HIV/AIDS in the workplace: a case study from higher education


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Description:
Purpose – This paper seeks to highlight the nature and possible effect of the South African higher education (HE) sector’s human immunodeficiency virus/acquired immunodeficiency syndrome (HIV/AIDS) workplace programmes response and progress.
Design/methodology/approach – A discourse approach is employed within the contextualization of the role of the South African higher education institution (HEI) in addressing the HIV/AIDS pandemic. Findings – The focus of wellness is rapidly becoming part of any corporate landscape and institutions of HE are an integral part of this landscape. Significant gains have been made in the implementation of creative and innovative HIV/AIDS workplace programmes in South Africa’s HEI’s at the individual, group, family, and at local community level. Research limitations/implications – All HEIs are currently aligning their HIV/AIDS policies with the National HIV/AIDS sector policy framework. Further research is thus needed on HIV/AIDS where this aspect forms part of a strategic and holistic approach to employee wellness. Practical implications – Mainstreaming of HIV/AIDS within the institution and the realignment of other allied institutional HIV/AIDS policies together with the establishment of a monitoring and evaluation tool with relevant indicators to gauge the level of responsiveness of institutions. Originality/value – This study is the first that seeks to ascertain the level of importance of employee wellness in South Africa’s HE sector. Therefore, this study sets an important benchmark for further research in the area.

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