

If you wish to receive a copy of
'Good Donorship in a time of AIDS'
please send an e-mail to
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The document can also be downloaded at
www.stopaidsnow.nl/professionals

Good Donorship in a time of AIDS

Guidelines on Support to Partners to Manage HIV/AIDS in the Workplace
to be used in pilot projects in Uganda and India

STOP AIDS NOW! aims to expand and improve the Dutch contribution to the global fight against AIDS. It is made up of five organisations: Aids Fonds, Hivos, ICCO, Memisa (Cordaid), and Oxfam Novib.

STOP AIDS NOW! aims to:

- Raise funds in order to contribute to more AIDS projects in developing countries;
- Obtain political and public support for the fight against AIDS, both nationally and internationally;
- Innovate or redefine existing strategies and establish new forms of cooperation in order to improve the response to HIV/AIDS and to meet the needs of people affected by HIV/AIDS.



STOP AIDS NOW!

STOP AIDS NOW!



Photo: Adrian Baicker

Donors and NGOs working hand in hand to address HIV/AIDS in the workplace

International NGOs, like many international businesses, have recently woken up to the need for workplace policies on HIV/AIDS. Workplace policies help to reduce the impact of HIV/AIDS, ultimately maintaining the performance and effectiveness of your organisation or those that you are supporting. The costs of having workplace policies are worth it as the positive effects by far exceed the extra costs. Yet, many organisations, especially local NGOs do not yet have an HIV/AIDS workplace policy.

Instead of being concerned bystanders, STOP AIDS NOW! is committed to opening up dialogue and actively supporting partner organisations to develop and fund workplace policies. One outcome of this commitment is the document 'Good Donorship in a Time of AIDS: Guidelines on Support to Partners to Manage HIV/AIDS in the Workplace'. The document is not only useful for the main target group 'funding agencies and donors' but also for local NGOs, governments and businesses.

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Ignoring difficult realities, a costly habit in the case of HIV/AIDS

Local NGOs recognise that it makes sense to invest in managing HIV/AIDS, including providing treatment for HIV-positive employees and their families, in order to reduce the effects that AIDS has on their work. Obstacles to actually define a strategy are the fear to discuss additional costs with donors and the fear to be open about the ways in which AIDS is affecting the performance. Many donors remain silent, compounding the denial among NGOs of any need to manage HIV/AIDS in the workplace. As a result, the local NGOs, their staff and their work are more vulnerable to the impact of AIDS than they need be.

Breaking the silence

Instead of being concerned bystanders, STOP AIDS NOW! is committed to opening up dialogue and actively supporting partner organisations to develop and fund workplace policies. One outcome of this commitment is the document *'Good Donorship in a Time of AIDS: Guidelines on Support to Partners to Manage HIV/AIDS in the Workplace'*.



The guidelines are short, written in plain language and include sections on:

- how a workplace policy addressing HIV/AIDS can benefit local NGOs;
- the key principles for a workplace policy;
- the components of an ideal workplace policy;
- how to adapt the ideal workplace policy to the partner's context;
- the process of developing and implementing a policy;
- how to cover the costs of the policy.

And most importantly, the guidelines are not just talk; they present explicitly stated **principles and commitments** from the members of STOP AIDS NOW!, including the financial and other support that will be given to the partner organisations. As the document is very clear and precise, both local NGOs and donors know what support is offered, why, and with what limits. For example, STOP AIDS NOW! committed to fund the costs of workplace policies up to a maximum of 4% of the total staffing costs.

Good Donorship in a Time of AIDS can also be useful for you!

Most especially, all donor organisations can gain inspiration from these guidelines, by learning about how STOP AIDS NOW! is trying to deal with the tricky situation of helping partner organisations to manage HIV/AIDS in the workplace, including access to treatment. Local NGOs can use the document to open up the dialogue with their donors. Governments and businesses are likely to find the guidelines useful when thinking about their response to HIV/AIDS within their organisations.