



**USAID**  
DEL PUEBLO DE LOS ESTADOS  
UNIDOS DE AMÉRICA

**PASCA**  
Programa para fortalecer la  
respuesta centroamericana al VIH

**LEADERSHIP, MANAGEMENT  
& GOVERNANCE PROJECT**  
Inspired Leadership. Sound Management. Transparent Governance.

## ISSS BUSINESS CLINICS PROGRAM BENEFITS WORKERS BY IMPLEMENTING HIV POLICIES



Head table, from left to right: Dr. Benjamín Coello, ISSS Assistant Director; Dr. Ricardo Cea Rouanet, ISSS Director, and Dr. Rina Araujo, ISSS Business Clinics Program Director. Photograph: USAID/PASCA.

The Business Health System, promoted by the Salvadorian Social Security Institute (ISSS in Spanish), is noted for generating a comprehensive approach for medical services and it entails having the companies establish an area for medical consultations within their facilities, with the technology required to provide care to contributing member workers. The Business Clinic Program is a program that started since 1992, with the aim of providing comprehensive, opportune, efficient, and humane healthcare to workers in their workplace. Their efforts are aimed at promoting and preventing health and detecting occupational risk factors. The Business Clinics are part of an organizational structure of the 272 companies that are registered in this program and that are the most important symbol of the relationship of this governmental entity with the private sector, on behalf of patients-workers.



Photograph: Alexia Alvarado, USAID/PASCA LMG Country Representative and Dr. Rina Araujo, ISSS Business Clinics Program Director. San Salvador, January 26, 2015. Photograph: USAID/PASCA.

Since 2010, USAID|PASCA started to coordinate with the ISSS Business Clinics so that the 33 companies affiliated to this program adopt, approve, and implement HIV Workplace Policies. With the adoption of new policies, these firms recognize HIV as an issue in the workplace, in addition to showing their commitment not only to promote prevention, but also to reduce stigma and discrimination against people who are HIV positive, promoting gender equity and protecting human rights. They also promote care and support for their workers who have been affected and their families, as well as HIV voluntary-testing campaigns.

To date, the ISSS has assumed the institutional commitment to contribute to the Millennium Development Goals, specifically to Goal 6 “Combat HIV, Malaria, and other diseases”. To that end, it has undertaken several actions, among them holding Congresses in Business Clinics, in which HIV/AIDS has been one of the issues discussed. One such activity was held on October 22 and 23, 2014. The Congress targeted the staff in charge of the country’s labor force in various companies and institutions participating in this Social Security initiative included

USAID | PASCA LMG

Visit <http://www.pasca.org>

**February, 2015**

## SUCCESSFUL INTERVENTION STORIES



Photograph: ISSS Business Clinics' Human Resource Managers at the information workshop held on January 26, 2015. Photograph: USAID/PASCA.

in its Business Health Care System. At this Congress, USAID|PASCA LMG delivered a lecture on HIV Workplace Policies, which was attended by approximately 300 representatives from companies who have business policies, such as Hanes Brands Inc, Thermoencogibles, Pettenati Centroamérica, among others.

In addition, the Business Clinic Program held an information workshop with some 250 Human Resource Managers, with the aim of updating them on various topics. One of the issues discussed at the workshop was the relationship between HIV/AIDS and the world of work, which addressed the importance of companies having information on the matters deriving from the characteristics of the epidemic at the national level, including the possible threats to their basic operations, their business alliances, and the general community.

It is important to underscore that the ISSS has transformed itself and has assumed a significant commitment with the national HIV response, based on its links to the private sector. This, after it was involved in summary proceedings to guarantee constitutional rights in the Constitutional Court under El Salvador's Supreme Court of Justice as a result of violations against the rights to life and health and transgressions to the principle of equality by reason of not providing antiretroviral medications to people living with HIV. The sentence mandated the ISSS to provide these medications. At present the Social Security Institute is providing Antiretroviral Therapy (ART) to 2,360 patients and is investing approximately 1.5 million dollars every year in purchases of these supplies.

USAID | PASCA LMG

Visit <http://www.pasca.org>

**February, 2015**