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EWE

**XEXEME GODOO tsE DƆWƆWƆ
KPLE DUKƆ tsOtsUWO tsE DƆWƆtsE
LA tsE NUƆOANYIWO TSO
HIV/AIDS DƆLÔLE LA ōU**



**GHANA EMPLOYERS'
ASSOCIATION**



UNFPA, GHANA

ÕGODONYA

HIV/AIDS dóléle sia nye nu si kaka ðe xexeame godoo fifia eye wònye nu si ho aua ðe agbenɔɔ fe ngɔyiyi ñuti vevie. Le Duko siwo me dóléle vɔdji sia xɔ anyi nɔ ðo me la, dóléle la le nu gblém le ngɔyidɔwo gɔkpɔmɔnunyawo, dedinɔɔ kple agbenɔɔ gbadzaa ñuti menye fefe o. Le Afrika nyigba fe Sahara nutomewo me la, dóléle la gblé nu geðe xoxo eye wòhiũ be woaho aua ðe enu kaba.

Kpe ðe fukpekpe si dóléle sia dana ðe amewo kple wofe fometɔwo dzi ñuti la, dóléle sia le nu gblém le dukɔwo fe agbenɔɔ kple gɔkpɔmɔnunyawo ñuti vevie. HIV/AIDS dóléle sia le nu gblém le dɔwɔwɔ godoo le xexeame kple ame siwo ñuti ñusé le be woawɔ ðo la ñuti. Nenema ke wòle gɔkpɔkɔ dzi ðem kɔtɔ eye wòle fe dom na dɔwɔfowo le goawo keŋ me. Elabena ele dɔwɔwɔ dzi ðem kɔtɔ eye wòna be aɖaŋu kple nunya le bubum si wɔe be dɔwɔwɔ ñuti nugbléfowo le dzi yim. Kpe ðe esia ñuti la HIV/AIDS le nu gblém le amewo fe gomekpɔkɔ le dɔwɔwɔ me ñuti vevitɔ ku ðe vovototo dede ame me kple fewuɖuɖu wɔma siwo yia dzi le dɔwɔlawo kple ame siwo le HIV/AIDS ðo lém la dome ñuti.

Dóléle sia kple efe nugblegblé lɔ ðeviwo kple nyɔnuwo ðe eme, si na be vovototo dede nyɔnu kple ñutsuwo dome fe wɔnawo gadzi ðe edzi eye wògade ðeviwo fe ðo sesé wɔwɔ wɔnawo hũ dzi.

Nu sia tae Duko tsofuwo fe Dɔwɔfe la ðoe kplikpaa be yeawɔ ðoðo aɖe ðe HIV/AIDS kple xexeme godoo fe dɔwɔwɔ ñuti. Ðoðo sia ana be woate ñu atsi dólélea fe kaka nu, kple ale si wòle nu gblém le dɔwɔlawo kple wofe fometɔwo ñuti la nu, eye wòanye alɔdodo tɔxe aɖe si akpe ðe amewo ñuti. Ðoðo sia tɔ asi nu tɔxe aɖewo dzi abe dzedede HIV/AIDS dóléle sia abe dɔwɔfe fe kuxi tɔxe ene, vovototo mademade amewo dome le amexɔxɔ ðe dome me, sɔsɔminasɔe le nyɔnuwo kple ñutsuwo dome, HIV/AIDS dólélawo dodo kɔ kple dóléle la ta yaɣla kɔkple kpekpeɖeŋu nana kple beléle tsɔtsɔ na AIDS dólélawo. Esiawo nye gɔmedɔkpe na ðoðo siwo woawɔ ðe dóléle sia ñuti le dɔwɔfowo.

Nunlɔdji sia nye alɔdodo kple ðekawowɔ si le Duko tsofuwo fe Dɔwɔfea, efe alɔzewo kɔkple dukɔ bubuwo dome la fe metsonu. Efiã afɔɖofe tɔxe efe aɖaŋuɖolawo, dɔwɔlawo, dɔwɔlawo fe habɔbɔwo kɔkple kpekpeɖeŋunala bubuwo to dɔwɔfe ñuti ðoðowo wɔwɔ, ðoðoawo dzi wɔwɔ le dɔwɔfe siwo me wo ñudɔ wɔwɔ hiũ le la.

Egafia afɔɖofe tso dólélea mu tsitsi kple beléle tsɔtsɔ ne fe wɔnawo kɔkple ðoðo tɔxe wɔwɔ ðe alɔ si woafɔ nu tso enutie la na ðokuisidɔwɔlawo .

Esia nye Duko tsofuwo fe Dɔwɔfea fe alɔdodo tɔxe si wòna xexeame godoo hena auahoho ðe HIV/AIDS dóléle vɔdji la ñuti.

Nunlɔdji sia ana woakpɔ ðo nyuiwo awɔ le yeiyi si me amegbetɔ fomea le

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dzimadzemadze fe xaxa blibo aɖe me. Nusɔsrɔ̄ xɔasi geɖewo yi edzi tso avahoho
ɖe dɔlɛle vɔ̄ɖi sia ɲuti xoxo. Dukɔ ūee aɖewo kpɔ ɲudzedze aɖe si wɛe be dɔlɛlea
fe kaka ɖe amewo kple nutomewo dome la dzi ɖe kpɔto blibo. Afɔɖeɖe nyuito ku
ɖe kplɔla adodoewo kpɔkpɔ, nutometɔwo fe asikpekpe ɖe dɔa ɲu, dɔwɔwɔ aduadu
kple dukɔ siwo de ɲgɔ, HIV/AIDS dɔlɛlawo ɲuto kpakple hehexɔxɔ tso dɔlɛle sia
ɲuti. Nu siawo dzie wotu nuɲɔɖi alo ɖoɖo sia ɖo. Mlɛba la, dɔwɔlawo kpɔkpɔ
hena ɖoɖoa dzi wɔwɔ hũ le vevie hena dɔlɛlea nu tsitsi.

Nuɲɔɖi sia nye gɔmedɔkpe si fo nu tso kuxi siwo li la ɲuti eye wòle mo
kpɔm be nu nyui aɖe ado tso dɔlɛle sia kple dɔ si wòwɔ ɖe xexeame godoo fe
dɔwɔwɔ dzi la me.

To nuɲɔɖi sia me la Dukɔ tsofuwo fe dɔwɔfe la adzi alɔdodo si wònaa
dukɔwo kple duta dukɔ siwo tso ɖe le amewo fe gomekpɔkpɔ kple dɔwɔlawo fe
ɲudzedzekpɔkpɔ kple ame siwo katũ le HIV/AIDS dɔ lém la fe nyawo me la ɖe edzi.

Geneva, Masa, 2001
Juan Samovia
Dɔdzikpɔlagũ

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KPEDEŌUNYA VI

DŌWŌtsEWO tsE ƉOƉOWO, AFŌƉEƉEWO KPLE NYANYANANA WŌNAWO

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- a. dɔtɔwɔ katū kple dɔwɔlawo (dɔbɔlawo siaa) nɔti le dziɖuɖudɔwɔfɛwɔ kple ɖokuisidɔwɔfɛwɔ kple
- b. dɔwɔna ɖe sia ɖe fomevi, le kpɔɖɛnu me, dziɖuɖu alo ɖokuisidɔ nɔti.

3.2 NYAGBE SIWO ɔUDɔ WOWɔ LE NUɔLɔɔDI LA ME.

- HIV (the Human Immunodeficiency Virus) nye dɔléle aɖe si gbɔdzɔna asrafo siwo wɔa aɔa kple dɔhekuiwo alo dɔlékuiwo le ame fe lūme ale gbegbe bena womagate nu aɔa aɔa aɖu dɔléle aɖeke dzi o eye wɔhea AIDS dɔléle vane.
- AIDS (Acquired Immune Deficiency Syndrome) nye dɔléle nɔnɔme vovovowo fe fufofo si woyɔna le Enlisigbe me be: “opportunistic infections and cancers” Enye dɔléle si womete nu le dadam va se ɖe fifia o.

Vovototo dede ame me

Wowɔ nya sia nɔɖɔ le nuɔlɔɔɖi sia me le gɔmedɛɖe si wona vovototo dede ame me la ta (kpɔ Amexɔɔ ɖe dɔ wɔfɛwɔ kple Dɔwɔwɔ) le Takpekpe, 1958 (No III) si me

wode HIV dɔlélawoe. Kpe ɖe esia nɔti hūe nye vovototo dede ame me nuwɔnawo ku ɖe dɔwɔla siwo wobu be woxɔ HIV dɔlélea ɖe wofe nyɔnu alo nɔtsu nyenye ta.

Wɔmitɔwo - wowɔ nya sia nɔɖɔ le gɔmedɛɖe si “Vovational Rehabilitation and Employment Convention” (Dɔwɔfɛ kple nusrɔfe siwo me woxɔa wɔmitɔwo ɖeɖe ko ɖo la fe Takpekpe si wowɔ le fe, 1983 (No 159) me la nu. Ame siawoe nye esiwo si mɔkpɔkpɔ aɖeke mele na gomekpɔkpɔ le wo xɔɔ ɖe dɔ aɖeke me o, ɖe wofe wɔmitɔnyenye le nɔtilū alo le susu me ta.

Dɔtɔ: Ame alo dɔwɔfɛ si xɔa dɔwɔlawo ɖe dɔ me to agbalɛnɔnɔ alo egbɔgbɔ na wo me si nye kpɛɖɔdzi abe ale si wɔle dukplɔse la fe ɖoɖo me ene. Dziɖuɖuwo, ɖokuisidɔwɔlawo kple ame ɖeka ɖeka aɖewo ate nu anye dɔtɔwo.

Dɔwɔfɛ siwo kpɔa Lūmesɛ Me Nɔnɔ Me Dɔwo/Nyawo Gbɔ (Occupational Health Services (OHS))

Enye Dɔwɔfɛ Siwo Kpɔa Lūmesɛ Me Nɔnɔ Me Dɔwo/Nyawo Gbɔ. Wowɔ nyagbe sia nɔɖɔ ɖe nyɔnɔɖi sia me ɖe ale si wɔɖe le OHS fe Takpekpe si wowɔ le fe 1985 (No.161) me be, lūmesɛ me nɔnɔ dɔwo si fe dɔdeasi vevitɔe nye be woatsi dɔlélewo nu eye woadɔ aɖaɔnu na dɔwɔlawo kple wo tefenlawo, ku ɖe nu siwo hiū na wɔwɔ be dɔwɔlawo nawɔ dɔ le dedinɔnɔ

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KPEDEŌUNYA V

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

United Nations: Resolution 54/283 on the review of the problem of human immunodeficiency virus/acquired immunodeficiency syndrome in all aspects, adopted by the General Assembly at its 54th Session, New York, 14 Sep. 2000.

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

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

me, awɔe le tefe dzadzɛwo eye le dɔa wɔwɔ me la, dɔwɔna la magblɛ nu le wofo ŋku, lɔmesɛ kple wofo susu ŋuti o. Gawu la, OHS naa aɖaŋuɖoɖo tso ale si dɔwɔlawo nawɔ dɔ ku de wofo ŋutete, lɔmesɛme nɔnɔ kple susu fe dedinɔnɔ ŋuti.

Nɔfo Nyuiwo:

Asitɔtrɔ le nɔfewo ŋuti alo nɔfo dɔliɖpli na dɔwɔlawo le dɔwɔfewo anye nuwɔna si ana be HIV alo AIDS dɔlɛla nagayi efo dɔwɔwɔ dzi alo wɔakpo ŋgɔyiyi le dɔwɔfo.

Fotoɖeɖe Wɔnawo

Esia la HIV dodokpo wɔwɔ na amewo alo gbebiabia wo tso dodokpo siwo wowɔ xoxo la ŋuti alo atike si ŋudɔ wɔm wole la de eme.

ōutsu alo Nyɔnunyeye

Esia fo nu tso dzidzime nɔnɔme kple hodomegbenɔnɔ fe vovototo dede ŋutsu kple nyɔnuwo dome ŋuti. ōutsu alo nyɔnunyeye nye dzidzime nɔnɔme nunana eye hadome-gbenɔnɔ ku de ame fe dɔdeasi alo dɔwɔna si nɔnɔme sia he ve la ŋu. Nyɔnu alo ŋutsu fe dɔwɔna nye nu si wɔsrɔna to hadomegbenɔnɔ me. Le mɔ geɖe nu la, esia ku de dukɔ de sia de kple efo dekuwuwo ŋuti. Le kpɔdeɗu me dɔ si ame wɔna la ku de fe si wɔxɔ, efo dzɔtsefe, dzixɔse kple tefe si wɔtso la ŋuti. Egadea dzesi ɖofe si le esi le hadome la hũ. Nenema ke nɔgaku de anyigba si dzi wɔtso la fe nɔnɔme, gakpɔmɔnunyawo kple dukɔa fe dunyahehe wɔnawo hũ ŋuti.

ST 1 : (Dɔlɛle siwo woxɔna to gbɔdzɔ me)

Dɔlɛle siwo woxɔna to gbɔdzɔ me la dometo aɖewoe nye sifilis, "chancroid," chlamydia", "gonorrhoea" (godɔ alo nulu). Eɔ seselelɔme siwo katũ gbɔdzɔ dɔxɔleameɗu si woyɔna le Enlisigbe me be "STD" la hena va ame dzii la de eme.

Dɔwɔna xɔxɔ le ame si

Nya sia gɔmedeɖe ku de Dɔwɔna xɔxɔ Le Ame si fe Takpekpegũ si wowo le fe 1982 (No.158) la me ŋu. (Termination of Employment Convention, 1982 (No 158). Esia gɔmee nye ame nyanya le dɔ me si nyea dɔwɔwɔ fe nuɖoɖo

ōudɔɖe ɖo Gbadzaa

Esia ku de nu siwo woawɔ atɔ tsi dɔhekui si woyɔna le Enlisigbe me be "blood-borne pathogens" la nu. (Kpo efo gɔmedeɖe le Appendix II me)

Đokuisi Đawolawo (wode esia gome de Appendix I me)

Đawolawo Tefenlawo

Le Đawolawo Tefenlawo fe Takpekpe si wowo le fe 1971 (No. 135) me (Workers Representatives Convention, 1971 (No. 135) fe sewo nu la, ame siwo wode dzesi to dukca fe sewo alo wonawo me, neny be wonye.

- a. habobu si kpca Đawolawo tse Nyawo gbu la tefenlawo, (Trade Union Representatives) abe wo Tefenla siwo habobu la alo Habobca me nlawo tia alo.
- b. Ametiatiawo si nye Habobca Tefenla siwo dawolawo nuto tia fua to dukca fe sewo alo dodofo nuti do wawo me, alo to dodofo adu si le nyanya me na Habobca me nlawo eye wo nudawawo menye nuwana si tsi tre de Habobca fe sewo nuti le dukca ma me la o.

Gbadzgbadzo

Esia ku de hadomegbenononyawo kple gakpomonunyawo fe ke malimali nuti eye wolo dekonu kple dawona monu siwo nye motrenu na dawolawo be woaxo dolole boboe la hu de eme. Egafia nuwana siwo zia dewiwo dzi be woawo do siwo sese wu wo la hu. (Kpo Appendix I hena numedede)

4. ĐODO VEVIWO

4.1 DZESIDEDE HIV/AIDS DOLOLE ABE DOWOtsEWO tsE KUXIWO ENE

HIV/AIDS dolole sia ka dawofewo eya ta ele be woakpoe abe dolole de sia de fomevi ko ene alo dawofewo fe kuxiwo dometo deka ene. Dzesidede sia le vevie, menye de esi dolole sia gllea nu le dawolawo dede ko nuti ta o, ke boŋ egllea nu le dawofe la nuto hu nuti. Elabena dawofe la nye nutome la fe akpa adu eye dadeasi le esi wawo hena dolole sia nu tsitsi le nutome la.

4.2 VOVOTOTO MADEMADE AME ME.

De do nyui wawo fe gbogbo kple bubudede amegbeto fe gomekpokpo kple asixaxo dede HIV/AIDS dololawo nuti ta ka, mele be woade vovototo dawolawo me be wonye ame siwo le HIV/AIDS do lem alo wobu le wo nu be woxo nenem dolole sia o. Vovototo dede ame me kple almedede le HIV/AIDS dololawo nuti anye maxenu blibo na HIV/AIDS dololea nu tsitsi wonawo fe ngoyi.

Migrant Workers (Supplementary Provisions) Convention, 1975 (No.143).

Part-Time Work Convention, 1994 (No.175)

Worst Forms of Child Labour Convention, 1999 (No. 182) and Recommendation (No. 190)

Management of alcohol and drug-related issues in the workplace: An ILO code of practice (Geneva, 1996).

Protection of workers' personal data: An ILO code of practice (Geneva, 1997).

ILO Technical and ethical guidelines for workers health surveillance. Occupational Safety and Health Series No. 72 (Geneva, 1998).

Code of practice on managing disability in the workplace (forthcoming)

Panel discussion, Report and conclusions of the Ninth African Regional Meeting (Abidjan, 8-11 Dec. 1999), Governing Body, 27th Session, Geneva, 2000.

- HIV/AIDS: A threat to decent work, productivity and development. Document for discussion at the Special High-Level Meeting on HIV/AIDS and the World of Work (Geneva, 2000).

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).

Ndarba, L. Hodges-Aeberhard, J. HIV/AIDS and employment (ILO, Geneva, 1998).

Report on OATUU/UNAIDS/ILO Seminar on Trade Union Action against HIV/AIDS in Africa, Accra, 26-28 July, 2000

B. ILO tsE TAKPEKPEWO, ADAöUÖÖÖÖÖ, WÖNAWO KPLE AFÖÖÖÖÖ tsE ÖÖÖÖÖ

Discrimination (Employment and Occupation) Convention, 1958 (No.111).

Vocational Rehabilitation and Employment(Disabled Persons) Convention, 1983 (No. 159)

Termination of Employment Convention, 1982 (No. 158), and Recommendation (No. 166). Right to Organise and Collective Bargaining Convention, 1949 (No.98)

Collective Bargaining Convention, 1981 (No. 154).

Occupational Safety and Health Convention, 1981 (No. 155), and Recommendation (No. 164)

Occupational Health Services Convention, 1985 (No. 161), and Recommendation (No.171).

Employment Injury Benefits Convention, 1964 (No. 121).

Social Security (Minimum Standards) Convention, 1952 (No.102)

Nursing Personnel Convention, 1977 (No.149)

Migration for Employment Convention (Revised), 1949 (No.97)

4.3 öÜTSU ALO NYÖNUNYENYE tsE SÖSÖMINASÖE.

Ehiü be woade dzesi ale si HIV/AIDS döléle gbleü nu le ntsu kple nyönuwo nti. Nyönuwo xöa döléle sia kabakaba eye wögläa nu le wo nti füu wu ntsuwo öe wöfe tutuö, hadomegbenö kple dekönuwo fe nuöanyiwö kpakple ganyawö ta. Zi ale si vovototo dede ame me wönawö öe nyönuwo nti sö gbö öe edzi le nutomea me eye nyönuwo mele ngöyiyi kpm le döwöföwö o la, nenema kee woanö HIV/AIDS döléle la xöm. Susu sia tae wöle be kadodo tæxæ nanö ntsuwo kple nyönuwo dome eye to nusänana nyönuwo me la ana be woatsi HIV döléle la nu böböe eye wöagakpe öe nyönuwo nti be woate nu anö te ne woxö HIV/AIDS döléle la,

4.4 DÖWÖtsE tsE DZADZENÖNÖ

Ele be woawö döwöfe la dzadzæ, abe ale si woate nti na ame sia ame be wöatsi HIV döléle fe kaka nu abe ale si wöle le "Occupational Safety and Health Convention 1981" fe dööwö (No. 155) me la ene. Döwöfe dzedze döa döwölawö fe lümesenyawö öe ngö elabena wöfe susu me köna eye wonöa lümesö nyuitö me le döwöföwö.

4.5 HADOMEGBENÖNÖ

Hafi HIV/AIDS döléle fe dööwö nayi dzi nyuie dzidzedzekpöktöe la, ehiü öekawöwö kple kaka öe ame nöewö dzi le dötöwö, döwölawö, wo tefenölawö kple dziödu dome eye ne ehiü la, alö döwöla siwo le AIDS dö lém kple ame siwo katü nti AIDS döléle le nu glém le la öe eme.

4.6 ÖDÖKÖWÖWÖ HENA AME NYANYA ALO AME MAXÖMAXÖ ÖE DÖME

Mele be woabia tso döbälawö alo amewö si be woawö HIV/AIDS döléle döökpö hafi woaxö wo öe döme o.

4.7 AMETAYAYLA

Mele se nu be woabia tso döbälawö kple döwölawö si be woana nutsotso tso wöfe HIV/AIDS döléle nti

Nenema ke manye dzizizi na döwöhatiwo be woakö nu le wöfe döwöhatiwo fe HIV/AIDS döléle dzi o. Ele be se nakplö nunödj siwo tso döwölawö nti womate nu atsæ, axlëe anya nu tso döwöla aöe fe HIV döléle nti abe ale si wöle le ILO döwöwö fe döö si wowö le fe 1997 me si gbö be woayla döwölawö ta la ene.

4.8 DÖWÖtsE KADÖNYAWÖ DZIYIYI

HIV/AIDS döléle manye susu si ta woanya ame aöe le döwöfe öo. Abe ale si wöle le döléle fömevi vovowö gome ene la, ele be woade mö na

HIV dólélawo hũ be woayi dɔwɔwɔ dzi zi ale si wole lūmesē me eye woate ɲu awɔ dɔ nyuie.

4.9 DɔLŌLEA NU TSITSI

Woate ɲu atsi HIV dóléle la nu to mɔ vovovo siwo dzi dziɔɔɔdu kple dekonu wɔnawo da asi ɔɔ la.

Dóléle sia nu tsitsi ate ɲu ayi dzi to tɔtrɔ hehe va amewo fe agbenɔɔ, sidzedze, dɔyɔyɔ kpakple vovototo dede nuwɔnawo mawɔmawɔ ɔɔ amewo ɲu me le nutomewo me. Mɔnukpɔkpɔ nyui aɔɔ le.

Dɔwɔfe siwo wɔa dɔ kple wo nɔewo la si be woate ɲu ado afɔɔɔɔ siwo atsi dóléle sia nu la ɔɔ ɲɔɔ to tɔtrɔ hehe va amewo fe agbenɔɔ me, to nyanyanana kple hehenana kpakple hadomegbenɔɔ kple gakpɔmɔnu nyawo me.

4.10 BELŌLE KPLE ALɔDODO AIDS DɔLŌLAWO

Vevesese ɔɔ ame ti, beléle kple alɔdodo HIV/AIDS dólélawo anye nu si akpe ɔɔ ɔɔɔ siwo wowɔ ɔɔ AIDS deléle la nu tsitsi ɲuti le xexeame godoo. Ele be dɔwɔlawo katũ, kpe ɔɔ esiwo le HIV dɔ lém la, nakpɔ gome le lūmesē me nɔɔ nyawo me. Vovototo dede ame me nuwɔna aɔɔke mayi dzi ɔɔ AIDS dólélawo kple wofe fɔmetɔwo ɲuti ku ɔɔ gomekpɔkpɔ le dukɔa fe megbegawo xɔxɔ fe ɔɔɔwo kple dɔwɔna nyawo me o.

5. GOMEKPɔKPɔ GBADZAA KPLE DɔDEASIWO

5.1 DZIɔɔɔDUWO KPLE WOtsE DɔNUNɔLA WɔNUTEtsEWO

(a) Dekawɔwɔ:

Ele be dziɔɔɔduwo nakpɔ egbɔ be kadodo alo ɔɔkawɔwɔ aɔɔ le dukɔa fe ɔɔɔ siwo wowɔ ɔɔ HIV/AIDS dólélele dada ɲuti. Ele be woade dzezi xexeame godoo fe ɔɔɔ siwo wowɔ ɔɔ AIDS dólélele nu tsitsi ɲuti fe vevinyenye. Ele be woakpɔ egbɔ be dɔtɔwo, dɔtɔwo tefenɔlawo, dɔwɔlawo, HIV/AIDS dólélawo, dɔwɔfe siwo kpɔa dɔwɔwɔ kple hadomegbenɔɔ nyawo gbɔ la le dukɔa fe akameti siwo wotia hena AIDS dólényawo gbɔ kpɔkpɔ la dome.

(b) Habɔbɔ vovovowo fe asikpekpe ɔɔ dɔ ɲu.

Ele be Dɔnunɔla wɔnutefewo nafo amewo nu fu, ado alo wo bena ɔɔkawɔwɔ aɔɔ fomevi nate habɔbɔwɔwo fo fui hena beléle na AIDS dólélawo kple

KPEDEŌUNYA IV

ILO tsE NUŌLɔɔIWO

A. KPEɔODZINYAWO, TAKPEKPE GAWO, TAKPEKPEWO KPLE NUTSOTSOWO

Hodges-Acberhard J. Policy and legal issues relating to HIV/AIDS and the world of work (ILO), Geneva, 1999.

- An outline of recent developments concerning equality issues in employment for labour court judges and assessors (ILO, Geneva, 1997), see "Specific developments concerning HIV/AIDS discrimination" pp.27-31
- ILO: The role of the organised sector in reproductive health and AIDS prevention, Report of a tripartite workshop for Anglophone Africa held in Kampala, Uganda, 29, Nov- 1 Dec. 1994 (Geneva, 1995)
- Report of the Meeting of Experts on Workers' Health Surveillance, 2-9 Sep, 1997, doc. GB 270/6 (Geneva, 1998)
- Decent work, Report of the Director-General, International Labour Conference, 87th Session, Geneva, 1999.
- Action against HIV/AIDS in Africa: An initiative in the content of the world of work based on the Proceedings of the African Regional Tripartite Workshop on Strategies to Tackle the Social and Labour Implications of HIV/AIDS, Windhock, Namibia, 11-13 Oct. 1999 (Geneva, 1999).
- Resolution concerning HIV/AIDS and the world of work, International Labour Conference, 88th Session, Geneva, 2000.
- Special High-Level Meeting on HIV/AIDS and the World of Work. Summary of Proceedings of the Tripartite Technical Panel, Geneva, 8 June 2000.
- SIDA et milieu de travail, collecte de données au Togo (Lomé, Sep, 2000)
- The extent and impact of the HIV/AIDS pandemic and its implications for the world of work in Tanzania Resource paper for ILO mission to the United Republic of Tanzania (Dar es Salaam. Sep. 200).
- Conclusions and recommendations of the ILO pre-forum tripartite event on HIV/AIDS and the world of work, African Development Forum 2000, Addis Ababa Dec. 2000).
- Platform for action on HIV/AIDS in the context of the world of work:

nutsotso xoxo, eme dzodzro kple asidada de edzi.

- aɖaɖaɖoɖa la awo gakpɔmɔnu ɖoɖowo ɖudo adi ga tso tefe bubuwo, ne ehiũ la, eye wòade dzeɖi gadimɔnu siwo le nutome la me.
- aɖaɖaɖoɖa la awo ɖoɖo ku de wofo dɔdeasiwo kple yeɖiye si dzi woawo wofo ɖoɖowo la ɖudo ɖuti.
- woawo ɖoɖo kple afɔdeɖe fe ɖoɖo siawo ɖudo to, le kpɔɖeɖe me, kaklũtiwo, letawo mama, gaxɔgbalẽwo mama, takpekpe tɔxewo wɔwɔ, hehenana nusɔsrɔwo kple hehexɔwɔ wɔnawo me.
- aɖaɖaɖoɖa la alé ɖku de ale si ɖoɖoawo le dɔ wɔmii la ɖuti.
- aɖaɖaɖoɖa la adzro ɖoɖoawo me edziedzi ku de dɔdzikpɔkpo wɔna siwo le edzi yim le dɔwɔfe kple nyanyanana wɔna siwo le edzi yim le nutome la me ku de HIV dɔléle la ɖuti kple ale si wòwɔa dɔe de dɔwɔfe la dzii.

Ele be woade ɖoɖo siwo katũ ɖuti wofo nu tsoe va yi la dɔwɔfe la fe ɖoɖo siwo wowo, esiwo dzi wowo de eye wole ɖku de wo ɖuti enuenu la me.

dɔléle nu tsitsi.

Woakpo egbo be dziɖuɖu dɔwɔfowo ɖokuisidɔwɔfowo, dɔwɔlawo kple dɔwɔwo fe habɔbɔwo kple ame siwo katũ doa alo wo la nakpe asi de dɔa ɖu bena habɔbɔ me nɔlawo nasɔ gbo de dɔ la wɔwɔ ɖuti.

(c) Dɔ fe ɖoɖonu nɔnɔ

Ele be dziɖuɖuwo nakpo egbo be yewodo dɔ de ɖuɖo le ɖoɖo nyuito nu bena kuxi boɔ aɖeke manɔ xexe me godoo la fe dɔwɔwɔ ɖuti o. Gawu la, ele be woatsɔ habɔbɔ vonovoto fe ha la kple alɔdolawo fe habɔbɔa me nɔnɔ abe mɔnukpɔkpo ene. Ele be woatu dɔa fe ɖoɖonu nɔnɔ de ɖoɖowo kple alɔdomɔnu siwo li xoxo la dzi.

(d) Dɔléle nu tsitsi kple lumesẽ me nɔnɔ nyawo dodo de ɖuɖo

Ele be dɔnunɔla wɔnutefewo nado ɖusẽ amewo eye woawo dɔ le ɖekawɔwo me kple habɔbɔ me nɔla bubuwo aduadu be woate ɖu ado numeɖeɖe tso dɔléle ɖuti kple dɔléle nu tsitsi wɔnawo de ɖuɖo, vevito le dɔwɔfowo.

(e) Dɔdada ɖuti ɖoɖowo

Le dukɔ siwo me dɔwɔwo de dzeɖi be enye yewofe dɔdeasi be yewoakpo dɔwɔlawo fe lumesẽ me nɔnɔ nyawo gbo la, ele be dziɖuɖu nawo ɖoɖo siwo akpe de dɔwɔwo ɖuti ku de beléle si woatsɔ na HIV/AIDS dɔlélawo ɖuti kple ale si woada HIV/AIDS dɔléle lae. Ele hũ be ɖoɖo siawo manye esiwo to vovo tso esiwo ɖudo wɔm wole xoxo la gbo o.

(ɛ) Dukɔa fe alɔdodo ame:

Ele be dziɖuɖu nakpo ekpo be HIV/AIDS dɔlélawo hũ kpo gome abe ale si dɔ bubu lélawo hũ kpɔme ene le se siwo dukɔa wɔ de dɔnɔwo fe gomekpɔkpo ɖuti la me. Le ɖoɖo siwo wowo de megbegawo kple wo nana ɖuti la, ele be dziɖuɖu nalé ɖku de dɔléle fe dzidzi de dzi kple dɔ la fe kaka de eme kple nyanyra ɖuti be woate ɖu awo ɖoɖo nyuito de ɖuti. Le kpɔɖeɖe me abe ɖoɖowɔwɔ de AIDS dɔlélawo fe gomekpɔkpo alo alɔdodo wo ɖuti ene le yeɖiye si me wohiũ ne la. Nenema kee wóle be woatsɔ dzo de dɔdafewo hũ xexe ɖuti kaba.

(f) Nugɔmekuku

Be kadodo nyuito nanɔ ɖoɖo siwo dukɔa wɔ de AIDS dɔléle dada ɖuti, eye woate ɖu afo habɔbɔa fe alɔzewo katũ nu fu, anya ga home si woagblẽ de dɔléle dada ɖuti le dɔwɔfowo bena megbegawo nana ɖuti ɖoɖawo, kple ɖoɖo siwo wowo de dɔléle nu tsitsi ɖuti magblẽ nu le kadonyawo kple gakpɔmunu nyawo ɖuti o la, ele be dɔnunɔla wɔnutefewo nado ɖusẽ

kple alo wɔnawo bena woate ɲu awɔ ɔe nu siwo ɲuti woke ɔo le wofe ɲugɔmekukuwo me la dzi to etata ɔe agbalɛwo me me. Woagado alo nusɔsrɔ tso dɔlɛle fe nɔnɔme ɲuti. Ele be dziɔɔɔwo nakɔ egbo be yewowɔ ɔo kple nusɔfe siwo ana woakɔ ta na wofe taɔɔzinu la ɲuti. Ele be ɲugɔmekuku la nalɔ ɲutsu alo nyɔnnyenye fe nyawo ɔe eme. Nenema ke wɔle be woawɔ ɲugɔmekuku siwo woxɔ tso dɔtɔwo, wofe habɔbɔwo kple dɔwɔlawo fe habɔbɔwo gbɔ la ɲudɔe. Ele be nutsotso siwo woxɔ la natso dɔwɔfe tɔxewo gbɔ eye woama wo ɔe nyɔnu alo ɲutsunyenye kple wofe dɔwɔwɔwo, dɔtsofe, fe si woxɔ, dɔwɔna kple ɔofe le dɔme le ɔo si le nutome ma me la nu. Ne ehiu la, mɔnu tɔxe aɔe nana anyi koɲ hena ɲugɔmekukuawo dodo kɔ.

(f) Gadidi:

Ne woate ɲui la ele be dziɔɔɔwo naxɔ aɔɲu tso habɔbɔ nunɔlawo, habɔbɔ me nɔlawo kple alɔdola bubuwo gbɔ hena akɔɲta wɔwɔ ɔe ga home si woagblɛ ɔe HIV/dɔlɛle dada ɲuti eye woadi ga tso wofe dukɔa kple duta dukɔ bubuwo me hena ɔo wɔwɔ ɔe AIDS dɔlɛle dada kple megbegaxexe na AIDS dɔlɛlawo ɲuti.

(g) Dziɔɔɔwo fe sewo:

Be woadɔe vovototo dede ame me nuwɔnawo ɔa le dɔwɔfewo eye woakɔ egbo be wotsi dɔlɛle fe kaka nu eye wosalɛ be na AIDS dɔlɛlawo la, ele be dziɔɔɔwo kple wofe dɔwɔhatiwo kple ame siwo xɔ hehe tɔxe tso HIV/AIDS dɔlɛle la ɲuti la nawɔ ɔo tɔxewo ɔe dɔ la dada ɲuti; eye ne ehiu la, woagbugbo asi atrɔ le dɔwɔwɔ fe sewo kple dziɔɔɔwo fe se bubuwo ɲuti.

(ɣ) Dziɔɔɔwo fe alɔdodo ɲuti ɔo:

Ne dziɔɔɔwo de ga dɔdada fe wɔna siawo te le dukɔ kple duta dukɔwo fe dɔwɔnawo me la, ele be woabia tso gomekpɔlawo si be woawɔ ɔe dukɔa fe seawo dzi eye woado ɲusɛ wo hu be woawɔ ɔe ɔo sia dzi. Nenema ke wole be woawɔ ɔe se alo ɔo siwo ana woakɔ ta na ɔo siwo le nuɲɔɔi sia me la dzi.

(g) Dzidzizi

Ele be dɔnunɔla wɔnutɛfewo nana nutsotso siwo ɲuti dɔ woawɔ eye woadɔ aɔɲu na dɔtɔwo kple dɔwɔlawo ku ɔe mɔ nyuitɔ si dzi woato awɔ ɔe dziɔɔɔwo fe se kple ɔo siwo ku ɔe HIV/AIDS dɔlɛlawo ɲuti le xexeame godoo fe dɔwɔwɔ me. Ele be woado ɲusɛ wo, ahazi dɔwɔfewo dzi be woawɔ ɔe ɔo kple seawo dzi le adzɔnu wɔfewo, dɔdzikpɔkɔ dɔwɔfewo kple uɔnudrɔfe siwo kɔa dɔwɔnanyawo gbɔ.

KPEDEUNYA III

AFɔɔɔFE KPLE ɔO SIWO WOWɔ ɔE HIV/AIDS DɔLɛLE LA tɛE ɔOɔOWO ɔUDɔ WɔWɔ ɔUTI LE DɔWɔtɛEWO

Ele be dɔtɔwo, dɔwɔlawo kple wofe habɔbɔwo nawɔ ɔeka vevesese-ɔe-ame-ti-tɔe hena ɔo wɔwɔ ɔe HIV/AIDS dɔlɛle la ɲu ku ɔe dɔtɔwo kple dɔwɔlawo fe hiahiuwo ɲuti. Ne dɔmeguwo fe asi le eme la, ele be ɔoawo nanye kɔɔɔɲu na nutome la godoo ku ɔe ale si woatsɔ belɛle ana HIV/AIDS dɔlɛle la. Nyati siwo dzi wotu ɔo siawo ɔo siwo ɲu wofu nu le le mama 6 –9 me le ɔo sia me la lo nyanyanana wɔna siwo ku ɔe HIV/AIDS dɔlɛle la fe kaka, hehenana kple wo gɔmesese ɔe eme. Wɔna siawo aɔo dɔlɛle la nu tsitsi fe wɔnawo ɔe ɲɔ eye wɔado ɲusɛ amewo be woatrɔ wofe agbenɔwɔ.

Nenema kee wɔado agbenɔwɔ, belɛle kple alɔdodo wɔnawo ɔe ɲɔ ku ɔe ame siwo le AIDS dɔ lɛm kple wofe fometɔ siwo hu le elɛm la fe wɔnawo ɔe ɲɔ. Wɔna sia agana be vovototo dede ame me nuwɔna ɔe AIDS dɔlɛlawo ɲuti le dɔwɔfewo la nu natsi.

Woate ɲu awɔ afɔɔfe siwo gbɔna la ɲudɔ hena ɔoɔwɔwɔ ɔe HIV/AIDS wɔnawo ɲuti.

- Ne woadi asi ɔe edzi la, dɔmeguwo tefenɔlawo, dɔdzikpɔlawo, dɔwɔlawo, dɔwɔlawo fe habɔbɔ, dɔwɔfe si kɔa dɔwɔnanyawo gbɔ, dɔwɔfe si kɔa dɔwɔlawo fe hehexɔxɔ nyawo gbɔ, dɔwɔfe si kɔa adzɔnu dɔwɔlawo fe nyawo gbɔ, dɔwɔfe si kɔa dɔwɔlawo fe lɔmesɛ-me-nɔnɔ-nyawo gbɔ, lɔmesɛ kple dedinɔwɔ 'ɔaɲuɔha kple AIDS dɔlɛlawo woadɔ HIV/AIDS Aɔaɲuɔha. (Habɔbɔ si ɔa aɔɲu tsoa dɔlɛle la fe tso HIV/AIDS dɔlɛle la ɲuti)
- aɔaɲuɔha la awɔ ɔo ɔe wofe ɔoɔwɔwɔ, afɔɔɔde kple dɔdeasiwo ɲuti;
- aɔaɲuɔha la adzro dukɔa fe sewo me ku ɔe ale si seawo wɔa dɔ ɔe wofe dɔwɔfewo dzii la ɲuti.
- aɔaɲuɔha la alɛ ɲku ɔe ale si HIV/AIDS dɔlɛle la le nu gblɛm le dɔwɔfewo la ɲuti to ɲkulɛle ɔe ame siwo xɔ dɔlɛle la kple ame siwo ɲuti HIV/AIDS dɔlɛle la gblɛ nu le la fe hiahiuwo ɲuti to nusɔsrɔ tso HIV/AIDS dɔlɛlawo ta yaɣla wɔnawo ɲuti me.
- aɔaɲuɔha la ade dzesi ɔo siwo le lɔmesɛme-nɔnɔ kple nyanyanana wɔna siwo le dɔwɔfe la si ku ɔe HIV/AIDS dɔlɛle la ɲuti-le dɔwɔfewo kple nutome la me.
- aɔaɲuɔha la awɔ ɔo siwo woava ɔo kpe edzi emegbe la hena mama,

South African Law Commission Aspects of the law relating to AIDS (Project No. 85) Universal workplace infection control measures (Universal Precautions): 1997

WHO WHO guideline on AIDS and first and in the workplace. WHO AIDS series o (Geneva, 1990)

WHO/UNAIDS/ICN (International Council of Nurses}: HIV and the workplace and Universal Precautions, Fact sheets on HIV/AIDS for nurses and midwives (Geneva, 2000).

(x) Dokusidawawo

Ele be dziɖuɖu nadze agbagba be, ɖoɖo kple wɔna siwo katũ wowɔna ɖe HIV/AIDS ɖɔléle nu tsitsi ɲuti la naɖo ɖokuisidawo la awo hũ gbo. Nenema ke wòle be woana nutomenawo nakpo gome le gakpɔmɔnu dawawawo kple beléle tsotsɔ na ame ɖokui wɔnawo me. Ele be Dziɖuɖu nawo ɖoɖo yeyewo ɖe ɖɔléle sia nu tsitsi ɲuti to nutometawo fe kpekpeɖeɲu me le tefe siwo wòahiũ le la.

(i) ɖɔléle nu tsitsi

Ele be Dziɖuɖu nado beléle kple alɔdodo wɔnawo ɖe ɲgo to dugbadza nusɔɔ tso dugbaza lĩmesẽ nyawo, ɲuti me, nɔgbega nana ɖoɖowo kple Dziɖuɖu fe wɔna bubuwo me. Ele be Dziɖuɖu nakpo egbo be ɖɔwawo kpo gome le ɖɔléle sia dada me bɔbɔe eye ne ehiũ la, woawo ɖo asileasime kple ɖɔwawo kple dawawo fe habɔbɔno.

(k) ɖeviwo kple Sɔhewo:

Le ɖeviwo fe ɖo sesẽ wawo fe ɖoɖowo kple wɔnawo me la, ele be Dziɖuɖu nakpo gbo be yewotsɔ beléle tɔxɛ na ɖevi kple sɔhe siwo dzilawo nye HIV/AIDS ɖɔlélawo alo esiwo dzilawo ku to HIV/AIDS ɖɔléle sia me la.

(l) Nutomegũwo kple duta – ɖɔwawo fe ɖekawawo

Ele be dziɖuɖuwo nado alo AIDS ɖɔléle ɲuti dawawo le nutomegũwo, dukawo kple dutadziɖuɖu – ɖawɔfewo me kpakple alɔdola bubuwo be woate ɲu ahe duta-dukawo fe susu ɖe HIV/AIDS ɖɔléle la fe nuhihiũwo ɲuti le xexame godoo fe dawawo me.

(m) Duta-dukawo fe kpekpeɖeɲu nana

Ne ehiũ la, ele be Dziɖuɖu nabia gbeta-dukawo fe kpekpeɖeɲu le tefe siwo wòahiũ le la be woana alɔdodo dukawo fe wɔnawo. Ele be woado ɲusẽ wɔna siwo ado alo duta dukawo fe boblododo wɔnawo be atike si woyɔna le Englisigbe me be, “antiretroviral” la fe asixawo dzi naɖe kpɔto be ame geɖewo nate ɲu aflee.

(n) ɖɔléle la xawo:

Ele be dziɖuɖuwo nawo ɖoɖo si ana be woade dzesi dawawo siwo ate ɲu axo ɖɔléle sia la bɔbɔe be woate ɲu ato mo aɖe axe mo na dawawo siawo fe ɖɔléle la xawo. Nenema ke wòle be dziɖuɖuwo nadze agbagba akpo gbo be ɖɔléle nu tsitsi fe wɔna adodoeawo le edzi yim le dawawo siawo dome.

5.2 DŌTŌWO KPLE WOtsE HABŌBŌWO

(a) DŌwŌfe fe Sewo

Ele be dŌtŌwo kple dŌwŌlawo kple wo tefenŌlawo nawŌ numedede na wo nŌewo eye woakpŌ gbŌ be wowŌ dŌdŌ nyuitŌ de wofe dŌwŌfewo ŋuti si atsi dŌlŌlea fe kaka nu eye woade vovototo dede ame nuwŌnawo de HIV/AIDS dŌlŌlawo ŋuti le dŌwŌfewo da. (WŌŋlŌ dŌwŌfe la fe dŌdŌ siawo kple wo ŋudŌwŌwŌ de Kpedeŋunya III lia me. (Appendix III)

(b) DukŌwo, HabŌbŌwo kple DŌwŌfewo fe KpedŌdzinyawo

Ele be dŌtŌwo nawŌ de dukplŌsewo ŋudŌwŌwŌ dzi ku de dŌdŌwo kple se siwo ku de HIV/AIDS dŌlŌlawo xŌxŌ de dŌ me ŋuti. Egahiũ be dŌtŌwo kple dŌwŌlawo kple wo tefenŌlawo nawŌ numedede na wo nŌewo eye woakpŌ gbŌ be wowŌ dŌdŌ nyuitŌ de wofe dŌwŌfewo ŋuti si atsi dŌlŌlea fe kaka nu. Nenema ke wŌle be woagakpŌ gbŌ be dŌdŌ siwo wowŌ de HIV/AIDS dŌlŌle la nu tsitsi ŋuti kple belŌle tsŌtsŌ na HIV/AIDS dŌlŌlawo la nye nu si dzi dukŌ- wo, habŌbŌwo kple dŌwŌfewo katũ da asi dŌ.

(d) Henana kple HehexŌxŌ

Ele be dŌtŌwo kple wofe habŌbŌwo nawŌ takpekpe kple dŌwŌlawo kple wo tefenŌlawo awŌ dŌdŌ siwo ana woado alo AIDS dŌlŌle la nu tsitsi le wofe dŌwŌfewo to nyanyanana, hehenana kple hexŌxŌ wŌnawo me na dŌwŌlawo, eye woana dŌwŌlawo nanya nu tso dŌwŌfe la fe dŌdŌ siwo ku de belŌle kple alŌdodo siwo woana HIV/AIDS dŌlŌlawo ŋuti. Nenema kee nye dŌdŌ siwo ku de vovototo dede ame me nuwŌ- nawo wŌwŌ de HIV/AIDS dŌlŌlawo kple wofe fometŌwo ŋuti. Gawu la, ele be woana woanya nu tso gomekpŌkpŌ siwo li na dŌwŌlawo la ŋuti.

(d) Ganyawo

Ele be dŌtŌwo, dŌwŌlawo kple wofe habŌbŌwo nawŌ dŌ asileasimee awŌ dŌdŌ tŌxe siwo ana be woawŌ akŌŋta tso ganyawo ŋuti bena woate ŋu awŌ ga ŋudŌ de dŌdŌ nyuitŌ nu le HIV/AIDs. DŌlŌle la dada me le wofe dŌwŌfewo.

(e) AmexŌxŌ de dŌ me fe dŌdŌwo

DŌtŌwo mawŌ naneke alo aŌe mŌ na amexŌxŌ de dŌme fe dŌdŌ si ahe vovototo dede ame me nuwŌnawo wŌwŌ de dŌwŌla siwo le HIV/AIDS dŌ lŌm alo wofe fometŌwo ŋuti o.

Kpuie ko la,

- mele be dŌtŌwo nazi dŌbialawo dzi be woawŌ HIV/AIDS dodokpŌ

KPEDEŌUNYA II

DŌLŌLE LA XŌXŌ DZI DEDE KPŌTŌ LE DŌWŌtsEWO

A. XEXEME GODOO tsE ĐOĐO WŌWŌ DE UU KPLE LAMETSIWO ŌUDŌWŌWŌ ŌUTI

De HIV/AIDS dŌlŌle la kple dŌlŌle bubu siwo woxŌna to asidede ameuu me le dŌnŌkŌdziwo ta la, United States fe dŌwŌfe siwo kpŌa dŌlŌlewo nu tsitsi fe nyawo gbŌ la (United States Centres for Disease Control and Preventions (CDC) yŌ takpekpe le fe 1985 me hewŌ dŌdŌ na xexeme godoo hena AIDS dŌlŌle la fe kaka dzi dede kpŌtŌ, kple enu tsitsi. Đođo yeye sia dŌ kpe edzi zi gbũtŌ be ele be woawŌ xexeme godoo fe belŌle na ame dŌkui ŋuti dŌdŌ siawo ŋudŌ ku de uu kple lŭmetsi ŋudŌwŌwŌ le dŌnŌkŌdzi de sia de na ame sia ame. WoawŌ dŌdŌ siawo ŋudŌ vovototo mademade ame me tŌe ku de ame fe dŌlŌle la xŌxŌ alo maxŌmaxŌ ŋuti. "Universal Precautions" dŌdŌ sia nye dŌlŌlea nu tsitsi fe mŌnu bŌbŌetsi si ŋudŌ wowŌna na dŌnŌwo ye sia yi to dŌlŌle si woxŌna to uu me la nu tsitsi. "Universal Precautions" dŌdŌ sia lŌ nu siwo gbŌna la de eme:

- belŌle tsŌtsŌ na nu dŌdŌewo (abe abuiwo kple nu dŌdŌ bubuwo ene) ŋudŌwŌwŌ kpakple wo tsŌtsŌ fu gbe.
- asi kŌklŌ le dŌwŌwŌ ŋgŌ kple emegbe.
- akpŌxŌnunuwo abe asiwuiwo, awuwo kple kakabotobiwo ene ŋudŌwŌwŌ – ne wole asi de ge uu alo ame fe lŭmetsi me (le kpŌdeŋu me, abikŌklŌ, vi dzidzi kple dŌ wŌwŌ na ame nuwŌnawo) belŌle tsŌtsŌ na nu siwo fo uu kple lŭmetsi hafi atŌ wo fu gbe.
- dŌwŌnu siwo fo uu kple lŭmetsi la dŌda alo wo dede atike siwo wua dŌlŌle la fe kutsetse me.
- belŌle tsŌtsŌ na abadziwo siwo fo uu alo lŭmetsi la.

B. ĐOĐO TŌXŌWO TIATIA KPLE "UNIVERSAL PRECAUTIONS" tsE ĐOĐOWO KU DE DŌLŌLE LA tsE KAKA DZI DEDE KPŌTŌ ŌUTI

Bednarsh, H.S. Eklund, K.J. "Infection control: Universal Precautions reconsidered", in American Dental Hygienists Association Access (Chicago; 1995) Vol.II No.1

Centres for Disease Control and Prevention (CDC) National Centre for HIV, STD and TB Prevention Division of HIV/AIDS Prevention: Preventing occupational HIV transmission to health care workers (updated June, 1999).

alo wu tefe etõ (over three quarters of regugees are women).

Nõnõme eve siawo awõe be woate ñu axõ HIV dõléle la kabakaba wu. Le tefe siwo masõmasõ alo auawõwõ le edzi yim le la, auawõlawo dõa nyõnuwo gbõ akpa sesõtõe.

- Beléle tsõtõ na HIV dõlélawo zua nyõnuwo kple nyõnuvi ñeviwo fe agba. Esia wõne be agba tena ñe wo dzi eye womekpõa mõnu wõa dõ alo dea suku o.
- Nyõnuwo fe kluvizuzu na ñutsuwo, domenyinyi, nutõnyenye kple alõdodo nu fe sewo gõmee nye be nyõnu siwo xõ AIDS dõléle la, esiwo srõwo ku to AIDS dõléle la me alo esiwo gbõ wofe fõmetõwo gbe nu le ñe wofe AIDS dõléle la xõxõ ta la mekpõa gome le megbegaxõxõ fe akpõxõnu kple gakpõmõnunyawo me o. Esia azi wo dzi be woadzra wofe nyõnunyenyee alo wo ñokuiwo. Nenema kee nuwõna siawo zia nyõnuvi ñeviwo hõ dzi be woadzra wofe nyõnunyenyee ñe ga ta.
- Nugõmekukuwo ñee fia be nyõnuwo tea ñu xõa AIDS dõléle la wu ñutsuwo vevitõ le kõfewo me ale wogbea nu le wo gbõ heñea wo ñe aga. Nuwõna sia gazia wo dzi be woadzra wo ñokuiwo hafi anõ agbe.
- AIDS dõléle la gblõa dõ siwo nyõnuwo wõna la – esiwo ta wõxea fe ño alo wõmedea dzesi o la. Le kpõñe ñu me, nyõnuwoe wõa ñokuisidõ siwo ñuti megbegaxõxõ kple lõmesõ-me-nõnõ fe gomekpõkpõ kple akpõxõmu añeke mele o.
- Nyõnu uõee añewo koe kpõa gome le megbegaxõxõ alo lõmesõ-me-nõnõ fe gomekpõkpõ wõnawo me le ñwõñfewo.
- Zi geñe la, ñutsuwoe nye ame siwo hea gbõdõdõ bemalõmaletõe alo dzizizitõe fe wõnawo võ.
- Le go geñe me la wobuna be ñutsuwo xõa dõléle la geñe to dõ fõmevi siwo wõwõna si zia wo dzi be woadõ wo nõvi ñutsuwo gbõ bemalõmaletõe la me.
- Ne míetsõ ñusõ nõamesi si le ñutsuwo kple nyõnuwo si la sõ kple wo nõewo la, míakpõ be ñusõ tõxe le ñutsuwo si be woawõ HIV/AIDS dõléle la nu tsitsi fe wõnawo ñudõ, eye woado ñusõ ame bubuwo hõ be woawõ nenema.

hafi axõ wo ñe dõme o negbe dzaa ñe wõñlõe ñe ñõñõ sia fe mama 8 lia me;

- ele be ñõtõwo nakpõ gbõ be ñwõwõ yì dzi fõa vovototo dede ame me nuwõna siwo ku ñe HIV/AIDS dõlélawo ñuti manõmee.
- ele be ñõtõwo nado ñusõ HIV dõlélawo be woayi ñwõwõ dzi zi ale si wole lõmesõ me ko; kple
- ne edzõ be dõléle la te de AIDS dõléla dzi ale gbegebe be magate ñu ayi ñwõwõ dzi o, alo ne edzõ be wowõ kpekpeñe ñu ñe sia ñe fõmevi nõ do kpõe, kpe ñe mõkeke nanae ñuti gake wõglo la, ekema ahiõ be woañe asi le ñu abe ale si wõle le ñwõwõ fe sewo, vovototo mademade ame me fe sewo kple wõwõ ñe ñõñõ siwo ku ñe ñwõlawo fe gomekpõkpõ blibo la me ñuti ene.

(e) Nuteñamedziwo kple Tohehe ñõñõwo

Ele be ñõtõwo nawõ ñõñõ tõxe añewo siwo dzi ñwõlawo kple wo tefenõlawo nawõ ño ku ñe ñwõñfe la fe nuteñamedziwo ñuti. Ele be ñõñõ siawo nato asi nu si ahe tohehe võ na ñwõñla siwo wõa vovototo dede ame me nuwõnawo ñe HIV dõlélawo ñuti kple ame siwo dana le ñwõñfe la fe se siwo ku ñe HIV/AIDS dõlélea ñuti la dzi.

(f) Ametayayla

Ele be nutsotso siwo ku ñe HIV/AIDS dõléla añe ñu le ñwõñfewo la nana ñwõñla ma fe kõdzigbalõgõ me ko. Hafi asi naka nutsotso sia la, anye nu si dzi ñwõñfe si kpõa ñwõñlawo fe Lõmesõnyawo Gbõ fe ñõñõwo 171 lia si wowõ le 1985 (Occupational Health Recommendations, 1985 (No 171) me kpakple dukõa fe sewo kple nuwõnawo da asi ño. ñõktawo ñe ñe koe ate ñu akpõ nutsotso sia. Nenema kee ne se ñe mõ la ko hafi woate ñu añe asi le nutsotso la ñuti alo ne AIDS dõléla la ñutõ lõ.

(f) Dõléle la xõxõ dzi ñe ñe kpõtõ kple asitõtõ le ñu

Ele be ñõtõwo nakpõ gbõ be ñwõñfewo nye tefe dzadze siwo afõku madzõ le o. Gawu la, ele be woawõ nu siwo wõtsõna tsia afõkuwo fe dzõdõ nu la ñuti dõ (Universal Precautions), le kpõñe ñu me, ele be akpõxõnu nuwo dodo kple atike gbõtõ siwo woawõ na ame siwo dze afõku la nana ñwõñfea si. Be woakpe ñe amewo ñuti le wofe agbenõnõ fe tõtõ me ta la, ele be ñõtõwo nakpõ gbõ be kõñdõm siwo ñuti dõ nyõnuwo kple ñutsuwo wõna la nana ñwõñfea, añañuñõ ñõxõ, beléle kple alõdodo wõnawo kple atikewõñfe suewo nana ñwõñfe la. Ne edzõ be ñwõñfea fe lolome mañe mõ be efe asi nasu nu siawo dzi o la, ele be ñõtõwo alo wofe habõbõ nabia alõdodo tso dziñuñu kple ñwõñfe bubuwo gbõ.

(i) Dɔwɔfe Siwo me Dɔwɔlawo dea asi amegbeto fe uu kple Lūmetsi bubuwo me edziedzi:

Le dɔwɔfe siawo me la, ele be dɔtɔwo nakpa gbo be dɔwɔlawo katũ xɔ hehe le Dɔwɔfe Si Kpa Beléle Tsɔtsɔ na Ame Dokui Nyawo Gbo (Universal Precautions) ale be woanya nu tso ale si woawɔ dɔe la nɔti. Egahiũ be woakpa gbo be yewowɔ de "Universal Precaution" dɔwɔfea fe sewo dzi pɛpɛpɛ eye dɔwɔnu siwo nɔdɔ woawɔ la hũ li hena afɔkuwo nu tsitsi.

(h) Nɔfe Nyuiwo –

Le dɔtɔwo fe dɔdɔwo wɔwɔ kple dɔwɔlawo kple wo tefenlawo me la, ele be woakpa gbo be yewona nɔfe nyuiwo dɔwɔla siwo le AIDS dɔ lém la. Esiawo dometo adewoe nye, dɔdɔwɔwɔ de wofe dɔwɔwɔ yeyiwiwo nɔti, dɔwɔnu tɔxe siwo nɔdɔ woawɔ, gbɔdeme xɔxɔ fe mɔnukpɔkpa, kple dɔdɔfe yiwi fe mɔkeke xɔxɔ, dɔwɔwɔ yeyiwi adɛ ko kple tɔtrɔ yi de dɔ me fe dɔdɔwo.

(k) Numedede -

De havilɔlɔ fe gbɔgbɔ ta la, anyo be dɔtɔwo kple wofe habɔbɔwo nado nɔsɛ wofe dɔwɔlawo be woawɔ wofe nɔtete hena HIV/AIDS dɔléle la mu tsitsi eye woatsɔ beléle na AIDS dɔlélawo le dɔwɔfɛwo. Ele be woado nɔsɛ dziɔduɔ be wòato mɔ de sia de fomevi si ahiũ la dzi atso tsi HIV/AIDS dɔléle la fe kaka nu. Habɔbɔ me nɔla bubuwo ate nɔ adɔ alo afɔdɛde siawo to gege de habɔbɔ bubu siwo dea adanɔ tso HIV/AIDS dɔléle nɔti la me.

(i) Alɔdodo Ametayayla wɔna siwo ku de HIV Dɔléla siwo tsɔa lɔlɔnu fɔa toa dodokpɔwɔwɔ kple adanɔxɔxɔ wɔnawo me
Ele be dɔtɔwo, dɔwɔlawo kple wo tefenlawo nado nɔsɛ alɔdodo wɔnawo ana be dɔtɔwo nakpa gome le adanɔduɔdɔ kple dodokpɔwɔwɔ wɔna siwo dɔkta adodoeawo wɔna la me.

(ii) Dokuisidɔwɔlawo: -
Ele be dɔtɔ siwo le dokuisidɔwɔfɛwo la naku nya me eye ne ehiũ la, woawɔ dɔdɔ de beléle tsɔtsɔ na AIDS dɔléla siwo le wofe dɔwo me la nɔti. Nenema ke wohiũe be woawɔ dɔdɔ tɔxewo de AIDS dɔléle nu tsitsi hũ nɔti.

(iii) Dutadukɔwo fe Habɔbɔwo:-
Ele be dɔtɔwo kple wofe habɔbɔwo nadɔ ga atso do alo duta dukɔwo.

agblɛ ye sia yi elabena megbekpo adɛke mele nɔti na wo o. Le dokuisidɔwo gome la, ne dɔwɔla dɛka alo eve megali o la ana be dɔwɔfe la nagbũ. Ne edɔ be dɔtɔ la nɔtɔ xɔ HIV dɔléle eye wòdze dɔ heku la, ga si wòtsɔ de dɔ la te la yina de dɔyɔyɔ, beléle kple

kɔdzife me. Esia wɔnɛ be womegakpa ga bubu dea dɔ la te o, ale esia hea fenyinyi alo agbaɔduɔ ve eye dɔwɔlawo kple dɔtɔ la fe fometɔwo zua fukpelawo. Le kɔfeme dokuisidɔwɔlawo gome la, beléle tsɔtsɔ na dɔtɔ la fe tete-dɛ-ame dziwo wɔnɛ be efe fometɔwo megate nɔ dea agble o. Ale AIDS dɔléle la wɔnɛ be amawo megate nɔ dea agble o eye agblemenukuwo fe agbɔsɔsɔ dzi dɛna kpa. Le goawo keɲ me la, le gakpɔmɔnyawo gome la, ne ga megale vavam abe tsũ ene o la, dokuisidɔwɔlawo kpa fu wu nɛnye be nu siwo gbɔna la do mo dɔ; asiwo megaɔina tututu o elabena nɔflelawo kuna (to AIDS dɔléle me) alo ga meganɔa wo si tututu o de ale si wole ga gblɛm de AIDS dɔléle la dada kple beléle na ame dokui wɔna siwo nɔti wole ga gblɛm dɔ la ta.

ƆKULŌLE DE AIDS DƆLŌLE LA ƆU LE ƆUTSU ALO NYŌNUNYENYE GOME

Ɔutsuwo kple nyɔnuwo xɔa AIDS dɔléle la ku de dɔléle la xɔxɔ kple efe nu gbegblɛ nɔti. Nyɔnuwo fe dzɔdzɔme tutuɔ wɔnɛ be wotea nɔ xɔa AIDS dɔléle la kabakaba wu nɔtsuwo. Nenema kee vovototo si le nɔtsuwo kple nyɔnuwo fe dzɔdzɔme tutuɔ dome la wɔnɛ be esesɛna na nyɔnuwo be woadɛ afɔ siwo axe mɔ na wofe HIV/AIDS dɔléle la xɔxɔ.

- Nyɔnu gedewo kpa tetedeto le gbɔdɔdɔ kple ganyawo gome ku de wofe srɔdɛde kple kadonyawo nɔti. De esia ta la, wometea nɔ tia gbɔdɔdɔ mɔnu si nyo na wo la o, alo agbe nu dɔ le gbɔdɔdɔ bemalɛmalɛtɔe gbɔ o. (Wozia wo dzi hedɔa wo gbɔ bemalɛmalɛtɔe).
- Ɔutsuwo fe ame dzi duɔ le dɔwɔfɛwo nana be wozia nyɔnuwo dzi hedɔa wo gbɔ akpa sesɛtɔe.
- Koɔdɔ nye mɔ siwo dzi AIDS dɔléle la kakana toe la dometo dɛka. Le xexɛame, godoo la nyɔnuwoe dɔ ko wu. Ne ga mele dzila adewo si o la, wo vi nyɔnuviwoe wogbugbɔna le suku alo, wo vinyɔnuvi dɛviwoe woɔna de dɔwɔfe alo woɔna de hoteliwɔfe be woahɛ ga ve na fome la.
- De nyɔnuwo fe agbalɛ manyamama ta la, wometea nɔ kpa gome le AIDS dɔléle la nu tsitsi fe gbefudɛdewo kple wɔnawo me o. Agbalɛ manyamama sia gblɛa nu le nyɔnu gedewo nɔti wu nɔtsuwo le xexɛame godoo (le dukɔ adewo me la wole agbɔsɔsɔ la fe tefe eve)
- Nyɔnuwoe uuna tsoa tefe yi tefewo wu nɔtsuwo; ne miɛtsɔ wo kpe de dɛviwo nɔti eye wona avasilawo fe xɛlɛme alafa dɛka de ene la nyɔnuwo

o. Nenema kee wometea ɲu foa nu tso wofe kuxiwo ɲuti alo dɔléle la fe boblododo wɔnawo me o.

MɔNU SIWO DOA DɔLɔLE LA XɔXɔ ƉE ɔGɔ LE DɔWɔLA AƉEWO tsE HATSOTSO AƉEWO DOME

Dɔ aƉewo fomevi wɔwɔ nana be woxɔa AIDS dɔléle la kabakaba wu dɔ bubu aƉewo wɔwɔ, togbo be dɔléle la xɔxɔ ku Ɖe amewo fe agbenɔɔ ɲuti wu wofe dɔwɔnawo hũ. Nu siwo gbɔna la nye wofe Ɖewo:

- dɔ siwo wɔwɔ nana be woawɔ mɔzɔzɔ geƉe, vevito mɔzɔzɔ yi tefe didiwo tso amesrɔ kple ahiũviwo gbɔ.
- dɔwɔwɔ le tefe siwo tso abo eye hadomegbenɔɔ wɔnawo meya edzi le o. Le kpɔƉeɲu me, kɔfe totroewo me aƉi si dɔyɔfewo hũ mele la o,
- tefe siwo ɲutsuwo ƉeƉe (alo nyɔnuwo ƉeƉe) wɔa dɔ alo woawo mlɔa anyi le la.
- tefe siwo dɔwɔla la mate ɲu awɔ naneke le dɔléle la maxɔmaxɔ ɲuti le la o
- dɔwɔfe siwo ɲutsuwo sɔ gbɔ le gake nyɔnuwo ya mede ha la o
- dɔwɔfe siwo me dɔwɔlawo kaa asi ameeu, uunuwo, amegbeto fe lūmetsiwo, abuidodo, abiwo kple AIDS dɔlélawo fe uu me, aƉi si womewɔa “Universal Precautions” tɔwo fe ƉɔƉowo dzi le o alo wofe dɔwɔnuwo meɔ Ɖo la o.

Miate ɲu atso ame siwo menye yevudɔwɔlawo la kpe Ɖe nuɲɔɔ siawo ɲuti be miate ɲu akpɔ tefe siwo ame siwo mewɔa dɔ o la foa fu Ɖo le du gūme me kple susu be miade dzesi mɔ siwo dzi wotona xɔa HIV dɔléle la, alo tefe manɔsitɔwo, avasilawo, dɔ aƉeke mawɔlawo kple ame manɔsitɔwo. Ame siawo ate ɲu atso ɲutsu gbɔ dede aƉo Ɖe alo woazi wo dzi be woade ɲutsu gbɔ, vevito nyɔnu vɔɔ siwo si srɔ mele o la,

ƉOKUISIDɔWɔLAWO tsE HIAHIA VEVIWO:

Ele bɔbɔe be Ɖokuisidɔwɔlawo nakpe fu tso AIDS dɔléle la fe metsonuwo me abe dziɔɔdu dɔwɔlawo ke ene elabena gbũ la, womate ɲu akpɔ gome le ƉoƉo siwo dziɔɔdu wɔ Ɖe dɔwɔlawo fe lūmesē-me nɔɔ kple hadomegbenɔɔ fe beléle na ame Ɖokui me la o.

Evelia, elabena megbegaxɔxɔ fe akpoxɔnu aƉeke meli na wo le ganyawo gome o. Etɔlia, elabena nenyé be woawo ɲuto mele dɔ gbɔ o la, dɔ la meya edzi nyuie o; nenema ke wofe dɔ ate ɲu

5.3 DɔWɔLAWO KPLE WOtsE HABɔBɔWO

(a) Dɔwɔfe Sewo

Ele be dɔwɔlawo kple wo tefenɔlawo kple dɔtɔwo nawɔ ƉoƉo Ɖe ale si woawɔ se siwo wowɔ Ɖe HIV/AIDS dɔléle la nu tsitsi kple ale si woagbe nu le vovototo dede ame me nuwɔnawo wɔwɔ Ɖe HIV/AIDS dɔlélawo ɲuti le dɔwɔfewo. Wonɔ dɔwɔfe fe se siawo ɲuti dɔwɔwɔ fe ƉoƉowo Ɖe KpɔƉodzinya III lia (“Appendix III”)

(b) Ɖukɔwo, Habɔbɔwo kple Dɔwɔfewo fe KpɔƉodzinyawo.

Ele be dɔwɔlawo kple wofe habɔbɔwo nawɔ Ɖe dukplɔse siwo ku Ɖe HIV/AIDS dɔlélawo xɔxɔ Ɖe dɔme ɲuti la dzi. Ele be woadze agbagba be se siwo yewowɔ Ɖe HIV/AIDS dɔléle la nu tsitsi ɲuti kple beléle tsɔtsɔ na HIV/AIDS dɔlélawo la nanye nu si dzi dukɔwo, dɔwɔlawo kple dɔwɔfewo katũ da asi Ɖo.

(d) Nyanyanana kple Hehexɔxɔ

Ele be dɔwɔlawo kple wofe habɔbɔwo nawɔ ƉoƉo siwo le wo si kple ƉoƉo bubuwo kpakple dɔwɔnu siwo le wo si la ɲudɔ le nyanyanana wɔnawo me tso HIV/AIDS dɔléle la ɲuti le dɔwɔfewo. Nenema ke wɔle be woawɔ hehenana kple wɔna siwo anyo na dɔwɔlawo kple wofe fometɔwo eye woakpɔ gbɔ be nyanyanana wɔna sia nye esiwo ɲudɔ wɔm wole atso Ɖe nu me na dɔwɔlawo ku Ɖe gomekpɔkpɔ si le wo si la ɲuti.

(d) Ganyawo

Ele be dɔwɔlawo kple wofe habɔbɔwo nawɔ dɔ asileasimee kple dɔtɔwo hena ƉoƉo tɔxɔwo wɔwɔ Ɖe ganyawo ɲuti be woate gu awɔ ga ɲudɔ le ƉoƉo nyuitɔ nu le HIV/AIDS dɔléle la dada me le wofe dɔwɔfewo kple habɔbɔwo me.

(e) Numedede

Ele be dɔwɔlawo kple wofe habɔbɔwo nawɔ dɔ kple dɔtɔwo kple wofe habɔbɔwo kple dziɔɔduwo hena numedede na amewo tso HIV/AIDS dɔléle la nu tsitsi kple beléle na ame Ɖokui wɔnawo ɲuti.

(e) Amexɔxɔ Ɖe dɔme fe ƉoƉowo

Ele be dɔwɔlawo kple wo tefenɔlawo nado alo kple ɲusē dɔtɔwo le ƉoƉo siwo wowɔ Ɖe amexɔxɔ Ɖe dɔme kple wɔna bubu siwo medena bubu kple vovototo HIV/AIDS dɔlélawo dome o la wɔwɔ dzi

(f) Seawo dzi wawo gbo kpakpa

õusẽ le dawolawo tefenlawo si be woayi nya siwo dzona le wofe dawofewo me vevito wofe kuxiwo kple tohehenyawo me. Nenema ke, ne edzo be ame aɖe wo vovototo dede ame me nuwana aɖe ɖe HIV/AIDS ɖalẽla aɖe ɖuti la, woatrɔ eta na setowo.

(f) Hehenana

Ele be dawolawo kple wofe habɔbɔwo nado hehenana wɔnawo ɖe ɖgo le wo tefenlawo dome ku ɖe wɔna siwo yia edzi le dawofewo ɖe HIV/AIDS ɖalẽlawo ɖuti. Hehenana wɔma siawo afo nu tso HIV/AIDS ɖalẽlawo kple wo dzikpɔlawo ɖuti. Nenema ke wòle be woafɔ nu tso belẽle si woatsɔ na wo kple ale si woanɔ agbee la ɖuti.

(g) ɖalẽle la xaxo dzi ɖeɖe kpɔtɔ kple asitɔtrɔ le enu

Ele be dawolawo kple wofe habɔbɔwɔwɔ nawo ɖeka kple ɖɔtowo eye woafɔ nu na wo be woakpa gbo be dawofewo le dzadzɛ. Nenema ke wohiũ be woawɔ ɖawɔnu nyuiwo kpakple akpoxɔnu nuwo ɖudɔ eye woakpa gbo hũ be atike gbũtɔ siwo woawɔ na ame siwo adze afɔku la nanɔ dawofe la si. Ele be dawolawo kple wofe habɔbɔwo nalẽ ɖku ɖe nu siwo yia edzi le dawofe la si ana be dawolawo naxɔ ɖalẽle la kabakaba la ɖuti be woate ɖu ado ɖoɖo siwo anyo na dawolawo fe dedinɔnɔ wɔnawo la ɖe ɖgo.

(h) Ametayayla

õusẽ le dawolawo si be woate ɖu akpa alo ato wofe kɔdzigbalẽwo me. Gake mele se nu be Dawolawo fe habɔbɔwo naka asi dawola aɖe si le HIV/AIDS ɖɔ lɛm la fe kɔdzigbalẽwo ɖuti o. Le gowo keɖ me la, ne wole wofe dawolawo tefenlawo fe ɖɔdeasiwo wɔm la, ele be woawɔ ɖe se siawo katũ dzi pɛpɛpɛ abe ale si wonɔbe ɖe Dawolawo fe Lũmesẽ-me-nɔnɔ ɖoɖo 171 lia me le fe 1985 me la ene (Occupational Health Services Recommendation, 1985 (No. 171))

(y) ɖokuisidawolawo

Ele be Dawolawo kple wofe Habɔbɔwo nana wofe wɔnawo naɖo ɖokuisidawolawo gbo to ɖekawɔwɔ kple alɔdola bubuwo me. Nenema ke wòle be woado alo wɔna bubu siwo atsi HIV/AIDS ɖalẽle la fe kaka nu.

(x) ɖalẽle la xaxo

Ele be dawolawo kple wofe habɔbɔwo nakpa gbo be yewoɖe nu siwo nana be HIV/AIDS ɖalẽle la kakana ɖe dawolawo fe hatsotso aɖewo dome la ɖa to aɖanuxaxo tso ɖɔtowo gbo me.

amewo me le dawofewo, edzia ɖutsuwo kple nyɔnuwo fe sɔsɔminasɔe nyenye ɖuti kuxiwo ɖe edzi eye wodzia ɖeviwo fe ɖɔ sesẽ wawo fe nyawo hũ ɖe edzi. Kuxi bubuwoe nye, egblẽa amegbetɔ fe asitsaga dome, tea lũmesẽ-me-nɔnɔ wɔnawo kple megbegawo ɖudɔ wawo nyuie ɖe to eye amewo fe dedinɔnɔ kple lũmesẽ-me-nɔnɔ le dawofewo fe vevinyenye dzi ɖena kpɔtɔna.

Mɔ SIWO ɖZI ɖOLELE LA KAKANA TONAE

MɔNU GBADZAWO

Woxɔa AIDS ɖalẽle la le tefe siwo wodana le gakpɔmɔnu nyawo, hadomegbenɔnɔ kpakple dekonu fe sewo kple dukɔmevinyenye fe ɖoɖowo kple dukplɔsewo dzi le. Le gakpɔmɔnu nyawo gome la, aheadada dzi wòtona, agbalẽmanyamanya kple vovototo dede ame me nuwɔnawo wawo ɖe ahetɔwo ɖuti lae wɔnɛ be woxɔa ɖalẽle la. Nenema kee aheadada zia nyɔnuwo dzi be woato mɔ ɖe sia ɖe fomevi dzi akpa wofe fometɔwo dzi to ɖutsuwo gbo ɖɔɖɔ bemalẽmaletɔe fe wɔnawo me. Nu nyui maɖumaɖu, afe nyui me manɔmɔnɔ kple bemalẽmalẽ na ame ɖokui nana be ame siwo xɔ HIV la xɔa AIDS ɖalẽle la kaba. Le hadomegbenɔnɔ kple dekonu nyawo gome la, sɔsɔminasɔe si menɔa amewo kple wofe dawohatiwo dome o lae kplɔa wo dea ame-gbo-ɖɔɖɔ le dzizizi me wɔnawo me. Amewo fe nɔnɔme kple wofe nuwɔnawo hũ ate ɖu anye mɔnuwo dometɔ ɖeka siwo dzi woxɔa ɖalẽle la tonae. Woate ɖu axɔ HIV ɖalẽle la to abuidonu siwo ɖuti ɖalẽle la le la me. Eme kɔ hũ be atike vɔwo kple ahamuamewo ɖudɔ mawɔmawo ɖe ɖoɖo nyuitɔ nu la ate ɖu ana be ame matsɔ belẽle si ɖɔe la na efe gbɔɖɔɖɔnyawo kple abuidodo nuwɔnawo o.

Vovototo dede ame me nuwɔnawo wawo ɖe HIV/AIDS ɖalẽlawo ɖuti wɔnɛ be HIV/AIDS ɖalẽlawo metea ɖu kɔa nu le wofe ɖalẽle la dzi o si wɔnɛ be ɖalẽle la kakana. Dekonuwɔ zizi ɖe ame dzi si nana be amewo nagbe nu le nuwɔna aɖewo gbo la wɔnɛ be ɖalẽle la dzina ɖe edzi le nutomewo kple dukɔ la me siaa, Nu siawo nana be wometea ɖu wɔa ɖoɖo ɖe nutomewo kple amewo ɖuti le HIV/AIDS ɖalẽle la fe wɔnawo me o.

Le dukɔmevinyenye fe ɖoɖowo kple dunyahehe gome la masɔmaso nuwɔnawo, se dzi mawɔmawo, uɔnu dzɔdzɔe madrɔmadrɔ, kple ɖoɖo mawɔmawo ɖe seawo dzi wawo ɖuti kpe ɖe gome makpɔmakpɔ le habɔbɔwo kple wofe ɖoɖowo me la katũ xea mɔ na amewo fe ɖgɔyiyi eye wòdea axa lũmesẽmenɔnɔ nuwɔnawo. Le dukɔ geɖewo me la, tefe siwo ɖɔyɔfe nyuiwo mele o ɖe ganyawo kple dawɔnuwo fe anyimanɔmanɔ ta la, wometea ɖu na belẽle tɔxɛ si dze alo atsi ɖalẽlea kaka fe wɔnawo nu o. Le nyawo ta fofo me la, vovototo dede ame me nuwɔna kple bubu mademade amewo fe gomekpakpa ɖuti wɔnɛ be dawolawo xɔa ɖalẽle la eye wometea ɖu nɔa te ɖe AIDS ɖalẽle la nu o. Elabena wometea ɖu wɔa AIDS ɖoɖokpa la, xɔa aɖanɔɖoɖo, ɖɔyɔyɔ kple alɔdodo le wo ɖokuiwo si

siwo n̄uti d̄ol̄ele la mele o la n̄udo w̄aw̄o me. D̄oh̄ekui siawo kuna le atike siwo fua nu, atike ses̄e siwo d̄ea d̄i kple d̄oh̄ekuiwo d̄a kpakple tsi fiefie n̄utid̄ow̄ow̄o me (Kp̄o Kp̄ed̄en̄unya II)

AIDS D̄OL̄ELAWO XEXLE W̄ONAWO KPLE D̄OW̄OLAWO t̄sE D̄OW̄OW̄O

Le fe akpe eve fe nuwuwu la, ame siwo x̄o HIV/AIDS d̄ol̄ele la fe xexl̄eme nye milion̄ 36 kple edziv̄ow̄o. Xexl̄eme sia fe mama d̄e akpa et̄o fe tefe eve (2/3) tso Sahara Afrika nutomewo. Ame abe xexl̄eme milion̄ 22 s̄o ku to AIDS d̄ol̄ele sia me; le fe 2000 fe ȳleti wuieveawo d̄ed̄e ko me la, ame xexl̄eme milion̄ et̄o (3) ku le xexeam̄e godoo. D̄ol̄ele la lo duk̄owo kat̄u d̄e eme: Le Sahara Afrika duk̄owo me la, d̄eviwo kple ametsitsi siwo le HIV/AIDS d̄o l̄em la fe xexl̄eme wu milion̄ 25; le Asia la wowu milion̄ 6, le Latin America kple Carribean la, wode milion̄ 2; le Amerika fe D̄ziehe gome la, (North America) esuso vie w̄ade milion̄ d̄eka; (1) Le Ȳetod̄ofe Europa la, (Western Europe) woan̄o abe milion̄ af̄u ene; (half a milion̄) le Ȳedzefe Europa kple Asia fe titina la (Eastern Europe and Central Asia), an̄o abe akpe 750 ene; eye le Afrika fe D̄ziehe (North Africa) kple Middle East la, an̄o abe akpe alafa at̄o (500) ene.

Togb̄o be m̄o siwo dzi wotona x̄o d̄ol̄ele la ato vovo h̄u la ex̄o le dzidzim d̄e edzi le duk̄owo kat̄u me. Ne m̄iel̄e n̄ku d̄e ame siwo ku to AIDS d̄ol̄ele la me le Afrika, vevito wofe agb̄os̄os̄o kple d̄ol̄ele la fe nugbl̄efewo n̄uti la, eme k̄o be: va se d̄e fe 2010 me la, ame eve tso ame xexl̄eme alafa d̄eka d̄e sia d̄e (2%) si tso duk̄o blaev̄e-v̄o-asieke (29) ad̄ewo me siwo, le AIDS d̄o l̄em la fe xexl̄eme made milion̄ blaet̄o (50) le tefe siwo AIDS d̄ol̄ele la mebo d̄o o la. Nȳonu alo n̄utsunyenye kple fe si amewo x̄o la fe kuxiwo h̄u li elabena le duk̄o ged̄ewo me la, nȳonuwo x̄o d̄ol̄ele la kabakaba wu n̄utsuwo, le Afrika duk̄owo me la, AIDS d̄ol̄ele x̄o la yeyewo kat̄u fe xexl̄eme af̄u alo wu nenema ḡo h̄u nye nȳonuwo. Le tefe ged̄e la. d̄ol̄ele sia x̄olawo x̄ona tso fe wuiat̄o (15) va se d̄e fe blaene-v̄o-asieke(49). Ale ame siwo n̄uti n̄us̄e le be woawo d̄o akpe d̄e wofe fomet̄owo, kple n̄ovi n̄oviwo n̄uti eye woado duk̄o la fe ḡakp̄om̄onu nyawo d̄e n̄go la fe w̄ofewo le bubum.

ILO fe numed̄ed̄ewo d̄o kpe edzi be d̄ow̄olawo fe xexl̄eme milion̄ blaev̄e (20) s̄o le xexeam̄e godoo x̄o HIV/AIDS d̄ol̄ele sia. Le tefe siwo HIV/AIDS d̄ol̄ele la bo d̄o vevie la, wobui be va se d̄e fe 2020 me la, d̄ow̄olawo fe xexl̄eme le duk̄o siwo me d̄ol̄ele la bo d̄o la an̄o abe alafa d̄eka fe mama 10 kple 30 (10% and 30%) ko ene. Ne wots̄o n̄on̄ome sia s̄o kpakple tefe siwo AIDS d̄ol̄ele la mebo d̄o o la, d̄evi milion̄ wuiene (14) s̄o bu wo dzilawo dometo d̄eka alo eveano kat̄u to AIDS d̄ol̄ele la x̄o me. Esia azi wo dometo ged̄ewo dzi be woadzudzo sukudede ahayi d̄o di ge awo boj eye w̄ana be d̄eviwo fe d̄o ses̄e w̄aw̄o nagado fīevo d̄e edzi. HIV/AIDS d̄ol̄ele la gbl̄ea nu ged̄e le d̄ol̄elawo kple wofe fomet̄owo kple duk̄o blibo la n̄uti. Emetsonuwo, hea fukpekpe ged̄e dana d̄e d̄on̄o n̄utime siwo nye d̄eviwo kple tsitsiawo siaa la dzi. D̄ol̄ele la d̄ea ed̄okui fiana le xexeam̄e godoo fe d̄ow̄ow̄o me le m̄o vovovowo dzi ale: egbl̄ea d̄ow̄ow̄o me, edea vovototo

(k) Al̄ododo ametayayla w̄ona siwo ku d̄e HIV d̄ol̄ele siwo ts̄oa l̄ol̄onu f̄ua tona dodokp̄aw̄aw̄o kple ad̄an̄ux̄ox̄o w̄onawo me.

Ele be d̄ow̄olawo kple wofe hab̄ob̄owo nawo d̄o kple d̄ot̄owo abe n̄us̄edodo kple ametayayla kple ad̄an̄ux̄ox̄o w̄onawo ene tso HIV/AIDS d̄ol̄ele la n̄uti.

(o) Dutaduk̄owo fe Hab̄ob̄owo

Ele be d̄ow̄olawo fe hab̄ob̄owo nana d̄ekaw̄ow̄o t̄ox̄e ad̄e n̄an̄o duk̄owo dome le d̄ow̄ofewo, nutomeḡuwo kple wofe hab̄ob̄o siwo le xexeam̄e godoo la dome eye woade nu me na amewo tso HIV/AIDS d̄ol̄ele la n̄uti le xexeblibo la me. Nenema kee w̄ole be w̄oaf̄o nu tso gomekp̄okp̄o si le d̄ow̄olawo si n̄uti le wofe boblododo w̄onawo me.

6. HIV/AIDS D̄OL̄ELE LA NU TSITSI TO NYANYANANA KPLE HEHENANA W̄ONAWO ME

Nyanyanana kple Hehenana w̄ona siwo ayi dzi le d̄ow̄ofewo la le vevie hena d̄ol̄ele sia fe kaka nu tsitsi. Nenema ke w̄oagakpe d̄e d̄ow̄olawo n̄uti be woate n̄u awo d̄o kple HIV/AIDS d̄ol̄elawo. Hehenana adodoea ate n̄u akpe d̄e d̄o sia l̄elawo n̄uti be woal̄e be wo no d̄okuiwo be womax̄o HIV/d̄ol̄ele la o. Gawu la, hehe kple nyanyanana w̄onawo ate n̄u ad̄e dzitsitsi d̄a le ame me, atsi vovototo dede ame me nuw̄onawo nu eye d̄o fe akpo dzi tsitsi n̄uti kuxi siwo d̄ol̄ele sia hena vaa d̄ow̄ofewo la dzi h̄u ad̄e kp̄ot̄o. Ne eva eme alea la, ekema tot̄ro vav̄u ged̄ewo ava amewo fe agben̄on̄o kple nuw̄onawo me.

Be woate n̄u akp̄o al̄ododo nyuit̄o tso ame sia ame si t̄so d̄e le HIV/AIDS d̄ol̄ele sia fe nya me gb̄o la, ele be woawo d̄od̄owo d̄e ad̄an̄ux̄ox̄o tso dzid̄uḍuwo, d̄ot̄owo kple d̄ow̄olawo kple wo tefen̄olawo gb̄o n̄uti.

Ele be nyanyanana kple hehenana w̄onawo n̄an̄o anyi le m̄o vovovowo nu, ke menye le agbal̄en̄on̄o kple adzoge nus̄os̄r̄owo me d̄ed̄e ko o.

Ele be le w̄ona siawo w̄aw̄o me la, woal̄e n̄ku d̄e fe si amewo x̄o, wofe nȳonunyenye kple n̄utsunyenye, wofe gb̄od̄od̄onyawo, hadomegben̄on̄owo kple d̄ow̄olawo fe agben̄on̄o le wofe nutomewo me la n̄uti. Ele be bubume siwo dzi woka d̄o la nana hehe kple nyanyanana w̄ona siawo. S̄oh̄ewo kple HIV/AIDS d̄ol̄elawo fe hehe nana wo hatiwo h̄u nye m̄o nyuit̄owo dometo d̄eka si dzi woato awo d̄od̄o siawo n̄udo nyuie.

6.1 NYANYANANA KPLE SIDZEDZE NU ōUTI BOBLODODOWO

(a) Ele be Nyanyanana n̄uti d̄od̄owo nal̄o boblododo w̄ona siwo ku d̄e HIV/AIDS d̄ol̄ele la d̄ed̄e d̄a n̄uti w̄onawo d̄e me, le nutome suewo, ḡuwo kple

dukɔ blibo la katũ me godoo. Ele be boblododo wɔna siawo naɖe ale si HIV/dɔléle la wɔna dzea ame dzii la agblɔ. Le kpɔɖeɲu me mɔ si dzi wotona xɔnɛ kple esiwo dzi wometona xɔnɛ o la. Nenena ke wòle be wɔnawo nanya vɔvɔ ɖa le HIV/AIDS dɔléle la ɲuti, ahako ale si woate ɲu axe mɔ na exɔxɔ la ɲuti, afo nu tso dɔlélea dada ku ɖe atike siwo ɲudɔ wowɔna, kuxi siwo dɔlélea hena va ame dzii kpakple mɔnukpɔkpɔ siwo li ku ɖe beléle tsɔtsɔ na AIDS dɔlélawo alɔdoamenyawo kple dɔlélea dada fe ɖoɖowo ɲuti.

(b) Ne woate ɲui la, ele be nyanyanana wɔnawo, nusɔsrɔ tso HIV/AIDS dɔlényawo ɲuti kple boblododo wɔnawo nade nu esiwo li xoxo la me. Nenema ke woatu wo ɖe se kple ɖoɖo siwo kplɔ dɔwɔwɔ le dukɔ me kpakple dedinɔɔ, lĩmesɛmenɔɔ kple tsitrestiti ɖe ame ɲu nuwɔnawo ɲuti dzi.

6.2 HEHENANA WɔNAWO

(a) Ele be woatu hehenana ɖoɖowo ɖe numedzodzro si dɔtɔwo kple dɔwɔlawo kple wo tefenɔlawo wɔ la dzi eye ne ehiũ la woawɔ numedɖeɖe siawo kple dziɖuɖu kple alɔdola bubu siwo nya nu tso HIV/AIDS hehenana, adaɲuɖoɖo kple beléle wɔnawo ɲuti. Ele be mɔ nu siwo dzi woawɔ wɔna siawo toe la nanye nu si me ame sia me akpɔ gome le la.

(b) Ele be woalé ɲku ɖe hehenana wɔna siwo yia dzi le dɔwɔwɔ yeyiyiwo me la ɲuti. Nenema ke wòle be woawɔ hehenana nu siwo ɲudɔ dɔwɔlawo awɔ la hà. Le tefe siwo nufiafiawo yia edzi le la, ele be woabu nusɔsrɔ siawo abe dɔwɔwɔ fe akpa aɖe ene.

(c) Le tefe siwo wohiũ le la, ele be wɔnawo:

- nalɔ wɔna siwo akpe ɖe amewo ɲu be woate ɲu ade dzesi wofe kuxi siwo vaa wo dzi wotɔxɛwotɔxɛ alo abe habɔɔ me nɔlawo ene. Nenema kee wòle be wɔna siawo nakpe ɖe wo ɲu be kuxi siawo dzi naɖe kpɔtɔ to tamedoɖo, dzedoɖo wɔnawo kple hehenana wɔnawo, ku ɖe dɔléle la nu tsitsi kple adaɲuɖoɖo wɔnawo me.
- nate gbe ɖe wɔna siwo ana woaxɔ dɔléle la kaba kaba kple mɔnu bubu siwo dzi woato axɔ dɔlélea la, dzi Le kpɔɖeɲu me abe dɔwɔlawo fe dɔwɔwɔ tso tefe yi tefe si wɔnɛ be dɔwɔla aɖewo tea ɲu xɔa HIV dɔléle la kabakaba;
- nana nyanya amewo tso HIV/dɔléle la xɔxɔ to abuidodo kple mɔ siwo dzi woate ɲu atsi dɔléle la nu ato nu;
- nado numedɖeɖe wɔnawo ɖe ɲɔ le dziɖuɖuwo, dɔtɔwo kple dɔwɔlawo fe habɔɔwo dome kple dukɔ siwo fo xlũ wo nɛwo

KPEDEŃUNYA I

DɔLŃLE LA KPLE EMETSONUWO ŃUTI KɔKɔ.

- Nyatefenyawo tso HIV kple AIDS dɔléle la ɲu.

Woxɔa HIV dɔlekui si naa AIDS dɔléle la to amegbetɔ fe lĩmetsiwo me – vevito to uu, lĩmetsi si dona le ɲutsuwo me, tsi si dona le nyɔnuwo fe nyɔnume kpakple notsi me. Nugɔmekuku ɖo kpe edzi be dɔléle la xɔxɔ toa mɔ ene mu ale; ɲutsu alo nyɔnu gbɔɔɔɔ bemalemalé na ame ɖokuitɔe, (esi bɔ wu) to AIDS dɔléle fe uu dodo na ame me, le kpɔɖeɲu me, ne woɖe AIDS dɔléle aɖe fe ɲutinu aɖe de ame bubu me la, alo ne wowɔ abui siwo wodo na AIDS dɔléle ɲuti dɔ na ame bubu kple nu ɖaɖe bubuwo; vinɔɔme fe dɔléle la xɔxɔ tso dadaa gbɔ le dɔme alo le edziyi kple le nonayi. Womexɔa HIV/AIDS dɔléle la to tete ɖe HIV/AIDS dɔléle la ɲuti ɖeɖe ko me o. Nenema ke womexɔnɛ to dɔnɔ la fe kpekpekepe, nyenyɛ kple nu gbugbɔ ne me o, womexɔnɛ to afɔdzi kple tsilefe ɖeka ɲudɔ wɔwɔ kple dɔna la me o, womexɔnɛ to efe nuɖunuwo abe gatsi, kɔpu kple nuɖugbawo ɲudɔ wɔwɔ me o, alo to nu siwo wòɖu susu la ɖuɖu me o, Nenema kee muwo kple nudzodzoe siwo ɖua ame la mekakanɛ o.

HIV dɔhekui la nana be asrafo siwo le amegbetɔ fe lĩme hewɔa aua kple dɔhekuiwo la gbɔdzɔna ale gbegbe be wometea ɲu wɔa ɲusɛɔ o. Ame si xɔ HIV/dɔléle sia la, ate ɲu anɔ agbe fe ewo sɔɲ alo wu nenema. Le yeyiyi siawo me la, dɔléle la mafia dzesi aɖeke o togbɔ be dɔnɔ la ate ɲu anɔ dɔléle la kakam ɖe ame bubuwo dome hũ.

AIDS dɔléle la fe dzesi gbũto aɖewoe nye: ɖeɖidteamɲu madzudzɔmadzudzɔe, kpetadede, ɲudzadɔ (fiva) nuɲɔɲɔ be kabakaba, amea azu wodzoe, kpekpekepe, ɲutsetsɛ anɔ ɲuti wɔm na amea edziedzi, ɲutilũ fe dzouuu, abiwɔnume, kɔtoto ɖe kpefekpefewo. Ne edzo alea la, dɔléle bubuwo abe abinɔɔmedɔ, susu kple dzimefu gũ fe dzoxɔxɔ, fafado kple kpedɔ (Tibi) dɔlélewo ene akpɔ ɲusɛ ɖe amea dzi. Togbɔ be dɔléle siawo anɔ yiyim anɔ gbɔgbɔm hũ la, AIDS dɔléle la va wua ame la mlɔeba. Wole nugɔmekukuwo wɔm tso dɔléle la fe atike ɲuti gake womekpɔ ɖeke kpɔ haɖe o. Antiritrovira tikewo li si nana be dɔléle la dzi ɖena kpɔtɔna eye dɔnɔ la fe agbe didina ɖe edzi vie; ke hũ la atike siawo xɔ asi ɲuto eye dɔnɔ geɖewo metea ɲu flenɛ o gake tɔtrɔ geɖewo le vavam.

Ńusɛ mele HIV dɔhekui la ɲu o; nɔnɔme aɖewo me ko wòtea ɲu wɔa ɲusɛɔ le. Etea ɲu gena ɖe ame fe ɲutilũ me to tefe siwo tsinu le la gake mate ɲu ato ɲutilũ fe tefe si abi aɖeke mele la o. Be woatsi dɔléle sia nu la, ele be woakpɔ gbɔ be woxe mɔ na dɔhekui sia, le kpɔɖeɲu me, to kɔɲɔm ɲudɔ wɔwɔ le gbɔɔɔɔ me alo beléle na ame ɖokui nuzazũwo ɲudɔ-wɔwɔ abe asiwuiwo, kakabotobiwo (ne ehiũ la) tɔnui kple nuɖaɖe

9.8 DŌWŌLAWO KPLE WOtsE tsOMETŌWO tsE KPEKPEŌŌU WŌNAWO

- (a) Ku ɔe dŌlŌlea fe nŌnŌme ɔuti la, ahiŭ be woawŌ ɔoɔo ɔe kpekpeɔeɔu nana dŌwŌlawo fe wŌnawo ɔuti alo woado alo dŌwŌla siawo fe fometŌwo. WoawŌ esia to aɔaɔɔxŌxŌ tso dŌwŌlawo kple wo tefenŌlawo gbŌ. Woate ɔu agawŌ esia to ɔekawŌwŌ kple dziɔuɔuwo kple alŌdola bubuwo ku ɔe wofoe ɔutete kple hiahiiŭwo ɔuti.
- (b) Ele be wŌna siawo nade dzesii be nyŌnuwo koɔue kpŌa AIDS dŌlŌlawo dzi le goawo keɔ me. Ele be woade dzesi nyŌnu funŌwo fe hiahiiŭwo. Ele be woade dzesi ɔevi siwo bu wo dzilawo dometo ɔeka alo eveawo katŭ to HIV/AIDS dŌlŌle me la fe nuhiahiiŭwo. Zi geɔe la, ɔevi siawo dzudzŌa suku dede alo wozia wo dzi be woawŌ dŌ si wŌne be wodzea hadede kple ɔutsuwo alo nyŌnuwo le gbŌdŌnyawo me. WoawŌ wŌna siawo le dŌwŌfewo alo dŌwŌfe siwo ado alo wŌna siawo alo woabia tso dŌwŌfe bubu aɔe si be wŌakpŌ wŌna siawo gbŌ.
- (c) Kpekpeɔeɔu nana fometŌwo fe wŌna siawo alo nu siwo gbŌnŌ la ɔe eme:
 - mŌkeke nana
 - ame kpekpe hena nyanyanana kple hehexŌxŌ wŌnawo
 - ame ɔoɔo ɔe alŌdodo habŌbŌwo kple ɔokuisi habŌbŌwo gbŌ
 - kpekpeɔeɔu nana dŌwŌlawo fe fometŌwo bena woakpŌ dŌ bubu na dŌwŌlawo alo efe fometŌwo nenye be dŌ la magblŌ sukudede me na ame la o.
 - ɔoɔo tŌxewo abe alŌdodo ame la fe sukudede, efe asinudŌ sukudede kple dŌsŌsrŌ, abe kpekpeɔeɔu nana ɔevi siwo dzilawo dometo ɔeka alo eveawo ku to AIDS dŌlŌle la me la ene.
 - ɔekawŌwŌ kple alŌdola bubuwo kple nutome habŌbŌwo kpakple suku siwo dem dŌwŌla siawo fe viwo le la.
 - kpekpeɔeɔu nana le ganya kple nu bubuwo me.
 - ganyawo dzi kpŌkpŌ ku ɔe dŌlŌle la kple fometŌwo fe hiahiiŭwo ɔuti.
 - nyanyanana tso dŌlŌle la fe sewo, aɔaɔuɔoɔo kple kpekpeɔeɔu nana ɔuti.
 - kpekpeɔeɔu nana le se siwo, ku ɔe dŌlŌle la kple ku fe nyawo me, le kpŌɔeɔu me ganyawo ku ɔe dŌlŌlea, domenyigbalŌ ɔŌɔlŌ kple domenyilawo fe ɔoɔo ɔuti.
 - kpekpeɔeɔu nana fometŌwo ku ɔe megbegawo xŌxŌ kple dŌwŌfe nyawo ɔuti.
 - dŌwŌla fe gaxŌxŌ do ɔu na fetuxŌyi fe ɔoɔowo.
 - fometŌwo ɔoɔo ɔe senyalawo kple lŭmesŌ me nŌnŌ dŌwŌfewo alo wo ɔoɔo ɔe dŌ siawo wŌlawo gbŌ.

kple le nutomegŭwo dome;

- nado HIV/AIDS dŌlŌle la fe numeɔeɔe wŌnawo ɔe ɔu le wŌna siwo dziɔuɔuwo kple dŌwŌfewo kpakple dŌwŌlawo fe habŌbŌwo fe wŌnawo le asinudŌ hehexŌfewo la me;
- nado boblododo wŌna siwo wowŌna na sŌhedŌwŌlawo kple nyŌnuwo la dome;
- nate gbe ɔe mŌ siwo dzi nyŌnuwo tona xŌna HIV dŌlŌle la kabakaba la dzi kple mŌ siwo dzi woato atsi dŌlŌle la xŌxŌ nu; (KpŌ mama 6.3)
- woado kpe edzi be womate ɔu axŌ HIV dŌlŌle la to tete ɔe HIV dŌlŌla ɔuti me o eye mele be woatsri alo agbe nu le HIV dŌlŌlawo gbŌ o, ke boɔ woado alo wo axŌ wo ɔe hame le dŌwŌfewo;
- naɔe nu me na dŌwŌlawo tso ale si dŌlŌle la gbŌdzŌna lŭme na dŌnŌ la ɔuti eye ta ehiŭ be dŌwŌla bubuwo nakpŌ nublanui na HIV/AIDS dŌlŌlawo ale be womawŌ vovototo dede ame me nuwŌnawo ɔe wo ɔuti o;
- nana mŌnukpŌkpŌ dŌwŌlawo be woado wofoe seselelŭme agblo tso HIV/AIDS dŌlŌle la ɔuti eye woadzro eme hŭ,
- nafia ale si dŌwŌlawo (vevito kŌdzidŌwŌlawo) awŌ “Universal Precautions” fe belŌle na ame ɔokui dŌwŌnuwo ɔuti dŌe la;
- nana hehe tso ST1 kple kpedŌ (Tibi) nu tsitsi ɔuti, menye ɔe esi dŌlŌle siawo nana woxŌna HIV/AIDS dŌlŌle la ɔe ta ko o, ke boɔ ɔe ale si wotea ɔu daa dŌlŌle siawo si ana be dŌwŌlawo nana lŭmesŌ blibo me be womate ɔu axŌ dŌlŌle la o la tae;
- nado dzadzŌnyenye kple nu nyui ɔuɔu nyawo ɔe ɔu;
- nado belŌle na ame ɔokui le gbŌdŌdŌ nyawo me kple afŌɔfofe fiafia tso ɔutsuwo kple nyŌnuwo fe kŌɔdŌm ɔudŌwŌwŌ nyawo ɔe ɔu;
- nado ɔusŌ amewo fe hehenana wo nŌewo kple ɔokusi hehenana wo nŌewo me;
- nakpŌ gbŌ be wolŌ ɔku ɔe HIV/AIDS hehexŌxŌ wŌnawo ɔuti, dzro wo me, ahawŌ tŌtrŌ siwo ahiŭ la edziedzi.

6.3 WƆNA SIWO NYE ̄UTSUWO ALO NYƆNUWO ̄EƉE KO TƆ

- (a) Ele be wƆnawo katũ naku Ɖe nyƆnuwo alo Ɔutsuwo ƉeƉe ko Ɔuti. Nenema ke wòaku Ɖe dzotsofe kple gbɔdɔdɔnyawo hũ Ɔutie. Ke wƆna siawo lo numeƉeƉe si afo nu tso nyƆnuwo kple Ɔutsuwo Ɔuti wotɔxewotɔxɛ le wƆna vovovowo me ku Ɖe ale si Ɖalélea gblɛa nu le nyƆnuwo kple Ɔutsuwo Ɔuti la wotɔxewotɔxɛ.
- (b) Ele be nyanyanana wƆna siwo woawɔ na nyƆnuwo la naƉe nu me na wo ku Ɖe ale si woxɔa Ɖaléle sia kabakabae la, vevito Ɖetugbiwo.
- (d) Ele be hehenana wƆnawo nakpe Ɖe Ɔutsuwo kple nyƆnuwo siaa Ɔuti be woase vovototo si le wo ame eveawo dome la gɔme eye woawɔ Ɖe se siwo kplɔ wo la dzi. Ele be numeƉeƉe Ɖe sia Ɖe nafo nu tso amexɔxɔ Ɖe Ɖo me, Ɔutasɛnuwo wɔwɔ Ɖe ame Ɔuti, fudɛname le gbɔdɔdɔnyawo me kple nudɔɔɔɔ fomevi vovovo si ame kƆna la Ɔuti wotɔxewotɔxɛ.
- (e) Ele be wƆnawo nakpe Ɖe nyƆnuwo Ɔuti be woase gomekƆkƆ si le wo si le Ɖwɔfɛwo kple tefe bubuwo la gɔme, nu si ado Ɔusɛ wo be woatsɔ beléle tɔxɛ na wo Ɖokuiwo.
- (ɛ) Ele be hehe siwo woana Ɔutsuwo la nana woade dzesii be yewoate Ɔu axɔ Ɖaléle la bɔbɔe, be woate Ɔu anya afɔɔɔfe siwo woato hena Ɖalélea dodo kƆ. To esia me la woanya woƉe Ɖɔdeasi hena HIV/AIDS Ɖalélea nu tsitsi
- (f) Ne wowɔ Ɖɔɔɔawo Ɖe nɔnɔme nyuitɔ nu la, ele be AIDS Ɖaléle sia nu tsitsi fe wƆnawo nalɔ Ɔutsuwo siwo Ɖɔna wo havi Ɔutsuwo gbɔ la Ɖe eme. Woawɔ Ɖɔɔɔ siawo to aƉaƆuxɔxɔ tso Ɖwɔla siawo kple wo tefenɔlawo dzi.

6.4 ̄EKAWƆWƆ KPLE LAMESE ME NƆNƆ DODO ̄E ̄GƆ WƆNAWO

Ne anɔ bɔbɔe la, ele be woatsɔ hehenana wƆnawo ade lumesɛ me nɔnɔ dodo Ɖe Ɔgɔ wƆnawo me. Le kƆɔɔɔ me aboɔatutu (si nye gbɔdɔdɔ akpasesɛtɔe) ƉeƉiteameƆu kple vidzidzinyawo le Ɖwɔfɛwo. AƉaƆuɔɔha alo lumesɛ me nɔnɔ kple dedinɔnɔ habɔbɔ siwo le Ɖwɔfɛwo la fe Ɖɔdeasi wònye be wòade nu me na Ɖwɔlawo, ahana hehe wo tso HIV/AIDS Ɖaléle la Ɔuti. Ele be wƆna siawo naƉe nu me na amewo ku Ɖe Ɖaléle sia xɔxɔ to abui siwo gudɔ wowɔ na AIDS/Ɖalélawo la Ɔudɔ wɔwɔ me me. Nenema ke wòle be woade nu me na amewo be ahamuamewo kple atike vɔwo Ɔudɔwɔwɔ awɔe be ame nana agbe tovo si ana be wòate Ɔu axɔ HIV Ɖaléle la bɔbɔe.

6.5 WƆNA SIWO AHE TƆTRƆ VA AMEWO tsE AGBENƆNƆ ME

- (a) Ele be woana hehe nyuitɔ kekeake Ɖwɔlawo si awɔe be Ɖaléle la dzi ƉeƉe kƆtɔ nana bɔbɔe eye ne ehiũ la woama kɔƆɔm siwo Ɔudɔ Ɔutsuwo kple

9.4 DEKAWƆWƆ KPLE ̄OKUISIDƆWƆLAWO KPLE NUTOME HABƆBƆWO

Ne ehiũ la, ele be Ɖɔtɔwo, Ɖwɔlawo fe habɔbɔwo kple lumesɛɔwɔlawo nakƆ gbɔ be yewoɔ Ɖokuisi habɔbɔwo Ɖe Ɖwɔfɛwo alo woade Ɖwɔla siwo xɔ HIV/AIDS Ɖaléle la Ɖe Ɖokuisi habɔbɔ kple habɔbɔ siwo doa alo wƆnawo le nutome suewo me.

9.5 GOMEKƆKƆ

- (a) Ele be dziɔɔɔwo, to numedzodzro kple woƉe Ɖwɔhati bubuwo me la nakƆ gbɔ be gomekƆkƆ si Ɖwɔlawo kƆna le dukɔa fe dukplɔsewo nu la nanye nu si me HIV/AIDS Ɖalélawo kple Ɖo bubu lélawo nakƆ gome le sɔsɔe. Ele be woade gomekƆkƆ fe mɔnu bubuwo, vevito ku Ɖe HIV/AIDS Ɖaléle la Ɔuti.
- (b) Ele be Ɖɔtɔwo, Ɖɔtɔwo kple Ɖwɔlawo fe habɔbɔwo nabia tso dziɔɔɔ si be wòawɔ Ɖɔɔ tɔxɛwo Ɖe Ɖwɔla siwo le HIV/AIDS Ɖo léla fe gomekƆkƆ le woƉe fetuxɔxɔ nyawo me.

9.6 GOMEKƆKƆ LE MEGBEGANYAWO ME

Ele be dziɔɔɔ, Ɖɔtɔwo kple Ɖwɔlawo fe habɔbɔwo nakƆ egbɔ be yewowo Ɖɔɔ siwo hiũ la Ɖe Ɖwɔla siwo le HIV/AIDS Ɖo léla fe woƉe fometɔwo Ɔuti. Le esia wɔwɔ me la, woakƆ egbɔ be womeƉe HIV/AIDS Ɖalélawo kple woƉe fometɔwo le dedinɔnɔ kple gomekƆkƆ siwo le megbegaxɔxɔ fe Ɖɔɔ siwo le dukɔ la si la me o. Ɖɔɔ siwo alo Ɖwɔlawo kple woƉe fometɔ siwo wobu be woxɔ HIV/AIDS Ɖaléle la Ɖe eme.

- (c) Ele be Ɖo bubu lélawo kple HIV/AIDS Ɖalélawo siaa nakƆ gome le gomekƆkƆ Ɖɔɔ siawo kple wƆnawo me sɔsɔe.

9.7 VOVOƉEƉE KPLE AMETAYAYLA

- (a) Ele be dziɔɔɔwo, Ɖokuisidɔwɔfe siwo kƆna amewo fe dedinɔnɔnyawo gbɔ kple Ɖɔtɔwo nakƆ egbɔ be nya siwo ku Ɖe aƉaƆuɔɔɔwo, Ɖaléle, Ɖɔɔɔ kple gomekƆkƆwo Ɔuti la nana Ɔayla abe Ɖɔɔɔ fe nya siwo ku Ɖe Ɖwɔla siwo le HIV/AIDS Ɖo léla Ɔuti la ene. Woawɔ esiawo katũ abe ale si woɔ kpe edzi le Ɖwɔfe Si KƆna Ɖwɔlawo tse Lumesɛnyawo fe KƆɔɔzinyawo 171 lia, le fe 1985 me la ene (Occupational Health Services Recommendation, 1985 (No.171).
- (b) Ele be ame bubuwo abe megbedelawo kple ƉɔɔɔkƆla siwo le megbeganalawo fe Ɖwɔfe kple Ɖwɔfɛwo ene la nakƆ egbɔ be nutsotso siwo ku Ɖe Ɖwɔla siwo le HIV/AIDS Ɖo léla Ɔuti la le Ɔayla abe ale si wòle le Ɖaléle bubuwo gome hũ la ene. Esia nye nu si dzi ILO fe Ɖɔɔ siwo ku Ɖe beléle tsɔtsɔ na nunɔɔɔ siwo ku Ɖe Ɖwɔlawo Ɔuti la da asi Ɖo.

HIV/AIDS dɔ lɛm la. Habɔbɔ siawo ate ɲu anye dɔyɔ habɔbɔ alo manye dɔyɔ habɔbɔ o.

- woadɔ aɗaɲu na dɔwɔla si le HIV/AIDS dɔ lɛm la be wɔakpɔ efe ɗɔkta alo ɗɔkta bubu aɗe nenyɛ be ɗeke mele eya ɲutu si o, be wɔadoe kpɔ, ahada dɔ nɛ, nenyɛ be womele gbe dam le ɛɲu xoxo o, alo woakpe ɗe HIV/AIDS ɗɔlɛla ɲu be wɔakpɔ ɗɔkta si ada gbe le ɛɲu nenyɛ be ɗeke mele esi xoxo o la.
- (c) Ele be ɗɔtɔwo nana ɲeyiyi ɗɔwɔla siwo le HIV/AIDS dɔ lɛm la be woadakpɔ wofe ɗɔkta kple aɗaɲuɗolawo abe ale si wɔle le dukɔa fe ɗoɗowo me la ene.
- (d) Ele be ɗɔwɔla siwo le HIV/AIDS dɔ lɛm la nakpɔ gome le aɗaɲuɗoɗo wɔnawo me femaxee ku ɗe ɲutsuwo alo nyɔnuwo fe hiahiɔ vovovowo ɲu. Anyo be dziɗuɗu, ɗɔwɔlawo kple wofe habɔbɔwo kpakple alɔdola bubuwo nawɔ ɗeka aɗo ɗɔwɔfe siwo ana aɗaɲuɗoɗo siawo tɔgbi.
- (e) Ne wobia tso wo si la, ele be ɗɔwɔlawo tefenɔlawo nakpe ɗe ɗɔwɔla siwo le HIV/AIDS dɔ lɛm la ɲuti be woaxɔ aɗaɲuɗoɗo.
- (ɛ) Ele be aɗaɲuɗoɗo wɔnawo naɗe nu me na ɗɔwɔlawo tso gomekpɔkpɔ si le wo si le dukɔa me ku ɗe dumevi fe dedinɔɔ kple megbegaxɔɔ nyawo, ɗɔwɔwɔ ɗoɗowo, asinudɔwɔwɔ siwo akpe ɗe ɗɔwɔla siwo le HIV/AIDS dɔ lɛm la ɲu be woate ɲu anɔ agbe.
- (g) Ne edzɔ be ɗɔwɔla aɗe xɔ HIV/AIDS ɗɔlɛle le efe ɗɔdeasiwo wɔwɔ me la, ele be ɗɔtɔwo nana ɲeyiyi ɗɔwɔla la be wɔaɗaxɔ aɗaɲuɗoɗo tso ɗɔlɛle la ɲu.

9.3 ɗɔwɔwɔ kple lameɛe me nɔnɔ wɔnawo

- (a) ɗɔtɔ aɗewo ate ɲu akpe ɗe ɗɔwɔlawo ɲu be woakpɔ HIV/AIDS ɗɔlɛle fe atike si woyɔna be, aɲitirovaira (antitroviral drugs) la, Le tefe siwo ɗɔyɔfowo le ɗɔwɔfe la la, ele be woawɔ ɗɔ asileasime kple dziɗuɗu kpakple alɔdola bubuwo katɔ kpakple ɗɔyɔfe gɔ bubuwo hena HIV/AIDS ɗɔlɛle la nu tsitsi kple edada eye woana kpekpeɗeɲu HIV/AIDS ɗɔlɛlawo hɔ.
- (b) Le ɗɔdada wɔna siawo me la, ele be woana aɲitirovira-tike ɗɔnɔwo be wɔaɗe ɗɔlɛlea fe wevesesewo dzi akpɔtɔ. Woadɔ aɗaɲu na wo tso nu siwo woadu la ɲuti eye woana nuɗuɗu mawo fe ɗewo hɔ wo eye woate gbe ɗe tamebubu fɔu dzi ɗeɗe kpɔtɔ dzi kple ɗɔlɛle siwo woxɔna bɔbɔe tso ame bubuwo gbɔe, le kpɔɗeɲu me abe kpedɔ, (T.B.) kple ɗɔlɛle siwo woxɔna to gbɔɗɔɗɔ (STIs) me la ene la dzi na wo.

nyɔnuwo awɔ wotɔxewotɔxɛe le gbɔɗɔɗɔ ɲeyiyiwo me la na ɗɔwɔlawo.

- (b) Ele be woana hehe amewo tso ɗɔlɛle siwo woxɔna to gbɔɗɔɗɔ me (ST1) kple kpedɔ si woyɔna be” (Jibi”) la dada ɲuti kaba. Nenema ke wɔhiɔ be woadɔ aɗaɲu na wo tso belɛle na ame ɗokui ku ɗe abuidodo wɔnawo ɲuti alo woana nyanya amewo tso tefe si woado abui le la ɲuti.
- (c) Le nyɔnu dziɗuɗuɗɔwɔla siwo hiɔ ga vevie gome la, ele be woana hehe si akpe ɗe wo ɲuti be woawɔ ɗɔ kuklui bubu siwo ahe ga ve na wo la.

6.6 Wɔna siwo yia dzi le nutomewo me

Ele be ɗɔtɔwo, ɗɔwɔlawo kple wo tefenɔlawo nado ɲusɛ wɔna siwo fiaa nu tso HIV/AIDS ɲuti la fe ɲɔyiyi le nutomewo me, vevito le sukuwo me. Be amewo nate ɲu aɗe wofe susu agblɔ tso ɗɔlɛlea ɲuti la, ele be woado ɲusɛ nutometɔwo be woatsɔ dzo ɗe wɔna siwo ana hehe amewo tso AIDS ɗɔlɛle la ɲuti le nutomewo me la ɲuti. Nenema ke wɔna siawo aɗo ɗɔwɔla siwo le HIV/AIDS dɔ lɛm la hɔ fe dedinɔɔ-nyawo ɗe ɲɔ be vovototo dede ame me nuwɔnawo wɔwɔ ɗe wo ɲuti dzi naɗe kpɔtɔ. Ele be woawɔ wɔna siawo asileasimee kple ɗɔwɔlawo fe kpekpeɗeɲu siwo le nutomea me la.

7. HEHENANA

Ele be hehenana wɔnawo nanye esiwo me ameha vovovo siwo katɔ le hehe xɔm le la nakpɔ gome le. Le kpɔɗeɲu me, ɗɔnɔnɔlawo, ɗɔɗɔzikpɔlawo, ɗɔwɔlawo nunɔlawo, ɗɔwɔlawo kple wo tefenɔlawo, hehenala siwo naa hehe hehenala bubuwo (ɲutsuwo kple nyɔnuwo), zɔhe siwo naa hehe wo nɔewo, lɔmesɛɗɔwɔlawo kple dedinɔɔ nyawo gbɔ kpɔlawo, adzɔnuwɔfe ɗɔwɔlawo kple wofe ɗɔɗɔzikpɔlawo.

Ele be woadi mɔnu ɗe vi yeye siwo dzi woato axe hehenana fewo bɔbɔe.. Le kpɔɗeɲu me, ɗɔwɔfewo ate ɲu abia kpekpeɗeɲu tso duta dukɔwo gbɔ ku ɗe AIDS ɗɔlɛle la fe ɗoɗowo ɲuti ɗɔwɔwɔ me alo woabia kpekpeɗeɲu tso alɔdola bubuwo gbɔ to hehenalawo ɲeyɛ me alo to woawo ɲutɔwo fe amewo hehe me.

Nu siwo ɲuɗɔ wowɔna le hehenana wɔnawo me la ate ɲu ato vovo tso tefe yi tefe ku ɗe ga home si le hehenalawo si la ɲu. Hehenana wɔnawo ate ɲu anye esiwo ku ɗe nyɔnuwo kple ɲutsuwo fe agbenɔnɔ mɔnu vovovowo ɲuti le nutome aɗe me. Ele be hehenalawo hɔ naxɔ hehe ku ɗe nu si woawɔ nenyɛ be vovototo dede ame me nuwɔna aɗe do mo ɗa le ameha aɗewo dome le nutome aɗe me alo ku ɗe wofe gbɔɗɔɗɔ wɔnawo ɲuti. Ne edzɔ alea la, ele be hehenalawo natsɔ nu siwo dzo va yi la atso wɔ kpɔɗeɲui to ɗɔwɔnu siwo le wo si la ɲuɗɔ wɔwɔ me. Hehenala adodoewo nye ɗɔwɔlawo kple sɔhe hehenalawo le gowo keɲ me.

Ele be nuwɔna sia nana dɔwɔfe la fe hehenana dɔdɔwo me le fe sia fe me. Ele be wɔanye nu si woatu dɛ edzi to aɔaɔnuxɔɔ tso dɔwɔlawo tefenɔlawo gbɔ me.

7.1 HEHENANA DɔMEGAWO, DɔDZIKPɔLAWO KPLE DɔWɔLAWO tsE AMEGAWO

Kpe dɛ nyanyanana kple hehenana wɔna siwo wowɔna na dɔwɔlawo nɔti la, ele be dzidzikpɔlawo kple dɔmegawo hũ nɔɔ hehe be:

- woate nɔ aɔe nu me na amewo eye woate nɔ aɔ biabia siwo ku dɛ dɔwɔfe fe dɔdɔ siwo wowɔ dɛ HIV/AIDS dɔléle nɔti la nɔ dɔm bɔbɔe.
- woate nɔ anya nu geɔe tso HIV/AIDS dɔléle la nɔti be woate nɔ aɔe nu gɔme na dɔwɔla bubu siwo mese ale si HIV/AIDS dɔléle la kakanae la o.
- woate nɔ aɔe nu gɔme na dɔwɔla siwo le HIV/AIDS dɔ léme la ku dɛ wofo nɔfe nyuiwo nɔɔ nɔti be woate nɔ ayi dɔwɔwɔ dzi zi ale si woate nɔi la ko.
- woate nɔ ade dzesi vovototo dede ame me nuwɔnawo wɔwɔ dɛ HIV/AIDS dɔlélawo nɔti le dɔwɔfewo eye woafɔ nu atsi tre dɛ nu siawo fomevi wɔwɔ nɔti
- woate nɔ aɔdɔ aɔaɔnɔ na HIV/AIDS dɔlélawo ku dɛ lɔmesɛ me nɔɔ kple gomekpɔkpɔ si le wo si le dukɔa me la nɔti.

7.2 HEHENANA ZɔHE – HEHENALAWO

Ele be woahɛ zɔhe siwo naa hehe la le mɔ tɔxɛ aɔe nu kple susu be woate nɔ :

- anya nu geɔe tso HIV/AIDS dɔléla la nu tsitsi nɔti be woate nɔ ana hehe kple numedɛdɛ sinu woate nɔi alo numedɛdɛ deto dɔwɔlawo.
- aɔe nu me na amewo nyuie seselelɔmetɔe eye le nu me dɛdɛ la wɔwɔ me la woafɔ nɔku ame fe dzɔtsofe, gbɔdɔdɔnyawo, nɔtsu alo nyɔnyenyɛ kple dekonu wɔnawo dzi.
- ana be kadodo nana wofo dɔdɔwo kple dɔwɔfe bubuwo fe dɔdɔ siwo wowɔ da dɔi la dome. Le kpɔdɛnɔ me, dɔdɔ siwo ku dɛ akpasesɛ gbɔdɔdɔnyawo kple wɔmitɔwo nɔti le dɔwɔfewo.
- ana wofo dɔwɔhatiwo nate nɔ ade dzesi wɔna siwo woawo nɔtɔwo wɔna si nana woxɔa HIV/AIDS dɔléle la.
- aɔdɔ aɔaɔnɔ na dɔwɔla siwo le HIV/AIDS dɔ léme la ku dɛ ale si woana agbee la nɔti.

9 BELɔLE KPLE ALɔDODO

Ele be vesese-dɛ-ame-ti, beléle kple alɔdodo nanye nu vevi siwo akpe dɛ dɔwɔfewo nɔ be woate nɔ atso dɛ le HIV/AIDS dɔléle la fe nyawo me. Ele be woawo dɔdɔ siwo aɔo nɔsɛ dɔwɔla siwo le HIV/AIDS dɔ léme la be woawo wo dɔkuiwo me be yewole dɔ la léme eye dɔwɔla bubuwo magbe nu le wo gbɔ o eye woana klalo be yewoana alɔdodo dɔ sia lélawo. Nenema ke wɔle be woakpɔ gbɔ be womewo vovototo dede ame me nuwɔna aɔeke dɛ wo nɔti alo woɔe wo le hame o. Be woatsi HIV/AIDS dɔléle la fe nɔgbegblɛwo nu le dɔwɔfewo la, ele be dɔwɔfewo nakpɔ gbɔ be yewodi amewo be woana aɔaɔnɔ dɔm na dɔwɔla siwo le HIV/AIDS dɔ léme kple ame siwo nɔ dɔléle sia le nu gblɛm le la. Le dɔwɔfe siwo dɔyɔyɔ wɔna siawo le la, ele be woana dɔdada nyuie dɔlélawo. Le tefe siwo wɔna siawo meya edzi le o la, ele be woafia dɔwɔlawo tefe siwo dɔyɔyɔ wɔna siawo ya edzi le la. Kadodo siawo tɔgbi ana mɔnukpɔkpɔ dɔɔ siawo fe fometɔwo hũ, vevitɔ wo viwo. Dekawɔwɔ kple dziɔduɔwo, dɔtɔwo, dɔwɔlawo kple wofo habɔbɔwo kple alɔdola bubuwo hũ dɔa alo dɔdada wɔna siawo nyuie eye wɔdɛa fenyinyi dzi kpɔtɔna.

9.1 HIV/AIDS TSɔTSɔ Sɔ KPLE DɔLELE SESE BUBUWO

- (a) Ele be woada HIV si va zua AIDS dɔléle la le dɔwɔfewo abe ale si wɔdaa dɔléle sese bubuwo la ene.
- (b) Ele be woatsɔ beléle si wɔtɔna na dɔ bubu lélawo la na dɔwɔla siwo le HIV/AIDS dɔ léme le dɔwɔfewo le gomekpɔkpɔ, dɔwɔlawo fe megbegaxɔɔ kple dɔwɔlawo fe nɔfe nyuie nɔɔ nyawo me.
- (d) Zi ale si dɔwɔlawo le lɔmesɛ nyuie me hena dɔwɔwɔ la, ele be woakpɔ gome le dɔwɔwɔ fe dedinɔɔ kple dɔwɔlawo dɛdɛ tso tefe yi tefe kple dodɔdɛ-nɔ wɔnawo me.

9.2 AɔAɔUXɔXɔ

- (a) Ele be dɔtɔwo nado nɔsɛ dɔwɔla siwo le HIV/AIDS dɔ léme la be woaxɔ aɔaɔnɔdɔdɔ kple kpekpedɛnɔ tso tefe bubuwo alo ne dɔyɔfe le dɔwɔfe la si eye woka dɛ edzi be dɔwɔlawo ate nɔ ayɔla dɔlélawo ta la woate nɔ axɔ aɔaɔnɔdɔdɔ tso aɔi ma.
- (b) Be woafɔ kpe esia dzi la, ele be dɔtɔwo nabu wɔna siwo gbɔna la nɔti:
 - Woade dzesi ame siwo nya nu tɔxɛ tso dɔléle la nɔti, kpakple nutome habɔbɔ siwo naa aɔaɔnɔdɔdɔ kple dɔyɔyɔ HIV/AIDS dɔlélawo le nutome suewo kple gũwo me.
 - woade dzesi nutome habɔbɔ siwo ate nɔ ana kpekpedɛnɔ dɔwɔla siwo le

(d) Mele be dɔtɔwo nawɔ dodokpɔ aɔke kple susu be woaxɔ akpoxɔnuga le dɔwɔfe aɔ si o. Ele be nutsotso siwo katũ le wo si ku ɔe HIV dɔlɛlawo ɔuti la nanɔ ɔayla.

8.3 ADZAME DODOKPɔWɔWɔ TSO DɔLɔLEA tsE KAKA ɔUTI

Woate ɔu awɔ HIV dodokpɔ na dɔwɔlawo, dzesi mademade wofe ɔkɔwoe nenyɛ be wowɔ ɔe sewo abe dzɔdzɔmenɔuti nunya nugɔmekuku fe ɔɔɔwo, dɔwɔfe kpɔkpɔ fe ɔɔɔwo, amewo fe dedinɔɔ fe gomekpɔkpɔ kpakple nutsotso ɔayla ene la dzi le dɔwɔfewo.

Ne wole nugɔmekuku sia wɔm le tefe aɔ la, ele be nugɔmekulawo naklũ do ɔɔ eye woana nyanya dɔwɔlawo kple dɔtɔwo be wɔna la le edzi yim. Womawɔ nutsotso si woaxɔ la ɔudɔ atɔ de vovototo amewo kple habɔbɔwo dome o. Womabu dodokpɔ abe adzame dodokpɔ ene nenyɛ be le ewɔwo me la, woate ɔu aɔe dzesi HIV dɔlɛla aɔe o.

8.4 LɔLɔNU FAA DODOKPɔWɔWɔ

Edzɔna ɔe adewo ɔi be dɔwɔlawo ɔutɔ dina be woawɔ dodokpɔ la na yewo eye wotsɔne abe lɔlɔnu fɔa dodokpɔwɔwɔ fe nuwɔnawo dometɔ aɔe ene. Ele be lɔmesɛ dɔwɔla siwo le nutomea la nawɔ lɔlɔnu fɔa dodokpɔ sia. Womawɔe le dɔwɔfea o.

Le tefe siwo dɔyɔfe kple dɔwɔnu adodoewo le la, woate ɔu awɔ lɔlɔnu fɔa dodokpɔ na dɔwɔla aɔe ne eya ɔutɔ bia nenema to agbalɛɔɔ kple aɔɔɔwɔwɔ tso dɔwɔlawo tefenlawo gbɔ me. Ele be ɔkta si nya dɔ nyuie la nawɔ dodokpɔ la na amea le ametayayla fe ɔɔ la nu pɛpɛ. Le kpɔɔɔ me, ele be woawɔ ɔe aɔɔɔɔ si ku ɔe ɔutsu alo nyɔnyenyɛ nyawo ɔu la dzi do ɔɔ alo le dodokpɔ la wɔwɔ vɔ megbɛ. Ele be aɔɔɔɔ tso nu nyui kple nu gbegblɛ siwo dona tsoa dodokpɔ la wɔwɔ me kple ale si dodokpɔ la metsonu wɔa dɔ ɔe dɔwɔla la dzii la nanye dodokpɔ la wɔwɔ fe akpa vevi aɔe.

8.5 DODOKPɔ WɔWɔ KPLE DɔYɔYɔ LE DɔLɔLE LA XɔXɔ MEGBE

(a) Ne asidede ame fe uu, lɔmetsi, alo abi me anyɛ dɔwɔwɔ fe kpa aɔe si ate ɔu ana woaxɔ dɔlɛle la la, ekema ele be dɔwɔfe la nakpɔ egbɔ be yewo ɔɔɔ tɔxɛ ɔe afɔku siawo fe dzɔdzɔ kple wo gbɔ kpɔkpɔ ɔuti.

(b) Ne edzɔ be dɔwɔla aɔe de asi nu siwo ana be wɔaxɔ dɔlɛle la me (abe ameeu, lɔmetsiwo kple abi ene) le dɔwɔfea la, ele be woawɔ aɔɔ na dɔwɔla la enumake ku ɔe belɛle si wɔatsɔ na eɔkui la ɔuti, woaxlɔ nui tso dɔyɔyɔ fe metsonuwo, dodokpɔ adodoea wɔwɔ tso HIV dɔlɛle la xɔxɔ kpakple dɔyɔyɔ xɔxɔ ɔuti. Le esiawo katũ megbɛ la, woagaɔ aɔɔ ne tso dɔwɔlawo fe gomekpɔkpɔ si le se nu kple nugbegblɛfe si dɔwɔfea anaɛ la ɔuti.

7.3 HEHENANA DɔWɔLAWO TEFENLAWO

Ele be woana hehe dɔwɔlawo tefenlawo le dɔwɔwɔ ɔeyiɔwo me ale be woate ɔu:

- aɔe nu me na amewo eye woawɔ biabia siwo ku ɔe dɔwɔfe fe ɔɔɔwo ɔe HIV/AIDS dɔlɛle ɔuti
- ana hehe dɔwɔla bubu siwo le hehe xɔm le HIV/AIDS dɔlɛle la fe wɔnawo me.
- aɔe dzesi amewo fe agbenɔɔ nɔnɔme ɔeɔfiawo kple vovototo dede ame me nuwɔnawo wɔwɔ ɔe dɔwɔla siwo le HIV/AIDS dɔ lɛm la ɔuti be woate ɔu atsi agbenɔɔ vlo sia nu.
- ana kpɔɔɔ HIV/AIDS dɔlɛla siwo le dɔ wɔm la, eye woanɔ wo tefe awɔ ɔɔ ɔe wofe nɔfewo ɔuti ne wɔhiũ la.
- aɔ aɔɔ na dɔwɔlawo be woawɔ wofe nuwɔna si ana woaxɔ HIV/AIDS dɔlɛle la dzi kpɔɔ.
- axɔ hehe adodoea tso HIV/AIDS dɔlɛle la ɔuti be woate ɔu afo nu na dɔwɔlawo tso HIV/AIDS dɔlɛle la fe kaka ɔuti.
- akpɔ gbɔ be nutsotso ɔe sia ɔe si woaxɔ tso dɔwɔla siwo le HIV/AIDS dɔ lɛm ɔuti le wofe dɔwɔwɔ me abe dɔwɔlawo tefenlawo ene la nanye nya ɔayla.

7.4 HEHENANA LAMESE KPLE DEDINɔɔ-GBɔ-KPɔKPɔ DɔWɔLAWO

Kpe ɔe nu nyanya tso nyanyanana kple hehenana wɔna siwo wowɔna na dɔwɔlawo ɔuti nyuie ɔu la, ele be lɔmesɛ kple dedinɔɔ gbɔ kpɔkpɔ dɔwɔlawo ɔutɔ hũ naxɔ hehe tɔxɛ bena woate ɔu;

- anya nu geɔe tso tomenya si le HIV/AIDS dɔlɛle la nu tsitsi mɔnuwo ɔu ale be woate ɔu ana numeɔe kple hehenana wɔna detotɔwo dɔwɔlawo.
- alɛ ɔku ɔe dɔwɔfea ɔuti, aɔe dzesi wɔna siwo ɔuti wɔhiũ be woatrɔ asi le la bena woate ɔu aɔe dɔwɔla siwo le HIV/AIDS dɔ lɛm la fe fukpɔpɔe dzi akpɔɔ.
- akpɔ gbɔ be dɔtɔwo tso belɛle tɔxɛ na wofe dɔwɔfe la eye wowɔ ɔɔ nyuitɔwo ɔe dɔwɔlawo fe dedinɔɔ kple atike gbũtɔ si ɔudɔ woawɔ na ame siwo dze afɔku le dɔwɔwɔ me la ɔuti.
- akpɔ egbɔ be numeɔe ɔe sia ɔe fomevi si woawɔ tso HIV/AIDS dɔlɛle la ɔuti na dɔwɔla aɔe si le dɔ lɛm la nanye nya ɔayla abe ale si wɔnɔna le dɔ

bubu lélawo fe kɔdzigbaléwo fe nutsotso siwo woɣlana vevie la me eye ILO fe ɔɔɔowo hũ ɔe emee hena ɔwɔlawo ta ɣaɣla kple lūmese-me-nɔnɔ nyawo mee la ene.

- aɔɔ aɔaŋu na ɔwɔlawo tso dzesidede wɔna siwo hea ɔléle la vane na wo eye woafia mɔ siwo dzi woato axe mɔ na ɔléle la xɔxɔ.
- aɔɔ ɔwɔlawo ɔe ɔɔɔfe siwo le ɔwɔfe a lo ɔɔɔfe bubuwo be woate ŋu ada gbe le wo ŋuti.

7.5 HEHENANA ADZONU ɔWɔtsEA ɔWɔLAWO tsE ɔɔZIKPɔLAWO

Ele be ɔmegũwo nakpɔ gbo be mɔnukpɔkɔ geɔe le adzɔnu ɔwɔfe la kple ɔwɔlawo fe ɔɔzikpɔlawo si be woate ŋu awɔ wofo ɔɔdeasiwo pɛpɛpɛ vevitɔ ku ɔe HIV/AIDS ɔléle la nu tsitsi le ɔwɔfowo ŋuti. Be woakpɔ ta na esia la, ele be woaxɔ hehe tɔxɛ tso HIV/AIDS ɔléle la nu tsitsi, kple beléle tsɔtsɔ na ame ɔkui wɔnawo ŋuti le ɔwɔfowo. Ele be nu siwo gbɔna la nɔnɔ hehenana wɔnawo me.

- nyanyanana wɔna siwo ku ɔe nu siwo dzi dukɔfofuwo da asi ɔe tso amexɔxɔ ɔe ɔe me kple ɔwɔwɔ fe sewo ŋuti vevitɔ tso vovototo dede ame me nuwɔnawo kple dukpɔɔɔɔwo kple sewo ŋuti (Employment and Occupation Convention, 1958) (No. III).
- ale si woana ɔwɔlawo kple ɔɔzikpɔlawo nanya nu tso HIV/AIDS ɔléle la ŋuti.
- ale si woade HIV/AIDS ɔléle la fe nyawo ɔɔɔ siwo le ɔwɔfe la fe dedinɔnɔ kple lūmesē-me-nɔnɔ nusrɔnyawo me le hehenana wɔnawo me;
- ale si woana kpekpedeŋu ɔwɔlawo be wofo asi nasu gomekpɔkɔ si le wo si la dzii (le kpɔdeŋu me, ale si woade asi gomekpɔkɔ-gbalé siawo tee) kple ale si woawɔ se bubuwo ŋuti ɔe hena gomekpɔkɔ siawo;
- ale si woade dzesi sedzidada wɔnawo, alo ɔwɔlawo fe gomekpɔkɔ fe sewo dzi mawɔmawɔ ku ɔe HIV ɔlélawo ŋuti;
- ale si woana nutsotso tso HIV/AIDS ɔléle la ŋuti eye woadzro nutsotsoawo me le ɔwɔfowo vevitɔ ne wɔna siawo ku ɔe nusɔsrɔ tso ŋutigbaléme ɔlélewo alo ɔléle la fe fuɔname le hadomegbenɔnɔ me la ŋuti, abe ale si nuŋlɔɔi sia ɔe la ene.

7.6 HENANA ɔWɔLA SIWO DEA ASI AMEGBETO tsE UU KPLE LAMETSI BUBUWO ME

Ele be ɔwɔlawo katũ naxɔ hehe tɔxɛ tso ale si woaxe mɔ na ɔléle sia xɔxɔ ŋuti vevitɔ tso afɔku siwo dzɔna le wofo ɔwɔwɔ me kple atike gbũtɔwo

wɔwɔ ŋuti. Ele be wɔna siawo nana hehe tso:

- atike gbũtɔ wɔwɔ na ame ŋuti;
- asidede amegbetɔ fe uu kple lūmetsiwo me dzi ɔe kpɔtɔ abe ale si “Universal Precautions” ɔwɔfe la ɔe anyi ene la ŋuti;
- akpoxɔnu ɔwɔwɔ ŋudɔ wɔwɔ le ɔwɔfowo ŋuti;
- afɔ nyuitɔwɔ ɔe ne edzɔ be wode asi amegbetɔ fe uu kple lūmetsi me le ɔwɔwɔ me ŋuti;
- gomekpɔkɔ si le ɔwɔla la si ne wɔdze afɔku le ɔwɔfe eye woate gbe ɔe edzi be ehiũ be woawɔ ɔe ŋudɔɔtɔe le gowo keŋ me ke menye ne wole HIV ɔlélawo ɔe ko gbɔ kpɔm o.

8. DODOKPɔWɔWɔ

Mele be woawɔ HIV ɔléle la fe dodokpɔ aɔe le ɔwɔfe la o, negbe dzaa ɔe wɔŋlɔe ɔe ɔe sia me hafi. Esia mehiũ o elabena etsi tre ɔe ɔwɔlawo fe gomekpɔkɔ kple bubudede-ame-ŋu-nyawo ŋuti: woate ŋu awɔ go dodokpɔ me tsonuwo ahawɔ wo ŋudɔ ɔe madzemadze dzi. Gawu la, HIV dodokpɔ wɔwɔ le ɔwɔfe manye nu si dzi ɔwɔlawo ada asi ɔe blibo ye sia yi alo ade dzesi nu si dodokpɔ la fe metsonu ahe vɛ emegbe la o. Ne woawɔ le tefo bubuwo gɔ hũ la, ele be HIV ɔléle fe dodokpɔ nanye esi ɔwɔlawo ŋudɔ natsɔ lɔlɔnu fàa awɔ, wɔdanye esi ɔkta adodoea si dze na ewɔwɔ la ko nawɔ eye emetsonu nanye nu ɣaɣla si anɔ ɔnɔ la kple ɔkta la ɔe ko dome.

8.1 AMEXɔXɔ ɔE ɔE ME tsE MɔXENUWO

Hafi woaxɔ ame aɔe ɔe ɔe me la, mele be woabia tso esi be wɔawɔ HIV ɔléle la fe dodokpɔ o. ɔwɔlawo fe lūmesē me nɔnɔ dodokpɔ gbadzaa si wowɔna hafi woxɔa wo ɔe ɔe me alo esi wowɔna edziedzi na ɔwɔlawo le ɔwɔfowo la manye esi lo HIV ɔléle la fe ɔwɔwɔ ɔe eme o.

8.2 MɔXEXE NA AME KU ɔE MEGBEGANYAWO ɔU

- (a) Mele be woabia HIV ɔléle fe dodokpɔ metsonu tso ɔwɔla aɔe si hafi wɔakpɔ gome le megbega vovovowo abe ɔwɔfe kple lūmesē-me-nɔnɔ ŋuti gawo xɔxɔ me o.
- (b) Mele be akpoxɔnu-dzɔgawo fe ɔwɔfowo nabia HIV ɔléle fe dodokpɔ metsonu hafi awɔ ɔe kple ɔwɔfe aɔe o. Woate ŋu atu wofo gakɔŋtawɔwɔwo ɔe nutsotso tso ɔléle la fe kaka le ɔwɔfe blibo la me dzi.