

The image features a green-tinted background with a globe. Six white silhouettes of people are arranged in a circle, holding hands. The globe shows various geographical labels such as 'PACIFIC OCEAN', 'ATLANTIC OCEAN', 'MEXICO', 'CUBA', 'JAMAICA', 'HONDURAS', 'CARIB', 'NICARAGUA', 'COSTA RICA', 'PANAMA', 'VENEZUELA', 'COLOMBIA', 'HAWAII', 'SAN FRANCISCO', 'LOS ANGELES', 'SEATTLE', and 'PORTLAND'.

Simple ways to...

manageHIV
@ your workplace

BACKGROUND OF THIS POLICY BOOKLET

The HIV virus continues to have a disastrous impact on our nations social structure, development and economy as a whole. It affects the most productive segment of our workers, the age group between 15 and 49 years.

The erosion of human capital, loss of skill and experience results in reduced output and affects development.

Recognising that HIV/AIDS is a workplace issue, the national workplace policy therefore, provides a framework to

- Help prevent further spread of HIV within the world of work in Uganda and thus mitigate the impact of the epidemic.
- Eliminate stigma and discrimination at the place of work
- Promote care, treatment and support for workers infected by HIV.

Does your work place have medical insurance for workers living with HIV/AIDS?

Does everyone take part equally in social responsibilities?

Does your work place have proper health service for men & women alike?

What is the environment at your workplace like?

Can you trust your fellow workers with your private details?

Does your work place encourage a healthy & safe environment?

Does your work place promote open discussion on social matters?



Standards

- **NON-DISCRIMINATION**
- **GENDER CONSIDERATIONS**
- **TRUST**
- **HEALTH & SAFETY**
- **HIV COUNSELLING**
- **PREVENTION**
- **TREATMENT, CARE & SUPPORT**
- **SOCIAL DIALOGUE**
- **GREATER INVOLVEMENT**

NON-DISCRIMINATION

FOR WORKERS LIVING WITH HIV



“Cases are common of prejudice against HIV-positive individuals, who may be denied employment, training opportunities or promotion, or may face unjustified termination due to their HIV status, whether real or perceived.”

In upholding their rights and dignity, people living with HIV should be allowed to work and earn a living as long as they are fit and opportunities for work exist.

- Asses your staff on merit and ability to perform
- No termination of employment or contracts of those living with HIV because of their status, whether real or perceived
- Protection against stigma and discrimination for persons living with HIV
- When deploying workers, consider their health needs to guard against any exposure that may occure from injury while working.
- Set up procedures for grievance and disciplinary measures for any complaints.
- Workers living with HIV are entitled to all benefits including Health Schemes
- Seek legal services for protection of human rights & respect of policy guidelines

Ensure that everyone is allowed to contribute and participate equally in all activities of social responsibility.



GENDER CONSIDERATION AMONG CO-WORKERS

2

HIV/AIDS affects us all and its impact is heavier among women because of their social, cultural & economic status.

- Promote equality in gender relations and empowerment for women
- Promote gender awareness and affirmative action for women at the workplace
- Promote education on relationships and sexuality in reference to the risk of HIV and vulnerability for both women and men
- HIV response in the workplace should be sensitive to the critical role that women and girls play in providing care for the family as well as the wider community
- Introduce measures that address sexual and gender based violence.

Provide policies that give equal emphasis and adequate application for all workers living with HIV, whether male or female.



TRUST

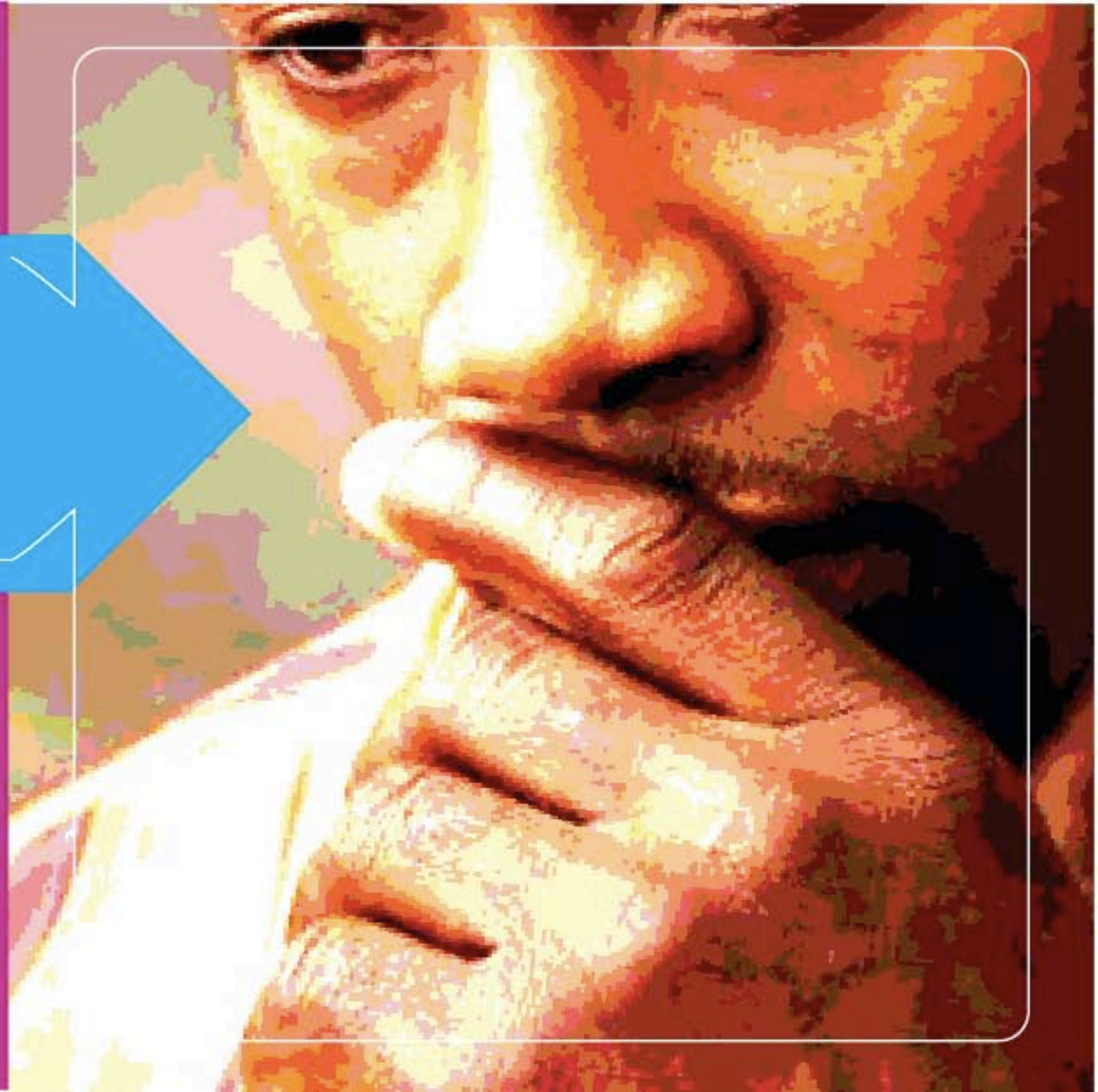
TO BUILD DIGNITY

3

People living with HIV have a right to keep their medical information or their HIV status private.

- Respect, protect and safeguard the right to privacy
- Treat personal medical records with utmost confidentiality and do not divulge any personal information without the permission of the worker.
- Promote human rights at the workplace and ensure dignity of those living with HIV
- Adhere to the organisations regulations for confidentiality

Protect the rights, dignity and confidentiality of workers living with HIV.



HEALTH & SAFETY AT THE WORKPLACE

4

Workers have a right to the safety of proper working equipment and all the necessary protective clothing while engaging in physical work, especial in conditions that expose them to possible physical injury and health hazards.

- Promote education of workers on practices of active safety
- Maintain clean, safe and hygienic work environment
- Provide protective working equipment, including First Aid
- Promote proper working and safe conditions

Care must be taken to ensure that strict discipline is observed and measures are put in place to make work and the environments of work as safe as possible for every worker.



HIV COUNSELLING AND TESTING

5

Under normal circumstances, subjecting workers to compulsory HIV testing as a prerequisite for employment, training opportunities, promotion or retention in employment, should be discouraged.

- No compulsory HIV testing or screening should take place for recruitment, promotion or career development
- HIV testing at the workplace should be guided by the national policy on VCT
- All workers are encouraged to know their HIV status as early as possible, and on a voluntary basis, in order to better protect their health.
- All workers should have the necessary information on where to regularly obtain HIV testing and counselling services.

Encourage recruitment on merit, allow voluntary testing for all workers and make counselling available to all persons infected by HIV.



PREVENTION

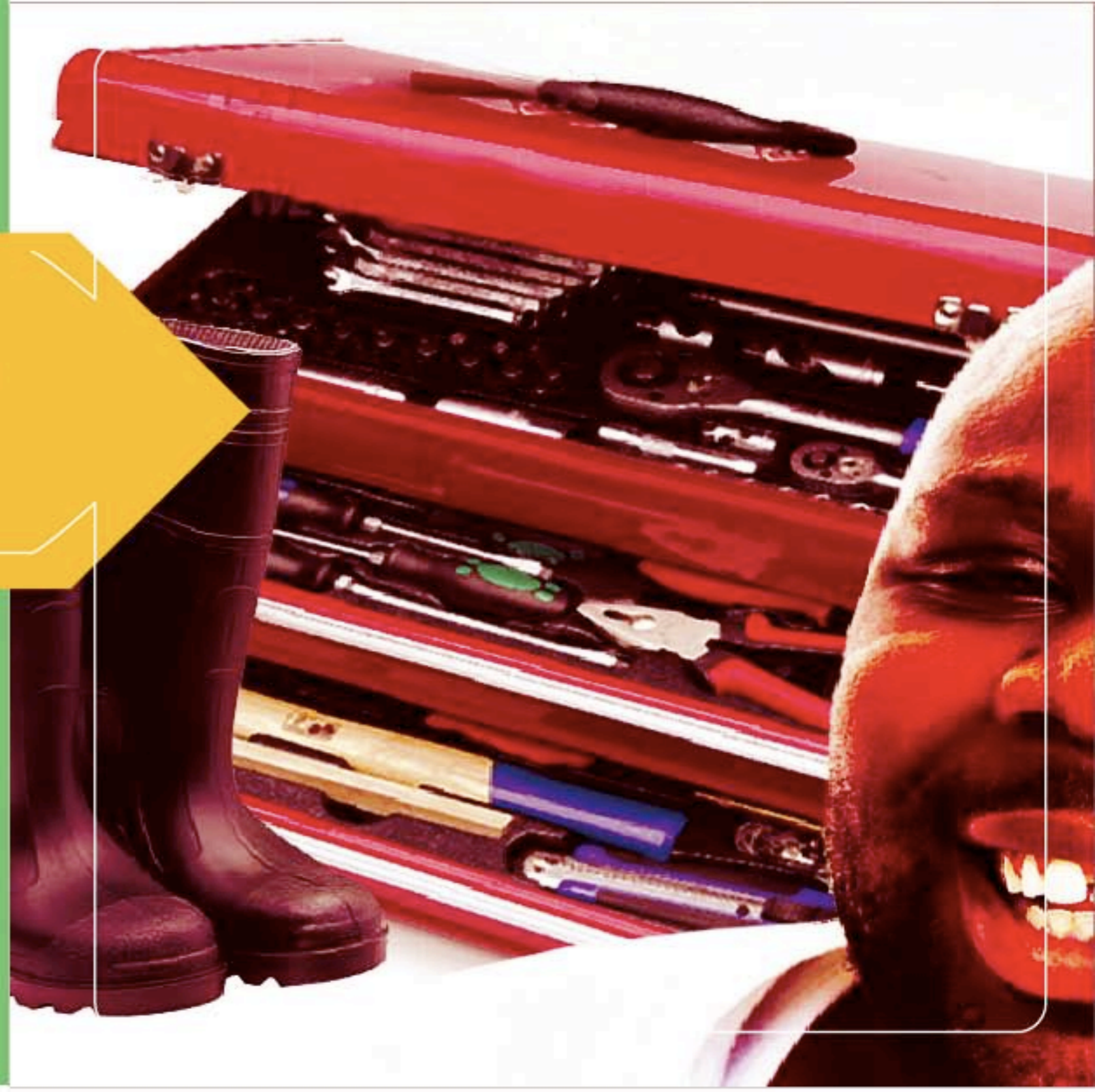
FOR EVERYONE



HIV is transmitted through unprotected sex with infected persons, HIV infected body fluids, including blood and blood products, organ and tissue transplants, the use of contaminated skin-piercing equipment, such as needles as also through mother-to-child transmission.

- Provide training on risks of HIV and modes of transmission
- Provide training on safety, prevention and practical First Aid
- Encourage regular, voluntary testing that includes pre- and post-test counselling on behavioural change.
- Promote healthy and safe working environments to avoid opportunities for infection or spread of HIV
- Incorporate wide range of health, social and economic interventions for responsive approaches to reduce HIV related risks

Ensure health & safety for workers on assignment by providing protective equipment, alongside proper education for responsible behavior.



TREATMENT, CARE & SUPPORT

FOR THOSE LIVING WITH HIV

7

Many workplaces do not have in place policies that provide AIDS treatment, care and support. This limits access to healthcare and affects productivity.

- Consider provision of HIV treatment and care alongside other diseases
- Provide information and education to all workers on where to access HIV related counselling, treatment, care and support.
- Provide affordable health care which includes the management of HIV infections
- Provide guided means for management and care for accidental exposure to HIV
- Encourage a culture of support and inclusion for those infected by HIV

Provide HIV treatment, care and support to workers living with HIV in order to sustain their health and productivity



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SOCIAL DIALOGUE AT THE WORKPLACE

8

A successful working environment where people care for each other is created when there is open and honest discussion about the challenges that individual people go through. This requires trust, confidence and cooperation from both management and workers.

- Encourage active cooperation between employers, workers and their representatives
- Raise HIV awareness and build social interaction to counter fear and stigma
- Encourage employers and workers to discuss challenges that address HIV at the workplace
- Establish formal and representative structures that will be responsible for management of HIV workplace programmes
- Develop workplace policy guidelines and programmes for HIV management
- Institute policies of ethics and responsibility for social interaction among workers

Encourage open dialogue and collaboration to change negative outlook on HIV and build trust and communication between employers, workers and their representatives.



GREATER INVOLVEMENT OF THOSE LIVING WITH HIV

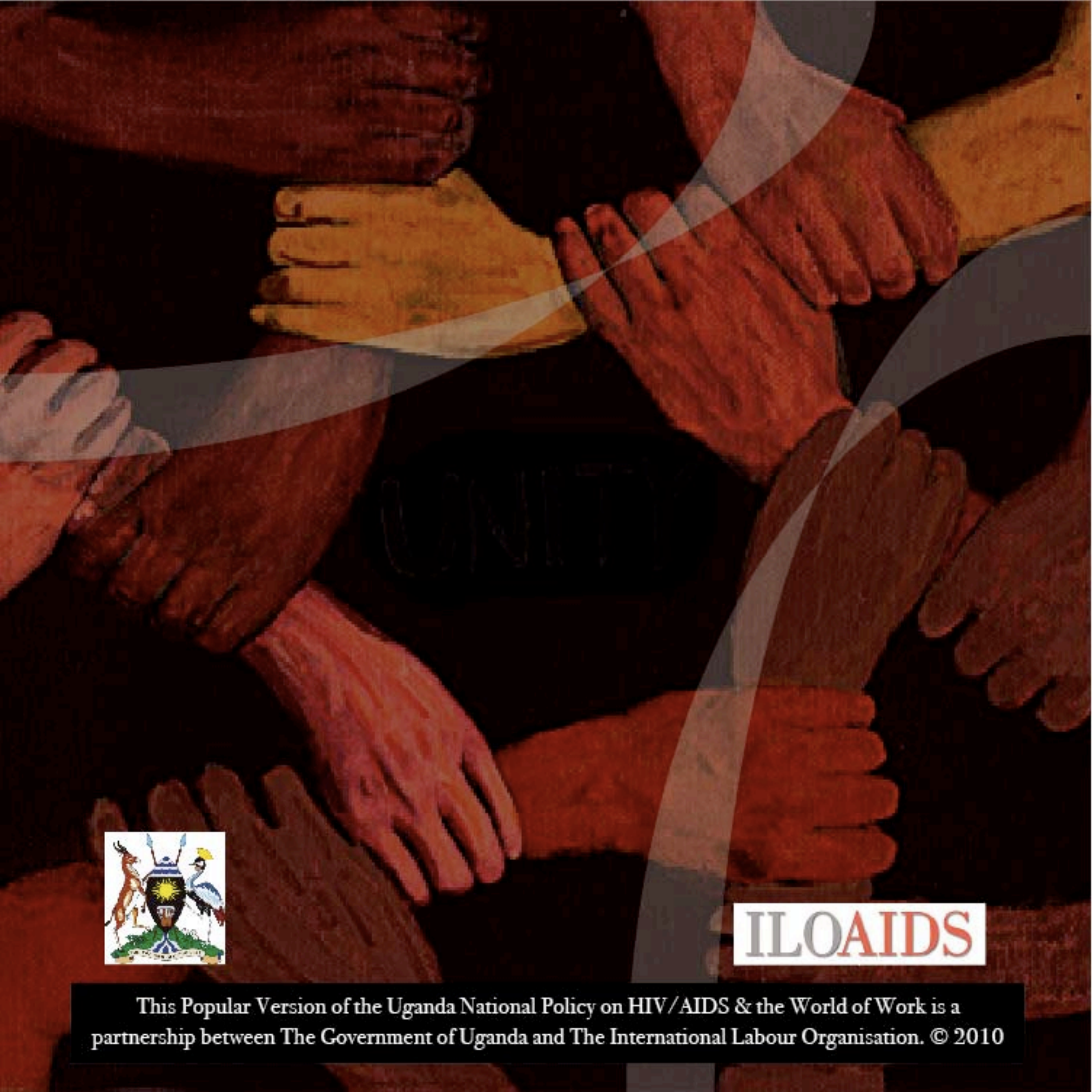


There is often fear and exclusion of persons living with HIV who, in fact, are very productive resources for the growth of any workplace.

- Create an environment in the workplace for the active involvement and participation of colleagues with HIV to give AIDS a human face
- Build peer support groups for colleagues with HIV at the workplace
- Link workers living with HIV to other medical and social support groups.

Encourage an all-inclusive work environment that involves all HIV infected or affected persons who are still productive and beneficial.





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