

RESEARCH ARTICLE

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HIV/AIDS workplace policy addressing epidemic drivers through workplace programs

Bridget Chatora^{1*}, Harrington Chibanda², Linda Kampata¹ and Mutale Wilbrod¹

Abstract

Background: HIV workplace policies have become an important tool in addressing the HIV Pandemic in Sub-Saharan Africa. In Zambia, the National AIDS Council has been advocating for establishing of HIV/AIDS workplace policies to interested companies, however no formal evaluation has been done to assess uptake and implementation. The study aimed to establish the existence of HIV/AIDS policies and programs in the private sector and to understand implementation factors and experiences in addressing HIV epidemic drivers through these programs.

Methods: A mixed method assessment of the availability of policies was conducted in 128 randomly selected member companies of Zambia Federation of Employers in Lusaka. Categorized variables were analysed on Policy and programs using Stata version 12.0 for associations. Concurrently, 28 in-depth interviews were conducted on purposively sampled implementers. Qualitative results were analysed thematically before integrating them with qualitative findings.

Results: Policies were found in 47/128 (36.72%) workplaces and the private sector accounted for 34/47 (72.34%) of all workplaces with a policy. Programs were available in 56/128 (43.75%) workplaces. The availability of policy was 2.7 times more likely to occur with increased size of a workplace, P value = 0.0001, ($P < 0.05$). Management support was 0.253 times more likely to occur in workplaces with policy, P value = 0.013, ($P < 0.05$) compared to those without. Having a specific budget for programs was 0.23 times more likely to occur in workplaces with a policy ($P < 0.05$) than those without a policy. Implementation was hindered by reduced funding, lack of time, sensitisation and lack of monitoring/evaluation systems.

HIV awareness (56/56, 100%) and HIV/AIDS/Stigma (47/56, 83.93%) were the most addressed epidemic drivers through programs while Mother to Child Transmission (30/56 53.57%) and Males having sex with males were the least addressed (18/56, 32.14%).

Conclusion: HIV/AIDS policies exist in the private sector at a very low proportion but policy translation was very high suggesting that workplaces with policies are likely to implement programs. The eradication of HIV/AIDS by 2030, requires addressing epidemic drivers with a focus on marginalised populations, gender integration, a wellness and rights based approach within the context of the legal framework.

Keywords: HIV/AIDS, Workplace, Policy, Programs, Implementation

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Aids Policies And Programs For The Workplace

Kathleen C. Brown, Joan G. Turner



Aids Policies And Programs For The Workplace:

AIDS Kathleen C. Brown, Joan G. Turner, 1989 Discusses the latest knowledge about AIDS its prevention and its financial impact on business and society Includes thorough coverage of company policy formulation and AIDS education from a manager s perspective Annotation copyrighted by Book News Inc Portland OR *Focus on Federal Employee Health and Assistance Programs* ,1994 **AIDS/HIV Infection and the Workplace** ,1992 *The Administration's AIDS Training Program* United States. Congress. House. Committee on Government Reform and Oversight. Subcommittee on Civil Service,1997 *AIDS in the World II* Global AIDS Policy Coalition,1996 *AIDS in the World Vol 1* published in 1992 was the first full analysis of mankind s global confrontation with this disease The AIDS scene however has been changing so rapidly that the need for a second volume was felt much earlier than expected In *AIDS in the World II* the authors extend the international comparisons from 38 countries to the entire world and show that the AIDS pandemic has become increasingly fragmented within the world population They present data that takes the discussion beyond the current understanding of the vulnerability of nations and communities to the worldwide spread of HIV engaging in a detailed exploration of the social strategies that have enabled individuals to avoid infection Mann and Tarantola chart a course into the future based on an incisive investigation of the global pandemic and response the crucial lessons learned from the first decade and their expert understanding of the scientific and social dimensions of the HIV challenge The authors explain how the variety of reactions to the pandemic has contributed to a more advanced awareness of our vulnerability to HIV AIDS and offer a blueprint for an expanded global prevention effort Intended to serve the information needs of all professionals involved in AIDS research and care this volume s accessibility and clarity of writing make it highly suitable for the general reader as well **Foreign**

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This book delves into Aids Policies And Programs For The Workplace. Aids Policies And Programs For The Workplace is a crucial topic that needs to be grasped by everyone, ranging from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Aids Policies And Programs For The Workplace, encompassing both the fundamentals and more intricate discussions.

1. This book is structured into several chapters, namely:
 - Chapter 1: Introduction to Aids Policies And Programs For The Workplace
 - Chapter 2: Essential Elements of Aids Policies And Programs For The Workplace
 - Chapter 3: Aids Policies And Programs For The Workplace in Everyday Life
 - Chapter 4: Aids Policies And Programs For The Workplace in Specific Contexts
 - Chapter 5: Conclusion
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 5. In chapter 4, this book will scrutinize the relevance of Aids Policies And Programs For The Workplace in specific contexts. This chapter will explore how Aids Policies And Programs For The Workplace is applied in specialized fields, such as education, business, and technology.
 6. In chapter 5, the author will draw a conclusion about Aids Policies And Programs For The Workplace. The final chapter will summarize the key points that have been discussed throughout the book.
- The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Aids Policies And Programs For The Workplace.

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Table of Contents Aids Policies And Programs For The Workplace

1. Understanding the eBook Aids Policies And Programs For The Workplace
 - The Rise of Digital Reading Aids Policies And Programs For The Workplace
 - Advantages of eBooks Over Traditional Books
2. Identifying Aids Policies And Programs For The Workplace
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Aids Policies And Programs For The Workplace
 - User-Friendly Interface
4. Exploring eBook Recommendations from Aids Policies And Programs For The Workplace
 - Personalized Recommendations
 - Aids Policies And Programs For The Workplace User Reviews and Ratings
 - Aids Policies And Programs For The Workplace and Bestseller Lists
5. Accessing Aids Policies And Programs For The Workplace Free and Paid eBooks
 - Aids Policies And Programs For The Workplace Public Domain eBooks
 - Aids Policies And Programs For The Workplace eBook Subscription Services
 - Aids Policies And Programs For The Workplace Budget-Friendly Options
6. Navigating Aids Policies And Programs For The Workplace eBook Formats
 - ePub, PDF, MOBI, and More
 - Aids Policies And Programs For The Workplace Compatibility with Devices
 - Aids Policies And Programs For The Workplace Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Aids Policies And Programs For The Workplace
 - Highlighting and Note-Taking Aids Policies And Programs For The Workplace
 - Interactive Elements Aids Policies And Programs For The Workplace

8. Staying Engaged with Aids Policies And Programs For The Workplace
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Aids Policies And Programs For The Workplace
9. Balancing eBooks and Physical Books Aids Policies And Programs For The Workplace
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Aids Policies And Programs For The Workplace
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Aids Policies And Programs For The Workplace
 - Setting Reading Goals Aids Policies And Programs For The Workplace
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Aids Policies And Programs For The Workplace
 - Fact-Checking eBook Content of Aids Policies And Programs For The Workplace
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

Aids Policies And Programs For The Workplace Introduction

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