

Umtsefonchubo Wenhlangano Yetisebenti Emhlabeni Nge-HIV/AIDS

Sigaba lekusetjentiswa ngaso lokushicilelwa yinhlangano yetisebenti emhlabeni (ILO), lesihambisana nenchubo yenhlangano yakamhlabuhlangene , kanye nangendlela lekulotjwe ngayo noma yini lecuketfwe ngemabhukwana aka-ILO akusiko lokulivi lalenhlangano .

Noma ngabe yini letsatfwe emibhalweni yebalobi labatsite, noma letsatselwe emiphumeleni yelucwaningo lolutsite, ivele ingeyabo. Futsi kulotjwa kwanobe yini lecashunuwe kulaba lesebachazwe ngenhla akusho kutsi ngulokufakazelwa yinhlangano yetisebenti emhlabeni (ILO).

Ngekusebentisa emagama ebantfu labatsite noma emafemu lafake sandla kulombhalo akusho kutsi i-ILO seyibusisa labakushoko noma labakhangisa ngako. Nakwentekile kwaba khona emabito ebantfu noma emafemu langakabhalwa, akusho naloko kutsi ngulabo baka-ILO labangahambisani nalabakushoko.

Emabhukwana aka- ILO kumele atfolakale etitolo letinkhulu tetincwadzi noma emahhovisi alenhlangano emaveni lamanyenti, noma lapho baka-ILO bashicilela khona tincwadzi tabo, ehhovisi lelikhulu,-CH-1211 Geneva 22, Switzerland . Emabhukwana ekumaketha lokushicilelwe ngebaka-ILO atfolakala mahhala kulekheli lebhalwe ngenhla. Ungalisebentisa futsi liposi labongcondvomshini-pubvente@ILO,org .

Ungavula futsi ekhelini leffu labongcondvomshini –www.ilo.org/publns.

Singeniso

Lubhubhane lwe-HIV/AIDS seluyinsindzabetjatsi yemhlaba, kantsi lubuye lube ngulenyeye yetinsayeya letilukhuni letijamele intfutuko nenchubekelaphambili yetenhlalakahle . Emaveni lahlaseleke kakhulu , lolubhubhane lwentela phansi titselo tentfutuko yeminyaka lemashumi-shumi, lufobalisa iminotfo, lube yingoti kutekuphepha, lubange simo lesinhlalunhlalu kubantfu. Esifundzeni lesisentasi nelugwadvule lwe-Sahara , lapho lolubhubhane lushiye imiti ivalwe ngemahlaha kakhulu khona, seluvele lutsatfwa njengesehlakalo lesibi kabi.

Ngetulu kwenhlupheko loluyiletsela umuntfu ngamunye kanye nelusendvo lwakubo, lolubhubhane luphehla timphandze tetenhlalakahle netemnotfo. Lubhubhane lwe-HIV/AIDS luyingoti lenkhulu ekusebenteni kwemhlaba: luhlasela labo labasenemfutfo emsebentini, lubuye lwehlise ematfuba ekutfola emaholo, bese lwenyusa tindleko kuto tonkhe tingoni temisebenti njengoba bese kwehla umkhicito, kukhule tindleko tekukhicita, kulahleke emakhono nelwati lolucocodzele. Etikwaloku, lubhubhane lwe-HIV/AIDS lukhinyabeta emalungelo emsebentini, ikakhulukati eluhlangotsini lwekubandlululwa nekubekwa emabala lokubhekiswe etisebentini kanye nalabo labaphila neligciwane lelibanga i-AIDS. Lolubhubhane kanye nesimo sekwentela phansi loluta naso luhlasela kakhulu emabandla lasesimeni lesibucayi lafaka ekhatsi bomake nebantfwana, bese kwenyuka lizinga lekungabi nematfuba lalinganako ebulili emphilweni, kwandze nenkinga yekucashwa kwebantfwana emisebentini.

Kungalesizatfu kutsi inhlango yetisebenti emhlabeni (ILO) itihluphe ngekuvakalisa livi layo lelicinile ngalomtsetfonchubo welubhubhane lwe-HIV/AIDS. Lomtsetfonchubo utawusetjentiswa ekuvikeleni kwandza kwelubhubhane lwe-HIV/AIDS, wehlise kukhinyabeteke kwetisebenti nemindeni yato bese uveta ematfuba ekuvikeleka kwesive sisatikhanda ngekuphila esimeni salolubhubhane.Lomtsetfonchubo unetinkholelo letintsatfu letifaka ekhatsi kwemukelwa kwelubhubhane lwe-HIV/AIDS njengensayeya yenzawo yemsebenti, kungabandlululwa ngenca yayo emsebentini, kulingana ngebulili, kucasha ngekuhlola ligcwane engatini kucala kanye nekuba nesifuba ngalokwatiwako ngesisebenti, kubhobokelana, kuvikela, kunakelela nekusekelana njengesidzingeko sekuhlangabetana nalolubhubhane emsebentini.

Lomtsetfonchubo ungumphumela wekubambisana ekhatsi kwenhlango yetisebenti emhlabeni (ILO) kanye nebakhoti bayo labatsintsekako, bese kuba ngulebambisene nabo etinhlango weni temhlaba. Uta nendlela lekahle lekumele ilandzelwe tishayamtsetfo,bachashi , tinhlango tetisebenti kanye naleminye imikhakha letsintsekako ekubunjweni nasekusetjentisweni kwemigomo etinzaweni temisebeti, etinhlango tekuvikela nekunakelela, kanye-ke nasekusungulweni kwemasu ekuhlangabetana netidzingeko

tetisebenti etindzaweni tematoho letingekho eluhlelweni lwemisebenti lebhaliwe ngekwemtsetfo. Ngalomtsetfonchubo inhlango yetisebenti emhlabeni (ILO) ifaka sandla lesibonakalako emetameni wemhlaba wekulwa nelubhubhane lwe-HIV/AIDS.

Lomtsetfonchubo utosita kuveta simo sekusebenta ngebucotfo etikhatsini temshikashika wekuhlenga bantfu esehlakalweni noma ekuphumeleliseni intfutuko. Nanyalo vele , tifundvo letibalulekile setifundzisiwe emetameni wekuhlangabetana nalesehlakalo. Kunemave lambalwa lasavele abe nemphumelelo ekwehliseni lizinga lekutsatselwana kwelubhubhane lwe-HIV/AIDS, nekutfobisa emandla alo ekukhinyabeta labo labatsintsekako ngamunye ngamunye kanye nemimango yabo. Lokuhambe embili kuphumelelisa imitamo yalamave kufake ekhatsi kutinikela kwebaholi, kuhlanyela kweminyango leyehlukene, kubambisana nesive lesifaka ekhatsi labo lesebaphila neligciwane le-HIV/AIDS, bese kuba tifundvo. Letihloko tilotjiwe emibandzeleni letibhonga talomtsetfonchubo, lokuhambisana nenkholelo yekukhutsata yonkhe imikhakha letsintsekako kutsi ifake sandla kuphumelelisa lomsebenti.

Lelibhukwana liyingcamu nelililahandlela lelihlango netinkinga talamuhla libuye lente timphengu ngemiphumela yalolubhubhane kanye nemfutfo wekukhinyabeta kwalo . .Ngalomtsetfonchubo, inhlango yetisebenti emhlabeni (ILO) itokhulisa lusito lwayo ekukhutsateni kutsi umhlaba kanye native kutihluphe ngekuvikela emalungelo nebucotfo betisebenti kanye nabo bonkhe lesebaphila neligciwane le-HIV/AIDS.

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1. Inhloso

Inhloso yalomtsetfonchubo kubeka tincabekelwana lekumele tihlonishwe emshikashikeni wekutfobisa lulaka lwe-AIDS , futsi esigabeni sekukhutsata kusebenta ngebucotfo. Letincabekelwana tifaka ekhatsi nansi imikhakha lelandzelako:

- (a) Kuvikela i-HIV/AIDS;
- (b) Kuhlangabetwa nekwehliswa kwemandla ekukhinyabeta kwe-HIV/AIDS.
- (c) Kunakelwa nekwesekelwa kwetisebenti lesetiphila neligciwane le-HIV/AIDS noma letitsintsikile ngalo.
- (d) Kucedwa kwemoya wekubekana emabala nekubandlululwa ngenca yekutsi umuntfu sewuphila naleligciwane noma kusolakala kutsi unalo.

2. Kusetjentiswa kwalomtsetfonchubo

Lomtsetfonchubo kumele usetjentiswe :

- (a) kwakha emasu lacinile, kulwa ne-AIDS etindzaweni temisebenti, emimangweni, etifundzeni, eminyango leyehlungene, esiveni kanye nakuto tonkhe tigaba temave emhlaba ;
- (b) kukhutsata umoya wekukhulumisana , kubonisana, kudlela imbuya kanye nalo lonkhe luhlobo lwekubambisana ekhatsi kwabohulumende, bachashi, tisebenti nalabatimele, betemphilo, tati te-HIV/AIDS, kanye nabo bonkhe labatsintsekako (labanekufaka ekhatsi labasebentela emimangweni kanye netinhlango letingekho ngaphansi kwahulumende);
- (c) kwenta lokucuketfwe lapha kusebente ngalokwenetisako ngekubonisana nalabafaka sandla emphini ye-HIV/aids:
 - emitsetfweni yelive, emigomeni kanye nasetinhlweni tekusebenta.
 - etivumelwaneni tasemisebentini, kanye
 - nasemigomeni yetindzawo temisebenti nasemaswini ekusebenta.

3. Kujula nemagama lasetjentsiwe kulomtsetfonchubo

3.1. Kujula

Lomtsetfonchubo ubhekene:

- (a) Nabo bonkhe bacashi netisebenti (lokufakekhatsi labasefake ticelo temisebenti) kahulumende noma etinkampaneni letitimele
- (b) Kuyo yonkhe imikhakha yekusebenta, leseluhlelweni lolwetayelekile noma ematohweni.

3.2. Emagama lasetjentsiwe kulomtsetfonchubo

HIV: Ligciwane lelifofobalisa emasotja emtimba, libange lubhubhane lwe-AIDS.

Bantfu labakhinyabetekile: Laba bantfu imphilo yabo leguculwe yi-HIV/AIDS nanganoma nguyiphi indlela.

AIDS: Simo sekungaphili lesibangwa yinhlanganisela yetifo letibomangenangelinceba lekwamanje singelapheki.

Kubandlulula : kusetjentsiwe kulomtsetfonchubo ngekuhambisana nenchazelo yesivumelwano sekubandlulula lesingunombolo 111 sanga 1958 kute sifake ekhatsi simo se-HIV. Lenchazelo ibuye ifake ekhatsi kubandlulula njengoba sisebenti sikutsatsa esimeni se-HIV, kanye nekubandlulula ngekutsi umuntfu mdvuna yini noma msikati.

Labakhubatekile: Leligama lisetjentsiwe kulomtsetfonchubo ngekuhambisana nenchazelo lesesivumelwaneni sekucecehsha kwalabakhubatekile kutemisebenti yetandla nekucashwa kwabo lesingunombolo 159 sangemnyaka wa-1983. Laba bantfu lekutfolakala kutsi abanawo ematfuba lakahle ekutfolela umsebenti lokahle , batitfufukise ngenca yekukhubateka kwabo.

Umchashi: Lona ngumuntfu noma inhlango lecasha tisebenti ngaphansi kwesivumelwano lesilotjiwe noma lesikhulunywe ngemlomo , kwembulelwane ngemalungelo nemsebenti lotakwentiwa ngabo bobabili, ngekulandzela umtsetfo nenchubo yahulumende , tiphatsimandla , tinkampane kanye nebantfu labacashako.

Ematfuba ekuphepha kwemphilo yetisebenti: Leligama lisetjentsiwe kulomtsetfonchubo ngekuhambisana nenchazelo lesesivumelwaneni sematfuba ekuphepha kwemphilo emsebentini lesingunombolo 161 sangemnyaka wa-1985 loku kusho ematfuba ekuvikeleka kwetisebenti etingotini lekumele acondzisiswe ngumcashu nesisebenti kanye nalabo

labemele tisebenti. Loku kufaka ekhatsi kucinisek kutsi indzawo lekusetjentwa kuyo ingulesezingeni lelemukelekako, netisebenti tinetsetekile, lokufaka ekhatsi naletikhubatekile.

Emabhilidi ekusebentela lasezingeni lelemukelekako: Loku kusho kulungiswa kwenzawo yekusebenta kute kutsi nalosaphila neligciwane le-HIV noma i-AIDS akhone kufinyelela lapho asebentela ngakhona.

Kusefa: Kusho kuhlola ligciwane ngaphandle kwekugegisa, kuhlola ngekugegisa, noma kubuta kutsi umuntfu utihlolile yini. Noma-ke kubuta ngemitsi yakhe layinatsako.

Budvuna /busikati kanye nebulili: Kunemehluko ngetitfo temtimba kanye nangentento netinkholelo ekhatsi kwalabadvuna nebesifzane . Ligama lelitsi wesilisa noma wesifazane asho simiso sendalo emtimbeni, kantsi leligama lelitsi *bulili* lisho umehluko ngetento kanye netinkholelo letifezwa yimihambo umuntfu lakhulele kuyo anguwesilisa noma wesifazane. Lokwentiwa ngaphansi kwebulili lobutsite umuntfu ukufundza emangweni kantsi kuyehlukahlukana ngalelo-nalelo siko. Lokwenteka ngaphansi kwebulili kuya nangekutsi umuntfu uneminyaka lemingaki, usigaba sini, uluhlanga luni, usive sini, ngewayiphi inkholo, , uhlalaphi nelive, ume njani emnotfweni nakutembusave.

Tifo letitsatselwana ngekulalana: Tifaka ekhatsi Bogcunsula (emachuchumba/tilonjana/tinsumphe/kuvuta bovu)

*Kuyekeliswa kwesisebenti emsebentini:*Loku kucoshwa emsebentini njengobe kuchaziwe esivumelwaneni sekuyekeliswa emsebentini lesingunombolo 158 sanga 1982, lokungukutsi sisebenti sicoshwe ngentsandvo yemcashi.

Kucophelela: loku kusho lizinga lekutekhuta nekutihlupha ngekugwema kwandzisa ligciwane le-HIV.(ikhona inchazelo legcwele ekhasini-II)

Kubamba litoho: Loku kuchaziwe ekhasini –I

Labemele tisebenti: Loku kuhambisana nenchazelo lesesivumelwaneni salabemele tisebenti lesingunombolo 135 sanga 1971. Laba bantfu labavumeleke ngekwemtsetfo kutsi bemele tisebenti. Bangaba ngunaku lokulandzelako:

(a) betinyonyana labakhetsiwe noma labavotelwe tinyonyana , noma-
(b) labavotelwe ngito tisebenti ngekukhululeka ngekulanmdzela imitsetfo

yelive, inchubo noma tivumelwano, umsebenti wabo lokungete kwaba nguloko lokucondzene netinyonyana-ngco kulelo live.

Kubasesimeni lesibucayi: Loku kusho kungabiseffubeni lekutitfufukisa kutenhlalkahle netemnotfo lokungabangwa nasimo semasiko, noma simo sasemsebentini lesinekufaka tisebenti engotini yekutfofoli ligciwane . Loku kubuye kusho simo sebantfwana labangabaseshweni lekutitfofoli sebacashiwe basebenta (fundza siceshana-f).

4. Imibandzela letibhonga talomtseffonchubo

4.1. Kwemukelwa kwe-HIV/AIDS njengensayeya yasemsebentini.

I-HIV/AIDS yinsayeya yasemsebentini, futsi kumele itsatfwe njenganoma ngukuphi kugula noma simo sasemsebentini. Loku kubalulekile, hhayi kuphela ngoba kutsikameta tisebenti, kepha ngoba indzawo yemsebenti njengencenye yemmango , kumele ifake sandla lesibonakalako emphini yekulwa nekwandza kwalolubhubhane.

4.2. Kungabandlululi

Ngemoya wekusebentisana kahle nekuhlonishwa kwemalungelo ebantfu kanye nebucotfo balabo lesebaphila ne-HIV/AIDS, kumele kungabikho kubandlululwa kwetisebenti ngekutsi tiphila neligciwane le HIV/AIDS noma ngekusolakala kutsi finalo. Kubandlululwa nekubekwa emabala kwebantfu lesebaphila naleligciwane kukhinyabeta umfutfo lekuhloswe ngawo kuphakamisa lizinga lekuvikela kwandza kwe-HIV/AIDS.

4.3. Kulingana ngebulili

Kujula kwebulili ku-HIV/AIDS kumele kwemukelwe. Bomake basengotini lenkhulu yekutfofoli ligciwane le-HIV/AIDS kantsi futsi ngibo labatsikametiseka kakhulu ngaleligciwane kunabobabe ngenca yendalo yetitfo tabo tangasese, kanye netizatfu tekuphiliseka kwabo, bese kuba sesimeni semasiko kanye netemnotfo. Kubhoka kakhulu kwelubandlululo ngebulili emimangweni kusho kwehla kabana kwesitfunti sabomake., babuye babesengotini yekutsikametiseka kakhulu ngalolubhubhane. Ngako-ke kumele akhule ematfuba ekulingana ngebulili; kubaniketa emagunya nemandla ekuphiliseka kancono kubalulekile ekuvikeleni ngalokukuvakalako kwandza kwe-HIV/AIDS nekutsi bakhone bomake kujamelana nayo.

4.4. Simo sasemsebentini lesiphilile

Indzawo yemsebenti kumele kube ngulenemphilo futsi lephephile, leyemukelekako kubo bonkhe labasebenta kuyo kute kuvikeleke kwandza kweligciwane le-HIV/AIDS ngekuhambisana nesivumelwano

sekuphepha endzaweni yemsebenti lesingunombolo 155 sanga-1981. Indzawo yekusebentela lenemphilo iveta ematfuba lamakhulu ekuphiliseka emtimbeni nasengcondvweni, kusebenteke kahle nemsebeti wemukeleke, tisebenti tikhokhe emakhono ato ngalokuphelele.

4.5. Kukhulumisana.

Kuphumelela kwekusetjentiswa kwemigomo ye-HIV/AIDS kanye netinhlelo kudzinga kubambisana nekwetsembana ekhatsi kwebacashi netisebenti, ngekumbandzakanya ngalokuphelele labo lesebaphila naleligciwane le-HIV/AIDS kanye nalabatsikametisekile ngalo.

4.6. Kuphokelela kuhlola ligciwane le-HIV umuntu angakacashwa ngehloso yekucashwa

Kusefwa kwalabaneligciwane akumele kwenteke nakucashwa noma-ke kulabo lesebavele bacashiwe.

4.7. Kuba nesifuba ngalokwatiwako ngesisebenti

Kute sizatfu sekuphokelela lofaka sicelo semsebenti noma losasebenta kutsi akuvule sifuba sakhe kutsi unalo yini noma-cha ligciwane le-HIV/AIDS. Futsi ngete kwaphokelelwa letinye tisebenti kutsi ativule tifuba tato ngaletimati kutsi sewuphila neligciwane le-HIV/AIDS. Kufinyelela eminingwaneni yesisebenti lesesiphila naleligciwane kumele kwenteke ngekulandzela imitsetfo yekugcina sifuba ngetisebenti letine-HIV/AIDS njengobe ilotjiwe kumtsetfonchubo wenhlangano yetisebenti emhlabeni (ILO) wanga 1997 locondzene netisebenti.

4.8. Kuchubeka kwebudlelwane emsebentini

Kuba neligciwane le-HIV/AIDS kungete kwaba sizatfu sekuyekelisa umuntu emsebentini. Njengakuletinye timo letinyenti, umuntu loneligciwane le-HIV/AIDS kumele asebente kute kufike sikhatsi lapho asehluleka khona.

4.9. Kuvikela

I-HIV iyavikeleka. Kuvikeleka kwato tonkhe tinhlobo tekutsatsalwana kwayo kuyenteka ngekusebentisa emasu lacondzene nekusita sive, futsi lahambisana nemasiko esive.

Kuvikela futsi kungaciniswa ngekutsi umuntu antjintje indlela laphila ngayo, lwati, kwelashwa kanye nekuveta ematfuba ekutsi

kungabandlululwana. Labatihlupha ngekulwa nekwandza kwe-HIV/AIDS basesigabenti lesingakavami sekuphakamisa lizinga lekuvikela kwandza kwe-HIV/AIDS, ikakhulukati indzaba yekuntjintja indlela umuntfu laphila ngayo ngekutsi atiseke abuye afundziseke, babuye bahlangabetane netidzingeke tetenhlalakahle netemnotfo esiventi.

4.10. Kunakelela nekwesekela

Umfelandzawonye, kunakelela kanye nekwesekelana kumele kube ngiko lokuhamba embili emshikashikeni wekuvikela kwandza kwe-HIV/AIDS emsebentini. Tonkhe tisebenti, lekufaka ekhatsi leto lesetiphila neligciwane le-HIV/AIDS tinelilungelo lekwelashwa ngendlela lekhonekalako. Akukamele babandlululwe bona kanye nemindeni yabo nakukhona lekumele kutfolwe bantfu labayincenye yabo, lekungaba yimali noma imphahla lephuma embusweni.

5. Emalungelo nalekumele kufezwe

5.1. Bohulumende netisebenti tabo letikhaliphile

(a) *Kungaphambuki*. Bohulumende kumele baciniseke kutsi akukho kuphambuka etinhlelweni te-HIV/AIDS leticondzene nesive, bakhumbule sidzingeke sekuwufaka etinhlelweni telive umshikashika wekulwa nelubhubhane lwe-HIV/AIDS. Sibonelo kungaba kutsi emabandla ekulwa ne-HIV/AIDS emimangweni afake ekhatsi labemele bacashi, tisebenti, lasebaphila neligciwane le-HIV/AIDS kanye nalabemele ematiko labhekene netindzaba tetisebenti nenhlalakahle .

(b) *Kuhlanganyela*. Tiphatsimandla kumele tiggugcutele tibuye tesekele kubambisana ekuvikelaneni kanye nasekuvimbeleni kwandza kwe-HIV/AIDS. Loku kubhekeke kutsi kwenteke kumabandla emahlahlandlela ka-hulumende, etinhlanganweni letitimele, etinhlanganweni tetisebenti netebacashi kanye nakubo bonkhe labatsintsekako khona batoba banyenti bantfu labasemshikashikeni wekulwa nekwandza kwe-HIV/AIDS.

(c) *Kuchumanisa*. Bohulumende kumele balungiselele babuye bachumanise yonkhe imisebenti yekulwa nelubhubhane lwe-HIV/AIDS esiveni kute kusebenteke ncono, babuye batsatse lifuba lekutsi basebentisane netinhlangotsi letinyenti letitsintsekako emphini ye-HIV/AIDS.

(d) *Kuvikela kanye nekutfufukiswa kwetemphilo* Tiphatsimandla kumele kube ngito letingemahlahlandlela tibuye tisebentisane nemabandla latsintsekako kwatisa kabanti nge-HIV/AIDS ikakhulukati etindzaweni temsebenti.

(e) *Imbasha Timpesheni netincephetelo*:. Bohulumende kumele bente siciniseko kutsi timbasha, tetimpesheni netincephetelo letifolwa tisebenti,

labo lesebaphila naleligciwane batiffole ngaphandle kwekubandlululo, kepha bafane nato tonkhe tisebenti letigula kakhulu ngalokwehlukile. Ekulungiseleleni nasekucicaleni tihlelo tetimpsheni netincephetelo, bohulumende kumele bakunake kubhoka kwalolubhubhane kanye netikhebesi letikhona. Sibonelo kungaba kuveta emafuba ekutsi timbasha letibhekene netisebeti tiffolakale, nekutsi leto timbasha tiffolakale ngaphandle kwekusokola.

- (f) *Lucwaningo*: Kute kutoba nekuhambisana nemasu elive ekuhlangabetana nelubhubhane lwe-AIDS, kukhutsata labatsintsekako, kubala kutsi tindleko tekulwa nalolubhubhane setinganani etindzaweni temsebenti, kuciniseka kutsi timbasha tetincephetelo netimpsheni kanye nesimo semnotfo kuhamba kahle, bese kuba ngemasu ekuhamula umonakalo lowentekako, tiphatsimandla kumele tiguqutele kutsi kube khona kwesekelana, tente lucwaningo, tikhokhele ebaleni imiphumela ngekwandza kwalolubhubhane kanye netindlela letincono tekuhhamula kubhoka kwalo.

Bohulumende kumele batihluphe ngekuveta emafuba ekutsi kufezerke konkhe loku. Lolucwaningo kumele lufake ekhatsi luhlatito lolungawavumeli emafuba ekubandlulula ngebulili, lolubuye lusebentise tinombolo letiffolakele kubacashi netinhlango tabo kanye tinhlango tetisebenti. Letinombolo teluhlolo kumele, nakukhonakala tikhombe kutsi timele bulili buni, luhlanga lwabo,indlela labaphila ngayo ngekwasecasini, iminyaka, kucashwa kwabo nalabakusebentako. Loku kumele kwentiwe ngendlela lengumhambo longanakutfunuka simo lesikhona. Nakwenteka kumele kuhlale kukhona tindlela tekulandzelela njalo nje lokwentekako mayelana nalolubhubhane etindzaweni temsebenti.

- (g) *Kuffolakala kwetimali*: Nakukhoneka, bohulumende, ngekuhulumisana nemabandla latsintsekako, kumele bakwati kwenta timphengu ngetindleko tekulwa ne-HIV/AIDS bese bayahlwaya lapho tingatfolakala khona timali eveni nangaphandle kuphumelelisa emasu abo ekulwa nalolubhubhane. Loku kungafaka ekhatsi netimali tekuhlangabetana netidzingeke tetimpsheni noma tincephetelo.
- (h) *Kushaywa kwemitsetfo*: Kute kuphumeleleke kucedza kubandlululana endzaweni yemsebenti, kubenesiciniseko kutsi kunekuvikeleka nekuphepha kwetisebenti, bohulumende kumele kutsi, ngekuhambisana nemabandla latsintsekako kanye netati eluhlangotsini lwe-HIV/AIDS, bashaye imitsetfo lefanele, babukete imitsetfo leyengamele temsebenti kanye naleminyane imitsetfo lengaba khona.
- (i) *Tincabekelwana tekwesekela kwabohulumende*: Bohulumende nabaniketa timali tekucala umsebenti nekukhutsata labasebentako eveni nangaphandle kwelive, kumele kutsi babaphocelele labatfole leto timali kutsi balandzele imitsetfo yelive, babuye balandzele timiso

talelibhukwana lemtsetfonchubo nanome nguyiphi-ke imigomo lehambisana nemitsetfonchubo yelibhukwana lenhlangano yetisebenti emhlabeni (ILO) nge HIV/AIDS.

- (j) *Kuphocelela kutfotjelwa kwalomtsetfonchubo*: Tiphatsimandla telive kumele tilufinyelelise lwati kubacashi nasetisebentini mayelana netindlela yekutfobela tiphakamiso talomtsetfonchubo nge-HIV/AIDS. Kumele baticinise tingoni letibhekene nekulandzelwa ngalokuphelele kwetiphakamiso talomtsetfonchubo, letifaka ekhatsi bahloli basemsebentini netinkantolo temacala etisebenti.
- (k) *Tisebenti letisenkosolweni*: Bohulumende kumele batandzise tihlelo tabo tekuvikela i-HIV/AIDS, tifyecele nasetisebentini letingekho emisebentini lebhaliwe ngekwemtsetfo njengetinkosolo. Kumele futsi bohulumende batihluphe ngekutfola emasu lamasha ngekusebentisa bantfu bemango nangabe litfuba livela.
- (l) *Kuhhamula simo*: Bohulumende kumele basebentise tihlelo tekukhutsata imphilo emakhaya kwenta ncono umfutfo wekunakelelana nekwesekelana emisebentini kanye naletinye-ke taba letingaba khona..Bohulumende kumele futsi baciniseke kutsi tisebenti tiyakhona kufinyelela lapho tingelashwa khona , nakwenteka futsi basebentisane nebacashi kanye netinhlangano tetisebenti.
- (m) *Bantfwana nensha*: Etinhlelweni tekucedza kucashwa kwebantfwana , bohulumende kumele bente siciniseko sekunakwa kakhulu kutsikameteiseka kwebantfwana lesebagulelwa noma lesebafelwe batali ngenca ye-HIV/AIDS.
- (n) *Kubambisana kwesifundza kanye nemhlaba wonkhe*: Bohulumende kumele bakukhutsate babuye bakwesekela kubambisana kwesifundza kanye nemhlaba wonkhwe , bese kuba yiminyango labasebenta ngayo kanye nemabandla latsintsekako kute emave noma tihlangano temhlaba titotibona tidzingeko letikhona te-HIV/AIDS.
- (o) *Lusito lwamhlabawonkhe*: Bohulumende kumele batihluphe ngekutfolakala kwelusito lwemhlaba nangabe ematfuba akhona kutokwesekela tihlelo letikhona eveni. Kumele batihluphe futsi ngekutimbandzakanya nemikhankhaso yemhlaba yekwehlisa intsengo yemaphilisi ekutsintsibeta i-HIV/AIDS kanye nekwenza kutsi lamaphilisi angabi yindlala , kepha atfolakale kalula.
- (p) *Kuba sesimeni lesibucayi*: Bohulumende kumele batihluphe ngekutfola leto tisebenti letisengotini yekutfola ligciwane le-HIV/AIDS bese benta taba tekuncoba leto timbangela letenta kutsi tisebenti tibesengotini yekutfola ligciwane le-HIV/AIDS.Bohulumende kumele futsi batihluphe ngekuciniseka kutsi kuba netinhlelo letikahle leticondzene naletisebenti.

5.2. Bacashi netinhlango tabo

- (a) *Umgomo wasemsebentini*: Bacashi kumele babhobokelane netisebenti kanye nalabatimele ekwakheni nasekusebentiseni imigomo lekahle etindzaweni temisebenti, lecondze kuvikela kwandza kwe-HIV/AIDS nasekuvikeleni kubandlululwa kwetisebenti lesetiphila ne-HIV/AIDS. Tikhona tibonelo temigomo lekungatsatsiselwa kuto esithasisweni III.
- (b) *Tivumelwano telive, teminyango netetindzawo temisebenti*: Bacashi kumele bayitfobele imitsetfo yelive , tento tabo tihambisane neminingwane lebekiwe yekukhulumisana nekucasha kulesimo lesikhona se-HIV/AIDS, baciniseke futsi kutsi tiyafakwa tincabekelwana tekuphephisa tisebenti nekuvikela kwandza kwe-HIV/AIDS etindzaweni temisebenti kuleto tivumelwano letentiwako.
- (c) *Imfundvo nekucesha*. Bacashi netinhlango tabo, ngekubhobokelana netisebenti kanye nalabatimele , kumele basungule babuye besekele tihlelo tekwatisa nekufundzisa nekucesha tisebenti ngekuvikela kwandza kwe-HIV/AIDS etindzaweni temisebenti. Loku kumele kufake ekhatsi emasu ekunciphisa ematfuba ekutsi tisebenti lesetiphila ne-HIV/AIDS naletitsikametisekile ngenca yalolubhubhane tibandlululwe, nekutsi tati ngematfuba ekuncephelelwa ngetimali lakhona.
- (d) *Kutsikametiseka kwetemnotfo*: Bacashi, tisebenti kanye nalabatimele kumele basebente ngekubambisana kusungula emasu ekulandzelela nekuhlatiya kutsikametiseka kwetemnotfo ngenca ye-HIV/AIDS endzaweni yemisebenti labakuyo.
- (e) *Imigomo yetibondza tasemsebentini*: Bacashi akukameli basebentise noma bavumele kusetjentiswa kwemigomo letibandlululako tisebenti lesetiphila ne-HIV/AIDS noma letitsikametisekile ngenca yalo. Ikakhulukati nje bacashi kumele :
- bangaphocoleli kutsi kusefwe noma kuhlolwe ingati ngaphandle kwekulandzela lokulotjwe endzimeni yesiphohlong (8) kulomtsetfonchubo;
 - babe nesiciniseko kutsi umisebenti wentiwa ngaphandle kwekubandlululana nekubeka emabala leto tisebenti lesetiphila ne-HIV/AIDS.
 - Bakhutsate bantfu labaphetfwe tifo letichakela ku-HIV/AIDS kutsi bachubeke nekusebenta , yinkhani-nje nabasengakhona kufaka umfutfo lodzingekile emsebentini labaniketwe wona; bese futsi-
 - Baveta ematfuba ekutsi sisebenti nasesingakhoni kuchubeka nekusebenta ngenca yekugula , futsi sesehluleka emsebentini longangemandla aso lesiniketwe wona ngenca yekungaphili kwaso,

saniketwa nemalanga ekuhlaba likhefu kwangasita ngalutfo, leso sisebenti siyekeliswe umsebenti ngekulandzela umtsetfo lowengamele tisebenti eveni, kulandzelwe neminingwane yetimpesheni netincephetelo njengoba kufanele.

- (f) *Tigongonyo netijeziso:* Bacashi kumele babe netindlela letingasetjentiswa tisebenti kanye nalabatimele kuhlangukabetana nekugongonyeka kwetisebenti lokungaba khona emsebentini. Letindlela kumele ticacise kutsi sisebenti lesibesephuseni lekubandlulula lesinye ngoba siphila ne-HIV/AIDS sentiwani-nakunjani futsi, nome-ke sisebenti lesephule umgomo wasemsebentini we-HIV/AIDS sona sentiwani.
- (g) *Kuba nesifuba:* Lwati ngetisebenti lesetiphila ne-HIV/AIDS kumele lube sifuba , futsi lugcinwe emafayeleni emphilo yaso kuphela , lapho kufinyelela khona kungentiwa kuphela ngekulandzela sivumelwano semphilo yasemsebentini lesingunombolo 171 semnyaka wa-1985 kanye nemitsetfo yelive. Kumele kufinyelele kuphela kulamafayela tisebenti tetemphilo,kantsi lokucuketfwe ngulamafayela ngemphilo yetisebenti kungaphumela ebaleni kuphela nakuphokelela umtsetfo kutsi kwentiwe njalo ngekuvumelana nemnikati walelo-fayela.
- (h) *Kwehlisa nekuhlangukabetana netingoti:* Bacashi kumele baciniseke ngesimo lesiphephile nalesinempilo lekahle emsebentini, lokufaka ekhatsi kuniketa tisebenti kwekwembatsa lokutivikelako nekwekuniketa lusito lwekucala. Besekela umfutfo wekugcucula kwetisebenti indlela letiphila ngayo ngekutsi bente kutsi kube nemakhondomu ebesilisa nebesifazane emsebentini, kube nematfuba ekukhokhelwa,kunakelelwa, kwesekelwa newekutsi sisebenti sikhone kwendluliselwa emtfolamphilo noma esibhedlela lapho singasitakala khona nasigula. Nangabe kulukhuni loku ngenca mhlawumbe yetindleko, kumele bacashi bacele lusito kuhulumende noma letinye tinhlangukano letitsintsekako.
- (i) *Emisebentini lapho tisebenti tinekutsintsana nengati noma lokusamanti kwemtimba:* Kuletindzawo, bacashi kumele batsatse tityatselo letitse-caca tekucaphelisisa letitakwenta tisebenti tifundziseke kakhulu ngekulumukela ingoti yekutfo la i-HIV/AIDS. Kumele kube khona letingaphelpha ngako tisebenti kulesimo.
- (j) *Tindzawo tekuhlala letemukelekako:* Bacashi, ngekubhobokelana netisebenti kanye nalabatimele, kumele batsatse tityatselo tekuciniseka kutsi tisebenti lesetiphila ne-HIV/AIDS tiffola tindzawo tekuhlala letemukelekako kulesimo lesebakuso.Loku kungafaka ekhatsi nesikhatsi lekumele basebente ngaso, emathulusi lavumelana nesimo sabo , ematfuba ekuhlaba likhefu, tikhatsi tekuya etibhedlela noma

emitfolamphilo, emalivi langanamicabo, kanye nekusebenta tikhawu nakudzingekile.

- (k) *Kukhutsata*: Ngemoya webuntfu wekusebentisana kahle, bacashi netinhlango tabo kumele, nakungenteka, bakhutsate balingani babo kutsi bafake sandla ekuvikeleni kwandza kwe-HIV/AIDS emsebentini nasekuphumeleliseni emasu ekuhlangabetana netidzingeko talo- lolubhubhane, bese bakhutsata nabohulumende babo kutsi batihluphe ngekuvikela kwandza kwe-HIV/AIDS, babuye babe nemasu ekuhamula imiphumela yalolubhubhane esiveni. Nalamanye emabandla nawo angelekelela kulemikhankhaso, lekufaka ekhatsi tinyonyana letisemphini ye-HIV/AIDS.
- (l) *Kwesekelwa kwekutsi sisebenti sikhokhelwe noma sihlolwe ingati ngoba sitikhetsela sona*: Bacashi, tisebenti kanye nalabatimele, kumele bakhutsate kusekeleka kanye nekuphumelela kwekugcinwa kwesifuba, kutikhetsela kukhokhelwa kanye nekutivumela kuhlolwa ingati lokwentiswa tisebenti tetemphilo letifanele.
- (m) *Tisebenti letisematothweni (letingekho emisebentini lebhaliwe ngekwemtsetfo)*: bacashi betisebenti letisematothweni kumele bacwaninge, lapho kufanele khona, basungule netinhlelo tekuvikela nekutinakelela leto tisebenti.
- (n) *Kubambisana nemhlaba wonkhe*: Bacashi netinhlango tabo kumele bafake sandla emikhankhasweni yemhlaba yekulwa ne-HIV/AIDS.

5.3. Tisebenti netinhlango tato

- (a) *Imigomo yetindzawo temsebenti*: Tisebenti nalabatimele kumele tibhobokelane nebacashi ngekusetjentiswa kwemigomo lekahle emsebentini, leyentelwe kuvikela kwandza kwe-HIV/AIDS. Indlela lekumele ilandzelwe nakwentiswa loku ikhona esithasiselweni III salomtsetfonchubo.
- (b) *Tivumelwano telive, teminyango kanye netasemsebentini*: Tisebenti kanye netinhlango tato kumele tiyitfobele imitsetfo yelive nenchubo nakukhulunyiswana nge-HIV/AIDS etikwendlela yekucashana, bese futsi tiyatihlupha ngekuyifaka imibandzela etivumelwaneni telive, teminyango kanye netasetindzaweni temsebenti.
- (c) *Kwatisa nekufundzisa*: Tisebenti netinhlango tato kumele tisebentise timiso tetinyonyana letikhona kanye nalamanye emabandla neminyango kuniketa lwati nge-HIV/AIDS emsebentini, kulungisa tintfo tekufundzisa kanye nemisebenti lelungele tisebenti kanye nemindeniyato, lokufaka ekhatsi kulandzelela kabusha nekuvusetela tatiso letibekhona ngemalungelo nangetincephetelo tetisebenti.

- (d) *Kutsikametiseka kwetemnotfo*: Tisebenti kanye netinhlango tato kumele tisebente ngekubambisana nebacashi kusungula emasu lakahle ekuhlaleni newekuhlangabetana nesimo sekutsikametiseka kwemnotfo endzaweni yemsebenti noma kulowomnyango labakuwo.
- (e) *Kukhutsata*: Tisebenti kanye netinhlango tato kumele tisebentisane nebacashi, tinhlango tabo kanye nabohulumende kwenyusa lizinga lekwasana nge-HIV/AIDS, kuvikelwa kwayo nekuhlangabetana netidzingeke tayo.
- (f) *Imigomo yetibondza temsebenti*: Tisebenti kanye nalabatimele kumele tikwesekele tibuye tikukhutsate kutsi bacashi basungule babuye basebentise imigomo lengatibandlulili tisebenti lesetiphila ne-HIV/AIDS.
- (g) *Kuhlola kutsi kuyenteka yini loku*: Labemele tisebenti banelilungelo kuteka emacala ekugongonyana emsebentini, lokufaka ekhatsi tikhalo tekubandlululwa kwesisebenti lesetiphila ne-HIV/AIDS, futsi loku kumele kubikwe kubemtsetfo.
- (h) *Kucecesha*: Tinhlango tetisebenti kumele takhe tihlelo temihlanganosikolwa yekucecesha labatimele ngalokumele kwentiwe emsebentini mayelana nelubhubhane lwe-HIV/AIDS, lokungaba ngemasu ekuhlangabetana nalo, kanye netidzingeke talabo lesebaphila neligciwane le-HIV/AIDS nematfuba abo ekuchubeka nemsebenti.
- (i) *Kunciphisa tingoti nekuhlangabetana nato*: Tisebenti kanye netinhlango tato kumele tikukhutsate kutsi bacashi bagcine tindzawo tabo tekusebentela tinguletiphile naletambahisana nemibandzela yetemphilo, lokufaka ekhatsi kusetjentiswa ngendlela kwemphahla legcokelwa kuvikela sesebenti nekuciniseka kutsi emathuluzi ekuphunga umkhosi wengoti njengewelusito lwekucala, ahlala akahle. Tisebenti netinhlango tato kumele tihlale ngekuselusa njalo simo sekuphepha kwetisebenti bese kuba netinhlale letifanele tekulumukela tingoti.
- (j) *Sifuba*: Tisebenti tinelilungelo lekufinyelela emafayeleni ato lafaka ekhatsi emafayela etemphilo. Tinhlango tetisebenti akukemeli tikhone kufinyelela emininigwaneni yemphilo yesisebenti lesesineligciwane le-HIV/AIDS. Noma ngabe kunini, nangabe inyonyana kukhona lekwentako ngesisebenti lesesiphila ne-HIV/AIDS, kumele ilandzele timiso tekuba nesifuba ngelwati lenalo ngemphilo yalesisebenti njengoba kugunyata imibandzela yesivumelwano semphilo yasemsebentini lesingunombolo 171 sangemnyaka wa 1985.
- (k) *Tisebenti letisenkosolweni (letingakacashwa ngalokwetayelekile)*: Tisebenti netinhlango tato kumele tiwunwebe umsebenti letiwentako nge-HIV/AIDS ufinyelele nakuletisebenti letingakacashwa ngalokwetayelekile, letisematothweni ngekubambisana nemabandla noma iminyango letsintsekako emphini ye-HIV/AIDS. Kumele futsi tikhone kwesekela imifutfo lemisha yekunciphisa kwandza kwe-HIV/AIDS kanye nekuhhamula kutsikameta kwayo imphilo yesive.

- (l) *Kubasengotini*: Tisebenti netinhlango tato kumele taciniseke kutsi timbangela tekwandza kweligciwane le-HIV/AIDS etisebentini letitsite iyahlangabetwa ngekubambisana nebacashi.
- (m) *Kusekelwa kwekutsi tisebenti titikhetsele tona kwelulekwa nekuyohlola ingati ngendlela lesifuba*: Tisebenti netinhlango tato kumele tisebentisane nebacashi kukhutsata nekwesekela kutsi bantfu bakhone kukhetsa kwukhokhelwa nekuyohlola ingati ngendlela lesifuba.
- (n) *Kubambisana nemhlaba*: Tinhlango tetisebenti kumele takhe budlelwano nemave angaphandle ngekusebentisa iminyango, emabandla esifundza kanye newemhlaba , lokufaka ekhatsi kuphakanyiswa kwemikhankhaso yemalungelo ato.

6. Kuvikela ngekwatisa nangekufundzisa

Tinhlelo tekwatisa netekufundzisa emsebentini tibaluleke kakhulu emshikashikeni wekulwa nekwandza kwe-HIV/AIDS kanye nasekuveteni ematfuba ekutsi tisebenti tikhone kusibeketelela simo se-HIV/AIDS lesetitifola tikuso. Imfundvo lekahle inekuwucinisisa umfutfo wekutsi tisebenti tikhone kutivikela ekungenweni ligciwane le-HIV/AIDS . Imfundvo ingasita futsi kwehlisa lishwa lekuhlala ngekwetfuka tanya nekwesaba ngenca ye-HIV/AIDS kanye nemoya wekubekana emabala ngayo, kwehlisa lizinga lekubanhlalunhlalu, kube nemoya wekwemukelana nekutihlupha ngekugucula kutiphatsa kwetisebenti ngekwasecasini.

Kumele kwakhiwe tinhlelo ngekubambisana nabohulumende , bacashi, tisebenti kanye nemabandla latimele kute kube nesiciniseko sekwelekelelana ngelizinga lelisetulu kanye nekufaka sandla kwabo bonkhe labatsintsekako emikhankhasweni yekulwa ne-HIV/AIDS. Tinhlelo tekwatisa nekufundzisa kumele tite ngetindlela letimhibahiba , hhayi kutsi kufinyelele kubantfu lokubhaliwe kuphela , kepha kube nematfuba ekutsi nalabakhashane bakhone kufundza ngeliposi nakwenteka.

Letinhlelo kumele tikhone kucondzana nebantfu etigabeni letehlukene temphilo njengebudzala, bulili nangeticheme letehlukene temphilo yasecansini noma kwehlukana ngetigaba temsebenti nangekuba bucayi kwesimo lekusetjentelwa kuso nekwehlukana kwemasiko.

Letinhlelo kumele tite nebantfu labetsenjwako. Kufundzisana kwabontsanga kutfolakele kutsi ngukona kunemiphumela lemihle kunalokunye, kantsi kube njalo naseswini lekumbandzakanya lesebaphila ne-HIV/AIDS nakwakhiwa tinhlelo tekulwa ne-HIV/AIDS , nalapho setifezwa.

6.1. Imikhankhaso yekwenyusa lizinga lekwati nge-HIV/AIDS

- (a)Tinhlelo tekwatisa kumele, nakwenteka, titsatsiselwe emikhankhasweni ye-HIV/AIDS leseiyivele ikhona emangweni, eminyango letsite, esifundzeni noma eveni lonkhe. Letinhlelo kumele takhelwe eminingwaneni lengemaciniso nalengakaphelelwa sikhatsi nakufundziswa ngekutsi i-HIV/AIDS itsatselwana njani noma ayitsatselwana nakunjani, tikhone kukhanyisela labasenkhangwini yalokungesiwo emaciniso nge-HIV/AIDS, batokwati kutivikela, bacondze netindlela tekutelaphisa, bati ngemonakalo leta nawo i-HIV/ADS kumuntfu ngamunye, bafundze nangematfuba ekunakekelana, kwesekelana nekwelashwa.
- (b)Nakulunga, tinhlelo tekwatisa, imihlanganosikolwa nemikhankhaso kumele ifakwe emigomeni lekhona yemfundvo yetisebenti kanye nasemaswini ekugcina indzawo yemsebent ingulephephile nalenemphilo leyemukelekako etisebentini, lebuswa nasimo sekungabundlululani.

6.2. Tinhlelo temfundvo

- (a)Emasu ekufundzisa kumele akhiwe ngekubhobokelana ekhatsi kwebacashi netisebenti, kanye nalababemele , nahulumende nakudzingekile , bese kuba ngulamanye emabandla latsintsekako latati temfundvo ye-HIV/AIDS, tekukhokhela nekunakelelana. Tindlela letisetjentiswako kumele kube nguletiveta ematfuba ekusebenta ngekubambisana .
- (b)Letinhlelo kumele ficatjangelwe etikwesikhatsi semsebenti lesikhokhelwako kanye nasekwakheni emathuluzi ekufundzisa langasetjentiswa ngaphandle kwendzawo yemsebenti. Lapho kunalemihlanganosikolwa khona kumele labafundziswa batsatfwe njengalabasemsebentini ngesikhatsi sekusebenta.
- (c) Nakulunga, tinhlelo kumele:
- tifake kuveta ematfuba ekutsi sisebenti sikhone kuyihlola ingoti yekutfole ligciwane le-HIV/AIDS lesilengela kuyo (sisodvwa noma sisebandleni letisebenti), bese senta taba tekuyinciphisa leyo ngoti ngekutsatsa sincumo lesitsite , kukhulumisana nalabafanele noma ngekwatisana. Kumele futsi kube netinhlelo tekufundzisa, tekuvikela kanye nekukhokhelana;
 - tigezelele kulabasengotini kakhulu ngekutiphatsa kwabo budlabha kanye nakuleminye imikhakha yetingoti njengekugula lokungenta kutsi sisebenti sibesengotinini yekutfole ligciwane le-HIV/AIDS;

- tite nelwati lolwenele ngekutsatselwana kweligciwane le-HIV emijoveni yetidzakamiva lekwebolekwana ngayo, bantfu bafundziseke ngekugwema lengoti.
- tandzise kukhulumisana ekhatsi kwabohulumende kanye netinhlango letimele bacashi netisebenti emaveni labomakhelwano kanye nasesigabeni sesifundza;
- tikhutsate kwatiseka nge-HIV/AIDS etindzaweni tekufundzela imisebenti lokwentwa nguhulumende netindzawo temisebenti ngekubambisana netinhlango tetisebenti;
- tikhutsate imikhankhaso lecondzene netisebenti letisetincane kanye netesifazane;
- tiggizelele ngalokutse-caca simo lesibucayi se-HIV/AIDS lesibhekene netisebenti tebesifazane kanye nangemasu ekuhhamula lengoti. (bona indzima 6.3);
- tiggizelele ngalokutse-caca kutsi i-HIV/AIDS ingete yatsatselwana ngekutsintsana lokwetayelekile , nekutsi bantfu lesebaphila neligciwane le-HIV/AIDS akukabhekeki kutsi babandlululwe noma babekwe emabala, kepha kumele besekelwe bemukelwe etindzaweni temisebenti;
- tichaze ngemonakalo longaba khona ngenca yeligciwane le-HIV emisebentini nekutsi kubaluleke ngani kutsi tisebenti tibe neluvelo tingatibandlululi tisebenti lesetiphila nalo;
- tinikete tisebenti emafuba ekutsi tikhulumisane nge-HIV/AIDS , tibhokelane ngaletititfole setikuko ngenca yalolubhubhane.
- Tinikete tisebenti (ikakhulu tetemphilo) tifundvo leticatsa ngekulumukela i-HIV/AIDS nakunemafub ekuyitfole kalula;
- Tinikete imfundvo ngekuvikela nangekuhlangabetana netidzingeke tetifo letitsatselwana ngekulalana kanye nesifuba semoya (TB), hhayi ngoba letifo tichakela kalula ku-HIV/AIDS, kepha ngoba tiyelapheka, lokubeka sisebenti efubeni lelikahle lekuphila ngendlela letasenta sikugweme kungenwa ligciwane le-HIV/AIDS;
- Tikhutsate kuhlanteka nekudla kudla lokunemaseko lamatsafu;
- Tikhutsate umoya wekutekhuta ngekwasecasini , lokufaka ekhatsi kufundziseka ngekusetjentiswa kwemakhondomu ebesilisa nebesifazane;
- tikhutsate kufiundzisana kwabontsanga kanye nemafuba ekufundzisana langaphandle kwalahleliwe;
- tivete emafuba ekukulandzelela lokwentiwako, kulondvonywe, kuhlatiwe, kubukisiswe kabusha nakudzingekele.

6.3.Tinhlelo leticondzane ngco netebulili

(a)Tonkhe tinhlelo kumele tibunike ngekulingana bulili emafuba , kubuye kube ngiso lesi futsi nakufikwa etinhlangoeni tebantfu labaphila eveni, kungakhetfwa futsi kutsi ngebesilisa noma ngebesifazane.Loku kufaka

ekhatsi kutsi kube khona litfuba lekucondzana nabomake-ngco njengoba nabobabe baniketwa lakabo. Kumele kukhumbuleke kutsi bahlangana netinkinga ngekwehlukana emsebentini.

- (b) Kwatiswa kwabomake kumele kube ngulokubenta bacaphele , babuye bakhone kubhoboka ngetingoti labahlangabetana nato tekutfol ligciwane le-HIV, ikakhulukati bomake labasebancane labasesimeni lesibucayi kakhulu sekutfola leligciwane.
- (c) Imfundvo kumele ikhone kwenta bomake nabobabe basocondze simo lababhekene naso bese kuba khona labakwentako ngekungabibikho kwematfuba lalinganako ekhatsi kwalabadvuna nebesifazane emsebentini. Indzaba yekuhlukubetwa nekulwisana kumele itekwe ngekwehlukana naletinye tindzaba, kucondzanwe nayo-ngco.
- (d) Tindhlelo kumele tisite bomake kutsi bawacondzise emalungelo abo, emsebentini nangaphandle , futsi tikhone kubanika emandla ekutivikela.
- (e) Kufundziswa kwabobabe kumele kufake ekhatsi emasu ekwandzisa lwati ngalolubhubhane, kulumkela ingoti yekutfola ligciwane le-HIV/AIDS kanye nebuciko bekwenyusa lizinga bobabe labatihlupha ngalo kuvikela lolubhubhane.
- (f) Kumele kwakhiwe tindhlelo leticondzene –ngco nabobabe labatitabane ngekubambisana netisebenti kanye nalabemele tona tisebenti.

6.4. Kuchumana netindhlelo letikhutsata temphilo

Tindhlelo tekufundzisa ngalolubhubhane kumele tichumane , nakwenteka, naleto letikhutsata temphilo letifaka ekhatsi letikhuluma ngekufucutwa kwetidzakamiva, kudzikibala kanye nemphilo yesimo sekutalana endzaweni yemsebenti. Emabandla lakhona ekweluleka ngalolubhubhane noma emakomidi labhekene nemphilo nekuphepha kwetisebenti angemasango lakahle ekungenisa imikhankhaso yekwatisa nge-HIV kanye netindhlelo tekufundzisa ngalolubhubhane. Lokuchumana kumele kukhone kubeka ebaleni ingoti lekholako yekwandza kwekutsatselwana kwaleligciwane ekusetjentisweni kwetinyalitsi tekufocela tidzakamiva emtimbeni. Kumele futsi kubeke ebaleni kutsi kudzwakwa tjwala netidzakamiva kuholela ekutseni umuntfu abesesimeni sekungakhoni kulumkela ligciwane le-HIV/AIDS.

6.5. Tinyatselo letiphatsakako tekukhutsata ingucuko ekutiphatseni

- (a) Tisebenti kumele tiniketwe tifundvo letingito , letingenamaphutsa naletihambelan nesikhatsi letikuto ngemasu ekwehlisa lizinga lekutsatselwana kweligciwane le-HIV, kantsi lapho kufanele khona , emakhondomu alabadvuna nebesifazane kumele tiniketwe.
- (b) Kumele kube netindhlelo yekufundzisa ngesidzingeke sekutsi tifo letitsatselwana ngekulalana njengabogcunsula , kanye nesifuba semoya, kumele kusheshe kwelashiswe . Letindhlelo kumele tifake ekhatsi

kufundziseka kabanti ngekusetjentiswa ngendlela lephephile kwetinyalitsi yekujova .

(c) Etisebentini letibomake kepha leteswele timali imfundvo kumele ifake ekhatsi emasu ekuffola tinkosolo noma imisebentana letawungenisa imali yekwelekelela umholo. Loku kungaba kubaniketa lwati ngemisebenti lengabangenisela imali, indlela yekwenta sicelo sekungatseliswa nalamanye emasu ekungenisa imali yekwesekela umholo.

6.6. Tindhlelo letifinyelela emimangweni.

Bacashi, tisebenti kanye nemabandla labemele kumele bakhutsate tindhlelo tekwatisana netekufundzisa ngekuvikelwa kanye nendlela lekumele kuhlangebetwane ngayo nalolubhubhane emimangweni , ikakhulukati etikolweni. Kumele kukhutsatwe futsi kutsi bantfu batihluphe ngekutimbandzakanya netindhlelo letifinyelela emimangweni ngoba kulapho batfola khona ematfuba ekubhobhoka ngesimo labakuso bese netisebenti lesetiphila neligciwane le-HIV/AIDS titive temukelekile tingasabandlululekanga. Letindhlelo kumele tifezwe ngekubambisana nemabandla lemiswe live noma imimango emphini ye-HIV/AIDS.

7. Kucecesha

Kucecesha kumele kucondzane kubuye kwemukeleke kulawo macembu lehlukene laceceshwako: bomelinjeni, tindvuna nalabasebenta emahhovisi; tisebenti kanye nalabatimele ;labacecesha baceceshi (labadvuna nebesifazane); labafundzisa bontsanga yabo, lababhekene nemphilo nekuphepha kwetisebenti emsebentini, kanye nebahloli betindzawo temisebenti. Tindlela letisetjentiswako lapha kumele kungabi nguletitawubita ngasetindlekweni. Sibonelo kungaba kutsi ifemu icele kusitwa yiminyango leseiyivele inabo beluleki nebaceceshi , kwebelekwe bona noma –ke ifemu iceceshise bayo beluleki nebafundzisi. Emathulusi ekufundzisa anakwehlukahlukana, kuye ngekutsi timali tiyatfolakala yini. Lamathulusi angentelwa lawo makhasimende lakhona nome leto timo tabomake nabobabe letikhona.

Baceceshi kumele nabo baceceshwe kute batokhona kubhekana netimo lapho kuba khona lesebabandlululeka emsebentini., ikakhulukati lababandlululeka ngenca yeluhlanga lwabo noma sicheme semphilo labatiffola bakuso. Kumele kwekufundzisa bakulombe emibikweni yeluhlolo lolwentiwe. Baceceshi labakahle ngulabo lekuffolakala kutsi basebenta khona endzaweni yemsebenti , kantsi-ke vele kufundzisa kwabontsanga kukhutsatwa kakhulu kuto tonkhe tigaba. Kumele kubesuluhlelweni lwefemu lwekucecesha ngemnyaka, lekumele luhlanganiswe ngekubambisana nalabemele tisebenti.

7.1. Kuceceshwa kwabomelinjeni, tindvuna kanye nalabasebenta emahhovisi

Ngetulu kwekutimbandzakanya netinhlelo tekwatisana nekufundzisana ngalolubhubhane leticondzene nato tonkhe tisebenti, tibondza tasemsebentini nabomelinjeni kumele kufundziswe ngako khona :

- batokhona kuchaza babuye baphendvule ngemigomo yefemu lebhekene ne-HIV/AIDS;
- batoba nelwati lolujulile nge-HIV/AIDS kute batokwati kusita letinye tisebenti kutsi tingedukiswa tindzaba letingesiwo emaciniso nge-HIV/AIDS emsebentini.
- Batokwati kuchaza ngekubaluleka kwekutsi lesebaphila neligciwane le-HIV/AIDS emsebentini bakhone kutfolelwa tindzwo tekuhlala letitabenta bachubeke nekusebenta.
- batfole babuye bakhone kulandzelela kutiphatsa kwetisebenti, moma imikhuba yekubandlululana ngekutsi-nje kukhona lesebephila neligciwane le-HIV/AIDS
- bakhobne kweluleka ngematfuba ekwelaphiseka netincephetelo tetimali letitfolakalako.

7.2. Kuceceshwa kwalabacecesha bontsanga.

Labacecesha bontsanga kumele batfole kuceceshwa lokucondzene ngco nalabatakwenta ngalokutse-caca khona :

- batokuba ngulabajulile ngelwati lwekuvikela kwandza kwe-HIV/AIDS, bakhone kufundzisa ngeligcabi nangesibindzi eluhlelweni lonkhe lwekwatisa nekufundzisa noma incenye yalo.
- batokuba ngulabasheshe batsintseke nasekunesimo sekubandlululana ngeluhlanga noma ngeticheme temphilo yekwasecasini umunfu latikhetsesele kuphila kuto , noma-ke kubandlululeka ngemasiko;
- Batokhona kuchumana babuye balombe imigomo lebhawle ngulamanye emafemu , lefaka ekhatsi imigomo yekuhlukubetana ngekwasecasini noma kuhlukubetwa kwalabakhubatekile emsebentini;
- Batokhona kwenta kutsi labo labasebenta nabo bakhone kubona tingoti letingabenta batfole ligciwane le-HIV/AIDS;
- Bakhone kukhokhela tisebenti lesetiphila neligciwane le-HIV/AIDS kutsi bakwati kuchubeka nemphilo noma lesimo sibita.

7.3. Kuceceshwa kwalabemele tisebenti

Labemele tisebenti kumele ngetikhatsi tekusebenta batfole kuceceshwa khona :

- batokwati kuchaza babuye baphendvule imibuto ngemgomo we-HIV/AIDS emsebentini;
- batokwati kucecesha letinye tisebenti etinhlelweni tekufundzisana;
- batokwati kulandzelela indlela tisebenti letitiphatsa ngayo emsebentini, imikhuba yekubandlululana noma kunukana kutsi kukhona labane-HIV/AIDS , khona batokwati kulangabetana naleto tinkinga tekutiphatsa kwetisebenti.
- Batosita babuye bemele tisebenti letiguliswa tifo letimema ku-HIV/AIDS kutsi tibe netindzawo tekuhlala letivumelana nesimo lesebakuso nabacelwa ngito tisebenti.
- Bakhone kukhokhela tisebenti kute tehlise lizinga lekutfole ligciwane le-HIV/AIDS
- Batokuba ngulabafundzisekile nge-HIV/AIDS kute batokwati kwatisa tisebenti ngekwandza kwe-HIV/AIDS.
- Bacinisekele kutsi noma ngabe hlobo luni lwelwati labanalo ngesisebenti lesesiphila neligciwane le-HIV/AIDS, kube sifuba sabo.

7.4. Kuceceshwa kwalababhekene nemphilo nekuphepha kwetisebenti

Ngetulu kwekutsi tonkhe tisebenti tihlale tinelwati ngeinhlelo letentelwa tona ngalolubhubhane, lababhekene nemphilo kanye nekuphepha emsebentini kumele batfole kuceceshwa kabanti ngalabamele bakwente kuletinye tisebenti khona :

- batokuba nelwati lolujulile ngemasu ekuvikela kwandza kwe-HIV/AIDS kute batokwati kufundzisa kahle leletinye tisebenti;
- Batokhona kusihlatiya kahle simo sasemsebentini babone nalokumele kuguculwe noma kwentiwe ncono kute kutonciphisa tingoti tekutsi tisebenti tiffole ligciwane le-HIV/AIDS
- Batobona futsi kutsi umcashi uyakhona yini kuveta simo lesikahle sekusebentela, lokufaka ekhatsi kuba khona kwematfuba elusito lwekucala loluphephile;
- Batociniseka kutsi lwati nge-HIV/AIDS, nalukhona, luhlala lusifuba salowo losati njengoba kungumhambo wemgomo wetekwelapha lobita kutsi imfihlo ngesifo iphumele ebaleni ngekulandzela tiphakamiso tenhlangano yetisebentie emhlabeni (ILO) letibhekene nenchubo kanye nekuvikelwa kwetisebenti;
- Batokhona kukhokhela tisebenti kute tehlise lizinga lekufaka imphilo yato engotini;

- Bakwati kweluleka tisebenti nalapho tingelashwa khona emsebenini noma ngaphandle.

7.5. Kuceceshwa kwebahloli bemafemu netinzawo temsebenti

Tiphatsimandla kumele tente siciniseko kutsi bahloli bemafemu netinzawo temisebenti balungele ngalokwenele kutsi bafeze insayeya yabo yekweluleka, yekwenta siciniseko kutsi kusetjentiswana ngendlela lekahle, ikakhulukati mayelana nekuvikelwa kwe-HIV/IDS etinzaweni temsebenti. Kukufeza loku, kumele baceceshwe ngalokutse-caca ngekuvikelwa kwekwandza kwe-HIV/AIDS kanye nekuvikeleka kwetisebenti. Lokuceshwa kumele kufake ekhatsi:

- kwatiseka ngendlela yokusebenta kwenhlangano yetisebenti emhlabeni (ILO), ikakhulukati sivumelwano sekubandlululana (emsebenini) semnyaka wa-1958 (lesingunombolo 111), kanye nemitsetfo yelive nenchubo.
- kukhona kwatiseka tisebenti nebacash kabanti nge-HIV/AIDS.
- kukwazi kufaka tihloko te-HIV/AIDS emihlanganweni yokwatisana ngalokumele kwentiwe emsebenini noma lapho lakuvele khona lifuba lekufundzisana ngalokutsite.
- tindlela tekusiza tisebenti tekubona lapho sekwephulwe khona, noma sekunyatseleke khona emalungelo etisebenti mayelana nesimo sato nge-HIV/AIDS.
- Buciko bekucoca nekuhlaliya tinombolo letimele simo se-HIV/AIDS emisebenini nangabe kunesidzingeko seluhlolo lesihambisana nalomtsetfonchubo.

7.6. Kuceceshwa kwetisebenti letiseminyango lephatselene nekutsintsana netingati tebantfu nalokunye lokusamanti lokusemtimbeni wemuntfu.

Tonkhe tisebenti kumele ticeceshwe ngekugwema kungenwa ligciwane le-HIV nakubekhona ingoti emsebenini, tibuye tifundzise nangelusito lwekucala. Loluhlelo kumele lute nekucesha:

- ngekuniketa lusito lwekucala;
- ngekulumukela ingoti yokutsintsana nengati leseyineligciwane noma lokunye kwemtimba lokusamantana (bona sithasiselo II)
- kusebentisa emathuluzi ekuvikela tisebenti.
- etindleleni lekumele tilandzelwe nangabe umuntfu atsintsane nengati noma lokusamantana kwemtimba;
- ngemalungelo ekuncephelelwa tisebenti letinawo nakuvele ingoti emsebenini, kubuye kube nekugcizelela kutsi kulumukela lengoti akubi kuphela lapho sekwatiwa khona kutsi umuntfu uneligciwane le-HIV/AIDS, kepha noma ngabe kukubani.

8. Kuhlola ingati

Kuhlola ligciwane engatini akukamele kwentiwe emsebenzini ngaphandle kwasesimani lesichazwe kulomtsetfonchubo. Akudzingeki, futsi kwephula emalungelo etisebenti kubuye kwehlise nesifuntsi sato: umphumela wekuhlolwa kwengati kungenteka kugcine sekufohlele etindlebeni letingakafanele, ubuye usebentiseke kabi, kantsi futsi kuvuma kwesisebenti kungatfolakala kutsi kwenteke ngoba besiphoccelelekile ngandlela tsite kutsi sihlola ingati. Nangaphandle kwenzawo yemsebenti, kuhlolwa kwengati yesisebenti kumele kwenteke nangabe sisebenti sitivumele sona sesikhokhelekile, futsi sihlolwe kuphela ngumuntfu logunyatwe ngekwemtsetfo kutsi ente loko ngendlela letoba sifuba sakhe .

8.1. Kwalelwa kucashwa

Kuhlola ingati akukamele kutsi kweswelakale nakucashwa noma kube sidzingeko nangabe umuntfu usafuna kuchubeka nemsebenti.noma ngabe nguluphi luhlobo lwekuvivinya loluvame kwenteke, lokungaba kuhlola kutsi umuntfu unemandla kangani lolwentiwa umuntfu angakacali kusebenta, noma loluhle lwentiwa etisebentini, akukafanele lufake ekhatsi kuhlola ngenkhani ligciwane le-HIV/AIDS.

8.2. Kwalelwa kutsatsa umshwayilense

- (a)Kuhlola ingati akukameli kwesweleke nangabe umuntf abhaliselwa timpesheni, timbashana tekutiphilisa, imishwayilense naletinye tincephetelo letitfolakalako.
- (b)Tinkampane temishwayilense akukafaneli tiphoccelele bantfu kutsi bahlolwe ingati ngaphambi kwekutsi tivume kubemukela njengemalunga. Bangabalela timali tabo etikwetinombolo letikhona tesive sonkhe, hhayi kufuna lokudalula umuntfu ngesimo sakhe seligciwane.
- (c)Bacashi kumele bangavumi kutsi tinkampane temishwayilense tihlola bantfu babo ingati, futsi konkhe labakwatiko ngetisebenti akukafanele nani bakunikete tinkampane temishwayilense, kepha akube sifuba sabo njengalokubhekekile.

8.3.Kulandzelela lolubhubhane

Kulandzelelwa kwesimo salolubhubhane ngekuhlola ingati kungentiwa ngaphandle kwekufaka emagama etisebenti emiphumeleni kutsi titfolakele tikusiphi simo,kanye nangekulandzela imibandzela leyatiwako yelucwaningo, kukhumbuleke kutsi lokwatiwako ngalosahloliwe kusifuba, ngete kutekelwa labanye bantfu. Lapho kwentiwa khona lolucwaningo, tisebenti nebacashi kumele batiswe kutsi luyentiwa. Lwati lolutfolakele lapho akukamele

lusetjentiswe ekubandlululeni sisebenti noma tisebenti. Ngete-ke kwatsiwa bekuhlolwa ngaphandle kwekusebentisa emagama etisebenti nangabe ikhona indlela sisebenti lesiffolakele sinaleligciwane lesingadaluleka ngayo.

8.4. Kuhlola ingati ngekutsandza kwakho

Kungenteka letinye tisebenti titikhetsela ngekwato kutsi tihlolwe ligciwane , lokungaba sincumo lesihambisana neluhlelo lwekutinikela ngaphandle kwekuphocelwa. Kuhlola ingati ngekutikhetsela kungentiwa kumuntfu ngemabandla laniketa lusito emimangweni, hhayi emsebentini. Lapho kunemfolamphilo noma sibhedlela, lofuna kuhlola ingati angaya khona . Kumele noko kube khona incwadzi lekhomba kutsi sisebenti sitikhetsela kuhlola ingati emva kwekwelulekana ngalokuphelele nelibandla lelimele tisebenti. Kumele leso sisebenti sihlolwe ngumuntfu loneligunya ngekwemsetfo kutsi ente njalo, futsi locondzisisako kutsi lakutfolile ngesimo saleso sisebenti kusifuba sakhe. Kumele sisebenti sikhokhelwe ngendlela lengabandlululi ngebulili sisetawuhlola leligciwane nalapho sesihloliwe , lokwenta kutsi sicondzakale simo nenhloso yekuhlola ingati, buhle nebubi bako, kanye nendlela imiphumela inekutsikameta ngayo imphilo yaso.

8.5. Kuhlola ingati nekwelashwa nangabe asebentele lapho angaffola khona ligciwane.

- (a) Lapho kunengoti yekutsi umuntfu atsintsane nengati yemuntfu, noma lokusamantana kwentimba noma ticubu tenyama, indzawo yemsebenti kumele ibe nayo indlela yekuphunga leso sehlakalo.
- (b) Nangabe kukhona sisebenti lesibesengotini yekutsintsana nalesekunukubetwe tingati yemuntfu leneligciwane emsebentini, kumele lowo muntfu asheshe akhokhelwe kute atokhona kubhekana naso, abuye atiswe ngekwelashwa kwakhe, sidzingeko sekuyawuhlola ingati kanye nangako konkhe lokulandzelwako nangabe umuntfu abe sengotini yekutsintsana nengati yemuntfu leneligciwane, bese umikiswa esibhedlela lesitakumsita. Nasekwentiwe konkhe, kumele kuphindze kubekhona kulandzelela lokutakwenta kutsi sisebenti sikhone kucondza emalungelo aso ekubonana nem'meli siphindze sikhone kutfola kuncephetelwa.

9. Kunakekela nekwesekelwa

- (a) Lapho kunengoti yekutsintsana nengati yemuntfu, lokusamanti lokuphuma emtimbenin noma ticubu tenyama , indzawo yemsebenti kumele ibe nayo inchubo leyatiwako yekubhekana nengoti yekutsintsana nengati yemuntfu emsebentini.

(b) Nakwentekile kwaba nesisebenti lesitsintsene nengati noma lokusamantana lokuphuma emtimbeni, kumele sikhokhelwe kahle ngesimo lesibhekane naso masinyane -nje, sitjelwe nangematfuba ekwelashwa, buhle bekuyohlola ingati nalokunye lokungaba lusito kumuntfu losatsintsene nengati emsebentini, bese kuba ngematfuba ekumendlulisela lapho anekwelashwa khona ngendlela lefanele. Nasekuphele kuhlatiya ingoti levelele leso sisebenti lesitsintsene nengati, kumele sembulwe ngematfuba ekuyisa indzaba yaso kubameli kute sitokhona kuncephetelwa.

Umfelandzawonye , kunakelela nekwesekelana kumele kube nguyona mphilo lehaba embili etindzaweni temsebenti kulesimo se-HIV/AIDS. Kumele kube nendlela yekukhutsata kubhobokelana, kwemukelana kanye nekwesekelana kulabo lesebaphumele ebaleni ngesimo labakuso se-HIV/AIDS, bese kuba siciniseko sekutsi ababandlululwa, futsi ababekwa emabala. Kwehlisa kubhoka kwelubhubhane lwe-HIV/AIDS endzweni yemsebenti , kumele ifemu itihluphe ngekuveta ematfuba ekukhokhelwa kwetisebenti nge-HIV/AIDS, iphindze yente siciniseko kutsi lesebaphila naleligciwane kanye nalabatsikametiswe ngilo bayesekelwa .

Lapho kunemitfolamphilo khona noma tibhedlela emsebentini, kumele labantfu belashwe ngendlela lefanele. Lapho kungenasibhedlela , kungenamtfolamphilo, tisebenti kufnele tatiswe kutsi tingelashwa kuphi ngaphandle. Kuchumana lokufana naloku kuta nematfuba ekutsi lusito lungagcini ngetisebenti kepha lufinyelele nasemindenini yato, ikakhulukati bantfwabato. Kubambisana ekhatsi kwabohulumende, bacashi, tisebenti netinhlango tato kanye nalabanye labatsintsekako kwenta kutsi uphumelele umkhankhaso wekuhlangabetana netidzingeke tesive tekulwa nekwandza kwalolubhubhane.

9.1. Kulinganiswa naletinye tifo letibucayi

- (a) Kubaneligciwane le-HIV kanye nekuguliswa tifo letichakela ku-AIDS kumele kuhlangabetwane nako endzaweni yemsebenti ngendlela lefanako naletinye tifo letibucayi noma timo.
- (b) Tisebenti lesetiphila ne-HIV/AIDS kumele tiphatseke ngendlela lefanako nalesetjentiswa etisebentini letinetifo letehlukile letibucayi nasekulungiswa timbasha tetincephtelo kanye netindzawo tekuhlala letivumelana nesimo labakuso.
- (c) Nangabe-nje tisebenti tisengakhona kuchubeka nekusebenta ngekubona kwabodokotela, kumele tingacitfwa, tikhone futsi kuba nematfuba ekushintjela kulenye indzawo yemsebenti letifisa kusebentela kuyo ngaphandle kwemicabo.

9.2. Kukhokhelwa

- (a) Bacashi kumele batikhutsate tisebenti lesetiphila ne-HIV/AIDS kutsi titihluphe ngekuyotfolala lusito ngaphandle kwenzawo labacashwe kuyo, nekutsi basebentise luphiko lwetempilo nekuphepha lolusemsebentini wabo noma kukuphi-ke encenye labangasitakala khona, nangabe nakhona kusetjentwa ngendlela leyemukelekako yekugcina sifuba ngalokwatiwa ngesisebenti.
- (b) Kute loku kuphumelele, bacashi kumele babukisise naku lokulandzelako:
- kutfola tati , emabandla lakhutsata umoya wekutsitana ekuhhamuleni ,ekwelulekeni kanye nasekwelapheni labaguliswa tifo letichakela ku-HIV/AIDS emangweni noma esigodzini;
 - kutfola tinhlango letitinte emangweni, letinelwati lwekwelapha kanye naletite kutosita tisebenti ekuhlangabetaneni netidzingeke te-HIV/AIDS.
 - Kusibonisa sisebenti kutsi kumele sibonane nadokotela noma labaniketa lusito lwetempilo labasemtsetfweni kutohlola nekutokwelapha nangabe besingelashwa sisebenti, noma ke bacashi basite sisebenti kutsi siffole labatawuniketa lusito labasemtsetfweni kuselapha nangabe sisete.
- (c) Bacashi kumele batinike tisebenti sikhatsi lesenele kuyokhokhelwa nge-HIV/AIDS nekuyakwelashwa ngekulandzela imigomo yelive lebekiwe.
- (d) Kumele tisebenti tikhokhelwe ngaphandle kwetindleko, futsi kucondzane naletidzingeke letikhona ngekwehlukana ekhatsi kwabobabe nabomake nakudzingekele.Kungaba yintfo lenhle kuncutfulisa kuhulumende noma etinhlangoanweni tato tisebenti nomake ngumaphi lamanye emabandla latsintsekako emphini ye-HIV/AIDS.
- (e) Labemele tisebenti kumele, nabaceliwe , basisite sisebenti lesesiphila ne-HIV/AIDS kutsi tikhokhelwe bantfu labacecehiwe.
- (f) Labo labatikhokhelako tisebenti batatise ngemalungelo netincephetelo letifolakala kahulumende nasemisebentini, noma-ke kulemiye iminyango lebhokene nekusita sive kutsi sikhone kujamelana ne-HIV/AIDS.
- (g) Nangabe kubekhona ingoti yekutsi bantfu batfole ligciwane le-HIV/AIDS basemisebentini, bacashi kumele batinikete leto tisebenti litfuba lekuyawutfolala kukhokhelwa ngalolubhubhane nesikhatsi semisebenti labatawubhadalwa kuso.

9.3. Lusito lwetempilo emisebentini nalokuletinye tindzawo

- (a) Labanye bacashi banekubasetfubeni lekusita tisebenti tabo kutsi tifyecele emaphilisini ekutsintsibeta ligciwane le-HIV/AIDS.Lapho kunemitfolamphilo khona noma tibhedlela emisebentini , lusito kumele luniketwe ngekubambisana nahulumende kanye nowo onkhe

emabandla latsintsekako ekwesekeleni leto tisebeni lesetiphila neligciwane le-HIV/AIDS.

- (b) Lusito lwaloluhlobo lungafaka ekhatsi kuniketa emaphiliisi ekutsintsibeta ligciwane le-HIV/AIDS (ARVs), kukhokhelwa ngekudla lokufanele kanye nangeticinisamasotja emtimba , bese kuba ngemasu ekuhhamula kuhlala ngekwephuka emoyeni nekudzikibala, noma-ke indlela yekwelapha tifo letichakela ku-HIV/AIDS letifaka ekhatsi tifo lettfolakala ngekulalana nesifuba semoya.

9.4. Kuchumana netinhlelo tekutifufukisa letentiwa emimangweni

Nakwenteka , tinhlango tetisebenti kanye nalababhekene netemphilo emsebentini kumele bavete emafuba ekubunjwa kwemabandla ekutisita endzaweni yemsebenti noma-ke bente siciniseko kutsi lesekumele bendluliselwe embili kulamanye emabandla noma iminyango kuyotfolaluso balekelelwe.

9.5. Timbasha letitfolakalako.

- (a) Bohulumende, ngekubambisana nalabasebentisana nabo, kumele bente siciniseko kutsi ngaphansi kwemitsetfo yelive nenchubo timbasha tekutiphilisa letitfolakalako atibabandlululi lesebaphila neligciwane le-HIV/AIDS, kepha tibatsatsa ngengabobonkhe labanaletinye tifo letimatima. Kumele futsi batihluphe ngekutfolalutinye timbasha leticondzene kakhulu nekulandzelelwa kweligciwane le-HIV/AIDS.
- (b) Tinhlango tebacashi kaye naleto tebacashi netisebenti kumele ngekubhobokelane nahulumende baciniseke kutsi kunesimo lesivumako kutsi kuhlangebetheke tidzingeko tebantfu lesebaphila neligciwane le-HIV/AIDS, loku kungafaka ekhatsi kutfolalako kwabo emaholo kanye nekufinyelela etikhwameni tekuhhamula simo salolubhubhane.

9.6. Timpesheni.

- (a) Bohulumende, Tinhlango tebacashi kanye netetisebenti kumele bente konkhe lokusemandleni kutsi tisebenti lesetiphila ne-HIV/AIDS kanye nemindeni yato atibandlululwa nakuvikelwa noma kuniketwa letinye tisebenti timbasha tekutiphilisa noma timali tetincephetelo. Loku kumele kwenteke nasetisebenti lekutfolakala kutsi tisengotini yekutfolalutinye ligciwane le-HIV/AIDS kanye nemindeni yato .
- (b) Letinhlelo kumele tibasite ngalokufanako lesebaphila neligciwane le-HIV/AIDS kanye nalabo labanaletinye tifo letimatima.

9.7. Kuba nesifuba

- (a) Bohulumende kanye netinkamane temishwayilense letiimele netisebenti kumele tente siciniseko kutsi lwati loluphatselene nekukhokhelwa, kunakelela, kwelashwa kanye nekutfolakala kwetimbasha tekutiphilisa kuba sifuba njengemininingwane yekwelashwa kwabo, kufinyelelwe kulo lolwati kuphela ngekulandzela timiso netiphakamiso tasemisebentini letihambelana nesimo selubhubhane lwe-HIV/AIDS, njengesiphakamiso lesingunombolo 171 sanga 1985.
- (b) Lamanye emabandla lekusetjentiswana nawo, lekungaba tetsenjwa nebaphatsi betinhlelo tetimbasha tekutiphila, kumele agcine yonkhe imininingwane lephatselene ne-HIV/AIDS njengoba bagcina leminyeye imininingwane yekwelapha tisebenti isifuba, futsi ngekulandzela tiphakamiso telibhukwana lelingumtsetfo-nchubo waka ILO locondzene netisebenti lesetiphila neligciwane -HIV/AIDS

9.8. Bacashi netinhlelo tekusita imindeni yetisebenti

(a) Njengaloku kubonakala kutsi lolubhubhane seluyinsindzabetjatsi, tindhlelo tekusita tisebenti kutawudzingeka kutsi tisungulwe noma letikhona tandziswe khona itofaka ekhatsi lusito lolungachakeliswa kululukhona kulangabetana netidzingeko tetisebenti njengemalunga emindeni lemhibahiba, kanye nekuyesekela leyo mindeni ngalokubonakalako. Loku kumele kwentiwe ngekubonisana netisebenti kanye nalabatimele, kantsi futsi kungentiwa ngekubonisana nahulumende nalabanye labatsintsekako kuye ngekutsi tindleko tinganani nekutsi tona tidzingeko tiluhlobo luni...

(b) Letinhlelo kumele tikunake kutsi bomake bavame kuhamba embili emsebentini wekunakelela labo lesebaguliswa tifo letichakela ku-HIV/AIDS. Kumele letinhlelo tihlangabetane netidzingeko tebantfwana lesebashonelwe batali bobabili ngenca ye-HIV/AIDS, labaseshweni lekuyekela sikolwa, Baphoceleleke kutsi batfole umsebenti bacashwe, babuye babesengotini yekunukubetwa ngekwasecansini. Letinhlelo tingentelwa endzaweni yemsebenti noma-ke leyo femu noma inkampane itesekele ngekubambisana noma kucelwe leminyeye iminyengo kutsi yente loko lengakwenta kulangabetana netidzingeko tetisebenti, imindeni yato kanye nebantfwana lesebatintsandzane ngenca ye-HIV/AIDS.

(c) Lusito lolwentelwa imindeni lungafaka ekhatsi;

- tikhatsi telivi /likhefu lekuyawubonyebonyeka ekhaya;
- simemo sekuyawungenela tindhlelo tekwatisa nekufundzisa;
- kutfunyelwa kulamanye emabandla ekwesekelana, lafaka ekhatsi lakhutsata kutsita;

- kusita imindeni itfolele sisebenti noma lelinye lilunga lawo lomunye umsebenti, yinkhani-nangabe loko akutsikameti ematfuba ekuya esikolweni;
- kuba netinyatselo leticondzna-ngco netinsayeya letitsite njengekwesekelwa kwemfundvo yasetikolweni, kuceceshelwa imisebenti yetandla kanye nekucatfuliswa ngemsebenti kuhlangabetana netidzingeko tebantfwana nensha leshonelwe batali bobabili ngenca ye-HIV/AIDS;
- kuba nekubambisana nabo bonkhe labatsintsekako kanye netinhlango letisebentela emimangweni , lokufaka ekhatsi tikolwa lapho kufundza khona bantfwana betisebenti;
- kubakhona kwelusito lolucondzene-ngco nemindeni yetisebenti noma lolwenta kutsi isitakale ngandlelatsite; kuphatfwa ngendlela kwetimali letiphatselene nekugula kanye netidzingeko temindeni.
- lusito lwebameli
- lusito kute sisebenti sicondzisise ngebameli labangasibukela indzaba yekugula nekufa kwaso ngenjongo yekutsi kwateke kutsi timali letifanele umufi tentiwa njani, nini futsi, kanye nekulungisa incwadzi yekwabiwa kwemafa;
- kusita imindeni kutsi ifinyelele etimpeshenini nasetimalini tetincephetelo;
- kuveta kutsi sisebenti sitfole timali leticondzene nato ngesikhatsi sitidzinga ekuguleni kwaso;
- kusita imindeni kutsi ifinyelele kubameli noma kubaphatsi betemphilo noma belulekwe ngalabanye bantfu noma iminyango lengaba nelusito.

Sithasiselo 1

Emaciniso nge-HIV/AIDS netinkhomba

Emaciniso nge-HIV/AIDS

Ligciwane le-HIV lelibanga i-AIDS litsatselwana ngalokusamantana kwentimba-ikakhulukati ingati, bantfu bewesilisa , imitfubi lephuma embimbini kanye nelubisi lwelibebe. Sekutfolakele kutsi leligciwane lingatsatselwana ngetindlela letine: Kulalana ngaphandle kwekutivikela nemuntfu losanalo (lokungulokuvame kakhulu); ingati noma lokwentiwe ngengati njengekutselelwa ingati leseyneligciwane kanye nekufalwa sitfo lesitsite emtimbeni wakho kantsi sitsatfwe kumuntfu lobekadze asaneligciwane le-HIV, noma kusetjentiswa kwetinsungulo temijovo lesetitsintsene neligciwane, noma kwekubhobosa tindlebe noma lesinye sitfo semtimba lesekuneligciwane; lingatfolwa nangumntfwana asesesiswini kunina noma asatalwa nasekumunyiseni. I-HIV ingete yatsatselwana ngekutsintsana lokwetayelekile , ngekukhwehlela, kuthimula nekucabuza, kusebentisa umthoyi munye naloneligciwane noma kwekugezela.. Ngete latsatselwana futsi leligciwane ngekusebentisa titja

tekudlela tinye noma kudla kudla lokuphekwe ngumuntfu losaphila nalo; alitsatselwana ngekusutelwa timbuzulwane kanye naletinye tilokatana.

Ligciwane le-HIV liwenta abe butsakatsaka emasotja emtimba , abese ayehluleka kulwa nekugula lokungena emtimbeni. Umuntfu angaphila iminyaka lelishumi noma ngetulu asangenwe ligciwane le-HIV, kantsi esikhatsini lesinyenti usuke angenato timphawu tekugula, kantsi-ke angabatselala labanye ligciwane asekeso simo sekungabonakali. Timphawu tekucala tekuba naleligciwane tifaka ekhatsi kuhlala ngekudvumateka emoyeni, umshako, umkhuhlane, kufiphateka kwengcondvo lokufaka ekhatsi kusheshe umuntfu akhohlwe, kuncipha emtimbeni, kukhwehlela lokungapheli, kucubuka kakhulu, libhande netilondza emlonjeni, kuvuvuka kwemadlala. Tifo letichakelako njengemdlavuta, kuvuvuka kwebuchopho, inkinga emaphashini lebanga kungaphefumuli kahle, kanye nesifuba semoya bese kutfola litfuba nangabe umtimba sewunemasotja labutsakatsaka. Noma tikhatsi tekugula titsatfwa njengalethambisana nekwehla kwelizinga lekucina kwentimba, I-HIV/AIDS ivame kugcina imbulele umuntfu. Lusentiwa lucwaningo lwekutfola imitsi yekwelapha lesebaphila ne-HIV/AIDS, kepha kusete kwanyalo. Emaphilisi ekutsintsibeta i-HIV/AIDS akhona kepha akamelaphi umuntfu, enta kutsi aphile sikhatsi lesidze ngoba ayakutfoba kubhoka kwaleligciwane emtimbeni. Kwanyalo lamaphilisi adulile lokwenta kutsi labanyenti labawadzingako bangawatfoli., kepha -ke lesimo siya ngekugucuka. Kakhulu. I-HIV ligciwane lelingakagwami kangako, liphila etimeni letimbalwa kakhulu.. Lingena kuphela emtimbeni nakunesilondza, alikwati kutidzabulela sikhumba lingene . Kuvikelwa kwaleligciwane ngako-ke kufaka ekhatsi kuciniseka kutsi kunengadibe yekulivimbela , njenge-khondomu nomake yini lengalivikela leligciwane njengabotapolo bekufakwa esandleni nebekumbonya umlomo, bese kwentiwa siciniseko sekutsi kwekubhobosa tindlebe kuhlanteke ngalokugculisako kungakasetjentiswa kulomunye umuntfu, leligciwane liyafa lingahlangana nemakhatsakhata ekuyocula ngenge-*spirit* nemanti lashisako. (bona sithasiselo II)

Tinombolomlandvo kanye nekutsikametiseka kwetisebenti

Ekupheleni kwemnyaka wa-2000, bantfu labangetulu kwetigidzi letingemashumi lamatsatfu nesitfupha (36 million) besebaphila neligciwane le-HIV/AIDS, babili kulabatsatfu kulabantfu bekungulabahlala esifundzeni lesingentasi kwelugwadvule lwe-Sahara. Cishe bantfu labatigidzi letingemashumi lamabili natimbili (22 million) sebafile ngenca ye-HIV/AIDS; Ngemnyaka wa-2,000 kuphela kwafa bantfu labatigidzi letintsatfu (3 million) .

Tonkhe tifundza temhlaba , labadzala nalabancane batsikametisekile ngenca ye-HIV/AIDS, kantsi sifundza lesisentasi nelugwadvule lwe-Sahara sitsintseke kakhudlwana njengaloku sebatigidzi letingemashumi lamabili nesihlanu (25 million) bantfu lesebaphila naleligciwane khona. . E-Asia bangetulu kwetigidzi

letisitfupha , E-Latin America nase-Caribbean balinganiselwa etigidzini letimbili (2 million) ; bangaphansi kwsigidzi Emelika, Hhafu wesigidzi eNshonalanga Europe , bangemakota lamatsafu esigidzi (750,000) e-Europe kanye nasenkhabeni ye-Assia . Cishe bangu-hhafu wesigidzi (500,000) eNyakatfo Africa naseMphumalanga lesekhatsi. Noma indlela lekutsatselwana ngayo leligciwane imhibahiba , tonkhe tifundza tibhekene nekukhula kwelizinga lekutsatselwana kwaleligciwane.

Umpfumela wekufa kwebantfu ngenca ye-HIV/AIDS e-Africa ukhomba kutsi ngemnyaka wa-2010, emaveni langemashumi lamabili nemfica ukhomba kutsi kuyobe kuphila hhafu webantfu labakhona lamuhla njengaloku kufa labangetudlwana kwalababili ekhulwini. Kunetinkhomba noko temiphumela leyehlukene endleleni labadvuna nebesifazane bahlaseleka ngayo, lokufaka ekhatsi umehluko ngeminyaka njengoba kumave lamanyenti besifazane batfola ligciwane le-HIV/AIDS basebancane kakhulu kunalabadvuna ; kulabasandza kutfola ligciwane le-HIV e Africa, hhafu ngubesefazane. Labahlaseleke kakhulu ngulabaneminyaka lesekhatsi kwalelishumi nesihlanu (15) kuya kulabangemashumi lamane nemfica (49) labasenemandla lokwenta kutsi imindeni yabo lebebayiphilisa kanye nesandla lebebasifaka entfutukweni yemnotfo kusuke sekulahlekile. Inhlango yetisebenti emhlabeni (ILO) itilinganisela etigidzini letingemashumi lamabili (20 million) tisebenti lesetiphila ne-HIV/AIDS mhlabawonkhe. Linani letisebenti emaveni lahlaseleke kakhulu liyakube lehle ngalokulinganiselwa eshumini ekhulwini (10%) kuya emashumini lamatsafu ekhulwini (30%) ngemnyaka wa-2020 kantsi bekungayukuba njalo kube bekungekho i-AIDS.; bantfwana labatigidzi letilishumi nakune (14 million) sebavele balahlekelwe batali ngamunye noma bobabili ngenca ye-AIDS, kantsi linyenti labo litawuphoceneleka kutsi liphume etikolweni liyokwetama inhlanhla emisebentini,, lekuyintfo letawubanga inkinga yekucashwa kwebantfwana.

Lubhubhane lwe-HIV/AIDS luyabatsikameta kakhulu lesebahlaselekile kanye nemindeni yabo, bese kuba yimimango labaphiula kuyo. Kunenkhomba kutsi simo siba sibi kakhulu kulabadzala nakulabancane labashonelwa ngulowo abebasita emphilweni yabo. Sikhebesi semuntfu ngamunye nesemndeni wakhe kuvakala emsebentini wakhe abewenta kanye nasemnotfweni welive..Lolubhubhane luhlasela ngetindlela letimhibahiba : kwehla kwemkhicito, kubandlululwa emsebentini, kubhoke kukhobosana ngebulili, kwandze ematfuba ekutsi kucashwe bantfwana, lokunye-ke kuba kulahlekelwa bantfu labakusito, kwandze tindleko tetemphilo netetimpesheni netincephetelo, vele nje kuweleke ngelitfunti lelimnyama ematfuba etemphilo endzaweni yemsebenti.

Timo letibanga ingoti yekuffola lolubhubhane

Emaciniso

I- AIDS ingena ngelinceba lapho emalungeno etenhlalakahle netemasiko asephulwe khona, kanye nalapho inchubo yemphilo yesive netembusave kunganakwa khona . Buphuya buvela njengembangela lenkhulu ekwandzeni kweligciwane le-HIV/AIDS; kungafundzi nekukhishwa umkhubulwano kwalabaphuyile kubenta babesengotini lenkhulu yekuffola leligciwane, kantsi buphuya empeleni buphocenele besifazane kutsi batfole kwekondla imindeni yabo ngekulalana nalabadvuna ngaphandle kwekutivikela. Kungadli kahle nekungakhoni kuhlala etindlini letikahle kanye nekungahlanteki kwenta kutsi umuntfu losaphila neligciwane le-HIV/AIDS timhlasele kalula tifo letichakela ku-HIV/AIDS.

Eluhlangotsini lwetenhlalakahle netemasiko, kungalingani ngetigaba emsebenzini nendlela lekuphatsanwa ngayo kwephetsela ekubeni kulalwane ngaphandle kwekwemukelana kahle. I-HIV/AIDS ingatsatselwana ngemijovo yekuchushutela ngayo tidzakamiza emtimbeni nayebilekwana kantsi seyinukubetwe nguleligciwane. Kunebufakazi futsi kutsi kunatsa tjwala nekusebentisa tidzakamiva kuyambangela umuntfu kutsi angakhoni kutsatsa tincumo letikahle tekutivikela ngaphambi kwekutsi alalane nalomunye noma ngaphambi kwekutsi asebentise umjovo wetidzakamiva losewusetjentiswe ngulomunye. Kubekwa emabala ngekutsi umuntfu sewuphila neligciwane le-HIV/AIDS kumenta kutsi akhetse kuhlala ngekubindza angasho kutsi sewunaleligciwane, lokwenta kutsi alandzise kakhulu. Kucindzetelwa ngemasiko ngalokutsite kanye nekuphika kutsi i-AIDS ikhona kufiphata ematfuba ekutsi kwateke kutsi seyihlasele kanganani emangweni naseveni lonkhe. Loku kwenta kutsi kubelukhuni kuhlala tindlela letitawuba nemiphumela lemihle emimangweni nakubantfu ngamunye.

Kutenhlalakahle netembusave, etiphitsiphitsini, kwentelwa phansi kwemandla emtsetfo nenhlembiso, kungabibikho kwesimiso lesemukelekako semtsetfo nekusetjentiswa kwawo, kanye nekwalelwa kwetinhlangano kutsi tisebentise emalungelo ato lafaka ekhatsi kubonisana ngetincumo, kwentela phansi ematfuba entfutuko nekutfufukiswa kwemphilo lebalulekile. Emaveni lamanyenti tindlela tetemphilo letinganakwa kahle ngetimali ngenca yetikweneti netinhlelo letidzambisa emandla emali akukaphumeleleki kuhlangebetana netidzingeke tekuvikela i-HIV/AIDS.

Kugocota ngalamafisha, simo sekubandlululana nekungawahloniphi emalungelo ebantfu, kwenta kutsi tisebenti tibesengotini yekuffola leligciwane tibuye tingakhoni kusimelela nekwemukela simo lesetikuso se-AIDS ngoba kuba lukhuni kutsi titikhetsele kuhlala ingati, kukhokhelwa, kwelashwa noma

kwesekelwa, futsi tiye tingasakhoni kuhlanyela emikhankhasweni yekwatisa nekuvikela.

Lokubangela kutsi lamanye emabandla etisebenti abe sengotini

Letinye tihlobo temsebenti nguletinematfuba lamanyenti ekungenwa kwetisebenti ligciwane le-HIV/AIDS kunaleminye imisebenti, noma-nje lokubaluleke kakhulu kutiphatsa, hhayi kangako umsebenti. Loku lokulandzelako luhla lwetinkhomba:

- umsebenti lofaka ekhatsi kuhamba, ikakhulu kuhambela futsi, tisebenti tehluwane nabomkato noma tingani tato;
- umsebenti losenzaweni lekhweshile kuletinye, lapho kungakhoneki kutsi tisebenti tiphilise kangako nalabanye bantfu, kubuye kungabi namatfuba lakahle ekwelashwa;
- umsebenti lotawuphokelela kutsi emadvodza ahlale odvwa;
- lapho tisebenti tingakhoni khona kutivikela kutsi tingangenwa ligciwane le-HIV/AIDS;
- umsebenti lapho kunemadvodza lamanyenti khona kantsi bomake bancane;
- umsebenti lapho tisebenti tinekutsintsa khona ingati yemuntfu, lokwentwe ngengati yemuntfu noma lokunye lokusamanti lokuphuma emtimbeni, kuhlatjwa yinalitsi yekutfunga nekutsintsa nengati leseyneligciwane, lapho kungalandzelwa khona imibandzela yekutivikela noma ingekho kahle.

Kuloluhlu kungengetwa “kungasebenti” lokutawumela timo lapho khona tisebenti tibutsana etindzaweni letitsite ngekwetsemba kutsi titawucashwa tiffole timadlana tekutiphilisa. kantsi setitawutfola ligciwane le-HIV/AIDS ngandlelatsite, noma-ke bantfu labadzingisiwe bashiya emakhaya noma labasetinkanjini tebakhoseli, laba-ke ngoba bahlala bangenti lutfo, bativa balahlwe, bese-ke batikhwankhwaswa ngekulalana, ikakhulukati bomake lekutfolakala kutsi seabhlala ngaphandle kwemadvodza.

Tidzingeke talabasebenta tinkosolo

Labasebenta tinkoso bahlala basengotini yekutfola ligciwane le-HIV/AIDS ngoba bavame kuba lapho tingekho khona kahle tindlela tekwelashwa netincephetelo letitfolwa tisebenti letisemisebentini lebhaliwe ngekwemtsetfo ngoba indlela labasebenta ngayo ayinaluhlelo lwekongela likusasa; kwesitsatfu kutsi....

Ngekusho kwembiko wemcondzisi jikelele wenhlangano yetisebenti emhlabeni (ILO) emhlanganweni wetisebenti wangemnyaka wa-1971, ligama lelitsi “litho” lisho imisebentana lemincane lekutfolakala bantfu

sebakhwishikhwishita kuyo bakhicita babuye batfumele imikhicito yabo nemandla abo lapha nalapha, kantsi ikakhulu bafaka ekhatsi bantfu labatimele , labaticashile emadolobheni emave lasakhula.. Labanye babo kutfolakala bacashe tinini tabo noma-ke labanye –nje bantfu nebasiti labasebentela etikwetimadlalana letinganganani , noma vele kubete naleyo mali yekucala lowo msebenti;

Kuletinye tikhatsi kutfolakala kutsi nalabo labasebentako bamane bayakhwishita-nje abakaceceshwa lokwenta kutsi nemkhicito wabo kungabi ngulohlambulukile, ungabatfolisi netimali letibhekile. Empeleni lona ngumsebenti longakhoni kukhonsa sikhatsi lesidze kulabo labasebenta khona. Kutsiwa ngematoko lemisebenti ngoba etikhatsini letinyenti ayikabhaliswa ndzawo, ayikho emabhukwini emisebenti ayibacashi labaceceshiwe nalabafundzile, nahulumende akayilandzeleli. Yimisebenti letichubekelako-nje ngaphandle kwekulandzela imitsetfo. Noma ngabe kukhona lapho ibhalise khona lemisebenti ivame kungabi ngulevikelekile njengaleminye imisebenti lebhaliwe ngalokuphelele lesemtsetfweni.. Labasebenta kulamatoho bavame kungabi ngulabahleleke kahle kutsi bangatentela lokutsite , kepha kutfolakala bakhwishikhwishita-nje emshikashikeni wekutiphilisa (fundza ngetinkinga temisebenti lengematoho , indzinyana 78 yanga 1991, Umbiko 1 (1).p.

Simo sekuba ngumsebenti wekwesikhashana nalontengantengako sisho kutsi kulova noma kukanye-nje kusho kutsi sekulimele ematfuba ekutsengisela kwakha imali noma ekukhacita. Ematohweni , kulahlekelwa sisebenti sinye noma letinyentana kungavula sikhala lesikhulu lesinekwephetsela ekuweni kwebhizinisi.. Nangabe umnikati walelitoho affola ligciwane le-HIV/AIDS , agule , bese uyashona , kusetjentiswa kwetimali tebhizinisi ekumelapheni, kumnakelela nasetindlekweni temngcwabo kuyawalimata ematfuba ekuchubekela embili kwebhizinisi., kuyishiye ingasenatimali, kushiye tisebenti lebesetiphila kulebhizinisi nemindeni yato setindzindzile.

Ematohweni lasemaphandleni , umtfwalo wekunakelela lowo losagula kuvame kutsi unciphise ematfuba ekutsi tinini takhe tikhone kusebenta emasimini , loku kwephetsele ekutseni kungabisabikhona umkhicito lomuhle wekudla , kungerne indlala lengenamkhawulo. Ekugcineni, sikhebesi sekwehla kwemnotfo sivakala kakhulu emisebentini lengematoho noma tintamakuphila ngenca yanaku lokulandzelako: kushabalala kwetimakethe nemakhasimende noma kuncipha kwemakhasimende ngenca yekutsi umnikati walebhizinisi abeselashwa ngetimali tebhizinisi yasala seyintengantenga.

Sikalo sebulili

Lubhubhane lwe-HIV/AIDS luhlasela bomake nabobabe ngekwehlukana nakubukwa ematfuba ekuba bucayi kwalobulili lobubili nemiphumela yakhona. Kusetizafu letibangwa yindlela besifazane bakheke ngayo ngekwendalo leyenta babesengotini lenkhulu kunabobabe, bese kuba sigaba sabo lesibekeke phansi emphilweni lesenta kutsi bangabinamandla ekutsatsa tincumo tekutivikela ekutfoleni ligciwane le-HIV/AIDS, sibuye sente kutsi imiphumela yekuhlasela kwe-HIV/AIDS ibe lukhunyanana kakhulu kubo kunakubobabe.

- Bomake labanyenti baseshweni lekwentelwa phansi ngekwasecasini kanye nakutemnotfo emendvweni yabo noma ebuhlotjeni labanabo netingani tabo, ngako-ke abakhoni kucela kutsi kulalwane ngendlela lephephile. Noma bale kulalwa ngendlela lengakaphephi..
- Kungabi nematfuba lalinganako emsebentini kwenta kutsi bomake babesengotini yekuhlukubetwa ngekwasecasini.
- Buphuya butfolakale buyimbangela lenkhulu yekutsi kubekhona labatfola ligciwane le-HIV/AIDS kantsi bomake ngubona babanyenti enanini lalabaphuyile emhlabeni; nakuphuyiwe ekhaya kuvame kutsi kube yintfombatana lekhokhwa esikolweni noma itsengiswe lapho kuphocenelewa khona kutsi bantfwana basetjentiswe ngalokungemtsetfo noma babe tიცila tekulalwa .
- Ematfuba ekutsi bomake bafinyelele emilayetweni yekuvikela i-HIV/AIDS afiphatwa kutsi babe ngulabangakafundzi, lekusimo lesikhungetse bomake kakhulu kunabobabe mhlabawonkhe-kulamanye emave sibalo sabomake labangakafundzi siphindzeke kabili kuleso sabobabe.
- Bomake ngibo labavame kutfolakala batfubeletela nalamanye emave , kantsi nabahlanganiswa nebantfwana labahamba nabo, baba bakhoseli labatfatfu kulabane; totimbili letimo letingetulu tita nematfuba labanti ekutfola i-HIV/AIDS. Lapho kusetiphitsiphitsi khona kuliwa, kuba nekwandza kwemikhuba yekudlwengulwa kwabomake ngemadvodza lakuleyomphi.
- Umtfwalo wekunakelela emalunga emndeni lasahlaselwe yi-HIV/AIDS kanye nebantfu bemango uvame kubasemahlombe abomake kanye nemantfombatana , lokwenta kutsi kwandze umsebenti emakhaya , kunciphe ematfuba ekukhicitela kutfola imali newekuya esikolweni.
- Imitsetfo leyengamele kwabiwa kwemphahla yemufi ngekubuka bulili lobutsite kanye nemakhosana ikhomba kutsi bomake lesebaphila neligciwane le-HIV/AIDS , lesebashonelwe ngemadvodza noma tingani tabo, lokukanye lesebadzingisiwe ngenca yekutsi sebaneligciwane le-HIV/AIDS, bese bemukwa ematfuba ekutfola timali letibhekene nabo

kanye nematfuba ekutiffutfukisa kutemnotfo ; loku kunekubaphocelela kutsi bagcine sebangenele ibhizinisi yekutfola imali ngekulalwa.

- Lucwaningo lolubekhona lukhomba kutsi basesimeni lesibucayi kakhulu bomake kunabobabe , futsi ngibo labaseshweni lelikhulu lekubekwa emabala nako konkhe-nje kubukeleka phansi lokuta neligciwane le-HIV/AIDS., ikakhulukati emaphandleni, lokwena kutsi becwaywe bangemukeleki kulabanye bantfu; loku kwenta kutsi baphoceleleke kutsi bakhwanye timali tekutiphilisa ngekulalwa ngunoba ngubani lokhona kubabhadala.
- Umsebenti lowentiwa bomake –lobhadalwako nalongabhadalwa –ubese uyatsikametiseka ngenca ye-HIV/AIDS: sibonelo kungaba kutsi , bomake banyenti kakhulu emisebentini lengematoho noma tintamakuphila lapho kungenamatfuba khona etimpesheni netincephetelo letihambisana nemsebenti lowentiwako, kungekho futsi netinhlelo tekwelashiswa emsebentini.
- Bancane bomake labatfola timali letitincephetelo tasemsebentini noma ematfuba ekwelashwa kunabobabe.
- Bobabe banemkhuba wekuba bobhongoza nabomabhozomela lokwenta kutsi bomake babesengotini yekulalwa ngaphandle kwekutivikela egciwaneni noma balalwe bangakavumi.
- Bobabe bavame kuba banyenti emikhakheni leyehlukene yemisebenti lokungenta kutsi ngekusebenta kwabo lapho babesengotini yekulalana bodvwa ngaphandle kwekutivikela .
- Nakubukwa budlelwano lobukhona ekhatsi kwabobabe nabomake , bobabe banemsebenti lobalulekile labemele bawente kuveta ematfuba lakahle ekutsi kwemukeleke kubuye kukhutsateke kutiphatsa kahle njengaloku i-HIV/AIS ibhokile-nje, kube nekutihlupha ngekuvikela kwandza kwalolubhubhane.

Sithasiselo II

Kulwa nekwandza kwe-HIV/AIDS emsebentini

A. Kulumukela ligciwane lelingabasengatini noma kulokusamanti lokuphuma emtimbeni

Kulumukela ligciwane le-HIV lelingabasengatini noma kulokusabanti lokuphuma emtimbeni wemuntfu lisu lelabunjwa ngumnyango lobhekene lwekuvikela tifo e-Melika ngemnyaka wa- 1985, ikakhulukati kubhekana nelubhubhane lwe-HIV/AIDS nangenca yesidzingeke lesiphutfumako sekutsi kube nemasu lamasha ekuvikela tisebenti tetibhedlela kutsi tingatfoli ligciwane le-HIV/AIDS engatini letitsintsana nayo noma lokusamanti lokuphuma emtimbeni wemuntfu. Lelisu lelisha lagcizelela kwekucala-ngca ekutseni kubekhona kuyilumukela lengoti ngaso

sonkhe sikhatsi futsi kwentiwe nguwonkhe –wonkhe noma ngabe kucatjangwa kutsi ukusiphi simo.

Kulumukelwa nguwonkhe-wonkhe kweligciwane lelingahle libesengatini noma kulokusamanti lokuphuma emtimbeni wemuntfu kubuciko bekugwema leligciwane lokumele busetjentiswe kuto tonkhe tigulane ngaso sonkhe sikhatsi kute kunciphe ingoti yekutfola ligciwane engatini. Kulumukela kwawonkhe-wonkhe kufaka ekhatsi::

- kuphatseka ngekucopehelela kwalokucijile (tinalitsi noma yini-ke lenye lekhaliphako)
- kugeza tandle ngaphambilini noma ngemuva kwekutsintsa lokubucayi.
- Kusebentisa kwekutivikela , njengabotapolo labafakwa etandleni, tembatfo tekutivikela, kwekuvikela buso ngaso sonkhe sikhatsi nangabe umuntfu atotsintsana nengati noma lokusamanti lokuphuma emtimbeni wemuntfu;
- Kulahlwa kwalokungagcinwa ngendlela nangabe kusetjentisiwe ekutsintseni ingati noma-ke lokusamanti lokuphuma emtimbeni wemuntfu;
- Kuhlantwa ngalokuphelele kwemathulusi noma yini lesetjentisiwe legcinwako kanye –
- Nekuphatfwa ngekucopehelela kwemashidi netingubo letithoyelwe.

B. Tindlela letikhetsiwe lekumele tilandzelwe kanye nekumukelwa kwaleligciwane kwawonkhe-wonkhe kucashunwe etincwadzini naseminyango lemhibahiba , lokufaka ekhatsi tabo: Bednarsh H.S. Eklund, K.J. : “Kulwa nekutsatselwana: Kubuketwa kwelisu lekulumukela ligciwane “ e-Melika .

Umnyango wekulwa nekuvikela i-HIV/AIDS, bogcunsula kanye nesifuba semoya.

Libandla letemtsetfo eningizimu Africa lelibhekene nemitsetfo lehambisana nesimo se-HIV/AIDS.

Inhlangano yetemphilo emhlabeni (WHO) : Tindlela taka (WHO) letingalandzelwa , incwadzi yaka-WHO nge HIV/AIDS yesikhombisa (7) leyashicilelwa e-Geneva nga-1990.

Inhlangano yetemphilo emhlabeni (WHO) kanye Nemnyango lobhekene ne_AIDS kamhlabuhlangene UNAIDS , inhlangano yabonesi emhlabeni (ICN), kanye nasebhukwaneni labonesi lelinge-HIV/AIDS lelashicilelwa e-Geneva nga-2000.

Sithasiselo III

Luhla lwetindlela tekuhlela nekucala kusebentisa umgomo We-HIV/AIDS emsebentini.

Bacashi, tisebenti kanye netinhlango tabo kumele basebente ngekubambisana nangemoya wekunakelela kubumba umgomo welubhubhane lwe-HIV/AIDS lotawuhlangabetana ubuye uvete simo sekubonelela ngalokulinganako tidzingeko tebacashi netetisebenti. Ngekwesekelwa lokukhulu tiphatsimandla telive, lomgomo kumele ube netibonelo esiveni tendlela yekuhlangabetana nelubhubhane lwe-HIV/AIDS ngalokuphatsekako.

Umnyombo walomgomo enzimeni yesitfupha kuya kuyemfica (6-9) kulomtsetfonchubo ufaka ekhatsi tatiso nge-HIV/AIDS nekutsi itsatselwana kanjani; tifundvo letihlose kucaphelisa bantfu ngengoti yekutfola ligciwane le-HIV/AIDS kanye nemasu ekukhutsata kulumukela lengoti nekuvikela kwandza kwalolubhubhane ngekutsi umuntfu ahlale ngekutekhuta.; kukhona futsi netifundvo tekunakelelana nekwesekelana nangabe kunetisebenti lesetiphila naleligciwane noma-ke bemindeni yato lesebaphila naleligciwane ; loku kufaka ekhatsi sifundvo sekungavamueli nakancane kutsi kube khona LOBANDLULULWA NGEKUTSI UNELIGCIWANE LE-HIV/AIDS EMSEBENTINI.

Letinyatselo letilandzelako tingatsatfwa njengeluphahla lokungakhelwa kulo umgomo we-HIV/AIDS netinhlelo letihambisana nawo:

- Kubunjwa kwekomidi lebhokene ne-HIV/AIDS ibe nemalunga labaphatsi esigabeni lesisetulu, tibondza , tisebentii, tinyonyana , belihhovisi lelibhekene nenchubekelaphambili yetisebenti, belihhovisi lekucecesha tisebenti emsebentini, luphiko lolubhekene nemitsetfo leyengamele tisebenti, luphiko lolubhekene nemphilo yetisebenti, ikomidi lebhokene nemphilo nekuphepha kwetisebenti kanye-ke naleto tisebenti lesetiphila neligciwane le-HIV/AIDS nangabe tiyavuma kuba kulekomidi.
- Ikomidi-ke bese ihlala phansi ibonisana ngemibandzela lekumele isebentele etikwayo nekutsi emandla aniketwa bobani kanjani- yini futsi tinsayeya tabo.
- Kubuketwe imitsetfo lekhona yelive netinkhomba tayo emsebentini;
- Ikomidi ihlolisise umonakalo losewentive yi-HIV/AIDS emsebentini iffole netidzingeko tetisebenti lesetiphila ne-HIV/AIDS ngekwenza luphenyo lolusifuba ;

- Ikomidi bese itfolo kutsi nguluphi lwati lwetempilo tisebenti lesetivele tinalo emsebentini nasemimangweni letiphila kuyo.
- Ikomidi bese ibumba luhlaka lwalomgomo; loluhlaka bese kwatizwana ngalo kute tisebenti titolufaka umlomo, lubuketwe bese luyemukelwa.
- Ikomidi bese yakha licebo lekutawusetjentiswa ngalo timali, litingele tona timali ngaphandle kwenzawo yemsebenti nakudzingekile bese litfolo leto timali letingatfolakala emangweni wenzawo yemsebenti;
- Ikomidi bese ihlela lisu lekutawusetjentwa ngalo, litibekele nesikhatsi kanye nefinsayeya lekumele kuhlangebawane nato kufeza lokucuketfwe ngulomgomo;
- Umgomo kanye neluhlelo lolutawulandzelwa kwatizwa ngako etisebentini, sibonelo kungaba kukunamatsisel emabhodini, kutfunyelwe ngeliposi, kufakwe emapheshaneni ekuhola , kwatizwane ngako emihlanganweni, emakhozini kanye nasemihlanganwenisikolwa;
- Ikomidi bese iyalandzelela kubona kutsi lomgomo wemukeleka kanjani;
- Ikomidi bese ihle iwubuketa etikwelwati lolutfolakala ngekhatzi endzaweni yemsebenti nangaphandle nge-HIV/AIDS nekutsi nje yini tinkhomba talokwentekako emsebentini.
Tonkhe tinyatselo letichazwe ngetulu kumele tifikwe emgomeni wasemsebentini we-HIV/AIDS lohlongotwako, tisetjentiswe bese tiyalandzelelwa ngaphandle kwekupholota kusachutjekwa.