



# Mainstreaming HIV/AIDS into NRM: AWF's AIDS Organizational Policy



Maasai Steppe  
Heartland  
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AFRICAN WILDLIFE FOUNDATION®

# AWF's Mission

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- AWF's mission is to work with the people of Africa to ensure the continent's wildlife and wild lands endure forever
- AWF's role is to help community-based organizations and government partners to become better stewards of natural resources for long-term sustainable use for human well-being.



# AWF's position toward HIV/AIDS

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- Mitigating a wide-range of conservation threats – from poaching and deforestation to poor land use and pervasive poverty you need a healthy workforce.
- Addressing a new set of challenges resulting from the scourge of HIV/AIDS.
- AWF recognizes threats that HIV/AIDS pose on staff, partners, target communities, as well as on natural resource use patterns.



# Links between HIV/AIDS and NRM

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- HIV/AIDS degrades natural resources causing:
  - overuse and unsustainable use of local resources
  - reduced labor capacity and traditional knowledge available for agriculture
  - increased poverty (widows and orphans)
  - loss of skilled labor for conservation and development efforts.



# AWF's AIDS Organizational Policy

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- AWF response to HIV/AIDS:
  - in 2004, instituted a formal HIV/AIDS workplace policy and program.
  - Providing staff and their families with information and resources on prevention and care.
  - Availing policy in each office and posted on dedicated HIV/AIDS Resource Centre pages on intranet website
  - Providing periodic training seminars, workshops.



# Other Initiatives

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- AWF is implementing prevention education programs to partner organizations and local communities.
- Created partnerships with local HIV/AIDS and health partners to assess and mitigate the impact of HIV/AIDS in the communities where AWF works, including its impact on:
  - resources use
  - taking proactive steps to improving their workplace policies and practices in response to HIV/AIDS.



# AWF's response to date

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- AWF's awareness of HIV/AIDS has led the organization to:
  - Reviewing its workplace policy of 2004
  - Introducing and securing passage of resolution CGR3.RES013 at the World Conservation Congress in Bangkok 2004, which acknowledges the linkages between the HIV/AIDS pandemic and conservation
  - At the field level, engaging in efforts to link local partners with services.
  - providing content and funding for the production of HIV/AIDS awareness material and disseminated to partners in the field.
  - AWF built staff housing at Tarangire National Park to house families to reduce separation between spouses.
  - Supporting TANAPA, TLCT and Mweka CAWM in training, reviewing and developing their own HIV/AIDS workplace policies



# **Guidelines for Developing Institutional HIV/AIDS Workplace Policy**

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- Undertake awareness situation analysis
- Use participatory methods (stakeholders workshop) to review existing policy/plan, framework; or to generate information for developing one
- Develop training material or curriculum if it is an education institution; and
- Implement policy, plan and evaluate.



# Outputs of policy dev. process

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- A document that provides the current HIV/AIDS awareness situation in and around the institution;
- Institution's HIV/AIDS workplace policy and or strategic plan;
- HIV/AIDS training or awareness creation material for the institution's publics; and
- HIV/AIDS monitoring and evaluation tool.



# Contents of a workplace policy on HIV&AIDS

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- Preamble to the institutional policy review or workshop to generate the policy
- Summary of institution's workplace policy on HIV & AIDS
- Policy statement(s) on awareness in the workplace
- Policy statement(s) on staff education and training on HIV & AIDS
- Policy statement(s) on Prevention of HIV/AIDS
- Policy statement(s) on disclosure, openness and confidentiality regarding sero-status by employees



# Contents of a policy contd.

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- Policy statement(s) on protection against stigma and discrimination
- Policy statement(s) on employment and job security
- Policy statement(s) on employees benefits
- Policy statement(s) on HIV&AIDS and Gender
- Policy statement(s) on grievance procedures
- Policy statement(s) on community involvement
- Policy statement(s) on institution's HIV&AIDS workplace policy review
- Policy statement(s) on implementation and monitoring of the HIV&AIDS workplace policy impact.





**Thank You**



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