
Learning Unit 23:

Aids in the workplace

**BOTH
TRACKS**



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Introduction

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The workplace is often seen as the gateway to HIV prevention among employees and their families – and, where employees or their families are living with HIV, as the gateway to providing them with care and treatment. Positive outreach from the workplace is extremely important – for humanistic reasons as well as for the retention of skills and productivity.



Key questions

Use the following questions as pointers to ensure that you retain your focus on the important issues in this learning unit:

- What is the impact of the Aids epidemic on the workplace?
- What does a workplace's response to the Aids epidemic entail?
- What are the six tasks for the development of an integrated Aids strategy for the workplace?
- What are the seven steps in developing an Aids workplace policy?

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Key concepts

Look out for the following key concepts. Make sure that, after you have completed this learning unit, you know what they refer to and how they are used.

Organisational culture	Peer facilitators
Aids management team	Workplace policy on HIV and Aids

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The impact of the Aids epidemic on the workplace

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Every workplace in South Africa has been affected by Aids. Go to your prescribed book to read more about the impact of the Aids epidemic on the workplace.



Study



Prescribed book: p. 680-681

Section 23.1: The impact of the Aids epidemic on the workplace. Make sure that you understand the effects that Aids has had on the workplace. Figure 23.1 will assist your understanding.

Now that you know more about the impact of Aids on the workplace, it is time to investigate the workplace's response to the Aids epidemic.

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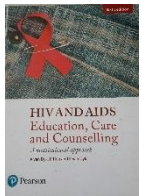
The workplace's response to the Aids epidemic

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The most important response to the Aids epidemic in the workplace is to develop an integrated Aids workplace programme. In this section you will learn what the six tasks are for developing such an integrated strategy, and you will also learn more about the development of an Aids policy for the workplace.



Study



Prescribed book: pp. 682-694

Sections 23.2 to 23.9: The workplace's response to the Aids epidemic – An integrated Aids workplace programme. Pay special attention to:

- The six tasks for developing an integrated Aids strategy for the workplace.
- How to establish a representative Aids management team.
- The seven steps in the development and implementation of an Aids policy.
- How to evaluate and review workplace policies and programmes.
- What a workplace wellness programme should look like.

You may find the following websites and YouTube videos helpful:

- Information on setting up workplace HIV and Aids policies and programmes: <http://goo.gl/RJPTQD>
- South African labour guide on HIV and Aids in the workplace as well as Code of Good Conduct: <http://goo.gl/l1DoH0>
- Johnson and Johnson's socially responsible workplace programme (East London, South Africa) <http://goo.gl/a5pPMY>
- Labour protection in South Africa: <http://goo.gl/28k0ub>



ACTIVITY 23.1 – DEVELOP AN AIDS-AWARENESS DAY FOR YOUR WORKPLACE

Develop an Aids awareness day for your workplace to be presented on World Aids Day (1 December). Go to [Activity 23.1](#).

You are now finished with this learning unit. Click on [Assessment](#) to do some self-assessment questions.

Assessment

Study reflection

After completing Learning Unit 23 (Aids in the workplace), you should have acquired the following knowledge and understanding and be able to:

- Explain the impact of the Aids epidemic on the workplace in general, and on your workplace in particular.
- Discuss the six tasks for developing an integrated Aids strategy for the workplace.
- Explain the seven steps in the development of an Aids policy for the workplace.

Self-Assessment 23



Now is the time to pause briefly and assess whether you have acquired the necessary knowledge and skills. Click on the link [Self-Assessment 23](#) to do a few questions on this learning unit.

You are now finished with the last assessment and with this course. We trust that you have found it enriching and that you have enjoyed it.

Appendices

- Activities
- Assessment
- Glossary

ACTIVITY 23.1 - DEVELOP AN AIDS-AWARENESS DAY FOR YOUR WORKPLACE

Develop an Aids awareness day for your workplace to be presented at World Aids Day (1 December). Read Chapter 8 of your prescribed book again, and give special attention to “Teaching and learning about HIV and Aids”, “Basic principles of adult education”, and “Facilitation skills”. Use the ideas in Learning Unit 23 to present your Aids-awareness day.

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SELF-ASSESSMENT 23

Question 1

Complete the following paragraph.

An Aids management team should consist of a, a and facilitators. The steering committee must be of all members of the company. They should further have and influence, and be highly in the organisation.

It is important to assess the direct as well as indirect costs of Aids to the company. Examples of direct cost are:, while examples of indirect cost are

Workplace prevention programmes will not work without support from

[\[FEEDBACK\]](#)

FEEDBACK 23

Feedback Question 1

The paragraph should read as follows:

An Aids management team should consist of a **steering committee**, a **coordinator** and **peer facilitators**. The steering committee must be **representative** of all members of the company. They should further have **credibility** and influence, and be highly **visible** in the organisation.

It is important to assess the direct as well as indirect costs of Aids to the company. Examples of direct cost are **employee benefits, medical costs, training and recruitment costs**, while examples of indirect cost are **increased absenteeism, employee morbidity, loss of productivity, decline in workplace morale**.

Workplace prevention programmes will not work without support from **top management**.

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Organisational culture

A culture shared by employers and employees in the workplace where they all share the same vision, follow the same guidelines and adhere to the same rules.

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Aids management team

Every workplace should have a representative Aids management team consisting of representatives of all groupings in the workplace. Strong leadership and management support is very important for the management team to succeed.

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Peer facilitators

Peer facilitators are volunteers in a company or workplace who wish to help their colleagues manage HIV and Aids. Peer facilitators or peer educators are often the backbone of a successful workplace HIV programme.

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Workplace policy on HIV and Aids

An HIV and Aids workplace policy contains an organisation's position on Aids and should comply with all the laws and policies of the land.

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