

Guidelines on HIV/AIDS in the Workplace Shared

Widely to Businesses



H.E. Vong Sauth presided over the event.

Ministry of Labour and Vocational Training in collaboration with the ILO/AIDS organized a Dissemination Workshop of the “Guidelines on HIV/AIDS in the Workplace” on June 23rd, 2010 at the Intercontinental Hotel. The event was presided over by Minister of Labour and Vocational Training. Over 200 participants from government, employer’s and worker’s organization and from garment and hospitality industry attended the event that was funded by UNAIDS-Project

Acceleration Fund.

“Guideline on HIV/AIDS in the Workplace” has been developed by Ministry of Labour and Vocational Training in cooperation with ILO/AIDS and *Better Factory Cambodia* programme. The guideline is a ‘how-to’ tool that provides practical guidance on how to establish and implement a program and policy on HIV/AIDS in the workplace. The guidelines cover the following main subjects:

- Why HIV/AIDS is a workplace issue and how an enterprise can respond to it with limited or no additional cost;
- How to develop functioning HIV/AIDS Committee or integrate HIV/AIDS issues into existing Occupational Safety and Health (OSH) Program;
- What are the roles and responsibilities of the HIV/AIDS committee;
- How to develop a HIV/AIDS workplace policy; and
- How to organize HIV/AIDS training and education activities for workers.

Guidelines are a basic tool that all workplaces can use in managing HIV/AIDS issues. They help to establish preventive measures and help to build upon existing safety culture at the workplace. Each workplace can adapt the guidelines to their context and situation.

HIV/AIDS is a workplace issue because it affects labour and productivity. Workers and employers can play a vital role in limiting the spread of the epidemic and in eliminating HIV- related stigma and discrimination. In Cambodia, HIV/AIDS affects mostly the adult population active in the labour market. The workplace has great potential for HIV/AIDS prevention through education and information dissemination. HIV/AIDS prevention is an area of work where both employers and workers interests align. Successful awareness-raising and training on HIV/AIDS can be only organized effectively if employers and workers join hands together to place HIV/AIDS prevention high in their health and safety agenda.