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Implementing the ILO Code of Practice on HIV/AIDS and the world of work: an education and training manual
There is now an enormous amount of literature available about HIV and AIDS. This very short guide is divided into:

- Selected references from the ILO Code of Practice. The full-size version of the Code contains a substantial reading list, but the pocket edition of the code does not contain appendices IV - VII, so some of the materials listed are re-printed here, especially the sector-specific information.

- General sources of information: and

- Resources for issues raised in each module.

**Sectoral codes, guidelines and information**

**Agriculture**

**Education**
Kelly, M.J.: "What HIV/AIDS can do to education, and what education can do to HIV/AIDS" (Lusaka, 1999), in Best Practice Digest, UNAIDS website.
University of Queensland: “HIV policy and guidelines”, in Handbook of university policies and procedures (Brisbane, 2000).
World Consultation of Teachers' International Organizations: Consensus statement on AIDS in schools (undated).
REFERENCES AND RESOURCES

A guide to further information

**Health sector**

**Hotel, catering and tourism**
Caribbean Epidemiology Centre (CAREC): HIV/AIDS in the workplace – A programme for the tourism industry, Caribbean Tourism Health, Safety and Resource Conservation Project (CTHSRCP) (Trinidad and Tobago, 2000).
WHO: Statement on screening of international travellers for infection with human immunodeficiency virus (Geneva, 1988).

**Maritime and transport**
Philippine Seamen’s Assistance Program (PSAP)/ITF Seafarers’ Trust: PSAP AIDS education programme for Filipino seafarers (Rotterdam, undated).

Mining and energy
World Bank/International Finance Corporation (IFC): HIV/AIDS and mining, IFC website. (And see p. 13)

Public service and military
PSI: Policy and plan of action on HIV/AIDS, Public Services International (Ferney-Voltaire, 2001)
There are a number of websites which provide relevant information.

Start with the ILO’s own site. You can go to http://www.ilo.org and click on the link to ILO/AIDS or go straight to http://www.ilo.org/aids

**United Nations websites**

The website of UNAIDS (the Joint UN Programme on HIV/AIDS) is a key source of information: http://www.unaids.org.
UNAIDS produces a Best Practice series - some of the titles are mentioned below under the references for each module.

The eight UN agencies which are the UNAIDS co-sponsors include the ILO and:

United Nations Children’s Fund (UNICEF)
http://www.unicef.org

United Nations Development Programme (UNDP)
http://www.undp.org

United Nations Population Fund (UNFPA)
http://www.unfpa.org

United Nations International Drug Control Programme (UNDCP)
http://www.undcp.org

United Nations Educational, Scientific and Cultural Organization (UNESCO)
http://www.unesco.org

World Health Organization (WHO)
http://www.who.int

World Bank
http://www.worldbank.org

On all the websites you should link to pages about HIV and AIDS, or you can use the search engine.
Other websites

HIV/AIDS information with socio-economic and/or workplace focus

Family Health International, a non-profit organization, has an extensive education programme on HIV/AIDS, some of it in the context of the workplace: http://www.fhi.org

International AIDS Economics Network discusses the economic impact of the epidemic. It has a monthly Newsletter with useful links, which you can receive by visiting its website: http://www.iaen.org

The Joint Center for Political and Economic Studies hosts a literature review on the economic impact of AIDS on South Africa, including the impact on the workplace and the response of government, industry and communities: http://www.jointcenter.org/international/hiv-aids/1_lit-review.htm

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

Canadian HIV/AIDS Legal Network: this site has many resources on the policy and legal issues raised by HIV/AIDS: http://www.aidslaw.ca

National AIDS Trust is an HIV/AIDS policy and advocacy organization: http://www.aidsalliance.org

A list of links to workplace issues and HIV/AIDS will be found at http://hivinsite.ucsf.edu/InSite.jsp?page=li-05-13

KaiserNetwork is a general health site, with a large section on HIV and AIDS. You can sign up for a daily email digest of stories about HIV and AIDS. The service is free. Stories are archived and can be searched: http://www.kaisernetwork.org

HIV/AIDS information from business and labour organizations

The Global Business Coalition on HIV/AIDS brings together an increasing number of international businesses dedicated to combating the AIDS epidemic through workplace-related action: http://www.businessfightsaids.org
The Asian Business Coalition on AIDS is made up of companies from about ten countries in the region: [http://www.abconaidso.org](http://www.abconaidso.org)

US Centers for Disease Prevention and Control: the CDC’s Business Responds to AIDS and Labor Responds to AIDS Programs (BRTA/LRTA) offer many resources to help large and small businesses and trade unions meet the challenges of HIV/AIDS in the workplace and the community: [http://www.hivatwork.org](http://www.hivatwork.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 fight against HIV/AIDS, promote good practices and expand corporate advocacy: [http://www.weforum.org](http://www.weforum.org)

Futures Group International has produced a number of policy reports on the economic impact of HIV/AIDS, the human rights issues and possible interventions: [http://www.tfgi.com/hivaidas.asp](http://www.tfgi.com/hivaidas.asp)

The International Organisation of Employers website includes the text of its handbook for employers on HIV/AIDS: [http://www.ioe-emp.org](http://www.ioe-emp.org)

A number of trade union websites demonstrate their action on the issue. The International Confederation of Free Trade Unions site has a button for HIV/AIDS on the home page. [http://www.icftu.org](http://www.icftu.org)

Several of the global union federations have campaigns, education and policy material on their websites. Links to all these can be found on the ICFTU site.
Module 1
HIV/AIDS: the epidemic and its impact on the world of work

ILO:
  • HIV/AIDS: A threat to decent work, productivity and development (Geneva, 2000)
  • HIV/AIDS in Africa: The impact on the world of work (Geneva, 2000).
UNAIDS:
  • Guidelines for studies of the social and economic impact of HIV/AIDS (Geneva, 2000).
  • The Global Strategy Framework on HIV/AIDS (Geneva, 2001)
  • The regular reports by UNAIDS on the epidemic provide estimates of infection rates for each country and overviews of the pandemic. The latest is the Report on the Global HIV/AIDS Epidemic 2002 which was released to coincide with the XIVth International Conference on HIV/AIDS held in Barcelona, Spain, in July 2002.

Module 2
HIV/AIDS and human rights

Council of Europe, European Health Committee: Medical examinations preceding employment and/or private insurance: A proposal for European guidelines (Strasbourg, May 2000).
Human Rights Watch is an independent organization campaigning on human rights. They produce a number of reports on HIV/AIDS and rights, for example: Epidemic of


UNAIDS:
- Protocol for the identification of discrimination against people living with HIV (Geneva, 2000).
- The UNAIDS Best Practice Collection has a number of relevant papers. United Nations Commission on Human Rights: Discrimination against HIV-infected people or people with AIDS; Final report submitted by Mr. Varela Quiros (Geneva, 28 July 1992).


Module 3
Workplace action through social dialogue: the role of employers, workers and their organizations

Canadian Union of Public Employees: Information kit on HIV/AIDS and the workplace (Ontario, 2000).


REFERENCES AND RESOURCES


Module 4
A legal and policy framework on HIV/AIDS in the world of work: the role of government


Health Economics & HIV/AIDS Research Division (HEARD), University of Natal: AIDS toolkit (Durban, South Africa - website details above).


ILO:
- Social security: issues, challenges and prospects (Geneva, 2001)


UNAIDS and the World Bank: AIDS, Poverty Reduction and Debt Relief (Geneva, 2001)


Module 5

The gender dimensions of HIV/AIDS in the world of work


ILO:
- National Report for Promoting the Linkages between women’s employment and the reduction of child labour, Gender Promotion Programme (Geneva, 2001).
- Realizing decent work for older women, Gender Promotion Programme (Geneva, 2000).
- Women and men in the informal economy, A statistical picture (Geneva, 2002).


Panos Institute:

UNAIDS:
- Working with men for HIV prevention and care, Best Practice Collection (Geneva, 2000).


Module 6
Workplace programmes for HIV/AIDS prevention

UNAIDS:
• Condom social marketing, Selected case studies, Best Practice Collection (Geneva, 2000).
• HIV prevention needs and successes: A tale of three countries, Best Practice Collection (Geneva, 2001).

Module 7
Care and support

Employers’ Forum on Disability: A practical guide to employment adjustments for people who have HIV (London, 2002). The website is: http://www.employers-forum.co.uk
ILO:
• A future without child labour (Geneva, 2002).
• Intersecting Risks: HIV/AIDS and Child Labour (Geneva, 2002).
UNAIDS: HIV and AIDS-related stigmatization, discrimination and denial: forms, contexts and determinants. Research studies from Uganda and India (Geneva, 2000).
Module 8
HIV/AIDS and the informal economy

FNV and CNV: Organising Change - Strategies for Trade Unions to organise women workers in economic sectors with precarious labour conditions (Amsterdam, 1997).

ILO:
- Microfinance strategies for HIV/AIDS Mitigation and Prevention in sub-Saharan Africa (Geneva, 2001)
- Training module for NGOs on HIV/AIDS prevention in informal economy workplaces (New Delhi, 2002).
- Women and men in the informal economy: A statistical picture (Geneva, 2002)


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

UNAIDS and International Organization for Migration: Migrants' Right to Health (Geneva, 2001)
Regional contacts, ILO and UNAIDS

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4, route des Morillons
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REFERENCES AND RESOURCES

A guide to further information

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