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Implementation of Workplace HIV/AIDS Policies in Private Institutions in Uganda: A Case Study of Reproductive Health Uganda and Uganda Telecom Limited

Recent years have seen the emergence of workplace HIV/AIDS policies in many organisations either as an addition to the main human resource policy or as a standalone policy owing to the sensitivity of the subject matter. Implementation has, however, not been as effective. In this study, I assessed the implementation of Workplace HIV/AIDS policies in private institutions in Uganda, taking Reproductive Health Uganda and Uganda Telecom Limited as case studies. I sought to understand the level to which employees are familiar with their organisations‟ workplace HIV/AIDS policies, if the policies are functional, the implementation challenges and possible recommendations to improve implementation of workplace HIV/AIDS policies in private organisations. I undertook the study on the basis of the scanty literature available regarding its implementation, functionality and challenges, and I sought possible recommendations to improve implementation. I used mixed strategy specifically employing the case study research design in the assessment. The results show that most employees are only moderately aware of its existence and content; the policies are widely non-functional due to high levels of stigma and discrimination associated with HIV/AIDS and no special emphasis being accorded to the policy or the HIV/AIDS positive employees who disclose their status at work, which also constitute the main challenges to its effective implementation. I recommended that more sensitisation should be directed against stigma and discrimination, and more deliberate efforts should be invested in implementing the otherwise very well intentioned workplace HIV/AIDS policies so as to fully harness the potential of the employees living with the scourge.