



## SEVENTH ITEM ON THE AGENDA

### **Effect to be given to the resolution concerning HIV/AIDS and the world of work, adopted by the International Labour Conference at its 88th Session (2000)**

1. At its 88th Session (June 2000), the Conference adopted a resolution concerning HIV/AIDS and the world of work following the resolution which calls for action by the Governing Body. The text of the resolution is appended (Appendix I). The Director-General intends to circulate the text in the usual way to the governments of member States, and through them to the national employers' and workers' organizations, and to the international organizations concerned, including inter-governmental organizations, the non-governmental international organizations with consultative status and other non-governmental organizations concerned.
2. This paper contains the Director-General's proposals on effect to be given to the resolution.

### **National action**

3. Operative paragraph 1 of the resolution calls on the governments of member States and, where applicable, employers' and workers' organizations to raise national awareness, strengthen the capacity of the social partners to address the pandemic, strengthen occupational safety and health systems to protect groups at risk, formulate and implement social and labour policies and programmes that mitigate the effects of AIDS, and effectively mobilize resources for this purpose.
4. *The Governing Body may wish to request the Director-General, when communicating the resolution to the governments of member States and, through them, to employers' and workers' organizations, to draw attention to operative paragraph 1.*

## Action by the ILO

5. Operative paragraph 2 invites the Governing Body to instruct the Director-General to engage in various activities concerning research, meetings, collaboration with other agencies, information dissemination, advocacy, training and assistance to the social partners.
6. The 88th Session of the Conference capped a series of events through which the Office responded to the major threat to the world of work posed by HIV/AIDS. The starting point was the Regional Tripartite Workshop on the Labour and Social Implications of HIV/AIDS (Windhoek, October 1999). The Platform for action on HIV/AIDS in the context of the world of work in Africa (Appendix II), adopted at the Windhoek workshop, received unanimous approval from ministers of labour attending the Ninth African Regional Meeting (Abidjan, December 1999).<sup>1</sup> It paved the way for the Special High-Level Meeting on HIV/AIDS and the World of Work, held in conjunction with the International Labour Conference in June 2000, at which the Cooperation Framework Agreement between the ILO and the Joint United Nations Programme on HIV/AIDS (UNAIDS) was signed.
7. Given the urgent nature of the problem and in order not to lose the momentum thus gained, immediate action has been taken along a number of fronts to follow up on the conclusions of the Special High-Level Meeting –
  - to operationalize the ILO/UNAIDS Agreement;
  - to develop the ILO's global technical cooperation programme;
  - to plan for the implementation of the resolution;
  - to formulate proposals for the Programme and Budget for 2002-03 in consultation with members of the ILO's Inter-Sectoral Task Force on HIV/AIDS.
8. The ILO's Global Programme on HIV/AIDS in the World of Work has been established. The Office's capacity is expected to be further expanded through the anticipated availability of extra-budgetary funds. The Inter-Sectoral Task Force and a growing network of focal points in field offices and MDTs are also providing active support to the programme, which is evolving into a truly Organization-wide initiative.
9. A number of meetings have also been organized or are planned by the social partners in collaboration with the ILO to develop a global strategy focusing on HIV/AIDS and the world of work. These include the OATUU Seminar on Trade Union Action against HIV/AIDS in Africa (Accra, July 2000) and the ICFTU-AFRO Pan-African Conference on HIV/AIDS (Gaborone, September 2000). A subregional workshop for employers' organizations on the impact of HIV/AIDS in the workplace is also scheduled to be held in Douala, Cameroon in November 2000. In addition, the ILO Regional Office for Africa organized a technical consultations meeting on HIV/AIDS (Dakar, September 2000) for its focal points in the area offices and MDTs in Africa. HIV/AIDS was also on the agenda of the African Regional Directors' Meeting (Dakar, September 2000). This was followed by further consultations on the objectives and operational modalities of the new programme at headquarters in October 2000 for all members of the Inter-Sectoral Task Force and focal

<sup>1</sup> Resolution concerning HIV/AIDS in the context of the world of work in Africa. See GB.277/4.

points in the field, together with key international resource persons and representatives of donor countries.

10. Implementation of the resolution has thus already commenced and for the future it will be pursued through immediate action in the current biennium, the inclusion of relevant items in the next two biennia and the introduction of appropriate elements in the global technical cooperation programme.
11. HIV/AIDS is recognized as a major threat to the world of work in terms of its negative impact on economic development, workers' rights, enterprise performance, gender equality, and the exacerbation of the child labour problem, inter alia, which collectively undermine the ILO's guiding principle of decent work. The overall objective will be to contribute to the containment of the HIV/AIDS infection and to begin to reduce its further spread by –
  - documenting the impact of HIV/AIDS on the world of work and making it more visible and more amenable for action;
  - combating discrimination and social exclusion;
  - launching prevention, protection and assistance programmes at national, sectoral and enterprise levels.
12. While work on HIV/AIDS is related to all four of the ILO's strategic objectives, it will specifically focus on that of enhancing the coverage and effectiveness of social protection for all. The programme's operational objective will be to increase awareness among ILO constituents of the impact of HIV/AIDS on the world of work and to support the formulation of policies and development of programmes to tackle the social and labour implications of HIV/AIDS on a sustainable basis. An integrated and inter-sectoral approach will be pursued focusing on –
  - research and policy;
  - advocacy and information dissemination;
  - technical assistance;
  - building partnerships.
13. Work has already started on developing a solid knowledge base with a thorough literature search and the preparation of an annotated bibliography on HIV/AIDS in the world of work. This will be placed on the ILO's website (<http://www.ilo.org/aids>) and continuously updated. While extensive use will be made of modern technology to disseminate information and other services, more traditional modalities will also be utilized to ensure wider coverage.
14. In parallel, and in order to improve the knowledge base of the programme, in-depth analysis of successful national programmes will be carried out to draw lessons for application in the world of work and replication in other national programmes. This will be supplemented by an examination of effective sectoral and enterprise-based programmes. For the activities listed above, the identification of good practices with the goal of subsequent dissemination and replication will be of paramount importance.
15. Work will be initiated to develop and maintain a programme of statistical surveys and analytical studies. The aim will be to provide an accurate and broad picture of the impact

of HIV/AIDS on the world of work, with particular attention being given to its effects on the labour force, employment situations, social security and government budgets. Maximum use will be made of existing methodologies, with appropriate adaptation. The results will be disseminated in various forms, including the website and possibly through the inclusion of a chapter in the *World Employment Report* for 2003. In addition, HIV/AIDS will be among the issues addressed by the Global Report on the elimination of discrimination in respect of employment and occupation to be prepared under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, which will be discussed by the International Labour Conference in 2003. Work will also commence immediately to prepare the grounds for the issue of a global report on HIV/AIDS and the world of work.

- 16.** The above research findings and results of further studies will be used to identify appropriate measures to respond to the special needs of women workers, migrant workers, child labourers and children at risk of being drawn into child labour, particularly its worst forms, such as use in armed conflict and child prostitution. In parallel, and with the aim of developing targeted programmes, particular attention will be paid to the needs of specific sectors such as transport, mining, hotels and tourism, as well as health care, law enforcement and fire-fighting, which are more vulnerable. The needs of the informal sector require in-depth examination and will be the subject of additional studies.
- 17.** In view of the urgency of the matter, as requested in the resolution, work on the drafting of a set of international guidelines or code of practice on HIV/AIDS in the world of work will receive priority attention and will commence in the current biennium. The needs of the informal sector will be closely examined and incorporated into the guidelines in an appropriate manner. The goal is to present the draft for review, revision and adoption to a tripartite meeting of experts to be convened in the first quarter of 2002, which will be included in the Programme and Budget proposals for 2002-03. In anticipation, an advocacy programme will be developed, in collaboration with the Task Force and the field structure, to promote the utilization of the guidelines or code and to provide assistance to constituents in the formulation of related policies, legislation and codes of conduct at the national, sectoral and enterprise levels.
- 18.** A comprehensive review of labour legislation will be carried out in selected countries with the aim of providing assistance in developing new or improved policy frameworks in the fight against HIV/AIDS in the world of work. This work will be supplemented by a programme to provide information and training for judges of industrial courts and other sectors of the legal community. In this context, steps will be taken towards developing a comprehensive database of all relevant legislation on HIV/AIDS, in collaboration with UNAIDS and other concerned agencies.
- 19.** Information dissemination will be a central feature of the ILO's programme, for which a system will be developed in consultation and collaboration with all concerned at headquarters and in the field. The emphasis will be on a system that can disseminate up-to-date information in order to meet the needs of constituents. The expansion and continuous enrichment of the ILO website will be at the core of this system, and information on field-level activities will be collected and disseminated. A further supportive element building on studies undertaken by the ILO and linking to other research will be the development of an on-line database on HIV/AIDS and the world of work, available on the ILO website.
- 20.** As part of the advocacy programme, a communication strategy will be designed and put into operation to promote the work of the ILO on HIV/AIDS. A range of resource material, including press kits and other multimedia material will be produced for this purpose.

21. Training will be at the core of the ILO's programme, the primary target being representatives of governments and employers' and workers' organizations. Similar programmes will be provided to non-governmental organizations, community-based organizations and organizations of people living with HIV/AIDS. Needs assessment surveys will be carried out, curricula developed and training packages put together for different target groups. The aim is to use this developmental work in technical cooperation projects. Regular training courses will thus be offered to constituents. Consultations will be maintained with all relevant units with the aim of integrating elements on HIV/AIDS policy and programming into ongoing training courses.
22. Capitalizing on the availability of new technology, the feasibility of developing an interactive multimedia package for the assessment of the problem, formulation of policy and development and evaluation of prevention and assistance programmes will be examined. Based on this study, an Internet-based distance-learning training programme on HIV/AIDS policy and measures in the workplace will be developed.
23. Technical assistance will be provided through advisory services, training, other capacity-building initiatives, programme development and evaluation. The core activities will be carried out at the sectoral, enterprise and community level in countries requesting assistance. Cross-cutting issues such as policy development, baseline surveys, training and the impact on the social security system will be carried out at the interregional and regional levels. These elements will be brought together in a global technical cooperation programme. Priority will be given to national programmes, with supportive action at the regional and interregional levels. As part of this process, particular attention will be paid to developing the capacity to provide rapid responses to the needs of constituents.
24. In this context and in response to requests by member States, consultations have been held and fact-finding and programme development work has already been carried out in Burkina Faso, Cambodia, the Caribbean, Ethiopia, Fiji, Ghana, India, Malawi, Namibia, Nigeria, Pakistan, the Russian Federation, Romania, Senegal, South Africa, the United Republic of Tanzania, Togo, Trinidad and Tobago, Ukraine, Viet Nam and Zambia. At the time of writing missions to a number of other countries were at various stages of planning, and a number of country programme proposals have been formulated and submitted to potential donors. The first ILO project in this field, "HIV/AIDS prevention in the world of work: A tripartite response", in India, has already received approval for funding by the United States Department of Labor and implementation has commenced.
25. In consultations with the Inter-Sectoral Task Force and the field structure, a resource mobilization strategy will be developed and a portfolio of project proposals compiled in anticipation of a donors' meeting for the HIV/AIDS programme. A supporting and essential element for the technical cooperation programme will be the design and formulation of a monitoring and evaluation methodology for HIV/AIDS projects. For this purpose it is planned to hold a meeting of experts at an early date to develop and test a methodology for the collection of baseline data, the identification of indicators and the establishment of means of verification. This methodology and its related instruments will be essential in identifying good practices, and will be placed on the ILO website. It is also envisaged to hold a meeting in 2003 with technical cooperation staff, donors' representatives and tripartite teams from selected countries to take stock of the progress made, to draw lessons and to review the technical cooperation strategy.
26. Strengthening the ILO's capacity to sustain and service the programme outlined above will be an overriding concern and will be pursued in various fields. First priority will be to consolidate the Global Programme on HIV/AIDS and ensure the availability of appropriate expertise and resources through allocations of regular budget (Programme and Budget proposals for 2002-03 and 2004-05) resources as well as extra-budgetary funds. It is also

envisaged to establish a technical advisory board to provide policy and programming guidance to the programme.

27. In addition, the mandate of the Inter-Sectoral Task Force on HIV/AIDS and working arrangements with its members will be regularly reviewed and updated. The network of focal points in regional offices, area offices and MDTs will play a key role in the scope and impact of the programme. A programme will thus be developed to support and strengthen their work through training courses and the preparation of briefing notes and other information material. In this process, the programme will be able to benefit from the integration of an HIV/AIDS dimension in all relevant ILO regular budget and technical cooperation programmes. The work thus carried out will also be made available for the development of a programme of prevention and assistance for ILO staff and family members, in collaboration with the Human Resources Department and the Staff Union.
28. Integration and building partnerships will be a key feature of the programme. It is intended to include an HIV/AIDS dimension in all major ILO events and meetings, including regional meetings and the Enterprise Forum. Ongoing contacts and consultations will be maintained with the Sectorial Activities Department to introduce HIV/AIDS issues in the reports prepared for sectoral meetings and to develop collaborative follow-up action for the implementation of their conclusions.
29. The above events will also be used to launch a programme for the development of networking arrangements and the creation of coalitions for the fight against HIV/AIDS with employers' and workers' organizations, non-governmental organizations, community-based organizations, organizations of people living with HIV/AIDS, and international and national business councils and advocacy groups engaged in interventions in the world of work.
30. Cooperation with and the strengthening of collaborative efforts with UNAIDS will be a key aspect of the ILO's work focusing on information sharing, consultation, joint activities and mutually supportive action. This will be pursued both at headquarters and in the field through UN Theme Groups on HIV/AIDS. It is envisaged to evaluate the progress made in the operationalization of the ILO/UNAIDS Agreement over the next 18 months and to consider UNAIDS co-sponsorship. Bilateral consultations will also be held with UNAIDS co-sponsors (UNICEF, UNDP, UNFPA, UNDCP, UNESCO, WHO and the World Bank) to assess possibilities for joint action.
31. Preliminary contacts have already been made with UNAIDS and will be followed up with the Organizing Committee of the XIVth World AIDS Conference (Barcelona, 2002) to convene a special session on HIV/AIDS and the world of work in collaboration with the bureaux for employers' and workers' activities. Attention is also being focused on the ILO's contribution to the Special Session of the General Assembly of the United Nations on HIV/AIDS to be held in New York in June 2001. The feasibility of organizing a joint ILO/WHO/UNAIDS African Ministerial Meeting (Labour and Health) on HIV/AIDS in 2002-03 will also be examined.

**32. *The Governing Body may wish to request the Director-General to take account of the resolution when preparing future ILO activities, and in particular to utilize all means at the disposal of the Office to implement programmes along the lines indicated above during the current biennium, and in 2002-03 and 2004-05 biennia, in accordance with the Strategic Policy Framework for 2002-05.***

Geneva, 9 October 2000.

*Points for decision:* Paragraph 4;  
Paragraph 32.

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# Appendix I

## Resolution concerning HIV/AIDS and the world of work

The General Conference of the International Labour Organization,

Recalling that HIV/AIDS is at present a universal pandemic that threatens all people, but also recognizing that it disproportionately impacts on economically and socially disadvantaged and excluded groups,

Recognizing that HIV/AIDS is a growing health problem, as well as a developmental crisis with disastrous consequences for the social and economic progress of many countries,

Noting with deep concern that, of the nearly 34 million people worldwide currently living with HIV/AIDS, 95 per cent are in the developing countries; that in African countries development gains of the past 50 years, including the increase in child survival and in life expectancy, are being reversed by the HIV/AIDS epidemic, and that HIV infection is increasing rapidly in Asia, particularly in South and South-East Asia, and in the Caribbean, and that it threatens the political, economic and social sustainability of these regions, while recognizing that in the rest of the world a complacent attitude cannot be adopted and efforts on prevention reduced,

Recognizing the effects of HIV/AIDS on the world of work: discrimination in employment, social exclusion of persons living with HIV/AIDS, additional distortion of gender inequalities, increased number of AIDS orphans, increased incidence of child labour, and the retention of older persons in the labour force,

Recognizing that HIV/AIDS threatens decent work in an all-embracing manner, and noting that HIV/AIDS has adversely impacted on economic growth and employment in all sectors of the economy, depleted human resources, challenged social security and health systems, and threatened occupational health and safety systems,

Recognizing that the spread of AIDS can be prevented, including through actions at the level of the workplace, and that it is possible, by a multidimensional, integrated, sustained and coordinated international response, to prevent its spread and protect those who live with it and its consequences, including the families and communities affected,

Noting that a number of important initiatives have already been undertaken, including those by the United Nations organs and specialized agencies,

Recognizing that the non-availability and limited access to HIV/AIDS-related drugs and treatments at affordable costs in developing countries also has further accentuated the spread of the disease in those countries,

Recalling the adoption by the International Labour Conference of relevant and related instruments, including the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), the Occupational Safety and Health Convention, 1981 (No.155) and the Occupational Health Services Convention, 1985 (No. 161),

Also recalling the adoption by the International Labour Conference of the Declaration on Fundamental Principles and Rights at Work, in 1998,

Noting the effect of some structural adjustment programmes on public health structures and services, education and social protection systems,

Recognizing the enormous potential of employers' and workers' organizations, in partnership with governments, to contribute to the fight against the spread of HIV/AIDS and to support the needs of workers living with HIV/AIDS;

1. Calls upon the governments of member States and, where applicable, employers' and workers' organizations to:

- (a) raise national awareness, including by involving other concerned groups as appropriate, particularly of the world of work, with a view to eliminating the stigma and discrimination attached to HIV/AIDS, as well as to fight the culture of denial, and thereby preventing the spread of HIV/AIDS;

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- (b) strengthen the capacity of the social partners to address the pandemic;
  - (c) strengthen occupational safety and health systems to protect groups at risk;
  - (d) formulate and implement social and labour policies and programmes that mitigate the effects of AIDS;
  - (e) effectively mobilize resources.

2. Requests the Governing Body of the International Labour Office to instruct the Director-General to –

- (a) continue and intensify, where appropriate, research on action to be taken and behaviours to be adopted in dealing with HIV/AIDS at the workplace;
- (b) present, within the framework of the discussion of the Programme and Budget for 2002-03, a proposal regarding a meeting of experts which will develop international guidelines on action to be taken and behaviour to adopt on HIV/AIDS at the workplace;
- (c) collaborate with concerned international organizations in order to avoid duplication of efforts;
- (d) expand its capacity to deal with HIV/AIDS at the workplace, especially in its multidisciplinary teams;
- (e) undertake research and surveys to determine the implications of HIV/AIDS for the world of work;
- (f) document and disseminate all useful information on national experiences including examples of good practices on HIV/AIDS at the workplace;
- (g) engage in advocacy and training on HIV/AIDS and the world of work;
- (h) strengthen the capacity of the social partners to formulate and effectively implement policies, programmes and activities at the national and enterprise levels.

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## Appendix II

### Platform for action on HIV/AIDS in the context of the world of work in Africa

#### I. Preamble

AIDS threatens every man, woman and child in Africa today. The pandemic is the most serious social, labour and humanitarian challenge of our time. Since its start two decades ago, AIDS and HIV have taken a catastrophic toll in Africa, decimating its population, tearing apart the very social fabric of its societies and threatening its economies. Its toll of debilitating illness, widespread and indiscriminate death, deteriorating quality of life and life expectancy, threatens to reverse the hard-won social and economic gains of African countries and, ultimately, the very future of the continent.

AIDS is rapidly becoming the single most serious threat to social and economic progress in Africa today. The true cost of the pandemic is almost incalculable. Its impact is aggravated by the overall economic, political and social context, as well as some cultural practices, dominated by a weak economic base, high unemployment, pervasive poverty, and the negative consequences of structural adjustment, all of which further undermine Africa's ability to compete in the global market.

The pandemic has manifested itself in the world of work – the area of the ILO's mandate – in the following ways: discrimination in employment, social exclusion of persons living with HIV/AIDS (PLWHA), additional distortion of gender inequalities, increased numbers of AIDS orphans, and increased incidence of child labour. It has also disrupted the performance of the informal sector and small and medium enterprises (SMEs). Other manifestations are low productivity, depleted human capital, challenged social security systems and threatened occupational safety and health, especially among certain groups at risk such as migrant workers and their communities and workers in the medical and transport sectors.

Clearly, AIDS is no longer just a health problem. It is a developmental crisis with potentially ominous consequences for Africa and the world. Yet, a culture of silence, fear and denial continues to reign and prevent action. The stigma and the fear engendered by AIDS fuels discrimination, persecution and ignorance. Despite this, the spread of AIDS *can* be prevented. A multidimensional response to AIDS is needed to prevent its spread and protect those who live with its consequences. In the absence of a cure, what is needed is a "social vaccine" that includes such elements as social inclusion, income and job security, social security and solidarity.

In search of awareness, action and commitment, participants from 20 African countries, meeting in Windhoek from 11 to 13 October 1999, in tripartite delegations, adopted the following Platform for action to respond to this crisis at workplace, community, national, regional and international levels.

The meeting called upon all African governments to declare HIV/AIDS a national disaster requiring urgent attention and mobilization of resources.

#### II. Common values

It was agreed that the following would form a set of overall principles, which should guide the formulation of policies and programmes:

1. Tripartism, allied with civil society, NGOs and other stakeholders.
2. Social justice and compassion for people living with HIV/AIDS (PWLHA).
3. A sense of shared responsibility among all actors.
4. Good governance, transparency and accountability for results.
5. Partnerships among international and national agencies to complement one another on the basis of comparative advantage.

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### **III. Goals**

It was agreed that, while awaiting a medical vaccine, the aim should be to apply a “social vaccine” for prevention and protection which would include elements such as: social inclusion, income and job security, social security, solidarity and optimal use of treatment.

### **IV. Actions**

In order to achieve these goals, action backed by strong African political, religious, traditional and community leadership and commitment should focus on:

1. fighting the culture of denial;
2. raising national awareness of the incidence and impact of the pandemic through, among other things, information, education and communication;
3. eliminating the stigma and discrimination attached to HIV/AIDS by adopting and applying the ILO’s international labour standards and national labour legislation;
4. documenting and disseminating information and statistical data through effective labour market information systems;
5. strengthening the capacity of the social partners to address the pandemic;
6. empowering women economically, socially and politically in order to reduce their vulnerability to HIV/AIDS;
7. promoting the transformation of gender roles, norms and social structures;
8. integrating HIV/AIDS in existing social security schemes and developing new ones to ensure coverage for all;
9. building capacity to address the dilemma facing AIDS orphans and children exposed to infection or forced into child labour;
10. incorporating HIV/AIDS considerations into the national development agenda and budget allocations;
11. creating a rapid response mechanism to mitigate against the implications of the pandemic;
12. promoting income and employment opportunities for PLWHA and their families through, for example, informal sector and small enterprise development;
13. strengthening occupational safety and health systems to protect groups at risk;
14. formulating and implementing social and labour policies and programmes that mitigate the effect of AIDS;
15. effectively mobilizing resources;
16. improving availability and affordability of drugs;
17. incorporating HIV/AIDS in collective bargaining agreements.

### **V. Partnerships**

In order to mount an effective response to the HIV/AIDS crisis and address its many faceted implications, national level partnerships should be built rapidly among all the key actors: governments, employers’ and workers’ organizations, NGOs and other civil society groups, including religious and traditional leaders. Partnerships should also be forged among and with bilateral and multilateral agencies, as well as regional organizations and United Nations agencies through among others, joint

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planning, collection, dissemination and exchange of information on good practice and ensuring synergy in programmes.

## **VI. Role of the ILO**

The ILO should strengthen its activities in fighting HIV/AIDS in the region through improved knowledge, vigorous advocacy, and expanded services. The ILO tripartite structure provides a unique mechanism for intensifying the response to HIV/AIDS.

1. In order to avoid duplication of efforts, the ILO should collaborate with concerned international organizations, participate in the decision-making process regarding HIV/AIDS at the global level, and consider becoming a co-sponsor of UNAIDS.
2. The ILO should adapt and apply concepts, methods and tools it has developed on labour and social issues for responding to the design of research and programmes on HIV/AIDS.
3. The ILO should expand its capacity to deal with HIV/AIDS, especially in its multidisciplinary teams, through, for example, training, resource mobilization and secondment of experts from UNAIDS.
4. The ILO should undertake research and surveys to determine the implications of HIV/AIDS for the world of work, including its effects on the growth of the labour force and participation rates, women, child labour, union membership, productivity and competitiveness, informal sector and small enterprise development.
5. The ILO should document and disseminate through all appropriate means information on national experiences including best practices.
6. The ILO should engage in advocacy and training on HIV/AIDS and the world of work targeting the political leadership, workers' and employers' organizations and civil society.
7. The ILO should include HIV/AIDS in its regional meetings and consider organizing a special session on the subject at the International Labour Conference.
8. The ILO should integrate HIV/AIDS issues and gender components in all its programmes and technical cooperation projects in the region.
9. The ILO should develop a policy, programme and structure to address the issue of HIV/AIDS and the world of work.
10. The ILO should strengthen the capacity of its social partners to formulate and effectively implement policies, programmes and activities at the national and enterprise levels.
11. The ILO should consider submitting this draft Platform of action on HIV/AIDS in Africa to the Ninth African Regional Meeting (Abidjan, 8-11 December 1999) for its consideration and formal adoption.

## **VII. A call for immediate action**

Action against HIV/AIDS is primarily a national responsibility. The enormity and exceptional nature of the problem require exceptional measures. Member States are therefore urged to adopt and implement this Platform of action on an urgent, immediate and continuous basis.