

HIV/AIDS and the Public Sector Workforce: An action guide for managers

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Description:

HIV/AIDS is having a serious effect on government employees and on the functions they perform. The decreasing ability of government offices to carry out their assigned tasks has ripple effects across all of society. The policy, oversight, and service delivery roles of government are interdependent. Disruptions at one place or level will influence the effectiveness at others. Absences, illnesses, deaths and early retirements due to HIV/AIDS have profound implications for economic development and social welfare. Unlike individual companies in the private sector, government ministries play multiple roles and responsibilities in society. Private sector companies make decisions to maximize their profits. Government offices make decisions to promote the smooth functioning and welfare of society. Actions by government affect the economic, social, security, and cultural wellbeing of all sectors of society. These contrasting, though sometimes overlapping, motivations of the public and private sectors call for different approaches to addressing HIV/AIDS in the workplace. The guide is designed for human resource managers, employee welfare managers, medical officers and labor representatives in government ministries and agencies. It will assist in designing and developing effective and appropriate prevention, care, and support programs, and in mitigating the effect of staff losses due to HIV/AIDS in the public workplace. It is not necessary for every government ministry to develop all the services needed for comprehensive HIV/AIDS prevention, care, and treatment programs; in many instances, those services exist in the community, and duplicating what exists is both costly and unnecessary. But it is important that workers and their dependents know where to find services that meet their needs. Providing that information will be a critical part of a ministry response. The guide is intended to be a basic reference tool. Users can select chapters to assist with specific aspects of an HIV/AIDS program. Checklists are included for assessing the effects of HIV/AIDS on a particular workplace and for developing HIV/AIDS workplace policies or programs. And the guide suggests resources for additional assistance.

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