

II HEMISPHERIC WORKSHOP ON OCCUPATIONAL HEALTH AND SAFETY

“The Challenges of Occupational Health and Safety (OHS) in relation to the IV Summit of the Americans mandates and subregional experiences”- San Salvador, May 16 and 17, 2006

STRATEGIC GUIDELINES OF TOPIC 3

HIV in the workplace

The question that guided the discussion of Topic 3 and about which the strategic guidelines arose is:

How to efficiently integrate the issue of the fight against HIV-AIDS into the occupational safety and health (OSH) management programmes at the public and private level?

The strategic guidelines on this issue, which were agreed upon in the plenary session during the workshop, are presented below.

STRATEGIC GUIDELINES FOR ACTION

- Promote the development, and in some cases the inclusion, of a specific policy on the management of HIV in the workplace, in national health plans and in occupational health and safety plans.
- Promote actions for employers and workers including persons in training, especially technical and professional students in health sector careers, in order to increase information, knowledge and awareness of HIV/AIDS in the workplace.
- Based on an assessment of risks in the workplace, develop prevention programmes to reduce the risk of those workers particularly exposed to HIV given the activities they undertake in their jobs.
- Develop prevention programmes in the workplace to reduce the risk of HIV contagion of workers in any situation, whether personal or occupational.
- Promote coordinated efforts and cooperation among international, regional y sub-regional agencies.
- Encourage joint work between health and labor ministries, with a holistic approach, to develop strategies and plans for HIV/AIDS in the workplace.
- In compliance with the ILO-WHO Joint Committee on Health and Workers' Safety, promote the use of tools available from international agencies, for example, the ILO Code of Practice on HIV/AIDS and the world of work.
- Press for the need and use of the guidelines relative to OHS management systems and the repertoire of recommended practices of the ILO on HIV/AIDS as instruments that contribute to drawing up strategies for the workplace that deal with prevention, protection against stigmatization and discrimination in the workplace, access, care, treatment, confidentiality and psychological support.