical advisory mission on HIV/AIDS and the world of work, led by Franklyn Lisk, visited China in April 2002 in response to a request from the Chinese Ministry of Labour and Social Security (MOLSS).

The mission comprised ILO officials from Geneva, New Delhi, Bangkok and Beijing, UNAIDS staff from Beijing, and included consultations with employers' and workers' organizations and the Chinese Ministry of Health.



*The Chinese translation of the code*

At a two-day tripartite seminar, held in conjunction with the mission, the Chinese translation of the ILO code of practice was launched and the basic elements of a workplace policy and programme on HIV/AIDS were agreed. Representatives from the MOLSS, the National Institute for Labour Studies, the All-China Federation of Trade Unions (ACFTU) and the China Enterprise Confederation (CEC) also took part in the seminar.

Follow-up action will include an impact study; a national tripartite workshop on business and labour responses (September 2002); and awareness-raising activities by the CEC and ACFTU, both of which joined the UN Theme Group on HIV/AIDS with immediate effect.

The latest statistics show that, at current infection rates, 10 million people in China will be infected with HIV by the year 2010. Most infections occur among rural workers aged from 15 to 39, and an accelerating rate of rural to urban migration is contributing to the spread of the epidemic.

### **ILO/AIDS goes online at [www.ilo.org/aids](http://www.ilo.org/aids)**

The new site includes information on the ILO's Programme on HIV/AIDS, a range of reports, studies, policies and data as well as feedback from the field. Launched in March 2002, within minutes it had received its first electronic response: a Thai NGO activist described the site as "clear and catchy".

## General Motors adopts AIDS policy

The General Motors Asia Pacific (GMAP) Strategy Board has approved the implementation of an HIV/AIDS workplace policy at its plants in Thailand and India. Lessons learned will later be incorporated into GM's Asia-wide programme.

This commitment stems from an ILO-sponsored regional meeting on business and labour

responses to HIV/AIDS in Bangkok (September 2001), attended by Ken Thompson, GMAP Regional Safety Manager. A needs assessment survey was carried out for the development of a workplace policy, following a site visit and advisory services by an ILO official and the consultant Johan Strydom (formerly Personnel Manager, Ford Motor Company of Southern Africa).

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## Programme objectives and activities

*The mission of ILO/AIDS is to raise awareness of HIV/AIDS in the world of work, stressing that the workplace has a leading role to play in preventing the spread and reducing the impact of the epidemic. Activities aim to help governments, employers and workers contribute actively to national efforts against HIV/AIDS.*

### Research and policy analysis

A programme of action-oriented research and policy analysis has been put in place to improve people's understanding of the impact of HIV/AIDS on the world of work, to support advocacy and to provide a sound basis for planning activities at all levels. Current areas of research include:

- Labour market, human resources and employment issues
- HIV/AIDS and the informal economy
- Using social dialogue to implement the code
- Human rights issues
- Gender dimensions of HIV/AIDS in the world of work
- Indicators to measure impact and cost-effectiveness
- Country and regional studies.

The Swedish development agency, SIDA, is funding research into the effects of HIV/AIDS on labour supply and demand in key occupations, with a view to addressing shortages of critical skills.

### Technical Cooperation

Two Swedish-funded projects are being implemented:

- HIV/AIDS prevention in the transport sector of eight southern African countries. The project aims to mobilize the ILO social partners, develop national policies on HIV/AIDS for this sector, assist the countries with national strategic planning and develop a regional strategy.
- HIV/AIDS prevention in the informal sector of four African

countries. The project fosters outreach programmes and mobilizes local communities to sustain effective ways of preventing HIV/AIDS and mitigating its impact.

An Italian-funded project is covering ten African countries, with the aim of raising awareness among ILO constituents and stakeholders of the labour and social implications of HIV/AIDS, and promoting policies and action programmes based on the ILO code of practice on HIV/AIDS.

### Legal and policy framework

ILO/AIDS is carrying out a review of labour legislation in a number of countries in order to guide the Office in advising on new or improved policies and laws to combat HIV/AIDS. Practical guidance is being given to governments, employers and workers, as well as

other stakeholders, for developing national AIDS plans and workplace policies and programmes.

### Training

Training is a vital part of capacity-building. One example is the distance learning programme developed with the National School of Public Health and the University of Stellenbosch in South Africa, leading to a 'Diploma in HIV/AIDS management in the workplace'. A request has been received for assistance in developing a similar programme in West Africa.

In India, the ILO is advising the National Labour Institute on including a module on HIV/AIDS in all its training courses, and is helping train all the educators of the Central Bureau for Workers' Education on HIV prevention at the workplace.

### A model for HIV/AIDS prevention and management in the workplace: outreach to factories in Rayong Province, Thailand

The ILO is providing technical assistance to the Thai Ministry of Labour and Social Welfare (MOLSW) for the development of a national policy on HIV/AIDS in the workplace. A key element of the Ministry's strategy is to establish a model for HIV/AIDS prevention and management in the industrial estates of Rayong: this includes a base-line survey, education and training as well as institutional capacity-building at factory and provincial levels. The development of the 'Rayong model' (with funds from the World AIDS Foundation) is proceeding in parallel with the creation of a supportive policy environment at the national level. The success of the programme will be measured against the capacity of the ILO's constituents to adapt and extend the model to other provinces after a period of two years. The MOLSW is also promoting regional cooperation in the fight against HIV/AIDS.

*The mainstreaming of HIV/AIDS issues throughout the ILO and relevant programmes is supported by an Inter-departmental Task Force. Multidisciplinary advisory teams (MDTs) in the field and area offices have also designated HIV/AIDS focal points (these are full-time posts in the Bangkok and Moscow offices).*

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## Mainstreaming AIDS into ILO programmes

Besides the ILO Programme on HIV/AIDS, ILO Director-General Juan Somavia has been encouraging other ILO departments to look at ways of tackling HIV/AIDS. To date, some 14 units and programmes have included projects, training modules or other elements on HIV/AIDS in their work. These include:

◆ **Cooperatives (COOP):** a manual on HIV/AIDS for cooperative leaders; and a pilot

project on fighting AIDS in rural areas through cooperatives;

◆ **InFocus Programme on the Elimination of Child Labour (IPEC):** a study into the links between HIV/AIDS and child labour in four countries in East and Southern Africa;

◆ **Strategies and Tools against Social Exclusion and Poverty (STEP):** integrating micro health insurance, micro-finance and strategies for prevention and care to

reduce the impact of HIV/AIDS on the poor. The first pilot project is in Burkina Faso.

Active collaboration is ongoing with the Bureaux of Employers' Activities (ACT/EMP) and Workers' Activities (ACT-RAV), the InFocus Programme on Social Dialogue and the International Training Centre in Turin, Italy, as well as all Regional Offices.

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## Technical workshops get under way

The first in a series of technical workshops organized by ILO/AIDS took place on 18 March at ILO Geneva.

The one-day Technical Workshop on Population Mobility, Migration and HIV/AIDS was held in collaboration with the International Migration Branch (MIGRANT), the International Organisation for Migration (IOM) and the International Centre for Migration and Health (ICMH).

Discussions concentrated on the vulnerability of mobile populations, human rights issues,

such as discrimination and deportation, and appropriate policy interventions.

The workshop's conclusions included a number of recommendations for future research and programmes, which will help to define the ILO's role in addressing issues relating to migration and HIV/AIDS.

Future workshops will cover issues relating to the informal economy and look at social dialogue in the context of the implementation of the ILO code of practice.

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## From Moscow to Sao Paulo

Two tripartite delegations from Azerbaijan and the Russian Federation, each led by the Deputy Minister of Labour, went to Brazil in May for a five-day study visit.

The main purpose of the tour, arranged by the ILO and UNAIDS, was to show how the state and the social partners are working together on the issue of HIV/AIDS in the workplace.

The highlight of the Brazil tour was undoubtedly the visit to the Volkswagen plant. Both delegations stressed the importance of seeing for themselves enterprises of different sizes and sectors that are practising workplace policies

on HIV/AIDS. Other visits included a tour of the city's AIDS Centre and the Training, Testing and Reference Centre (CRT/DST-AIDS), where the links between tuberculosis and HIV/AIDS were discussed. The delegations also met representatives of the Ministry of Labour and Employment, trade unions (bank workers and metallurgical workers) and the National Confederation of Industry (SESI).

This visit was a follow-up to last year's ILO/AIDS regional seminar for the Russian Federation and the CIS countries, and is the latest in a series of ILO/AIDS inter-regional exchange visits.

### I'm HIV-positive

It's been two years, and I still have a lot of courage to work. This proves that someone with HIV can live healthily. Therefore we have the right to have a job until we're no longer able to work. What will you do if tomorrow you find out that half your employees are infected by HIV? Kick them out? What will happen to your business? A crucial message for business is that people with HIV/AIDS can be ideal partners to plan and carry out interventions, and to show there's no discrimination against people living with the disease.

*Extract from speech to seminar for employers, Seychelles, March 2002 (full text will be available on ILO/AIDS website).*

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### Stop Press!

*An Employers' Handbook on HIV/AIDS: a guide for action* has just been published by the International Employers' Organisation (IOE). See our next issue for more details or email the IOE at: [ioe@ioe-emp.org](mailto:ioe@ioe-emp.org).



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## Training to implement ILO code

A comprehensive training manual is being produced by ILO/AIDS to support the implementation of the ILO code of practice.

Other training activities are also being developed with partners in a number of countries.

It was felt necessary to focus on training since AIDS is a relatively new issue for the ILO and many of its partners, as well as a complex one.

The first stage in the preparation of the manual was a technical workshop at the ILO International Training Centre in Turin

(November 2001) to consult with ILO staff from across the regions, together with resource persons from employers' and workers' organizations and non-governmental organizations (NGOs). This ensured a wide range of inputs, clarified the uses of a training programme and materials, and strengthened links between staff at ILO/AIDS headquarters and in the field.

Participants agreed that the training manual must be as clear and practical as possible, and should consist of case studies

showing examples of good practice; sample policies and collective agreements; training ideas and easy-to-use worksheets for groups; data and analysis. Publication is planned for autumn 2002.

### IMPLEMENTING THE ILO CODE OF PRACTICE ON HIV/AIDS AND THE WORLD OF WORK:

#### An education and training manual

##### Contents

1. The HIV epidemic: current situation, how the virus is transmitted, why HIV/AIDS is a workplace issue, the ILO's role
2. Human rights, including the issue of testing
3. The roles of employers and workers
4. The role of government, legal and policy framework, data collection
5. Gender issues (also cross-cutting)
6. Prevention
7. Care and support, including social protection
8. The informal economy
9. Resources: websites, publications, sources of information, key publications.

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## New fund takes aim at world's three big killer diseases

A fund to combat AIDS, tuberculosis and malaria was formally launched in New York in April 2002 under the patronage of the UN Secretary-General.

The first list of grants totals US\$378 million over two years for 40 programmes in 31 countries. Some 300 proposals were submitted in the first round.

Representing a significant increase in international spending to combat the diseases, the Global Fund to Fight AIDS, Tuberculosis and Malaria will help to

scale up existing programmes as well as encouraging new projects. Proposals are submitted through a country coordination and partnership mechanism that includes a broad representation from governments, NGOs, civil society organizations, the private sector and multilateral and bilateral agencies.

The ILO has issued a letter of guidance to Ministries of Labour and the workplace partners on how to gain access to the Fund.

For more information about the Global Fund visit the following website: [www.globalfundatm.org](http://www.globalfundatm.org)

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## UN system coordination meetings

The annual meeting of the UN Inter-Agency Advisory Group (IAAG) on AIDS, which coordinates policy and activities of UN system agencies, took place in Rome from 10-11 April. The ILO is currently chair of the IAAG.

This was followed on 12 April by a meeting of the UNAIDS Committee of Co-sponsoring Organizations, at heads of agency level, in which the ILO Director-General

participated for the first time. The Programme Coordinating Board of UNAIDS met at the ILO from 29-31 May in Geneva.

The ILO has also been taking part in consultations on the 'Accelerating access to HIV/AIDS care and support' programme, which brings together UN agencies and the major research and development-based pharmaceutical companies.

## And in the Philippines...

The Trade Union Congress of the Philippines (TUCP) adopted the ILO code on HIV/AIDS at its 6th National Convention in April 2002.

The TUCP's programme on HIV/AIDS is one of the most comprehensive union responses to the epidemic to date, with a strong emphasis on training, including a handbook for workers.

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## News from the field: Africa

Since there are so many activities taking place in the field, in the next few issues we will be featuring news from ILO offices region by region. We start with Africa. This report is not exhaustive and we rely on our field offices to give us regular updates.

**The Regional Office in Abidjan** held a consultation workshop last year for staff from the region to promote the implementation of the code of practice and to adapt it to the region's specific needs, particularly for workers in the informal economy.

The Office is collaborating with the UNAIDS inter-country team for West and Central Africa on a range of projects, including education and prevention programmes for migrants and commercial sex workers, as well as the Abidjan-Lagos highway project on labour mobility and HIV/AIDS.

**The Area Office in:**

◆ **Addis Ababa** is providing technical support for several UNAIDS projects, including assisting trade unions and employers' organizations to launch prevention and mitigation campaigns for their members, and supporting income generating activities as part of a care and support programme for former commercial sex workers.

◆ **Dakar** has supported the training of labour inspectors on HIV prevention, and the mobilization of the social partners.

◆ **Dar-es-Salaam** presented the code of practice at the launch of the Tanzania Parliamentarians AIDS Coalition (TAPAC) in November 2001, and is supporting labour law reform in Uganda

and Kenya as well as Tanzania. The Office is also working with the Association of Tanzanian Employers to help them develop and implement enterprise policy on HIV/AIDS, and has been approached by the Federation of Informal Sector Associations about the application of the code of practice to its members.

◆ **Lusaka** is providing technical support to the Zambia Business Coalition on AIDS (ZBCA) and the National Union of Plantation and Agricultural Workers (NUPAW) to formulate an AIDS policy and programme. It is also developing training programmes with the Ministry of Community Development and Social Security, the Ministry of Labour and the Network of People Living with HIV/AIDS. A project based on microcredit has been initiated in Zambia's Copperbelt province.

◆ **Pretoria** has begun targeted interventions for HIV/AIDS prevention and management in small and micro enterprises in South Africa. Action on the part of the ILO will strengthen employers' capacity to address the epidemic and develop a strategic plan of action for HIV/AIDS prevention in the SME sector.

Pretoria is also home to two other projects, with the collaboration of the Dar-es-Salaam and Lagos Offices. The first is an HIV/AIDS prevention project in the transport sector of southern African countries (Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa and Swaziland). The second is an HIV/AIDS prevention programme in the informal sector, covering Ghana, South Africa, Uganda and the United Republic of Tanzania.

◆ **Yaoundé:** The Multi-disciplinary Advisory Team for Central Africa (EMAC) is working with the 16 member states of the Organization for the Harmonization of Business Law in Africa (OHADA). The countries, all in West and Central Africa, are reforming national legislation with the aim of adopting a common labour code. The ILO is advising on this process. The Office is supporting policy development and workplace action by GICAM (the Cameroon employers' federation), including the development of workplace policies. A study has been initiated on the impact of HIV/AIDS on social protection.

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## HIV/AIDS adds to child labour problems

The initial findings of the rapid assessment research on child labour and HIV/AIDS in three African countries (South Africa, Zambia and the United Republic of Tanzania), commissioned by the ILO Programme on the Elimination of Child Labour (IPEC), indicate that HIV/AIDS is exacerbating the problem of child labour in three main ways.

Firstly, it is increasing the number of vulnerable children, particularly by creating more orphans. Secondly, there is more pressure in households with infected adults for the children to earn an income. Finally, more vulnerable children are engaging in commercial sex and are thus risking exposure to HIV.

The report, by Bill Rau, provides valuable examples of lessons learned and best practice.

**One year on...**

The first anniversary of the *ILO code of practice on HIV/AIDS and the world of work* will be celebrated on 25 June!

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## ILO/AIDS mobilizes its partners

Workshops are being held in all regions to mobilize the social partners and guide them in the development of effective action plans.

They have ranged from seminars for labour inspectors from Central and Eastern Europe (Cyprus, April 2001) and West Africa (Senegal, August 2001) to bipartite or tripartite workshops in Mexico (November 2001), Mozambique (December 2001) and the Caribbean (May 2002).

There have also been sub-regional meetings for employers' organizations from West and Cen-

tral Africa (November 2000), East and Southern Africa (November 2001), the Asia-Pacific region (September 2001) and the Caribbean (April 2002).

Support has been given to the meetings of the Organization of African Trade Union Unity (October 2001), the ICFTU and global union federations (May 2001) and trade union training courses (Moscow, March 2002; Bangkok, April 2002; Turin, May 2002). The ILO/AIDS website has a complete list of workshops and meetings.



ILO staff from headquarters and the field at the workshop on implementing the ILO code on HIV/AIDS in Turin, November 2001

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## Central and Eastern Europe see fastest spread of HIV

The global coverage of the ILO's Programme on HIV/AIDS was reinforced by a tripartite conference on HIV/AIDS held in Moscow last December for the Russian Federation and 12 CIS countries.

The conference, which took place just after the publication of the UNAIDS update on the epidemic, noted that HIV is now spreading faster in Central and Eastern Europe than anywhere else in the world.

The Russian Federation's Deputy Prime Minister attended as did employer and labour leaders.

A number of presentations were made on the social and eco-

nomie impact of HIV/AIDS in the region: these will be included in the report of the meeting, to be published shortly.

The Russian translation of the ILO code of practice was also launched at the conference.

**The International Textile Garment and Leather Workers' Federation (ITG LWF) launched a campaign on HIV/AIDS in the workplace on International Workers' Memorial Day, 28 April.**

See website: [www.itglwf.org](http://www.itglwf.org)

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## The Asian response

At the conference entitled 'Business and Labour Respond to HIV/AIDS in Asia', ILO/AIDS Director Franklyn Lisk made a keynote speech alongside Johan Strydom, former Manager of Personnel, Ford Motor Company for Southern Africa.

Representatives of employers' federations, private foundations, multinational and national companies and labour unions from 17 countries took part in the conference in Bangkok, Thailand, last September. The Thai Minister of Labour also participated.

The need for workplace policies on HIV/AIDS was underlined and best practice on effective responses was presented. A full report is on the ILO/AIDS website.

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## The OAU helps shape the code of practice

ILO/AIDS took part in the Organization of African Unity (OAU) Special Summit on HIV/AIDS in Abuja, Nigeria, in March 2001. Then in April a tripartite informal technical consultation on the draft ILO code of practice on HIV/AIDS was held at the OAU Labour and Social Affairs Commission in Yamoussoukro, Côte d'Ivoire. Detailed consideration was given to the draft code, and a number of valuable points were made that helped to shape the final code.

The ILO actively participated in the 2002 session of the OAU Labour and Social Affairs Commission in Ouagadougou, which looked at the issues of poverty and employment, including the link between poverty and HIV/AIDS. The ILO's Director-General also addressed this year's session.

## Information sources on HIV/AIDS and the world of work

### ILO/AIDS Meeting Reports:

1. *Consultation workshop on HIV/AIDS and the world of work: key issues and conclusions* (Geneva, October 2000)
2. *Workshop for employers' organizations in East and Southern Africa on a time-bound action plan to combat HIV/AIDS* (Kenya, November 2001)

### Forthcoming Working Papers:

1. *Labour market and employment implications of HIV/AIDS* (Franklyn Lisk)
2. *Human capital and the HIV epidemic in sub-Saharan Africa* (Desmond Cohen)
3. *Social dialogue: a tool for implementing the ILO code of practice on HIV/AIDS and the world of work* (Katherine Hagen)

## And online...

### ...a selection of websites on HIV/AIDS and the workplace:

<http://www.und.ac.za/und/heard/>  
The Health Economics & HIV/AIDS Research Division (HEARD), a research and teaching organization at the University of Natal in Durban, South Africa, has information and publications on the economic, developmental and social impact of HIV/AIDS.

<http://www.tfgi.com/hiv aids.asp>  
The Futures Group International produces a number of policy reports on the economic impact of HIV/AIDS and human rights issues, as well as suggestions for workplace interventions.

## Forthcoming events

### XIV International Conference on AIDS, Barcelona, 7-12 July 2002

The ILO will be holding two satellite meetings on 7 July:

1. Addressing the HIV/AIDS epidemic through the workplace, from 14.30-16.30, Hall 5:6.
2. The Care Economy, HIV/AIDS and the world of work (jointly with UNIFEM), from 17.00-19.00, Hall 5:6.

The ILO will be making four poster presentations: one each on 8 and 9 July respectively (from 12.00-14.00, Palacio 4) and two on 11 July (one from 12.00-14.00, Palacio 4, and one from 12.30-13.30, in late-breaker corner 1, Palacio 4). There will be an oral presentation by Franklyn Lisk in the world of work session of Track G (11 July, 16.00-17.30, Hall 2:2).

(See: [www.aids2002.com](http://www.aids2002.com))

### 90th session of the International Labour Conference, Geneva, 4-20 June 2002

ILO/AIDS is holding an official side event on 19 June (13.30-15.00, ILO Room III). A panel representing the tripartite constituents will discuss: "The use of social dialogue in the implementation of the ILO code of

practice on HIV/AIDS and the world of work: the roles of employers, workers and their organizations".

The pilot edition of the new education and training manual on HIV/AIDS and the world of work will also be launched at this event. Everyone is welcome to attend.

### Technical Workshop

A one-day joint Technical Workshop on HIV/AIDS and the Informal Economy is being organized by ILO/AIDS in collaboration with the ILO programme on Strategies and Tools against Social Exclusion and Poverty (STEP) and the ILO InFocus Programme on Small Enterprise Development (SEED). It will take place in Geneva on 25 June at the ILO, Room XI, from 09.00. The workshop is open to everyone.

### Japanese Symposium

In collaboration with a leading Japanese newspaper, ILO Tokyo is organizing a two-day symposium on HIV/AIDS and enterprises. The first day's events will take place on 23 July in Tokyo, the second on 25 July in Kobe.

## Contact ILO/AIDS

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