

RURAL DEVELOPMENT through DECENT WORK

FOR GROWTH, PRODUCTIVE JOBS, INCOME, FOOD SECURITY, GOOD WORKING CONDITIONS, EQUAL OPPORTUNITIES, RIGHTS, VOICE, SUSTAINABLE DEVELOPMENT, CRISIS RESILIENCE



International Labour Office

Rural-Relevant Tools

ILO Code of Practice on HIV/AIDS and the World of Work

People



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What is the ILO Code of Practice on HIV/AIDS and the world of work?

A code, published in 2001, providing practical guidance to policy-makers, employers' and workers' organizations and other social partners for formulating and implementing appropriate workplace policy, prevention and care programmes, and for establishing strategies to address women and men workers in the formal and informal economy. It is the product of collaboration between the ILO and its tripartite constituents, as well as ILO cooperation with its international partners

For whom?

- **Direct beneficiaries:** Policy-makers, social partners, all employers and workers (including applicants for work) in the public and private economy, covering all aspects of work, formal and informal activities
- **Ultimate beneficiaries:** People living with HIV

For what purpose?

- Provide a set of guidelines to address the HIV epidemic in the world of work, within the framework of the promotion of decent work
- Help prevent the spread of the epidemic, mitigate its impact on workers and their families and provide social protection to help cope with the disease
- Advocate key principles, such as the recognition of HIV and AIDS as a workplace issue, non-discrimination in employment, gender equality, screening and confidentiality, social dialogue, prevention, care and support, and a healthy working environment as the basis for addressing the epidemic in the workplace
- Emphasize the fact that "health" is not only about being treated for diseases but also a state of physical, mental and social well-being

- Help to secure conditions of decent work in the face of a major humanitarian and development crisis
- Ensure that the world of work component of the national strategy is adequately developed and appropriately placed within the national framework of action

How is it delivered?

- Through various capacity development initiatives, including meetings, and trainings-related events
- Through the comprehensive education and training manual *Implementing the ILO code of practice on HIV/AIDS and the world of work. An education and training manual*
- Through additional ILO tools such as:
 - The *ILO code of practice and training manual - Guidelines for labour judges and magistrates*
 - *A handbook on HIV/AIDS for labour and factory inspectors*
 - The *ILO code of practice and training manual - Guidelines for employers*
 - The *ILO code of practice and training manual - Guidelines for trade unions*

What are its components?

Nine sections:

- Objective
- Use
- Scope and terms used in the code
- Key principles
- General rights and responsibilities
- Prevention through information and education
- Training
- Testing
- Care and support

Which Technical areas are covered?

- HIV and AIDS
- Human rights and gender equality
- Non-discrimination
- Confidentiality
- Social dialogue
- Capacity building
- Training and educational programmes
- Gender-specific programmes
- Voluntary counselling and testing
- Care and support
- Policy making



Where has it been used?

In more than 50 countries, among others: Afghanistan, Albania, Azerbaijan, Benin, Bosnia, Bulgaria, Cambodia, Chad, China, Ethiopia, Georgia, Germany, Ghana, Hungary, India, Indonesia, Italy, Japan, Kenya, Kyrgyzstan, Lao PDR, Lesotho, Madagascar, Malawi, Mongolia, Namibia, Namibia, Nepal, Pakistan, Poland, Portugal, Romania, Russia, Senegal, South Africa, Sri Lanka, Swaziland, Thailand, Togo, Turkey, Ukraine, Viet Nam, Zambia, and Zimbabwe (see map)

Which languages?

Available in 45 languages: Albanian, Amharic, Arabic, North Azerbaijani, Bahasa Indonesia, Bosnian, Bulgarian, Chichewa, Chinese, Dari, English, Ewe, French, Ga, Georgian, German, Hausa, Hindi, Hungarian, Italian, Japanese, Khmer, Kyrgyz, Lao, Malagasy, Mongolian, Nepali, Oromo, Pashto, Polish, Portuguese, Romanian, Russian, Sinhala, Southern Sotho, Spanish, Swati, Thai, Tswana, Turkish, Twi, Ukrainian, Urdu, Vietnamese, and Wolof



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Is it suitable for rural areas?

Yes

What are its strengths?

- Jointly adopted by ILO's tripartite constituents
- Based on a human rights approach
- Practical guidelines to address HIV and AIDS in the workplace, formal and informal
- Includes all essential elements for a comprehensive workplace policy or programme
- Provides a good understanding of HIV and AIDS, basic facts about the epidemic and its implications
- Gives practical information such as a checklist for planning and implementing a workplace policy on HIV and AIDS

Is there a training course in ITC-Turin?

The tool is referred to in the course "HIV/AIDS and the world of work: A prevention and social protection perspective"

Where to find more information?

- ILO approach to respond to HIV and AIDS in the World of Work: <http://www.ilo.org/aids>
- ILO Code of Practice on HIV/AIDS and the World of Work: http://www.ilo.org/aids/Publications/lang--en/docName--WCMS_113783/index.htm

Who to contact?

E-mail: iloaids@ilo.org

Address: International Labour Office
4 Route des Morillons
Genève 22 CH-1211
Switzerland



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