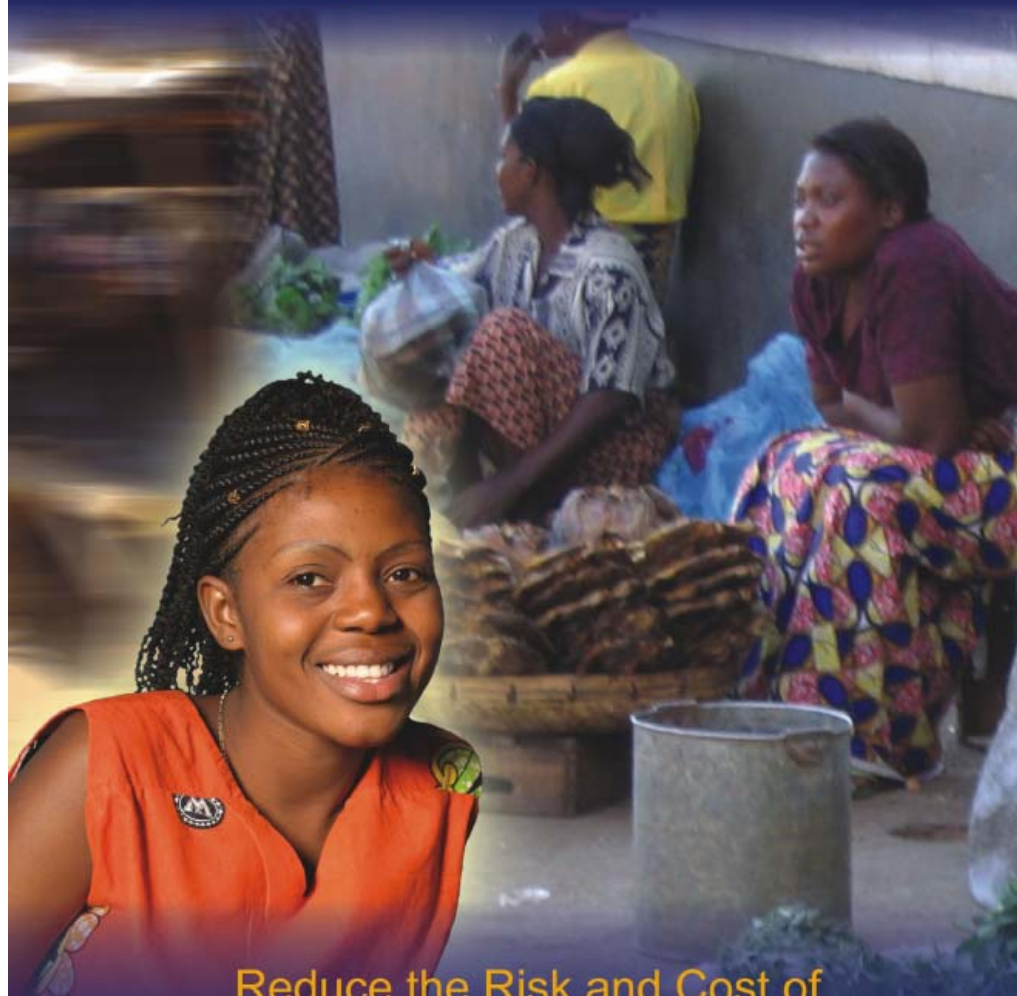


HIV/AIDS Basic Handbook for Entrepreneurs in Zambia



BDS Zambia

Business
Development
Services



Reduce the Risk and Cost of
HIV/AIDS to Your Business



BDS Zambia

Business
Development
Services

Promoting commercial information and communication services for small businesses

Reducing the Cost and Impact of HIV/AIDS for Entrepreneurs in Zambia

Lemmy MANJE
ILO Business Development
Services Project in Zambia

Background (1)

Does HIV/AIDS have an Impact on Small Businesses?

- HIV and AIDS is having an increasingly adverse impact on the operations of many companies.
- The epidemic has increased production costs, reduced profits and given rise to difficulties in delivering quality products and services.
- Employees experience long periods of absenteeism, extensive out of the pocket expenses for medical care and the trauma of caring for family and friends who are ill with AIDS

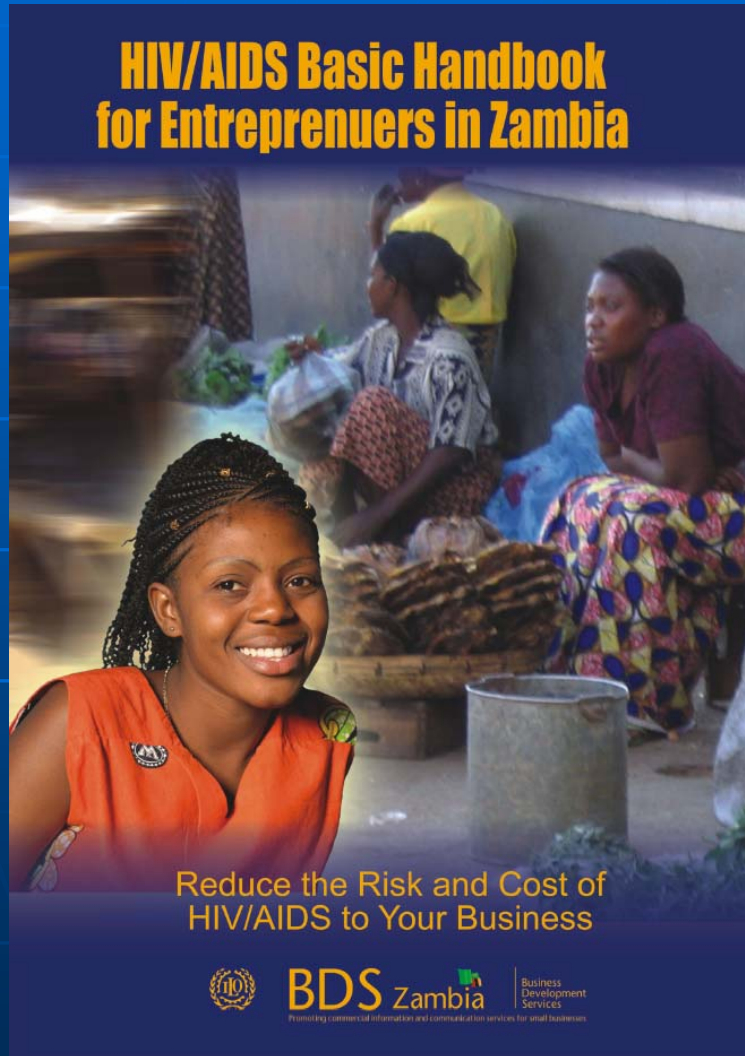


Background (2)

What is the depth of problem and what are the prevailing mitigation strategies and challenges?

- HIVAIDS is a real disease and affects everyone
- Entrepreneurs are not exempted
- Entrepreneurs are both investors and employers
- The Employer as well as the employee are equally affected by HIVAIDS
- There is a dearth in HIVAIDS materials with a business perspective; Generic HIVAIDS materials do not address the needs of the Small Entrepreneurs
- There is Fatigue of HIVAIDS materials and workshops





The Development Process

The Objective:

Enhance the Quality, Local
Application, Relevance and
Impact of HIV/AIDS Handbook
to Zambian Entrepreneurs

The Development Process

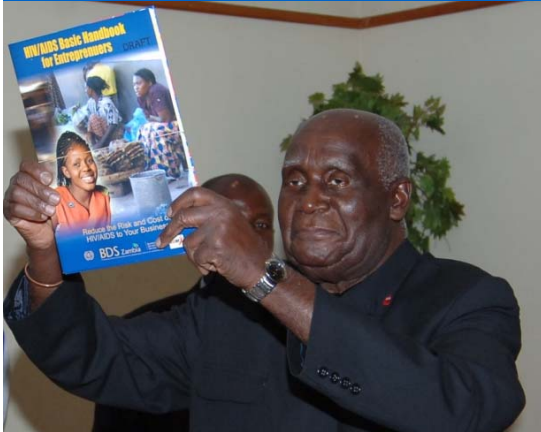


- Phase I- Understanding the Problem
 - Secondary Research on existing materials
 - Involvement of HIVAIDS and Business Experts
 - Consultations with SMEs

- Phase II- Developing the Solution
 - Initial Draft of the HIVAIDS Handbook
 - SME Focus Group Discussions-Feedback on initial Draft
 - Revision of the initial Draft



The Development Process



- Phase III- Launch of HIV/AIDS Handbook for Pilot Testing
 - Awareness Strategy
 - Distribution Strategy for Pilot testing among SEs
 - Launched by Dr. Kenneth Kaunda, Patron of the Zambia Coalition for Business on HIV/AIDS, First President of Republic of Zambia



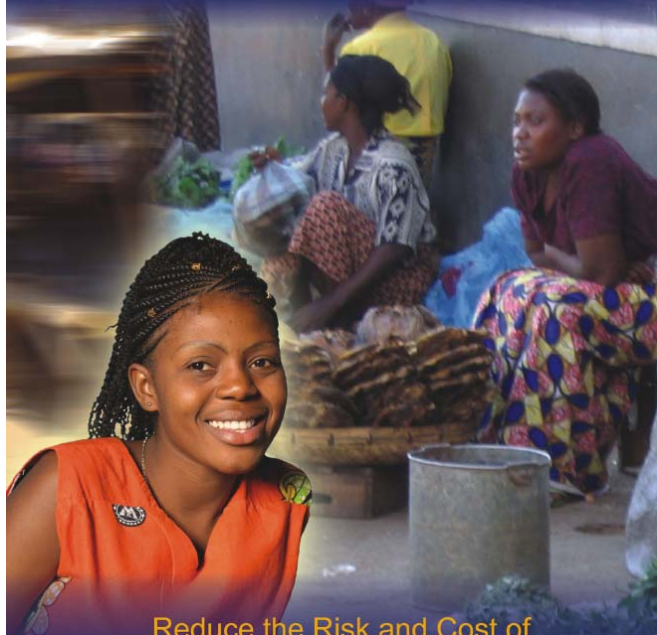
- Phase IV- Revising the Solution
 - Solicit Feedback from SEs
 - Second Revision of the Handbook



- Phase IV- Rolling Out!
 - Private Sector Involvement- Endorsement and Sponsorship (Corporate Social Responsibility)
 - Publication of First Edition of the Handbook
 - Translation into Local Languages

The Unique Offer in the Handbook

HIV/AIDS Basic Handbook for Entrepreneurs in Zambia



Reduce the Risk and Cost of
HIV/AIDS to Your Business



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Development
Services

Providing commercial information and consultation services for small businesses

- The handbook discusses how HIVAIDS affects entrepreneurs, their businesses and employees;
- Shows how Zambian entrepreneurs are dealing with HIVAIDS in their businesses;
- Provides advice on low cost, simple and easy ways to deal with HIVAIDS;
- Provides entrepreneurs with information about provincial centres for Voluntary Counseling and Testing (VCT)
- Puts the entrepreneurs and employees in contact with Positive Living support groups and people living with HIVAIDS and provides entrepreneurs with essential information that they need to know about HIVAIDS



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Important Feedback

- “I would like to thank the ILO BDS Zambia for this wonderful handbook which has helped me in discussing my HIVAIDS. I tested positive in October 2004 and only managed to discuss my HIVAIDS status with my wife after reading the handbook. Even after being a peer HIVAIDS educator in April 2006, I was still afraid of disclosing or discussing my HIVAIDS status. I am no longer afraid of HIVAIDS as it is like any other disease. The handbook produced by ILO BDS Zambia is very useful here in Kazungula Rural District where there are some traditional practices increasing the risk of infection and perpetuating stigma”
 - Renford Tabani, Grocery Shop owner living positively with HIVAIDS, Simango, Kazungula, Southern Province, Zambia



Final Note!

“The solutions we seek to address developmental problems should be based on the real ground issues faced by the people

... This handbook is such an attempt and I am glad to note that the Kenneth Kaunda Foundation has already learnt a lot from this handbook”

Dr Kenneth Kaunda,

April 12, 2006 Taj Pamodzi, Lusaka



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For more information

Website

- www.bdszambia.com

Contact Details

- Chief Technical Advisor (Project Manager)
Tapera Muzira – muzira@bdszambia.com
- National Project Officer (Assistant Project Manager)
Lemmy Manje – manje@bdszambia.com

Important Documents

- Progress Report 2005- Pick a Copy
- Basic HIV Handbook for Entrepreneurs in Zambia
- Also downloadable on the website

