

TRIPARTITE DECLARATION TO COMBAT HIV/AIDS AT WORKPLACES IN SWAZILAND

We, the Tripartite of Swaziland comprising the Department of Labour, Business and Labour, hereby;

- Express our deep concern that the threat of HIV/AIDS impacts on productivity and human resources development in Swaziland.
- Acknowledge that consultations, inclusion and involvement of all stakeholders in the employment relationship including people living with HIV/AIDS are essential to formulating effective interventions to prevent the spread and manage the impact of HIV and AIDS.
- Acknowledge that HIV/AIDS requires ongoing and innovative human resource management strategies aimed at ensuring sustainable productivity through advancing organizational and employee interests.
- Affirm the Principles of equity, fairness and non-discrimination against those living with HIV/AIDS, or perceived to be living with HIV/AIDS.
- Acknowledge that a supportive environment is necessary for all employees, particularly those living with HIV/AIDS to continue to work under normal conditions for as long as they are fit to do so.
- Recognize that HIV/AIDS impacts disproportionately on women & girls and the need to promote empowerment and equality in gender relations.
- Encourage the development of policies and programmes at workplace level, including prevention of HIV; management and mitigation of the impact of HIV/AIDS on the world of work; and care and support of workers and their families living with HIV/AIDS, through elimination of stigma and discrimination on the basis of real or perceived HIV status.

Commit to comply with the 10 Key Principles of the *ILO Code of Practice On HIV/AIDS and The World of Work* and agree that they will serve as the basis for action: 1. Recognition of HIV/AIDS as a workplace issue; 2. Non- Discrimination; 3. Gender Equality; 4. Healthy Work Environment; 5. Social Dialogue; 6. No Screening for purposes of Employment, Promotion & Training; 7. Confidentiality; 8. Continuation of Employment; 9. Prevention; 10. Treatment, Care and Support.

- Agree to comply with relevant existing and future national policies and legislations.
- Commit to comply with the "General Rights and Responsibilities" set out in Chapter 5 of The *ILO Code of Practice on HIV/AIDS and the World of Work* and commit to fully implementing them in a practical manner;

SIGNED BY: ON THE 15 MAY 2006;

DEPARTMENT OF LABOUR

Mr Jinho Nkhambule
Commissioner of Labour.....

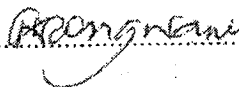


LABOUR:

Mr Jan J. Sithole
Secretary General - Swaziland Federation of Trade Unions.....



Mr Vincent V. Ncongwane
Secretary General - Swaziland Federation of Labour.....



BUSINESS;

Mrs Zodwa Mabuza
Chief Executive Officer - Federation of Swaziland Employers & Chamber of Commerce.....



WITNESS: Mr Erickson Dlamini
Deputy Commissioner of Labour.....

