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ILOAIDS
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

- Barnett, T.: "Subsistence agriculture", in Barnett, T.; Blas, E.; Whiteside, A. (eds.): *AIDS brief for sectoral planners and managers* (Geneva, GPA/UNAIDS, 1996).
- du Guerny, J.: *AIDS and agriculture in Africa: Can agricultural policy make a difference?* FAO Sustainable Development Department (Rome, 1999).
- Schapink, D. et al.: *Strategy to involve rural workers in the fight against HIV/AIDS through community mobilization programs, draft for review*, Paper discussed at a regional workshop on community participation and HIV/AIDS, June 2000, United Republic of Tanzania (Washington, DC, World Bank Rural HIV/AIDS Initiatives, 2000).
- Southern Africa AIDS Information Dissemination Service (SAFAIDS): *AIDS and African smallholder agriculture* (Zimbabwe, 1999).

Education

- Education International and World Health Organization: *Training and resource manual on school health and HIV/AIDS prevention* (Brussels, 2000).
- 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.
- UNAIDS: *School health education to prevent AIDS and STD: A resource package for curriculum planners* (Geneva, 1999).
- 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).

Health sector

Centers for Disease Control and Prevention: "Public health service guidelines for the management of health care worker exposures to HIV and recommendations for post-exposure prophylaxis", in *Morbidity and Mortality Recommendations and Reports* (Atlanta, 1998), Vol. 47, No. RR-7.

Garner, J.S.: *Guidelines for isolation precautions in hospitals*, Hospital Infection Control Practices Advisory Control Committee, CDC (Atlanta, 1996).

ICN (International Council of Nurses): *Reducing the impact of HIV/AIDS on nursing and midwifery personnel* (Geneva, 2000).

WHO/ILO: *Statement from the Consultation on action to be taken after occupational exposure of health care workers to HIV* (Geneva, Oct. 1989).

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).

International Hotel and Restaurant Association/Pacific Asia Travel Association/UNAIDS: *The challenge of HIV/AIDS in the workplace: A guide for the hospitality industry* (Geneva and Paris, 1999).

Moomaw, P.: 'When an employee says, "Boss, I have AIDS"', in *Restaurants USA* (National Restaurant Association, Washington, DC), Mar. 1996.

United States Agency for International Development (USAID): *AIDS briefs, tourism sector* (Washington, DC, undated).

WHO: *Statement on screening of international travellers for infection with human immunodeficiency virus* (Geneva, 1988).

Maritime and transport

Aerospace Medical Association Human Factors Committee (AsHFC): *Neurobehavioural testing of HIV infected aviators, Draft position paper* (Alexandria, 1996).

Bikaako-Kajura, W.: *AIDS and transport: The experience of Ugandan road and rail transport workers and their unions* (International Transport Workers' Federation, London, 2000).

International Transport Workers' Federation: *Proposals for a policy on HIV/AIDS prevention and care for transport workers in Uganda* (London, 2000).

Nueva Era en Salud/Civil Military Alliance to Combat HIV/AIDS: *The Panamanian International Maritime and Uniformed Services Sector STD/HIV/AIDS Project, executive summary* (1998).

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

WHO/ILO: *Consensus statement from the Consultation on AIDS and seafarers* (Geneva, Oct. 1989).

- Yeager, R.: *Inter-Organization Policy Meeting on the Development of HIV/AIDS Prevention in the Maritime Sector*, Background paper (London, Oct. 1997).
- Yeager, R; Norman, M.: "HIV and the maritime – Seafarers and seaport workers: A hidden population at risk", in *Civil-Military Alliance Newsletter* (Hanover, NH), Oct. 1997, Vol. 3, No. 4.

Mining and energy

- Anglo American Corporation of South Africa Limited: *HIV/AIDS policy* (1993).
- International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM), *Report and conclusions of workshop on HIV/AIDS* (Johannesburg, 2001).
- United States Agency for International Development (USAID): *AIDS briefs, mining sector* (Washington, DC, undated).
- 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)
- United Nations Military Planners and Commanders/United Nations Department of Peacekeeping Operations and Civil-Military Alliance to Combat HIV/AIDS: *Policy guidelines on HIV/AIDS prevention and control for United Nations military planners and commanders* (Geneva, Feb. 2000).
- United States Agency for International Development (USAID): *AIDS briefs, military populations* (Washington, DC, undated).
- United Nations Department of Peacekeeping Operations: "Module 1: Defining HIV and its impact on the military", in *HIV prevention and behaviour change in international military populations* (New York, 1999).

Websites

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.abcon aids.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>

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>

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/hivaids.asp>

The International Organisation of Employers website includes the text of its handbook for employers on HIV/AIDS: <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>

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.

Selected references for the modules

Module 1

HIV/AIDS: the epidemic and its impact on the world of work

Barnett, T.; Whiteside, A.: *AIDS in the Twenty-First Century: Disease and Globalization* (Palgrave Macmillan, Basingstoke, 2002)

Brookings Institution: *Meeting the Global Challenge of HIV/AIDS* (Washington, Apr. 2001).

Bloom, D. E. and Lyons, J.V. (eds.): *Economic Implications of AIDS in Asia* (New Delhi, United Nations Development Programme, 1993).

ILO:

- *Human capital and the HIV epidemic in sub-Saharan Africa*, ILO/AIDS Working Paper (Geneva, 2002).
- *The labour market and employment implications of HIV/AIDS*, ILO/AIDS Working Paper (Geneva, 2002).
- *HIV epidemic and other crisis response in sub-Saharan Africa*, InFocus Programme on Crisis Response and Reconstruction Working Paper (Geneva, 2002).
- *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).

N'Daba, L.; Hodges-Aeberhard, J.: *HIV/AIDS and employment* (Geneva, ILO, 1998).

UN: *Declaration of Commitment on HIV/AIDS*, UN General Assembly Special Session on HIV/AIDS, 2001.

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.

Whiteside, A.; Sunter, C.: *AIDS: The challenge for South Africa* (Cape Town and Tafelberg, Human & Rousseau, 2000).

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*

abuse: police harassment of HIV/AIDS outreach workers in India, New York, 2002.
Their website is: <http://hrw.org>

Office of the High Commissioner for Human Rights (OHCHR)/UNAIDS: *HIV/AIDS and human rights: International guidelines* (New York and Geneva, 1998).

UNAIDS:

- *A Conceptual Framework and Basis for Action: HIV/AIDS Stigma and Discrimination* (Geneva, 2002).
- *A human rights approach to AIDS prevention at work: The Southern African Development Community's Code on HIV/AIDS and Employment* (Geneva, 2000).
- *Protocol for the identification of discrimination against people living with HIV* (Geneva, 2000).
- The *International Guidelines on HIV/AIDS and Human Rights* (2nd edition, September 2002) are available from UNAIDS and on the website of the United Nations High Commissioner for Human Rights: <http://www.unhchr.ch>
- 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).

WHO/ILO: *Statement from the Consultation on AIDS and the workplace* (Geneva, 27-29 June 1988).

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).

Family Health International: *Workplace HIV/AIDS programs: An action guide for managers* (Arlington VA, 2002). Also available for downloading from their website.

Federation of Kenya Employers: *HIV/AIDS education at the workplace – animators/facilitators' manual* (Nairobi, 2002).

Gresak, G.A.: *From Ostriches to Proteas: a resource manual for South African employers, unions and employees to manage HIV/AIDS issues in the workplace* (Johannesburg, 2001).

International Confederation of Free Trade Unions – African Regional Organisation: *A training manual for shop stewards on HIV/AIDS in the workplace* (Nairobi, 2002).

International Organisation of Employers: *Employers' Handbook on HIV/AIDS* (Geneva, 2002).

South African Motor Corporation (Pty.) Ltd.: *SAMCOR Policy/Letter on HIV/AIDS* (1999).

UNAIDS: *PHILACOR Corporation: Private sector HIV/AIDS response* (Philippines), Best Practice Collection (Geneva, 1999).

UNAIDS/The Global Business Council on HIV & AIDS/The Prince of Wales Business Leaders Forum (PWBLF): *The business response to HIV/AIDS: Impact and lessons learned* (Geneva and London, 2000).

United States Office of Personnel Management: *HIV/AIDS policy guidelines* (Washington, DC, 1995).

Module 4

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

Berridge, V.: *AIDS in the UK. The making of policy, 1981-1994* (Oxford, 1996).

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

Hodges-Aeberhard, J.: *Policy and legal issues relating to HIV/AIDS and the world of work* (Geneva, ILO, 1999 - revised 2002).

ILO:

- *An outline of recent developments concerning equality issues in employment for labour court judges and assessors* (Geneva, 1997), see 'Specific developments concerning HIV/AIDS discrimination', pp. 27-31.
- *Social security: issues, challenges and prospects* (Geneva, 2001)

ILO/Ministry of Labour and Youth Development, United Republic of Tanzania: *Report for the national tripartite seminar for chief executives on strengthening workplace management in tackling employment implications of STI/HIV/AIDS* (Dar es Salaam, 2000).

International Confederation of Free Trade Unions: *Guide to Poverty Reduction Strategy Papers* (Brussels, 2001).

Occupational Health and Safety Center, Dept. of Labor and Employment, Republic of the Philippines: *Training manual: appreciation course on HIV/AIDS and the workplace (with reference to Republic Act 8504)* (Quezon City, 2000).

South African Department of Health/Community Agency for Social Enquiry (CASE): *Guidelines for developing a workplace policy programme on HIV/AIDS and STDs* (Mar. 1997).

UNAIDS: *AIDS and HIV infection, information for United Nations employees and their families* (Geneva, 1999).

UNAIDS/IPU (Inter-Parliamentary Union): *Handbook for legislators on HIV/AIDS, law and human rights* (Geneva, 1999).

- UNAIDS and the World Bank: *AIDS, Poverty Reduction and Debt Relief* (Geneva, 2001)
- United Nations: *Resolution 54/283 on the review of the problem of human immunodeficiency virus/acquired immunodeficiency syndrome in all its aspects*, adopted by the General Assembly at its 54th Session, New York, 14 Sep. 2000.
- Western Australia Commission: *Code of practice on the management of HIV/AIDS and hepatitis at workplaces* (West Perth, Sep. 2000).

Module 5

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

- Commonwealth Secretariat: *Gender Mainstreaming in HIV/AIDS: Taking a Multisectoral Approach* (London, 2002) www.thecommonwealth.org/gender
- ILO:
- *Gender Equality: A guide to collective bargaining* (Geneva, 2002).
 - *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).
- Lim L. L.: *The Sex Sector: The economic and social bases of prostitution in Southeast Asia* (Geneva, ILO, 1998).
- Panos Institute:
- *The Intimate Enemy: Gender Violence and Reproductive Health*, Briefing No 27 (London, 1998).
 - *Triple Jeopardy – Women and AIDS* (London, 1990).
- UNAIDS:
- *Gender and AIDS Almanac* (New York, 2001).
 - *Resource Packet on Gender and AIDS* (Geneva, 2001).
 - *Working with men for HIV prevention and care*, Best Practice Collection (Geneva, 2000).
- United Nations Development Fund for Women (UNIFEM): *Gender, HIV and Human Rights: A Training Manual* (New York, 2002) - www.unifem.undp.org
- Save the Children: *South Africa's Children, HIV/AIDS and the Corporate Sector, A toolkit for action for HIV/AIDS affected children* (SCF, 2002).
- Smith, S.; Cohen, D.: *Gender, Development and the HIV epidemic* (New York, UNDP, 2000).

Module 6

Workplace programmes for HIV/AIDS prevention

Department for International Development: *Prevention of Mother to Child Transmission of HIV* (London, 2001).

Family Health International: 'Forging multi-sectoral partnerships to prevent HIV and other STIs in South Africa's mining industry', *Impact on HIV*, Volume 2, No. 1, June 2000.

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).

United Nations Children's Fund (UNICEF) and the Panos Institute: *Stigma, HIV/AIDS and prevention of mother-to-child transmission*, report of a pilot study (London, 2001).

WHO: *Guidelines on AIDS and first aid in the workplace*, WHO AIDS Series 7 (Geneva, 1990).

Module 7

Care and support

Centers for Disease Control and Prevention: "1999 USPHS/IDSA Guidelines for the prevention of opportunistic infections in persons infected with human immunodeficiency virus", in *Morbidity and Mortality Weekly Report (MMWR)* (Atlanta), see Appendix: 'Environmental and occupational exposures', Vol.48, No. RR-10, 20 Aug. 1999, pp. 62-64.

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).

United Nations Non-Government Liaison Service (NGLS): *Voices from Africa: NGO Responses to HIV/AIDS* (Geneva, 2001).

World Bank: *Africa's Orphans and Vulnerable Children* (Washington, Feb. 2002).

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:

- *Decent work and the informal economy*, Report to the 90th Session of the International Labour Conference, Geneva, 2002.
- *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)
- *Women Organizing for Social Protection: The Self-employed Women's Association's (SEWA) Integrated Insurance Scheme* (Geneva, 2001) - www.ilo.org/step/publs

ILO/ACTRAV: *Trade unions and the informal sector: towards a comprehensive strategy* (Geneva, Oct. 1999).

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)

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