

Social Enterprise as a Tool for Regenerating HIV Positive African Men and Women in London

by Danmore Sithole

Accredited Community Empowerment Course:

Development and Presentation of Research Skills

2011-2012



Acknowledgements

I would like to register my sincere gratitude to my mentor James Ingram for his guidance throughout the research process.

I would like to thank the EOU staff for the lively learning sessions and AET staff for their support. I will like to thank all those I interviewed. Your knowledge will always be treasured.

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Chapter 1:

(i) Introduction

The aim of the research is to assess the need for a social enterprise as a tool for regenerating HIV positive African men and women.

The research seeks to establish whether there is need to set-up a social enterprise as a vehicle of regenerating HIV positive African men and women. In doing so the research will establish what is known about the social enterprise as a vehicle for acquiring skills, entrepreneurship and knowledge among HIV positive men and women in London. The research will also assess the level of creativity and innovation that can nurtured by social enterprise in London.

The research will also explore the experiences of HIV positive people in their effort to re-enter the world of work in profit oriented organisations in London. Other services providing opportunities for education, re-training placement and employment services for HIV positive African men and women in London will be looked into.

(ii) Literature Review

Definition of a social enterprise

A social enterprise is a business set up to tackle a social or environmental need. It combines its primary social aims with business development, placing social aims with business development, placing social ownership and democratic principles at its core. Social enterprises operate to generate profit to further their social and environmental goals not to maximise shareholder value. The social enterprise reinvests its surplus for the purpose in the business or community. (Source: Social Enterprise Coalition www.Socialenterprise.org)

Types of Social Enterprises

The spectrum of social entrepreneurial activity includes social value creation, social economic value and economic value creation (Source: Golden opportunities-social entrepreneurs in an ageing society page2)

Social enterprises are diverse and include Co-operatives, Community Enterprises, Development Trust, Credit Unions, Social Firms, and Housing Associations. These businesses operate across a wide range of industries and sectors from health and social care, to renewable energy, recycling and fair trade.

Social enterprise and the Coalition Government

Big Society, small government emphasises the role of social enterprise with the Big Society investment to focus its resources on supporting organisations to become social enterprises and deliver services.

The Big Society set out a number of commitments including the opening up of services, enabling voluntary sector and social enterprise organisations to compete on a level playing field with the public and private sector making it easier to set up and run new

organisations and enterprise by reducing regulation and red tape and increasing the amount of resources flowing into the sector through more contracting.

Motivating factors for Social Entrepreneurs

According to the UnLtd Golden opportunities document the motives are strongly linked to each individual's background and life experience (Source Ibid page 2).

Some were motivated by an inspirational event or experience often these were traumatic events such as surviving a severe illness. The availability of an opportunity was also motivational.

In some cases people were motivated by the idea that as they were getting older, it was 'now or never' for their social venture. People aged 50plus often used their professional experience and transferable skills to run their venture. The evidence also suggested that they were more likely to become social entrepreneurs if they had previous experience in volunteering. The desire to develop an income stream was sighted as a motivator. The search for legacy was said to be a motivating factor.

Social Enterprises addressing social issues

Com2 enterprises

The enterprise uses the commercial successes of the social enterprise to support people with mental issues go back to work.

The commercial side offer the services such as graphic design, picture framing, and event catering.

The social side the Working for wellness helps Londoners experiencing common mental health conditions to access the services they need. Information and tools for health professionals, employees and the general public are provided. The maps provide the employees with an essential guide to mental health and work. The employers also benefit from the guide to mental health and work.

A replica of this enterprise can be established to support PLWHs to go back to work. The combination of commercial and social objectives is ideal for PLWHs.

Dereck McClure in Northern Ireland

Derek is working to promote social firm models of delivering social care services particularly for those with learning disabilities and mental health issues. The models reflect Derek's experience placing beneficiaries in an employment context. For example 'Daisies Cafes' take on people with learning disabilities and mental health issues, initially as volunteers and then as employees.

Derek testifies that giving people work builds their independence, confidence and a sense of purpose and shifts them from beneficiaries of social security to tax payers. One third of those employed through these firms each year move on to mainstream employment. Derek has also seen significant reductions in medication intake by employees and volunteers. (Source: Ibid page 4)

Derek's' social model firms could be adopted to match the circumstances, experiences and skills of PLWHs. The model of regeneration that enables people to move from volunteers, to firm employees and the then mainstream employees is most ideal for PLWHs since some have unresolved immigration issues.

Steven McCleary of Northern Ireland

Steven runs a DJ workshop with 12 young people from his estate at the risk of involvement in dissident paramilitary activity.

Their attitude towards Steven and other adults working in the community has changed, and within the group the young people have become supportive friends.

Stevens' DJ workshops indicate that it is possible to change the community attitude through social enterprise. Therefore a social enterprise is ideal to reduce stigma and discrimination.

Lynn Jackson Margate

Lynn's venture, History Walkers, trains unemployed people in Margate to become historians of the local communities and take the paying public for learning walks.

Walkers pay £8 each, of which £6 goes to the walk leader and £2 towards running costs of the organisation. (Source: Ibid page 5)

Lynn proves that a social enterprise can be based on innovativeness and creativity. Similarly the innovativeness and creativity of PLWHs can be harnessed.

Social Enterprise regenerating alienated persons

LEAP organisation UK aim to transform the lives of young people and jobless adults by helping them overcome their circumstances to fulfil their potential through education, employability and community programmes.

Personal transformation of Paul

Paul's low esteem was manifesting in all aspects of life, such that his life was a routine. Through the personal transformation he underwent at the workshop his attitude and relationship with his family changed. After the workshop, with support he identified his interest and got into business administration and accountancy.

Self discovery of Nicola

Nicola was unemployed even though she had a degree. At LEAP she discovered that she had an interest in teaching. This was the solid step to start her career.

Teamwork restores self-esteem for Beulah

The team exercises at LEAP helped Beulah to build up self-esteem. She became aware that for a team to be successful every member had to support it and she was willing to do the work. She took IT courses.

Gerald refocuses at LEAP

Gerald had a degree in music but was unemployed due to lack of experience. At LEAP he studied retail. He found a job as a Customer service agent.

David and Mohammed Ahmed acquires employability skills

David and Mohammed learnt to write cover letters, interview techniques, time management, and punctuality. Both secured employment after that.

Adukar leaps from a drug addict to a Community Engagement Officer

Aduker became a drug addict and lost confidence, and self-esteem. He was depressed and paranoid.

LEAP helped him to regain his confidence, and to set goals. He is currently working as a Community Engagement Officer. (Source: www.leap.org.uk)

These stories show the regenerative attributes of a social enterprise which the PLWHs are in great need of.

Greater Involvement of People living with HIV principle

The UNAIDS principle aims to realize the rights and responsibilities of PLWHs including their right to self-determination and participation in decision –making processes that affect their lives. It also aims to enhance the quality and effectiveness of the AIDS response. The idea that personal experiences should shape the AIDS response is at the heart of GIPA. These personal experiences need to shape the AIDS response beyond the accessing of lifesaving drugs. Now that some PLWHs have accessed drugs there is need to bring them back to the mainstream economic activity.

GIPA seeks to breaks down simplistic assumptions of service providers (as those living without HIV) and service receivers (as PLWHs). It is only a social enterprise that can translate this UNAIDS declaration to an action agenda.

Benefits of GIPA

At individual level the involvement of PLWHs can improve the self-esteem and boost morale, decrease isolation and depression and improve health. These goodies sort after

by this UNAIDS principle can be attained in a social enterprise with the extra benefit of the PLWHs being service givers.

Within the organisation the participation of PLWHs can change the perception as well as provide valuable experience and knowledge. Hence a social enterprise of PLWHs can ride on GIPA to get worldwide support.

At community level public involvement of PLWHs can break down fear and prejudice by showing the face of PLWHs. The setting up of a social enterprise will be a major milestone in breaking down the fear and prejudice through increasing the visibility of PLWHs beyond HIV related areas.

(iii) Methodology

A triangulation of research methods was used. These include structured interviewing, Participant observation, Focus groups, case studies and secondary data analysis. A survey has a series of open ended and closed questions most commonly associated with quantitative research. I designed my questionnaires to seek facts from the PLWHs in London. Observation method obtains descriptive qualitative data on behaviours, while minimising external distortions. Patterns and regularities are recorded. A focus group is a group meeting whereby a group of similar attributes come together to discuss topics. This is led by a facilitator. The discussion is generated dynamically and may lead to new ideas or thinking from participants. A case study is an empirical enquiry that investigates a contemporary phenomenon and contexts are not clearly defined. It copes with technically distinctive situations in which there will be many more variables of interests than data points.

The OPAM register of Service users was used as the sampling frame. The Service users were contacted in person or by phone to introduce the research to them and find out if

they were willing to participate in the research. Most OPAM activities exclude women as a result I had to use snowballing to get a more representative sample.

Telephone interviews were conducted. The fact that this method is cheap and improves respondents' accessibility I was able to interview 12 men and 11 women. The peer bias of responses was eliminated because I interviewed each respondent separately. However this method did not allow me to have insight into respondents' subjective meaning and to read the body language. In order to gain an insight into the way people collectively make sense of a social enterprise I used focus groups. In order to minimise the dominant effect of African men over African women in discussions I used two groups one for men and the other for women. The focused groups enabled me to study the group's style of talk and interaction and how they debate in clarifying views. This was very important since in a social enterprise the group members will need to work and achieve together. I had 7 and 5 respondents for the men and women groups respectively.

Since HIV is a complex medical condition which is always accompanied by other conditions such as heart conditions, diabetes, stigma, discrimination and homophobia, I then used one case study so as to gain in-depth understanding of this complex. I used the case study to explore why most of PLWHs are continuously unemployed and the social processes that are at play. Even though it is difficult to generalise on the basis of one case study the unique will power shown in the case study improves the credibility of the conclusions reached. I was a participant observer in the African dance, art, and forum theatre, so as to observe things as they happened. By observation I was able to dictate some attitude changes in particular with regard to homophobia. The participants did not change their behaviour because I have always been hands-on Coordinator.

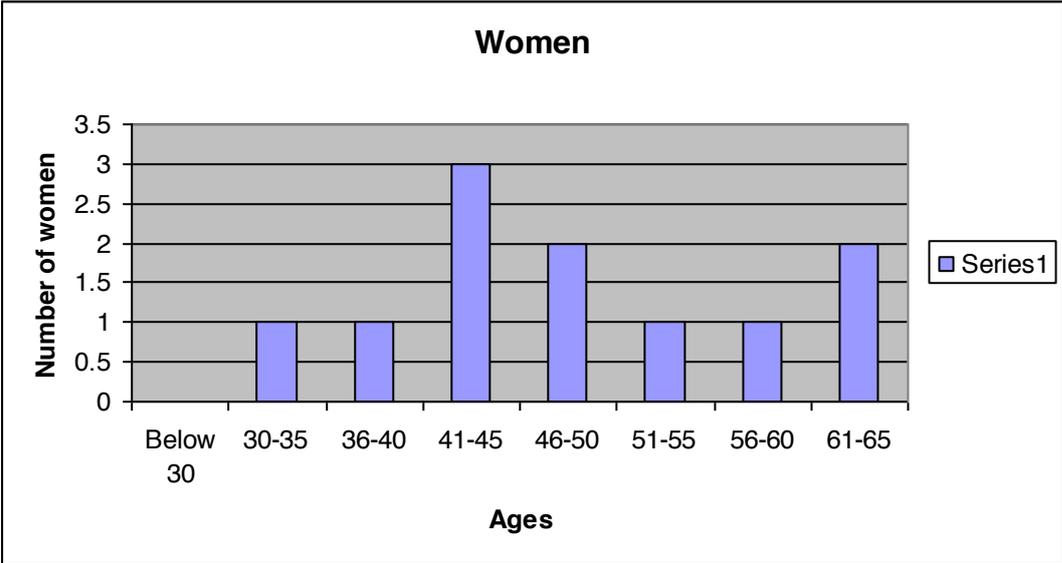
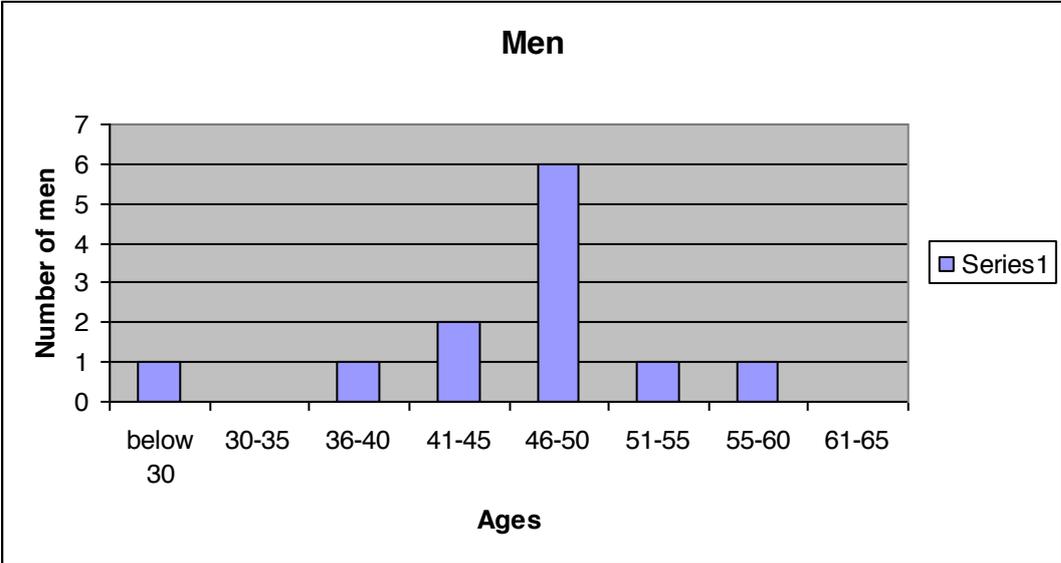
(iv) Ethical considerations

Before the interview or discussion, full information about the purpose of the interview or discussion was provided. The consent of all the participants was sort. Participants were encouraged to keep confidential what would be discussed. The presentation of findings preserves the anonymity of the respondents by using pseudonyms.

Chapter 2: Research findings

Telephone interview results

Tables show the ages of the interviewees



Highest level of qualification

| Highest qualification | Men | Women | Total |
|-----------------------|-----|-------|-------|
| Secondary education | 2 | 4 | 6 |
| A level | 1 | 0 | 1 |
| College | 4 | 5 | 9 |
| Undergraduate | 4 | 1 | 5 |
| Post graduate | 1 | 1 | 2 |

Source of the highest qualification

| Source of the qualification | Men | Women | Total |
|-----------------------------|-----|-------|-------|
| United Kingdom | 8 | 5 | 13 |
| Africa | 4 | 6 | 10 |

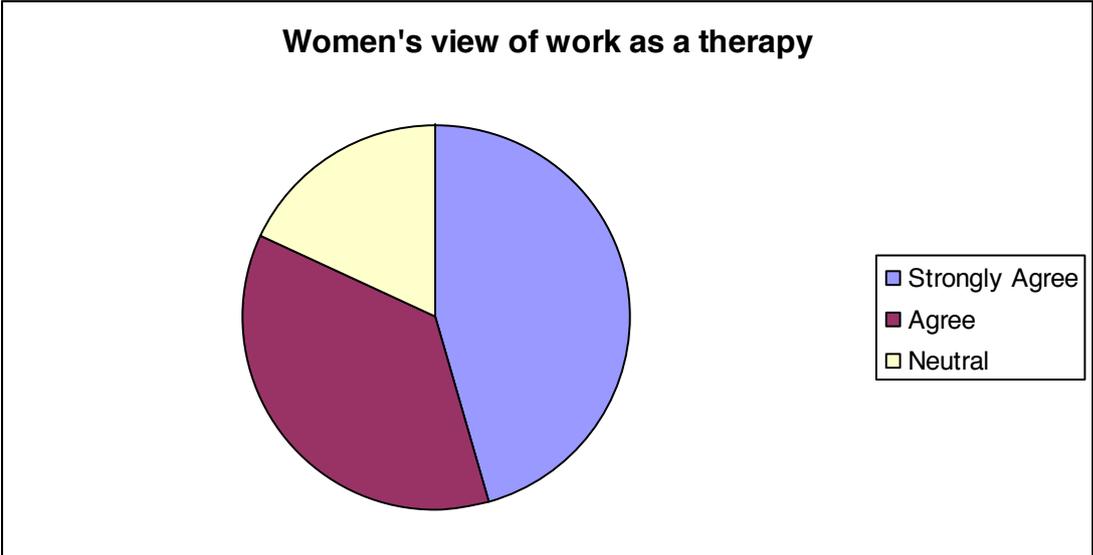
Employment status

| | Men | Women | Total |
|---------------|-----|-------|-------|
| Employed | 1 | 3 | 4 |
| Unemployed | 11 | 6 | 17 |
| Student | 0 | 1 | 1 |
| Incapacitated | 0 | 1 | 1 |

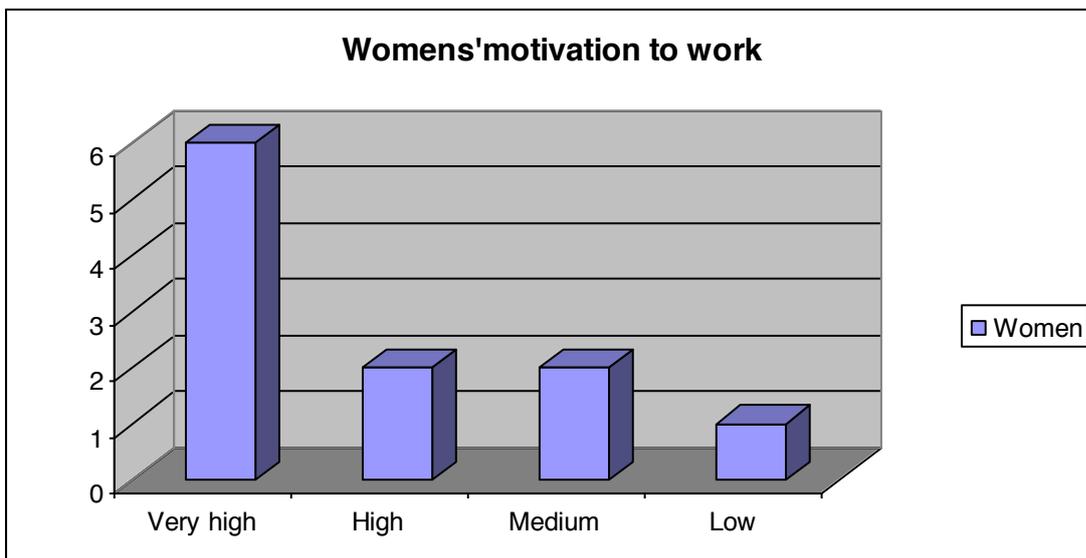
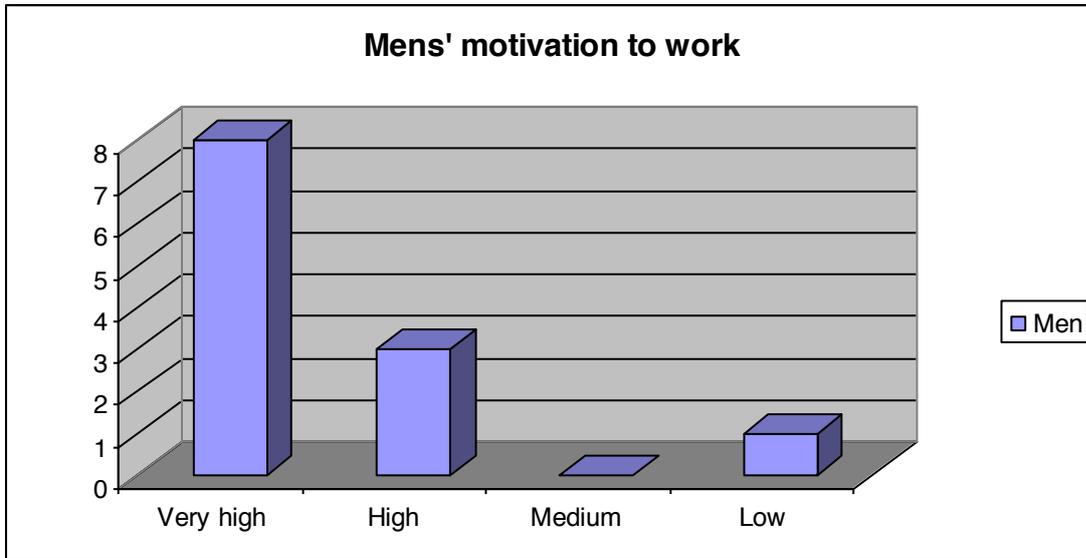
The range of unemployment period for both men and women was 2 years to 12 years.

Readiness to work

Work as therapeutic activity



Motivation to work



Entry into work in the profit orientated organisations

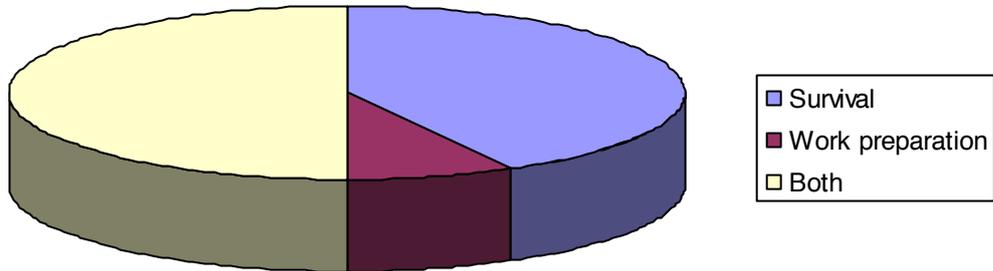
Re-entry into the world of work through the profit orientated was limited due the following factors;

- Fluctuating health conditions
- Multiple conditions thus HIV combined with other health conditions.
- Non existence of leave day bank facilities (a facility where co-workers can donate their leave days to fellow worker who has health issues but has exhausted his leave days).
- Non existence of HIV specific multitasking approaches.
- Lack of employer-employee support arrangements such as the one that allows the employees to work an extra time so as to ensure that an ill colleague gets a full salary and productivity is maintained.
- Teamwork approaches are not inclusive of HIV challenges due to disclosure, stigma and discrimination issues.
- Lack of confidence.
- Age
- Unresolved immigration issues.

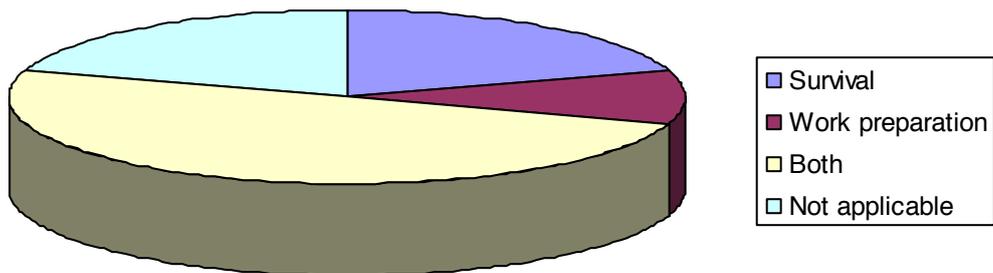
Volunteering with Voluntary organisation as an entry route to the world of work

Volunteering was regarded either as a means of survival or preparing for work or both.

Mens' view of voluntary work with Voluntary organisation



Women view of volunteering with Voluntary organisations



Social enterprise as an entry route to the world of work

All participants reported that they have never come across social enterprises that help PLWHs to re-enter the world of work.

Both men and women said they were inspired by bringing change in the society.

82 % of the women and 42% of male interviewees stated that they would turn their life experiences into organisational assets through creative work.

67% of the male and 36% of female interviewees stated that they would like to use their creativity to drive the growth of an enterprise in which they had a stake.

50% of the men and 45% of the women regarded their innovation as the main assets on which enterprises could be built.

Job placement was rated the most important in re-entering the world of work by 60% of the men and 53% of the women interviewees.

Job creation was rated the most important in re-entering the world of work by 30% of men and 35% of the women interviewees.

10% of the man and 12% of women respondents rated training as the most important for re-entering the world of work. Both men and women stated that they prefer task specific training.

Focused group discussions results

Two focused group discussions were conducted.

Both groups stated they rated job placement their immediate need that will enable them to re-enter the world of work. They stated that Job placement provides one with experience, references, improves confidence and self esteem.

One woman remarked that:

” If people have not seen you working or they see you signing at the Job centre they think you are not capable of working”

One man remarked that:

“If you are unemployed for 6 months the world turns against you. The systems and procedures in your field change very fast hence they will perceive you as if you know nothing”.

Training and education were rated second and third respectively.

Both groups stated that the reasons for attending training, and education courses in order of preference were:

- Networking
- Deal with isolation
- Get financial allowances

Both the male and female groups agreed that the PLWHs needed to pursue both seeking for employment and setting up their own businesses.

Observation results

I observed that the African dance which was aimed at encouraging PLWHs to do exercises was very popular because it was peer led. Those talented in dance got specialised training and showcased their talents at a bigger scale. One member a tailor offered to design the uniforms for the dance team. Talents were being revived, cohesiveness improved and levels of homophobia were reduced.

Case study

Will power to regenerate oneself

Pilots are required to do mandatory medical check-ups every six months. During one of the check-ups my HIV status was diagnosed. Thus began my nightmare. At that time, some countries would deny a HIV positive pilots a license outright. Some countries were undecided and since I had possessed various licenses I continued my career working in aviation jurisdictions that did not bar HIV positive pilots. Immediately my employers learned of my medical condition, however, I always lost my job. The reasons they gave for my dismissal were two-fold; firstly they claimed that my failure to disclose my status as per company policy was valid grounds for termination and secondly: if I remained in their employ, the law required that they purchase a more costly insurance policy and they were not prepared to do this. The only insurance policies that will accept HIV positive pilots are at exorbitant premiums that they are unrealistic at pilots' incomes.

This stigmatisation and discrimination literally destroyed my career. Unable to work, I slowly slid into alcoholism. But thanks to OPAM, I am now alcohol free. I am rebuilding my life, growing personally and professionally.

Chapter 3: Discussion

The majority of the men were in the 46-50 age category while the majority of the women were in the 41-45 age category. These age groups are not a priority for the back to work schemes in London. Therefore the need to have a social enterprise to cater for this group is important. This is in line with the results of the UnLtd which discovered that people aged 50 plus get motivated to participate in social ventures since they believe that it is 'now or never' for their social ventures and they use their professional experience and transferable skills to run their ventures.

16 out of 23 people interviewed had college education or better and 13 of them had obtained their qualifications in the UK. Their period of unemployment ranged from 2 to 12 years. This group on average is highly qualified, it is the non existence of enterprise that enables them to adapt to the world of work after long periods of ill health that is keeping them unemployed. The unique benefits of a social enterprise of offering flexibility to fit socially beneficial activity around other commitments, offering opportunities to shape ventures to reflect their individual skills and being a form of transition into an alternative employment could be a solution.

The majority of the people interviewed acknowledged that work is a form of therapy. This is in harmony with Derek McClure and his 'Daises Cafes' discovery.

Most of the interviewees were highly motivated to work. GIPA acknowledges that the energy spent on basic survival, as well as financial insecurity is a critical barrier to the participation of PLWHs. The social enterprise is a magic bullet to this barrier since it provides for the basic needs and creates a financial stream. A social enterprise may substitute the functions of Support groups which are no longer funded in most boroughs.

The main factors keeping PLWHs out of work was the fluctuating health conditions and the non existence of HIV specific team work approaches. The effect of social enterprise

teamwork is epitomised by the experience of Beulah of LEAP. GIPA calls on governments to ensure that reasonable measures are taken to facilitate the employment of PLWHs. Teamwork is one of them.

Most of the interviewees acknowledged that the voluntary work with voluntary organisations was for survival and preparation to work. This is in line with UnLtd research which states that social entrepreneurs are likely to emerge among people who have had experience in volunteering and would like to develop an income stream.

The interviewees acknowledged that the profit oriented organisation as they pursue profits is not best suited to offer PLWHs an avenue to re-enter the world of work. The case for a social enterprise is strengthened by the fact that it operates where the free market does not provide a sufficient return for the private sector.

82% men and 42% of women said they wanted to transform their life experiences to be assets of an enterprise. This mirrors Derek McClure's experience. Derek's models reflect his experience placing beneficiaries in an employment context. The extra benefit of the social enterprise is supported by the fact that GIPA is underpinned by the fact that personal experiences should shape the AIDS response.

67% of men and 36% of women said they wanted to use their creativity to build an enterprise. It is only a social enterprise that can offer them a chance to experiment with their creativity, thus providing a vehicle for compliance with the GIPA principle which supports the rights of PLWHs to self determination.

50% of the men and 45% of the women said they were highly innovative. The PLWHs can take a leaf from Lynn Jackson's History Walkers. Most of the interviewees have become health experts. Some of them have developed innovative ways to manage a combination of HIV and other health conditions. The opening up of service enabling voluntary sector and social enterprise organisations to compete on a level playing field under the Big Society is an opportunity that can be maximised through innovativeness.

The two focused group stressed that the PLWHs need work placement more than training or education at the moment. The fact that social entrepreneurship ignites the passion and drives to see the needs of their communities recognised and addressed makes the social enterprise most appropriate in these times of economic downturn for PLWHs.

The groups acknowledged that they still attend training and education sessions mainly for networking, deal with isolation and to get financial allowances. A social enterprise can provide all these three plus the personal transformation, self discovery, refocusing, employability, goods and services.

The observation indicated that the work environment promoted community cohesion, reduced stigma and discrimination. A social enterprise could do a "Steven McCleary" in changing attitudes. A social enterprise will create a more favourable environment where skills and talents will blossom.

The case study showed that it was possible to regenerate PLWHs. It also encapsulates traumatic experience as a motivator.

Strengths

My research tools worked very well because I was research on a real topic. The Incapacity benefits are being withdrawn from the majority of PLWHs, while the back to work schemes exclude them, and the few available jobs are not suitable for people with fluctuating health conditions. However time and funds we the main limiting factors. In future I will like to source funds which will enable me to cover the whole of the UK, since PLWHs outside London are facing the similar predicament and a Social Enterprise has the potential to be a panacea to the situation.

Chapter 4

Conclusions and Recommendations

The study showed that social enterprise has been used to regenerate people with other health conditions such as mental health, but there is none for PLWHs. There is need to set up such an enterprise since most of the PLWHs are highly qualified, and motivated to work. Most of them have the relevant skills obtained in the UK. The establishment of a social enterprise is recommended as it offers more economic benefits in these times of economic austerity measures. The social enterprise will enable the world to recoup the investment that has gone into the fight against HIV since its advent in 1981. The availability of life saving drugs is now bringing back people who were out of the working population. These people are part of the most productive population. Most are close to 50 years, so the 'now or never' belief is the main motivator. The social enterprise will provide the re-entry route to workforce and increase the participation rate thus stimulating the economy. Increasing labour force in this manner increases economic welfare as some of the income contributors will be coming off the benefit system.

The study showed that the PLWHs current regeneration preferences in order of priority were job creation, job placement and training and education. The setting up of a social enterprise similar to the 'Daises Cafes' will facilitate the satisfaction of these regeneration goals. Since the study indicated that most of the PLWHs are highly qualified and they have undergone a lot of education and training programmes such that a social enterprise will allow a huge human capital injection into the economy of London.

The study showed that work was therapeutic. The PLWHs were being kept out of work due to fluctuating health conditions, multiple health conditions, none existence of workplace HIV teamwork specific practices, lack of confidence, age and unresolved immigration issues in order of their severity. The establishment of a social enterprise that will provide work to PLWHs is recommended since work is a form of therapy with multiple economic benefits. The social enterprise will create market niches out of the unique aspects of HIV and the opportunities availed by the Big Society Capital. The

funds for the much needed Support groups are dwindling all over London. This can be repackaged and be provided as a social firm model by the social enterprise just as that of Derek McClure. The process of planning, designing, production and delivery offers opportunities for the regeneration of PLWHs. The generic education and training and the HIV specific experience has enabled the PLWHs to multitask and to be change agents. The worker flexibility which goes with multitasking enables workers to change roles within existing jobs thus enabling a steady production despite fluctuating individual health conditions. This improved work practice which could be replicated could lead to economic growth. The art of managing multiple health conditions has made PLWHs change management experts. The UNAIDS and its universal access could be one market niche of change social firm models. UNAIDS reports has it that almost one in five of those put on the drugs stops taking them within a year. The PLWHs could promote treatment adherence. This change model will bring income savings through the promotion of treatment adherence, thus limiting the transmission of HIV, reduction in the intake of medication (for opportunistic infections by those championing the change), more people will go for HIV test early (as the visibility PLWHs living productive lives increase), reduction in welfare benefits claims and increasing tax payers. A social enterprise can allow the PLWHs to use the skills that they have acquired to regenerate themselves and have economic and social impact on the society.

The study also indicated that such a social enterprise will promote community cohesion, reduce stigma and discrimination, and reduce homophobia. The establishment of the social enterprise will bring with it a number of advocacy attributes. The production of services by this social enterprise will certainly pull some heart strings which will be handy for marketing purposes. The ability of this social enterprise to generate funds for worthy causes at a time when the major donors to drug access programmes are reducing their contribution will be a welcome innovation in the fight against HIV. The major funders of access to treatment Global fund and the United States President's Emergency Plan for AIDS Relief (PEPFAR) source their funds from the tax payer. The uniqueness of this social enterprise's modest contribution to funds is that its revenue will not be coming from the tax payer's pockets. This will increase the self esteem and

confidence of PLWHs since they will be service providers and income generators. The bargaining power of the PLWHs representatives will improve since 'money talks'. The social enterprise will improve the networking among the PLWHs, drug manufacturers and policymakers. Thus tapping the communication, and negotiating skills of the PLWHs.

The PLWHs can be role models to other members of the community who have suffered one setback or another. The case study is the case in point. The social enterprise will showcase the working capabilities of PLWHs at different levels thus providing more opportunities for regeneration in terms of acquiring and applying skills, using individual creativity, innovation and leadership skills. There is need for further research to cover the whole of UK

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Appendices

Community Enterprise

Community Enterprise according to the Department of Communities and Local Government strategy is an enterprise that has the same principle as the Social Enterprise, but they seek to benefit a particular geographical area or community of interest and are often run by people from within the community they serve. They reinvest surplus back into their communities. They also act as a 'focal point' for local people to identify the unmet needs of their communities and to respond to those needs with the help of their own income generating activities. Community Enterprises also provide local employment and training opportunities, help create and retain community wealth and can make a real to local people particularly during the economic downturn (Source cabinet.office.gov.uk/newsroom/new_releases/2009).

Types of Community Enterprise

A Community Enterprise could be a multi-purpose organisation that provides a range of service to a community and own or manage a local asset, such as community centres. It could be a small organisation operating where the free market does not provide a sufficient return for the private enterprise. For example providing childcare providers in deprived communities are often community enterprises as are credit unions. Community Enterprise can play a particularly important part in deprived areas supporting communities to come together to improve their area, and delivering services that would not otherwise exist.

Benefits of Social Entrepreneurship in later life

The UnLtd research showed that a number of benefits accrue to the social entrepreneur of an older age. Social enterprise provides an opportunity for personal growth and development. Social enterprise enables the entrepreneurship with an opportunity to stay involved, keep earning and expanding their knowledge. The personal growth could be in the form of improved confidence and improvement in skills in leadership, project planning, money management, communication and networking. The greatest growth

was in skills necessary for community engagement and leadership, such as self-confidence, communication and networking.

Social entrepreneurship is linked to longer term and diverse involvement in civic life. At times social entrepreneurship ignites the passion and drives to see the needs of their communities recognised and addressed. Running a social venture also helps the social entrepreneurs to build closer links with their communities.

Social entrepreneurship, as an earning opportunity represents a route out of unemployment, a route into self-employment, an income patch which could sit alongside full time employment in preparation for transitioning into retirement.

The research revealed that social entrepreneurship has some unique benefits which cannot be found in any of the civic activities. Social entrepreneurship provides flexibility to fit socially beneficial activity around other commitments. Social entrepreneurship offers an opportunity to shape ventures to reflect their individual skills. It can be a form of transition into, or even alternative to, retirement. It provides a potential for providing an income stream.

Economic benefits of Social Enterprise

Social Enterprise makes significant contributions to the UK economy. According to the 2005 Annual Survey of Small Business UK there were 55000 social enterprises in the UK with a combined turnover of £27m, contributing £8.4b per year to the UK economy.

Social enterprise offers a business model well-suited to development during the economic downturn. The government is currently investigating measures to aid growth in the Social enterprise sector, including plans to create 25000 jobs *by* expanding the role of social enterprises in providing services.(Source; cabinet office, gov.uk/ newsroom/new releases).

Social Enterprise is a business model which offers the prospect of a greater equity of economic power and a more sustainable society by combining market efficiency with social and environmental justice. Social enterprise anchor wealth in communities, create jobs and set a standard for how business should be done.

Appendix B

GREATER INVOLVEMENT OF PLWHs-The UNAIDS Principle

Challenges to achieving GIPA

Challenges identified by PLWAs

These include weak management, low skills level, funding constrains, difficulties in representing the diversity of PLWHs, lack of documentation of self-empowerment and a lack of evaluation of success and failures. Energy spent on basic survival, as well as financial insecurity can be critical barriers to participation of PLWHs in their own organisations and networks.

A social enterprise by combining social and business goals is the only type of organisation that can turn these challenges into opportunities. For instance by creating a stream of income for the PLWHs the financial insecurity will be eliminated thus enabling the PLWHs to actively participate in the society.

Societal challenges or barriers

Some are rooted in poverty, gender inequality, homophobia and other forms of prejudice.

PLWHs often face stigma and discrimination and this prevents them from accessing services earning livelihoods and becoming involved especially in organisations for PLWHs or in high visibility roles. This burden is greater for those who belong to marginalised populations. Rejection by family, friends and the community and discrimination by health services providers and workplaces and schools is common.

Dealing with these societal barriers requires a multi-pronged approach. For instance business activities are more effective to deal with poverty than civic society activities. On the other hand civic society activities are more effective to deal with gender inequalities and homophobia. Therefore it stands to reason that a social enterprise by combining the

business aspects and social aspects is the vehicle that can be effective in dealing with these societal barriers.

Role of Governments, international agencies and civil society in promoting GIPA

Governments, international agencies, and civil organisations must set, implement and monitor minimum targets for the participation of PLWHs including women, young people, and marginalised populations in decision making bodies.

For the meaningful not tokenistic participation of PLWHs there is need for the regeneration of PLWHs. It is a known fact that long period of illness and stigma and discrimination lowers self-esteem and confidence. Thus providing the social enterprise with a potential customer in the form of UNAIDS.

Actions for governments

Include GIPA in National AIDS Plan, undertake a baseline survey for measuring GIPA and stigma and discrimination and include GIPA within the national monitoring and evaluation system.

Enable PLWHs claim their rights to meet their responsibilities by creating a supportive legal and policy environment that also protects them from discrimination and violence.

Strengthen public policy dialogue on HIV, create and promote educational and employment or income generating opportunities and promote the adoption of workplace policies in the formal and informal sectors, following International Labour Organisation recommendations.

Support the creation and strengthening of organizations of PLWHs in addressing infrastructure, governance, management, resource mobilisation, accountability and staff skill building needs.

Strengthen the capacity of PLWHs who volunteer for leadership in public speaking and communication skills, in organising and conducting policy advocacy dialogue, negotiations in programme design, and monitoring and evaluation at the international, regional, national, and local level.

Provide resources to train and engage or employ PLWHs in self-care in HIV prevention, and in being a knowledgeable participant in personal treatment, as home-based care, and community health-care working in the practicalities and legal and social aspects of HIV counselling, and in anti-stigma campaigns. Ensure that reasonable measures to facilitate employment of PLWHs are taken.

Ensure psycho-social support for PLWHs who in revealing their status may experience discrimination against themselves or their dependents.

The duties and responsibilities bestowed on national governments by UNAIDS via GIPA cultivate support for a social enterprise that seek to regenerate PLWHs, since the success of this social enterprise makes it easy for any government to comply with GIPA requirements. This provides the social enterprise with high chances of being replicated in different countries or expands into different countries.

Actions for organisations of PLWHs

Organise and establish common ground with other organisations and networks of PLWHs and demand a place at decision making table.

Ensure that GIPA principle is a living and practised concept within organisations and that new inclusive and diverse leadership, such as female, young people and other vulnerable populations' leadership is nurtured.

It is easier for the vulnerable populations such as the Men who have sex with Men (MSM) to participate in an organisation that has effective means of dealing with

homophobia. Social enterprise could partner these organisations in capacity building these organisations in dealing with various forms of prejudice.

Encourage professionals particularly PLWHs, to become involved by offering their skills and services to organisation and networks of PLWHs.

The business like environment provided by the social enterprise is likely to motivate professional PLWHs to participate.

Actions for wider civil society and private sector

Mainstream HIV within organisations. This includes the development and implementation of specific HIV workplace policies.

Create procedures for the implementing GIPA at all levels in the workplace including recruitment of skilled PLWHs to boards and senior management.

Commit and devote financial resources to organisational development, including leadership, management, and governance and capacity building of organisation and networks of PLWHs

Work in partnership with other non-governmental organisations and networks of PLWHs on advocacy, service delivery and other relevant actions.

The civic and private sector could be a source of resources for the acquisition of leadership, management, governance skills required for the running of the social enterprise. On the other hand the civic and the private sector could be allies in lobbying the governments to give business to the social enterprise.

Actions for international partners

Prioritise initiatives supported by enhanced, predictable, and continued funding, to build and sustain the capacity of organisation and networks in line with their self-identified needs.

Promote efforts to fulfil the rights of PLWHs, particularly women, young people and vulnerable populations

Promote good practice, strategic alliances and exchange of information between organisations and networks of PLWHs within and across countries.

Harmonize, simplify and create more flexible in donor partner procedures to facilitate access to technical and financial resources for organisations and networks.

Ensure that PLWHs are included in the design of ethical research for new prevention technology and the development of treatment.

The support of the international partners can be called upon by the social enterprise as a way of marketing its workplace practices that enable the full participation of PLWHs.

The international partners can be used to market some PLWHs experience and creativity based models that can accelerate the universal access to life-saving drugs and practices.

All in all the establishment of a social enterprise will be a 'game changer' since it will be a vehicle for the attainment of these UNAIDS recommendations. It will reconcile the different actors in the fight against HIV that is the politicians, philanthropists, activists, scientists, PLWHs and the general public. With the support of all these players the Social enterprise could go international and generate funds to further the fight against HIV.

Appendix C

Disability living allowance and government budget cuts

Disability living allowance is awarded to disabled people in recognition of the extra day to day costs they incur because of their disability. For PLWHs the benefit provides the additional financial support they need to maintain their health and stop them from falling into poverty.

In January 2011 the Chancellor of the Exchequer Mr George Osborne announced that new and existing claimants for the allowance will have to undergo medical assessment in order to qualify for it. From 2013 the allowance will only be targeted at those with the highest medical need. HIV is a complex fluctuating condition which cannot easily be assessed and the assessment will need to take into account the specific needs of PLWHs.

Communities Secretary Eric Pickles announced that the £25m HIV/AIDS support grant will not be ring-fenced in year 2012. Thus the Support group financing is under threat. The platforms for strategising advocacy campaigns are threatened.

There is need for the PLWHs to be creative to ensure that the much needed support service continues. A social enterprise can provide this service along with other regeneration services, thus creating more value for every pound received. This will enable the PLWHs to harness the funds now availed for the social enterprise under the Big Society capital.

The setting up of a social enterprise that regenerates PLWHs will move the PLWHs from the benefit system to tax contributors.

Appendix D

Questionnaire

I wish to assess the need for a social enterprise as a tool of regenerating the economic and livelihood of HIV Positive African men and women.

I will be grateful if you could answer the following questions truthfully and anonymously. Thank you in advance for your cooperation.

Background

- 1 Gender: Male Female
- 2 Age group Below 30 30 - 45 45- 50 50-55
 55-60 60-65 Above 65
- 3 Highest qualification: Primary Education
 Secondary education
 A level
 College
 Undergraduate
 Post graduate
 PhD
- 4 Highest qualification obtained in UK Africa

Employment

1 Employed Unemployed Student Incapacitated

2 How long have you been unemployed.....

3 Work is a form of therapy:

Strongly Agree Agree Neutral Disagree Strongly disagree

4 How do you rate your motivation to work?

Very high High Moderate Low Very low

Job centre support

1 Are you on Disability allowance support Yes No

2 Any changes to your Disability Allowance in the last 12 months?.....

.....
.....
.....

3 Have you been assessed to take up jobs available at the Job centre?.....

.....
.....

4 Why have you not taken the jobs offered at the job centre?

.....
.....

5 Have you taken training offered at the Job centre and how relevant was it to your situation?

Business organisations and re- entry into the world of work

1 What limits you to re-enter the world of work through the profit driven organisations?

.....
.....

2 The voluntary work with voluntary organisations is it for preparing one to re-enter the world of work or is for meeting the daily needs(survival) or both

.....
.....

Social enterprise and re-entry into the world of work

1 Do you need to be heard in designing skills training programmes? Yes, No Explain

.....
.....

2 Which of these could you be an asset for an enterprise:

- Your life experience
- Your creativity
- Your innovation

3 Choose at least two which you need to re-enter the world of work

- Training
- Job placement
- Job creation

4 Are you motivated by having a stake in an organisation to break the benefit trap?

.....

5 Are you inspired by bringing a change in the society?

Thank you for taking the time to complete this questionnaire.

Appendix E

Focused group discussion questions

Are you Employed or Unemployed?

Do you volunteer? Yes or No? If yes why?

Which one of the following have you undergone; Education Training Work related placement. Which one of these would you prefer right now?

Have ever done any of the 3 mentioned in question 5 for getting allowance, or for networking or to deal with isolation?

What is your experience with Job centre?

Have you been reassessed for the DLA? Yes, No? If yes what are your comments about the process

With unemployment at record high since 1995, what would you want to help yourself, your family, your community and the society? Seek employment or set-up your business or both.

Appendix F- Speared list

[Http/www.com2enterprises](http://www.com2enterprises)

<http://www.communityviews.org>

<http://www.diversecoops.com/diversecoops>

<http://www.guardian.co.uk/socialenterprise-network>

<http://www.intentionality.co.uk>

<http://www.leap.org.uk>

<http://www.marketingminefield.co.uk>

<http://www.olmec-ec.org.uk/man.cfm> [http://www. www.skillsfundingagency.bis.gov.uk](http://www.skillsfundingagency.bis.gov.uk)

<http://www.socialenterprise.org.uk>

<http://www.unaids.org>

<http://www.unltd.org.uk>

<http://www.westwaydevelopmenttrust.org>

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