**Abstract**

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Assessment of HIV Workplace Programmes (WPP) in Public and Private Organisations in Namibia

Key words: HIV, AIDS, Workplace Programmes, Namibia, Assessment, Evaluation

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The assessment of Workplace Programmes (WPPs) in the public and private sector is part of the Namibian HIV Research and Evaluation Agenda. The study was hosted by the Ministry of Health and Social Services (MoHSS) and conducted by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), in cooperation with the University of Namibia (UNAM). Between January and March 2011 a survey was conducted in Windhoek and four regions. Two ministries represented public sector organisations; six transport companies were selected in the private sector. The principal study objective was to assess the current status of GIZ supported WPPs, and HIV knowledge, attitude and behaviour of the employees in both sectors. In the public sector, the additional research question was to compare the current status of the WPP in the capital (Windhoek) and the regions; in the private sector, companies with an established WPP were compared to companies, which only started implementing WPPs recently. The methodology of this cross-sectional study based on a knowledge, attitude and behaviour (KAB) questionnaire. Respondents in the selected settings (ministries and companies) were selected by a random sample of the workforce in the defined groups. By this, a total of 1315 respondents participated and filled out the questionnaire.

This study could show in public as in private organisations knowledge about HIV transmission to be fairly high, reaching up to 95% correct answers, confirming an overall good knowledge about HIV transmission in Namibia also found by other studies. No clear differences were shown for the public sector between Windhoek and the regions. Also no difference could be demonstrated between private organisations with established and those with new WPPs; with the exception that results suggest that WPPs increased testing rates. We found a substantial knowledge gap with regard to some facts on HIV transmission, prevention and treatment. In particular, mother-to-child transmissions, transmission by breastfeeding and condom safety were underestimated. A substantial number of employees still hold to traditional beliefs regard HIV cure. Furthermore, results demonstrate that some well-known HIV risk factors are prevalent in the workplace setting; including multiple concurrent partnership rates, intergenerational sex and lower testing rates for men. There was evidence that WPPs in the public as well as in the private sector suffered from substantial implementation gaps.

A cost-effective monitoring and evaluation (M&E) system should be part of every WPP to guarantee effectiveness and quality of the programmes. The need for clear and well-communicated workplace strategies in all evaluated organisations was identified. WPPs should focus on practical support for the workforce (condoms, Peer educator, VCT). General HIV education should be limited to facilitating extern campaigning.