



A Message to The Business Leaders of Nyanza

Help reduce HIV by encouraging Voluntary Medical Male Circumcision (VMMC) today



Q: What is Voluntary Medical Male Circumcision (VMMC)?

A: VMMC is the removal of a man's foreskin. It is a widely used, simple and safe procedure. Men can be circumcised at any age. While many men in Kenya have already undergone the procedure, only 10% of Luo men in Nyanza are circumcised today.

Q: Why should VMMC be important to you?

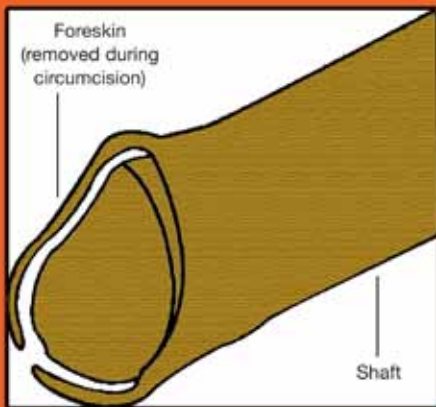
A: You operate a business in Nyanza, which has the highest rates of HIV than anywhere else in Kenya. A recent study showed that HIV/AIDS reduces annual profits by about 4%. It also showed that 52% of all HIV/AIDS-related costs came from absenteeism due to illness, with funeral expenses and medical bills also contributing significantly.

Research across Africa has shown that VMMC can provide protection against HIV infection. A circumcised man is up to 60% less likely to get infected with HIV than an uncircumcised man.

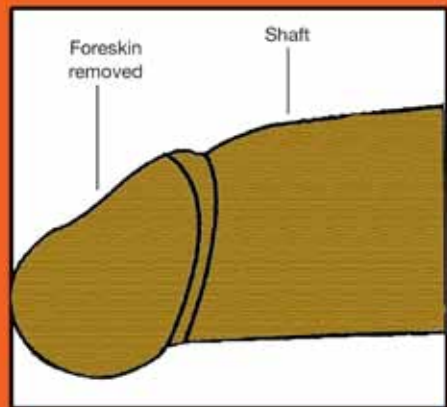
Q: How does VMMC help protect a man against HIV?

A: The inside of the foreskin is soft and moist and is more likely to get a tiny tear or sore that allows HIV to enter the body more easily. An injection is given at the base of the penis to make it go numb, so that no pain is felt while the foreskin is cut off. The wound is then stitched, cleaned and bandaged. After 3 days the bandage is removed, and there is a check up after 7 days.

Before and After VMMC



Uncircumcised Penis



Circumcised Penis

Q: Is VMMC a safe procedure?

A: Yes, male circumcision provided by a trained health provider in a registered clinic or hospital is a very safe procedure and complications are rare. Most patients do not have any problems. An injection is given at the base of the penis to make it go numb, so that no pain is felt while the foreskin is cut off. The wound is then stitched, cleaned and bandaged. After 3 days the bandage is removed, and there is a check up after 7 days.

Q: Does VMMC provide 100% protection against HIV?

A: No, it only reduces a man's chances of getting HIV by up to 60%. VMMC cannot protect him completely.

Q: If my employees go for VMMC, how much time will they need to take off work?

A: After VMMC, men should be given 2-3 days off and should be careful not to strain themselves excessively for 2-3 days after they return to work. For a short period, your employees may be less productive but they may be healthier and more productive for many more years if circumcised. Employees can request a certificate after the procedure in case you would like proof their request for leave is genuine.

Q: Where can I direct my employees to go for VMMC?

A: VMMC, HIV testing and counseling services are available at all major health clinics and hospitals across Nyanza.

Q: What else can I do to fight HIV in my business?

A: Some steps you can take include:

- Distribute informational material to your employees and place posters in your workplace.
- Give medical leave and arrange flexible working hours for those who wish to go for VMMC.
- Support access to ARVs for HIV positive employees.
- Support your employees to access quality health care, making sure they are registered with the National Hospital Insurance Fund.
- Develop and implement workplace HIV policies.
- Invite a representative from your local medical facility to address your employees.
- Contact the Federation of Kenyan Employers and learn how to help more.

Help reduce HIV by encouraging voluntary medical male circumcision today.



**Help reduce HIV by encouraging
Voluntary Medical Male Circumcision (VMMC) today:**

- Give time off to employees who go for VMMC.
- Encourage voluntary testing and counseling.
- Promote HIV prevention activities.