

Chapter 2

Discrimination against people with HIV and AIDS in the workplace: A Lagos State Example

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ABSTRACT

The main thrust of the chapter was to explore the discrimination experienced by people living with HIV and AIDS (PLHIV) in the workplace in Lagos State. A purposive sample of 80 PLHIV was selected from two local government areas (LGAs) of Lagos state: Epe, a rural setting, and Lagos Mainland, an urban one. Secondary data were obtained from internet sources while primary data were collected through structured interviews September 2005–April 2006. Data were analyzed using SPSS versions 11 and 13. Data between and within the rural and urban areas were also analyzed comparatively. The results indicate that PLHIV experienced instant dismissal from offices, mandatory HIV tests, alienation, denial of promotion, and exclusion from insurance schemes. This indicates that PLHIV's rights were violated. The study recommends intensive HIV education and enforcement of national HIV policy and international legal instruments in the workplace to protect PLHIV's rights.