

HIV/AIDS AND THE WORKPLACE

Implementing your national workplace policy on HIV and AIDS: A Pilot Workplace Programme



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PURPOSE OF THE PILOT PROGRAMME

- To implement the provisions of your National Workplace Policy on HIV and AIDS
- To ensure that the workplace assumes its share of the responsibility in the national response to HIV
- To build capacity to address HIV as a workplace issue
- To stimulate an expanded and sustained response among workplaces in both public and private sectors

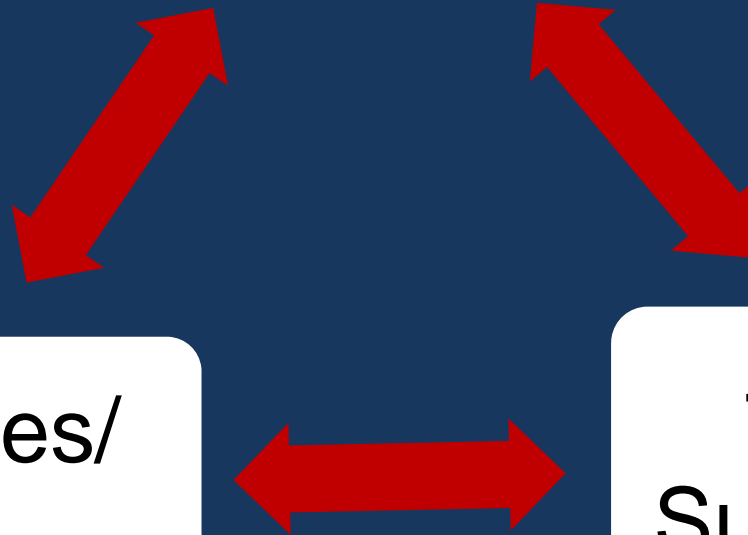


PROCESS

Lead Agency

**Enterprises/
Workplaces**

**Technical
Support Team**



SPECIFICS OF THE PILOT PROGRAMME

- Six-months
- Lead Agency and Implementing Partners
- Public and Private Sector Workplaces
- Four Components
- Memorandum of Cooperation



FOUR ESSENTIAL COMPONENTS OF THE PROGRAMME

1. HIV workplace coordination: Focal Points
2. Workplace policy on HIV
3. HIV education and information services: includes training Peer Educators
4. Monitoring and evaluation

*Components set out in a Memorandum
of Cooperation*



LEAD AGENCY AND IMPLEMENTATION TEAM

- To engage workplaces
- To finalise workplace programme with each pilot agency
- To put together a support team to provide services to pilot workplaces
- To monitor the programme
- To apply lessons learned to strengthen the workplace response



RESPONSIBILITIES OF PARTICIPATING EMPLOYERS

- Pilot workplace programme
- Memorandum of Cooperation
- Focal Point
- Workplace Policy/Commitment Statement on HIV and AIDS
- Staff time
- Post-pilot: institutionalized response
- Champion a response among workplaces



RESPONSIBILITIES OF FOCAL POINTS

- Coordinate the development and finalisation of the content of the programme/MOC
- Coordinate the implementation of the HIV workplace programme within the organization
- Disseminate the workplace policy and other educational material
- Establish partnerships with key agencies for the ongoing provision of prevention education, information and material
- Maintain an updated referral system for the provision of confidential services for testing, counselling, treatment and care
- Provide reports to relevant persons internally and to the Lead Agency/Implementation Team



EXPECTED RESULTS: WORKPLACES

- An HIV Focal Point integrated into the work and structure of the enterprise
- A workplace policy on HIV
- A trained cadre of peer educators
- Provision of HIV-related services
- A workforce educated on HIV/risks/prevention/human rights
- A continued HIV response with dedicated resources
- A monitoring system



EXPECTED RESULTS: NATIONAL

- A lead agency with high-level approval and ongoing access to resources to undertake the HIV workplace mandate
- A multi-sectoral team with high level approval and mechanism for collaboration on the provision of ongoing support to workplaces
- Capacity, tools, material and a process for an institutionalised workplace response to HIV



GETTING TO ZERO THROUGH WORKPLACE ACTION

ZERO NEW HIV INFECTIONS

ZERO DISCRIMINATION

ZERO AIDS-RELATED DEATHS

and

An AIDS-Free Generation

