

STATEMENT BY THE SECRETARY GENERAL OF THE GHANA TRADES UNION CONGRESS (TUC), BROTHER KOFI ASAMOAH ON THE OCCASION OF THE DISSEMINATION OF REVISED DEPARTMENT OF FACTORIES INSPECTORATE REPORT FORM – REGENCY HOTEL, ACCRA 11TH AUGUST, 2011

Salutation and Protocols

On the occasion of the Dissemination of the Revised Department of Factories Inspectorate Report Forms, it gives us from the Labour Movement great pleasure to join other stakeholders in our continuing efforts at generally enhancing safety and health at the workplace and in particular to ensure the enforcement of workplace protection as well as the mitigation of the health and socio-economic impact of HIV in Ghana.

The Ghana TUC wishes to reiterate its commitment to ensure that workers with HIV/AIDS are not discriminated against or subjected to any form of harassment either at the workplace or in the community. It is important that all organizations, companies and enterprises adopt workplace policy on HIV/AIDS to ensure, among others, that affected persons are given the necessary advice and support to contribute towards increased productivity.

We welcome the inclusion of HIV issues in the Factories Inspectorate Forms and hope that the data collected will enhance policy formulation.

We further wish to call for the revision of Ghana's HIV/AIDS National Policy to bring it in conformity with the International Labour Organisation (ILO) Recommendation No. 200 on HIV/AIDS and the World of work adopted on 17th June, 2010, which is the first International Standard on HIV and AIDS as well as the first International Labour Standard on HIV and AIDS

This recommendation now covers all workers, at all workplaces, in any employment and occupation, including job seekers, job applicants, laid off workers, interns or persons in training, the Armed Forces and Uniformed services, all sectors of economic activity whether in the public or private sectors, formal or informal economies. It covers all persons who are economically active and who are part of the workplace and secures the rights of workers' families and dependants.

Indeed, persons with HIV and related illnesses should be allowed and supported to carry on with their work for as long as they are medically fit to continue. We wish also to reiterate the need for Ghana's ratification of ILO Termination of Employment Convention No.158 to promote human rights, gender equality, empowerment of vulnerable groups and protect confidentiality rights.

Our collective objective as Stakeholders should be to make the workplace a place of acceptance, friendship, care and support, a place where “decent work” means that all women and men, regardless of real or perceived HIV status, enjoy productive work under conditions of freedom, equity security and dignity, in which rights protected and adequate remuneration and social coverage are provided.

Thank you.