

# HIV/AIDS AND THE WORKPLACE

Developing workplace policies on HIV and  
AIDS: Process, Form and Content



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# WORKPLACE RESPONSE

The development of a workplace policy is the single most effective and important action in a workplace response to HIV and AIDS

# Workplace Policies: a framework for action

- ➔ Makes an explicit commitment to workplace action regarding HIV
- ➔ Gives guidance to all workplaces and their supervisors & managers
- ➔ Specifies a standard of behaviour for all employees
- ➔ Helps PLHIV to understand the support and care they would receive
- ➔ Helps, through prevention programmes, to stop the spread of the virus
- ➔ Helps employers to plan for HIV/AIDS and manage its impact

# STEP BY STEP APPROACH: NATIONAL WORKPLACE POLICY ON HIV

1. Lead agency (MOL or NAP or MOH) initiates advocacy, consults with key stakeholders and obtains endorsement and official approval for a national policy
2. Establish a core tripartite-plus committee/group with clear TORs
3. Assess the national situation:
  - status of the epidemic
  - national legislation & policy
  - research/ evidence

# STEP BY STEP APPROACH: NATIONAL WORKPLACE POLICY ON HIV

4. Draft the workplace policy (ILO's technical support)
5. Circulate draft (including to ILO) and continue discussion
6. Convene national consultation to discuss revised draft
7. Refine, approve and adopt
8. Develop implementation plan
9. Raise awareness of policy and disseminate
10. Implement (establish a lead agency)
11. Monitor and evaluate

# STEP BY STEP APPROACH: ENTERPRISE POLICIES ON HIV

Let us look at **Appendix III**,  
ILO Code (pg 41)

# A WORD ON SOCIAL DIALOGUE

The successful implementation of an HIV/AIDS policy and programme requires *co-operation and trust* between employers, workers and their representatives and government, where appropriate

*(Code: Paragraph 4.5)*

# WORKPLACE POLICY: **FORM**

- Detailed document just on HIV/AIDS, setting out programme as well as policy issues?
- Part of a wider policy or agreement on safety, health (e.g. *life-threatening illnesses or Chronic Non-Communicable Diseases or STIs*) and working conditions?
- Short statement of principle?



# WORKPLACE POLICY: CONTENT

1. General statement (why a policy, how it relates to other policies...) **see ILO Guidance Note**
2. General principles (**ILO 10 Key Principles**)
3. Specific provisions (protection of rights, prevention through education and training, care and support for workers and their families...) **see 7 Areas in R. 200**
4. Implementation and monitoring

# CONTENT OF CARIBBEAN MODEL POLICY

Includes:

1. Policy Statement (commitment)
  2. Implementation: entity, specific responsibilities
  3. HIV Screening, recruitment and employment
  4. Confidentiality and non-disclosure
  5. Travel, assignment and vaccination
  6. HIV prevention (continuous education, KABP surveys etc)
  7. Occupational exposure
  8. Information & training
- Stigma & discrimination
  - Reasonable accommodation
  - Termination of employment
  - Gender dimensions
  - Protection against victimisation
  - Grievance and disciplinary procedures
  - Counselling
  - Care & support
  - Revision
  - Endorsement

# LET US LOOK AT SOME POLICIES

- What do you think about the:
  - Structure, (Table of) Content, Length of the policy?
  - Process used to develop the policy?
  - Introduction/Policy Statement?
  - Which of the 10 key principles in the ILO Code are in the policy?
  - Provisions for Implementation, Allocation of Responsibilities, Revision?
  - What areas should be added/expanded as a result of ILO Recommendation No. 200

Group discussion: 60 mins

Reporting per group: 5 mins