

HAUSA

**ALADARN TSARIN DOKOKI NA ILO
KAN HIV/AIDS
DA AYUKA NA DUNIA**



**GHANA EMPLOYERS'
ASSOCIATION**



UNFPA, GHANA

GABATARWA

Bazawam HIV/AIDS a yanzu haka ya zama gauka na dunia duka, kua ya zama daya akin ababe da ke damuarn cin gabarn zamarn jamaa. A kasashe da ciwon yafi yawa, yana rage cin gaba masu anfani da aka yi shekaru da daama da suka wuce, ya bata tattalin arzikin kasarn, ya dami halin zaman lafiya kasarn har da girgije zaman jamaa. A sub-saharan Africa, inda bazawarn ya zaunu, lokacin shakkan lafiyan kasan ya kawo tashin hankali a karkaran.

Banda damua da ya dorax kan mutani da iyalinsu, gaukan na taba zaman jamaa, yana lauye tattalin zaman tare. HIV/AIDS fa shine mafin yawan ababen ban tsoro ma ayukan dunia, yana fa taba karfin ayuka, balle na gona yana rage cin anfani, ko samun, yana bari bashi ya dau kan ma'aikata don yadda ayuka ke fadiwa yana kara tsadan karfin aiki da hasaran gwanage da wadanda suka gogu. Bugu da kari HIV/AIDS na lalata da ayuka, balle ma ga fuskan kiyaya da nuna banbanci ga wadanda ke tare da HIV/AIDS. Annoban da karfin aikinsa na samun mutani daban daban har da mata da yara, sai yasa wuya da fannin daidaitawa ya karu renun yara tayi karfi.

Dalili kenan da yassa ILO tasha alwashin yin tsarin dokoki kan HIV/AIDS da ayukan dunia. Tsarin zai yi aiki ne, yana taimakan tsare bazawansa, ya sausa haduwansa da ma'aikata da iyalinsu, ya ba da tsari ga jamaa don zama da cutan kadda ya gagare su. Waman na shaafan kaidodi masu karfi kamar gane HIV/AIDS kamar ainihin abun da ake mahawa kansa a wajajen aiki, babu banbanci wurin aiki, fannin daidaitawa, tataunawa da kai kara, hadin kai tsarewa da kulawa da gojin bayan sune ababen asali na jawabi kan tsutan a wajen aiki.

Waman tsarin dokoki ya hito hadin kai tsakanin ILO da abokanin zama tare da le ji dasu, da yin aiki tare da makwabtun kasashen waje. Yana baada jagoranci taimako wa yan manufar gwamnanti, ma'aikata, da masu ba da aiki, yan shirye da wasu wasunsu, don su shirya kuma suyi aiki da manufar kirki wajen aiki, yin rigakafi da kulawa da shirye shirye, a kuma nemi hanyar snad da sashe da ke cikin duhu. Wannan ne babban taimako na ILO zuwa ga kokarin yan dunia na yakin HIV/AIDS.

Shine kuma tsarin doka da zai kama halin zama mai kyau ga aiki a manyar mutunci da sauyawa matukarn tarzoma. An riga an koyi darasi masu daraja cikin kokarin ji da gaukan. Kasashe kadan sun samu wani hanyarn sasanta baza ciwon kuma a sausa yadda yake yi wa mutani da jamaa. Aladar mafi anfani, har da shuugabanci da gaskiya, kusatajamaa, abotantaka da jimi'yya mazaunan kasa daya, har da mutani da ke tare da HIV/AIDS da sha'anonin ba da ilmi. Wadanan asali zaa gansu a kusoshin kaidodin tsarin dokokin da yadda ya shafi tara abokanin taraya don samun karfin yin aiki dashi.

Sabon shaida mai duban niisa kenan dake shiga cikin alamura masu wuya, ya dubi waotar annobar da karfinsa a aikin dunia. Kan wannan tsarin dokoki, ILO zai kara taimakonso zuwa ga kasashen waje da jamaa, a tsare darajan ma'aikata da wadanda ke tare da HIV/AIDS.

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1 MAKASUDI

Makasudin wannan tsarin dokoki ne ya ba da jagoranci a fuskanci annobarn HIV/AIDS a ma'aikatan dunia, kuma tsakanin gabatad da ayuka masu caw. Wadanan jagoranci sun shafi ababe da ke sanyen:

- a) Yin rigakafin HIV/AIDS
- b) Sarrafawa da sasauta karfin HIV/AIDS a duniam aiki.
- c) Kulawa da karfafa wa ma'aikata da suka samu kuma suna tare da HIV/AIDS
- d) Kashe kyama da nuna babanci kan asalin fahimtar tushen HIV.

2 ANFANI

Zaa yi anfani da tsarin dokokin ma:

- a) Kara ba da mamsa na ainihi a wajajen aiki, jama'a jihoyi, kashi, na alumma da asayin kasashen waje
- b) Gabatad da cin gaba ga zance, neman izini, yin shawara, da kowani halin gama kai tsakanin gwamnanti, ma'aikata da masu daukansu har da wakilansu, ma'aikatar kulawa da lafia dake wurin, masu zurfin ilimi kan ababen HIV/AIDS da duke masu kulawa. (da zai yiwu jama da ke tare daku, da yan tsari da basu cikin gwamnanti; (NGOs)
- c) A kulla da anfani da ke ciki a yin shawara da yanwayen zaman tare.
 - cikin dokokin kasa, manufarn govt. da yin aiki da shirye shiryen.
 - a wajajen ayuka/dabaran yarjejenia da
 - manufar wajajen ayuka da dabaran yinsa.

3. SHA'ANONI DA KALOMI CIKIN TSARIN DOKOKIN

3.1 SHA'ANI

Wannan tsarin doka ya shaafi

- a) dukan masu karban ma'aikata da yan aiki (game da wadanda ke neman aiki) a wajajen aikin jama'a na yan privata da kuma
- b) kowani aiki, daida ta wajajen siffa da wadanda ba lura dasu ba.

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3.2 KALMOMI DA AKAYI ANFANI DASU CIKIN TSARIN DOKOKIN

HIV: Cutar na sa mutum ya kasadin, cuta na sa karfin mutum ya ragu kwari, daga baya ya kawo AIDs.

AFFECTED PERSON: (WANDA YA KAMA) mutani da HIV/AIDS na saake supansu ta ko wani hanya saboda barnan wannan annoba.

AIDS – the Acquired Immune Deficiency Syndrome (Lamban alarma kasawa da aka samu.) ta'areren sharadi na aikin asibiti, da aka saba kira harbawan zarafi da miagun kuraje da har yanzu babu maganinsa.

DISCRIMINATION (NUNA BANBANSI) a cikin wannan sharadin dokoki na bisa ga bayanawa da aka bayar cikin Nuna Banbanci (Aiki da Sana'a) na tabbatawa, shekara alif dari tara da hamsin da takwas (1958) (Lamba dari da gama shaa daya NO III) a kara masayin HIV. An kuma kara nuna banbanci kan gane matsayin ma'aikata na HIV har da hana meshi jin daadin tarawa da masoyansa.

PERSON WITH DISABILITIES (Nakasasen Mutum) wannan bayani ana anfani dashi cikin sharadin dokokin bisa ga kayyadewa da aka bayar cikin sasake sana'a don yayi daidai da hali (Vocational Rehabilitation) da aiki wa tsarin guragu, na shekara alif dari tara da tamanin da uku (1983) (Lamba dari da hamsin da tara No.159) bi ma'ana wasu wasu da sabili da miagun ciwo da aka lura dasu ko hauka ya rage karfinsu, na samun, rikewa da ci gaba a cikin ayuka da ya kamace su ya bace.

EMPLOYER (MASU BA AIKI) kowani mutum ko yan shirye shirye da zai dauki masu aiki au ga alkawalin baki ko rubutaccen yarje-jeniar aiki da ke kafa aiki na wajabin hakki ma duk kunjuyoyin, bisa ga dokan kasa da ake aiki dashi. Gwaminantoci, hukumar jama'a, ma'aikata na asiri, da mutani daya daya zasu iya zama masu daukan yan aiki.

OCCUPATIONAL HEALTH SERVICES (OHS) (Masanantun kulawa da lafiya) ana amfani dasu cikin sharadin dokokin, bisa ga siffatawan da aka bayar cikin tsarin masanantun kulawa da lafiya na shekara alif da dari tara da tamanin da biyar (1985) (lamba dari da sitin da daya (161) lalle aikin kulawa da lafiya dake da ayukan tsari na asali, da ke dauke da alhakin yi wa yan karban ma'aikata, har da ma'aikatan, da wakilainsu kashede, kan ababe da ya cancance a samu na kafawa da kulawa da halin zaman jamaa mai karko, da hanyar yin aiki da zai rike lafiyarn dan Adam da lafiyar hankali tare da aiki. OHS na kuma yi wa ma'aikata kashede kan aiki da zasu iya yi daidai da karfinsu da hankulan su.

REASONABLE ACCOMODATION (DAUKA KAN HANKALI) ko wani yin canji ko gyara wa dan aiki ko wa wurin aiki da sabon kirki da zai sa mutum da ke

tare da HIV ko AIDS ya samu hanyarn sa kansa ko ci gaba da aiki.

SCREENING (KARAWA) yadda zaa yi ko umurta (Jaraba HIV), bida sabuar hanyarn (kimanta halin daukan kasada) ko yin tambayoyi kan jarabawa da aka tun yi ko kan halim rike kai.

SEX AND GENDER (Ma'amalar mata da maza da Fanni) akwei bambancin abubuwa masu rai da na zama tare tsakanin maza da mata. Kasancewa namiji ko mace na nuna bambancin abubuwa masu rai da aka kudura, da kalma fanni din ke nuna bambanci a matsayin zama tare, da ababe dake tsakanin namiji da mace. Matsayin fanni ana koyonsu ne ta hanyar zama tare da hanyoyi daban daban na aladun kabiloli. Matsayin fanni na tabuwa ne ga shekaru ko tsufa, kungiya, kabila, kaidodin zama tare da addini, har da labarin kasa, tatalin arzikin kasa da sha'anin siyasa na halin zaman jamaa.

STI: Harbawan ciwo ta wurin ta'arawa, da wasunso ne, tunjere, jisi, kabba da ciwon sanyi. Yana kuma tare da sharadi da aka sani cewa cututuka da aka samu ta hanyarn ta'arawa (STD's)

TERMINATION OF EMPLOYMENT (Kora wurin aiki) an hadda ma'anarinsa ne ga dokar shekara alif dari tara da tamanin da biyu (1982) (Lamba dari da hamsin da takwas (158) Juya kora wurin aiki.

UNIVERSAL PRECAUTIONS (Rigakafi na kowa da kowa) wannan kawai ne mauni marawuya na sarrafa harbawan, da za'a yi anfani dashi ya saasanta kasadar ciwon da aka samu cikin jini. (Juya zuwa kari a karshe don bayani II ka samu ma'anar fila fila)

WORKERS IN INFORMAL ACTIVITIES (Ma'aikata da ke cikin hali daban) (da aka sani da darika (da aka sani da darika na daban) wanan kalma an siffata shi a kari a karshe do bayani.

WORKERS REPRESENTATIVES (Wakilain Ma'aikatan) bissha ga tsarin Wakilain Ma'aikata na alif dari tara sabayin da daya (1971) (Lamba dari da talalin da biyer 135) sune mutani da aka yadda dasu a dokan kasa ko yin aiki koda suna:

- a) Wakilain ma'aikata da suna wakilain zama tare ko wadanda aka zabi a kurian ma'aikatan ko memobin; ko
- b) zababun wakilai sune, wakilai da ma'aikata suka dai zabi bisa ga dokan kasa ko kaidodin ko dokan ma'aikatan, da ayukansa bai shafi iye iye da aka yarda dasu kamar yadda na daban da wakilain ma'aikatan kasan ke aiki dasu.

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Namibian Ministry of Labour: *Guidelines for implementation of national code on HIV/AIDS in employment* (Namibia, 1998), No.78

Namibian Ministry of Labour: *Code of good practice: key aspects of HIV/AIDS and employment* (Namibia, 2000), No. R. 1298.

South African Department of Health/Community Agency for Social Enquiry (CASE): *Guidelines for developing a workplace policy programme on HIV/AIDS and STDs* (Mar. 1997).

United States Department of Health and Human Services: *Small-business Guidelines: How AIDS can affect your business* (Washington, DC, undated).

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Caribbean Employers' Confederation: *A wake up call to employers in the Caribbean*, Presentations from the Conference on HIV/AIDS/STDs in The Workplace (Suriname, Apr. 1997).

Christie, A.: *Working with AIDS: A guide for business and business people* (Bradford San Francisco, Employers' Advisory Service on AIDS & HIV, 1995)
Federation of Kenya Employers (FKE): *Code of conduct on HIV/AIDS in the Workplace* (Kenya, 2000).

Loewenson, R. (ed.): *Company level interventions on HIV/AIDS – 1. What can Companies do?* (Harare, Organization of African Trade Union Unity, 1997).

South African Motor Corporation (Pty.) Ltd.: *SAMCOR Policy/Letter on*

VULNERABILITY (Mai wuyan tsarewa) shi ke nufin abu mai tsihi na zama tare mafi amfani, da kari na kabila daya, halin aiki da ake ciki da ke sa ma'aikata su dubi da caw don si kiyayi harban, da hali da zai fid da yara cikin wahala. (Idam kana nema karin bayyani, dubi kari a karshe don bayani I)

4. Kaidodi Masu Karfi

4.1 LURA DA HIV/AIDS KAMAR AINIHI ABUNDA AKE MAHAWARA KAI A WAJAJEN AYUKA.

HIV/AIDS abunda ake fama dashi a ma'aikatu, da ya kamata a kula dashi kamar ko wani ciwo mai karfi/da ya shaafi wurin aiki. Wannan ya kamata ne ba don yana rage karfin aiki ba, amaa don da ya zamana wurin aiki daya ne cikin karakaran, da ke da matsayin rage bazawan da kamunsa.

4.2 BABU BANBanci OR RASHIN WARAYYA

A cikin hanyar yin aiki maicaw da girmama hakkin dan adam, da ganin girman mutani da HIV/AIDS ya kama su; bai kamata a nuna banbanci ga ma'aikata, kan ainihin mai tare da HIV. Nuna banbanci da camar mutani da ke tare da HIV/AIDS na damuarn kokarin da ake ciki na tsare HIV/AIDS din.

4.3 DAIDAI GA KOWANI FANNI (Gender Equality)

Girman fanni na HIV/AIDS fa ya kamata a gane shi. Mai yiwa ne ya fi kamun mata kuma so dayawa HIV/AIDS na tare da su fiye da maza don shige shigensu, alardan zaman kabila, da sha'anonin tatalin arziki. Girman bambancin fanni a mazauni, da zuwa kasan matsayin mata, haka HIV ke ganin wuyan shiga musu. Sabili da haka ya cacanci a ba mata girma, kuma a basu hanyar shiga jamaa, sa'anana zaa ci nasaran tsarewa da baza HIV kuma a bari mata su taimaka da HIV/AIDs.

4.4 HEALTHY WORK ENVIRONMENT.(LAFIYAYEN AIKIN HALIN ZAMAN JAMA'A)

Yakamata Ayukan halin zaman jama'aya zamana lafiyeye da amintace, yadda ya kamata, ma duk wanda ya shaafa, don a tsare baza HIV, bissa ga ayiyeyen dokar Amintace da lafiyeyen juyawa na alif dari tara da tamani da daya (lamba dari da hamsin da biyar).

Lafiyeyen halin zaman jamaa na ba da ganin dama ga lafiyan jiki har da hankali don yin aiki ya shafi gwanintar aiki ga lafiyan jiki da hankulansu.

4.5 SOCIAL DIALOGUE (TADI NA ZAMAN JAMA'A)

Da a samu nasaran aiki da manufarn govt. na HIV/AIDS da shirin din nasa, ya kamata ma'aikata, masu daukan ma'aikata, wakilai da gwamnanti su hada kai su yadda da juna, inda masu kokari da masu aiki da gaskiya kuma suna tare da HIV/AIDS.

4.6 SCREENING FOR PURPOSES OF EXCLUSION FROM EMPLOYMENT OR WORK PROCESSES (Karawa wa nufin la'ada daga cin gaban ayuka wajajen aiki)

4.7 CONFIDENTIALITY (NA ASIRI)

Bai kamata a tambaye masu neman aiki ko ma'aikata su

Bayyana ababe da ke tare da HIV. Kokuwa masu aiki tare dasu su tona asirinsu. Samun hangar zuwa ga ababe da suka shafi ma'aikata da ke tare da HIV, ya kamata lalle ya zama dokan rashin tsoro na ILOs da ake aiki dashi tun shekara alif, daritara da casain bakwai (1997)

4.8 CONTINUATION OF EMPLOYMENT RELATIONSHIP (Cin gaba da hadin kain na daukan ma'aikata)

Bai kamata a kore mutum aiki don yana tare da HIV ba.

Kamar dai halin zama da daama, mutani da ke tare da cututukan HIV, na da hanyer yin aiki tun da dai suke da koshin lafiya na yin cikaken aiki.

4.9 PREVENTION (YIN RIGAKAFI)

Ana fa iya yin rigakafin HIV. Hana ta ko wani hanya kamun ciwon zai yiwo kan hanyoyi da dama, da zai zamana makasudin sharadin kasa da ke da aladun kabila daya mai ji kwarai.

Da saake hali za'a ci gaba da yin rigakafi, kuma ta hanyar sani, yin magani da sake zaman bambanci koina.

Abokanin zaman taren na shirye su ci gaba da dabarun tsare, balle ma sake halin iye iyenmu kan sanarwa da ba da ilimi da mayar da hankali kan ababen tattali arzikin jama'a.

4.10 CARE AND SUPPORT (Kulawa da goyin baya)

Jin kai, kulawa da goyin baya ya kamata ya zama jawabi da ke nuna hanyam na HIV/AIDS a wajajen aiki na dunia. Ma'aikata har da masu aiki

KARI DON BAYANI NA BIYAR (APPENDIX V)

Jagorancin dukanin kasashen dunia da na alumma kan HIV/AIDS (International and National guidelines on HIV/AIDS)

A. NA YAN DUKANIN KASASHEN DUNIA (INTERNATIONAL)

Council of Europe, European Health Committee: Medical examinations Preceding employment and/or private insurance: A proposal for European guidelines (Strasbourg, May 2000).

Family Health International: Private sector AIDS policy, businesses managing HIV/AIDS: A guide for managers (Research Triangle Park, NC, 1999).

Office of the High Commissioner for Human Rights (OHCHR/UNAIDS:HIV/AIDS and human rights: International guidelines (New York and Geneva, 1998).

Southern African Development Community (SADC): *Code on HIV/AIDS and Employment in the Southern African Development Community* (Zambia, 1997).

UNAIDS: *Guidelines for studies of the social and economic impact of HIV/AIDS (GENEVA, 2000).*

UNAIDS: *AIDS AND HIV infection, information for United Nations employees and their families* (Geneva, 1999).

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 its 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. Verela 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).

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).

da yan HIV na da hanyarn samun kulawan lafiya da bai fi karfinsu ba. Kada a nuna bambanci game dasu da iyalinsu a wajen samun anfani shirye shiryen halin zaman lafiya da shirin sanaoyi.

5 GENERAL RIGHTS AND RESPONSIBILITY (HAKKIN KOWA DA ALHAKINSU)

5.1 Gowamnanci da hukumansu na gasa.

- a) A cikin shiri da ilimin yakin HIV/AIDs ya kamata gowamnanci su duba alumma duka su sa ke, a lura da muhimincin hada ma'aikatar dunia cikin shirye shiryen alumma, misali tabbata shirin majalisa na alumma da ke kulawa da AIDs, ya shafi wakilain ma'aikata, ma'aikata, masu tare da HIV/AIDs da ma'aikatar ministoci na kodago da sha'anin zaman jamaa.
- b) Saa kain yan dariku iri iri. Majalisar na gasa, su tara kuma su goyi bayan tarayya masu fadi na hanawa, da yin rigakafi, game da wakilain jama'a, ma'aikatar dariku, ma'aikata da masu daukan ma'aikata, yan majalisa, da wadanda ya shafa don abokanin taraya a duniarn ma'aikata su sa kai.
- c) Hadinkai: Gomnanti su saukaka kuma su hadakain dukan wadanda suka saa baki a matsayin kasan da suke taimako a samu isashen halin zaman jama'a na ma'aikatar dunia, don nemarn sulhu ma abokanin tarayya da dukan ma'aikata da suka sa kai. Ya kamata hadinkai ya kara karfafa kan hanyoyi da goyin baya da aka tun shirya.
- d) Yin rigakafi da Gabattad da sha'aning lafiya. Majalisa na gasa din su yi tanadin aiki da hadinkai da yan hamayya a gabattad da kulawa da shirye shiryen tsarin, balle ma yan wajajen ayuka.
- e) Jagorancin Asibitoci, a kasashe da masu daukan ma'aikata basu kula kwarai da sha'anonin lafiyar zuwa ga ma'aikatarn din, ashe nan ne ya cacanci gwamnati ta ba da jagoranci na taimakansu cikin kulawa da sarrafa asibitoci kan HIV/AIDs. Ya ko kamata wadannan jagoranci ta dauki lissafin hidimomi da ke akwei.
- f) Kariya na zaman jama'a. Gwamnati fa ta lura cewa anfani na dokarn kasa da wasu wasun su na zuwa daidai ga wadanda ke tare da HIV/AIDs ba da cutarn su, har da masu ciwo masu karfiba. A wurin shiryawa da yin aiki da shirin halin zaman lafiyarn jama'a, gwamnanti ta lura da cin gaba da kai kawon ciwon sa'an a lauye tsarin aikin, kamar yin shiri da anfaninsu ko wani lokaci, kuma kada a bari su wahala wajen karban albashinsu.
- g) **BINCIKEN ASALINSA OR NAZARI.** Don dai a samu karfi kan shirin jama'a kan AIDs, a hada hankulan abokanin hamayya, don sasanta damua da

yake bayarwa a wajajen ayuka, a hanyarn tsarin zaman lafiyarn jama'a da tatalin arziki, kuma ya saukaka dabaru sautata haduwansa kan tatalin arzikin zaman jama'a, yan gasa masu ikon su karfafa wa zucia, su goyi baya, su issad da, kuma su fito fili da dabaru da aka gani; tare da ciwon, karfi da ya samu, da nazari da ke nan, da nazarin na hali ko yin magana, na aiki dashi yadda ya kamata. Gwamnanti ya duba ya ba da tsaiko na kaida na ciwon nasaran wannan. Binciken game da binciken yadda ake ji da fanni da ke anfani da binciken da gaskiya daga masu daukan ma'aikata tare da yan shirin su har da yan shirin ma'aikatan. Tara gaskiya iyakacin mai yiwa, kayyadadde da baa ma'amallarn maza da mata, kabila, girma, inda meshi ke aiki, da matsayin sana'ar, kuma ayi shi kan dokan kabila. Idan zai yiw a kimanta hanyar anfani mai karko don ya zaunu.

- h) FINANCIAL RESOURCING.** Ajar dukia na kudi: Idan zai yiw gwamnanti da yin shawara da yan zama tare da yan hamaiya da suka saura su kimanta kudi da zai shiga cikin dabaran HIV/AIDS din yaso a nemi tara kudi a karakaranda kasashen waje ma shirin hanyar tafiyad da yakin AIDS din game da inda yacacanci, ma sha'anin halin zaman lafiyansu.
- i) LEGISLATION –** Shirya dokoki tare. Don a fid da nuna hanbanci a wajajen aiki a samu rigakafi, da tsarin zama tare, gwamnanti, da yin shawara da abokanin zama tare da gwanaye a fagen HIV/AIDS, zasu bayar da kaidodi da ya shaafi abunda ake cikin, kuma in mai yiwa a saake dokokin aiki da sauran dokokin.
- j) CONDITIONALITIES FOR GOVERNMENT SUPPORT:** Sharadin goyin bayan gwamnanti. Idan gwamnanti ya fara bada taimako na kudi da ababe da zai kawo cin gabarn aikin ma yan kasanwaje da yan aluma, to su nemi masu karban taimakon suyi aiki da dokarn kasarn, kuma su yi aiki da wannan tsarin dokoki, da manufa ko tsarin doka da ke ba da hanyoyin wannan tsarin dokokin.
- k) ENFORCEMENT: TILASAWA.** Yan hukuuma masu gasa, su ba da duk labarai da shawara zuwa ga masu karban ma'aikata da ma'aikatan da ya shaafi hada kai da majalisar a samu hanyoyin da zaa yi aikin HIV/AIDS da dunian ma'aikata. Su kara karfafa kafafen tilasawa, da hanyoyi, kamar masu duba aikin factory da kotun ma'aikata da duk wajajen cin magana.
- l) WORKERS IN INFORMAL ACTIVITIES (ALSO KNOWN AS INFORMAL SECTOR)** Ma'aikata dake ciki iye iye da bai daidaita ba: (Da ake ce musu yan rashin daidaitawa). Ya kamata gwamnanti ya mika kuma ya dauki shirin tsare HIV/AIDS zuwa wadanan ma'aikata har da bida musu kudi, da rigakafin zaman jama'a. Gwamnanti ya shirya ya daukakad da saboar hanyoyin magana dasu, in mai yiwa ne ta kan mutanin karakaran.
- m) MITIGATION:** Sasautawa. A kan shirye shiryen kulawa da lafiarn jamaa gwamnanti ta issad da goyin baya, ayi haka kuma kan tsarin tatalin arzikin

- Addis Ababa, Dec, 2000.
- Platform for action on HIV/AIDS in the context of the world of work: Panel discussion, Report and conclusions of the Ninth African Regional Meeting (Abidjan, 8-11 Dec. 1990), 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).
- HIV/AIDS in Africa: The impact on 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 strengthen workplace management in tackling employment implications of STI/HIV/AIDS (Dar es Salaam, 2000).

N'Daba, 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. Abinda ya shafi sake halin ILO, Yabawa, Tsarin dokoki na sabo da jagorancinsa. (Relevant ILO Conventions, Recommendations, codes of practice and guidelines)

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).

KARI DON BAYANI NA HUDU (APPENDIX IV)

Takardun shaida na ILO (ILO DOCUMENTS)

A. Zartarwa, Taron shawara, haduwa da ba da rahoto. (Resolutions, conferences, meetings and reports.)

Hodges-Aeberhard, 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 organized sector in reproductive health and AIDS prevention, Report of a tripartite workshop for Anglophone Africa held in Kampala, Uganda, 29 Nov.-1Dec. 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 context 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, Windhoek, 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 done'es au Togo (Lome', 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.-2000).
- Conclusions and recommendations of the ILO pre-forum tripartite event on HIV/AIDS and the world of work, African Development Forum 2000,

yan zama tare da/ko yan gwamnanti da ke kulawa. Gwamnanti ta yi kokarin nemarn asalin maganin, kuma in mai yiwa ne, ma ma'aikata masu zama tare da yan aikinsu da kunjioyin ma'aikata.

- n) **CHILDREN AND YOUNG PERSONS:** Yara da matasa. A cikin shirin fid da wahalar yara, ya kamata gwamnanti, ya duba a sa himma kan karfin ciwon, kan yara da matasa, da iyayensu ke da ciwon ko suka mutu don ciwon HIV/AIDS.
- o) **REGIONAL AND INTERNATIONAL COLLABORATION: YIN AIKI DA YAN JIHOH DA KASASHEN DUNIA.** Gwamnanti ya tayar da goyin baya yin aiki da matsayin jihohi da kasashen dunia, sai akan gwanantoci daban daban da duk masu kulawa, don amar da himma kan kulawarn kasashen dunia kan HIV/AIDS don a san ababe da ma'aikatan dunia ke nema.
- p) **INTERNATIONAL ASSISTANCE:** Taimakon kasashen dunia. Ya kamata gwamnanti ya nemi taimakon kasashen dunia inda ya cancanci na goyin bayan shirin kasarn. Su sa karfi kan dabarun da ke goyin bayan yin yakin kasashen dunia don sasanta bata kudi, kuma ya kawo ci gaba da samun magugunan da ya kamace ciwon.
- q) **VULNERABILITY: MAI WUYAN TSAREWA.** Ya kamata gwamnanti yayi kokarin gane ainihin kunjioyin ma'aikata wadanda ke sake wa kamurn cutan, sa'anan su yi tallafin ilimin yaki, don su rinjaye alhali ababe da ke sa ma'aikatan ke saurin daukan ciwon. Gwamnanti ya kuma tabatta akwei shirye shiryen rigakafi mai karko ma wadannan ma'aikata.

5.2 EMPLOYERS AND THEIR ORGANIZATIONS: Masu karban ma'aikata da yan shirye shiryensu / Tsarinsu

- a) **Manufar Wuri aiki: (WORKPLACE POLICY)** Ya kamata yan aiki su nemi shawara da ma'aikata da wakilainsu don su ci gaba da yin aiki da manufar mai karfi ma wajajen ayukansu, da aka shirya ya taimaki bazawan cututuka kuma ya tsare ma'aikata duka daga nuna banbanci zuwa ga HIV/AIDS. Tsarin sunaye ma dabaran manufarn wajen aiki, da yin aki dashi na fita cikin Kari a karshe don bayyani na uku (III) (APPENDIX III)

- b) **NATIONAL, SECTORAL AND WORKPLACE/ENTERPRISE AGREEMENTS:** Sharadin sha'ani na aluma, darika da wajen aiki.

Masu daukan ma'aikata su bi ra'ayin dokar aluma, su yi aiki dashi kan sharudda yin shawara da manufar karban yan aiki misalin HIV/AIDS da ma'aikata da wakilainsu, kuma su sa himma su kara sha'anin, rigakafi da tsarin HIV/AIDS cikin zaman aluma, da kowa a wajen aiki/da sha'anin sharadi.

- c) **EDUCATION AND TRAINING: BA DA ILIMI DA HORO.** Masu daukan ma'aikata da yan shirye shiryensu, a cikin shawara da ma'aikatansu da

wakilainsu din, suyi kokari yi aiki kuma su goyi bayan shirye shiryen a wajajen ayukansu, don su sanad, ba da ilimi kuma su hori ma'aikata ta hanyoyin ba da rigakafi, kulawa da goyin bayan da manufar dabarun HIV/AIDS, har da hanyoyin ragewarn nuna banbanci zuwa ga wadanda ke tare da HIV/AIDS da nuna musu hakinsu da anfani sosai da suke dashi.

ECONOMIC IMPACT: Anfanin tatalin arziki. Masu daukan ma'aikata, ma'aikata da yan shirye shiryensu, su yi aiki tare da ilimin yaki na gaske don aga yadda za'a tanka ayi aiki da anfanin tattalin arziki kan HIV/AIDS a wajajen ayukansu da dariku.

- d) **PERSONNEL POLICIES.** Manufarn Masu Kulawa da aikin. Kada manyan ma'aikatan su sa kansu ko su yadda wani manufar wajen aiki ko iye iye da zai nuna banbanci wa ma'aikata da ciwon HIV/AIDS ya kama ko yana tare dasu.

Masamanm, manyarn aikin su:

- kiyaye, karawa, ko gwadawarn HIV/AIDS sai dai lalle cikin kassafi takwas (8) na wannan tsari.
- Su lura kuma cewa ana aikin bada nuna banbanci, ko tsaama na kan dokan kan fila filan HIV.
- A ba mutani da ke ciwon HIV da AIDS din karfin yin aiki tunda karfinsu bai ragu kwarai ba; da
- Duba cewa, inda maikata ciwon AIDS ke ciwo kwarai da zai dami aikinsa, kuma ya gama da huutun masu ciwo har da zuwa huutun masu ciwo, sai manyarn aikin zasu iya bari, kan dokan banda nuna banbanci da dokan ma'aikata da daraja tafiyetafiye riban ma'aikata, ya daina aiki.

- f) **GRIEVANCES AND DISPLINARY PROCEDURES:** Sanadin kara da horon sarariyarn hanya.

Yan ba da ayuka su samu sarariyarn hanya da ma'aikata da wakilainsu zasu yi anfani dasu ma karan yan aikin. Wadannan sarariyan hanyoyi su nuna filafila karkashin wani hanyarn horo, zaa iya zaba wa ma'aikata da ke nuna banbanci kan wanda ke tare da HIV, ko wanda ke kiyaye dokan wurin aikin ma HIV/AIDS.

- g) **CONFIDENTIALITY.** Na Asiri. Duk ababe da ya shafi HIV/AIDS, ya kamata, balle na ma'aikata a boye shi kan asiri, kuma kan gidan takardu na asibiti kadai, daga nan samun zuwa wurin labarain asirin ya bi daidai da Hidimomin Takardun yabo na Yan Sana'a Kulawa da Lafiya, na shekara alif dari tara da tamaninda biyar (1985) (Lamba dari sabayin da daya 171), da dokan

na yin aiki da manufar;

- * Manufar da shirin aikin, ana kaisu maza, misali, alon sanarwa, yin wasiku, sa kain takardun biya, taro na daban, fagen sanar dasu, gamuwa na hore;
- * Comitin na guza, yadda manufar ta zaunu;
- * Kullum comiti din na duban ra'ayin manufar don guzawan yan cikin da labarain yan waje kan cutan da muhimmancinsa wurin aiki.

Ko wani mataki da aka dauki sama ya kamata juya shi cikin manufar fahintacen dabara da aka shirya ayi aiki dashi, a guza cikin taimakawa da hanyar da ke gudana.

BAYANIN KARI III

Tsarin sunaye na shiryawa da yin aiki da manufar wajen aiki na HIV/AIDS

Masu daukan ma'aikata, ma'aikatan don kansu da yan shirye shiryensu su hada kai cikin tabatta, hanyar kulawa na cin gaba na manufa kan HIV/AIDS da ke ba da amsan, ya yi ragowa ababe da ake nema ma, yan daukan ma'aikata da ma'aikatan. Wanna ya samu goyin baya sosai, manufar ya ba da nusali zuwa ga abokanin zama tare duka, da yadda zaa yi kokari da HIV/AIDS. Kututun asalin wannan manufa, da aka sauya a yanki shida zuwa tara (6-9) din na waman tsarin doka har da labarai kan HIV/AIDS da yadda ake baza shi; ana cikin bada ilimi kan lura dashi, da kasadan kanmu kuma a gabatad da ilimin yaki na kanmu; kayadaden ababen rigakafi, da ke ba da hanyoyin karfafa wa zucia da goyin bayan canjor haluluka; hanyoyin kulawa goyin bayan ma'aikata da ke da ciwon, ko su ko iyalinsu ke tare da HIV/AIDS; da kaidodin samun hankuri wa ko wani kiyaya ko nuna banbanci a wurin aiki.

Zaa iya yin amfani da wadanan mata kai da ke bi kamar tsarin sunaye ma manufa da shiri:

- * An kafa kwamitin HIV/AIDS da wakilai, manya masu sarrafawa, masu duban aiki, ma'aikata, jamiyyan ma'aikata, dukiyar ma'aikatar kasa, wurin ba da ilimin, raban dangi na manyar sana'oi, rabo daya na kulawa da lafiyar ma'aikata, comitin kulawa da lafiya da zaman lafiya, da mutani da ke tare da AIDS, idan suka yadda;
- * Comiti din na shirya sharuddansa na mahallinsa da manyar ba da shawara da daukan alhaki;
- * Sake duban dokokin kasa da muhimmansu a cikin sha'anin;
- * Comiti din na kimanta matsayin annoban HIV din a wajen aikin da ababe da ma'aikata da harbawa da wadanda HIV/AIDS ya taba, da yin koyon haka cikin asiri.
- * Comitin na tabbata yan aikin lafiya da wasa labarai ke akwei ko – duk a wurin aiki da yan zama tare a angwan;
- * Comitin na sarafa shirin manufa; shirin ana gawayewa dashi don samun ra'ayin mutani, sai a sake sarafawa ayi aiki dashi; ka ayi talafinsa;
- * Comitin na zana kasafin intimat na kudi, neman kudi daga waje idan ya yiw sa'anansu su gane ainihin dukian jama'a wuri daya da ke akwei;
- * Comite' din ta tabatta yadda zata yi, da tsarin lisafi, da jeri daukan alhaki,

jamaa da yin anfani dasu. Samun zuwa gun wannan labari, sai dai lalle ma'aikatan kulawa da lafiya, kuma zaa tona asirin indai doka ta yadda ko dai da sannin mai ciwon.

h) RISK REDUCTION AND MANAGEMENT: Ragi Kasada da Sarrafawa

Masu daukan yan aiki su duba wajen aiki yayi fila fila ma ma'aikata, har da yin aiki da Rigakafin Dunia duka, da aunawa kamar guzuri da kuma kayan gare garen da ba da magani. Don a goyi bayan sake hali wasu mutani daya daya, sai yan aiki su yi kokarin sake, inda ya cancanci, codom na maza da mata, yi musu magana, kulawa, goyin baya, da ba da hidimar gwaninta. Idan shawaran kimanin kudi da girma zai bari wannan yayi karfi, shi dai, masu aiki da/ko yan shirya dokokinsu, zasu nemi goyin baya daga gwamnati da yan kafa doka.

i) WORK PLACE WHERE WORKERS COME INTO REGULAR CONTACT WITH HUMAN BLOOD AND BODY FLUIDS: Wurin aiki inda yan aiki ke haduwa da jinin mutum da ruwan jiki.

A wadanan wajajen ayuka, ya kamata masu daukan ma'aikatarn, su kara duba da caw, su tabatta an hori ma'aikatan kan Rigakafi na kowa da kowa, cewa suna da sanin kan ababe da zaa ayi bayan wani asiri ya auku a wajajen ayuka, sai ace kullum ayi amfani da rigakafin kowa da kowa. Ayi kokari a ba da hanyoyin saukakawa.

j) REASONABLE ACCOMMODATION: SULHU MAI DAMA. Yan daukan ma'aikata da shawaran ma'aikata da wakilainsu, su nemi hanyarn zama da yan ciwon AIDs din. Wadanan har da shirin lokacin aiki, kayan aiki daban, basu hutu, basu lokacin zuwa asibiti; taimakan su da kwanakin zuwa hutu, basu aiki na cin anfani, da shirin komowa wurin aiki.

k) ADVOCACY: LAUYAWA. A cikin ruhu mai caw na kamfanoni masu kasa, masu karban yan aiki da ma'aikatansu su, inda ya cancanci, ba ma'aikatansu karfi su ba da taimako zuwa ga rigakafin, da taffiyad da sha'anin HIV/AIDS a wajajen ayuka, kuma su ba gwamnanti karfin yin aiki na sayad da bazawan HIV/AIDS kuma su sasauta cin gaban ciwon. Haka kuma wasu yan zama tare zasu iya goyin bayan wannan dabara kamar dai hadda yin ciniki/majalisar jamiyyun ma'aikata kan HIV/AIDS

l) SUPPORT FOR CONFIDENTIAL VOLUNTARY HIV COUSSELLING AND TESTING

Ba da goyin baya ma jarrabawa da shawara na asiri da son rai ma HIV. Yan ba da aiki da ma'aikata har da wakilainsu su yadda da goyin ma, a fahimci shawara da jarabawa na asiri da son rai da yan kulawa da lafiya suka bayar ya daidaita.

m) WORKERS IN INFORMAL ACTIVITIES: Masu aiki da ke ciki iye iye da baiyi dai dai da doka ba.

Ya cacanci masu daukan ma'aikata da ma'aikatan su da ke cikin wadanan kujioyi suyi bincike, kuma inda ya kamata su bidi tsari da shirye shiryen dabaru wa ma'aikatan.

INTERNATIONAL PARTNERSHIP: Tarayya da kasashen waje. Da yan ba da aiki da kunjioyen su, su yi taimako inda ya kamatta, zuwa ga yan tarayya kasashen waje a yaaki HIV/AIDS

5.2 WORKERS AND THEIR ORGANIZATIONS: Ma'aikata da yan Shirye shiryensu ko tsarinsu.

a) **WORKPLACE POLICY:** Manufarn wurin aiki. Ma'aikata da yan wakilainsu su nemi shawara da manyansu kan yin aiki da manufar sosai wa wajen aikinsu, da aka shirya don sayad da baza cutan kuma tsare duk ma'aikata kan nuna banbanci da ya shafi HIV/AIDS. Tsarin sunaye wa wajen aiki na manufar shirin da yin aiki da shi ya fita cikin littatafen bayyani na karshe din na III (APPENDIX III)

b) **NATIONAL, SECTORAL AND WORKPLACE/ENTERPRISE AGREEMENTS:** Sha'anin yarjejenia na Alumma, Darika da wajen aiki.

Ma'aikata da yan shirye shiryensu su bi ra'ayin dokan aluma su yi aiki dashi a lokacinda suke tatauna sharudda da halin zaman na karban ma'aikata, na ainihin ababe da suka shafi HIV/AIDS, kuma suyi kokari su kara guzuri kan tsare kuma yin rigakafi a zaman aluma, darika da wajen aiki/kan sha'anonin yarjejenia.

c) **INFORMATION AND EDUCATION:** Ba da labarai da ilimi. Ma'aikata da yan shirye shiryensu, su yi anfani da hadaddun ababe da aka kafa, da wasu wasunsu da ke akwei, da hanyoyi su ba da labarai kan HIV/AIDS a wajajen ayuka, kuma su ci gaba da kayayakin ba da ilmi da iye iye da ya kamaci ma'aikata da iyalainsu, har da ba ma'aikata sanarwa na daidai kai da kai kan hakinsu da anfaninsu.

d) **ECONOMIC IMPACT:** Karo mai anfani. Ma'aikata da yan shirye shiryensu ya kamata su yi aiki tare da yan daukansu aiki don aci gaba da ilimin yaki da ya kamata don a kimanta kuma ayi kasafi da ba da amsa zuwa ga karo mai anfani na HIV/AIDS a wurin aikinsu da yankinsu.

e) **ADVOCACY:** Ba da shawara cewa. Ma'aikata da yan shirye shiryensu su gama kai da masu daukansu aiki, yan gwamnanti su daukaka sani na HIV/AIDS, rigakafinsa da sarrafawa.

f) **PERSONNEL POLICIES:** Manufar Mulki. Ma'aikata da wakilainsu su goyi bayan ba masu daukansu aiki karfin halicci kuma yin anfani da manufar mulki kuma abi baya kada a nuna banbanci ga ma'aikata da ke da HIV/AIDS.

WHO: *WHO guidelines on AIDS and first aid in the workplace*, WHO AIDS series 7 (Geneva, 1990).

WHO/UNAIDS/ICN (International Council of Nurses): *HIV and the work-Place and Universal Precautions, Fact sheets on HIV/AIDS for Nurses and midwives* (Geneva, 2000).

BAYANIN KARI II

KAYYADE HARBAWAN A WAJEN AIKI.

A. Rigakafin Jini da ruwan jiki na kowa da kowa. Rigakafin jini da ruwan jiki na kowa da kowa, (da aka sani "Rigakafin kowa da kowa" ko "Kwareren Rigakafi") yan United States Centres for Disease Control and Prevention (CDC) suka yi dabaransa da farko, a shekara alif dari tara da tamanin da bujar, (1985), so dayawa sabo da cutan HIV/AIDS da ya cancanci a tsare masu aiki asibitoci daga cututuka da ke kamun mutani ta cikin jini. Sabon dosan ya sa nauyin lafazi kan yin amfani da rigakafin kowa da kowa da farko ma mutani duka a manta da matsayin cutarn jikinsu.

Rigakafin kowa da kowa kwareren mara wuya ne na ala'adar Ikon cutan da zaa kula da duk masu ciwo ko wani lokaci don a rage kasadan wadanan cututuka da ke bin jini. Rigakafin kowa da kowa har da:

- zabad da tabawa kan hankali watsesun (alurai da wasu ababe masu tsini);
- wanke hannu kamin ko bayan yin aiki;
- yi amfani da shinge na tsari – kamar safar hanu, riga, abun tare fuska – ma fuskanta jini da wasa ruwan jiki.
- Zud da kayan aiki da suka taba ruwan jikin da jini.
- Kore cuta da caw na kayan aiki da duk ababe da aka yi amfani dasu; da
- Yin hankali da zani da ya taba ruwan ko jinin.

B. Zababun ababe da zaa yi da Rigakafin kowa da kowa kan hukunta harbawan

Bednarsh, H.S.; Eklund, K.J.: "Infection control: Universal Precautions reconsidered", in *American Dental Hygienists' Association: Access* (Chicago, 1995) Vol. 11, No.1

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

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

g) **MONITORING OF COMPLIANCE:** Guzawan halin biyaya. Wakilain ma'aikata na da hanyar daukan umranin wajayen ayukansu, bisa ga karansu da tsirriyarn hanyar horu da/ko su kai karan ko wani nuna banbanci a bisa kan HIV/AIDs wa hukumar sosai na yan aikin dokoki.

h) **TRAINING: HORA.** Yan shirye shiryen ma'aikata su ci gaba su zartad da halulukan horo ma wakilain kan ababe da cutarn ta kawo a wajen aiki, kan ba da izini mai dacewa, da kan kaya da ake nema wadanda ke tare da HIV/AIDs da masu aikata hassalansa.

i) **RISK REDUCTION AND MANAGEMENT:** Ragi Kasada da Sarrafawa. Ma'aikata da yan shirye, shiryensu su ba da shawara ma, kuma su gama kai da, masu daukansu aiki don su samu lafiyeyen wurin aiki, har da yadda ake kulawa, da jajara, kayan aiki na tsare ciwon, da taimako na farko. Haka kuma zasu kimanta ababe masu wuyan tsarewa na mutani da ke aiki wurin su nemi lauyayun shiri mai dacewa a ma'aikatan.

j) **CONFIDENTIALITY:** Na Asiri. Ma'aikata na da hanyar duban takardun asirinsu har da na ayukan kulawa da lafiansu. Haka su ma'aikalan da yan shirye shiryen su ke da ikon duban asirin kansu, da ya shafi matsayin HIV. A ko ta wani hanya, cikin aikata hassala alhakin jamiyyar ma'aikata da ayukansu, dokoki na rufa asiri, da bukatu da ya shafi iznin meshi da ya hito cikin goyin bayan yan sana'a kulawa da lafiyan jama'a, na shekara (1985) alif dari tara da tamanin da biyar (No.171) lamba dari da sabayin da daya, su nemi.

k) **WORKERS IN INFORMAL ACTIVITIES** (also known as informal sector) Ma'aikata da ke kokari da aiki (Da aka basu suna yan darika) Ma'aikata da yan shirye shiryensu su mika iye iyensu zuwa wadanan ma'aikata da tarayya da duk masu kulawa, inda ya kamaci, a goyi bayan sabobin cin gaba da zai taimaka dukan jama'a baza HIV/AIDs kuma ya sasautta shi.

l) **VULNERABILITY:** Wuyan tsarewa. Ma'aikata da yan shirye shiryensu su lura cewa ababe da ke sa ciwon ya kara kamun wasu rukunin ma'aikatan, da ma'aikatan, tare da shawaran masu daukansu aiki sun ji da shi.

m) **SUPPORT FOR CONFIDENTIAL VOLUNTARY HIV COUSSELLING AND TESTING:** Karfafa wa, jarabawa da nasiha na asiri da yarda a HIV. Ma'aikata da yan shirye shiryensu su yi aiki tare da yan daukansu aiki a ba da karfi da goyin baya zuwa ga yin aiki cikin asiri, da yarda na shawara da jarabawa.

n) **INTERNATIONAL PARTNERSHIPS:** Tarayya na dukkanin kasashen dunia. Da ma'aikata da yan shirye shiryensu su yi kokarin karfafa hadin kai zuwa iyakan kasashen waje, da yin aiki da darika, jihohi da taron yan kasashen dunia, don fito fili da HIV/AIDs a aiki na dunia, a kara hakin ma'aikata na zangazanga.

6. PREVENTION THROUGH INFORMATION AND EDUCATION:

Yin rigakafi ta hanyar shaidawa da ba da ilimi. Ba da shaila wojen aiki na da anfani tare da shirye shiryen ba da ilimi don ya tsayad da bazawan cutan kuma yasa wadanda ke tare da HIV/AIDs su samu hakuri. Ba da ilimi da caw kan sa ma'aikata su shiryad da kansu ma tsare kansu kan samun HIV. Yana iya rage damuarn HIV kuma da fidda tsoro, rage damua wurin aiki, ya kawo tsakia cikin hali da kokarin aiki. A ci gaba da shirye shiryen kan ganawa da masu daukan ma'aikata, ma'aikata, gwamnatoci wokilain ma'aikata don a samu goyin baya da caw kuma duk wadanda ya shafi su sa kai. Shaila da ba da ilimi ya gudana daban daban, kuma ba lalle biye da rubutacen magana ba, ama har da koyo kasan waje inda ya cacanci. Shirye shiryen ya dogara kuma sa himma kan shekaru, fanni, ma'amalar maza da mata, halin darika da iye iye na ban tsoro na aikin da cin gaban aladun kabila. Ya kamata mai ladabi da aka yadda da shi ya ba da jawabin. Ba da ilimi na tsararaki aka ga yana da caw, kamar yadda mutani da ke tare da HIV/AIDs ke aiki da shirin da aka shirya musu.

6.1 INFORMATION AND AWARENESS-RAISING CAMPAIGNS: Shaida da Sanin daukaka yaki.

- a) Shirye shiryen takardun shaida maiyiwa ne a hada su da waye idanun mutani kan yaki da ke karakaran, darika da jiha ko kasan duka, kan HIV/AIDs. Bugu da kari a dauki shiri na daidai da na zamani kan yadda HIV yake kuma ba zaa aikata dashi ba, ko da HIV/AIDs na da ban tsoro, yadda zaa yi rigakafinsa, ababe da ya shaafi ginyan HIV, wahalan AIDs ga mutane, da dabaran ginyansa, ji da meshi da maganinsa.
- b) Idan mai yiwa ne shirye shiryen labarai, aikace aikace, yin yaki duk a hada da ba da ilimi da ke akwai, da manufar dan adam, da shirye shirye har da sana'a na zaman lafiya, kulawa da lafiya da rashin nuna banbanci.

6.2 Shirye Shiryen ba da ilimi. EDUCATIONAL PROGRAMMES

- a) Hanyoyin tafiyad da ilimin yaki zai dogara kan yin shawara tsakanin masu daukan ma'aikata da ma'aikata, da wakilainsu da, inda ya cacanci, gwamnantoci da wasu yan kulawa da ke gwanayen ba da ilimi kan HIV/AIDs, yin magana dasu da ji dasu. Halin yin haka ya zama tsakanin mai kokari da na sakai in da halin yin haka.
- b) Ya kamata a sa himma kan shirye shiryen sha'anin ilimi da ke gudana lokacin biyan ma'aikata da kayan cin gaban ilimi da ma'aikata zasu yi amfani dasu a waje. Inda ake ba da ilimin, sai a tilasa zuwa wurin ba da ilimin ya zama daya cikin dokansu.
- c) Inda shirye shiryen ayuka da ke dacewa zasu:

kasashe.

- Mata sunfi kowa yin kaura zuwa kasashe da daama kuma da yara, kashi uku cikin hudu, yan gudun hijira mata ne; wadanan haluluka duka na kawo kasadar kaman cutar HIV. A lokacin fada tarawa da mata ba da sonsuba, taruwa, dayawa kuma yan hamauja ke yin sa.
- Nanyin kulawa da iyali da HIV ya kamasu, da memobin jama'a duka na fadawa kan mata, da yaran mata, da haka ya bari ayukansu ya karu, ya rage samun kudinsu, a fid dasu makarantu.
- Dokokin Dukia mai ma'amala, gado, riko da goyin baya na nuna cewa mata da ke tare da HIV/AIDS, da suka rasa mazansu, ko an kebe su sabo da HIV, an hana musu hanyar samun kudi, da damar tatalin arziki; wannan zai; a nan gaba, tilasa su su shiga "bin maza don rayuwa"; ita yariya mace na da tsaada ma cinye amfanin tarawa na ciniki.
- Nazarin karatu ya nuna karuwan wuyan tsarewan mata, fuje da maza, zuwa ga lamban yan zaman jama'a da ababe da ya shafi AIDS, balle a kauyuka da aka jajara, aka barsu funtu kuma aka bayala; wannan kuma na kara musu ikon rayuwa ta hanyar nema maza.
- Ayuka da mata ke yi – da ake biyansu ko ba'a gani – so dayawa AIDS na bata shi: misali mata suka fi yawa a darika da ba daidai da wajen siffa ba inda aka yane da amanar zaman jama'a ko da wani amfanin kulawa da lafiya na wurin aikin.
- Mata kadan aka yane da amanar zaman jama'a da amfanin kulawa da lafiyan aikin ba kamar maza ba.
- Maza ke fadawa cikin tarkon nunawa da iye iyen kan nuna halin fannin zikiri da ke kawo tarawa da mata mara amfani/ko yin haka lokaci bai kai ba
- Maza na wuce lamba a wajajen raraba ma'aikata masu karfi, haka kuma zasu iya fadawa tsakanin ayukansu a cikin matsayi da zai ja su zuwa tarawa da maza da babu caw.
- Ba da ikon dangi tsakanin maza da mata, maza na da muhimin aiki da zasu yi na karba da karfafa alhakin halli ma HIV/AIDS rigakafinsa da halin zama dashi.

Za'a a iya kara wa wannan tsarin "rashin aika" don ya shafi halin da rashin aikin a'aikata, hadin kai a kauyuka don a samu ko wani irin aiki kadan, na samun kudi, da aka baza wa HIV da ikonsa, ko mutani da aka sake su ko yan gudun hijira da ke campi, ko inda aka robu dasu ko aka sake su, zasu juya zuwa tarawa na dole, bugu da kari mutani da dama da ke da yara da baa kula da su din.

BUKATU NA MUSAMAN NA YAN DARIKA: 'THE SPECIAL NEEDS OF THE INFORMAL SECTOR'.

Yan aiki rabi da rabi, lalle zasu wahala kan ababen AIDs, na farko, don basu iya nuna kayayaki aikin kulawa da lafiya, ko riban rinjayan yan zama tare, da ke wa ma'aikata a wajajen ayuka; na biyu, don iye iyensu na dogara kan ko yana kan amanar arziki; da na uku, don mafici din na hali mai wuyan tsarewa na ayukansu bi ma'ana idan basu zo ba zai kawo rashin kasuwanci ko ta sana'a don cin amfaninsu. Wa aiki da ba daidai da siffa ba, rashin ma'aikata daya ko mafi yawa zai iya kawo mafi yawan wauta da zai haifa faduwan yan dabarun. Idan eshin ya kama HIV, yayi ciwo ya mutu, cire jalin wajen aikin a dubi ciwon, bidi magani, da yin makokin zai kawo asara nan gaba kan juyin kudin, kudin ya karye, ya bar masu dogara kan sa, ma'aikata da iyali alalace. A yan darikan kauyuka, nunyin kulawa na kawo barauniyar aiki can daga ayukan gona, da aikin ke rasawa don AIDs, ya bari samun abinci ya zo kasa ya sa halin zaman lafiya na abinci ya baza.

A takaice ana jin wuyan tatalin arziki, balle ma da wayar a aikin da ba daidai da wajen siffa ba idan wadannan ababe suka fito fili: yarjejeniyar kasuwanci, idan masu ci suka mutu, ko kudadensu ya ragu, don bashin kulawa da lafiya sai maguana da sauransu.

THE GENDER DIMENSION: DAIDAITAWAN FANNI:

HIV/AIDS na kamun mata da maza ta hanya daban daban a kan hanyar wuyan tsarewansa da tabawansa. Akwei tabatecen ababe da ke mata su fi maza kamun ciwon, da kuma tsyinsu da ba daidai ba a matsayin mata, da ke ba su karfi su dauki dabara na tsare samun cutar, kuma ya fid da tabawan AIDS kansu.

- Mata da dama na fuskantan damuar tarawa da shaanin kudi a cikin aurensu ko tafiyansu da maza, sabili da haka basu iya yin shawara tarawa mai amfani da kin tarawa mara amfani.
- Ikon rashing daidaitawa a wajajen aiki na bankada matan ga damuar tarawa na maza.
- Talaucci fa daya ne cikin ababe da ke kawo AIDS, kuma a dunia mata suka fi fushkantan talaucci, a lokacin gaular talaucci, mai yiwane a cire dia mace makaranta, ko a sar ta wa ayuka masu wuya ko aikin lalaci, tarawa.
- Abun da ke hana mata ji labarain tsare ciwon na dogara kan rashin ilimi, halin zama da ya shafi mata fuje da maza a dunia – yana karuwa a wasu

- hada da iye iye na taimakan wasu su lura da damuar da ke fuskantarsu (da dayadayansu da membobin kunjioyi) don rage wadanan damua kan hanyarn daidaita shawara, tataunawa, da ganawa da gwanaye, har da yan ba da ilimi, yin rigakafi da shirye shiryen nasiha.
- Mai da himma na daban kan kasadan hali da wasu wasunsu, da halin zama da ke tona asirin wasu ma'aikata na kara kasadan kamun cutan HIV.
- a bada labari kan wasar da HIV ta kan yin alura da labari kan yadda za'a rage wannan hanyarn wasar dashi.
- Dana tadi tsakanin gwamnantoci da masu dauka mutani aiki da yan shirye shiryen ma'aikata daga kasashen waje da jihohi.
- gabatad da sanin HIV/AIDs a makarantun koyon ayukan hannu da gwamnantoci da yan dabaru suka shirya tare da tataunawa da yan shirye shiryen ma'aikata.
- daukaka yaki zuwa ga matasan ma'aikata da mata.
- sa himma kwarai kan rashin wuya mata su kama HIV din da rigakafin da zai kawo saukin haka.
(dubi kashi 6.3) (watau kashi shida na uku)
- kara fadi cewa HIV baya kamu haka kawai, sabili da haka kada aja kai ko kyaaman wadanda ke tare da HIV, amaa a so su kuma a tara su wajajen ayuka.
- banyana yadda cutan ke wahal da mutum, da ya cacanci ma'aikata duka su kula kuma kada su nuna banbanci zuwa ga ma'aikata da ke tare da HIV/AIDs
- ba ma'aikata hanya su yi hira kan yadda HIV/AIDs ya mar dasu.
- koya wa ma'aikata (balle ma'aikatar kulawa da lafiya) kan yadda ake amfani da Rigakafi na kowa da kowa kuma a basu labari hanyarn da zaabo koda ya bazu.
- Ba da ilimi kan tsarewa da dabara na STIs da tibi, ba don yaa shafi HIV ba amaa don akwei maganinsu, da haka sai ya kara lafiyan ma'aikata, da hana kamun ciwon.
- tabatta fila fila da abinci mai dacewa.
- tabatta halin tarawa mai karko, har da koya musu yin anfani da condoms na mata da maza.

- Karfafa wa zuciarnsu samun ilimi mai anfani da iye iyen ilimin kowa da kowa.
- guza kai da kai, ka ga matsayin, ku saake shiga ciki ko koyo kuma inda ya kamata.

6.3 GENDER-SPECIFIC PROGRAMES: Takardun shiri na kayyadadden fani.

- a) Duk takardun shirin siyi kwarai da fani, kuma suji da kabila da jaran halin tarawa. Wannan har da makasudin bayanin mata da maza, ko yin shella ga mata ko maza a cikin shiri daban daban, don gane wuya daban daban na ma'aikata mata da maza.
- b) Labari na mata ya kamata ya tayar dasu ga, ya nuna musu kasada ga, harba, balle ma ciwo na sosai ga buduri.
- c) Ya kamata ba da ilimi ya taimaki mata da maza su lura, kuma suyi aiki da ganawa da juna da ba dai dai ba, tsakanin wandanda ke cikin aiki da halin cin mutumci, damua, da tashin hankali a duba su sosai.
- d) Shirin takardun su taimaki mata su san hakinsu, a wurin aiki da waje, su yi anfani dashi don tsare kansu.
- e) Ilimi na maza, a kara daukaka-sani, kimanta kasada, da dabarun tayar da alhakin maza game da HIV/AIDs da rigakafinsa.
- f) Alal hakika, shirin kai tsarin, ya kamata a tayar dashi ma maza masu karfi, yan kushili da shawara da wadanan ma'aikata da wakilainsu.

6.4 LINKAGE TO HEALTH PROMOTION PROGRAMMES: Hadawa da shirye shiryen halin kulawa da lafiya.

Inda ya yiwu shirin ilimin a hada shi da shirye shiryen kulawa da lafiya, ana ma'amala da ainihin ababe kamar ainihin mugun baki, masuwa, da sha'anin lafiyan haifuwa a wajen aikin. Majalisar aiki da ke nan ko comitin kulawa da lafiya da kwanciarn rai su ba da hanyar shiga ciki kulawa da yakin HIV/AIDs da shirin ba da ilimi. Wannan hadin kai ya fito fili da karuwar kasada cutar ta hanyar yin anfani da alura da ya hadu da cutar a wurin yi wa wani alura. A sannad cewa buguwa ta shan gia da kwaya zai sa iye iye da ke kawo kasadarn samun HIV.

6.5 PRACTICAL MEASURES TO SUPPORT BEHAVIOURAL CHANGE: Aiyukan gwadawa ya goyi bayan canja iye iyen mutum.

- a) Abaa ma'aikata ji kwarai, na daidai da gaskiyarn ilimi kan rage kasada, da inda ya kamata, condom maza da mata na nan.

su, kamu da AIDs maza maza. Ta wurin zaman jama'a da ala'adun kabila daya, babancin matsayi a wurin zama da wajen aiki ka sa a tara da wanda bai kamata ba ya kawo kasada. Halin zama da iye iye suma ya kamata a gane cewa suna cikin ababe da ke kara kasada. Zaa iya baza HIV ta hanyar yin alura da anfani da magunguna da ke shiga jijja, har da kayan aiki na kara kasada.

An tabatta kuma cewa shan kwayoyi da giya zai iya bari mutum ya rage girmanshi ya shiga ciye ciyen banza da shan kwayoyi. Lamban wadanda ke tare da HIV/AIDs din ne su yi shurum su kama bakinsu idan wani ya kama cutan, daga nan taimakan bazawanshi. Tilasawa na yan ala'adu da musu na nuna kamun cutan ta wurin zama, da na aluma, daga nan barin yayi karfi, idan zaa shirya ba da isashen amsa wa yan angua da mutani daya daya.

A masayin yan mazaunin kasa daya da yan siyasa, gurbin fada, aiki da zaman lafiya na jama'a, kuzari na aikin doka da baya da amfani, da tilasa dabarunsa, game da muhu hakin kunjioyin da yin ciniki gaba daya, damun cin gaba duka da tsare hanyoyin ci gabar halin lafiya na asali. A kasahe da dama, kulawa da lafiya da baye daidai, da bashi ya riga ya tsayad da shi, har da daidaitawan ababe da aka kafa, bai iya ya ba da rigakafi da ake nema.

Atakaice, yanayin banbanci da rashin ban girmamma hakin dan adam na sa barin ma'aikata su fuskaci ciwon, kuma su kasa zama da AIDs domin ya basu wuya su nemi jarabawa, shawara, magani ko taimako; haka kuma ba za su iya sa kansu cikin sha'anin ciwon har da zangazangan tsare ciwon.

FACTORS THAT INCREASE THE RISK OF INFECTION FOR CERTAIN GROUPS OF WORKERS: Ababe da ke kara kasadar harbawa ma wasu ma'aikata.

- Wasu irin ayuka na lauyawa da kasadar ciwon fiye da wasu, ko da yake abin damua ne iye iyenmu, ama ba sana'a ba. Ga tsarin nuna ababen.
- Aiki na kai kawo, sune samun daman tafiye tafiye, a bar matan aure da wasu wasunsu;
- Aiki a daji da mutani kadan da ragegen ayukan kulawa da lafiya.
- Mai mata daya a wurin aiki da shirin tsakanin maza.
- Halin da ma'akatar basu iya tsare kansu kan cutan.
- Aiki da maza suka fi yawa, mata basu da yawa kwataa.
- Ciwo da kasadan sana'a ke cikin kamar haduwa da jinin dan adam, kayan ayuka na ruwan jiki, alura, ice in ciwon alura, ice da jini da ke tare da cutan da aka baza, inda rigakafin kowa da kowa, ba'a aiki dashi, da/ko kayan aikin basu dai dai.

Kamar dai mutani million ishirin da biyu (22) suka muta da ciwon AIDS; a cikin watanin goma shaabiyu (12months) na shekara dubu biyu din (2,000) mutani million uku (3 million) suka mutu a dunia duka.

Abin ya taba jihohi duka: manya da yara da ke tare da HIV/AIDS sun fi million ishirin da biyar a Sub-Saharan Africa: fiye da million shida a Asia; kusan da million biyu a Latin America da Caribbean; da kadan ya kai million daya a North America; kusan da dubu biyar ko rabin million a Western Europe; kusan kashi uku cikin million a Eastern Europe da Central Asia; kusan da dubu biyar ko rabin million a North Africa, da Middle East. Koda yake yadda ake kamunsa zai banbanta, jihohi na fuskantar karuwan kamun ciwon.

Ainihin mutuwan yan AIDS a yawancin mutanin Africa fila fila ne; kamin shekara dubu biyu da goma, (2010) ma kasahe ishirin da tara da karuwa kamar kashi biyu cikin dari, jimilar mutani duka zai kasance million hamsin (50 million) kadan fiye da in babu AIDS. Akwei ababe da ma'amalar mata da maza da lokaci ko shekaru ta kawo, kamar kasashe da dama ciwon kan kama mata tun suna yara fiye da maza; a Africa fiye da rabin sabobin shiga, ko da ciwon ya kama mata ne. Shekarun mutani da ciwon ya fi kamu a koina ne tsakanin shekaru goma shaa biyar zuwa tamanin da tara (15 – 49yrs old), jimlar mutani masu kokari, da taimakonsu zuwa ga danyi, jamiyya a tatalin arziken kasa na bacewa. Kadarar ILO ne ma'aikata fiye da million ishirin (20 million) dunia duka na zaune da HIV/AIDS. Yawan rundunar aiki na kasaitaccen kasashen bazawa na saye tsakanin kashi gome (10) da talatin (30) cikin dari, ya rage zuwa shekara dubu biyu da ishirin (2020) da zai yi idan ba AIDS; yara million goma shaa hudu (14 million ch.) sun rasa uwa ko uba, ko dukansu ma AIDS, da dayawansu zasu bar makarantu dole su shiga kasuwanci, wahalar yara ya karu.

HIV/AIDS na jin wadanda ya kamar kwarai da iyalainsu, da kuma yan zaman taren daga baya. Tsofofi da yara da mai ciwon ke ciyar dasu sunfi kowa jin wuya. Abun ya fi shafan mutani daya daya, da iyali kuma a ganshi a goshin yan dabara, sai ya karu, zuwa tatalin arzikin kasan. Annoban na fid da kansa a dunia na aiki cikin haluluka da daama: raraba kayan aiki ko ta hanyar gona, nuna bahbanci ta wurin karban ma'aikata, lalace tsaran fami, da kara halin wahalar yara; wasu ababe da ke fita fili ne rage jarin dan adam, masa lamba kan sha'anin halin zaman lafiya da kulawa da lafiya, da burga rayuwan sana'a da halin lafiya.

CONDITIONS THAT CONTRIBUTE TO VULNERABILITY – Sharadi da ke ba da taimako masu wuyan tsarewa.

GENERAL FACTORS: Rabo na kowa:

AIDs na ci gaba ne inda tatalin arziki, hakin aladun jama'a da son kai zaman lafia, ba'a aiki dasu, kuma da inda aka rena ta'adar zaman tare da na siyasa. A ta fannin aikace aikacen dunia, talauci yafi komai cin gaba: rashin ilimi da keebe talakawa na bari cutan ya same su da sauri, haka talauci ke tura mata su rayu kuma su taimaki iyalainsu, ta haka ne suke sa kansu cikin lalata da baya da caw. Abinci da baya da kirki, miagun gidajen zama, da dauda kan sa mutani da ke da HIV

- b) Gane asalin STI da tibi da sauri da caw, a samu magani, da ringaya, da dafa alura, da kayan ba da alura da sauri, a nemi inda zaa samu labarinsa ko inda zaa sai wani.
- c) Wa mata da ke nema kudi, a basu ilimi kan yadda zasu samu kudi kandan, kamar ba da labarin neman kudi, samun saukin haraji, da taimakon biya.

6.6 COMMUNITY OUTREACH PROGRAMMES: Takardun shiri na jama'a na fita waje.

Masu daukar ma'aikata, ma'aikata da wakilainsu su karfafa wa zucia don ba da labarai, da ilimi kan tsarewa da iya HIV/AIDS a jama'a wuri daya, balle ma yan makarantu. Sa kai cikin takardun shirin jama'a ya cacanci, don aba mutani hanya su kawo ra'ayinsu, kuma su kara daraja halin ma'aikata da ke tare da HIV/AIDS ya rage ware kansu da yin shurum. Sai a hada kai da yan tareya na wuri daya da jama'ar kasan masu hankali a daukaka shirin.

7. TRAINING: HORO.

Makasudin horon ya kai ga, kuma a daidaita shi, zuwa kunjijoyi da ake horo: managoji, masu dubansu, ofisoshin jamaa; ma'aikata da wakilainsu; masu horon yan horon, (da maza da mata); masu ba da karatun, yan kulawa da lafiya, yan kulawa da zaman lafiya da ke wurin; da masu duban masana'antu da ayuka. Sai a samu saboarn hanyar kusata batun don yayi araha. Missali masu sha'anin su nemi goyin baya daga kasashen waje, masu kulawa da shirin AIDS ko wasu isasun kulawa da maganar, a yi aron masu koya wa jama'a, ko su samu nasu horo. Kayayakin horon zai iya babantawa, bisa ga abubuwa ko dukiya da ke akwei. Zaa iya nuna musu ala'adar wurin da banbancin iye iyen maza da mata. A hore yan horon su ji da nuna kiyaya zuwa ga yan kadan, balle ma duban inda suka fito ko sake hanyoyin tarawa da mace. Su kuma ja kan horon iya magana, da kayan aiki mai caw da ke akwei. Gwanenen cikin masu horon su ne ma'aikatan don kansu, kuma ba da ilimin jama'a ya cacanci, a ko wani fanni. Ya kamata ya zama daya cikin shirin horo na ko wani shekara a wurin aikin, da zaa dara shi tare da shawara da wakilain ma'aikatan.

7.1 TRAINING FOR MANAGERS, SUPERVISORS AND PERSONNEL OFFICERS: Horon manejoji, manya da ma'aikatan ko ofisoshin hukuuma

Yi ma manijoji, masu duban aiki, da ofisoshin ma'aikatan horo. Banda sa kai cikin ba da labarai da ilimi da aka shirya wa ma'aikata din duka, masu duban aiki da manijojin ya kamata a ba su horo don:

- su iya su ba da amsoshin tambayoyi da bayana manufar HIV/AIDS na wurin aiki.

- su samu labari fila fila kan HIV/AIDs su taimake sauran ma'aikatan su fid da tsoron baza HIV/AIDs a wurin aikin.
- bayana sulhu mai hankali na farilla wa ma'aikata da ke tare da HIV/AIDs domin su saura cikin aiki har woni lokacci.
- gane ainihi a ji da halin wajen aiki, hali ko iye iye da ke muna banbanci ko rashin so ga ma'aikata da ke tare da HIV/AIDs.
- ya basu daaman bayana kan shirin kulawa da lafiya da riban ma'aikatarn da ke nan.

7.2 TRAINING FOR PEER EDUCATION: Horo ma tsararaken ba da ilimi. Yan tsararake masu ba da ilimi zasu samu horo na daban don su:

- samu isashen ilimi kan ababe da ke cikin da hanyar yin rigakafin HIV/AIDs don su iya bayana, duka ko kadan kadan, labarai da shirin ilimi wa karfin aikin.
- ji kwarai ga kabila, sake halin ma'amalar mata da maza, fanni da alada a ci gaba da ba da horonsu.
- gama su ciki kuma a ja daga manufin wajen aiki na yau, kamar damua da ke cikin ma'amalar maza da mata ko ma mutani da ke da wasu ciwota a wajen aikin.
- ya ba wadanda suke aiki tareda hanyar gane ababe cikin rayuwansu da ke kawo musu ciwo iri iri.
- Su iya yi wa ma'aikata da ke tare da HIV/AIDs jawabi kan zama dashi da yin hankuri.

7.3 TRAINING FOR WORKERS REPRESENTATIVES: Horo ma wakilain ma'aikata: Wakilan ma'aikata zasu, a lokacin biyan ma'aikata, su samu horo don su: Horon zababun ma'aikata:

- iya ba da ansoshin tambayoyi da bayyana manufar HIV/AIDs na wurin aiki.
- ba su hanyar horon wasu ma'aikata cikin shirin horo na ilimi.
- gane ainihin iye iyen wasu a wajen aiki, hali ko iye iye da ke nuna banbanci ko rashin so ga ma'aikata da ke tare da HIV/AIDs sabili da a share wannan hali sam.
- taimaka kuma su tsaya ma ma'aikata da ke tare da ciwo na halin AIDs a samu masauki da yakamata in haka yazo.

KARI DON BAYANI NA DAYA (APPENDIX I)

(BASIC FACTS ABOUT THE EPEDMIC AND ITS IMPLICATIONS:)
Tabattacen ababe kan annoban da muhimainsu.

(FACTS ABOUT HIV AND AIDS.) Tabattacen ababe kan HIV da AIDs.

Cutar yi ma dan Adam barnan din (HIV) da ke jawo AIDs din cikin ruwan jiki ake aikad da shi – balle ma cikin jini, maniyyi; ruwa da ke fita cikin mata har da ruwon manma. An tabatta cewa aikawan na aukuwa ne kashi hudu; tarawa ba da wani rigakafi ba, da wanda cutan ke tare dashi (da ake samu kulum); ta wajen jini da kayayakin jini; kamar, sa jini da ya kamu da ciwon, da ba mutum kayan jikin wani ko fale falen ababe, ko yin amfani da alura da ya kamu da ciwon ko wasu kaya – yaki da ke yanka mutum, aikawa ta wajen uwa da ke tare da cutar zuwa ga da da ake da cikinsa; da ba jinjiri nonon mama. Ba za'a samu HIV daga wasa ko taba mai ciwon ba, twari, atishawa, samba da yin anfani dasu, da kayan shafe shafe da kayan wanka ko wanki, yin anfani da kayan cin abinci, ko cin abinci da shaye shaye da mai ciwon HIV ke dafawa; dubi ba sauro ko cizon kwari daban daban.

HIV na rage karfin dan adam, ya hana shi yakin ciwo. Mutum zai iya rayuwa shekaru goma idan ciwon ya kama shi ko fiye da haka, a cikin wannan lokacin babu alamun ciwon jikinsa, ko da yake zai iya raraba ciwon ma wasu. Alamar ciwon AIDs na farko har da: gajiya na kullum, zawo, ibba, canjan hankali kamar mantuwa, ramewa, twari da bai daukewa, kazuwa mai tsanani, barewan baki, da kurajen baki, da kumburi kanana a jiki. Ciwon zarafi kamar cancer, da ciwon sanye, ciwon hakarkari, tibi watau tuarin banza, zasu iya shiga jikin don kwarin fada da ciwon suna rage karfi. Koda yake lokacin ciwo zai iya watsewa da lokacin rangwame, AID a kowani lokaci yanada ban tsoro. Ana cikin binciken samun maganin rigakafi, ama a yanzu haka babu wani. Wasu maguguna ke na da ke rage cin gaban ciwon, a ja rayuwanka; ama yanzu haka wadanan magugunar na da tsaada kwarai, kuma ba kawai ake samu ba, ina nufin masu ciwon, ama halin na sakewa. HIV, cuta mai saukin fashewa ne, da ke iya rayuwa cikin sharadi kadan. Yana iya shiga jiki ta jikaken halitar najikin mutum, amaa baya iya fude jiki ya shiga. Rigakafinsa kawai ne a kiyaye shi, kamar yin anfani da condoms ababen tsare jiki, kamar safar hannu, da ababen rufe fuska (inda ya kamata) da wannan abu mai soka jiki basu hadu da ciwon ba; ana iya kashe cutan da sa launi, kaya, au sabulu da sauransu na sasabta wuri masu karfi da ruwa mai zafi (duba kari don bayani na biyu) (APPENDIX II)

DEMOGRAPHIC AND LABOUR FORCE IMPACT: Lura kan ilimi irin na zamani da rudunar tababen kadago.

A karshen shekara dubu biyun (2000) mutani fiye da million talatin da shida, (36 million) ke tare da HIV/AIDs, kashi biyu cikin uku (2/3) na Sub-Saharan Africa.

- sarafa sha'anin kudi, da ke shafan ciwon da ababe da iyalinsa ke nema;
- labarai fila fila, shawartawa da taimako
- taimako bisa ga yadda da sha'anin biye da dokoki kan ciwon da mutuwa kamar taffiyad da sha'anin kudi biye da ciwon, shirya takardan wasiya da shirin cin gado;
- taimakan iyali su ji da shirye shiryen amanar zaman jama'a da dabarun yan sana'a;
- ayi ajiya ma biyar albashin ma'aikatan tun lokci bai kai ba;
- nuna ma iyalin zuwa ga ababe da ya shafi dokoki da manyan kulawa da lafiya ko a ba da sunayakin manya da aka zabi.

- su iya yi wa ma'aikata jawabi don gane kuma a rage kasadarnsa, a rayuwansu.
- samu ilimi sosai kan HIV/AIDS don su sanar da ma'aikata kan baza HIV/AIDS din.
- Tabatta komai suka ji kan ma'aikata da ke tare da HIV/AIDS a lokacin wakilcinsu din zasu bar shi cikin asiri.

7.4 TRAINING FOR HEALTH AND SAFETY OFFICERS: Horon ofisoshin kulawa da lafiya da kwanciar rai.

A karshe don ganewa dacaw ma labarai da shirin samun ilimi da ake ba duk ma'aikata, yan kulawa da lafiya da kwanciar zasu samu horo na daban don su:

- samu isashen ilimi kan ababe da ke cikin da hanyar yin rigakafin HIV/AIDS don su iya ba da labarain da shirye shiryen ilimi ga ma'aikata;
- iya kimanta yan aiki su gane ainihin fasalin aikin ko sharadi da za'a iya sakewa, ko kara shi don ya rage wuya da ma'aikata da ke tare da HIV/AIDS ke sha.
- tabatta masu daukan ma'aikatan sun ba da lafiyeyen wurin aiki, da zaman lafiya da issashen shiri na aiki ma ma'aikata, har da magunguna na taimako;
- sani cewa labarai kan kamanin HIV/AIDS, in akwei ana ji dashi kan asiri, kamar dukan ababe da ya shafi lafiyan ma'aikata da sauransu, a bayana kawai kan dokan ILO's na yin aiki da tsare takardun asirin ma'aikata.
- yi kokarin yin nasiha da ma'aikata don a gane kuma a rage iyakacin kasada da ke cikin rayuwansu.
- a iya nuna wa ma'aikata samun kulawa da lafiya na gida ko na wuri daban ga wurin aiki, da zai iyi biya musu bukату.

7.5 Training For Factory/Labour inspectors. Horon ma'aikatan masana'antu

Hora wa masu duban masana'antu da kadago su samu komai atakaice don yin ayukansu da caw, tilasa da ba da shawara, balle wanda ya shafi rigakafin HIV/AIDS a wajen aiki. Don su samu nasaran wannan sai an basu horo na daban kan rigakafi, da sasanta HIV/AIDS a wajen aiki. Horon har da:

- labarai kan masayin aiki na kasashen waje, balle ma na nuna banbanci (na Aiki da Sana'a) Doka, 1958 (NO III) alif dari tara da hamsin da takwas (Lamba dari da goma sha'adaya) da dokokin kasa da kaidodi.

- Yadda za'a ba da lura kan HIV/AIDs wa ma'aikata da managojinsu.
- yadda zaa sa sha'anin HIV/AIDs cikin lamuran kwanciar rai na wurin aikin kullum da nuna hanyoyin lafiya da horon wurin aiki.
- yadda zaa taimake ma'aikata su kimanta amfaninsu (kamar zana takardun anfani) da yin aiki da hakkinsu na biye da doka;
- yadda zaa gane ketare doka, ko rashin aiki da hakkin ma'aikata, kan hanyarn masayin HIV.
- gwaninta nema da duba yada ababe na HIV/AIDs a wurin ayuka, indai wannan na ra'ayin zaman jamaa da na daidaitawa da wannan hanyarn dokoki ne.

7.6 Horo ma'aikata da ke haduwa da jini da ruwan jiki daban daban. TRAINING FOR WORKERS WHO COME INTO CONTACT WITH HUMAN BLOOD AND OTHER BODY FLUID

Ko wani ma'aikata ya samu horo kan hanyoyin kayyade harban. Kan karin hadarin wurin aiki da ba maganin taimako. Shirin ya ba da horo:

- cikin ba da maganin taimako.
- kan Rigakafi na kowa da kowa don ya rage kasadar taba jinin mutani da wasu ruwan jikin mutum. (Dubi Appendix II)
- a wurin yin anfani da kayan aikin tsaro.
- a kan hanyar sosai da zaa bi a wurin taba jinin mutum da ruwan jikin mutum.
- hakin ramuwa idan ya auku a gun sana'a meshi; kuma mai da karfin cewa daukan rigakafi ba lale yana game da HIV din ko matsayin mutum.

8 JARABAWA:

Testing: Jarabawa ma HIV fa bai kamata ayi shi a wurin aika ba, sai dai yadda wannan doka yace. Bai bukaci ba don yanna bata hakin dan adam balle ma ma'aikata: zaa iya hito fili da abin da jarabawan ya kawo kuma ayi banza dashi, kuma shaidar ma'aikatar ba zai yi kyau ko kuwa dogara kan jin dadin gaskiya da ma'anar jarabawan. Har ma bayan wajen aikin, jarabawa kan asiri na HIV, ya zama annsan shaidan sonrai da aka jawo da issasun ma'aikata da aka yarda dasu kadai suka jaraba, a cikin shirin asiri mai karfi.

nuna, kuma kimantashi bisa ga Yabawar Ayukan Sana'a kulawa da lafiya, na shekara alif dari tara da tamanin da biyar 1985 (lamba dari da sabayin da daya – No 171).

- b) Yan shaida, kamar wadanda aka zabi da wadanda aka zabi wa wa shirye shiryen amanar zaman jama'a da yan dabarun zaman, su ajiye dukan ababe da ya shafi HIV/AIDs da wasunsu cikin asiri kamar labarain asibitoci na ma'aikata mai ciwo, ya bi daidai da hanyar dokoki na ILO's na yin aiki da shi a tsare labarain masu ciwon.

9.8 EMPLOYEE AND FAMILY ASSISTANCE PROGRAMMES: Shirye shiryen taimaka ma'aikata da iyalinsu.

- a) Yadda halin annoban yake, shirye shiryen taimako zuwa ga ma'aikata, ya fito fili ko a hada da taimako wa ma'aikata kamar iyali, da kuma taimakon yan gidansa. Zaa yi haka da shawara da ma'aikata da wakilainsu, kuma zaa iya yin haka da ganawa da gwamnanti da yan kulawa a cikin aiki da ababe da suke nema da ababe da ke akwei.
- b) Irin shirye shiryen ya lura cewa mata ke da daman kulawa, ko jinyan masu ciwo masu karfi har da AIDs. A kuma lura da ababe da masu juna biyu ke bukata. Ya kamata a sa hankali kan bukantun yara da suka rasa uwa ko da uba da ciwon AIDs, da zasu fita makaranta, su yi aiki tilas, sai su zama wadanda ake banza banza dasu, ana tarawa dasu. To shirye shirye ya iya zama na gida, ko yan dabaru zasu iya taimakan wadanan shirye shirye baki daya ko akai kara ga yan dabaru da ke aiki dakansu.
- c) Shirin taimakon wannan iyali ya karu da:
 - hutu mai rahama;
 - taya su zuwa shirye shiryen ba da ilimi da labarai.
 - juya su zuwa kunjioyin taimako, har da kunjioyin tai – makon kansu;
 - taya iyalain ma'aikata su samu ayuka ma ma'aikatan ko memobin iyalai indai aikin ba zai dami makarantan ba;
 - a dauki daidaitawa, kamar taimako ma ilimin kowa da kowa, horon aikin hanu da makoyi, ya shafi yara da matasa da suka rasa iyayensu ko daya cikinsu don ciwon AIDs;
 - hada kai da duk yan kulawa, da yan shirye shiryen anguan har da makarantu da yaran ma'aikatan suka je;
 - ba da taimakon kudi a giye ko to kain wani;

sasasanta HIV/AIDS kuma ya taimaki ma'aikata da ke tare da HIV/AIDS.

- b) Wadanan hidimomi zai karu da maguguna na daban, karewa, ma samun saukin ciwo iri iri, da HIV, shawaran samun abinci mai ba da lafiya da na kari ababe da aka rasa, rage cin rai, da karewa wa cututuka da ke kamun mutani har da STIs da tibi.

9.4 LINKAGES WITH SELF-HELP AND COMMUNITY-BASED GROUPS: Hadin kai da yan taimakon juna da jama'a-da ke wuri daya.

Inda ya cacanci, masu daukan ma'aikata, yan shirye shiryen ma'aikata da ma'aikatar sana'ar kulawa da lafiya, su saukaka kafawan kunjijoyin taimakan juna, wurin aikin ko a mai da ma'aikata da suka samu HIV/AIDS ga kunjijoyin taimakan juna, da shirye shiryen taimako da ke yan zaman jama'ar anguan.

9.5 BENEFITS: Amfani da ke akwei.

Gwamnantoci, da yin shawara da yan tarayyarn zaman jama'a, su lura cewa amfani na karkashin dokokin kasan da ka'idodi sun shafi ma'aikata da ke tare da HIV/AIDS, ba da rage komai zuwa ma'aikata da ke tare da wasu ciwo masu karfi. Su kuma taimaki da bincike saboar amfani da ke shafan cin gaba da halin wahalar na HIV/AIDS.

- b) Masu daukan ma'aikata, da yan ma'aikata da yan shirye shiryen ma'aikata su bi gwamnantoci kan yin aiki da amfani da ke nan ma ababe da ma'aikata da ke tare da HIV/AIDS har da dabarun taimakon aikin kudi da gwamnanti ke bayarwa, ke nema.

9.6 SOCIAL SECURITY COVERAGE: Suturce Amanar Zaman Lafiya.

- a) Gwamnantoci, yan daukan ma'aikata, da yan shirye shiryen ma'aikata su yi kokari da caw, su duba cewa ma'aikata da iyalinsu da ke tare da HIV/AIDS, ba barsu cikin tsarewa, da anfani na shirin amanar zaman jama'a da dabarun zama. Ya kamata wadanan ya shafi ma'aikata da iyalinsu daga zaman jama'a da kunjijoyin zaman jama'a da aka tamani suna kasada ga HIV/AIDS.
- b) Wadanan shirye shiryen da dabarun su ba da amfani irin haka ma ma'aikata da ke da HIV/AIDS kamar ma'aikata da ke ciwo masu kafi.

9.7 PRIVACY AND CONFIDENTIALITY: A kadaice da na Asiri.

- a) Gwamnantoci, kamfanonin inshuwara na asiri, da masu daukan ma'aikata su duba cewa labarai irin na shawara, kulawa, karewa da karbawa na amfani na cikin asiri, kamar yadda dokar asibitoci zuwa ga ma'aikata ta

8.1 PROHIBITION IN RECRUITMENT AND EMPLOYMENT: Hanawa cikin nemar kurata da aiki: Kada ayi jarabawan HIV a lokacin da ake nemar kurata kokuwa ya zamana dalilin ci gaba da aiki. Ko wani jarabawa na kulawa da lafiya kamar jarabawan duban lafiyayu kamin a dauki masu aiki, ko na kulum ma ma'aikata, kada a hada da jarabawar HIV.

8.2 PROHIBITION FOR INSURANCE PURPOSES: Hanawa ma nufin inshuwara.

- a) Kada a nemi jarabawar HIV ya zama iseshen sharadi na dabara halin zaman lafiyan jama'a, dubarun inshuwara na kowa, tsarin aikin zama har da inshuwara na kulawa da lafiya.
- b) Kamfanonin inshuwara kada su nemi jarabawan HIV sa'anansu ba da suturcewa ma wurin wani aiki. Zasu iya dogara charjinsu da kadaransu na kudin shiga da lisakinsu na gaskiya kan dokan annoba da ke akwei wa yawan mutanin duka.
- c) Masu daukan ma'aikatan su kiyaye nemar jarabawa ma nufin ishwara da duk labarai da suke dashi ya saura cikin asiri.

8.3 EPIDIOLOGICAL SURVEILLANCE: Binciken halayen annoban. Jarabawan HIV na annoba da aka yi cikin dufu da hada da binciken wurin aikin ba, zai iya abkuwa indai laile ya dace da kaidodin zama na bincken ilimin kimaya, ayuka na masu zurfin ilimi da tsare hakin mutanin a cikin asiri. Inda aka yi wannan bincike, a sannad kuma ayi shawara da ma'aikata da masu daukansu aiki kan ababe de ke gudana. Labari da za'a samun ba safa'i zaa dauke shi a nuna bambanci zuwa ga mutani daya daya, ko kunjijoyi. Ba zaa dauki wannan jarabawa kamar na dufu ba, idan akwei wani sheda kamar matsayin HIV na wani, zaa iya cirewa cikin abin da ya tabbata din.

8.4 VOLUNTARY TESTING: Jarabawa na son rai. Idan aka kai wani wuri ma'aikata zasu so a jarabasu kan son rainsu watau daya cikin shirye shiryen jarabawa na son su. Shi wannan jarabawa na son rai, yan kulawa da lafiyar dan adam su yi shi kuma ba wurin aikin ba. Inda ake da taimakon aikin asibiti mai karko, to ma'aikatar zai rubuta dakanshi ya sanar da su, da sannin wakilain ma'aikata sa'anansu a jaraba mai da son rainshi. Ya kamata gwanaye su jarabashi cikin asiri da boyewa sosai. Shawarar, jarabawan farko da na karshe na fanni mai ji kwarai, wanda ya saukake shiryeyen – nufi da hallita na jarabawan HIV, caw da maracawn jarabawan da amfanin abunda ya tabbatar kan ma'aikatan, ya zama lalle wani kashi na ko wani tsarariyar hanyar jarabawa.

8.5 TEST AND TREATMENT AFTER OCCUPATIONAL EXPOSURE: Jarabawa da yin aiki dashi bayan bankada sana'a.

- a) Inda akwei kasadan zuwa kusan jini, da wasu ruwan jiki ko wasu takardun

share hannu, ya kamata wurin aiki ya samu tsarariyarn hanya a kunshe na yin dabaran wannan kasada na irin tonawa da hasarin wurin aiki.

- b) Biye da kasadan bankada zuwa halin harbawa (na jinin mutum, ruwan jiki, da kayan share hanu) a wajen aiki, to maza ayi shawara da ma'aikatan ya, ya iya zama da aukwar, kan abin da aikin asibitin ya haifa, muradin jarabawa kan HIV da samun yadda za'a tona asirin, sai a mai da botun zuwa ga mai aikin asibiti da ya dace don sauki. Biye da kare kimantawar kasadan, sai aci gaba da ja goran hakin ma'aikatan, har da zabebe da tsarariyar hanya wa arashin ma'aikata da zaa ba shi.

9. CARE AND SUPPORT. Kulawa da Karfafawa.

Hadin kai, kulawa da karfafawa su ne dan halin sokewa da zai ja goran wajen aiki ya ba da amsan HIV/AIDS. Ayi kokarin mai da hankali kan fito da ababe fili; a tarbi kuma goyin baya wa ma'aikata da ke bayyana matsayin HIV din nasu, a tabatta cewa ba zaa nuna banbanci ko a zarge su. Don a sasauta barnar da HIV/AIDS ke yi a wurin aiki, ashe sai wajajen ayukan su samu damar ba da shawara da wasu hanyoyin taimako wa ma'aikata da ke tare da HIV/AIDS, ko ya dame su. Inda ake da hidimar kulawa da lafiya a wajen aikin, sai a ba da isashen kulawa. Inda kuma babu irin haka, sai a nuna wa ma'aikatan wani wuri waje da zasu samu kulawa. Hadin kai irin haka kan sa a sumu hanyar kai iyalin ma'aikatan, balle ma yaransu. Tarayya tsakanin gwamnantoci, masu daukan aiki, ma'aikata da yan shirye shiryensu da wasu masu kulawa – kuma su ba da isheshen taimako don rage bashi.

9.1 PARITY WITH OTHER SERIOUS ILLNESSES: Kwatanta da wasu ciwo masu tsanani.

- a) Harbawan HIV da AIDs na klinik a ji dashi a wurin aiki ba kan alheri fiye da ko wani ciwo mai tsanani ko irin halin.
- b) Ma'aikata da ke tare da HIV/AIDS da wadanda ke da wasu ciwo mai tsanani a kula dasu daidai ta hanyar hakinsu, arashinsu, da yin sulhu na dama dama dasu.
- c) A halin da ma'aikata ke da lafiyar jiki da zai iya yin aiki, a bari su ji dadin sulhun aiki da dama na zuwa ko ina, da cin gaba.

9.2 COUNSELLING: Nasihah / Ko yin shawara

- (a) Ya kamata masu daukan ma'aikata su karfafa wa zucian wadanda ke tare da HIV/AIDS su yi anfani da gwanaye da taimako waje da sha'anin wurin aikin ma shawara, ko inda ya cacanci, zaman lafiya wurin aiki da wajen kulawa da lafiya, ko wasu shirin wurin aikin, ida aka ba da shwaran

gwanintaka da asiri.

- b) Don wannan ya ci, ya kamata masu daukan ma'aikata su lura da karshasi da ke biyowa:
- gane masu aiki da zurfin ilimi, kunjioyi masu taimakon juna da hidimomi tsakanin jama'a masu zama tare, ko jiha da ke shawara kan HIV/AIDS da wasu wasunsu da bakin gwanaye da ba da maganin HIV/AIDS.
 - gane kunjioyi da ke tare da jama'a, da na sha'anin aikin asibiti da wadanda ba na asibiti ba, da za su yi ma ma'aikata da ke tare da HIV/AIDS amfani.
 - Ba da shawara cewa ma'aikatan ya samu haduwa da likita, kwarerun kulawa da lafiya ma kimantawa da warkad da ciwon na farko in dai ba tun yi haka ba, ko taimakan ma'aikatan ya nemi kwareren kulawa da lafiya, idan bayada ko bata da wani.
- c) Masu daukan ma'aikatan su ba ma'aikata da ke tare da HIV/AIDS din kwanakin hutu mai dama don su samu yin shawara, da nemarn magani yayi dai dai da yadda kasan ke nemar.
- d) a sake taimakon shawara araha wa ma'aikata, kuma a saake don daidaitawa wa ababe iri iri da halin da ake ciki na mata da maza. Zai yiwu a gana da gwamnanti, ma'aikata da masu shirun su, da wasu manya masu kulawa, da ba da wadanan goyin baya.
- e) Ma'aikata da wakilansu su, taimaki ma'aikata da ke tare da HIV/AIDS ya samu shawara da mai zurfin ilimi idan ya nemi yin haka.
- f) Hidimar nasihah ya ba duk ma'aikata labari kan hakinsu da amfanisu fuskan shirye shiryen halin zaman lafiyar jama'a da tsarin aikin sana'a da shirye shiryen rayuwan fasaha da zai taimaki ma'aikata su taimaki kansu, da HIV/AIDS.
- g) A cikin lokacin tona sana'a wa HIV din, masu daukan ma'aikatan su basu lokacin aiki da daama don nufin shawara.

9.3 Sana'oyi da sauran hidimomin kulawa da lafiya. (OCCUPATIONAL AND OTHER HEALTH SERVICES).

- a) Wasu masu daukan ma'aikata na da karfin taimakan ma'aikatansu da maguguna masu tsaada. Inda akeda hidimar kulawa da lafiya a wajen aiki din sai a ba su, a taimakon gwamnatoci har da masu kulawa, a taimake su da isashen hidimar kulawa da lafiya da ya kamaci don ya tsare kuma ya