



“HIV/AIDS IN THE WORKPLACE”

**III Hemispheric Workshop on
Occupational Health and Safety
Cuzco, Peru, October 21 and 22, 2008**

Response of the Government of Honduras to the problem of HIV/AIDS

Background

- State policy to provide a national response to HIV/AIDS was headed and coordinated by the Secretariat of Health through the Department of STI/HIV/AIDS.
- Actions have been carried out with a social mobilization and multisectoral approach. Governmental efforts were complemented by actions of NGOs, associations, and other sectors.

Response of the Government of Honduras to the problem of HIV/AIDS

Background

- At the outset of the epidemic in 1985, a National Commission on Labor and HIV/AIDS Surveillance was formed, with representatives of, *inter alia*, the Secretariat of Health, the Medical College, and the Red Cross. Its function was to direct activities aimed at addressing and monitoring the problem.
- The sources of support were primarily the government and external cooperation. Another important source of expenditure on HIV/AIDS was households.

Response of the Government of Honduras to the problem of HIV/AIDS

Background

- Since 1986, the Secretariat of Health has performed blood filtration (blood banks, public and private hospitals, Red Cross and Honduran Social Security Institute (IHSS) banks.
- Biosecurity was promoted and implemented in the country's health units.
- In 1989, the National AIDS Prevention and Control Program was created, and the first medium-term plan formulated.

Response of the Government of Honduras to the problem of HIV/AIDS

Background

- 1995: STI/HIV/AIDS Education Program for Honduran Workers (PETSIDAH). The program promoted political dialogue between the Secretariat of Health (SS), the Secretariat of Labor (STSS), the IHSS, the Honduran Council on Private Enterprise (COHEP), and labor unions.
- 1996: Implementation of PETSIDAH in a pilot company: the Honduran Telecommunication Company (HONDUTEL).
- 1999: Enactment of the Special Law on HIV/AIDS, which provides for the creation of the National Commission on AIDS (CONASIDA)

Response of the Government of Honduras to the problem of HIV/AIDS

Background

- **2000/2002: The STSS, with support from GTZ, coordinates PETSIDAH in Tegucigalpa and San Pedro Sula companies.**
- **2002: PENSIDA II 2003-2007 was developed.**
 - **Formation of partnerships and networks with other organizations and NGOs, commitment from private companies and labor organizations regarding resource availability.**
 - **Target population: The working population, with emphasis on maquilas, given the high concentration of women working in maquilas and the identification of factors promoting their situation of vulnerability.**
- **2003: The STSS launches implementation of the project "Mobilization of Resources to Prevent STI/HIV/AIDS among Women Working in Maquilas," financed by UNAIDS in the Central American region**

Signature of
agreement



Presentation of project

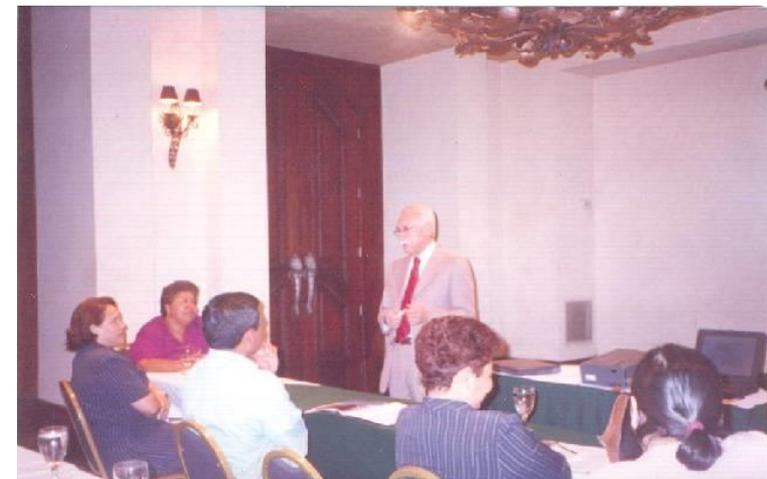
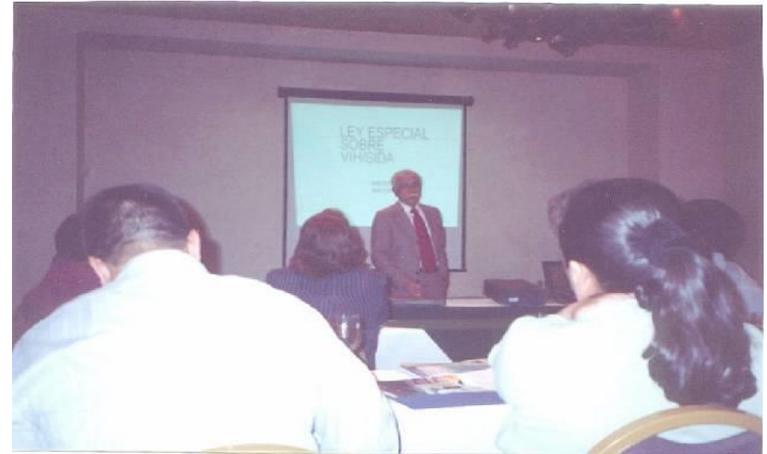


San Pedro Sula: 2/9/04

Tegucigalpa: 2/18/04

Response of the STSS: Training

- Seminars on bringing to society the legal framework and human rights, in coordination with the National Human Rights Commission (CONADEH)
- Training of key company personnel (human resources managers, health personnel, and health and safety committees) on HIV/AIDS in the workplace.



Response of the STSS: Providing companies with materials and dispensers



Placement of condom dispensers and information displays

Response of the STSS: IEC material for company workers



Brochures and posters on STIs, HIV/AIDS, condom use, and the Special Law on HIV/AIDS

Response of the STSS: ZIP INHDELVA Health Fair



RESULTS:

Care, training, and follow-up

- **242** workers trained as multipliers
- **49,000** workers had access to information on HIV/AIDS, STIs, the legal framework, and condom use
- **90** workers received rapid testing, with informed consent
- **12** media outlets provided support in bringing the project to society
- Incorporation of the HIV/AIDS component in the Diploma Program on Workplace Risk Prevention (UNAH–STSS-AECI)

RESULTS:

Care, training, and follow-up

- Distributed:
 - 46** information displays
 - 34** videos
 - 47** condom dispensers
 - 80,000** condoms
- Elimination of the HIV testing requirement in internal company regulations
- Mechanism for advising and monitoring of workers and employers on HIV/AIDS and labor rights, established in the STSS. 22 workers received care.

ARTICLES RELATED TO LABOR RIGHTS IN THE SPECIAL LAW ON HIV/AIDS

Article 52

Guaranteeing the right to work. Therefore, no working person or public or private sector employee may be terminated because of HIV infection or contraction of AIDS

Article 53

Employers may not prevent or restrict their workers or employees infected with HIV or ill with AIDS from receiving the necessary medical care.

Employers may not dismiss, punish, degrade, or reduce the wages of their HIV-infected employees.

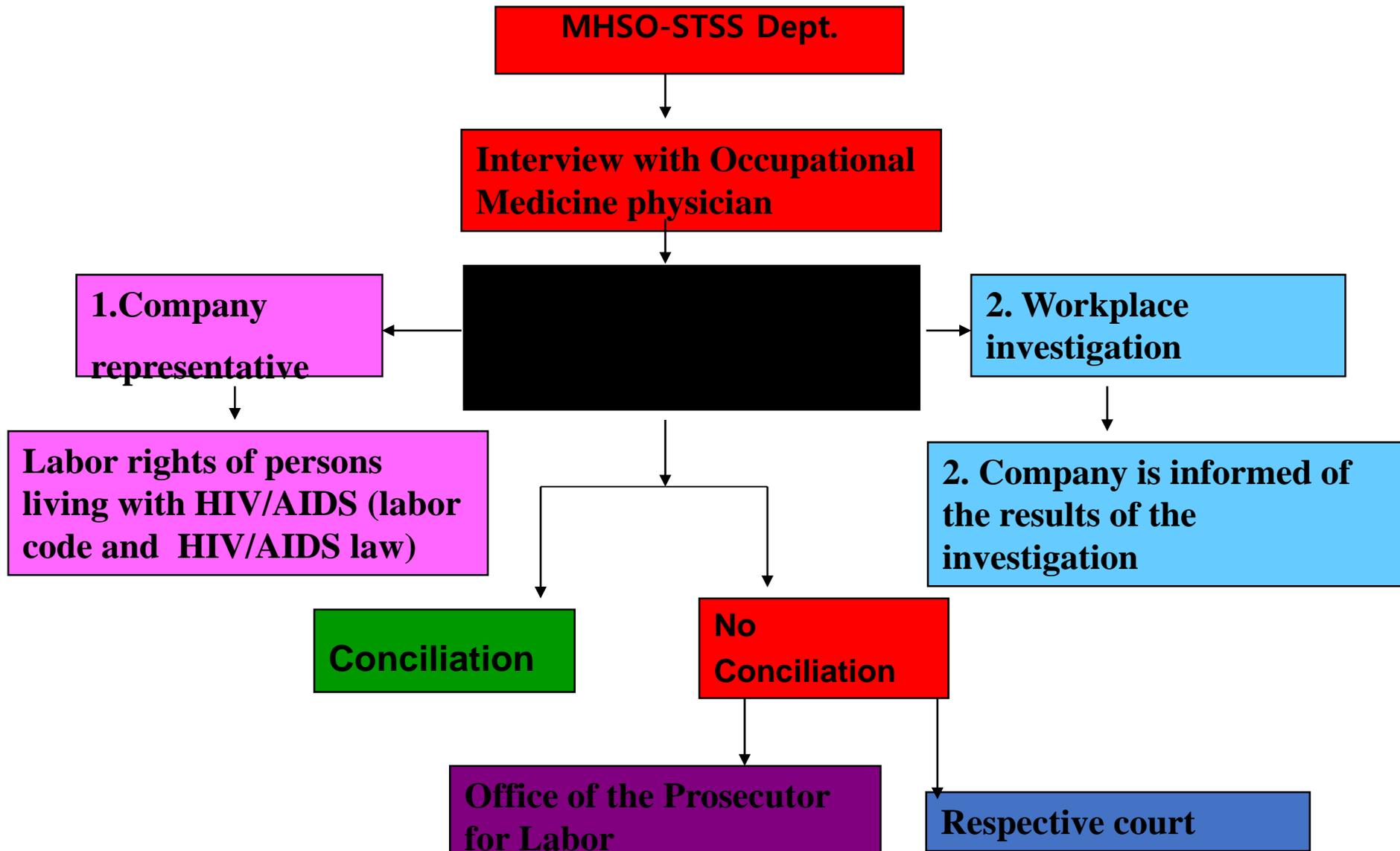
Article 54

HIV-positive workers or employees are not obliged to report their serological condition, provided this does not imply a risk of infecting other individuals.

Article 55

HIV-positive status does not invalidate inherent acquired insurance coverage rights.

Mechanism to support and monitor persons living with HIV/AIDS in connection with labor rights-related problems



Lessons learned: Interagency coordination facilitates and strengthens workplace actions on HIV/AIDS



Interagency committee

SS, STSS, IHSS, persons living with HIV/AIDS, Care, Open Door, Doctors without Borders, FITH, Bolsa Samaritana, CONADEH, AHM



Lessons learned

- Direct involvement by STSS authorities facilitates placing the topic of HIV/AIDS on the agenda of managers and entrepreneurs.
- Support from company managers and heads of human resource departments was an important factor in implementing activities for workers and worker policies.
- Training of key STSS and company human resources contributed to increasing knowledge and improving the quality of care services, both within the Secretariat and within companies.

Lessons learned

- Participation by the Honduran Association of Maquiladores (AHM) was a key factor in promoting greater commitment by other member organizations and by businessmen, facilitating premises, meeting rooms, invitations to the media, etc.
- The media contributed to bringing the project and project activities to society through interviews and reporting, but greater commitment was lacking.

Recognition of businesses



Incorporation of the subject of
HIV/AIDS in STSS programming

PENSIDA strategic area	Objective	Activities
Prevention	STSS staff informed about and received training on HIV/AIDS	Organization of workshops and seminars on HIV and the corresponding internal STSS rules and regulations
		Facilitation for STSS staff of access to informational materials on HIV/AIDS
		Commemoration of World AIDS Day with activities targeted at STSS staff and their families
		Promotion and facilitation of access to HIV/AIDS testing for STSS staff

PENSIDA strategic area	Objective	Activities
Prevention	The STSS promotes prevention actions and HIV care in the workplace	Development of an advertising and information campaign on HIV in the workplace targeted at employers and workers
		Incorporation of the subject of HIV in the Occupational Health program
		Informing of STSS childcare center staff and parents about HIV
		Promotion of training actions in companies through mixed occupational health and safety committees

PENSIDA strategic area	Objective	Activities
Policies and human rights	The STSS promotes respect for the labor rights of and nondiscrimination against persons living with HIV/AIDS	Conduct of an awareness campaign within the STSS against discrimination in connection with HIV and employment
		Conduct of company informational activities, with emphasis on the labor rights of persons living with HIV/AIDS and their families
		Provision of advice on incorporating the subject of HIV in collective contract negotiations
		Incorporation of the subject of the labor rights of persons living with HIV/AIDS in the proposed labor code reform document
		Incorporation of the subject of nondiscrimination against HIV in labor regulations

PENSIDA strategic area	Objective	Activities
Policies and human rights	STSS strengthened to defend labor rights in connection with HIV	Training of STSS employees on national and international legislation on HIV and human rights
		Training of labor inspectors to strengthen respect for the labor rights of persons living with HIV/AIDS and incorporation of the subject of HIV in workplace health programs

Thank you very much!!!