

# *Key Principles*

## *of the ILO Code of Practice on HIV/AIDS and the world of work*

### **A workplace issue**

HIV/AIDS is a workplace issue because it affects the workforce, and because the workplace can play a vital role in limiting the spread and effects of the epidemic.

### **Non-discrimination**

There should be no discrimination or stigma against workers on the basis of real or perceived HIV status - casual contact at the workplace carries no risk of infection.

### **Gender equality**

More equal gender relations and the empowerment of women are vital to preventing the spread of HIV infection and helping people manage its impact.

### **Healthy work environment**

The workplace should minimize occupational risk, and be adapted to the health and capabilities of workers.

### **Social dialogue**

A successful HIV/AIDS policy and programme needs cooperation and trust between employers, workers, and governments.

### **No screening for purposes of employment**

Testing for HIV at the workplace should be carried out as specified in the Code, should be voluntary and confidential, and never used to screen job applicants or employees.

### **Confidentiality**

Access to personal data, including a worker's HIV status, should be bound by the rules of confidentiality set out in existing ILO instruments.

### **Continuing the employment relationship**

Workers with HIV-related illnesses should be able to work for as long as medically fit in appropriate conditions.

### **Prevention**

The social partners are in a unique position to promote prevention efforts through information, education and support for behaviour change.

### **Care and support**

Workers are entitled to affordable health services and to benefits from statutory and occupational schemes.