

GUIDING QUESTIONS

Note: These questions will guide the presentations and dialogue sessions during the Workshop. Therefore, we kindly ask all participants to send their answers to the OAS before **October 15** (aangarita@oas.org). Due to the number of questions, we suggest participants to give emphasis to those questions where their country has more experience and lessons learned.

Theme 1- Promotion of safety and health in the workplace and worker protection: guaranteeing decent work

- Is there a national policy on OHS in your country in line with ILO Conventions 155 and 187? Is there a national strategy/plan of action on OHS in your country? What are the strengths, challenges and lessons learned of their design, implementation, and enforcement?
- Were situational analyses and/or country profiles used in developing OHS policies/plans of actions and how were they used?
- Have actions on OHS at the national level (e.g. legislation, policies and programs, technical and promotional activities and training) used existing international guidelines from the ILO, PAHO/WHO or other, as a reference? Please provide examples.
- Are you aware of the commitment assumed by ILO member States to comply with decent work in the context of OHS, as outlined in the *Hemispheric Agenda for the Americas 2006-2015*? What are some of the decent work indicators related to OHS that are currently implemented at the country level? How are these indicators evaluating OHS actions and their contribution to policy development?
- Within your country, is there coordination among various Ministries to implement OHS interventions and policies? Is there an institutional mechanism for inter-Ministerial coordination to take place? What are the strengths and challenges of coordination?
- How have employers, workers and their representatives participated in the definition, implementation and/or evaluation of OHS policies?
- What successful experiences demonstrate the commitment of employers, workers and their representatives to enhance OHS in the workplace? This may include their participation in national tripartite bodies dealing with this issue, such as OHS National Councils, as well as committees in the workplace and initiatives that promote healthy workplaces.

In collaboration with:

Theme 2 - Expansion and strengthening of schemes to prevent and control occupational hazards

- Describe effective programs and occupational health services in your country designed to prevent and control work-related injuries and diseases. Have these programs been expanded or strengthened during the last 5 years?
- What is the role of information systems in these preventative interventions? How effective are they in providing accurate information that allows for the monitoring and assessment of the interventions?
- Which institution(s) have OHS information systems in your country? Do they share or coordinate the exchange of information? What are the characteristics of OHS information systems in your country? Do they focus on work-related injuries, diseases or both? What are the strengths and challenges of the systems?
- How is labor inspection helping strengthen a culture of prevention and control of occupational hazards in your country?
- How can the quality and sustainability of information systems be maximized for the use in OHS interventions and programs?

Theme 3- HIV/AIDS in the workplace

- Is there a specific legislation, policy or strategy in your country that addresses the issue of HIV/AIDS in the workplace?
- If so,
 - how was it designed? Was it based on a diagnostic of the labor, social and economic conditions of people living with HIV/AIDS? Is it a national or a sectoral response? Has it been agreed upon by various sectors, public and private institutions?
 - how is it being implemented? Are there any programs directly implemented by employers, workers and their representatives, or are they just participating through the national policy or strategy?
 - Are there any mechanisms in place to measure the cost effectiveness of interventions in the workplace that respond to HIV/AIDS?
- How are the *ILO Code of Practice on HIV/ AIDS and the World of Work* and the *ILO/WHO Guidelines on HIV/AIDS* currently implemented in your country?
- What are some of the challenges that your organization/country have faced in implementing the aforementioned Code and Guidelines? What are potential solutions to address these challenges?
- In your experience, what are some effective interventions to reduce discrimination/ stigmatization in the workplace for people living with HIV/AIDS?

- In your experience, what are some effective preventative interventions to protect workers at elevated risk of contracting HIV/AIDS due to the nature of their work?
- In your experience, what are some effective interventions to prevent HIV/AIDS in the workplace and to promote healthy workplaces in relation to HIV/AIDS?