

Spanish HIV / AIDS responsible companies' initiative



Since the recognition of the acquired immunodeficiency syndrome (AIDS) in 1981, the health of people with HIV has improved dramatically. However, these medical advances have not been accompanied by the necessary social and labour advances. In the workplace, people living with HIV may suffer stigma from their co-workers and employers, such as social isolation, or experience discriminatory practices, such as termination or refusal of employment. That's why initiatives like the following one need to be disseminated and encouraged. "[Trabajando en positivo](#)" - a network of 17 Spanish entities devoted to fight AIDS and launched in 2007 with the objective of favouring labour insertion of people living with HIV - has recently put in place the campaign "[Empresas](#)

[responsables con el VIH y el sida](#)" to increase awareness and knowledge about HIV among workers, their family and the community; and to promote employability and access to the labour market of people living with HIV. This initiative is supported by the International Labour Organization (ILO), [UNAIDS strategy](#), Fundación Huésped Argentina and the Spanish Ministry of Health. It's a free programme offered to companies that wish to help to achieve UNAIDS' vision of "Zero new HIV infections. Zero discrimination. Zero AIDS-related deaths." To become a member of this initiative the company has to sign a Declaration "Declaración de empresas responsables con el VIH y el Sida en España" and develop and implement an HIV & AIDS programme at work. "Trabajando en positivo" makes available to the companies a free and tailored assistance service for defining objectives, strategies and actions and for implementing and evaluating the programme. The last 1st of December, on the occasion of the World AIDS Day, "Trabajando en positivo" also published a [manifiesto](#) to highlight the importance of the involvement of companies and organizations in the fight against HIV in Spain. For more information about HIV and work: ILO [Recommendation concerning HIV and AIDS and the World of Work](#), 2010 and the ILO [Code of Practice on HIV/AIDS and the World of Work](#), 2001.