

	<b>DELHI METRO RAIL CORPORATION LTD.</b>
<b>APPENDIX NO.: 4</b>	

## **WORKPLACE POLICY ON HIV/AIDS PREVENTION & CONTROL FOR WORKMEN ENGAGED BY CONTRACTORS**

“Being mobile in and of itself is not a risk factor for HIV infection. It is the situations encountered and the behaviours possibly engaged in during mobility or migration that increase vulnerability and risk regarding HIV / AIDS.”

UNAIDS, Technical update on ‘Population, Mobility and AIDS’, February 2001, p.5

**Delhi Metro Rail Corporation (DMRC)** recognizes HIV / AIDS as a developmental challenge and realizes the need to respond to it by implementing regular HIV / AIDS prevention programmes and creating a non-discriminatory work environment for HIV infected workmen engaged by contractors. For the purpose of making conscientious, sensitive and compassionate decision in addressing the realities of HIV / AIDS, DMRC has established these guidelines based on ILO code of practice on HIV / AIDS.

- ▶ Creating awareness through professional agency using IEC (Information, Education and Communication) package specially designed for migrant workers.
- ▶ Institutional capacity building by training the project implementation team, Safety, Health & Environment (SHE) Managers, establishing linkages for efficient diagnosis and treatment of the affected workers, effective monitoring of implementation and documentation for further learning.
- ▶ Establishing peer educators by selecting them in consultation with contractors and training them through professional agencies so that they become focal point for any information, education and awareness campaigns among the workmen throughout the contract period.
- ▶ Promotion of social marketing of condoms through Delhi State Aids Control Society (DSACS).