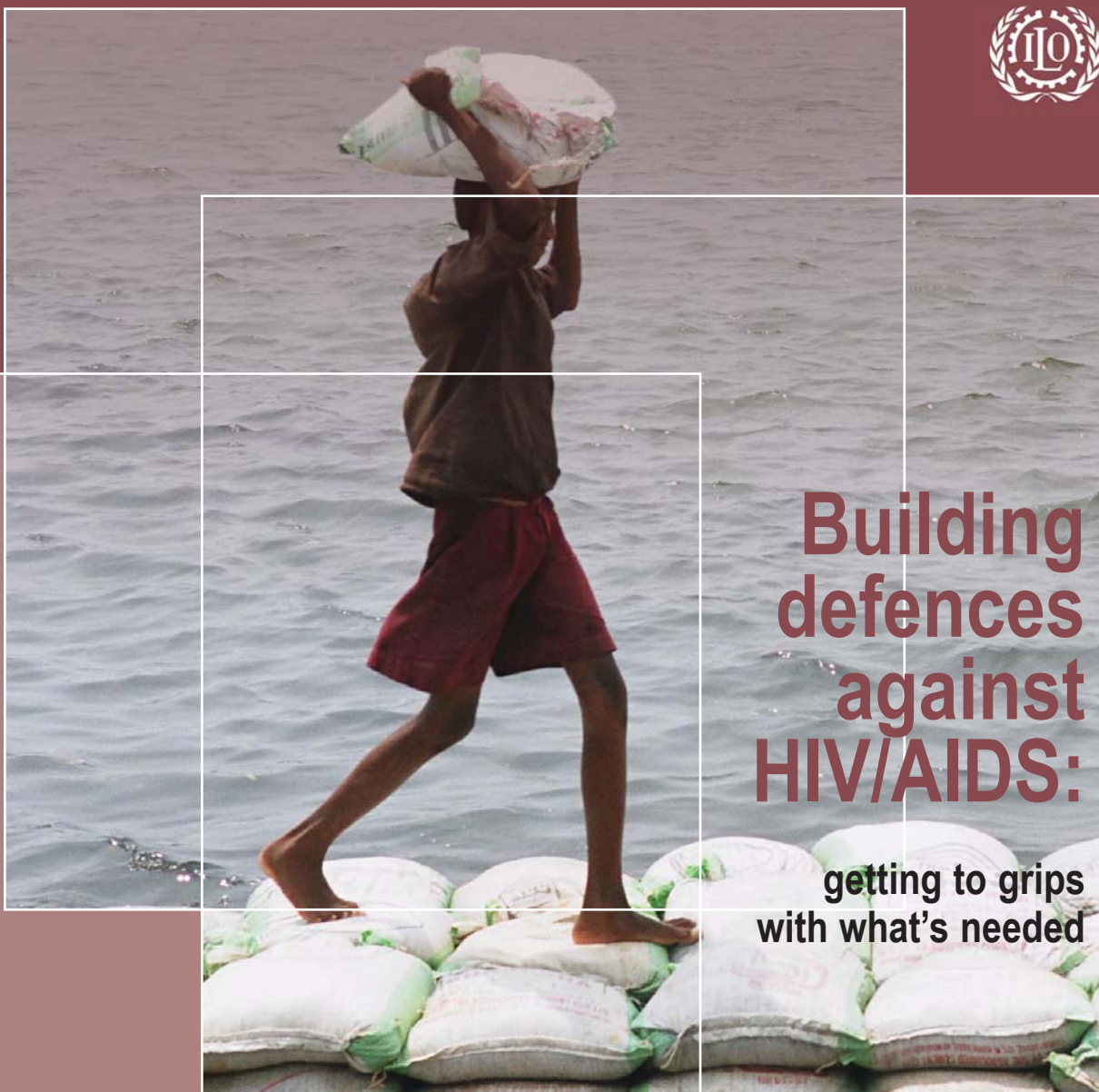


Workplace Action on HIV/AIDS

The Newsletter of
the ILO Programme
on HIV/AIDS
and the World of Work

ILOAIDS

Issue 4
December 2003



**Building
defences
against
HIV/AIDS:**

**getting to grips
with what's needed**

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Delhi workshop mobilizes trade unions in India



Mr Naveen Kumar with his wife and daughter.

Discrimination against himself and his family prompted him to set up the New Delhi Network of Positive People, which advocates with government and other stakeholders to set in place appropriate programmes that are non-discriminatory and respect human rights.

“I had acquired HIV infection after a blood transfusion in a hospital where I was admitted following a road accident. The very hospital where the negligence resulted in my being infected with HIV did not want to keep me there to treat me. My wife got infected by me before I knew that the unsafe blood transfusion had changed my life. She was pregnant at that time and the doctors did not want to care for or treat her in that condition.

“My brother and other members of the family discarded me and did not want to talk to me. I won't get any work. It was very hard to live and on top of that my wife did not get any much-needed medical attention.

“I left Delhi and travelled to the north-eastern part of India for the child's delivery. The child was born HIV-negative and we had to continuously give her medicines to keep her safe. Through no fault of her own, my daughter has to suffer discrimination. I returned to Delhi but there was no job for me. ILO has been a great help in giving me courage to speak out about my trauma, and to speak for all HIV-positive people that should not be discriminated against in any way.”

Mr Naveen Kumar, speaking at the CTUC workshop in New Delhi, 21 August 2003.

The Commonwealth, with less than 30% of the world's population, has more than 60% of global HIV infections. India is second only to Africa in the number of HIV-positive people in its population. This is the scenario in which the Commonwealth Trade Union Congress (CTUC) has been campaigning with governments and the private sector for greater action on HIV/AIDS among member states.

An ILO/ACTRAV¹-sponsored workshop in Delhi, on 21-22 August, brought together its four trade union partners in India - AITUC, CITU, HMS and INTUC² to discuss their experiences, build awareness and strengthen the process of workplace policy and programme formulation and implementation. Delegates were also able to draw on the experiences of union representatives from COSATU³ in South Africa, who had been invited to attend the workshop. While the main theme of the workshop was gender, a broad range of topics concerning the world of work and the community were introduced. The issues discussed threw into sharp relief the pressing need for workplace action and trade union involvement in the struggle against HIV/AIDS. The case of discrimination illustrated here was not atypical, and the speakers gave many more examples that highlighted the need to address, in particular, awareness, education, gender and human rights in relation to HIV/AIDS.

Mr Syed Afsar, national project coordinator for ILO/AIDS, presented the *ILO Code of Practice on HIV/AIDS and the world of work*, outlined how it can be used as a platform for action, and explained what progress has already been made in India.

1. ILO/ACTRAV - *The International Labour Organization's Bureau for Workers' Activities*
2. AITUC - *All-India Trade Union Congress*
CITU - *The Centre of Indian Trade Unions*
HMS - *Hind Mazdoor Sabha, a Centre of Trade Unions*
INTUC - *Indian National Trade Union Congress*
3. COSATU - *The Congress of South African Trade Unions*

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

The ILO is the UN agency with responsibility for the world of work. It has a special place in the fight against AIDS because of its tripartite structure, enabling it to mobilize governments, employers and workers in 175 countries; direct access to the workplace; long experience in setting standards to protect the rights of workers; a global network of field offices; substantial experience in technical cooperation; and capacity for research and information dissemination.

The ILO has set up a global Programme on HIV/AIDS and the World of Work. Its main objectives are to:

- raise awareness of the economic and social impact of AIDS
- help governments, employers and workers support national efforts to reduce the spread and impact of HIV/AIDS
- fight discrimination and stigma related to HIV status

Why HIV/AIDS is a workplace issue

Over 40 million people around the world are infected with HIV. At least 25 million are workers aged 15 to 49, in the prime of their working lives.

The consequences are felt by enterprises, national economies and workers and their families. It affects the world of work in many ways:

- reduced supply of labour
- loss of skilled and experienced workers
- stigma and discrimination at the workplace
- increased labour costs for employers and reduced productivity
- contracting tax base, falling investment and slowing economic growth
- loss of family income and a growing burden of care, especially for women
- early entry of children into active employment

Forging partnerships, extending efforts and sharing knowledge

As we mark another World AIDS Day, we need to face the implications of the recently published *AIDS epidemic update* (December 2003), which shows that the rate of HIV infection is still increasing: 40 million are now living with the virus, and the main reason that this number is lower than last year is because of the rising number of deaths. It is in this context that interventions in the workplace are so important.

The past few months have seen an enormous acceleration of the efforts of our constituents to combat the epidemic, including the historic commitment of collaboration made by the IOE and ICFTU at both global and regional levels (see below), their joint resolution passed at the Xth African Regional Conference (Addis Ababa, December 2003) and endorsed by governments, and the launch on World AIDS Day of the global union campaign against HIV/AIDS.

Another enormously hopeful initiative is the '3x5' programme recently launched by the WHO, in conjunction with UNAIDS: this is the intensification and extension of efforts to ensure that 3 million HIV-infected people receive antiretroviral treatment by the year 2005. The ILO is a partner in this initiative and will strive to bring the resources of the workplace and occupational health services, together with its constituents, into the delivery of life-saving treatment.

The year ends for ILO/AIDS with another event that we hope will also be significant in focusing and strengthening the response to HIV/AIDS in the world of work: this is the tripartite interregional meeting held at the ILO from 15 to 17 December that will examine best practices and lessons learned in the planning and implementation of HIV/AIDS workplace policies and programmes. As I write, just before the meeting starts, I look forward to an event that will be a sharing of knowledge, understanding and experience, to motivate and guide us all in our ongoing work. Our mission is to continue to strengthen the capacity of our tripartite constituents to contribute to national efforts against HIV/AIDS and help them access resources being made available to countries, especially through the Global Fund to Fight AIDS, Tuberculosis and Malaria.



Franklyn Lisk

Director, ILO Programme on HIV/AIDS and the world of work

Employers' and workers' organizations join forces to fight HIV/AIDS

On 12-13 May 2003, the ILO hosted the UN Global Compact *Policy Dialogue on HIV/AIDS* at its Geneva headquarters.

During this event, the Secretaries General of the International Organization of Employers (IOE) and the International Confederation of Free Trade Unions (ICFTU) issued a historic joint statement committing their organizations and their members to collaborative action on HIV/AIDS at all levels, especially in the workplace.

'Fighting HIV/AIDS together' is a statement of principle, as well as a declaration of commitment that clearly demonstrates one of the key principles of the ILO Code of Practice - social dialogue - being applied practically and effectively.

At regional level, a similar agreement was signed in September by ICFTU-AFRO and the Pan-African Employers' Confederation. This was warmly welcomed at the Xth Session of the ILO African Regional Meeting, in December, and noted in the *Resolution on the role of Social Dialogue in addressing HIV/AIDS in the World of Work*.

Antonio Peñalosa (left) and Guy Ryder shake hands after signing the historic document committing their respective organizations, the IOE and ICFTU, to cooperating in the fight against HIV/AIDS.



"No one group can win this fight against HIV/AIDS alone. Collaboration is the key, be it with governments or other actors. For employers, collaboration between workers' and employers' organizations is critical if the fight against the pandemic in the workplace is to be successful."

Antonio Peñalosa, Secretary General, IOE

"We are committed to working with the IOE, with the ILO and the Global Compact to educate, involve and mobilize our respective members to take on this challenge early and effectively. They must not sit back and wait for others to do it or for others to lead. Our efforts, of course, are only part of the solution to this global crisis and must be a powerful force for change. It is, literally, a matter of life and death."

Guy Ryder, General Secretary, ICFTU

Bush and Putin back HIV/AIDS initiative

In a joint statement issued by the White House on 25 September, the Russian and United States presidents committed their nations to work together to step up the response to HIV/AIDS in Russia. This followed the US-Russia Business and Labor Summit on AIDS organized by the Transatlantic Partners Against AIDS (TPA) in New York.

Russia has the fastest-growing HIV infection rate in the world and unless the epidemic is brought under control, there will be catastrophic consequences for Russia and its neighbours, with repercussions felt around the world. The World Bank predicts that, at current HIV prevalence rates, Russia's GDP will be as much as 4% lower by 2010 than it would have been without the virus. By 2020, the Bank predicts that the loss will have risen to over 10%.

ILO/AIDS played a crucial role in this Summit as a founder member of the US-Russia Working Group on HIV/AIDS that evolved into the TPA.

The Summit established a Transatlantic Business and Labor Task Force on HIV/AIDS to support collaborative initiatives in the world of work such as mobilizing the tripartite partners, sports and entertainment personalities to engage publicly in the fight against HIV/AIDS; adopting workplace education programmes and providing free VCT and related services; advocating non-discrimination and working with elected officials, NGOs, and PLWHA to advance supportive policies and practices.

Third *indaba* focuses on State and PPPs

The South African Minister for Public Service and Administration, Ms Geraldine Fraser-Moleketi, initiated the *Impact and Action Project* in January 2000 to mitigate the impact of HIV/AIDS in the public service sector. As part of the project, an *indaba** is held annually that is attended by several cabinet ministers and other high profile individuals.

The third of these *indabas* was held in Johannesburg on 12-15 October, and was attended by over 600 public servants who act as HIV/AIDS focal points in their own workplaces. The guidelines designed for use in the South African Public Service are based on key provisions of the ILO Code of Practice.

Franklyn Lisk was invited to give the keynote

ILO/AIDS gives technical briefing at UN General Assembly

"We have come a long way, but not far enough. Clearly, we will have to work harder to ensure that our commitment to the fight against AIDS is matched by the necessary resources and action."

UN Secretary-General Kofi Annan, speaking at the UN General Assembly High-Level Meeting on HIV/AIDS, New York, 22 September 2003.

Two years after the historic Special Session of the UN General Assembly on HIV/AIDS, a High-Level Meeting of world leaders was held at the UN to review progress in meeting the goals laid out in the Declaration of Commitment. Assane Diop, Executive Director of the ILO's Social Protection Sector, and Franklyn Lisk participated. They also gave a technical briefing on HIV/AIDS and the world of work - a panel discussion that included representatives of ILO tripartite constituents in the USA and some key implementing partners, with the support of the ILO New York office.

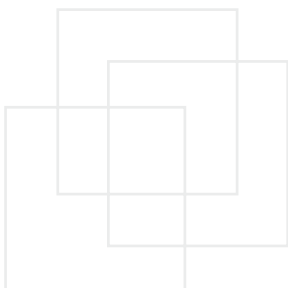
UN Secretary-General Kofi Annan and UNAIDS Executive Director Dr Peter Piot launched reports at the Meeting that Dr Piot described as "a dramatic wake-up call to the world". The reports show that, while there has been good progress on many fronts, many countries fall well short in their response to the epidemic. Greater and sustained efforts will have to be made in order to meet the Declaration goals that were agreed by all nations. While funding for programmes increased by 20% from 2002 to 2003, current spending is less than half of the US\$10 billion that would be required for an effective response in 2005 alone.

address. The focus this year was on the role of the State and public-private partnerships (PPPs) in implementing workplace policies and programmes. Mr Lisk stressed the importance of mobilizing political commitment and financial resources, leadership and the support of government as a whole as well as its social partners in the world of work. He then went on to describe the strategic role of PPPs in developing and strengthening the national response to HIV/AIDS.

A series of plenaries discussed subjects such as sustainable policy delivery and strategies to manage the impact of AIDS, and stigma in the workplace.

**indaba*

n. S.Afr. 1. a conference between or with members of S. African native tribes. 2. colloq. one's problem or concern. [Zulu, = business] *Oxford Concise Dictionary*



Global union campaign launched

The international trade union movement is launching a Global Unions HIV/AIDS Campaign to combat the spread of the virus. Coordinated by the ICFTU, the campaign intends to get more and better information about HIV/AIDS to working women and men, encourage national trade unions to take action, mobilize extra

resources, develop partnerships, and integrate the work on AIDS in the ongoing union agenda. Launched on World AIDS Day (1st December), the campaign will also develop a detailed picture of best practices to inspire other unions in their work. Success stories include street theatre in Thailand, union-run HIV/AIDS workshops for couples in Zimbabwe, efforts to end discrimination in the workplace in the Dominican Republic and drop-in centers at border posts for truckers in Central Africa.

"This campaign is about helping unions to learn from each other and get the message across to their members" said ICFTU General Secretary Guy Ryder, adding "often people will pay more attention to information coming from their union than from other sources, so we are convinced that more union action on HIV/AIDS will help stop the virus".

Stark warnings highlight need for greater efforts in the world of work

The figures may be more accurate thanks to improved HIV-related data-capture methods, validation and interpretation, but the message is the same. According to the recent AIDS epidemic update, HIV/AIDS remains rampant. "How long it will stay like this will depend on the vigour, scale and effectiveness of prevention, treatment and care programmes. Urgent and dramatic headway is required on all these fronts, and in unison. Anything less will spell failure." (AIDS epidemic update, UNAIDS/WHO, December 2003)

UNAIDS goes on to say that there is progress to report: political commitment has grown, grass-roots mobilization is more dynamic, funding is increasing and national programmes are being stepped up. Even so, the world's response to HIV/AIDS falls far short of what is required. This may be seen in the world of work.

Only 21% of the world's 100 largest corporations say they have workplace policies and programmes on HIV/AIDS, according to a recent report for UNAIDS by the United Nations Research Institute for Social

Development (UNRISD) entitled *Waking up to Risk: Corporate Responses to HIV/AIDS in the Workplace*. It highlights the fact that the corporate sector is only just facing up to the risk posed to business operations by HIV/AIDS, is not yet fully engaged in tackling the epidemic, and has yet to wake up to its wider social responsibilities in this regard. Both prevention efforts and care programmes need to be scaled up and extended, especially to small enterprises. The report states that suppliers, contractors and the local community are rarely included in the workplace programmes of large enterprises, even though most companies that responded to the UNRISD survey consider that HIV/AIDS must also be tackled beyond the workplace. Although understanding exists of the need to extend action into the community, in practice this is very limited.

Business cannot tackle HIV/AIDS alone. As the Global Business Coalition on HIV/AIDS emphasises, "partnerships with government and civil society have enhanced the effectiveness of company programmes". The importance of the ILO's tripartite structure is acknowledged and the report goes on to say, "more work on promoting awareness and understanding of the *ILO Code of Practice on HIV/AIDS and the world of work* would thus be useful."

"The epidemic is outpacing action. We can make a difference by taking the campaign against HIV/AIDS to the world of work. And we must reach women and men wherever they work."

Juan Somavia, Director-General ILO, on World AIDS Day, 1 December, 2003

Boosting private sector response in West Africa

A two-day conference held in Accra, Ghana, on September 8 and 9 explored how best to scale up the response of the private sector in the Economic Community of West African States (ECOWAS) in the fight against HIV/AIDS. The conference was organized by the A5 Coalition¹ with assistance from the ILO, the Global Business Coalition on HIV/AIDS, UNAIDS and other corporate sponsors. A5 is spearheading the West Africa Private Sector AIDS Network (WAPSAN) - an initiative designed to create a platform to exchange information, research and protocols that are relevant to groups operating in West Africa.

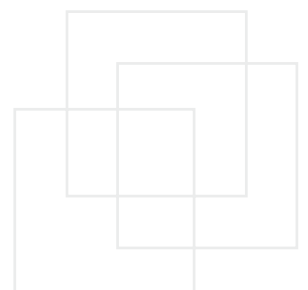
Ninety-three delegates from 12 countries took part, representing a broad range of stakeholders from both the private and public sectors. Ghana's Minister of Health, Dr Kwaku

Afriyie, inaugurated the conference on behalf of the President of the Republic of Ghana and Chair of ECOWAS, H.E. John Agyekum Kufour.

In the keynote address, Dr Benjamin O. Alli, Coordinator, Technical Cooperation and Advisory Services, ILO/AIDS, noted that in West Africa workers in the transport, agriculture and informal sectors were at particular risk and emphasized the need to mitigate the impact in the sub-region.

Delegates recommended that WAPSAN provide standardized tools and resources to aid advocacy and the development of comprehensive programmes at country level; create a system to facilitate dialogue among groups in West Africa; establish a means for groups in the sub-region to share research, information and protocols; and undertake initiatives which focus on capacity building to support private sector-led treatment programmes.

1. The A5 Coalition is a New York based NGO with an office for West Africa in Ghana. It runs a variety of programmes, which include youth-focused intervention campaigns, nutrition research and support for PLWHA, and private sector advocacy.



Standing up to discrimination

Non-discrimination is one of the key principles of the ILO Code of Practice on HIV/AIDS and the world of work and is the theme for World AIDS Day in 2003.

"In the spirit of decent work and respect for the human rights and dignity of persons infected or affected by HIV/AIDS, there should be no discrimination against workers on the basis of real or perceived HIV status."

Discrimination and stigmatization of people living with HIV/AIDS inhibit efforts aimed at promoting HIV/AIDS prevention."

Section 4.2, An ILO Code of Practice on HIV/AIDS and the world of work

"If you take away our jobs, you will kill us faster than the virus. Work keeps us going."

Naveen Kumar, India

Non-discrimination is a fundamental principle of the ILO and is at the heart of the ILO's response to the epidemic. The principle of non-discrimination extends to employment status, recognized dependants, and access to health insurance, pension funds and other staff entitlements. But it is not just a matter of principle. Discrimination and stigmatization of people living with HIV/AIDS also inhibits prevention efforts: if people are frightened of the possibility of discrimination, they will probably conceal their status and are more likely to pass on the infection to others. Moreover they will not seek treatment and counselling. All successful prevention initiatives have been part of a wider approach that has included establishing an atmosphere of openness, trust and a firm stand against discrimination.

Keeping those with HIV at work is a win-win situation all round: the employee keeps an income and the employer retains the skills and experience of the workforce.

Even so, examples of discrimination in the workplace are many, and the application of measures to protect workers against stigma and discrimination is not easy. Two cases of HIV-related discrimination in the world of work are described here.

The personal tragedy of discrimination

India: The story of Ratna, Tamil Nadu

This is a real life story taken from an ILO study, supported by the US Department of Labor - *Socio-economic impact of HIV/AIDS on People Living With HIV/AIDS and their families* - which was conducted in four states of India through the networks of people living with HIV/AIDS.

Ratna, a 30 year old woman, is separated from her husband and six-year old daughter and living alone in Chennai. She holds a Bachelor of Science degree, a Masters in Public Administration and currently works as a counsellor in the Positive Women Network of South India. She earns about Rs 4,000 (c. US\$575) a month and has worked with the network for the past three years.

Ratna has been living with HIV for the past four years. She learned of her status while donating blood for an emergency case at the

hospital where she worked as a laboratory technician. She did her own HIV test. Then her husband revealed her status to the community, her relatives in her home town and the government organization where she worked. As a result she lost her job and was rejected by her family. This is, unfortunately, a frequent reaction among families, as well as in care centres and hospitals.

Now, as a participant in the Positive Women Network, she is open about her HIV status and has gone public in voicing issues affecting those living with HIV/AIDS. This has facilitated a supportive environment and helped her self-empowerment.

Since she now lives alone, her current income satisfies her basic needs. Additional expenditure on tests, treatment and medicine is onerous and affects her health, physically and mentally. Access to antiretroviral treatment is her main concern and she longs to re-join her husband and daughter.

Laws prohibiting discrimination based on HIV status, if implemented, would help workers like Ratna. The ILO study makes a series of recommendations that would improve their situation considerably.

Tribunal finds armed forces guilty of discrimination

Canada: Thwaites/Canadian Human Rights Commission v Canadian Armed Forces (CAF)

When Mr Thwaites, a Naval Electronic Sensor Operator for the CAF, was diagnosed as being HIV-positive, he was downgraded and assigned as a doorman at the petty officers' quarters, and eventually released on the grounds that since he was taking AZT, he was dependent on specialist care and therefore unable to go to sea for three or four months at a time.

However, a Tribunal found that at no time was Mr Thwaites unable to adequately perform his duties, that the relatively simple blood tests that he periodically required could easily have been performed on ships, and that his medical status did not create an unacceptable risk to himself nor to any mission he might serve on.

During the tribunal it became clear that no genuine assessment was made as to whether or not Mr Thwaites's condition constituted a real risk should he be sent to sea. It was concluded that he could have continued with his normal duties or he could have been excused irregular sea duties without undue hardship to CAF. Mr Thwaites was awarded damages and compensation.

HIV/AIDS training in the world of work

A cadre of informed trainers, managers and peer educators is at the heart of an effective workplace response.

Managers and labour leaders in South Africa

In 2000, with technical inputs from the ILO, Stellenbosch University and the National School of Public Health set up a postgraduate distance learning course on Management of HIV/AIDS in the World of Work. This has proved enormously successful and is now training a range of private and public sector managers, including UN staff, in over 30 countries. In the interests of strengthening and extending this type of learning, the parties concerned have set up the African Centre for HIV/AIDS Management in the World of Work, cosponsored by the ILO. Deputy President Jacob Zuma says: "Regardless of what we do in the community, if we do not extend our prevention and care work to the workplace, we will not make a dent in this epidemic. The

fight must be taken to the workplace where income is generated to combat poverty and create wealth."

To help take the initiative to central Africa, the Centre ran a training course with the ILO and GTZ for ILO constituents from seven countries in the sub-region. This took place in Douala, Cameroon, in late November 2003.

The distance learning course is mainly studied online, and comprises six modules covering:

"The future and how we handle the HIV/AIDS pandemic is in our hands. About 2,000 people in South Africa daily contract HIV, and it is our responsibility to take the death sentence out of AIDS."

A former Stellenbosch student

- the HIV/AIDS epidemic, its macro-economic impact and socio-cultural aspects
- legal, policy and labour relations issues
- strategies for prevention and care
- business and individual perspectives on HIV/AIDS, social responsibility and ethics
- research, monitoring and evaluation of HIV/AIDS programmes
- advocacy and community/organization mobilization

Seminars for the judiciary

For the first time in Asia, the ILO convened a meeting of high-level judges in Manila, Philippines, 16 - 19 September, to address the relevance and use of international labour standards in the work of courts and other bodies dealing with labour disputes.

The seminar brought judges from Cambodia, India, Indonesia, Malaysia, Papua New Guinea, Philippines, Thailand and Sri Lanka together with representatives of employers' organizations involved in the work of dispute settlement bodies. A specific session was dedicated to the implications and consequences of HIV/AIDS in the world of work.

Laws and judicial practices regarding discrimination on the grounds of HIV-status were discussed in the light of the *ILO Code of Practice on HIV/AIDS and the world of work*, the relevant standards, and guidance provided

by the ILO supervisory mechanism. Previous court decisions that respected the provisions of the ILO Code were considered and presented as examples of best practice.

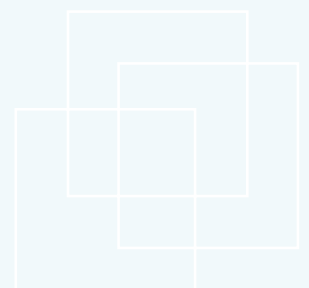
This meeting was part of a series of seminars that have also taken place in Harare and Lusaka in South Africa, Kampala and Nairobi in East Africa and Port of Spain in the Caribbean. They were arranged by the ILO in response to requests from industrial court judges, assessors and court staff who felt unqualified to handle industrial tribunal and labour court cases concerning HIV/AIDS in the workplace.

The ILO has also produced a training manual, *An outline of recent equality issues in employment for labour court judges and assessors*, (available in English, Portuguese and French) which contains a special chapter devoted to HIV/AIDS discrimination in the world of work.

Training for ILO/AIDS field focal points

A priority for ILO/AIDS is to strengthen the network of HIV/AIDS focal points in field offices and support their efforts. For this reason, the Programme collaborated with Regional and Area Offices to arrange staff training programmes on HIV/AIDS. Claire

Mulanga and Susan Leather facilitated training in Addis Ababa in October for focal points in Africa, and later the same month Brigitte Zug-Castillo and Susan Leather facilitated a course for focal points in Latin America and the Caribbean. A similar course took place in the Asia-Pacific Region in 2002, and we intend the process to be ongoing.



ILO/AIDS around the world

Algeria

The ILO, in collaboration with UNAIDS and the *Institut arabe d'éducation ouvrière* (Arab Institute for Workers Education), organized an inter-regional workshop on HIV/AIDS and the world of work in Algiers from 30 September to 2 October. Representatives from fifteen countries - Algeria, Bahrain, Djibouti, Egypt, Iraq, Jordan, Lebanon, Libya, Morocco, Mauritania, Palestine, Sudan, Syria, Tunisia and Yemen took part in this important tripartite workshop.

The workshop addressed, among other things legal and policy issues, gender, prevention, awareness raising, social dialogue, and the development of workplace policies.

The tripartite partners adopted *The Algier Platform of Action for Arabic Countries*. This document, together with tools provided by the ILO, provides a framework to facilitate the elaboration of national strategies to fight HIV/AIDS, especially in the world of work.

Argentina

The ILO office in Buenos Aires launched an event at the Ministry of Labour on 4 December, officially presenting the Code of Practice to government officials, labour and business leaders and NGOs. ILO/AIDS supported the event, which was warmly received by ILO constituents. "This is the spark we need to help them start programming on AIDS awareness for 2004", said Eric Carlson, ILO's Technical Specialist in Buenos Aires.

Brazil

The ILO office in Brasilia is working with the National Coordination Committee on STD/AIDS, the National Confederation of Industry and the National Business Council on HIV/AIDS to develop a training programme on HIV/AIDS and the World of Work, using the ILO education and training manual, translated and adapted to the specifics of the Brazilian situation. An 80-hour course is being prepared for 30 officials from companies/employers' organizations, trade unions and the federal government.

Costa Rica

On December 3, the ILO launched the Code of Practice during a workshop with labour inspectors and supervisors of the Ministry of Labour. The ILO office in San José, Costa Rica, also participated in a radio programme to talk about the impact of HIV/AIDS on the world of work.

As coordinator of the UNAIDS theme group, the ILO is actively supporting the network of NGOs that work on AIDS (both technically and financially) with a variety of awareness-raising activities such as radio and television programmes, marches, distribution of materials, and lobbying to get the World AIDS Day message broadcast on national television.

English-speaking Caribbean

The result of longstanding efforts by workers and employers, with government support, the *Protocol of the Social Partners in Barbados* was agreed earlier this year. Similarly, the Jamaica Employers Federation and the Jamaica Confederation of Trade Unions have signed a Memorandum of Understanding to work together to fight HIV/AIDS. The basis of both agreements is the Caribbean *Platform for Action* which was adopted by the ILO-sponsored Meeting on HIV/AIDS and the world of work in the Caribbean in May 2002.

Indonesia

With HIV infections in Indonesia approaching 1 million by the end of 2002, urgent action was required to reduce the spread and impact of the epidemic. In conjunction with Aksi Stop AIDS, FHI and USAID, ILO Jakarta held the West Java Tripartite Forum Consultative Meeting on Action Against HIV/AIDS in the World of Work, to build awareness among ILO constituents, discuss workplace issues and prepare workplace prevention programmes based on the Code of Practice.

Lebanon

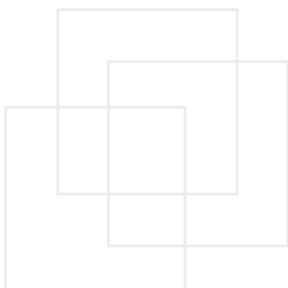
The *Interregional Tripartite Seminar on HIV/AIDS: Workplace Policies and Prevention Initiatives*, held in Beirut, 2-4 September, resolved to adopt objectives and principles of the ILO Code and implement a regional strategy for Arab states to include the development of national and workplace policies, a review of relevant legislation, and wide-ranging education and awareness programmes.

Pacific Islands

At a meeting in Suva in May this year, the Pacific Islands Secretariat adopted a workplace policy on HIV/AIDS. Secretary General Mr Noel Levi said "This is not just a health issue, HIV/AIDS has an impact on trade, gender equity, governance, human rights and security." The attendees also resolved to develop a Pacific Region Plan of Action against HIV/AIDS that would include an effective resource mechanism for its implementation.

"No matter how much political will, technical support and financial assistance is poured in Africa through such initiatives like New Economic Partnership for Africa Development (NEPAD), there will be no economic take-off and indeed no African Renaissance, if we fail to address the HIV/AIDS issue."

Mr Dolor Ernesta, Seychelles Minister for Social Affairs and Employment, launching a three-day forum on HIV/AIDS in the World of Work, organized by the Federation of Employers' Association of Seychelles (FEAS) in collaboration with the ILO, the IOE, the Ministry of Social Affairs and Employment and the Seychelles Federation of Workers Union (SFwu).



Technical cooperation - how it works

Russia and Eastern Europe

Moldova, Russian Federation, Ukraine

Asia

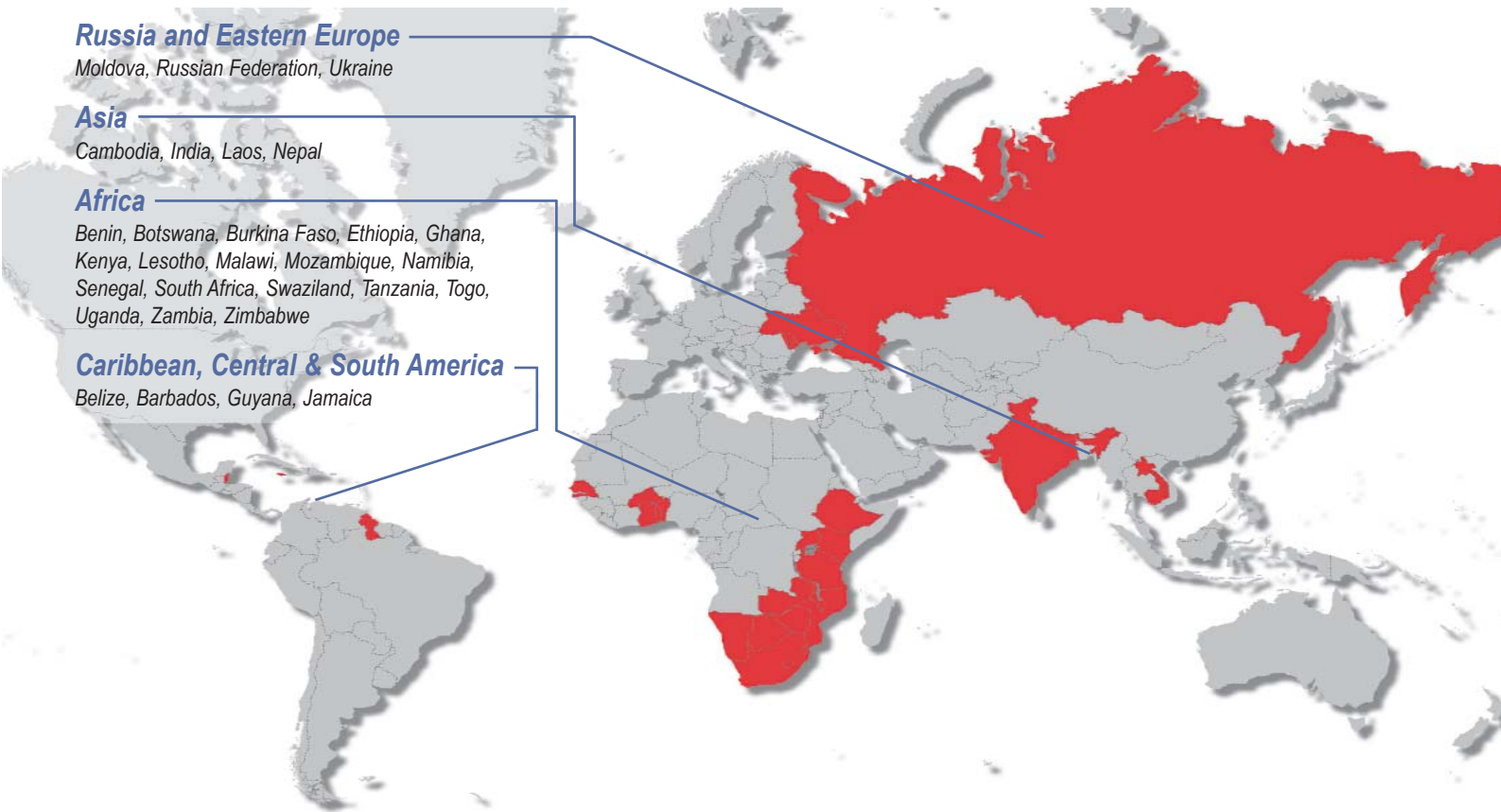
Cambodia, India, Laos, Nepal

Africa

Benin, Botswana, Burkina Faso, Ethiopia, Ghana, Kenya, Lesotho, Malawi, Mozambique, Namibia, Senegal, South Africa, Swaziland, Tanzania, Togo, Uganda, Zambia, Zimbabwe

Caribbean, Central & South America

Belize, Barbados, Guyana, Jamaica



Building a national response to HIV/AIDS and ensuring its effectiveness and sustainability demands specialized skills and capabilities across a broad range of disciplines. There is no single plan or methodology that works for every country or industry sector. Any programme of work has to be characterized by flexibility and selectivity. To begin with, the nature and extent of HIV/AIDS - as well as its present and projected impact on the world of work - varies among countries and regions, as does the degree of awareness, commitment and scope for action. Thus the seriousness of the problem must be balanced against a country's institutional capacity before priorities concerning the choice and nature of ILO assistance can be established.

When ILO/AIDS is invited to help in this work, it therefore first makes an assessment of the situation and presents its findings in a project document for approval by the relevant stakeholders, before implementation begins through a national project coordinator and a tripartite advisory board.

Part of the assessment process may involve national seminars and workshops held with the main stakeholders, to establish which particular areas - districts or industry sectors - are most vulnerable, so that resources can be targeted to the greatest effect.

Core stakeholders are the Ministry of Labour

(and also the Ministry of Health, the national AIDS programme and other relevant governmental agencies), employers' and workers' organizations. ILO/AIDS works with a range of donor partners, and is promoting public-private partnerships not only to provide finance for projects and ART, but also to fully engage businesses in the fight against HIV/AIDS.

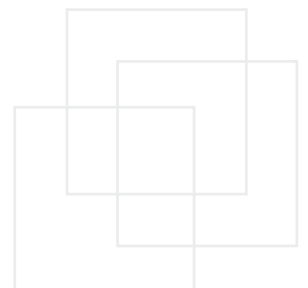
All stakeholders are involved at all stages of a project. They work together to:

- make inputs (policy and resources) into relevant programmes at the national level
- set up information and education dissemination mechanisms
- build up a spirit of ownership
- strengthen training capacity
- develop a project monitoring plan
- identify, document and disseminate best practices
- build a network among the social partners and participating enterprises

At the enterprise level, ILO/AIDS helps with policy development, orientation of senior management, training of supervisors and union representatives, behaviour change communication packages, gender-specific action, voluntary counselling and testing, condom promotion and distribution, care and support, and linkages beyond the workplace to the community.

This map shows where ILO/AIDS is working with partners and donors to help build capacity and implement workplace policies and programmes at national, regional and industry sector levels.

The influence of the ILO in fighting HIV/AIDS in the world of work also covers many more than these countries. Initiatives of ILO field offices are not included, and the ILO Code of Practice has already been translated into 30 languages, and has been launched or is being applied in over 40 countries. The comprehensive Education and training manual that accompanies it provides practical assistance in implementing the ILO Code of Practice.



Launch of the manual in Chinese

ILO/AIDS, in conjunction with GTZ, launches the first ever manual in Chinese concerning HIV/AIDS in the world of work during a series of events in Beijing and Kunming.



Mr Liu Peng, Director of Department of Employers, China Enterprise Confederation (CEC) making his presentation at the launch.

The launch was attended by ILO constituents, representatives of GTZ and UN agencies, activist groups and NGOs, and was aired nationally on Central China Television: Channel 9 news. Sabine Beckmann of ILO/AIDS was interviewed with a representative of China's Ministry of Labour and Social Security as part of a report covering AIDS-related issues such as stigma and discrimination and the rights of workers.



Key participants were representatives of the Chinese Employers' Federation and the All-China Federation of Trade Unions (ACFTU) that represents a staggering 130 million workers. ACFTU clearly understood the need for action on HIV/AIDS at the workplace and the Employers' Federation were especially keen to discuss capacity-building in the worst-hit areas such as Huenan province. Indeed, a week prior to the launch there had been two AIDS workshops in Beijing and Kunming, the capital of Huenan, organized by ILO Beijing officials Mrs Wu and Mr Zhu, with the support of ILO/AIDS regional coordinator for Asia, Gunnar Walzholz (see opposite.)

During the launch, the head of the National Centre for AIDS Control spoke frankly about the numbers of people infected with HIV. Although the number of those officially reported is less than 40,000, the government estimates that over one million are HIV-positive, and unless urgent steps are taken to curb the epidemic, this figure will rise to at least ten million by 2010. (See *Workplace Action* Issue 3, pp 6 and 7, for further information.)

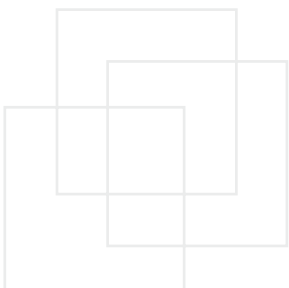
In addition to the official launch, the manual in Chinese was also introduced at two more events around the same time - one of the series of Harvard workshops on *HIV/AIDS and Business in Africa and Asia: Building Sustainable Partnerships*, and Peter Piot, Executive Director of UNAIDS, took the opportunity to show it when he chaired a panel session entitled *AIDS - why should we care?* for the Business in Africa and Asia summit.

HIV/AIDS activists and NGOs were unanimous in congratulating the ILO and GTZ on their initiative.

All this activity and focus on China comes at a time when the Government is keen to see greater economic development. Multinationals who come to China are aware of how important it is to address HIV/AIDS in the world of work, and this contributes significantly to maintaining attention on the epidemic and encouraging action.

More activities in Beijing and Kunming

- **China Enterprise Confederation (CEC) and ILO jointly organized the *China Employers' Forum*** in Beijing with half a day dedicated to HIV/AIDS at the workplace. CEC adopted a Declaration to *Fight HIV/AIDS in Workplaces* that encourages workplace education and respect for the rights of workers with HIV/AIDS.
- **Presentation to the *China Employers' Forum*** and two training workshops with CEC and ACFTU in Kunming to raise awareness and technical capacity - a UNAIDS-PAF funded project on *Fighting AIDS-Related Stigma and Discrimination in China*.
- **CEC also held a *Pilot Training on HIV/AIDS at the Workplace*** in Kunming. This was a two-day training workshop conducted among 40 employers in the hotel sector in Kunming. The workshop covered all aspects of HIV/AIDS at the workplace; the translated manual and the ILO/UNAIDS/WEF *Menu on Action Against AIDS in the Workplace* were used.
- **ACFTU held a two-day *Workshop on HIV/AIDS at the Workplace*** that was attended by 20 of its senior officials from across China. The workshop covered many issues including protecting the rights of workers with HIV/AIDS. This aspect of the workshop focused specifically on the relationship between prevention, education and non-discrimination, and on the economic advantages of a non-discriminatory workplace.



Establishing progress in Ukraine

An ILO/AIDS meeting in Ukraine in July this year helped strengthen multisectoral action against HIV/AIDS, providing a good example of how the social partners can effectively combine their skills and resources.

In launching the PAF-funded programme, *Catalytic Activities on HIV/AIDS in the World of Work*, the ILO brought together experts from all relevant sectors of Ukrainian society with Government and UNAIDS cosponsors to inform, educate, and develop a plan of action. The project aims to establish the basis for an infrastructure to mobilize the tripartite partners and to implement wide-ranging policy actions leading to new legislation, increased advocacy and awareness at all levels, and monitoring and evaluation of progress. In Zakarpatska Oblast, there will also be a monitoring survey, which will be used to develop the framework and

systems for appropriate data collection and its analysis for use in improving the mechanism of cooperation between institutions and organizations in dealing with HIV/AIDS-related issues.

Mr Mykhaylo Papiyev, Minister of Labour and Social Policy, opened a half-day national tripartite seminar: *HIV/AIDS Prevention in the World of Work: A Tripartite Response*, designed as a training seminar for the key project partners, which explored the issue in detail in relation to its impact on the labour force.

Following the translation of the *ILO Code of Practice* into Ukrainian earlier this year, some modules of the *Education and training manual* are also being translated for use in training activities that are being initiated in several regions, initially in the transport and health care sectors where it is reported that staff are badly informed about HIV/AIDS and are often afraid to treat HIV-positive patients.



Franklyn Lisk, Director, ILO/AIDS (foreground) with Mr Mykhaylo Papiyev, Minister of Labour and Social Policy at the launch of Catalytic Activities on HIV/AIDS in the World of Work in Kyiv, Ukraine.

Social protection in CIS given high priority

The HIV/AIDS epidemic in the CIS (Commonwealth of Independent States) countries is high on the agendas of their Labour Ministries. As each country recognizes the potential threat to their economies and societies, they naturally focus on tackling it in the world of work. In October, ILO/AIDS was invited to present the Programme's work, the ILO Code of Practice, and the training manual at a half-day seminar during the *XVI Session of the CIS Consultative Board on labour, migration and social protection* in Yerevan, the capital of Armenia.

In his presentation, Dr Benjamin Alli of ILO/AIDS stressed the importance of commitment to HIV/AIDS action at the highest political level, the effectiveness of a multisectoral approach to the implementation of policies and programmes, and the need for a comprehensive information and communication strategy that targets specific groups.

The discussion that followed the presentation, which was attended by Ministers from Armenia, Belarus, Georgia, Kazakhstan, the Russian Federation, Tajikistan and Ukraine, led to agreements on follow-up activities in all these countries. In a separate meeting with the UNAIDS focal point and UNDP, it was also agreed that the cost of printing the ILO Code of Practice in Armenian would be met by UNDP.

Workplace education programme in Cambodia

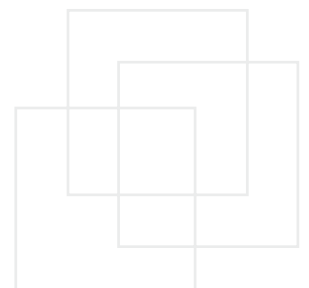
In partnership with Family Health International, the ILO signed a memorandum of understanding with the Ministry of Social Affairs, Labour, Vocational Training and Youth Rehabilitation of Cambodia. This launched a USDOL*-funded workplace education programme designed to help prevent the spread and mitigate the effects of HIV/AIDS in the world of work, as well as enhance protection for workers and their communities, and reduce adverse consequences on social, labour and economic development.

The memorandum of understanding committed both parties to a three-year project. This aims to "raise awareness of HIV/AIDS, prevent related discrimination and improve the implementation of the Cambodian Law and the Ministry's Strategic Plan in accordance with internationally recognized standards, particularly the ILO Code of Practice on HIV/AIDS and the world of work." It will extend from Phnom Penh to other cities and provinces of Cambodia.



From left to right: H.E. Charles A. Ray, United States Ambassador to Cambodia; Ms Christine Evans-Klock, Director of the ILO office for East Asia; H.E. Ith Samheng, Minister, MoSALVY; H.E. Ly Po, Permanent Vice Chair of NAA and Ms Geeta Sethi, CPA UNAIDS Cambodia.

*United States Department of Labor



Events

Exhibition at ILO headquarters in Geneva

Organized to coincide with World AIDS Day activities and the *Tripartite Interregional Meeting on Best Practices in HIV/AIDS Workplace Policies and Programmes (15-17 December)*, in collaboration with *Médecins sans Frontières* and *Groupe Sida Genève* The theme of the exhibition is awareness of HIV/AIDS, and includes paintings by artists from Cameroon, a photo exhibition and a movie on HIV/AIDS and the world of work from the ILO New Delhi office.

National Projects Coordinators' training in Geneva, April or May 2004

As part of the ILO/USDOL International HIV/AIDS Workplace Education Programme, national programme coordinators (NPCs) from 15 different countries will convene at Geneva for a week of training. The NPCs will be coordinating a tripartite response to HIV/AIDS in the world of work in the formal and informal economies.

6th International Conference on Community and Home-based Care for People living with HIV/AIDS

Dakar, 8-11 December

For further information on upcoming events, see www.ilo.org/aids, under 'Events and meetings'.

New publications

Getting going with the ILO Code and Manual

Using the ILO Code of Practice and training manual: Guidelines for employers

Using the ILO Code of Practice and training manual: Guidelines for trade unions

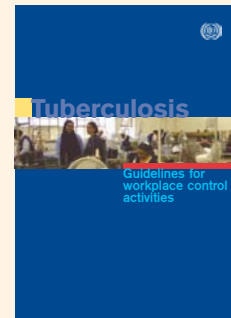
To simplify the process of dealing with HIV/AIDS in the workplace, and to encourage their use, practical guidelines to the ILO Code and the education and training manual have been produced for trade unions and employers. Each presents basic arguments for workplace action, and gives examples and answers to typical questions that are asked.



TB increasing due to AIDS

Tuberculosis: Guidelines for workplace control activities

Two million people die each year from TB, and numbers are increasing as people with HIV are susceptible to TB infection. ILO/AIDS has contributed to the development of workplace guidelines for TB control in collaboration with the World Health Organization, the World Economic Forum and others.



For copies of these publications see www.ilo.org/aids and click on 'Workplace action: case studies and guidelines'.

The report for the Inter-regional tripartite meeting on best practices in workplace policies and programmes on HIV/AIDS held 15-17 December at ILO, Geneva, is available at www.ilo.org/aids under 'Events and meetings'.

Selected websites

<http://www.thebody.com/>

The Body website provides information on all HIV/AIDS-related topics. It also contains forums for PLWHA and answers your questions on workplace matters.

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

The Development Gateway provides access to knowledge for developing countries. This site has information on the social and economic impact of HIV/AIDS and other related topics.

<http://www.globalfundatm.org/index.html>

The Global Fund to Fight AIDS, Tuberculosis and Malaria attracts, manages and disburses resources to prevent and mitigate the impact of these diseases.

<http://www.iaen.org>

The International AIDS Economic Network (IAEN) provides data, tools and analysis on

the economics of HIV/AIDS prevention and treatment in developing countries.

<http://www.icftu.org>

The ICFTU website includes information and training material on AIDS, and has news of the global union campaign against HIV/AIDS.

<http://www.ioe-emp.org>

The IOE site offers a link to the comprehensive publication, *Employers' Handbook on HIV/AIDS - A Guide for Action*, and the joint ICFTU-IOE statement on HIV/AIDS.

<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.

<http://www.worldbank.org/aids>

The World Bank site offers information and publications on the impact of HIV/AIDS as well as the World Bank response.

ILO AIDS

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, information and opinions and we will endeavour to include them.

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