

Sustaining Employers' Organisations Response to HIV and AIDS in the Workplace in Africa

Compilation of experiences and best practices



Employers Consultative Association of Malawi (ECAM)

Overview and short summary of ECAM's HIV and AIDS activities:

Employers Consultative Association of Malawi (ECAM) was registered in 1963 primarily to promote, guide and protect employers in Labour, employment and social-economic issues through effective representation, advocacy and provision of value-added services. Over the years ECAM has repositioned itself to ensure it provides additional services cutting across economic and social issues in all sectors of the economy.

Our mission is to provide leadership and guidance on employment, Labour and social economic issues in Malawi.

At the moment ECAM has over 200 members covering almost all sectors of the economy.

ECAM understands that beyond the human tragedies HIV & AIDS undermines social and economic wellbeing and degrades the health and education of a nation's citizenry. The impact of HIV & AIDS on all productive sectors, on the business supply chains, the effective labour supply and intellectual capital directly impacts individual companies. These impacts can significantly affect the ability of business and organisations to operate. Thus ECAM, in line with **ILO recommendation concerning HIV & AIDS and the world of work, 2010 (200)** as well as the **Decent Work Country Programme (DWCP) Pillar Three: Social Protection (Sector 3)**, has taken a proactive approach in advocating for HIV & AIDS mainstreaming among its members.

Mindful of that, in 2010 ECAM partnered with **AWiSA** (AIDS Prevention & Health Promotion Workplace Programmes in Southern Africa), which started as a cooperation programme between the former **DED** (German Development Service) and former **InWEnt** (Capacity Building International). The AWiSA programme was launched 2003 and is currently working in Malawi, Mozambique, South Africa and Zambia. Through this partnership, ECAM has established the office of HIV & AIDS Programme Officer for the effective coordination.

Together, we offer training and technical advice on a step by step approach that incorporates conceptualization, capacity building and implementation of workplace programmes consisting of five components: Coordination, Information and Education, Health Management, Policy Development and or Review, and Workplace Programme Monitoring and Evaluation. Thus, equipping organisations and companies, with a comprehensive and tailor made HIV & AIDS Prevention & Health Promotion Workplace Programme.

So far we have trained 52 Focal Persons and 104 Peer Educators from 38 companies/organisations and in process, facilitated the development and review of their HIV & AIDS Workplace Policies. A lot more of our members have HIV & AIDS Workplace Policies, it is in this regard that we are to make follow up on them and provide our technical support to review

them so that they are in tandem with National and International Standards. By the end of this year, we intend to train Focal Persons and Peer Educators from 30 companies and organisations (at least 10 companies in each quarter).



The Federation of Swaziland Employers and Chamber of Commerce (FSE & CC)

Introduction

Swaziland is among the countries with the highest HIV and AIDS prevalence in the world, with an infection rate of 26%. In 2001, the Federation of Swaziland Employers established the Business Coalition on HIV and AIDS (BCHA) to help member companies deal with the scourge of HIV and AIDS at the work place. This was after realization that indeed HIV and AIDS had a direct adverse effect on productivity. BCHA was a department of the FSE&CC until 2008, when a board decision was taken to wean the organisation off. This was to enable it to source funding independent of the FSE&CC. The organisation was re-launched as the Swaziland Business Coalition on HIV and AIDS (SWABCHA). Whilst it remains autonomous of the FSE&CC, the governance structures have the vast majority members of the FSE & CC but also include representatives of trade unions and other key stakeholders. The FSE&CC is a major contributor to the finances of SWABCHA and the CEO serves in its board of directors.

SWABCHA is the national coordinator for workplace programmes in the private sector. Monitoring and evaluation of workplace programmes in the private sector is done by SWABCHA. Funding for these activities is provided by PEPFAR and the Global Fund. With the global financial crisis, funding from the Global Fund has been a challenge.

Activities of SWABCHA include the following:

1. **Peer Educator Programme:** SWABCHA conducts peer training in different companies using a standardized four day training manual to ensure that the same message is sent across. The training covers areas such as HIV and AIDS and TB contraction, prevention and management, stigma and discrimination, redefinition of feminity and masculinity, gender based violence, gender and HIV, facilitation skills, communication and basic counseling skills.
2. **Workplace Prevention and Awareness Sessions:** Management and employees are reached in small groups with messages and information on TB-HIV and AIDS including prevention, the role of male circumcision, prevention of mother to child transmission, risky behaviours including multiple concurrent partners and redefinition of feminity and masculinity, gender based violence.
3. **Social Behaviour Change Communication Material Development:** This includes the production of SBCC material for HIV prevention and to encourage the uptake of HIV Testing and Counseling in the modes that best reach the target population. SWABCHA hosts focus group discussions in each of the industries.

4. **Condom Distribution and Awareness Campaign:** Both male and female condoms are distributed in factories door to door. Condom demonstration sessions on correct use of condoms is conducted and this is aimed at improving actual condom use beyond the up take.
5. **Mobile Wellness Clinic:** SWABCHA runs a mobile clinic which is utilized by members of the FSE&CC. HIV testing is an entry point to HIV prevention and workplace programming. This is largely linked to the fact that once people know their HIV status and receive appropriate counseling they are more empowered to make the behavioral changes necessary to keep themselves safe or lessen the risk of transmitting the virus to their partners.
6. **Technical Assistance programme:** SWABCAH provides technical assistance to management in an effort to build institutional capacity for the development and implementation of workplace policies and programs. A generic policy guide on HIV and AIDS and wellness in the workplace is made available to companies for adaptation. A representative team is formed which then reviews the policy guide. The policy is then signed by all parties and then published.
7. **Stakeholder Dialogues:** Stakeholder dialogues are held to mobilize management/partners buy in to invest time, money and human resources in a workplace programme.

In addition to the role played by SWABCHA, the FSE&CC has an HIV focal person within the organisation.

Federation of Kenya Employer (FKE)

Federation of Kenya Employer's HIV and AIDS Goal "towards zero new infection"

FKE-HIV and AIDS Strategic Objective:

"To enhance Private Sector capacity to prevent new infections and mitigate the socio-economic impact of HIV/AIDS in the Workplace (and in the community)".

Overview and short summary of FKEs HIV and AIDS activities:

The year 2011 was a year for FKE's consolidation of achievements, best practices and lessons learnt from many years in promoting private sector HIV response. Some of the achievements include: increased uptake of FKE members in integrating HIV as a business case, increased focus on result-based programmes, increased collaboration with development partners and improved HTC uptake within FKE member enterprises. Some of the best practices include: enterprise community involvement in HIV response, the role played by peer educators in HTC uptake. Lessons learnt include: private sector should fully be integrate sustainability of HIV and AIDS at enterprise level. The Federation has reached 80% of its entire membership with this message in various ways, but more so training of HIV and AIDS facilitators, training of trainers, peer education training, General HIV and AIDS enterprise awareness training, policy development and peer education.

FKE's has continued to promote knowledge that donor funding to support HIV and AIDS interventions is on the decline. The FKE HIV and AIDS project team deliberated on a strategy to position the FKE HIV and AIDS workplace programme on a sustainable basis and a concept note on "Redefining the HIV & AIDS Strategy for Greater Intervention Impact" was developed. The Federation is in the process of developing a comprehensive resource pack that enterprises will use in HIV and AIDS programming.

Federation of Kenya Employees (FKE) and the Central Organization of Trade Unions (COTU) through the support of the International Labour Organization (ILO) and other stakeholders. Together with the Recommendations concerning HIV and AIDS and the World of Work, 2010 (No.200), the HIV National Code of Practice (NcoP) acts as a guideline for organizations implementing workplace programmes and policies. Recommendations No. 200 is the first internationally sanctioned labour standard on HIV and AIDS and the world of work. Another major milestone was the development and launch of the Kenya National Strategic Plan III 2009/10 – 2012/3 (KNASP III). In this document, the workplace AIDS.

Members of the Federation continue to benefit from the development of the FKE Code of Conduct on HIV and AIDS in the Workplace, the HIV and AIDS Facilitators Training Manual and The Peer Educators Manual. FKE has also conducted a series of workshops for enterprises countrywide focusing specifically on policy development, and the implementation of a comprehensive prevention, management and care programme.

Employers' Confederation of Zimbabwe (EMCOZ)

Background

In Zimbabwe HIV and AIDS is a business issue and the Employers' Confederation of Zimbabwe (EMCOZ) together with other stakeholders in the private sector with the assistance of the ILO came up with the Zimbabwe Private sector Strategic Framework (2007 – 2009). The framework was then extended with a year to 2010 in line with the Zimbabwe AIDS Strategic Plan. EMCOZ is sitting in the CCM (Country Coordinating Mechanism) which oversees all Global Fund HIV and AIDS responses in Zimbabwe.

Interventions

EMCOZ, through the projects highlighted below has been implementing HIV and AIDS programmes since 2007.

1. *Scaling up HIV and AIDS Responses in the workplace*

This is a project that was funded by Swedish International Development Agency (SIDA), managed by the ILO and implemented by EMCOZ and ZCTU. This project was for 2 years from 2007 – 2009. The success stories of the project were:

- the establishment of HIV and AIDS sector focal persons for each sector
- development of sector HIV and AIDS policies (3 sectors, textile, energy and motor)
- the development of the HIV and AIDS training manual
- the baseline study

2. *The Global Fund HIV and AIDS Programme*

EMCOZ and ZCTU are currently implementing the Global Fund Programme on HIV and AIDS in the private sector. This is a 5 year programme that started in 2010 and ends in 2014. There are 2 phases to the project, phase 1 (Jan 2010 – Dec 2011) and preparations for phase 2 are underway. The success stories of the project

- EMCOZ has been able to train 100 managers and 600 peer educators on HIV and AIDS
- EMCOZ has assisted 3 companies and 2 sectors in coming up with HIV and AIDS policies
- EMCOZ has been able to recruit 4 new members and encourage the payment of subscriptions from members through the project

Challenges

HIV and AIDS programmes require money and EMCOZ has not been able to mobilize adequate resources to assist its membership to effectively deal with HIV and AIDS responses in the world of work. Provided with more funding especially to support programme personnel, EMCOZ will make a significant impact vis-à-vis HIV and AIDS interventions.

The Ghana Employers' Association (GEA)

Background/Introduction

The Ghana Employers' Association (GEA) received funding from the Global Fund (GF) through the Ghana Aids Commission (GAC), a Principal Recipient (PR) under the Round 8 Call on HIV/AIDS to implement programmes that would assist employers and employees address the pandemic at the workplace. GEA started the implementation of the Phase 1 (January 2010 to 31st December 2011) of the 5-year (2010-2014) project in February 2010.

Project Activities

GEA is implementing the following key activities under the project:

1. Setting up of condom promotion & distribution systems: GEA has assisted beneficiary companies to set up systems that promote easy access and use of condom to prevent HIV infections.
2. Distribution of Male & Female Condoms: the GEA project is distributing condoms obtained from GF to the companies.
3. Voluntary Counseling and Testing (VCT) at the workplace: GEA is conducting counseling and testing (CT) sessions for the selected companies
4. STI diagnosis, referrals and treatment: GEA is carrying out STi diagnosis and referring affected workers to appropriate clinics and health facilities for further advice and treatment
5. Training of Workplace Counselors and Peer Educators: GEA has trained workers as counselors and peer educators to undertake HIV activities at the workplace
6. Training of Senior Managers on Stigma Reduction and Discrimination: GEA has trained Senior Managers on stigma and discrimination to reduce the phenomenon at the workplace
7. Workplace education and sensitization: GEA is carrying out sensitization, awareness raising and education on HIV/AIDS at the workplace

Development of Workplace HIV/AIDS Policies and programmes: GEA has assisted 60 companies to develop Workplace Policies and programmes.

The Association of Tanzania Employers (ATE)

Introduction

Formed in 1960, ATE is the most representative Employers Organisation in Tanzania representing employers' interest on employment and labour related issues on behalf of companies and associations of employers. The members are currently classified in to the following eight divisions namely *Agriculture, Commerce, Industry, Mining, Banking and Finance, Oil industry and Utility and Service and Private Security*.

ATE is a consultative advisory organization on employment and labour matters which affect many or all of its members. ATE, the Government and the Trade Unions form the TRIPARTITE FORUM which addresses all industrial relations and labour related issues at sectoral and national levels.

According to ATE's current strategic plan 2010 – 2014, one out of the five goals is to ensure that Employers operate in accordance with international best management and practices on areas of HIV and AIDS, Occupational Health and Safety, Corporate Social Responsibility, Gender etc

Activities undertaken by ATE recently

Training

ATE in collaboration with the CHAMPION project has been able to conduct several joint training programmes on labour laws and HIV and AIDS and the world of work. We were even able to conduct specialised training on HIV and AIDS although practice showed us that this has to be carried alongside other courses. We also conduct tripartite training with Trade Unions and the Government.

Employer of the Year Award

Every year we organize Employer of the Year Award and one of the categories that we have is a Special Award on the Best Organisation which has excelled in best practices in the Fight against HIV/AIDS at the workplace.

ATE Policy & Guideline

ATE developed and produced Policy and Guideline on HIV and AIDS at the workplace. This guide contains a checklist to assist mainly small employers who do not have their own policies to develop theirs.

Private Sector Focal Point

Recently ATE was elected by Private Sector Organisations to be the Focal Point representing the Private Sector in Tanzania on HIV and AIDS issues to the East African Business Council (EABC), the Tanzania Private Sector Foundation (TPSF) is the Alternate focal point. We take over from the Aids Business Coalition of Tanzania (ABCT).

As a Focal Point, ATE coordinates with the Regional Working group on HIV and Health chaired by the EABC Board and work closely with EABC to implement regional programme activities and facilitate policy reforms regionally/nationally

ATE in collaboration with the other Private Sector Organisations (PSOs) has formed a National Steering Committee on HIV and AIDS. This will believe will assist in coordinating HIV activities among the private sector and be able to advocate for better national policies on behalf of employers.

CEOs testing event

ATE was able to conduct a Chief Executive Officers' (CEOs) Testing event with the limited resources considering that we were elected in August 2011. The event coincided with Worlds AIDS Day and the slogan for this year was: Getting to Zeroes: Zero new infections, Zero deaths and zero stigma and discriminations. The goal of CEO and business leaders public testing is to influence business leaders and their peers to take action on workplace health management.

Conclusion

ATE has trained employers on HIV/AIDS at the workplaces, disseminated HIV and AIDS policy and guideline to Employers, ATE has been appointed to be a focal point on HIV/AIDS representing private sector in Tanzania. We have awarded companies which have excelled in best management practices on areas such as HIV and AIDS there by encouraging other employers. The recently CEOs testing event was successfly organized in December 2011 sending a message out there that together we can fight HIV and AIDS at the workplaces.

Nigeria Employers' Consultative Association (NECA)

Introduction

Nigeria Employers' Consultative Association (NECA) is the umbrella organization of employers in the organized private sector of Nigeria. It was formed in 1957 to provide a forum for the government to consult with private sector employers on socio-economic and labour policy issues. NECA provides a platform for private sector employers to interact with the government, labour, communities and other relevant institutions in and outside Nigeria for the purpose of promoting harmonious business environment that will engender productivity and prosperity for the benefit of all.

Our focus is to collaborate with other stakeholders in pursuing public Advocacy that would lead to policy formulation and legal framework that will promote the rights of people living with HIV/AIDS (PLWHAs). While much of the activities we have done on HIV/AIDS are in the past, we are currently not doing much with regards to activities on HIV/AIDS for the following reasons: 1.) Paucity of Funds and 2.) Collaboration with the national body- Nigeria Business Coalition Against Aids (NIBUCAA)

Paucity of Funds

NECA has participated in ILO programmes organized to build capacity of EOs over the years. The information obtained has enabled us guide members through update information sharing during our interactions with them at meetings. However, following the conclusion of sponsored programmes by the ILO and Swedish Labour Market Dialogue project on HIV/AIDS, we have not been able to continue further activities or training programmes. ILO had sponsored training programmes on the prevention of stigma and discrimination for member companies in 2009. NECA in collaboration with the Nigeria Labour Congress (NLC) and Swedish Labour Market dialogue of Sweden (Sponsors) produced and distributed IEC materials including souvenirs and books to member companies.

Collaboration with NIBUCAA

We have decided to collaborate with NIBUCAA which is the national body specifically established to address the growing problems of HIV/AIDS in the private sector of the country. NIBUCAA's compendium of "Greater Involvement of people living with HIV/AIDS" has been distributed to members. In collaboration with NIBUCAA we offer to our members' guidance for the Management of HIV/AIDS in the Workplace in the following areas:

- Awareness and Sensitization via information and experience sharing especially at Technical Committee meetings and retreats of Human Resources and Learning Directors/Managers of our member companies
- Design and Development of Information, Education and Communication (IEC) materials.
- Peer Education Workshops
- Prevention of Stigma and Discrimination in the Workplace
- Formulation of organizational Policy on HIV/AIDS.

Botswana Confederation of Commerce, Industry & Manpower (BOCCIM)

Introduction

Botswana continues to grapple with the HIV and AIDS epidemic three decades down the line. The country continues to experience one of the most severe HIV and AIDS epidemic in the Southern Africa region despite spirited mitigation efforts from government and other stakeholders. The epidemic has placed a heavy burden on families, communities, businesses and the government alike.

The Botswana national response to the HIV and AIDS epidemic has received utmost political will and support.

Botswana's national response to the fight against HIV and AIDS remains steadfast and unrelenting. This is reflected in national policies and strategies and commitment of resources. Twenty five years since the first case of HIV and AIDS was identified in Botswana, the Government has over the years put in place and implemented national interventions to aggressively address the epidemic. These interventions are guided by National priorities and strategies, including the National Development Plans (NDP10), the National HIV/AIDS Strategic Framework (NSF II 2010-2016) and HIV and AIDS related goals as contained in the Nation's development blueprint, Vision 2016.

Private sector under the leadership of Botswana Confederation of Commerce, Industry and Manpower (BOCCIM) has increasingly become a major partner in the national response to HIV and AIDS in Botswana, given the resource available and the fact that private sector is the second largest employer in the country. BOCCIM has over 2200 private sector enterprises registered with it. These are small, medium and large enterprises.

The sector's response to HIV/AIDS is coordinated and managed through a Business Coalition (Botswana Business Coalition on AIDS-BBCA), which is under the umbrella of Botswana Confederation, Commerce, Industry and Manpower- BOCCIM.

Role of Private Sector in the National response Includes:

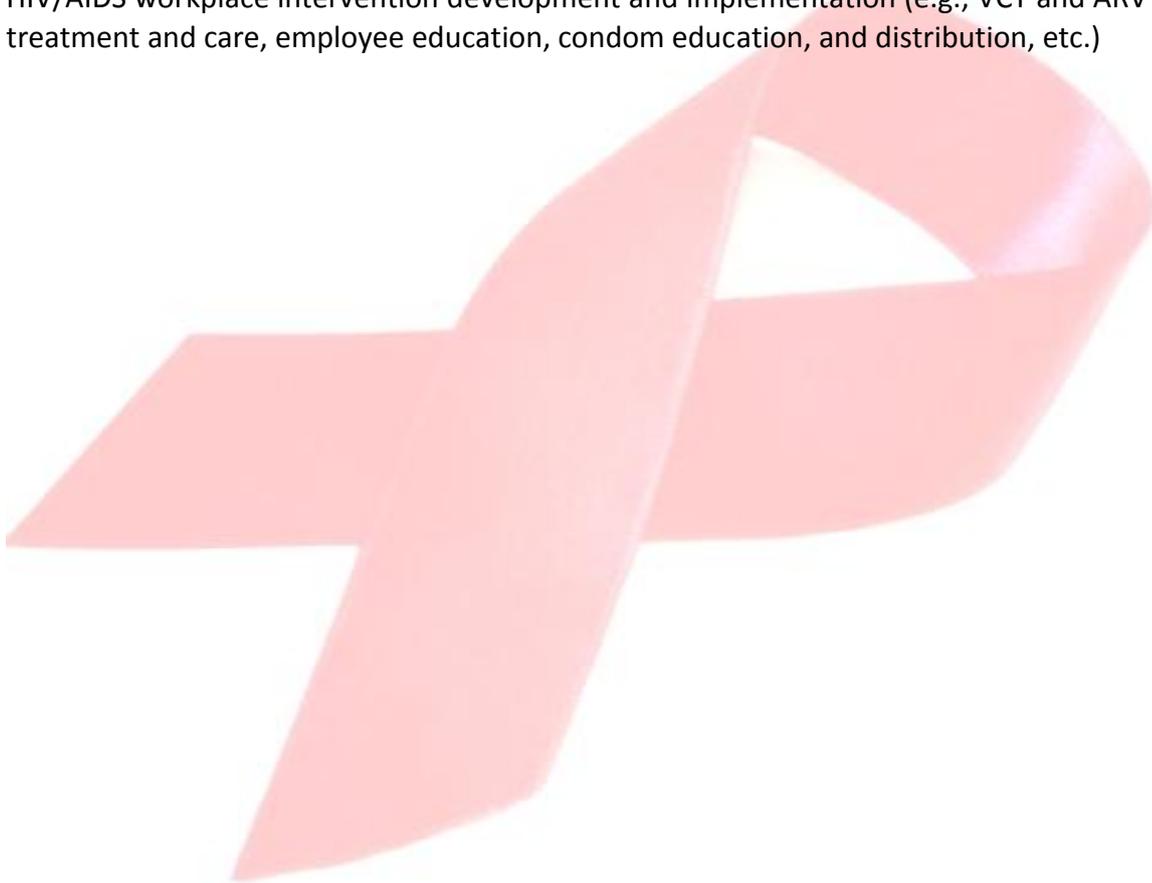
Development and implementation of HIV and AIDS workplace policies and programmes aligned to national policies and programmes, mobilising financial and other resources to support HIV and AIDS workplace programmes, introducing HIV and AIDS training for employers and employees especially around interventions on prevention, care and support, in addition to strategies for stigma and discrimination reduction.

The Business Coalition's operations are guided by a strategic plan (BBCA Strategic Plan 2008 – 2012) which articulates a framework for the Business Coalition to provide a meaningful and sustained support to private sector institutions in their efforts to address HIV and AIDS.

Key strategies outlined in the Business Coalitions strategic plan 2008 – 2012 addresses service delivery areas such as:

Capacity building and systems strengthening, advocacy, mobilisation and sensitisation, Information management, documentation and packaging, including resource mobilisation for a sustained sector response.

Twenty five years since the first case of HIV and AIDS was identified in Botswana, over 400 companies have been supported through the Business Coalition, on the areas that include; trainings on HIV/AIDS workplace interventions (e.g. training of peer counselors, human resources staff, etc.), development of individual workplace policies and guidelines, and consulting on HIV/AIDS workplace intervention development and implementation (e.g., VCT and ARV initiatives, treatment and care, employee education, condom education, and distribution, etc.)



The Namibian Employer's Federation (NEF)

Report on the activities of the Namibian Employer's Federation with respect to HIV/AIDS Prevention during 2011

During May of the year the NEF signed a formal Memorandum of Understanding with the Ministry of Labour & Social Welfare, the National Union of Namibian Workers on the "Implementation of Workplace Programmes and the National Code on HIV/AIDS and Employment"

The NEF Desk Officer responsible for OSH and HIV took part on a regular basis in the National AIDS Network. This is an informal network of all bodies working in the AIDS field, prevention as well as cure. The network tries to co-ordinate all the different initiatives of the various organisations to try to avoid overlapping and duplication of work.

The OSH officer promoted WPP at all establishments that he went to in the course of his duties in engaging employers to comply with regulations with respect to safety and health.

The NEF also at all possible times promoted WPP and also the need for education of the worker, emphasizing the benefits of knowing ones status and encouraging voluntary testing. Many employers co-operated in this work, and there was never any suggestion of discrimination by any of our employers against a positive status report.

One of the expectations of the MOU was that the unions and NEF would jointly approach employers to encourage the introduction of some sort of HIV action within the company in association with the unions, as part of collective bargaining. Unfortunately this has met with little success, but attempts will be renewed during 2012.

Unfortunately due to the resignation of the NEF OSH officer at the end of July, and difficulties in replacing him, plus the resignation of the dedicated person in the office of the Unions, continuity of all the work faltered.

The Secretary General of the NEF has served on the Coordinating Committee (CCM) of the Global Fund in Namibia for several years and in December 2009 was elected second vice-chair.

In October 2011 the SG resigned from the post in protest at misuse of funds and the fact that the CCM had no executive powers to hold persons responsible for such wastage. The suggestion has been now made to form a Section 21 Company (Not for profit) with a full Board with full powers and capacity to discipline persons found in dereliction. The SG is working with a firm of internationally linked auditors in this regard.

The Global Fund has announced that funding for the AIDS programmes in Namibia is on hold until 2014. This is an enormous blow to the country, and is apparently due to the lack of resources of the Global Fund in general. The Government is struggling to come to terms with this problem, but to date no suggestions have been forthcoming with the exception of a special levy (Hidden tax!!) to raise the required funds. So far this method has been thwarted.

The NEF has appointed a new OSH officer who commenced work on 1st January and we anticipate renewing the employer fight against AIDS with immediate effect.

The Rwanda Private Sector Federation (RPSF)

Background Information

The Private sector Federation Strategic Plan 2009-2013 stresses that HIV Programs are part of the initiatives geared at promoting employment at the work place. The HIV/Aids Program agenda is indeed part of the 6th priority area (Employment promoted) and has a mission to:

- Go alongside with enterprises in the elaboration and implementation of HIV/AIDS policies at work place;
- Promote a public–private partnership in fighting against HIV/AIDS at work place;
- Raise resources to finance the Private Sector response on HIV/AIDS at work place.
- Ensure the coordination and the follow-up of programs aimed at fighting against HIV/AIDS at work place;
- Promote information and dissemination campaigns on HIV/AIDS for the benefit of users of enterprises' services in regard of their social responsibilities;
- Provide and avail the documentation on the impact of HIV/AIDS at work place

Progress in National Response

1.1. Strengthen the coordination of HIV/Aids activities at national and District level

- Elaboration of standard minimum package for responding to HIV and Aids in the Private Companies of Rwanda
- Mainstream HIV/Aids activities to formal and informal sector through Business development centers.
- Implementation of HIV/Aids Program within 303 SMES and 40 big companies.
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1.2. Increasing leadership commitment in the fight against HIV and AIDS and its impact on business

- Voluntary testing of Private sector companies leaders:72 people: 35 CEOs+37 Managers and spouses

1.3. Increasing social marketing of both male and female condoms and expanding distribution of condoms in the private sector

- Advocacy for availability and accessibility of male and female condom in the Hotels : as result:
 - ✓ 76 hotels signed a commitment to avail condoms in their premises
 - ✓ Sugar daddies and sugar mommies are Discouraged
 - ✓ Safer sex intercourse is increased
 - ✓ Undesired pregnancies are reduced
- Family planning through mobilization and social marketing
- Water bond prevention through mobilization and social marketing

1.4. Facilitate the networking between Rwanda Private company and regional private companies

- Facilitate our member companies to attend different meeting and workshop at Regional and International level for exchanging experience and learn from others

1.5. Provide funding and technical support to promote business of people living with HIV and AIDS

- Training of people living with HIV/Aids regroups in Cooperatives in business plan writing and project management
- Provide startup capital to cooperative to run small project.

Key successes

- The five year PSF HIV strategic plan was developed and is aligned with the National strategic plan 2009-2012 and the EDPRS;
- Elaboration of standard minimum package for responding to HIV and Aids in the Private Companies of Rwanda
- Seventy – three hotels have signed the commitment to fight against HIV at work place;
- 78 Condom vending machine are fixed in different Hotels,
- Condoms are being distributed through Blitzing Program and are bought, Stigma and discrimination are decreasing within community;
- 303 SMES and 40 big companies who have integrate HIV/Aids program.

Constraints

- HIV/AIDS is a workplace issue: Because it affects workers and enterprises, increases labor costs and reduces productivity. This challenge needs to be overcome by reinforcing policy development at each company level
- Low coverage of HIV services within Private sector

Measures

- Provide education and training at all levels in workplaces, set up interventions for behaviour change through peer educators, integrate HIV in the existing / to be initiated programmes at workplaces like the training of the Human Resource Department, Welfare and OHS programmes, Corporate Social Responsibility initiatives etc;