

**Press Release
Department of Labor and Employment
Bureau of Working Conditions
20 December 2019**

TOWARDS AN EFFICIENT AND SUSTAINABLE HIV AIDS PROGRAM IN THE WORKPLACE

HIV/AIDS is a global challenge that knows no boundaries. Unless it is stopped, this devastating pandemic will continue to affect the lives of millions of men, women and children throughout the world. HIV/AIDS remains to be a public health problem despite the government's previous undertakings to help curb the disease.

Workplaces, having existing organizational structure, resources and stable community, are considered as an ideal site to implement occupational health programs. As the country commemorates World AIDS Day as held on December 1, we have to look back on the contributions made by the DOLE issued policy Department Order 102 s. 2010 otherwise known as *Guidelines for the Implementation of a Workplace Policy and Program on HIV/AIDS* which aims not only to reduce the risk of transmission in the workplace but more importantly addressed discrimination against workers infected with HIV AIDS.

The advisory requires all private workplaces to implement a rights-based policy and a program on HIV AIDS that incorporates human rights standards and principles. The policy covers all workers regardless of their employment status. It also requires firms to include a policy on non-discriminatory, confidentiality, work accommodation, and arrangements for workers with HIV AIDS. The workplace policy and program on workplace HIV AIDS is a mandatory Occupational Health requirement of DOLE and is part of the mandatory Occupational Safety and Health conditions being monitored by the Department.

The DOLE-BWC Management Information System, as of November 30, 2019 tallied a total of 57,074 out of 63,882 establishments as compliant which is equivalent to 89.3% compliance rate.

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