

## HIV/AIDS AT WORKPLACE

### POEM

#### DETERMINATION

Be proud  
In life you have to be proud  
To be proud of what you are at the end of the day  
To look back and be happy with your achievements  
Despite failures  
I am happy with my achievements  
I swear I would do my best, my best.

To do my best for my family to survive  
To boost the economy of Batswana  
Eliminate poverty, and HIV/AIDS  
And be proud of what I am  
Look back and say I did it

God bless me even though my body is weak  
Even though I walk through the valley of shadow of death  
I won't be afraid, I shall live  
Yes, I shall live  
I will do my best to gather my strength  
My best to do my work again  
With specific goals set for life

The cry will carry on  
Silence is darkness, silence is death  
Break it and live  
With HIV/AIDS programmes and services in place  
I do claim my life back  
Yes I do, I do  
Long live with ARV therapy  
Long live the Batswana communities  
Long live, long live.

BY

P.W. MOSINYI

City of Francistown (DHT)

## **WHY HIV/AIDS AT WORKPLACE?**

### ➤ **Low productivity**

There is an increase rate in absenteeism due to illness related to HIV/AIDS

### ➤ **Loss of valuable skills and experience**

More workers leave their jobs due to ill health, death

### ➤ **Shortage of manpower**

Some people become caregivers of their ill beloved relatives and take care of the orphans.

### ➤ **Human rights**

The issues becomes a concern at workplace because violate other people's rights. The person found to be HIV/AIDS positive should be one disclosing his/her status to any other he/she feels comfort with, otherwise if someone does that on his/her behalf its breach of confidentially liable to legal suits. Persons have the right to promotion, social benefit.

Government has come with some books of reference as a guide for those employed by him. BONELA as legal organization, focusing in HIV/AIDS issues in order to prevent violation of human rights on those infected and affected.

Books of reference: Code on HIV/AIDS and Employment  
Employment Act .etc.

A workplace policy can instituted at workplace in order to guard against stigma and discrimination.

## **GUIDELINES ON WORK POLICY**

- Management and core workers must protect the confidentiality of employee's medical information
- In areas of potential risk of infection, measures on infection control should be applied (exclusive to HIV).
- Provision of education on stigma and discrimination and update HIV/AIDS information
- Management should communicate the policy/ practices to it's employees