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Hanes Brand Confecciones El Pedregal Is Implementing Its HIV Workplace Policy in El Salvador



Hanes Brands Inc. Confecciones El Pedregal's STI/ HIV/AIDS Workplace Policy, signed on December 16, 2011.



Participants from various firms receiving USAID/PASCA technical assistance to develop their HIV policies.

USAID/PASCA started to coordinate with the Salvadorian Social Security Institute (ISSS in Spanish) so that the companies affiliated to this program adopt, approve, and implement HIV Workplace Policies. Within this framework, Hanes Brands Inc. Confecciones El Pedregal adopted its HIV policy on December 16, 2011.

Hanes Brands Inc. Confecciones El Pedregal is a company that has been working in El Salvador for over 22 years. It has more than 1,600 employees, so it is estimated that the HIV Policy will reach at least 8,000 people, including employees and their families.

When adopting the policy, Hanes Brands Inc. Confecciones El Pedregal committed to providing a work environment in which all people would be treated with respect and dignity; keeping a professional atmosphere that promotes equal work opportunities, and that prohibits discriminatory practices, including harassment and reprisals; generating work opportunities that are equitable, with no discrimination in the workplace based on sex, race, color, religion, nationality, age, civil status, sexual orientation, social class, supposed or actual HIV status, or other characteristics protected by law; treating all its employees equally and having zero tolerance for discrimination and/or special access to benefits and services based on sex; keeping employees' HIV-related information in the strictest confidence; prohibiting HIV testing as a hiring requirement, and developing HIV education and prevention programs, among others.

The following are some of the actions that have been implemented as part of the HIV Policy:

- Disseminating the HIV Policy at every level of the company, and providing a copy of it to everyone who requests it.

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February, 2015

SUCCESSFUL INTERVENTION STORIES

“At our plant there is zero tolerance for stigma, harassment, and discrimination.”

Dr. Amílcar Fuentes, Business Clinic at Confecciones El Pedregal



Head Table, from left to right: Dr. Vladimir Guevara, Industrias Pettenati; Dr. Roberto Guzmán, Termoencogibles; Dr. Amílcar Fuentes, Business Clinic at Confecciones El Pedregal; Dr. Teresa Rosales, USAID/PASCA Consultant, and Lucía Merino, USAID/PASCA LMG Regional Director, during the Successful Experiences Forum. March 1, 2012. Photograph: USAID/PASCA.

- A survey was developed to determine the knowledge of HIV, with the aim of implementing a permanent information program for all employees.
- The permanent information program is implemented through the business clinic, loudspeakers, and information materials, such as brochures, with strategic HIV information.
- A permanent program to provide condoms and personalized awareness-raising and to promote a culture of prevention is being implemented.
- A program to hold personal and confidential HIV testing and counseling campaigns for people who request them is being implemented.
- The firm is promoting the celebration of the Day of the Global Response to HIV and health fairs with its STI- and HIV-prevention component.

Hanes Brand Confecciones El Pedregal has been a leader company in adopting and implementing HIV policies. It has been given public recognition in HIV National Forums and HIV Workplace Policy events.

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