

# AIDS

## Comprehensive HIV Workplace Programmes

The impact of HIV and AIDS on national economies – whether in the private or public sector – is severe: AIDS increases periods of employee sick leave, raises human resources costs, deprives companies of skilled, experienced employees and makes investment unprofitable. HIV workplace programmes as developed by GTZ in concert with international firms have been operating successfully for years; GTZ also provides such advisory services to national, medium-sized and small-scale enterprises, to public-sector clients as well as to business coalitions and associations in order to reach a broader range of enterprises.

GTZ directs its services to private and public-sector employers who not only seek effective protection from HIV and AIDS for their own employees and families but also accept responsibility for the common good.

### Our approaches and their results

GTZ can draw upon a fund of specialised experience and know-how derived from its many years of provid-



ing support and advisory services for the establishment of comprehensive HIV workplace programmes. Its programmes are flexible and can be readily adapted to

the respective needs of multinational, medium-sized or smaller-scale enterprises. Among GTZ's fields of competence are consulting services for the mediation of complex planning processes.

One of the benefits resulting from workplace interventions is a reduction in the number of employee absences and replacements, which can consolidate or improve organisational productivity. Lowering infection rates and alleviating the consequences of HIV and AIDS can foster a more favourable corporate or organisational investment and economic climate.

The GTZ approach owes its success to the inclusion of all of the main actors within an enterprise, the forming of networks among state and private services, and the embedding of the HIV workplace programme in the national health system. The GTZ approach conforms to ILO and UNAIDS standards for HIV workplace programmes. Because of the complex nature of the problem, the overall package is particularly suited to multinational enterprises, but it can also be applied within the framework of national and international invitations to tender for public-sector programmes, to small and medium-sized enterprises in least developed countries or in countries with a high HIV prevalence.

### Volkswagen – South Africa

After three years of successful cooperation with GTZ, the HIV team at Volkswagen in South Africa has started to manage its HIV workplace programme without any external support. Volkswagen was honoured with the 2005 Award of the Global Business Coalition Fighting HIV/AIDS.

One of the outstanding features of the programme was the peer education campaign, which resulted in a high uptake of voluntary counselling and testing. The company provides access to antiretroviral treatment (ART) for its

commissioned by

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employees, and along with other activities, peer education was extended to suppliers and the company's medical services improved. The tuberculosis cure rate increased, and the death rate of employees due to AIDS was reduced.

#### **Cooperation with other companies:**

- Unilever, Kenya
- Lafarge, Nigeria and Tanzania
- Bosch, South Africa
- T-Systems, South Africa
- DaimlerChrysler, South Africa

#### **GTZ's service package**

##### **Technical consulting at management level**

GTZ offers a situation and needs analysis in the form of an HIV and AIDS study focusing on the respective company or state employer. This study supports the design and planning of a HIV workplace programme taking into account, among other things, the specific epidemiological situation, national health services, and the legal and social context. Additionally, companies or state employers can receive support for cost estimates, including a cost-benefit analysis (CBA), and for building up the human resources base needed for the programme. GTZ has assisted several African business coalitions with training on CBA, enabling the business coalitions to offer this service to their member companies. Consulting services for the establishment of a monitoring and evaluation system – also to be offered by a number of business coalitions in cooperation with GTZ – enable the companies to monitor their progress and identify areas where improvements have been achieved or are still needed.



#### **Technical consulting on the core components of an HIV workplace programme**

GTZ provides consultancy to companies and state employers with regard to:

- drafting of a non-discriminatory corporate HIV policy
- measures to dismantle HIV and AIDS-related stigmatisation and discrimination
- specific company-directed HIV and AIDS information campaigns (IEC, Information Education Communication – BCC, Behaviour Change Communication, peer education)
- promotion of services for voluntary HIV counselling and testing (VCT)
- planning a condom distribution system, including social marketing
- improvement of medical treatment including efficient treatment of sexually transmitted diseases and other opportunistic infections, the introduction of anti-retroviral therapy for employees afflicted with AIDS and if needed, the introduction of an additional programme to reduce mother-to-child HIV transmission (PMTCT)
- adjustment of employee benefits and insurance systems.

#### **Expanded advisory services**

In addition to consulting services concerning the establishment of a basic HIV workplace programme for private companies and public employers, GTZ can assist with the development of ongoing activities in employee residential areas. The areas of support GTZ offers are capacity development at private and public-sector cooperation partners (training, promotion of networks), strengthening of local initiatives for home-based care as well as the promotion of local initiatives to support children and youth in difficult life situations.

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