

# HIV/AIDS in the Workplace

AFRIKAANS

HIV/VIGS in die werkplek

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ISIXHOSA

I-HIV/AIDS emsebenzini

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SETSWANA

HIV/AIDS kwa mafelong a ditiro

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**AIDS HELPLINE**  
☎ 0800-012-322

HIV/AIDS affects millions of South Africans from all walks of life, including people in the workplace.

There are a number of laws and guidelines relating to people who have HIV/AIDS in the workplace.

The most important of these is that an HIV positive employee has the same rights and duties as other employees. They cannot be treated differently to other employees by employers or by co-workers.



HIV/VIGS affekteer miljoene Suid-Afrikaners op alle lewensterreine, insluitende mense in die werkplek.

Daar is 'n aantal wette en riglyne met betrekking tot mense in die werkplek wat HIV/VIGS het.

Die belangrikste is dat 'n HIV positiewe werknemer dieselfde regte en verpligtinge het as ander werknemers. Hy/sy kan nie anders behandel word as ander werknemers deur werkgewers of medewerkers nie.

I-HIV/AIDS ichaphazela iimiliyoni zabantu baseMzantsi Afrika abaphuma kwiinkalo zonke entlalweni, kubandakanya abantu abasemisebenzini.

Kukho imithetho kunye nezikhokelo ezininzi eziphathelelene nabantu abane HIV/AIDS emsebenzini.

Eyona ibaluleke kakhulu kule mithetho nezi zikhokelo kukuba umntu one-HIV unamalungelo afanayo noxanduva olufanayo nabanye abasebenzi.

Akanakuphathwa ngendlela eyahlukileyo kwabanye abasebenzi ngumqashi okanye ngabanye abasebenzi.

HIV/AIDS e ama batho botlhe go tswa mafelong othe - le kwa ditirong.

Go nale melao e mmalwa e e mabapi le batho ba ba nang le HIV/AIDS kwa mafelong a ditiro.

Molao o o botlhokwa go fetisa ke gore motho yo a nang le HIV/AIDS o nale ditshwanelo le ditiro tse di tshwanang le tsa badiredi ba bangwe. Ga a tshwanelwa go tshwariwa ka mokgwa o o farologaneng le wa badiredi botlhe ke bathapi kana badiredi ba bangwe.

An employee cannot be fired, retrenched or refused a job simply because they are HIV positive.

HIV positive employees are also entitled to the same training, development and promotion opportunities as any other employee.



'n Werknemer kan nie afgedank, afgelê of 'n pos geweier word bloot omdat hulle HIV positief is nie.

HIV positiewe werknemers is ook geregtig op dieselfde opleiding, ontwikkeling en bevorderingsgeleenthede as enige ander werknemer.

Umsebenzi akanakugxothwa, aphungulwe (aritrentshwe) okanye alelwe umsebenzi kuphela ngenxa yokuba ene-HIV.

Kwakhona, abasebenzi abane HIV bakwanelungelo elifana nalo nelawuphina omnye umsebenzi ngokuphathelelene namathuba oqeqesho, uphuhliso kunye nokunyuselwa.

Modiredi ga a tshwanelwa go kobiwa tirong, go ntshiwa (*retrenched*) kana go ganelwa tiro gonne a nale HIV.

Modiredi yo a nang le HIV o tshwanetse ke kaliso, tlhabololo le lobaka la go bona tlhatlhoso jaaka badiredi ba bangwe.

No employer can require that a job applicant have an HIV test before they are employed.



'n Werkgewer mag nie vereis dat 'n aansoeker vir werk 'n HIV toets ondergaan voordat hulle in diens geneem word nie.

Akukho mqashi ongafuna ukuba umntu owenza isicelo somsebenzi avavanyelwe ukukhangelwa ukuba akana HIV na phambi kokuba aqeshwe.

Ga go mothapi yo a ka kopang gore mokopa-tiro a dire teko ya HIV pele a ka thapiwa.

There is a small risk that HIV can be transmitted accidentally through contact with infected blood.





It is important:

- that all blood is treated as possibly infected
- that first aid kits which include protective gloves and other devices are available in the workplace
- that employees are trained to prevent HIV transmission when helping an injured person.

Daar is 'n klein risiko dat HIV per ongeluk oorgedra kan word deur kontak met besmette bloed.

Dis belangrik dat:

- alle bloed behandel word asof dit moontlik besmet kan wees
- eerstehulp kitsies wat beskermende handskoene en ander middels insluit, by die werkplek beskikbaar moet wees
- werknemers opgelei word om HIV infeksie te voorkom as hulle 'n beseerde persoon help.

Kukho umngcipheko omncinane wokuba i-HIV ingagqithiseleka ngengozi ngokudibana negazi elosulelekileyo.

Kubalulekile ukuba:

- lonke igazi lithathwe ngokuba kungenzeka ukuba losulelekile
- izixhobo zoncendo lokuqala (first aid kits) ezibandakanya iiglavu zokuzikhusela kunye nezinye izixhobo zifumaneke emsebenzini
- abasebenzi baqeqeshelwe ukukhusela ulosuleleko yi-HIV xa banceda umntu olimeleyo.

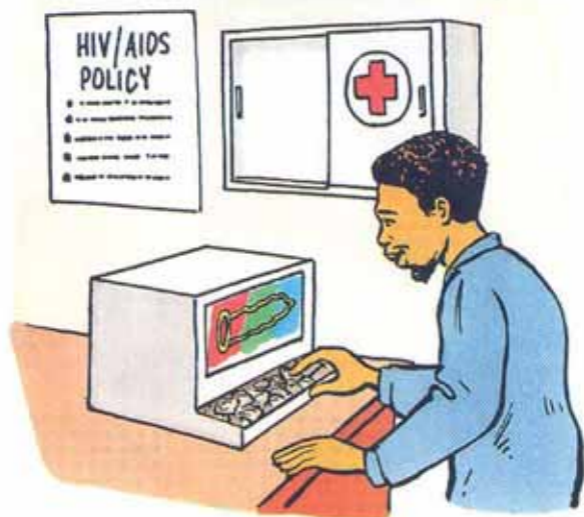
Go na le kotsi e le nnye ya gore HIV e ka fetisiwa ka go kgoma madi a a tshwaetsegileng.

Go botlhokwa :

- gore madi otlhe a tshwarwe o kare a tshwaeditswe
- gore kwa mafelong a ditiro gonne le di *first aid kits* tse di nang le di *glove* tsa tshireletso le dilo dinngwe tse di botlhokwa.
- gore bathapiwa ba katisiwe go sireletsa tshwaetso ya HIV fa ba thusa mongwe yo a gobetseng.

There are many positive steps employers and employees can take to deal with the HIV/AIDS epidemic. These include:

- Developing a workplace policy on HIV/AIDS.
- Negotiating benefits such as medical aid, insurance, retirement benefits and disability cover in the interests of all employees.
- Developing a workplace programme that includes awareness campaigns, condom distribution, treatment of sexually transmitted diseases and care for HIV-positive staff members.



Daar is baie positiewe stappe wat werkgewers en werknemers kan neem om die HIV/VIGS epidemie te hanteer. Hulle kan onder meer:

- 'n Werksplek praktyk oor HIV/VIGS ontwikkel;
- Voordele soos mediese fonds, versekering, aftreevoordele en ongeskiktheidsdekking beding in die belang van alle werknemers;
- 'n Werksplek program ontwikkel wat bewusmakings veldtogte, verspreiding van kondome, behandeling van seksueel oordraagbare siektes en sorg van HIV positiewe personeellede insluit.

Maninzi amanyathelo aluncedo anokuthatyathwa ngabaqeshi nabasebenzi ukuze balwe nalo bhubhane wesifo se-HIV/AIDS. La manyathelo abandakanya:

- Ukuvelisa nokuphuhlisa umgaqo wasemsebenzini malunga ne-HIV/AIDS;
- Uthetha-thethwano ngeenzuzo ezifana ne-medical aid, i-inshorensi, iinzuzo zomhlala-phantsi kunye ne-inshorensi yokukhubazeka, ngokweminqweno yabo bonke abasebenzi.
- Ukuvelisa nokuphuhlisa inkqubo yasemsebenzini ebandakanya iphulo lokwazisa ngesi sifo, ukusasazwa kweekhondom, ukunyangwa kwezifo ezigqithiseleka ngokulalana (ngokwabelana ngesondo) kunye nokhathalelo lwamalungu estafu ane-HIV.

Go nale ditsela di le dintsi tse di siameng tsa go sekasekana le bolwetse jo jwa HIV/AIDS. Tse di akaretsa:

- Go nna le melawana ya fa tirong e e mabapi le HIV/AIDS.
- Go rerisana ka ditirelo tse di jaaka *medical aid*, inšorensi, madi a penshene, le madi a go tswa tirong ka ntlha ya bolwetse kana kgobalo, tse di tla thusang badiredi botlhe.
- Go nna le porograma ya fa tirong e e akaretsang, go ruta badiredi, go fana ka dikhondomo, kôkô ya malwetse a thobalano le tlhokomelo ya badira mmogo ba ba nang le HIV.



Department of Health  
Republic of South Africa

contact stamp

If you have any questions about HIV/AIDS you can phone the free 24-hour AIDS Helpline at **0800-012-322**.



As u enige vrae oor HIV/VIGS het, kan u die gratis 24-uur VIGS hulplyn skakel op **0800-012-322**.

Ukuba unayo nayiphina imibuzo nge HIV/AIDS, ungafowunela inombolo yasimahla yoNcedo ye-AIDS efumaneka iiyure ezingama 24 ethi **0800-012-322**.

Fa o nale dipotso ka HIV/AIDS o ka leletsa mogala mo go *Helpline* ya AIDS ya diura di le 24 e e sa duelelweng kwa go **0800-012-322**.

There are a number of other leaflets in this series that give more information about AIDS.



Daar is 'n aantal ander pamflette in hierdie reeks wat meer inligting verskaf oor VIGS verwante kwessies.

Kukho nezinye iincwadana ezininzi kolu luhlu ezinika inkcazelo ebanzi ngemibandela ephathelelene ne-AIDS.

Go nale dipapetsana tse di mmalwa mo serising eno tse di nang le tshedimosetso ka ga AIDS.