



PRIVATE SECTOR ENGAGEMENT STRATEGY ON HIV AND AIDS, STI AND TB

2025 - 2027



International
Labour
Organization

TABLE CONTENTS

Foreword	3
Executive Summary:	3
LIST OF ACRONYMS	5
Acknowledgment	6
Introduction	7
The Role of the Private Sector in Addressing HIV, STIs, and TB in the Workplace:	9
Best Practices for Addressing HIV, STIs, and TB:	10
Impact on the Workforce and Broader Community:	10
Rationale for Private Sector Engagement in HIV, STIs and TB, Initiatives	10
Stakeholder Analysis:	12
Situation Analysis:	14
Vision and Mission:	16
Objectives and Key Results (OKRs):	18
Institutional arrangements	21
Fostering Cross-Border Collaboration and Solidarity	23
Best practices on Private sector engagement on HIV in Zambia	24
Coordination framework	35
Resourcing the private sector response	36
Conclusion:	38

Foreword

The Private Sector Engagement Strategy on HIV, STIs, and TB (2025–2027) comes at a critical time when the role of the workplace in promoting health and well-being cannot be overstated. This strategy provides a clear and practical framework to help businesses take meaningful action in preventing disease, supporting affected employees, and building inclusive and resilient work environments.

Developed through wide consultation with stakeholders from the public and private sectors, civil society, and development partners, this strategy reflects our shared commitment to strengthening the national response to HIV, STIs, TB, and the growing burden of non-communicable diseases. It aligns with Zambia’s national health priorities and international goals, including the Sustainable Development Goals and the UNAIDS strategy to end AIDS as a public health threat by 2030.

Workplaces have the power not only to protect the health of workers, but also to influence families, communities, and supply chains. By embracing this strategy, businesses can create safer, healthier, and more productive spaces where all employees are treated with dignity, regardless of their health status. I call upon all private sector leaders to take ownership of this strategy and act on it. The health of employees is the strength of the business and a healthier workforce contributes to a stronger Zambia. Let us work together to turn commitment into action.



Dr. Kebby Chongwe Musokotwane
Director General
NATIONAL HIV/AIDS/STI/TB COUNCIL

Executive Summary:

The Private Sector Engagement Strategy on HIV, STIs and TB is a guide that is both comprehensive and focused, and it is to be used by businesses and corporations to actively participate in the HIV, STIs and TB and Noncommunicable diseases (NCDs) response. The goal of this strategy is to develop a culture in the workplace that actively promotes HIV, STIs and TB prevention, awareness, and support for employees impacted by HIV, STIs and TB. The strategy incorporates several essential components, such as those pertaining to prevention and education, accessibility to testing and treatment, reduction of stigma, community participation, strategic alliances, employee empowerment and wellness, and data-driven decision-making

Key Components of the Private Sector HIV, STIs and TB Engagement Strategy:

Prevention and Education: Employees will be provided with accurate information through the implementation of comprehensive workplace programs to create awareness about HIV, STIs and TB prevention. Regular workshops and educational campaigns will be conducted by individual institutions to give employees this information.

Testing and Treatment Accessibility: The establishment of on-site testing facilities through collaboration with healthcare practitioners such as the promotion of routine health check-ups to ensure early detection and treatment.

enforce programmes that deliberately encourage HIV/AIDS/STI/TB prevention, screening and adherence to treatment **Stigma Reduction:** Providing anti-HIV/AIDS/STI TB stigma training programs for employees. Enforcing policies that curb stigma and discrimination in the workplace.

enforce policies and programmes to provide, protect and support PLHIV

Community Engagement and Impact: Collaborating with non-governmental organizations and community groups to tackle HIV, STIs and TB concerns outside of the workplace. Evaluating the effects of community-based programs through consistent monitoring and assessments.

Strategic Partnerships: Engaging in public-private partnerships (PPPs) on sub national, provincial or national scales. Sharing effective strategies and working together with colleagues in the private sector to improve overall outcomes.

Employee Empowerment and Support: Creating employee resource groups dedicated to HIV, STIs and TB -related topics. Offering confidential counselling services to assist employees with their mental and emotional health.

Occupational Health and Safety (OHS)

Integration of Infection Control Protocols into OHS Frameworks: Ensure that workplace safety policies explicitly address HIV, STIs, and TB prevention by incorporating universal precautions, proper use of personal protective equipment (PPE), and clear reporting mechanisms for potential exposure. Regularly train and sensitize employees (especially those in high-risk roles) on infection control measures, including how to handle sharps and bodily fluids, thereby reducing the risk of transmission.

Linkage to Health Services and Post-Exposure Support: Establish clear pathways for access to HIV, STIs, and TB screening, testing, and treatment services within the context of overall occupational health, ensuring confidentiality and non-discriminatory practices such as using standardized interviews, skill assessments, and transparent criteria to evaluate candidates, as well as avoiding bias based on gender, race, age, or disability. Provide timely post-exposure prophylaxis (PEP), Pre-Exposure Prophylaxis (PrEP) and follow-up care for employees potentially exposed to HIV, STIs or TB in the workplace.

Data-Driven Impact Assessment: Establishing a strong monitoring and evaluation system to evaluate the efficacy of HIV, STIs and TB programs. Enhancing plans based on assessment feedback and key performance indicators.

The aim of the private sector HIV, STIs and TB engagement plan is to provide a workplace environment that plays an active role in promoting, educating, and providing assistance for HIV, STIs and TB programs.



LIST OF ACRONYMS

AIDS	Acquired Immunodeficiency Syndrome
ART	Antiretroviral Therapy
CEIC	Centre for Economic and Information Consultancy
CSR	Corporate Social Responsibility
ENDP	Eighth National Development Plan
FDI	Foreign Direct Investment
HDI	Human Development Index
HIV	Human Immunodeficiency Virus
ILO	International Labour Organization
IOM	International Organization for Migration
KCM	Konkola Copper Mines
NASA	National AIDS Spending Assessment
NAC	National HIV/AIDS/STI/TB Council
NCDs	Non-Communicable Diseases
NGOs	Non-Governmental Organizations
NSF	National HIV/AIDS Strategic Framework
OKRs	Objectives and Key Results
OSH	Occupational Safety and Health
PEP	Post-Exposure Prophylaxis
PPPs	Public-Private Partnerships
PrEP	Pre-Exposure Prophylaxis
PSES	Private Sector Engagement Strategy (on HIV, STIs and TB)
SADC	Southern African Development Community
SDG	Sustainable Development Goal
STIs	Sexually Transmitted Infections
TB	Tuberculosis
ZAMSTATS	Zambia Statistical Agency
ZAMPHIA	Zambia Population-Based HIV Impact Assessment
ZANACO	Zambia National Commercial Bank
ZCCM	Zambia Consolidated Copper Mines

Acknowledgment

Zambia Federation of Employers (ZFE) wishes to acknowledge all individuals, organizations, and stakeholders who played a pivotal role in the development of this Private Sector Engagement Strategy on HIV, STIs and TB. This collaborative effort is a powerful testament to our shared commitment to fostering a healthier and more resilient workplace. By coming together, this demonstrated a united resolve to address the challenges posed by HIV and AIDS, sexually transmitted infections (STIs), Tuberculosis (TB), and non-communicable diseases (NCDs). The collective insights, expertise, and dedication invested in this process underscore the private sector's vital role in advancing national health goals and building a supportive environment for all employees.



Harrington Chibanda

Executive Director

Zambia Federation of Employers

1 Introduction

1.1 Background

Zambia is classified as a low-income country following poor economic growth in the recent past. Zambia's economy is, however, showing encouraging signs of stabilizing after a period of macroeconomic imbalances that weakened its economic performance.

Between 2015 and 2021, economic growth slowed down and averaged 2.5 per cent per year, lower than the annual population growth rate of 2.8 per cent (NASA, 2022). The population of Zambia more than quadrupled from 4,056,955 in 1969 to 19,610,769 in 2022. Currently, the male population is 9,603,056 and the female population is 10,007,713. Lusaka province has the largest population size at 3,079,964 followed by Copperbelt province with 2,757,539. The province with the smallest population size is Muchinga province with 918,296 (ZAMSTATS, 2022).

Zambia, being a landlocked country, is impacted by migration, which is a social factor influencing health (IOM, 2019). Industries that require a lot of work and resources often hire both domestic mobile workers from different regions within the country and migrants from foreign countries. Industries in southern Africa that typically hire a large number of mobile and migrant workers include mining, commercial agriculture, transport, construction, domestic work, uniformed services (like military personnel and immigration officials), informal cross-border trade, and fisheries. Zambia's economy heavily relies on mining activities, which are supported by significant Foreign Direct Investment (FDI). The agricultural industry has also seen an increase in production, resulting in the nation achieving food self-sufficiency. In the 2019/2020 agricultural season, Zambia's maize production was approximately 3.39 million metric tons. This figure rose to about 3.62 million metric tons in the 2020/2021 season, marking a 7% increase from the previous season" (Mulenga et al., 2021). Additionally, "Cereal production saw an increase from 2.91 million metric tons in 2015 to 3.11 million metric tons in 2016". This growth in agricultural production has played a crucial role in enhancing Zambia's food security, enabling the country to meet its domestic food requirements and, in some instances, export surplus produce" (CEIC, 2021). "However, despite national food self-sufficiency, food insecurity persists at the household level due to poverty, limited access to nutritious foods, and inadequate knowledge about healthy diets" (Summit Dialogues., 2021) .

On the other hand, between 2005 and 2021, Zambia recorded improvements in human development measured by life expectancy; access to learning and knowledge; and standard of living. The country's Human Development Index improved to 0.584 in 2019 from 0.471 in 2005. This largely reflected the increase in life expectancy at birth to 63.9 years from 48.5 years. The average number of completed years of education of the Zambian population rose to 7.2 from 6.3, while the number of years a child of school entrance age was expected to spend at school increased to 11.5 from 10.9. In addition, Gross National Income per capita increased to US\$1,190 in 2020 from US\$720 in 2006 (ENDP, 2022).

In the last two years, the number of health facilities established has increased, as has the number of healthcare staff recruited. Existing healthcare facilities have been expanded, new ones built, and current advanced health care equipment procured. However, obstacles remain in providing excellent/quality health services, including the regular supply of vital medicines and medical supplies, the recruiting and placement of health staff, and the successful management of Noncommunicable diseases (NCDs). Rural communities continue to confront more barriers to health care access than communities in urban areas. This was primarily due to a low health-seeking culture in rural communities, a low health personnel-to-population ratio, long distances to health facilities, insufficient availability of essential medicines and medical supplies, and a shortage of specialists to deal with complex medical conditions (ENDP, 2022).

1.2 Alignment of the strategy

The Private Sector HIV/AIDS, STIs, and TB Engagement Strategy is fully aligned with Zambia's national health priorities and international commitments to ending these epidemics. On a national level, it supports the Zambia National HIV/AIDS Strategic Framework (NSF), which emphasizes a multi-sectoral response, strengthened prevention, expanded testing and treatment services, and the reduction of stigma and discrimination in all settings. The strategy also reinforces the objectives of the National Health Strategic Plan and the Occupational Health and Safety Policy, ensuring that private sector workplaces integrate infection prevention, health promotion, and employee protection as part of their core business practices.

Internationally, the strategy is consistent with the UNAIDS Fast-Track Strategy to End AIDS by 2030, in particular the goals of reaching the 95-95-95 targets, reducing new HIV infections, and eliminating HIV-related stigma and discrimination. It also contributes to the Sustainable Development Goals (SDGs)—specifically SDG 3 (Good Health and Well-being), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities). By aligning with these frameworks, the strategy ensures that private sector engagement complements public sector efforts and leverages business resources, innovation, and geographical reach to improve health outcomes. This alignment fosters coherence, coordination, and accountability across all stakeholders, ultimately strengthening Zambia's response to HIV, STIs, and TB in a sustainable and inclusive way.

2 The Role of the Private Sector in Addressing HIV, STIs, and TB in the Workplace:

The private sector plays a critical role in promoting inclusive, healthy, and productive environments by addressing **HIV, STIs, and TB** in the workplace. As businesses seek to protect the well-being of their employees and contribute to broader public health goals, it is essential to align workplace policies with international labour standards. This strategy draws on key **International Labour Organization (ILO)** conventions and recommendations, including:

- I. **The Discrimination (Employment and Occupation) Convention, 1958 (No. 111):** This convention requires employers to adopt policies that prevent discrimination based on health status, including HIV, STIs, and TB, ensuring equal opportunities in recruitment, training, and career advancement. Companies must commit to safeguarding the privacy and rights of employees living with HIV, STIs, and TB by implementing confidentiality measures and fostering a non-stigmatizing work environment.
- II. **The HIV, STIs and TB and AIDS Recommendation, 2010 (No. 200):** While primarily focused on **HIV, STIs and TB**, this recommendation also offers guidance for addressing other health conditions such as **STIs and TB** in the workplace. It outlines best practices for providing prevention, treatment, care, and support in the workplace. This includes voluntary testing, education on **HIV, STIs, and TB**, and a gender-sensitive approach to employee well-being.
- III. **The Occupational Safety and Health Convention, 1981 (No. 155):** This convention emphasizes the responsibility of employers to create safe working conditions, especially in sectors where the risk of **HIV, STIs AND TB**, exposure may be present. Employers are encouraged to provide necessary protective measures, training, and access to prevention programs such as **Post-Exposure Prophylaxis (PEP)** and **Pre-Exposure Prophylaxis (PrEP)** for at-risk workers.

3 Best Practices for Addressing HIV, STIs, and TB:

- **Prevention:** Companies should implement workplace policies that promote awareness of **HIV, STIs, and TB**, providing regular health education, awareness campaigns, and access to screenings. Voluntary testing for **HIV, STIs, and TB**, when coupled with privacy and non-discrimination policies, helps reduce the stigma associated with these conditions.
- **Treatment and Care:** Employers should offer access to treatment programs for employees living with **HIV, STIs, and TB**, ensuring that employees have access to medical care, including antiretroviral therapy (**ART**) for **HIV**, antibiotics for **TB**, and treatments for **STIs**. This can also include offering sick leave or flexible working arrangements to support those receiving treatment.
- **Workplace Support:** Beyond medical care, providing psychological support, counselling services, and access to support groups for employees living with **HIV, STIs, and TB** can significantly improve employee well-being and productivity.

4 Impact on the Workforce and Broader Community:

- By aligning private sector strategies with international standards, businesses not only meet their legal obligations but also fulfil their social responsibilities. Promoting workplace health initiatives for **HIV, STIs, and TB** leads to a healthier, more inclusive workforce, contributing to the overall well-being of employees and the community.
-
- Private sector engagement in addressing **HIV, STIs, and TB** can also enhance the company's reputation, attract talent, reduce absenteeism, and improve employee morale. Companies that take proactive steps to ensure the health and well-being of their workforce demonstrate a commitment to both corporate social responsibility and sustainable business practices.

5 Rationale for Private Sector Engagement in HIV, STIs and TB, Initiatives

The involvement of the private sector in **HIV, STIs AND TB** initiatives. and in general health initiatives is a comprehensive strategy that satisfies legal, social, corporate, and ethical obligations. This is critical for a multitude of reasons.

By allocating resources towards the health and well-being of employees and contributing to broader global health objectives, businesses can enhance their long-term sustainability and reputation while positively impacting society. Ensuring private sector engagement is contingent upon the following:

1. Workforce Health and Productivity:

- **Employee Well-being:** Promoting **HIV, STIs and TB**, prevention, testing, and treatment within the private sector contributes to the overall health and well-being of employees. A healthy workforce is more productive and engaged.
- **Reduced Absenteeism:** Investing in **HIV, STIs and TB** initiatives can lead to early detection and treatment, reducing the impact of these diseases on employees' health and minimizing absenteeism.

2. Corporate Social Responsibility (CSR):

- **Positive Social Impact:** Active involvement in **HIV, STIs and TB**, initiatives showcase a company's commitment to social responsibility, contributing to the global fight against **HIV, STIs and TB**.
- **Enhanced Reputation:** Companies that engage in meaningful social initiatives, including those related to public health, often enjoy enhanced reputation and positive brand perception, which can lead to greater trust and loyalty from customers and stakeholders.

3. Legal and Ethical Compliance:

- **Compliance with Regulations:** In many regions, there are legal requirements or guidelines encouraging businesses to address health issues within their workforce, including **HIV, STIs and TB**.
- **Ethical Imperative:** Fostering a workplace culture that supports **HIV, STIs and TB** prevention, destigmatizes these diseases, and ensures fair treatment aligns with ethical business practices, creating a healthier and more inclusive environment for all employees.

4. Talent Attraction and Retention:

- **Employee Engagement:** Demonstrating a commitment to social causes, including **HIV, STIs and TB** initiatives, can attract socially conscious talent and enhance employee morale and loyalty.
- **Competitive Advantage:** Companies that prioritize employee well-being, diversity, and inclusion have a competitive edge in attracting and retaining top talent, particularly when they offer a supportive environment for employees living with **HIV, STIs and TB**.

5. Economic Impact:

- **Cost Savings:** Early detection and management of **HIV, STIs and TB** reduces healthcare costs for both employees and employers. It can be more cost-effective to prevent and manage these diseases than deal with the consequences of untreated cases.
- **Societal Economic Development:** By contributing to **HIV, STIs and TB** initiatives, the private sector plays a role in broader societal economic development by fostering a healthier and more productive population.

6. Sustainable Business Practices:

- Long-Term Viability: Businesses that integrate sustainability into their core operations are more likely to endure and thrive. Contributing to global health interventions for **HIV, STIs and TB** aligns with sustainable business practices and supports long-term employee and community well-being.
- Supply Chain Integrity: Companies engaging in global supply chains may face reputational risks if their suppliers are located in regions heavily affected by **HIV, STIs and TB**. Proactive engagement helps maintain supply chain integrity by ensuring healthier, more productive workers and communities.

7. Public-Private Partnerships:

Leveraging Resources: Collaboration between the private sector, governments, and NGOs maximizes the impact of **HIV, STIs and TB** initiatives by leveraging diverse resources and expertise.

Innovation: Private sector involvement brings innovation, efficiency, and business acumen to **HIV, STIs and TB**, initiatives, leading to more effective and sustainable solutions that can be scaled and adapted across regions and industries.

6 Stakeholder Analysis:

6.1 Identification of key stakeholders in the private sector, including businesses, NGOs, and industry associations.

In order to build effective policies and to foster collaboration, it is essential to involve key stakeholders from the private sector. These stakeholders include enterprises, non-governmental organizations (NGOs), and industry organizations. The most important categories of stakeholders are broken down as follows:

- | | |
|------------------------------|------------------------------|
| • Agriculture | • Sales and marketing |
| • Mining | • Health |
| • Manufacturing | • Education |
| • Finance and banking | |

The establishment of a collaborative ecosystem for the purpose of achieving effective private sector engagement in **HIV, STIs and TB** efforts can only be accomplished by identifying and interacting with these important parties. In order to ensure the effectiveness and long-term viability of activities regarding the prevention and management of **HIV, STIs and TB**, it is vital to establish solid connections with each of the groups involved.

6.2 Analysis of potential roles, interests, and influence in the context of HIV/AIDS, STIs and TB initiatives.

The key stakeholders in the private sector, including businesses, NGOs, and industry associations, play crucial roles in the context of **HIV, STIs and TB** initiatives. Their interests often align with broader public health goals, and their influence stems from their capacity to implement policies, allocate resources, and shape industry practices. Collaborative efforts among these stakeholders can lead to more effective and sustainable initiatives to combat **HIV, STIs and TB**. These efforts can address the broader societal impact of these health conditions, ultimately benefiting not only employees but the community at large. The roles and influence of these stakeholders are key to ensuring the success of workplace-based programs and public health campaigns targeting **HIV, STIs and TB**.

1. Businesses and Corporations:

Roles:

- Implementing workplace policies and programs for **HIV, STIs and TB** prevention, testing, and treatment.
- Providing healthcare benefits that cover **HIV, STIs and TB** related services.
- Funding and supporting community-based initiatives.
- Interests:
- Protecting the health and productivity of their workforce.
- Reducing healthcare costs and absenteeism.
- Enhancing corporate image through CSR activities.

Influence:

- Ability to shape workplace culture and policies.
- Financial resources for initiatives.
- Potential influence on supply chain partners.

2. Non-Governmental Organizations (NGOs):

Roles:

- Implementing community-based HIV, STIs and TB prevention and treatment programs.
- Advocating for policy changes to support HIV, STIs and TB initiatives.
- Providing support services for affected individuals.

Interests:

- Improving community health outcomes.
- Reducing HIV, STIs and TB stigma and discrimination.
- Mobilizing resources for program implementation.

Influence:

- Expertise in community engagement and program delivery.
- Advocacy power to influence policies.
- Ability to mobilize community support.

3. Industry Associations:

Roles:

- Advocating for sector-specific policies and regulations related to **HIV, STIs and TB**.
- Facilitating knowledge-sharing and collaboration among member businesses.
- Promoting CSR initiatives within the industry.

Interests:

- Maintaining the reputation and integrity of the industry.
- Addressing sector-specific challenges related to **HIV, STIs and TB**.
- Ensuring compliance with industry regulations.

Influence:

- Collective representation of businesses' interests.
- Ability to disseminate best practices and guidelines.
- Potential influence on regulatory frameworks.

7 Situation Analysis:

Overview of the current HIV, STIs and TB landscape, prevalence, and challenges.

Zambia's epidemiological profile is marked by a high prevalence and significant impact of avoidable and treatable communicable illnesses. The high illness burden is mainly due to the prevalence of infectious diseases like Malaria, HIV, STIs, TB and AIDS, pneumonia, and tuberculosis (TB). In terms of communicable diseases, the incidence of malaria decreased to 312 per 1,000 population in 2018 from 408 per 1,000 population in 2014 and that of TB declined to 307 per 1,000 population from 391 per 1,000 population during the period 2015 to 2021 . Further, the prevalence of HIV among adults aged 15+ years in Zambia was 11 percent, further broken down as 13.9 percent among women and 8.0 percent among men as per the Zambia Population-Based HIV Impact Assessment (ZAMPHIA, 2021).

Within the framework of the involvement of the private sector, this scenario analysis offers a complete overview of the current state of HIV, STIs and TB, sexually transmitted infections, and tuberculosis in Zambia the limitations and possibilities identified serve as a foundation for the development of focused strategies that will improve the involvement of the business sector in the fight against these public health concerns.

7.2 Identification of gaps and opportunities for private sector involvement.

As a result of addressing the identified gaps and capitalizing on the opportunities, the business sector plays a vital role in the holistic response to **HIV, STIs and TB** which helps to build a healthier workplace and contributes to larger public health goals.

1. Limited Employee Awareness:

- Gap: Lack of awareness among employees about **HIV, STIs and TB** prevention, and available resources.
- Opportunity: Develop and implement targeted awareness campaigns within the workplace to educate employees about the importance of **HIV, STIs and TB** prevention, testing, and treatment.

2. Insufficient Workplace Policies:

- Gap: Absence of comprehensive workplace policies addressing **HIV, STIs and TB** prevention, non-discrimination, and support for affected individuals.
- Opportunity: Develop and implement inclusive workplace policies that address **HIV, STIs and TB** related issues, promote a stigma-free environment, and provide support mechanisms for affected employees.

3. Inadequate Access to Testing and Treatment:

- Gap: Limited access to **HIV, STIs and TB** testing and treatment services for employees.
- Opportunity: Collaborate with healthcare providers to offer on-site testing, treatment options, and support services. Explore partnerships with local health institutions.

4. Stigma and Discrimination:

- Gap: Presence of stigma and discrimination related to **HIV, STIs and TB** status within the workplace.
- Opportunity: Implement awareness programs and training to reduce stigma, foster inclusivity, and create a supportive environment for employees living with **HIV, STIs and TB**.

5. Lack of Integration with CSR Initiatives:

- Gap: Limited integration of **HIV, STIs and TB** initiatives into the broader corporate social responsibility (CSR) framework.
- Opportunity: Align with and incorporate **HIV, STIs and TB** initiatives into existing CSR programs, emphasizing the social impact and the organization's commitment to public health.

6. Limited Collaboration with NGOs:

- Gap: Insufficient collaboration with non-governmental organizations (NGOs) and community-based organizations.
- Opportunity: Establish partnerships with NGOs to leverage their expertise, community reach, and resources in implementing and expanding **HIV, STIs and TB** programs.

7. Inconsistent Monitoring and Evaluation:

- Gap: Inconsistent monitoring and evaluation mechanisms to assess the impact of HIV, STIs and TB initiatives.
- Opportunity: Implement a robust monitoring and evaluation framework to regularly assess the effectiveness of programs, measure outcomes, and identify areas for improvement.

In general, opportunities for private sector involvement in HIV, STIs and TB activities, including the treatment of sexually transmitted infections and tuberculosis, can be anchored on employee engagement programs that promote health and well-being. These programs should incorporate HIV, STIs and TB information, prevention, and support components. The incorporation of HIV, STIs and TB-related content into workplace wellness programs, promotion of regular health check-ups, cultivation of a culture of well-being, and the formation of partnerships with public health authorities, non-governmental organizations (NGOs), and international organizations in order to collectively address HIV, STIs and TB concerns on a larger scale, are all important steps.

Utilizing technology for employee education, awareness campaigns, and creative solutions for HIV, STIs and TB testing and monitoring, as well as engaging with partners in the supply chain is cardinal to guarantee that responsible business practices linked to HIV, STIs and TB are maintained across the entirety of the supply chain. The influence of HIV, STIs and TB activities should be extended beyond the workplace and into the wider community. To do this, community outreach programs should be developed and all stakeholders should be involved. Furthermore, investing in training programs to enhance the capacity of both employees and management to effectively address HIV, STIs and TB-related challenges and pushing for laws and regulations that support HIV, STIs and TB efforts, both inside the organizations and at the industry or national level, are important steps that should be taken. As a result of resolving the identified gaps and capitalizing on the opportunities, the private sector will play a vital role in the holistic response to HIV, STIs and TB, which helps to build a healthier workplace and contributes to larger public health goals.

Vision and Mission:

8.1 Vision

Creating a Healthier and Inclusive Work Environment: A Private Sector That Leads the Charge Against HIV, STIs and TB”.

8.2 Mission statement

“Empowering a Healthy Workforce, Transforming Communities: Private Sector’s Commitment to End HIV, STIs and TB”.



Pictured: Team from First Quantum Health and Wellness with stakeholders during a collaborative engagement meeting to promote workplace health and wellbeing initiatives.

8.3 Strategic focus areas



Objectives and Key Results (OKRs):

9.1 Objective 1: Prevention and Education

Encourage the adoption of safe sex practices, and other preventive measures among employees through targeted educational campaigns.

Key Results:

1. Achieve 100% Employee Awareness:
 - Conduct an annual survey to measure awareness levels.
 - Implement targeted awareness campaigns based on survey results, reaching all employees.
2. Implement Comprehensive Prevention Programs:
 - Develop and roll out a workplace HIV, STIs and TB prevention program.
 - Conduct quarterly workshops on safe practices and preventive measures.

9.2 Objective 2: Testing and Treatment Accessibility

Enhance the accessibility and coverage of HIV, STIs and TB testing, treatment, and care services by leveraging private sector resources and infrastructure.

Key Results:

1. Establish On-Site Testing Facilities:
 - Collaborate with healthcare providers to set up on-site testing within the next six months.
 - Ensure 95% of employees have easy access to on-site testing services for HIV, STIs and TB.
2. Promote Regular Health Check-ups:
 - Encourage annual health check-ups for all employees, covering HIV, STIs and TB screenings.
 - Track and report the year-to-year percentage increase in health check-up participation.

9.3 Objective 3: Stigma Reduction and Inclusive Practices

Create a workplace culture that actively reduces stigma associated with HIV, STIs and TB, while fostering inclusivity.

Key Results:

1. Implement Anti-Stigma Training Programs:
 - Develop and deliver anti-stigma training for all employees on HIV, STIs and TB.
 - Monitor and assess changes in perception through regular surveys.
2. Establish Inclusive Policies:
 - Revise and implement policies promoting inclusivity and non-discrimination regarding HIV, STIs and TB.
 - Monitor policy adherence and conduct regular assessments.

9.4 Objective 4: Community Engagement and Impact

Extend the reach of the company's HIV, STIs and TB initiatives to the community through partnerships and

outreach.

Key Results:

1. Collaborate with NGOs and Community Organizations:
 - Establish partnerships with at least two local NGOs focused on HIV, STIs and TB education and support within the next year.
 - Implement joint community-based initiatives to address HIV, STIs and TB challenges.
2. Measure Community Impact:
 - Conduct a community impact assessment annually.
 - Track the number of individuals reached through community engagement initiatives.

9.5 Objective 5: Strategic Partnerships

Engage in public-private partnerships to enhance the effectiveness of HIV, STIs and TB initiatives.

Key Results:

1. Participate in Public-Private Partnerships:
 - Join at least one regional or global public-private partnership focused on HIV, STIs and TB.
 - Contribute actively to partnership initiatives and monitor participation metrics.
2. Share Best Practices with Industry Peers:
 - Organize an annual industry roundtable on private sector engagement in HIV, STIs and TB initiatives.
 - Share successful strategies and learnings with industry peers.

9.6 Objective 6: Employee Empowerment and Support

Provide resources to empower employees in managing their HIV, STIs and TB health needs.

Key Results:

1. Establish Employee Resource Groups:
 - Form an HIV, STIs and TB employee resource group within the next quarter.
 - Monitor engagement and participation in the group.
2. Confidential Counseling Services:
 - Implement confidential counseling services for employees living with HIV, STIs and TB.
 - Measure the utilization rate of counseling services.

9.7 Objective 7: Enhance Occupational Safety and Health Systems to Prevent HIV, STIs and TB Transmission

Ensure a safe and healthy workplace by integrating HIV, STIs and TB prevention into Occupational Safety and Health (OHS) systems.

Key Results:

1. Comprehensive Risk Assessment and Mitigation:
 - Conduct workplace quarterly inspections and annual audits to identify potential hazards related to HIV, STIs and TB exposure.

- Implement a hierarchy of control measures (elimination, substitution, engineering controls, administrative controls, and PPE).
 - Train employees on hazard recognition and response, empowering them to contribute to safety efforts.
2. Employee Education, Training, and Engagement:
- Provide mandatory induction training on OHS for all new employees and periodic refresher training for all staff on HIV, STIs and TB prevention.
 - Conduct specialized training sessions tailored to roles with higher exposure risks (e.g., healthcare workers and laboratory staff).
 - Engage employees in safety committees and initiatives, promoting a safety-first culture where they can voice concerns and suggest improvements.
3. Strengthening Access to Health Services and Support Systems:
- Integrate health promotion programs, including mental health support, stress management, and access to medical care for HIV, STIs and TB.
 - Ensure all employees have access to PEP and other emergency response services in case of potential HIV, STIs and TB exposure.
 - Foster partnerships with external health providers to supplement in-house health services.

9.8 Objective 8: Data-Driven Impact Assessment

Measure and adjust strategies based on the effectiveness of HIV, STIs and TB programs.

Key Results:

1. Implement Monitoring and Evaluation Framework:
 - Develop a robust framework for monitoring and evaluating HIV, STIs and TB initiatives.
 - Conduct quarterly assessments and adjust strategies based on findings.
2. Continuous Improvement:
 - Implement at least three improvements based on assessment feedback annually.
 - Evaluate the impact of improvements on key performance indicators.

These Objectives and Key Results (OKRs) will provide a structured framework for the private sector engagement strategy on HIV, STIs and TB. Regular monitoring and assessment of key results will enable the strategy to adapt and evolve, ensuring practical continuous improvement and effective contribution to the broader goals of ending the HIV, STIs and TB epidemic.

10 Institutional arrangements

The institutional arrangements are based on the four pillars of the Decent Work Agenda, which refer to employment creation, rights at work, social protection, and social dialogue. It requires a comprehensive and coordinated approach involving government, employers, workers, and other stakeholders. Below is a framework for institutional arrangements centered around these four pillars:

10.1 Employment Creation

Lead Institution: Ministry of Labour, Trade Unions, Zambia Federation Employers

- Objective: Promote job creation and ensure equal employment opportunities for all, particularly for marginalized or vulnerable groups (e.g., people living with HIV, STIs and TB, persons with disabilities, etc.).
- Institutional Arrangements:
 - Public-Private Partnerships: Collaborations between governments and businesses to create employment programs targeting vulnerable populations, and offering incentives such as tax breaks for companies that implement inclusive hiring practices.
 - Job Creation Initiatives: Industry associations, in coordination with labour ministries, can develop initiatives that promote entrepreneurship, skills development, and labour market access for under-represented groups.
 - Monitoring and Evaluation: Government agencies, in partnership with employers' organizations, should monitor employment rates and diversity in hiring practices, as well as tracking progress toward inclusive growth.

10.2 Rights at Work

Lead Institution: Ministry of Labour, Trade Unions, Human Rights Commissions

- Objective: Ensure that the rights of workers are upheld, with specific focus on preventing workplace discrimination, enforcing labour standards, and ensuring equal treatment of workers.
- Institutional Arrangements:
 - Labour Rights Enforcement Bodies: Government labour departments and human rights commissions should collaborate to ensure businesses comply with labour laws, including anti-discrimination policies aligned with ILO conventions such as the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).
 - Trade Union Engagement: Trade unions should be empowered to represent workers' interests, especially those facing discrimination, and engage in collective bargaining on issues related to workplace fairness, wages, and working conditions.
 - Legal Recourse and Advocacy: Workers should have access to legal recourse for rights violations through dedicated labour courts or tribunals. Civil society organizations and legal aid institutions can provide support and advocacy for workers experiencing discrimination or unfair treatment.

.

10.3 Social Protection

Lead Institution: Ministry of Community Development and Social Services, Social Security Institutions, Private Health Providers

- Objective: Provide workers with adequate social protection measures, including healthcare, social security, and safety nets.
- Institutional Arrangements:
 - Comprehensive Health Programs: Public and private sector employers, in collaboration with the Ministry of Health, should ensure employees have access to healthcare, including HIV/AIDS, STIs and TB services, maternity care, and mental health support.
 - Social Security Systems: Social welfare institutions should coordinate with employers to provide social protection systems such as unemployment benefits, pensions, and disability insurance. Private health insurance providers can offer additional services tailored to workers' needs.
 - Occupational Safety and Health (OSH) Programs: Employers should work with government safety inspectors and OSH committees to ensure safe working conditions, in line with the Occupational Safety and Health Convention, 1981 (No. 155).

10.4 Social Dialogue

Lead Institution: Employer and Worker Organizations

- Objective: Promote meaningful social dialogue between employers, employees, and government to ensure that labour issues are discussed openly and equitably.
- Institutional Arrangements:
 - Tripartite Forums: National labour councils should regularly convene tripartite dialogues involving the government, employers' organizations, and trade unions. These forums provide a space for participatory and inclusive negotiation on issues such as wages, labour rights, workplace safety, and policies affecting workers.
 - Workplace Committees: Establish workplace-level labour-management committees where workers and employers can collaborate on issues such as safety, productivity, and employee well-being.
 - Civil Society and Community Engagement: Non-governmental organizations (NGOs) and civil society groups that represent workers' rights and social justice should be included in dialogues, ensuring that vulnerable workers' voices are heard and that social accountability mechanisms are in place.

11 Fostering Cross-Border Collaboration and Solidarity



In an increasingly interconnected global economy, cross-border collaboration is essential to addressing the shared challenges posed by HIV, STIs and TB in the workplace. The private sector plays a critical role in advancing regional and international cooperation to strengthen responses to HIV/AIDS, STIs and TB, particularly in industries which have cross-border operations or mobile workforces. Companies can collaborate with counterparts in neighboring countries to harmonize policies, share best practices, and develop joint initiatives that promote non-discrimination, health, and safety standards in line with international labour conventions. This collaboration fosters a unified approach to supporting employees living with HIV, STIs and TB, ensuring their rights and well-being are protected regardless of their location.

To facilitate cross-border collaboration, private sector players should engage in regional health partnerships that focus on preventing and managing HIV, STIs and TB in high-risk sectors, such as transportation, mining, and agriculture. These partnerships can involve the pooling of resources, sharing of data on HIV, STIs and TB trends, and coordinated efforts to provide efficient access to healthcare services, including testing, treatment, and counseling. By aligning with international organizations such as the International Labour Organization (ILO) and regional bodies like the African Union or SADC, businesses can ensure that their HIV, STIs and TB policies adhere to globally recognized standards and contribute to the collective goal of reducing the spread of the virus across borders.

Furthermore, fostering cross-border solidarity requires active participation in multinational forums and industry-specific networks where businesses can engage in dialogue with governments, civil society, and other private sector actors. These platforms create opportunities for companies to collaborate on developing innovative solutions to reduce HIV, STIs and TB stigma, improve access to healthcare for mobile workers, and share successful workplace initiatives. By contributing to a broader, more inclusive global response, private sector actors can strengthen solidarity across borders and enhance their impact in the fight against HIV, STIs and TB/AIDS.

12 Best practices on Private sector engagement on HIV in Zambia

Engaging the private sector in the HIV, STIs and TB response in Zambia has been enhanced by looking at specific examples of companies that have successfully implemented best practices. Here are some best practices along with examples of companies involved in these initiatives:

- **Public-Private Partnerships (PPPs):** Establish partnerships between government, NGOs, and private companies to leverage resources, expertise, and networks. These collaborations can facilitate comprehensive HIV, STIs and TB prevention, treatment, and care services.

Examples: The partnership between the Zambian government and companies like MTN Zambia has facilitated mobile health initiatives that promote HIV, STIs and TB awareness and testing through SMS campaigns. Zambia Consolidated Copper Mines (ZCCM) has also partnered with local NGOs to run awareness campaigns and provide support services for HIV, STIs and TB-positive individuals. These partnerships help leverage resources and expertise to enhance the effectiveness of health interventions. Additionally, Konkola Copper Mines (KCM), in fostering comprehensive education, has implemented mobile health clinics that travel to remote mining communities to provide HIV, STIs and TB testing and treatment services. This approach ensures that even those people in hard-to-reach areas have access to essential health services.

- **Corporate Social Responsibility (CSR):** Encourage companies to integrate HIV, STIs and TB-related initiatives into their CSR strategies. This can include funding for awareness campaigns, testing services, and support for affected employees.

Example: Zambef Products PLC has integrated HIV, STIs and TB awareness and testing into its CSR strategy, funding local health clinics and supporting community health initiatives.

- **Workplace Programs:** Promote the implementation of workplace HIV, STIs and TB programs that provide education, testing, and treatment options for employees. These programs can help reduce stigma and improve health outcomes.

Examples: Luanshya Mine Hospital and Zambian Breweries have implemented workplace HIV, STIs and TB programs that provide education, testing and counseling services for employees, helping to reduce stigma and promote health. On the other hand, Barrick Lumwana Mining Company has developed an employee wellness program that includes HIV, STIs and TB education, testing, and access to antiretroviral therapy (ART). This program not only supports employees but also extends services to their families and surrounding communities.

- **Capacity Building:** Provide training and resources to private sector entities to enhance their understanding of HIV, STIs and TB issues and effective response strategies. This can include workshops, seminars, and access to best practice guidelines.

Example: Standard Chartered Bank Zambia has engaged in training programs for its employees and local communities on HIV, STIs and TB prevention and treatment, enhancing understanding and effective response strategies.

- **Community Engagement:** Involve local communities in the planning and implementation of HIV, STIs and TB programs. This ensures that interventions are culturally appropriate and meet the specific needs of the

population.

Examples: Shoprite Zambia has involved local communities in health campaigns, providing free HIV, STIs and TB testing and counseling services at their stores, and ensuring culturally appropriate interventions. Mopani Copper Mines on the other hand engages local communities through outreach programs that focus on HIV, STIs and TB prevention and education. They organize community events to raise awareness and provide resources for testing and treatment.

- **Data Sharing and Research:** Encourage private sector companies to participate in data collection and research efforts related to HIV, STIs and TB. This initiative can help identify trends, gaps, and effective strategies for intervention.

Examples: Chibuluma Mines and Zambia National Commercial Bank (ZANACO) have participated in research initiatives that collect data on HIV, STIs and TB prevalence among their workforces, which helps inform national health strategies and improve workplace health policies.

- **Advocacy and Awareness Campaigns:** Collaborate with private sector partners to run awareness campaigns that educate the public about HIV, STIs and TB prevention, treatment, and stigma reduction.

Example: At one time, the then Coca-Cola Beverages Zambia had collaborated with local NGOs to run awareness campaigns that educate the public about HIV, STIs and TB prevention and treatment, utilizing their distribution networks for outreach.

- **Innovative Solutions:** Leverage technology and innovation from the private sector to improve HIV, STIs and TB service delivery. This can include mobile health solutions, telemedicine, and digital platforms for education and support.

One notable example is Airtel Zambia which had developed mobile health solutions that provide information on HIV, STIs and TB services and support through SMS, making it easier for individuals to access resources.

- **Sustainability Focus:** to ensure that private sector engagement strategies are sustainable and can continue to operate beyond initial funding or support. This focus may involve developing business models that integrate HIV, STIs and TB services into existing operations.

Example: First Quantum Minerals and Glencore have integrated HIV, STIs and TB services into their employee health programs, ensuring that these initiatives are sustainable and part of their ongoing operations. This includes funding for local health facilities and ongoing health education.

- **Monitoring and Evaluation:** Implement robust monitoring and evaluation frameworks to assess the impact of private sector initiatives on HIV, STIs and TB outcomes. These frameworks will help in refining strategies and demonstrating the value of engagement.

Example: Zambia Sugar Company has implemented monitoring frameworks to evaluate the impact of its workplace HIV, STIs and TB programs, allowing for adjustments and demonstrating the effectiveness of their engagement.

By leveraging these best practices and examples, stakeholders can enhance the effectiveness of private sector engagement in the HIV, STIs and TB response in Zambia, ultimately leading to improved health outcomes and a reduction in the epidemic's impact.

13 Implementation Plan:

Objectives	Specific activities	Responsible party	Timeline	Resources required
Prevention and Education - Encourage the adoption of safe sex practices, and other preventive measures among employees through targeted educational campaigns.	1. Develop and implement targeted awareness campaigns, workshops, and educational materials to promote a culture of prevention and responsible sexual health practices.	Individual Private sector Institution	2025 -2027	IES materials Human resources
	2. Develop strategies for promoting HIV, STIs and TB awareness, education, and prevention within the private sector.	Individual Private sector Institution	2025 -2027	Human resources
	3. Provide confidential counseling services, establish employee resource groups, and encourage open dialogue about sexual health, reducing fear and encouraging early testing	Individual Private sector Institution	2025 -2027	Counsellors
Testing and Treatment Accessibility - Enhance the accessibility and coverage of HIV, STIs and TB testing, treatment, and care services by leveraging private sector resources and infrastructure.	1. Initiatives related to supporting access to HIV, STIs and TB testing, treatment, and care for employees	Individual Private sector Institution	2025 -2027	Testing Kits, Self-testing Kits, counsellors
	2. Collaborate with healthcare providers to establish on-site testing facilities, promote regular health check-ups, and remove barriers to accessing treatment.	Individual Private sector Institution	2025 -2027	Financial resources, Human resources
Stigma Reduction and Inclusive Practices - Engage the private sector in awareness campaigns and initiatives aimed at reducing stigma and discrimination associated with HIV, STIs and TB, promoting inclusivity and understanding.	1. Development and implementation of workplace policies, wellness programs, and support mechanisms for employees affected by HIV, STIs and TB.	Individual Private sector Institutions	2025 -2027	Human resources.
	2. Establish mentorship programs where employees living with HIV, STIs and TB can connect with mentors for guidance and support.	Individual Private sector Institutions	2025 -2027	Human resource, / trainers
	3. Organize events or initiatives that celebrate diversity and inclusion, emphasizing the importance of an inclusive workplace.	Individual Private sector Institutions	2025 -2027	
	4. Implement training programs, communication campaigns, and policies that challenge stereotypes, promote understanding, and foster a culture of empathy and support.	Individual Private sector Institution	2025 -2027	

Community Engagement and Impact - Involve the private sector in community engagement initiatives, empowering local communities to actively participate in and benefit from HIV, STIs and TB programs and services.	1. Establish community outreach teams to actively engage with residents, distribute informational materials, and address questions or concerns about HIV, STIs and TB.	Individual Private sector Institution	2025 -2027	
	2. Collaborate with local schools and youth organizations to implement educational programs on sexual health and HIV, STIs and TB prevention.	Individual Private sector Institution	2025 -2027	
	3. Participate in local health fairs and community events to raise awareness about HIV, STIs and TB and related health issues.	Individual Private sector Institutions	2025 -2027	
	4. Provide cultural sensitivity training for employees involved in community engagement activities.	Zambia Federation of Employers	2025 -2027	
	5. Provide financial support or resources to local healthcare facilities and community centers offering HIV, STIs and TB testing and healthcare services.	Individual Private sector Institution	2025 -2027	
	6. Participate in local health fairs and community events to raise awareness about HIV, STIs and TB and related health issues.	Individual Private sector Institutions	2025 -2027	
Strategic Partnerships - Establish and strengthen partnerships between the public sector, private sector, and civil society organizations to create a comprehensive and coordinated approach to the HIV, STIs and TB response.	1. Collaboration with other stakeholders, including governments, NGOs, and international organizations.	Private Sector Group	2025 -2027	
	2. Identify and establish partnerships with local NGOs working on HIV, STIs and TB/AIDS and community health.	Private Sector Group	2025 -2027	
	3. Collaborate with NGOs, community organizations, and government agencies to implement community-based programs, awareness campaigns, and support services	Private Sector Group	2025 -2027	
	4. Actively participate in public-private partnerships, share best practices, and contribute to collective efforts aimed at achieving health goals	Private Sector Group	2025 -2027	
	5. Establish forums and networks for ongoing dialogue between the private sector, government, and civil society to facilitate collaboration and knowledge sharing on HIV, STIs and TB interventions.	Private Sector Group	2025 -2027	
Employee Empowerment and Support	1. Develop and implement comprehensive educational programs on HIV, STIs and TB/AIDS, including prevention, testing, and treatment.	Individual Private sector Institutions	2025 -2027	

<ul style="list-style-type: none"> - Empower employees to voluntarily seek HIV, STIs and TB testing and treatment by providing comprehensive information, resources, and a supportive environment that encourages proactive health management. 	2. Review and update existing workplace policies to ensure they are inclusive and non-discriminatory	Individual Private sector Institutions	2025 -2027	
	3. Utilize various communication channels, such as posters, flyers, newsletters, and digital platforms, to disseminate information	Individual Private sector Institutions	2025 -2027	
	4. Establish peer support programs where employees can volunteer as peer supporters for their colleagues.	Individual Private sector Institutions	2025 -2027	
	5. Integrate HIV, STIs and TB-related content into broader health and wellness programs	Individual Private sector Institutions	2025 -2027	
<p>Data-Driven Impact Assessment</p> <ul style="list-style-type: none"> - Develop a robust monitoring and evaluation framework to assess the impact of private sector engagement on key HIV, STIs and TB indicators, ensuring accountability and continuous improvement. 	1. Continuously assess and evaluate the impact of HIV, STIs and TB initiatives to ensure effectiveness and inform future strategies.	Individual Private sector Institutions	2025 -2027	
	2. Implement a robust monitoring and evaluation framework, collecting data on key performance indicators, and utilizing insights to refine and enhance r programs.	Individual Private sector Institutions	2025 -2027	

14 Monitoring and Evaluation:

Objective	Key Performance Indicator (KPI)	Data Source	Frequency of Data Collection	Responsibility for Data Collection	Data Analysis Tool	Reporting Frequency	Review Schedule	Adaptation Strategies	Budget Allocation
Prevention and Education	<ul style="list-style-type: none"> - Achieve 100% Employee Awareness - Implement Comprehensive Prevention Programs 	Activity Reports	Quarterly	Coordinators	Excel spreadsheet	Quarterly	Quarterly	Quarterly strategy meetings based on review	% Of the total CSR budget
Testing and Treatment Accessibility	<ul style="list-style-type: none"> - Establish On-Site Testing Facilities - Promote Regular Health Check-ups 	Daily Registers	Monthly	Health care provider/Counselors	Daily Registers	Monthly	Quarterly	Continuous program review	% Of the total CSR budget
Stigma Reduction and Inclusive Practices	<ul style="list-style-type: none"> - Implement Anti-Stigma Training Programs - Establish Inclusive Policies 	Activity Reports	Quarterly	Coordinators	Excel spreadsheet	Quarterly	Quarterly	Quarterly strategy meetings based on review	% Of the total CSR budget
Community Engagement and Impact	<ul style="list-style-type: none"> - Collaborate with NGOs and Community Organizations - Measure Community Impact 	Activity Reports	Quarterly	Coordinators	Excel spreadsheet	Quarterly	Quarterly	Quarterly strategy meetings based on review	% Of the total CSR budget
Strategic Partnerships	<ul style="list-style-type: none"> - Participate in Public-Private Partnerships - Share Best Practices with Industry Peers 	Activity Reports	Quarterly	Coordinators	Excel spreadsheet	Quarterly	Quarterly	Quarterly strategy meetings based on review	% Of the total CSR budget
Employee Empowerment and Support	<ul style="list-style-type: none"> - Establish Employee Resource Groups - Confidential Counseling Services 	Activity Reports	Quarterly	Coordinators	Excel spreadsheet	Quarterly	Quarterly	Quarterly strategy meetings based on review	% Of the total CSR budget
Data-Driven Impact Assessment	<ul style="list-style-type: none"> - Implement Monitoring and Evaluation Framework - Continuous Improvement 	Activity Reports	Quarterly	Coordinators	Excel spreadsheet	Quarterly	Quarterly	Continuous program review	% Of the total CSR budget

15 Budget:

Overall Goal								
Focus Area								
Strategic Initiative/objective	Specific Objective	Activity/Task	Estimated Cost			Total Estimated Cost (K)	Responsibility	Timeline
			Year 1	Year 2	Year 3			
Prevention and Education	Encourage the adoption of safe sex practices, and other preventive measures among employees through targeted educational campaigns.	Develop and implement targeted awareness campaigns, workshops, and educational materials to promote a culture of prevention and responsible sexual health practices.	132,000.00	147,840.00	165,580.80	445,420.80	Coordinators	
		Strategies for promoting HIV, STIs and TB awareness, education, and prevention within the private sector.		-	-	-	Coordinators	
		Provide confidential counseling services, establish employee resource groups, and encourage open dialogue between employees and management about sexual health, reducing fear and encouraging early testing		-	-	-	Coordinators	
Testing and Treatment Accessibility	Enhance the accessibility and coverage of HIV, STIs and TB testing, treatment, and care services by leveraging private sector resources and infrastructure.	Implement initiatives related to supporting access to HIV, STIs and TB testing, treatment, and care for employees		-	-	-	Coordinators	
		Collaborate with healthcare providers to establish on-site testing facilities, promote regular health check-ups, and remove barriers to accessing treatment.		-	-	-	Coordinators	

Overall Goal								
Focus Area								
Strategic Initiative/objective	Specific Objective	Activity/Task	Estimated Cost			Total Estimated Cost (K)	Responsibility	Timeline
			Year 1	Year 2	Year 3			
Stigma Reduction and Inclusive Practices	Engage the private sector in awareness campaigns and initiatives aimed at reducing stigma and discrimination associated with HIV, STIs and TB, promoting inclusivity and understanding.	Development and implementation of workplace policies, wellness programs, and support mechanisms for employees affected by HIV, STIs and TB.	48,000.00	53,760.00	60,211.20	161,971.20	Coordinators	Quarterly
		Establish mentorship programs where employees living with HIV, STIs and TB can connect with mentors for guidance and support.	-	-	-	-	Coordinators	Quarterly
		Organize events or initiatives that celebrate diversity and inclusion, emphasizing the importance of an inclusive workplace.	20,000.00	22,400.00	25,088.00	67,488.00	Coordinators	Quarterly
		Implement training programs, communication campaigns, and policies that challenge stereotypes, promote understanding, and foster a culture of empathy and support.	105,000.00	117,600.00	131,712.00	354,312.00	Coordinators	Quarterly
Community Engagement and Impact	Involve the private sector in community engagement initiatives, empowering local communities to actively participate in and benefit from HIV, STIs and TB programs and services.	Establish community outreach teams to actively engage with residents, distribute informational materials, and address questions or concerns about HIV, STIs and TB.	-	-	-	-	Coordinators	Quarterly
		Collaborate with local schools and youth organizations to implement educational programs on sexual health and HIV, STIs and TB prevention.	10,000.00	11,200.00	12,544.00	33,744.00	Coordinators	Quarterly
		Participate in local health fairs and community events to raise awareness about HIV, STIs and TB and related health issues.	15,000.00	16,800.00	18,816.00	50,616.00	Coordinators	Quarterly

Overall Goal								
Focus Area								
Strategic Initiative/objective	Specific Objective	Activity/Task	Estimated Cost			Total Estimated Cost (K)	Responsibility	Timeline
			Year 1	Year 2	Year 3			
		Provide cultural sensitivity training for employees involved in community engagement activities.	50,000.00	56,000.00	62,720.00	168,720.00	Coordinators	Quarterly
		Provide financial support or resources to local healthcare clinics and community centers offering HIV, STIs and TB testing and healthcare services.	350,000.00	392,000.00	439,040.00	1,181,040.00	Coordinators	Quarterly
		Participate in local health fairs and community events to raise awareness about HIV, STIs and TB and related health issues.	15,000.00	16,800.00	18,816.00	50,616.00	Coordinators	Quarterly
Strategic Partnerships	Establish and strengthen partnerships between the public sector, private sector, and civil society organizations to create a comprehensive and coordinated approach to the HIV, STIs and TB response.	Collaboration with other stakeholders, including governments, NGOs, and international organizations.	5,000.00	5,600.00	6,272.00	16,872.00	Coordinators	Quarterly
		Identify and establish partnerships with local NGOs working on HIV, STIs and TB/AIDS and community health.		-	-	-	Coordinators	Quarterly
		Collaborate with NGOs, community organizations, and government agencies to implement community-based programs, awareness campaigns, and support services	16,000.00	17,920.00	20,070.40	53,990.40	Coordinators	Quarterly
		Actively participate in public-private partnerships, share best practices, and contribute to collective efforts aimed at achieving health goals	48,000.00	53,760.00	60,211.20	161,971.20	Coordinators	Quarterly

Overall Goal								
Focus Area								
Strategic Initiative/objective	Specific Objective	Activity/Task	Estimated Cost			Total Estimated Cost (K)	Responsibility	Timeline
			Year 1	Year 2	Year 3			
		Establish forums and networks for ongoing dialogue between the private sector, government, and civil society to facilitate collaboration and knowledge sharing.	2,000.00	2,240.00	2,508.80	6,748.80	Coordinators	Quarterly
Employee Empowerment and Support	Empower employees to voluntarily seek HIV, STIs and TB testing and treatment by providing comprehensive information, resources, and a supportive environment that encourages proactive health management.	Develop and implement comprehensive educational programs on HIV, STIs and TB/ including prevention, testing, and treatment.	132,000.00	147,840.00	165,580.80	445,420.80	Coordinators	Quarterly
		Review and update existing workplace policies to ensure they are inclusive and non-discriminatory	50,000.00	56,000.00	62,720.00	168,720.00	Coordinators	Quarterly
		Utilize various communication channels, such as posters, flyers, newsletters, and digital platforms, to disseminate information	1,000.00	1,120.00	1,254.40	3,374.40	Coordinators	Quarterly
		Establish peer support programs where employees can volunteer as peer supporters for their colleagues.		-	-	-	Coordinators	Quarterly
		Integrate HIV, STIs and TB-related content into broader health and wellness programs		-	-	-	Coordinators	Quarterly

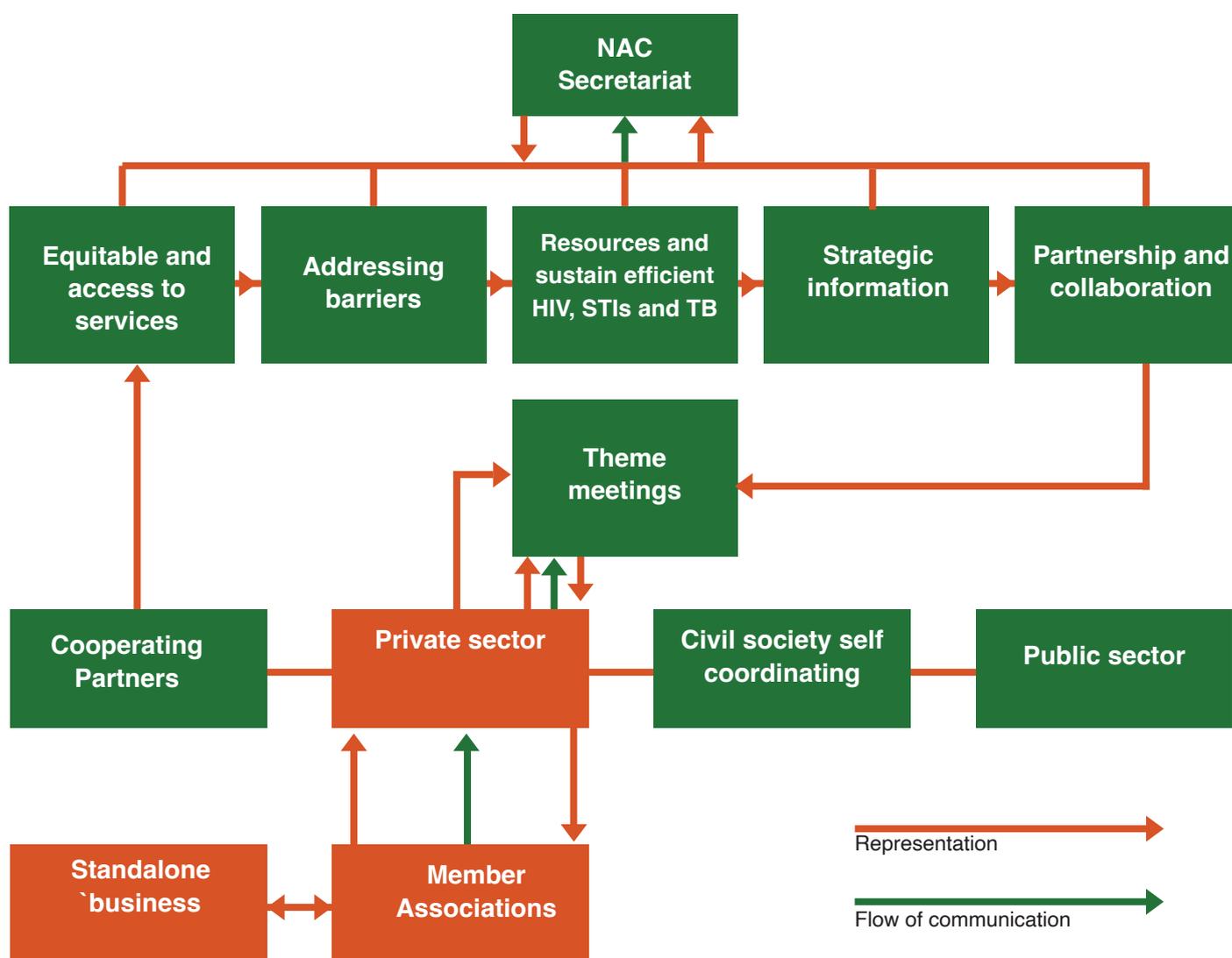
Overall Goal								
Focus Area								
Strategic Initiative/objective	Specific Objective	Activity/Task	Estimated Cost			Total Estimated Cost (K)	Responsibility	Timeline
			Year 1	Year 2	Year 3			
Data-Driven Impact Assessment	Develop a robust monitoring and evaluation framework to assess the impact of private sector engagement on key HIV, STIs and TB indicators, ensuring accountability and continuous improvement.	Continuously assess and evaluate the impact of our HIV, STIs and TB initiatives to ensure effectiveness and inform future strategies.	48,000.00	53,760.00	60,211.20	161,971.20	Coordinators	Quarterly
		Implement a robust monitoring and evaluation framework, collecting data on key performance indicators, and utilizing insights to refine and enhance our programs.	2000	2,240.00	2,508.80	6,748.80	Coordinators	Quarterly

16 Coordination framework

The successful implementation of the HIV, STIs and TB Private Sector Engagement Strategy requires a well-coordinated approach anchored within a functional coordination framework. This framework will provide the necessary structure and arrangement to guide and support the strategy's execution.

Key elements within the structured framework are:

- **Maximization of synergies:** stakeholders will work collaboratively to harness the full potential of their combined strengths. This will help minimize duplication of efforts, promote resource efficiency, and contribute to the success of the HIV, STIs and TB Private Sector Engagement Strategy. **Enhanced impact:** Regular communication, collaboration and coordination will drive progress and ensure sustainable impact outcomes. This structured engagement will show the difference of impact of the strategy by fostering collective ownership and accountability of all stakeholders.



17 Resourcing the private sector response

Resourcing the private sector response to HIV, STIs and TB involves securing the necessary financial, human, and technological resources to implement and sustain the comprehensive strategies contained therein. Below are key considerations for effectively resourcing the private sector response to HIV, STIs and TB:

17.1 Budget Allocation:

- Allocate a dedicated budget specifically for HIV, STIs and TB-related initiatives within the private sector.
- Ensure that the budget encompasses prevention, testing, treatment, awareness campaigns, employee support programs, and impact assessment.

17.2 Public-Private Partnerships (PPPs):

- Explore partnerships with government agencies, NGOs, and international organizations to share resources and expertise.
- Collaborate on joint initiatives that leverage both public and private sector strengths.

17.3 Corporate Social Responsibility (CSR) Programs:

- Integrate HIV, STIs and TB/AIDS initiatives into existing CSR programs.
- Allocate a portion of CSR budgets to support community engagement, awareness campaigns, and healthcare initiatives.

17.4 External Funding and Grants:

- Seek external funding from donor organizations, foundations, and international health agencies.
- Apply for grants that specifically support private sector engagement in HIV, STIs and TB prevention and treatment.

17.5 In-Kind Contributions:

- Encourage in-kind contributions from businesses, such as providing facilities for testing, offering employee training, or donating resources for awareness campaigns.
- Leverage non-monetary contributions to enhance the overall impact of initiatives.

17.6 Employee Volunteering Programs:

- Engage employees in volunteering programs related to HIV, STIs and TB/AIDS initiatives.
- Encourage employees to contribute their skills, time, and expertise to support community-based projects.

17.7 Grassroots Fundraising:

- Organize fundraising events within the organization to generate funds for HIV, STIs and TB initiatives.
- Involve employees in activities like charity runs, auctions, or donation drives.

17.8 Investment in Technology:

- Allocate resources for technological solutions that enhance the efficiency of HIV, STIs and TB-related programs.
- Invest in data management systems, online awareness platforms, and digital tools for monitoring and evaluation.

17.9 Capacity Building:

- Allocate funds for training programs that enhance the capacity of employees and stakeholders involved in HIV, STIs and TB initiatives.
- Invest in skills development related to healthcare, counseling, and community engagement.

17.10 Cost-Effective Awareness Campaigns:

- Implement cost-effective awareness campaigns which utilize digital platforms, social media, and other affordable channels.
- Leverage partnerships with media outlets for pro bono coverage of awareness initiatives.

17.11 Sustainability Planning:

- Develop long-term sustainability plans for HIV, STIs and TB-related programs.
- Consider the scalability and replicability of successful initiatives to maximize impact over time.

17.12 Research and Development Funding:

- Allocate resources for research and development initiatives focused on innovative solutions for HIV, STIs and TB prevention, testing, and treatment.
- Explore partnerships with research institutions to leverage expertise.

17.13 Monitoring and Evaluation Resources:

- Allocate resources for the establishment and maintenance of robust monitoring and evaluation systems.
- Invest in tools and expertise required for data collection, analysis, and reporting.

17.14 Flexibility and Adaptability:

- Maintain flexibility in resource allocation to adapt to evolving needs and challenges.
- Regularly reassess the effectiveness of initiatives and reallocate resources based on impact assessments.

By diversifying funding sources, leveraging partnerships, and investing strategically in a combination of financial, human, and technological resources, the private sector can create a sustainable and impactful response to HIV, STIs and TB/AIDS. Regular evaluation and adaptation of resource allocation strategies ensure ongoing effectiveness and alignment with the evolving needs of the initiative.

18 Conclusion:

The PSES is a comprehensive approach that aims to mobilize businesses to actively contribute to the global effort to eradicate HIV, STIs and TB/AIDS. This strategy is known as the Private Sector Engagement Strategy on HIV, STIs and TB. The plan incorporates several essential components, such as those pertaining to prevention and education, accessibility to testing and treatment, reduction of stigma, community participation, strategic alliances, employee empowerment, and data-driven decision-making regarding the impact of the approach.

18.1 Summary of key points and a call to action.

As the PSES embarks on this journey to create a workplace environment that actively contributes to the fight against HIV, STIs and TB/AIDS, the call on all stakeholders, such as businesses, employees, healthcare providers, and community organizations, to unite in the following ways:

1. Commitment to Prevention:

- Businesses commit to implementing and promoting HIV, STIs and TB prevention programs within their workplaces.
- Employees commit to actively participate in educational campaigns to raise awareness.

2. Accessible Testing and Treatment:

- Collaborate with healthcare providers to ensure easy access to HIV, STIs and TB testing and treatment services.
- Encourage employees to prioritize regular health check-ups for early detection of HIV, STIs and TB.

3. Stigma Reduction and Inclusivity:

- Embrace anti-stigma training programs and policies fostering inclusivity.
- Create a workplace culture that values and supports all employees, regardless of their HIV, STIs and TB status.

4. Community Engagement:

- Extend efforts beyond the workplace to actively engage with and support communities affected by HIV, STIs and TB/AIDS.
- Collaborate with NGOs and community organizations to amplify impact of HIV, STIs and TB interventions.

5. Strategic Partnerships:

- Advocate for and participate in strategic partnerships at local, regional, and global levels.
- Share successes and challenges to collectively strengthen the private sector's impact on HIV, STIs and TB prevention.

6. Employee Empowerment and Support:

- Businesses commit to establishing confidential counseling services and employee resource groups.
- Employees commit to actively seeking support and contributing to a supportive workplace culture.

7. Data-Driven Impact Assessment:

- Commit to the regular assessment of initiatives, utilizing data to inform continuous improvement.
- Share insights and best practices to collectively enhance the effectiveness of private sector engagement.

