Recommendations

Governments

Governments should:

- Show commitment to HIV/AIDS action at the highest political level.
- Review the existing labour law and related legislation and establish the necessary legal and policy framework with respect to HIV/AIDS prevention, care and support, in keeping the ILO Code of practice on HIV/AIDS and the World of Work and other international standards.
- Develop and implement national HIV/AIDS policies and activities with the full participation of the social partners and the relevant NGOs.
- Develop a comprehensive information and communication strategy targeting all groups of society and adapted to different populations.
- Consider ratification of ILO conventions, which may be related to HIV/AIDS management in the workplace in accordance with the ILO code of practice on HIV/AIDS and the world of work.
- Initiate research studies, including data collection on the national HIV/AIDS situation, and social and economic consequences.
- Enhance capacity of labour inspectors to ensure compliance with the legal requirements on HIV/AIDS and to provide advice at the workplace.
- Initiate the incorporation of issues regulating the rights and responsibilities of the social partners in the sphere of prevention and mitigation of HIV/AIDS in the General Agreement.
- Secure funding and proper disbursement for the implementation of national programmes on HIV/AIDS prevention, care and support.
- Provide employers with incentives to implement effective workplace policies on HIV/AIDS.
- Initiate the drafting of regional agreements on matters relating to the prevention of the spread of HIV and mitigation of the negative impact of the epidemic and reflecting the specifics of the signatory countries.
Employers

Employers should:

- Develop and implement workplace policies and programmes on HIV/AIDS with the participation of workers.
- Adapt working conditions to accommodate workers with HIV and AIDS. And if feasible, provide re-training.
- Expand the capacity of occupational health services to effectively deal with HIV/AIDS issues at the workplace.
- Incorporate in the occupational health and safety training programmes for workers a module on HIV/AIDS issues.
- Inform managers on HIV/AIDS problems (its nature, prevention, transmission routes, prevention of discrimination, social support of HIV+, information about health care services, social benefits, etc.)

Employers’ organizations should:

- Organize workshops and seminars for employers on HIV/AIDS, including training of trainers' courses.
- Set up standing commissions on HIV/AIDS.
Workers

Workers’ organizations should:

- Develop policies on HIV/AIDS to guide action at national, local and enterprise level,
- Initiate awareness campaigns for members and public.
- Negotiate collective agreements to incorporate provisions on HIV/AIDS at national, sectoral, local and enterprise level.
- Form coalitions with NGOs and employers’ organizations to facilitate action on HIV/AIDS.
- Develop the capacity of their health and safety representatives to address HIV/AIDS.
- Provide practical assistance to families of their members living with HIV/AIDS.
- Take measures to protect the rights of workers with HIV/AIDS.
International community

The ILO should:

- Organize national seminars on HIV/AIDS for the tripartite constituents in the countries of the Commonwealth of Independent States.
- Provide advisory services based on best practices and experience related to HIV/AIDS in other countries.
- Assist in establishing inter-country cooperation concerning relevant issues to prevent the spread of HIV and mitigate the negative impact of HIV/AIDS.
- Encourage the international workers’ and employers’ organizations to address effectively issues related to HIV/AIDS.

Other relevant international organizations should:

- Coordinate the distribution of resources earmarked for the prevention and mitigation of HIV/AIDS at the inter-country and national levels.
- Provide assistance in the restructuring of the foreign debts of the CIS member-states with a view to funneling the released resources to the combat against HIV/AIDS.
- Provide assistance in training specialists for prevention and mitigation of HIV/AIDS.