

Module 1: Working with HIV/AIDS in the local context

- ▶ Ways of protection and transmission
- ▶ Risk factors (e.g. mobility; occupational risks)
- ▶ HIV/AIDS prevalence rates/trends in the local context
- ▶ Voluntary Counselling and Testing (VCT)
- ▶ Antiretroviral Treatment (ART)

Module 2: Attitudes and relevant soft skills

(focus on interactive training elements)

- ▶ Reflecting on one's own views and concepts
- ▶ Confidentiality, non-discrimination and non-stigmatization
- ▶ Requirements for a positive life with HIV/AIDS at work

Module 3: Designing and implementing an HIV/AIDS program at one's own workplace

- ▶ Elaboration of policy document and an action plan
- ▶ Design of monitoring procedures
- ▶ Process management through Focal Persons (communication skills, responsibilities)
- ▶ The potential of including HIV/AIDS in a broader workplace health promotion program
- ▶ Cost-benefit analysis and financial sustainability



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C³ HIV/AIDS
 Responding to HIV/AIDS at work

C³ HIV/AIDS training at a glance

Why C³ HIV/AIDS?

HIV/AIDS is a heavy burden to many societies and one of the biggest contemporary challenges for actors in both the public and private sectors. Stigmatization, social taboos, and a lack of knowledge about HIV and protective measures are still major factors aggravating the spread of the epidemic.

There are many good reasons for employers in AIDS-affected countries – government departments and private companies alike – to invest in HIV/AIDS workplace programs: reduction of both absenteeism rates and losses in productivity, reduction of costs for hiring and training of employees, as well as responsibility towards staff members, their families, and communities. Social responsibility is an integral part of the mission of every government department and in the private sector represents a competitive advantage in attracting customers and highly-qualified staff. Well-designed HIV/AIDS workplace programs create win-win situations as they have the potential to alleviate the negative impacts of HIV/AIDS on both employers and employees.

C³ HIV/AIDS is ...

.... a comprehensive and practice-oriented training course where participants learn how to:

- ▶ design and implement HIV/AIDS workplace programs adapted to the specific needs of their workplace (for employers and persons in charge of HIV/AIDS workplace programs);
- ▶ build on international standards and best practices and elaborate cost-benefit analyses of HIV/AIDS workplace programs (for employers and persons in charge of HIV/AIDS workplace programs);
- ▶ identify and use data on the HIV/AIDS situation in the country and workplace context (e.g. epidemiological patterns, ways of transmission, post-exposure prophylaxis);
- ▶ assess individual risk factors and be familiar with protective measures;
- ▶ analyze and challenge HIV/AIDS-related stigma and discrimination.

Target group

The course has been designed for both employers and employees in charge of setting up or improving HIV/AIDS workplace programs (all modules of the training course). Furthermore, the course can serve as an introduction to HIV/AIDS workplace program – in this case, staff members participate in modules 1 & 2 only (please see modules next page).

The elaboration of the training modules will take into account the differing interests and contexts of private companies as well as government departments and other public workplaces such as schools or universities. Cultural and local perspectives are always considered.

Action learning and implementation in practice

Based on the methodological principles of C³, C³ HIV/AIDS uses highly participatory training approaches: action learning, simulation exercises, group work, discussions and case studies. These approaches have proven particularly valuable for training in HIV/AIDS-related topics.

