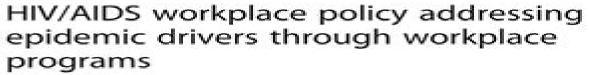
RESEARCH ARTICLE

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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: HN/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

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Human Services, Education, and Related Agencies, 2001

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 AIDS/HIV Infection and the Workplace ,1992 Assistance Programs ,1994 The Administration's AIDS Training Program United States. Congress. House. Committee on Government Reform and Oversight. Subcommittee on Civil 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 Operations, Export Financing, and Related Programs Appropriations for 1995 United States. Congress. House. Committee on Appropriations. Subcommittee on Foreign Operations, Export Financing, and Related Programs, 1994 Departments of Labor, Health and Human Services, Education, and Related Agencies Appropriations for 2013 United States. Congress. House. Committee on Appropriations. Subcommittee on the Departments of Labor, Health and Human Services, Education, and Related Agencies, 2012 Coping with AIDS in the GAO Workplace United States. General Accounting Office. Comptroller General's Task Force on AIDS in the Workplace, 1988 Departments of Labor, Health and Human Services, Education, and Related Agencies Appropriations for 2002: Department of Health and Human Services

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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
 - o 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
- 2. In chapter 1, the author will provide an overview of Aids Policies And Programs For The Workplace. This chapter will explore what Aids Policies And Programs For The Workplace is, why Aids Policies And Programs For The Workplace is vital, and how to effectively learn about Aids Policies And Programs For The Workplace.
- 3. In chapter 2, this book will delve into the foundational concepts of Aids Policies And Programs For The Workplace. The second chapter will elucidate the essential principles that need to be understood to grasp Aids Policies And Programs For The Workplace in its entirety.
- 4. In chapter 3, the author will examine the practical applications of Aids Policies And Programs For The Workplace in daily life. This chapter will showcase real-world examples of how Aids Policies And Programs For The Workplace can be effectively utilized in everyday scenarios.
- 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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Aids Policies And Programs For The Workplace Introduction

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