



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

ILOAIDS Newsletter

HIV/AIDS epidemic: 40 million people and rising

At the opening ceremony of the XIV International AIDS Conference held in Barcelona, Spain, in July¹ UNAIDS Executive Director Dr. Peter Piot challenged everyone with a stake in the epidemic to fulfil the promises made in the 2001 UN Declaration of Commitment on HIV/AIDS.

It's a tough challenge. The situation has deteriorated in Africa and the epidemic is spreading in Eastern Europe, the Caribbean, China and India. Its social and economic impact will continue to worsen in the coming years.

Worldwide, 40 million people are infected with HIV, of whom 28 million are in Africa. The number of children who have lost at least one parent to AIDS will increase from 14 million today to over 25 million by 2010.

ILO warns of impending disaster

The epidemic's social and economic impact was addressed

in an ILO paper, *Human capital and the HIV epidemic in sub-Saharan Africa*², launched at the Conference. It warns of an impending developmental disaster in Africa unless there is a major shift in policy, taking into account the impact of AIDS, especially in terms of maintaining a skilled and productive labour force.

Access to drugs was an important issue, although the

media focus on the demonstrations taking place against the pharmaceutical companies perhaps diverted attention from the real debate.

Absent from the Conference were any further pledges of funds to fight the epidemic. More than \$2 billion has been made available to the new Global Fund to Fight AIDS, Tuberculosis and Malaria, but this falls far short of the estimated \$10 billion a year needed for treatment and prevention on a worldwide scale.

A spokesman for the US Centers for Disease Control and Prevention summed up the challenge: "We have seen in Barcelona a number of proposals and ideas that, taken together, could impact and slow [down] the epidemic. If we don't take these steps, the epidemic will become that freight train racing out of control down the tracks."



The ILO held two satellite meetings; the first on workplace action, the second on women, HIV/AIDS and the care economy. There were also poster presentations with question and answer sessions and a panel on workplace action.

1. www.aids2002.com
2. www.ilo.org/public/english/protection/trav/aids/download/pdf/wp2_humancapital.pdf

World Summit plan includes action on HIV/AIDS

ILO Director-General Juan Somavia led the ILO's tripartite delegation to the World Summit on Sustainable Development in Johannesburg, South Africa, from 26 August to 4 September. He appealed to conference delegates to adopt new policies to expand the benefits of globalization for all. He also stressed the

importance of employment in sustainable development, and highlighted the value of the ILO's unique tripartite structure in achieving development objectives.

The Plan of Implementation adopted at the Summit includes targets for reducing the prevalence of AIDS, as well as

combating malaria, tuberculosis and other diseases, by, among other measures, "protecting the health of workers and promoting occupational safety, by taking into account, the voluntary ILO code of practice on HIV/AIDS and the world of work".

Dr Benjamin Alli represented ILO/AIDS at the Summit.

Helping the most vulnerable workers

Not enough is known about how HIV/AIDS affects business and workers in the informal sector of the economy. To address this, ILO/AIDS is implementing a pilot project on HIV prevention in the informal economy in Ghana, South Africa, Tanzania and Uganda.

The aim of the project, which is receiving financial support from the Swedish International Development Cooperation Agency (Sida), is to assess the vulnerabilities and risks that informal workers face regarding HIV infection and the impact of AIDS on business and work.

An important aspect of the project will be to provide information and education on HIV/AIDS. This will require a new set of strategies and venues: workers in this sector seldom belong to unions, rarely have common meeting grounds and often face discrimination from the authorities.

A one-day technical workshop, **HIV/AIDS and the world of work – the challenge of the informal economy**, was held in Geneva last June, organized in cooperation with a number of ILO units.

The workshop included technical presentations given by ILO and UNAIDS specialists. Discussions centred on how to make the ILO Code of Practice more accessible to informal workers and ensure that their voice is heard in AIDS programmes.

It was agreed that mainstreaming HIV/AIDS into existing ILO programmes for employment in the informal economy is crucial. The ILO has a major role to play in promoting linkages between informal economy workers and initiatives by governments and the social partners against HIV/AIDS.

USDOL awards ILO \$4.6m for AIDS projects

The ILO has won US Department of Labor funding to reduce the spread of HIV/AIDS, TB and sexually transmitted infections (STIs) through workplace prevention and education programmes, to create a supportive workplace environment for those affected, and to address stigma and discrimination. The four-year programme will work in six countries: Ghana, Togo, Benin, Belize, Guyana and Cambodia, in partnership with Family Health International.

Zimbabwe moving forward: new focus on transport

Responding to the needs of the transport sector in the face of HIV/AIDS was the focus of a recent workshop for stakeholders and partners of the ILO in Harare. Over sixty participants were there to hear a keynote speech by the Zimbabwe Minister of Public Service, Labour and Social Welfare. He commended the ILO for its commitment and efforts in the fight against HIV/AIDS and called on all sectors to develop workplace policies, drawing their

attention to the ILO Code of Practice.

A background paper for the ILO transport sector project in Zimbabwe was presented and a tripartite advisory committee set up. The first task of the group will be to define the details of workplace policies and programmes for the rail, road and air transport sectors. The project committee will work closely with the National AIDS Council and the Ministry of Labour.

Understanding labour impact in Africa

ILO/AIDS is working on a project to increase the understanding of the labour and employment implications of HIV/AIDS, and the consequences for policy formulation at enterprise and macro-economic levels. The Sida funded project focuses on Zambia, Tanzania and Mozambique.

The main issues to be addressed are related to the effects of the HIV/AIDS epidemic on labour supply and demand in key occupations, so that potential shortages in critical skills that are vital to human development and economic growth can be identified.

The project report will include an analysis of the effect on demographics and will show how that in turn affects the labour force, enterprise productivity, and the wider economy.

Informing farm workers in Zambia

An HIV/AIDS awareness and prevention programme for plantation and agricultural workers has been set up by the National Union of Plantation and Allied Agricultural Workers in Zambia, with technical assistance from the ILO Lusaka Office. It will include preparation of a training manual for shop stewards.

Increasing AIDS specialists in field

A new appointment in the Caribbean brings the number of full-time ILO HIV/AIDS technical specialists to four: Bangkok - Gunnar Walzholtz; Harare - Evelyn Serima; Moscow - Ekaterina Ivanova; Port of Spain - Suzanne Burke.

AIDS issues at ILO Conference

At the 90th session of the International Labour Conference in June 2002, Director-General Juan Somavia spoke about action against HIV/AIDS in the world of work.

“We have forcefully promoted the notion that the workplace is one of the most effective situations to combat HIV/AIDS, and we developed a practical tool — our tripartite code of practice¹. ... When the heads of UN agencies met with the Secretary-General, they endorsed [the Code] as a basis for their own work. It is now a system-wide instrument, not just an ILO instrument.”

AIDS also came up during discussions on child labour and the informal economy. An Employers’ delegate from the United States asked for the ILO to “provide additional assistance to strengthen employers’ capacity ... in working towards the elimination of child labour.

Mainstreaming AIDS into ILO programmes

We continue our survey of AIDS-related action in other ILO units and programmes.

Gender Promotion Programme (GENPROM): the action research group which promotes linkages between women’s employment and child labour has released the results of a survey of commercial sex workers in the United Republic of Tanzania.

InFocus Programme on Safety and Health at Work (SAFework): the SOLVE training package, which addresses psycho-social problems affecting the health of workers and the productivity of enterprises, includes a module on HIV/AIDS.

Considering the highly detrimental effect of the HIV/AIDS epidemic, both on the children affected and enterprises, we believe that this is a major area for the provision of technical assistance to employers’ organizations and an area of cooperation between IPEC [InFocus Programme on the Elimination of Child Labour] and the ILO’s HIV/AIDS Programme.”

Several speakers noted that most Africans earn their livelihoods in the informal sector. The lack of

Code, repertório, svod, recueil, mwangozo...

Since its adoption in May 2001, the Code has proved increasingly popular. The number of translations of the ILO Code on HIV/AIDS keeps on growing.

Versions now exist in Amharic, Arabic, Azeri, Chinese, English, French, Hindi, Japanese, Kiswahili, Portuguese, Russian, Spanish, Thai, Ukrainian, Urdu. Translations are in preparation in Bahasa, Nepali, Turkish and Vietnamese.

(Requests for the rights to translate or reprint the code should be addressed to publdroit@ilo.org)

Socio-Economic Security Programme (SES): as part of its series of surveys on people’s security, the SES has issued a survey on health care in Eastern Europe, which includes the impact of HIV/AIDS in the region.

Bureau of Statistics (STAT): is developing indicators to measure and monitor the impact of HIV/AIDS in the world of work.

well-developed social security systems means there is little protection against contingencies such as HIV/AIDS.

Other issues covered at the ILC included the challenges of globalization, poverty reduction, job creation and improved workplace health and safety.

For its part, ILO/AIDS hosted a side event on the use of social dialogue in combating AIDS at the workplace and the roles of employers, workers and their organizations. A panel discussion emphasized the importance of a tripartite response to AIDS and the fact that each constituent has a crucial role to play. A pilot edition of the forthcoming ILO/AIDS manual, *Implementing the ILO Code of Practice on HIV/AIDS and the world of work: an education and training manual*, was also presented.

1. www.ilo.org/public/english/protection/trav/aids/download/pdf/hiv_a4_e.pdf

Brazil implementing ILO Code

Dr. Paulo Teixeira, coordinator of the Brazilian National Programme on STDs and HIV/AIDS, officially launched the Portuguese translation of the ILO Code at a national seminar on HIV/AIDS and the world of work in May, attended by 150 representatives of government, employers, workers, NGOs and AIDS networks. Dr. Teixeira reiterated his commitment to implementing the Code in Brazil and said it was essential to work more with the informal sector and collaborate with other sectors of society to broaden national response.

The Portuguese version of the Code has also been used in Mozambique and for training Portuguese-speaking African trade unionists in Turin.

UN agencies commit to scale up their own workplace response to HIV/AIDS

The recent meeting of the Committee of Cosponsoring Organizations agreed to scale up the UN system's staff programmes on HIV/AIDS.

To ensure that the UN system is a model of good practice, three key steps will be taken: agencies will apply a common framework – the ILO Code of Practice; every personnel department will have a focal point for HIV/AIDS; the issue will be followed at senior management meetings in each agency. The newly created Inter-Agency Task Team (see right) will compile an inventory of UN personnel policies on HIV/AIDS

and evaluate their compliance with the Code of Practice.

More staff training is also essential, and is now under way. Already this year there have been training sessions on HIV/AIDS for the staff of the ILO Regional Office for the Caribbean, and for the staff and families of the ILO Harare Office, Zimbabwe, while the ILO Yaoundé Office in the Cameroon started a new initiative to monitor the effectiveness of HIV/AIDS staff training. August saw the launch of the “Action against HIV/AIDS in the United Nations” programme for all UN staff based in Thailand.

New initiative supports workplace action

The ILO is the convening agency within UNAIDS for workplace-related action. In August, ILO/AIDS was given the responsibility to convene an Inter-Agency Task Team (IATT) on HIV/AIDS and the world of work. Its objective is to assist task team members and other partners to develop and implement workplace policies on HIV/AIDS, based on the ILO Code of Practice.

One of the team's first tasks will be to assess HIV/AIDS policies in UN agencies. The team will also develop a set of indicators to monitor the implementation of HIV/AIDS policies in the UN workplace.

In the long term an expanded and coordinated response to HIV/AIDS will be implemented, that will serve as an example to other workplaces at national and global levels. The first meeting of the IATT was held on 28 October at the ILO, Geneva.

Company action

DaimlerChrysler South Africa has won the Global Business Coalition on HIV/AIDS award for ‘Business excellence in combating HIV/AIDS in the workplace’. Its workplace strategy includes prevention, antiretroviral drugs, and community activities. It also actively encourages HIV-positive workers to continue working.

Board Chairman Juergen Schrempp, recently appointed as President of the GBC, wrote to the ILO to express his hopes for ongoing collaboration between the ILO, GBC and Coalition members. The GBC is profiling company workplace programmes in all regions. ILO/AIDS is a member of the GBC working group on workplace protocols and practices.

The ILO, GBC, UNAIDS and other partners encourage company programmes that encompass prevention and care, based on policies of non-discrimination. Two major businesses, Anglo American and De Beers, have recently announced the provision of antiretroviral drugs for their staff.

Trade union action

Trade unions are perfectly positioned to play a vital role in combating HIV/AIDS, it was agreed at the Women's Committee Conference of the International Confederation of Trade Unions



A number of global union federations have recently passed resolutions on HIV/AIDS including the transport, food and agriculture, and public service workers. Stephen Lewis, UN Special Envoy on HIV/AIDS in Africa, gave a keynote speech to the World Congress of Public Services International (PSI) in Canada in September. He visited the ILO/AIDS stand and discussed the Code of Practice with Programme representative Susan Leather.

African Regional Organization (ICFTU-AFRO) on HIV/AIDS, held in Nairobi, Kenya. It was also agreed that the experiences and knowledge gained by the ICFTU-AFRO in its HIV/AIDS programme should be shared with other trade unions and interested parties. The guidelines used include the ILO Code of Practice. In Bangkok, the ICFTU's Asia Regional Office, together with the Canadian Labour Congress, held a conference on occupational safety and health management and HIV/AIDS. Representatives from over 20 workers' organizations shared experiences and discussed the application of the ILO Code. An action plan was agreed.

India project evaluation: an impressive record

Prevention of HIV/AIDS in the world of work: a tripartite response

The first phase of this project has just been evaluated, and found to have successfully met its objectives – indeed to have undertaken an impressive range of activities, including the production of excellent materials for advocacy and training.

The second phase has been approved and is in place. The third phase will focus on sustainability. The project has the following objectives:

- mobilize key partners in the world of work
- create an infrastructure for effective action
- develop/ implement a work plan
- integrate activities into the partners' ongoing programmes.

Activities already implemented include the creation of a database of information on the impact of HIV/AIDS in the world of work and on workplace policies and programmes. Research studies have been initiated into risk factors for tea plantation workers, HIV and inter-state migration, and the household impact of HIV/AIDS, with special reference to women and children. Capacity-building has concentrated on the establishment of training and the production of materials (see below) – the project has succeeded in mainstreaming HIV/AIDS issues into the ongoing training programmes of the National Labour Institute and the Central Board of Workers' Education. The ILO is collaborating with UNAIDS to set up state-level business coalitions, and has launched a demonstration project with the Mumbai District AIDS Control Society for the mobilization of enterprises.

Trade Unions and HIV/AIDS - a handbook ISBN: 92-2-113220-X
Enterprises & HIV/AIDS in India ISBN: 92-2-113221-8



A range of resources has been produced to strengthen the capacity of partners:

❑ A training and advocacy kit for enterprises containing:

- case studies of eight leading enterprises in India, with an analysis of factors for success;
- an operational manual providing step by step guidelines for enterprises in launching HIV/AIDS policies and programmes;
- a film showing the benefits of company action;
- pocket version of the ILO Code of Practice.

❑ A training and advocacy kit for trade unions containing:

- a handbook entitled '*Trade Unions and HIV/AIDS*' available in English and Hindi;
- a film showing the benefits of trade union action;
- a training manual for trade union representatives;
- pocket version of the ILO Code of Practice.

❑ An interactive CD-ROM.

❑ A reference manual developed for education officers of the Central Board for Workers' Education, Ministry of Labour, and the Government of India.

Spreading the news in Japan

Leading Japanese newspaper *Sankei Shimbun* joined the ILO to sponsor symposia in Tokyo and Kobe on **Enterprises and their initiatives on HIV/AIDS** in July. The events were an opportunity for debate on the current situation in Japan involving industry, NGOs, people living with AIDS, and a federation of health insurance associations. Mr Assane Diop, ILO Executive Director of Social Protection and Mr Franklyn Lisk, ILO/AIDS Director, both attended. The Japanese translation of the Code was also launched and in his speech Mr Diop mentioned the development of the new education and training manual that will promote and guide its implementation.

News from the field: Asia

Since there are so many activities, we are featuring news from ILO Offices region by region. This time it's Asia, though the report is not exhaustive. All Offices in Asia now participate in the local UN Theme Groups on HIV/AIDS.

The Regional Office (RO) in Bangkok is promoting contract compliance as a means to HIV/AIDS prevention among construction workers in donor-funded infrastructure development in the region. A model contract, with a clause on HIV/AIDS programmes, has been shared with major donors, and the ILO will lead a mission to Papua New Guinea in October to set up a programme with the World Bank-funded Highland Highway Rehabilitation Project. The RO has organized a survey in Northern Thailand to assess the vulnerability of indigenous and tribal people to HIV/AIDS and a study of sexual behaviour and HIV/AIDS knowledge among female factory workers in Sihanoukville, Cambodia. Also in Cambodia, an ILO project on HIV/AIDS training for trade unions is about to start.

Assistance has been given to individual companies on workplace programmes and Business Coalitions in Thailand and Singapore on the development of manuals for employers. The RO is helping to design a training course to support implementation of the Malaysian version of the Code of Practice on Prevention and Management of HIV/AIDS at the Workplace, which was developed with technical input from the ILO.

The RO ran a training workshop in May for all HIV/AIDS focal points in the region.

ILO Offices across the region:

♦ **Colombo** has provided support for peer education among workers in Export Processing Zones, and for business start-up training for former sex workers in southern Sri Lanka.

♦ **Dhaka** is implementing a pilot project on HIV prevention for migrant workers jointly with UNAIDS and IOM.

♦ **Islamabad** reports that the HIV/AIDS Education for Workers programme, which has been running for two years, has just had a successful evaluation and been cited as a model of cost-effectiveness.

♦ **Jakarta** has set up a programme to strengthen the capacity of constituents to implement the ILO Code of Practice. The Director of the ILO Office is the Chairman of the UN Theme Group on HIV/AIDS.

♦ **Kathmandu** has been very active since the HIV/AIDS training workshop in May. The Code is being translated into Nepali and will be presented at a workshop for employers' and workers' organizations. The ILO participates in the Corporate Sector Initiative on HIV/AIDS, and helps with the training of peer educators in key companies. The Federation of Chambers of Commerce and Industry in Nepal has issued a declaration of commitment on action against HIV/AIDS.

♦ **Manila** recently convened a tripartite workshop to review the implementation of the National Workplace Policy and Strategic Plan on STD/HIV/AIDS. The comprehensive workplace response to HIV/AIDS in the Philippines will be reviewed in a research paper in preparation for a regional meeting on best practices, scheduled for April 2003.

♦ **New Delhi** continues its active support for the tripartite project on

prevention of HIV/AIDS, whose second phase has been approved for funding and will be launched in October (see p.4).

♦ The Fiji National Training Council is holding a three-day workshop on HIV/AIDS and the world of work in October, with support from the Office in Suva.

Menu for workplace action

ILO/AIDS has developed a new advocacy tool with UNAIDS and the World Economic Forum (WEF) to sensitize business and trade unions in the Asia-Pacific Region to the need to fight HIV/AIDS. '*Action against AIDS in the workplace*' is a kit that provides key information plus guidelines for policy development. It forms part of the UNAIDS Partnership Menus Project and will be presented at the East Asia Economic Summit of the WEF in Kuala Lumpur in October.

The Director of the ILO's Asian Regional Office, Mr Y. Nodera, will be a keynote speaker at the Summit.

The Code into practice

Two workshops in Thailand paid close attention to coverage of HIV/AIDS prevention, care and support under the national Social Security Scheme, among other issues related to strengthening the workplace response to AIDS. A **National Workshop on the Implementation of the ILO Code of Practice on HIV/AIDS and the World of Work** was held in Bangkok in July. This event also saw the launch of the Thai translation of the Code. In September the Ministry of Labour joined trade unions for a workshop on the **Thai Labour Movement and the ILO Code of Practice on HIV/AIDS**.



ILO Moscow launches AIDS website

The ILO Director-General, Juan Somavía, launched the new ILO Moscow website on HIV/AIDS and the world of work in July. In his opening speech, he stressed the importance of using the workplace

as a key instrument in an information-campaign on HIV/AIDS. The tripartite constituents highlighted the threat of the spread of the disease in Russia and welcomed this initiative. Mr Pochinok, the Minister of Labour and Social Development, underlined that information is key to combating AIDS.

The website, which can be

accessed in Russian and English, contains UN and ILO documents on HIV/AIDS, and material from the December 2001 sub-regional tripartite seminar on social consequences of HIV/AIDS in CIS countries. It will continue to be expanded.

www.ilo.ru/aids/index.htm

Big steps by small enterprises

In July 2002 the ILO Caribbean Office and the ILO In-Focus Programme on Small Enterprise Development jointly facilitated a **Workshop on HIV/AIDS and the micro and small enterprise sector** in St Lucia.

The main objective was to integrate HIV/AIDS concerns into small enterprise development activities.

Participants found that the workshop increased understanding of the ways HIV/AIDS impacts on the growth and survival of the smallest enterprises.

As a result, HIV/AIDS issues will be incorporated into all future business training programmes. For the workshop report visit ILO/AIDS website.

Brainstorming at Cornell

ILO/AIDS Director Franklyn Lisk, gave a keynote speech at a conference on the socio-economic impact of AIDS and best practices in prevention which took place at Cornell University, USA, in March. The conclusions of the symposium, including a version of Mr. Lisk's speech, are soon to be published as part of the Cornell Institute for African Development's occasional paper series.

Ready, steady ... mobilize

A *Platform for Action* to respond to HIV/AIDS in the workplace was adopted by 13 countries and one territory of the Caribbean at an ILO meeting held in Barbados last May.

Tripartite delegations from each area stressed the need for urgent action – HIV prevalence in the Caribbean ranks second only to sub-Saharan Africa.

All parties were strongly urged to make use of the guidelines in the ILO Code of Practice when developing or revising national and workplace policies and programmes. People living with HIV/AIDS should be actively involved in every part of the implementation process.

Russia, Brazil, & the Azeri Code

Following up on their Brazil experience (*Newsletter issue 1, page 4*), in September ILO Moscow presented the Azeri translation of the Code of Practice at a national tripartite seminar in Azerbaijan dedicated to its implementation.

The seminar was attended by ILO/AIDS Director Franklyn Lisk, in the company of Galib Aliyeva, Director of the HIV/AIDS National Centre, and the Ministers of Labour, Health, Education, Youth and Sports.

It was concluded that the Code would be used as a guide for setting targets to combat HIV/AIDS, and a useful reference document for the reform of labour legislation and development of government and workplace policy.

ILO gets message across to the young

The role of youth in sustainable development and the importance of young workers as generators of social and economic capital were two of the main themes of the Youth Employment Summit (YES 2002), which took place in Alexandria, Egypt, in September and in which the ILO participated.

Sonia Smith represented ILO/AIDS at the Summit as part of the Programme's efforts to mainstream the issue of HIV/AIDS in youth employment discussions. Sonia took part in a panel discussion on 'Youth employment and HIV/AIDS' and held three capacity-building workshops on applying the ILO Code of Practice to the needs of young people in the informal economy.

ILO/AIDS is also collaborating with the International Confederation of Free Trade Unions (ICFTU) to produce a resource kit for young workers on HIV/AIDS.

Information sources on HIV/AIDS and the world of work

See publications page at:
www.ilo.org/aids

STEP and ILO/AIDS publication:

Contributing to the fight against HIV/AIDS within the informal economy: the role of decentralized systems of social protection

ILO/AIDS 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)

Forthcoming:

3. *Le recueil de directives pratiques du BIT sur le VIH/SIDA et la promotion des droits de l'homme* (Marie-Claude Chartier) - also available in English

Selected websites:

<http://www.weforum.org>

The World Economic Forum's Global Health Initiative is designed to foster greater private sector involvement in the global battle against HIV/AIDS, TB and malaria. The website has resources to help engage companies in the fights against HIV/AIDS, promote good practices and expand corporate advocacy.

<http://www.iaen.org>

The International AIDS Economic Network (IAEN) provides data, tools and analysis on the economics of HIV/AIDS

ILO Decent Work Pilot Programme Workshop: Developing an Integrated Approach to the Informal Economy and Poverty Eradication, 8-11 October, in Elmina, Ghana. To include prevention of HIV/AIDS in the informal economy.

Inter-regional Seminar for Arab States on AIDS in the World of Work, 12-17 October, Damascus, Syria, for workers from North Africa and the Middle East. The goal is to improve knowledge and information about HIV/AIDS prevention and treatment in Arab countries. The role of trade unions will be highlighted in mobilizing action on prevention, care and support, and impact mitigation of the epidemic.

Cooperatives in the fight against HIV/AIDS in the Mekong sub-region in Asia, 28-29 October, Bangkok. The object of the event is to develop a project to involve rural cooperatives in the fight against HIV/AIDS. Government and national cooperative representatives will attend from five Mekong countries.

prevention and treatment in developing countries.

<http://www.hivatwork.org/>

The CDC's Business Responds to AIDS and Labor Responds to AIDS Programs (BRTA/LRTA) offer many resources to help business and unions meet the

Events

Singapore Business Forum on AIDS, 22 November

Held in conjunction with the 3rd Singapore AIDS Conference, the Forum will see the launch of the Singapore Business Coalition on AIDS (SBCA) and an easy-to-use manual on HIV/AIDS workplace management for businesses. The Forum will be attended by up to 300 companies. More details will follow on web site.

Training course on the policy aspects of SOLVE, 13-17 January 2003, Annecy, France. To develop policies on psychosocial problems at work, including HIV/AIDS. For further details visit:

www.ilo.org/safeworkwhpwb/solve/index.htm

ILO to hold tripartite best practice meeting on workplace action

The ILO Governing Body has approved an inter-regional tripartite meeting on best practices in workplace policies and programmes on HIV/AIDS. The three-day meeting is scheduled for December 2003 and will be held at the ILO in Geneva.

challenges of HIV/AIDS in the workplace and the community.

www.businessfightsaids.org/

The Global Business Coalition on HIV/AIDS brings together a growing number of international businesses dedicated to combating the AIDS epidemic.



This newsletter provides an opportunity for everyone with a stake in the world of work to have a voice. Do contact us with your news, and we will endeavour to include it.

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