

**Press Release**  
**Department of Labor and Employment**  
**Bureau of Working Conditions**  
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## **FIND THE MISSING MILLIONS**

As the country celebrates World hepatitis Day on 28 July 2019, let us take a look at the contributions made by the DOLE particularly Department Advisory No. 5, Series of 2010 otherwise known as the *Guidelines for the Implementation of a Workplace Policy and Program on Hepatitis B* which not only reduced the risk of transmission in the workplace but more importantly addressed discrimination against workers infected with Hepatitis B.

The DOLE advisory requires all private workplaces to implement a rights-based policy and a program on Hepatitis B that incorporated human rights standards and principles. It also covers all workers regardless of their employment status. The policy requires vaccination to all occupations with a conceivable risk of Hepatitis B transmission in the workplace such as health care workers and other workers whose occupation involves the potential exchange of bodily fluids. It also encourages all establishments to provide Hepatitis B immunization for all its workers.

This year's theme "Find The Missing Millions" calls for the patient organizations, governments, medical professionals, civil society, industry and the general public to unite and boost the global profile of viral hepatitis. The DOLE takes exception that this should not in any way, coerce workers to submit themselves for mandatory testing. This is to protect the workers against any forms of discrimination. Any testing for this matter must be in line with the immunization program and in accordance with the Data Privacy Act of 2012.

The DOLE issuance requires firms to include in their policy on non-discriminatory, confidentiality, work accommodation arrangements for workers with Hepatitis B status.

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