

**THE EFFECT OF UNEMPLOYMENT ON THE PREVALENCE OF HIV/AIDS EPIDEMIC IN
RELATION TO CORPORATE SOCIAL INVESTING**

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DECLARATION

By submitting this assignment electronically, I declare that the entirety of the work contained therein is my own, original work, that I am the owner thereof (unless to the extent explicitly otherwise stated) and that I have not previously in its entirety, or in part, submitted it for obtaining any qualification.

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ABSTRACT

This study explores how the prevalence of HIV/AIDS relates to unemployment that leads to poverty. Unemployment and poverty can be caused by factors such as level of education, technological changes, and fewer large industries committing to corporate social investing. The most important factor, however, is how corporate social investing helps to reduce unemployment in the community which might lead to a decrease in the spread HIV/AIDS, since the two factors are related. The study concentrated much on unemployment as a factor which influences HIV/AIDS prevalence.

It is important to note that one cannot separate poverty from employment; you need to consider number of factors such as kinds of employment, causes of unemployment, measurement of unemployment, and the consequences of unemployment. Questionnaires were distributed to different sectors, that is, government departments, business, community and non-profit organizations (NPO-s). These questionnaires were aimed at assessing the relevant information concerning unemployment from government departments and to get information from the businesses pertaining to their attitudes towards corporate social investing. On the other hand, the response of the businesses to corporate social investing were assessed by collecting information from non-profit organizations (NPOs), so that one can established the significant effect of unemployment on the prevalence of HIV/AIDS due to the lack of corporate social investing.

OPSOMMING

Hierdie studie ondersoek hoe die voorkoms van MIV/Vigs en werkloosheid, wat tot armoede lei, op mekaar inwerk. Werkloosheid en armoede kan veroorsaak word deur faktore soos die vlak van opleiding, tegnologiese veranderinge en die vermindering van korporatiewe sosiale investering deur groot industrieë. Die belangrikste faktor is egter hoe korporatiewe sosiale investering bydra tot 'n laer werkloosheidsyfer in die gemeenskap wat mag lei tot die verlaging in die verspreiding van MIV/Vigs, aangesien werkloosheid en die voorkoms van MIV/Vigs aan mekaar verwant is. Hierdie studie fokus op werkloosheid as 'n faktor wat die voorkoms van MIV/Vigs beïnvloed.

Dit is belangrik om daarop te let dat armoede en werkloosheid nie van mekaar geskei kan word nie. Daar is 'n paar faktore wat in ag geneem moet word, soos byvoorbeeld: tipes werk, oorsake van werkloosheid, die meting van werkloosheid en die gevolge van werkloosheid. Vraelyste is gesirkuleer aan verskillende sektore; regeringsdepartemente, besighede, gemeenskapsorganisasies en organisasies sonder winsbejag. Hierdie vraelyste is gerig op die assessering van relevante inligting aangaande werkloosheid vanaf regeringsdepartemente en om inligting in te win oor die houding van besighede teenoor korporatiewe sosiale investering. Aan die ander kant is die terugvoer van besighede teenoor korporatiewe sosiale investering geassesseer deur inligting van organisasies sonder winsbejag in te win. Hierdeur is dit moontlik om die beduidende effek van werkloosheid op die voorkoms van MIV/Vigs as gevolg van die gebrek aan korporatiewe sosiale investering vas te stel.

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TABLE OF CONTENTS

DECLARATION	iii
ABSTRACT	iv
OPSOMMING	v
ACKNOWLEDGEMENTS	vi
LIST OF TABLES	ix
LIST OF FIGURES	ix
ABBREVIATIONS	x
CHAPTER 1: INTRODUCTION	1
1.1 Introductory background	1
CHAPTER 2: RESEARCH OBJECTIVES AND QUESTIONS	4
2.1 Research objectives.....	4
2.2 Research questions	4
CHAPTER 3: LITERATURE STUDY	5
3.1 Introduction.....	5
3.2 Employment.....	5
3.2.1 South Africa s Economically Active Population (EAP)	5
3.2.2 Measurement of unemployment rate	7
3.3 Corporate Social Investing (CSI).....	8
3.3.1 Corporate Social Responsibility	8
3.3.2 Attitudes of businesses towards CSI and HIV/AIDS	9
3.3.3 What is corporate culture?	10
3.3.4 Can corporate culture be changed?	10
CHAPTER 4: RESEARCH PROBLEM	12
4.1 Background of the research area	12
4.1.1 Demographic features of Emalahleni	12
4.2 Agriculture	14
4.3 Mining.....	14
CHAPTER 5: RESEARCH METHODOLOGY	16
5.1 Introduction.....	16
5.2 Research participants	16
5.2.1 Government.....	16
5.2.2 Businesses	17
5.2.3 Non-profit organization/non-government organisations	17

5.2.4	Community	18
5.3	Research design	18
5.4	Sampling.....	18
5.5	Data gathering	19
CHAPTER 6: RESULTS AND DISCUSSIONS.....		21
6.1	Relationship between the prevalence of the HIV/AIDS epidemic and unemployment..	21
6.1.1	Responses by Government departments.....	21
6.1.2	Responses by Community	24
6.2	Relationship between Corporate Social Investing and HIV/Aids Prevalence.	27
6.2.1	Responses by non-government organisations (NGO)	27
6.2.2	Responses by Businesses	29
6.3	Relationship between Corporate Social Investing and Unemployment.....	33
6.3.1	Responses by Government departments.....	33
6.3.2	Responses by Community	33
CHAPTER 7: CONCLUSIONS AND RECOMMENDATIONS.....		35
LIST OF REFERENCES.....		36
APPENDIX A: TRANSMITTAL LETTER		38
APPENDIX B: RESEARCH REQUIREMENTS SHEET		Error! Bookmark not defined.
APPENDIX C: LIST OF CODES USED		Error! Bookmark not defined.

LIST OF TABLES

Table 1.1: Provincial comparison according to HDI, unemployment and HIV prevalence.	1
Table 3.1: South Africa's Economically Active Population (EAP).....	7
Table 4.1: Population concentration.....	13
Table 4.2: Employment and unemployment levels: 1997 & 2001	15
Table 6.1: Illiteracy (Cause_unmp1).....	22
Table 6.2: High population growth rate (Cause_unmp2)	23
Table 6.3: Retirement caused by serious diseases such as HIV/AIDS (Cause_unmp3).....	23
Table 6.4: Technological improvement (Cause_unmp4)	23
Table 6.5: Is unemployment related to HIV/Aids (Unemp_HIV1)	24
Table 6.6: Is unemployment related to poverty (Unemp_HIV5)	25
Table 6.7: Does poverty lead to HIV/Aids (Unemp_HIV6)	25
Table 6.8: Unemployment has nothing to do with HIV/Aids (Unemp_HIV7).....	27
Table 6.9: Source of nonprofits organisation funding (Get_fund (NGOs)).....	28
Table 6.10: Involvement in Corporate Social Investing (How_many (Businesses))	29
Table 6.11: Business rating regarding involvement to reduce HIV/Aids (Busi_Out20).....	32
Table 6.12: Does unemployment lead to the spread of HIV/AIDS (Question18).....	32
Table 6.13: Contribution by institutions in preventing the spread of HIV/AIDS (Enough_Enough7).....	34
Table 6.14: Perception by the Community about whether the businesses are doing enough in aiding the community	34

LIST OF FIGURES

Figure 3.1: Measurement of unemployment.....	8
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ABBREVIATIONS

HIV refers to Human Immunodeficiency Virus, the name of a virus that undermines the immune system and leads to AIDS.

AIDS - Acquired Immune Deficiency Syndrome- Syndrome (a collection of diseases) that results from HIV infection.

Epidemic- A disease, usually infectious, that spreads quickly through a population.

Pandemic - An epidemic occurring simultaneously in many countries.

Attitudes - The way of thinking or feeling about something, and the way of behaviour (Oxford Primary Dictionary, new edition)

Incidence of HIV - The number of HIV infections in a given time period often expressed as a percentage of the infections.

CSI -Corporate Social Investment

CSW - Commercial Sex Workers people who are working as sex entertainers or selling their sexual ability for money.

Businesses: refer to organisations that makes money by selling goods and services (Oxford Primary Dictionary)

Economically Active Population (EAP): is defined as the total number of people over the age of 15 years who present their labour for production of economic goods and services, whether employed or not, this can be represented by the following:

EAP=	Workers	Self-employed	Informal sector	Unemployed
	Informal sector	+Persons and employers	+Worker	+ Person

By 2001, it was estimated at 18 million people, according to Van Aardt (2001)

EAP: includes both employed and the unemployed persons, the unemployment rate, (Schemer and Levitz 1998, p.3).

Unemployment rate: refers to the number of unemployed persons expressed as a percentage of the total number of economically active population (EAP).

NPO- Nonprofit organisation; refers to businesses that are run with primary aim of not making a profit.

NGO-Nongovernmental organisation (another name for nonprofit organisation)

CHAPTER 1: INTRODUCTION

1.1 INTRODUCTORY BACKGROUND

The impact of HIV/AIDS and other chronic diseases is being felt in the country as a whole and its problem drastically affects demographic trends and therefore the supply of labour in South Africa. Nearly 12% of the total population, or about 4, 7 million South Africans, are HIV positive at present, compared with almost zero at the beginning of 1990s. The infection rate among adults, especially economic active persons, is much higher, probably around 15% to 20%. The annual prevalence is nearly 25%. HIV prevalence rates are projected to peak at 15% to 16% of the total population in the next six to 10 years (or between 6-8 million people) with the rate among the economically active population being much higher (22% to 27%). It is expected to stabilise or possibly slightly decline after that in line with the experience in African countries. Around half of all adults who acquire HIV become infected before they turn 25 years of age. The incidence among women is higher than among men.

Table 1.1: Provincial comparison according to HDI, unemployment and HIV prevalence.

PROVINCE	HID (1991)	UNEMPLOYMENT (1996)	HIV PREVALE (1999)
EASTERN CAPE	0.507	48.5	18.0
FREE STATE	0.657	30.0	27.9
GAUTENG	0.818	28.2	23.8
KWAZULU-NATAL	0.602	39.1	27.3
MPUMALANGA	0.694	32.9	32.5
NORTH WEST	0.543	37.9	23.0
NORTHERN CAPE	0.698	28.5	10.1
NORTHERN PROVINCE	0.470	46.0	11.4
WESTERN CAPE	0.677	17.9	7.1
SOUTH AFRICA		33.9	22.4

However, it is very difficult to compute the impact, because reported cases of AIDS seem to be only the tip of the iceberg. To determine the influence of AIDS, it is firstly necessary to know the actual percentage of the population that is HIV infected and, at what rate this will progress from

the infection stage to full-blown AIDS and death. What is clear is that South Africa is currently at an epidemic stage of HIV prevalence and a rapid spread is likely in the next few years (Joyce, 1991, p. 21). AIDS will have more effect to South African population problems, such as: the dependency ratio, the supply of labour, direct healthy costs, mortality or retirement, morbidity and absenteeism and other consequences for government. The medical and other costs of AIDS would be so high that it could cripple the economy long before the demographic effects of AIDS are felt.

The focus of this research is on how "unemployment relates to the spread of HIV/AIDS." Firstly it is important to understand the definition of unemployment. "Unemployment" is defined as the number of people who are not working but are looking and available for work (Tregarthen, 1996, p. 471). According to Tregarthen, the "labour force" is the total number of people working or employed. Therefore "unemployment rate" is the number of people unemployed, expressed as a percentage of the labour force. According to the October Household Survey, the unemployed are persons who are 15 years and older, who:

- were not in paid employment or self employment ;
- were available for paid employment or self-employment during the reference week (seven days preceding the interview) and took specific steps during four weeks proceeding preceding the interview, to find paid employment or self-employment; or
- had the desire to work and to take up employment or self employment
(Barker, 2000, p .20)

This definition complies in the main with the definition of the International Labour Organisation for seeking work, which, in the strict sense, comprises the first two bullets. However, the shortcoming of this definition is that the criteria for seeking work is not always realistic in developing countries. An unemployed person might become discouraged, and for that reason do not take active steps to seek employment, or it may in fact involve some expenses to take steps to seek employment (like transport costs to go to the nearest employment office or factory site).

Unemployment analyses are often based on national label indicators that are compared over time and across the country. The broad trends that can be identified using aggregate information are useful for evaluating and monitoring the overall performance of a country. For many policy and research applications, however, the information that can be extracted from aggregate

indicators is not sufficient. Instead of collecting unemployment data, researchers and policy makers, therefore, increasingly collect or construct geographically disaggregated indicators that provide information about special distribution of inequality and poverty within a country. Such data sets are called “poverty maps” since they allow the visualisation of the evidence and magnitude of poverty across space.

High level of unemployment has economic and social implications point of view, the unemployment rate in a country remains one of the key measure of an economy s performance. However, the social significance of unemployment is that it is a key variable in alleviating poverty. With a high level of unemployment it will be difficult to alleviate poverty and inequality (Botha, 2001, p. 209).

With the rising prevalence of HIV/AIDS, businesses are increasingly concerned about the impact of the diseases on their organizations concerns that are well founded, at the broadest level, businesses are dependent on the strength and validity of the economics in which they operate, HIV/AIDS raises the costs of doing business, reduces productivity and lowers overall demand for goods and services. It therefore makes sense to invest in prevention, care and support programme to stem declining business productivity and profitability (UNIADS, June 1998, p. 2). Another possible reason for the fact that the country is not creating jobs might be HIV/AIDS itself, Employers are often adopting a labour-avoiding strategy due to HIV/AIDS makes labour more expensive due to the higher cost of group and medical insurance, the high turnover of labour and other factors. In addition, it has become more expensive to invest in skills due to potential loss of those skills when workers become ill with full-blown AIDS. Therefore employers often prefer to invest in capital equipment that replaces workers (Barker, 2002, p. 96), The question can be asked whether high level of unemployment has possible reasons for social implications. In order to provide the possible answer to the problem .The main focus of research study is to determine the effect of unemployment on the prevalence of HIV/AIDS epidemic in relation to Corporate Social Investing.

CHAPTER 2: RESEARCH OBJECTIVES AND QUESTIONS

2.1 RESEARCH OBJECTIVES

- The main objective of the study was to determine the effect of unemployment on the prevalence of the HIV/AIDS epidemic.
- The secondary objective was to determine how businesses respond to corporate social investing.

2.2 RESEARCH QUESTIONS

The general question raised by this study can be phrased as follows:

- (i) Is there any significant core relationship between the prevalence of the HIV/AIDS epidemic and unemployment.
- (ii) Can corporate culture be changed in order for industries to create employment opportunities in the community through corporate social investing which may lead to the reduction of HIV/AIDS epidemic?
- (iii) What is the ration of HIV/Aids prevalence and unemployment?
- (iv) What percent of businesses surveyed are involved in Corporate Social Investing?
- (v) Can the creation of employment opportunities in a community lead to the reduction of HIV/AIDS epidemic?

CHAPTER 3: LITERATURE STUDY

3.1 INTRODUCTION

The study comprises three inter-dependent variables which are as follows: Corporate Social Investing, Unemployment and the Prevalence of the HIV/AIDS Epidemic. The literature study will cover these three areas. However, one should not forget that the purpose of the study is to determine the effect of unemployment and the prevalence of the HIV/AIDS epidemic in relation to corporate social investing.

3.2 EMPLOYMENT

The research study revealed that South Africa has a very high rate of unemployment. The unemployment rate, according to the official definition of unemployment (the so-called strict definition), is 30%, with 4.5 million people jobless. In terms of the strict definition, a person would be regarded as unemployed if that person took active steps to find a job. If discouraged work seekers i.e. those who have stopped taking active steps to find work, are included as unemployed (the so-called definition of unemployment). (Barker, 2002, p. 3), then the number of jobless increases to 7,7million, and the unemployment rate increases to more than 40%. Unemployment is far higher among Africans than other racial groups and greater among women than men. The most vulnerable group for unemployment is uneducated African women living in rural areas. Their vulnerability also affects their health status, particularly when we refer to diseases transmitted through sexual intercourse like STI, TB, HIV/AIDS and other opportunistic diseases.

The most phenomenon of the labour market is the high proportion of the people in the so called informal sector. The informal sector, excluding subsistence agriculture, seems to accommodate about 1, 8 million workers. If subsistence agriculture is included, the figure increases to 2, 2 million. Persons in the informal sector should be seen as part of the problem of unemployment and the informal sector as one of the causes of poverty, because the living standards of these people are very low, their employment status uncertain and their conditions of employment poor.

3.2.1 South Africa s Economically Active Population (EAP)

HIV/AIDS will have a significant impact on the supply of labour in future and might reduce the number of new entrants quite sharply towards the second part of the 21st century. Van Charolt

(2001) has projected that the EAP will be 4 million lower in 2016. The average annual increase in the EAP over the period 2001-2016 will drop from 2.6% in a no HIV/AIDS scenario to 1.6% in a medium HIV/AIDS scenario. The "high" HIV/AIDS scenario will reduce the EAP growth rate even further. Van Charolt's research indicates that HIV/AIDS will also have a significant impact on young people if sufficient employment is not created. The bread winners are likely to die of HIV/AIDS, leaving young children to fend for themselves. Such children are unlikely to attend school, making them unemployable (Ned lack, 1998, p. 3). One may, therefore, define "labour force" which also known as Economically Active Population (EAP), as the total number of people over the age of 15 years who present their labour for production of economic goods and services, whether employed or not, this can be represented by the following:

EAP=	Workers	Self-employed	Informal sector	Unemployed
	Informal sector	+Persons and employers	+Worker	+ Person

In 2001, an estimated 18 million people were unemployed (Van Aardt, p. 2001) although the Labour Force Survey (In LFS) of Statistics South Africa puts the figure at 16 million if the official definition of unemployment is used, and at 18, 5 million if the expanded definition is used. The difference, as explained above, is that the expanded definition includes the discouraged job seekers, whom some researchers regarded as "not economically active". The available data on the EAP of South Africa are presented in Table 3.1. More than 70% of the EAP are African and about 50% are women. The figure for whites in the 1996 census appears unrealistically low, particularly when considering the apparent slow decline in the number of whites between the 1996 and 2000. Some of this might be explained by unrecorded emigration, but is unlikely to explain the full decline of nearly half a million people.

Table 3.1: South Africa's Economically Active Population (EAP)

YEAR	AFRICAN	ASIANS	COULORED	WHITES	TOTAL
1960	3585	121	534	1079	5319
1970	4643	186	694	1381	6898
1980	6213	254	924	1782	9173
1991	8821	379	1358	2386	12944
1996	9888	414	1429	1945	13785
2001	13798	629	1866	2209	18531
2006	15506	523	1854	2723	20606

ANNUAL GROWTH RATES					
1970-80	3.0%	3.5%	2.9%	2.6%	2.9%
1980-91	3.2%	3.7%	3.6%	2.7%	3.2%
1991-96	2.3%	1.8%	1.0%	4.0%	1.3%

The EAP increased at a rate of 2.70% per annum during the period 1970 -1996, which is particularly high, especially when compared to the increase in employment opportunities. The rate increase seems to have declined in recent years. It is particularly difficult to project the size of the labour force with any degree of accuracy. Apart from data problems, there are uncertainties associated with labour force participant's rates, the extent of illegal immigration, the effect of AIDS and trends in fertility and mortality (ILO REVIEW, 1996, p.26).

3.2.2 Measurement of unemployment rate

The study also focuses much on the unemployment rate among women since it was realised that most of the women who are unemployed end up resorting to promiscuity or becoming a commercial sex worker (CSW). This behaviour leads to the spread of HIV/AIDS. The unemployment rate refers to the number of unemployed persons expressed as a percentage of the total economically active population (EAP). The EAP includes both employed and the unemployed, the unemployment rate according to Schlemmer and Levitz (1998:3).

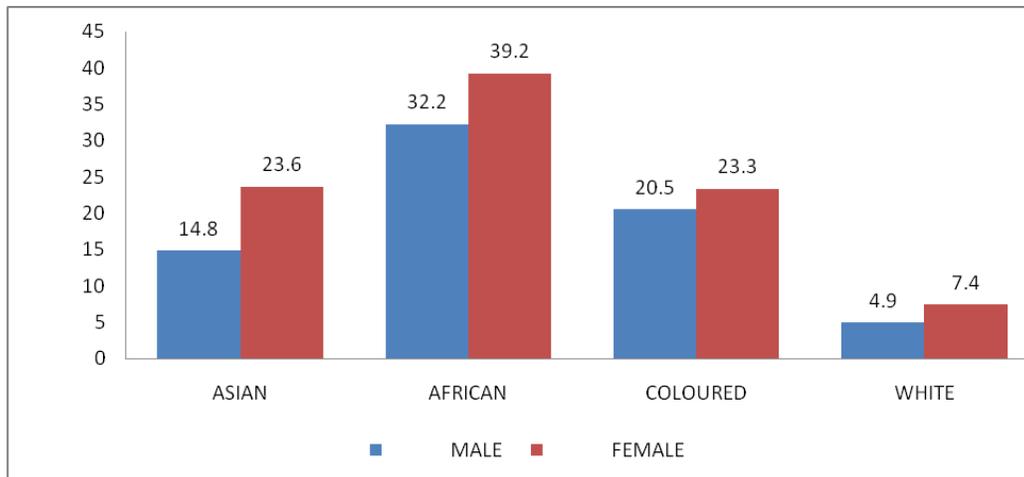


Figure 3.1: Measurement of unemployment

It is clear from Figure 3.1 that the unemployment problem is particularly serious among women, with an unemployment rate of 33% compared with only 26% among men. Among African women, the official unemployment rate was 40%, compared to only 32% for African men. However, if the expanded definition is used, the unemployment rate among women is 55%. This is due to the high proportion of unemployed women in rural areas. Where it might be more appropriate to use the expanded definition of unemployment, as explained in paragraph 3.2.1. The high rate of unemployment among African women, concurs with the high rate of HIV/AIDS according to statistics (The Economist, Pocket World in figures 2002).

3.3 CORPORATE SOCIAL INVESTING (CSI)

The purpose of the study is to determine what the effect of unemployment is on the prevalence of the HIV/AIDS epidemic in relation to Corporate Social Investing. In order to assess the influence of this concept on unemployment and the prevalence of the HIV/AIDS epidemic, Corporate Social Responsibility refers, to the economic, legal, ethical, and society of an organisation that has at a given point in time.

3.3.1 Corporate Social Responsibility

Some theorists, including Carrol (1979, p.498), propose that "Social Responsibility" encompasses the economic, legal, ethical, and society of an organisation has at a given point in time. The primary social responsibilities of industries are to produce goods and services that society wants and sell these at a profit. Cantor (1984, p. 434), defines social responsibility as the

relationship between business and the conscious planning of corporate actions. Corporate Social Responsibility hence focuses on investing in the social environment not only to repay the social investment for its use, but also to produce new consumers. Companies need to show that profit is not the main objective, their care about the society and environment, is also very important.

3.3.2 Attitudes of businesses towards CSI and HIV/AIDS

To measure the response of the companies' attitudes towards CSI, two elements need to be considered: profit motive and sustainability. These two factors will help to analyse the attitudes of companies towards CSI. Sustainability itself has become a control business imperative. A basic element of the traditional belief system of managers is that, in competitive market, the only choice is to grow or die. However, this competitive struggle to accumulate profits and grow has disturbed the natural balance of the earth to the point where we are perilously close to losing our essential environmental life-support system. A business has a way of integrating its activities imbalance with nature to replenishing natural resources. Research conducted in the mid-1980s compared the attitudes of South African executives with those of their American counterparts towards the question of corporate social responsibility (CSR). The study found that managers in the U.S. had significantly more favourable attitudes towards CSR than South African managers.

The CSR managers must know the importance of CSI:

- as it tells a company how much it should spend each year and explain what a business should expect back in return for making these payments:
- Give shareholders a means of holding companies accountable for their non-profit investment.
- When a corporate is being socially responsible on its own, it boosts the morale of the employees, thus increasing the productivity of the company.
- The corporate must take a strong commitment towards social investing because members take a sense of pride in knowing that their company is out there doing something good for the community.

According to the Global Health Initiative Survey Report (2003), about 47% of the industries are more worried about HIV/AIDS than tuberculosis or malaria. Most of these industries supply incorrect information about HIV/AIDS figures. They supply lower HIV/AIDS figures according to UNAIDS. 20% of companies believe that HIV/AIDS infection will seriously affect the community, not their industries. 16% provide information about awareness, while 5% provide the anti-retroviral drug for HIV infected employees. Only 6% of the industries have drawn up HIV/AIDS

policies. On the other hand 56% of the chief executives believe that their industries are seriously experiencing the impact of HIV/AIDS while 28% do not.

3.3.3 What is corporate culture?

For the purpose of this study the corporate culture has to be discussed. According to Hendry 2002 corporate culture refers to the following:

- Formal practices (such as structure, job description and written policies)
- Informal practices (for example, behavioural norms)
- Artefacts (such as rituals, stories, jargon, humour and physical architecture and interior design)

According to Edgar Schein (1983) culture is defined as follows: Culture is not the overt behaviour or visible artefacts that one may observe if one were to visit the company. It is not even philosophy or value system which the founder may articulate or write down in various characters. Rather it is the assumptions which lie behind the values and which determines the behaviour patterns and the visible artefacts such as architecture, office layout, dress codes and so on. If culture is a complex phenomenon what does it consist of? Unfortunately, culture tends to be one of those rag-bag terms that all sorts of things get dumped into. Smiruch (1983) has gone so far as to call it "a metaphor for organised life because it is too all-embracing". It is useful to see culture as existing at a number of levels from core beliefs at one extreme, to a range of visible manifestations such as artefacts. Siechl and Martin (1990) refer to. Behaviour "comes somewhere between those different writes emphasize different aspects, and with this goes a stress on different functions that culture performs. "

3.3.4 Can corporate culture be changed?

One of the factors that can significantly influence response of industries toward corporate social investing (CSI) is culture. In many ways, the very idea of organisational culture is particularly American and the idea that you can change it even more so (Adler, Jelinek & Lawrent, 1986). It embodies American cultural norms of dominance and freewill and the belief in being able to control and manipulate the natural world. Fundamental to the organisation concept is the belief that top management can create, maintain, and change the culture. Management's influence is seen as capable of changing or erasing other influences on employees' behaviour. and work environment influences are seen to dominate private life conditioning

Moreover, employees are seen as capable of changing, and change, in itself, is basically good (Adler, Jelinek & Lawrence, 1986, p.86).

CHAPTER 4: RESEARCH PROBLEM

The research problem of this study, which is based on the research objectives, can be defined as follows:

“To determine the significance of unemployment on the prevalence of HIV/AIDS epidemic in relation to Corporate Social Investing”

Review of current information suggests that the role of the businesses in responding to corporate Social Investing will play a significant part in creating employment in the community, which will eventually lead to the reduction of HIV/AIDS infections. It is important for Industries to directly practice CSI in the community in order to create employment which is community based in order to reduce poverty and the HIV/AIDS epidemic. The responses of businesses to CSI that will create employment to the communities in order alleviate poverty with an aim of reducing the spread of HIV/AIDS is perceived to be slow.

4.1 BACKGROUND OF THE RESEARCH AREA

Emalahleni in Mpumalanga Province, the area previously known as Witbank, is the focus of this research.

4.1.1 Demographic features of Emalahleni

At the time when the 2001 Census was conducted, there were 276 412 people represented by 74919 households residing in the Emalahleni Municipal area. Compared to the 1996 Census which showed 236 665 people in area, a population growth of 3.15% growth per annum (39747 persons) occurred during this period. The bulk of the population in Emalahleni is urbanized with only 11% of the population residing in the non-urban areas in terms of its population, with only 21% of the urban population residing in this area. In urban areas, the highest population density is experienced in Lynnville (202 household), followed by Phola (160 households) and then Kwa-Guqa (157 households). (See table 4.1)

Table 3.2: Population concentration

CENTRES	POPULATION	PERCENTAGE OF TOTAL POPULATION
Emalahleni Complex	189909	69%
Ogies and Phola	25203	9%
Ga-nala and Thubelihle	17442	6%
Rietspruit	7164	3%
Van Dyksdrift	5657	2%
Wilge	1029	1%
Non-urban	30008	11%

Source: 2001 Population Census, Statistics SA

Approximately 45% of the population is economically active, which is considerably higher than the Nkangala District (33.4%). The highest number of unemployed people reside in Hlalanikahle (23.5%), followed by Lynnville (22.6%), Phola (22.1 %) and KwaGuqa (20.9%).

Employment of the population according to the major types of industry in the area is as follows:

- 23% in mining and quarrying;
- 13.2% in community, social and personal services;
- 13.1% in wholesale and retail trade
- 10 % in manufacturing;
- Only 3.1% in agriculture, hunting, forestry and fishing

From this breakdown it is clear that most people in the area are employed in Mining and Manufacturing industries, with few people employed in the tertiary sector (only 5.7% as professionals and 4.1% as legislators; senior officials and managers). The average monthly household income in the area amounts to approximately R3721 in 2001, which was significantly higher than the averages for the district (R2 531.27) and Mpumalanga Province (R2286.61).

Sector of the economy at Emalahleni

PRIMARY TYPE

Agriculture	Manufacturing e.g.	Trade
Mining	Steel, chemical etc	Transport
	Electricity Construction	Finance/Real Estate
		Community Services

Urban Econ (2001) points out that there are three industries: mining, manufacturing and commercial services at Emalahleni. They are mining, manufacturing and electricity sectors. The manufacturing sector has, however, become less important at Emalahleni compared to the electricity sector that increases its contribution to the local economy. The mining and electrical sectors are closely related, as local mining is an important economic activity as well as a major source of input for the electricity sector. The author point out that the primary and secondary economic sectors constitute approximately 75% of the total production activity at Emalahleni (2001).

4.2 AGRICULTURE

A total area of approximately 1.2 million hectares of agricultural land exists in the Emalahleni area. Of this, about 680 000 hectares is used as arable land and 52 000 hectares is used for natural grazing.

4.3 MINING

The mining sector contributes approximately 25.7% to the total GDP, making it the second largest economic sector in the coal economy. This sector has, however, recently been shedding a lot of jobs due to mines closing down for various reasons. E.g. the closure of the Rietspruit mine caused many people to join the unemployment queues. It is estimated that from people above 65 are mostly the less economically active pensioners and retired members of the community.

Table 3.3: Employment and unemployment levels: 1997 & 2001

CATEGORIES	1997	CENSUS 2001 Figures		
	Emalahleni	Mpumalanga	Emalahleni	Mpumalanga
Employment	61	59	76 668	630 175
Unemployment	39	41	47 703	439 425
not economically active	53	78	66 514	838 420
Total Labour Force			124 371	1 069 600

Source: Human Science Research Council 1997 & 2001

From table 4, 2 it seems as if labour force is under severe stress at Emalahleni with large unemployment levels and a decrease in a formal employment levels. In order to understand the effect this has on the local economy of Emalahleni, the growth in the population is compared with the growth in formal employment opportunities. It appears that the labour force in general and the potential economically active population in specific, recorded large increases during the period 1991-1996. The labour force experienced a decline in formal employment opportunities and consequently an increase in unemployment during the same period, which is almost comparable with the spread of HIV/AIDS during the same period. Specific attention is given to the area called Vosman. The area is next to the Pretoria road (N4) and is about seven kilometres away from the main town called Emalahleni. It has (area) 279 families who are divided into the following sub-areas: 24 families on old soccer grounds and 230 families on sand pits. About 25 families live below the sewer line and flood line. Vosman is characterised by the high number of morbidity and mortality. Morbidity refers to the number of illnesses, or a particular sickness, in a particular area. Mortality refers to the number of deaths from certain causes. The concern is why there is such a high rate of morbidity and mortality? On the other hand, what are the businesses doing about that situation?

CHAPTER 5: RESEARCH METHODOLOGY

5.1 INTRODUCTION

The purpose of the research methodology chapter is to outline the research processes that were followed in executing the research. The methodology will be discussed by referring to the following: research participants, research design, sampling, data gathering.

5.2 RESEARCH PARTICIPANTS

5.2.1 Government

Government departments can be perceived as the best source of information in certain areas of the research data. The data was compiled from different departments.

5.2.1.1 Department of Labour

Information and statistics concerning employment and unemployment were gathered from the Department of Labour. This data was crucial in the analysis of data, particularly concerning factors such as; voluntary retrenchment, number of dismissals due to absenteeism, early retirement due to illness etc.

5.2.1.2 Department of Health

Statistical information of morbidity and mortality cases for a certain period of time helped to determine the main causes of death. The demographic factors such as gender, race, age etc were also important in this regards for helping in achieving research objectives.

5.2.1.3 Department of Home Affairs

The information from this department were compared with the data collected from the Department of Health in order to make sure that there are fewer irregularities between the two sources.

5.2.1.4 Department of Social Services

This department was considered for the following reasons; the amount of grants, that is, ill health grants which is provided to the people who are not well, particularly those who are HIV/AIDS infected and the statistical data which indicates the number of single parent families which

depends on the social grants. The number of social grants was also considered as one of the yardsticks of HIV/AIDS morbidity, as claimed in Vosman during this period.2001-2007.

5.2.1.5 City Council

Questions based on demographic factors such as labour distribution, measurement of unemployment rate, areas which are underdeveloped, as well as those which are developed were asked to the City Council. This helped the researcher to determine the area of investigation.

5.2.1.6 Department of Education

A number of matriculants who finished grade 12 in the past 5 years were considered in order to merge the number of unemployed caused by the level of illiteracy and denial. It will help to measure how the level of illiteracy and unemployment are related to HIV/AIDS.

5.2.2 Businesses

The researcher aimed to gathering information concerning the businesses' involvement in Corporate Social Investing: What role do the business play in promoting CSI. The table below indicates the business sector of the economy at Emalahleni.

Business sector of the economy at Emalahleni

PRIMARY TYPE

Agriculture	Manufacturing e.g.	Trade
Mining	Steel, chemical etc	Transport
	Electricity Construction	Finance/Real Estate
		Community Services

5.2.3 Non-profit organization/non-government organisations

There are about 20 non-profit organisations in Emalahleni. The researcher decided to concentrate on the registered non-profit organisations rather than considering those that are not registered, which may end up confusing the results of the research, due to fact that there are many non – profit who are not registered and most of them does not keep their records(money and other data)properly and this would have bad effect or biasness on the result of the research The main objective of conducting survey research with non-profit organisations were to gather information that will indicate "how much businesses involve themselves with corporate social investing

(CSI) and the businesses involvement in CSI was measured by their (businesses) funding of non-profit organisations.”

5.2.4 Community

Questionnaires were distributed to 120 families around Ernalahleni. The questions were aimed at gathering information concerning their knowledge of HIV/AIDS. To assess how far does the community respond to prevention and care programmes usually are offered by companies, nonprofit organisation and the government. The number of people who are unemployed is also an important factor for this research.

5.3 RESEARCH DESIGN

The purpose of the study is to determine the significant effect of unemployment on the prevalence of HIV/AIDS epidemic in relation to Corporate Social Investing. In order for research to be successful, it is important for the researcher to choose the research design which is most appropriate for a particular research study. The primary criterion in designing a selection is whether the design will enable him/her to arrive at an answer to the research question (Larry B. Christensen, 2004). The survey method was selected for this study. The method was backed up by the following method of data collection i.e. face to face method, as recommended by Kerlinger (1992).

5.4 SAMPLING

The sample comprised of the following: businesses, government departments, non-profit organisations and the community. Population groups were considered according to the demographic ratio in the community around Emalaheni. Africans make up about 75% of the South African's population and are divided into a number of different ethnic groups. Whites make about 14% of the population; Coloureds make about 9% of the total population (Todaro 2000, p.200). The African population group is by far the biggest population group, and also most significantly because we are looking at economic, political and social changes and this population group is obviously most affected by these changes (The Melton Foundation, p.2000).

The sample was drawn using four strata: businesses, government departments, non-profit organisations and the community. Random sampling was used according to Mendenhall, Ott, and Scheaffer (1991:53). A stratified sample was obtained by separating the population elements

into non-overlapping groups, called strata, and then selecting a simple random sample from within each stratum. Two hundred questionnaires were drafted, fifteen questionnaires were distributed to the businesses according to the classes, that is (five questionnaires for primary industries (mines), five questionnaires for secondary industries, for an example steel manufacturing, five questionnaires for commercial services, for example a bank., Fifteen questionnaires were distributed to non-profit organisations, fifty questionnaires were distributed to government departments and were shared amongst them as follows , ten questionnaires to Department of Labour, to Department of Health , and two to the Department of Social Three questionnaires were sent to City Council, twenty to the Department of Education and five to the Department of Home Affairs. The researcher also distributed 120 questionnaires to the Community. The distribution of these questionnaires was done in such a way that all information concerning both variables; that is Unemployment and Corporate Social Investing was represented in the sampling frame. The following advantages of a random sample were considered:

1. To select a person without showing biasness for any personal characteristics
2. Usually sampling without replacement
3. The chances of selection are equal at any given stage in the sampling process.
4. The procedure not only avoids the possible biases of taking a systematic sample from non-stratified sampling frame (with periodic cycle ranks) but can also save time and money (Kenneth D. Bailey, 1987, p. 90).

Out of 200 questionnaires issued to the research participants, 161 were fully completed and returned and were used for research analysis.

5.5 DATA GATHERING

Data was gathered using a structured questionnaire with four sections. The section of the questionnaire is divided as follows: Businesses questions, government department questions, non-profit organizations organisations and the community questions. The questionnaire was designed in such a way that it avoids reactivity. According to Campbell (1957), this reaction manifests itself in a variety of forms, for example, resistance to being interviewed or to completing questionnaires, supplying inaccurate information as a result of apathy, wilfulness, modifying behaviour or information to create better impression, or deliberately misinformation. In

ensuring reliability in data collection, it is important to use the triangulation principle. Denzin (1978) coined the term triangulation to refer to the use of multiple methods of data collection. Campbell and Fiske (1959) suggested a similar strategy which they called multiple-operationism. Application of the latter concept will help in using a variety of methods and techniques of data collection in a single study.

Respondents were given four weeks to complete the questionnaires. Each week was used to monitor and to collect the feedback from each sector. This helped in making sure that the respondents have enough time to answer the questionnaires and clearly understand each question, on the other hand, it helped to control the validity of the information.

CHAPTER 6: RESULTS AND DISCUSSIONS

In chapter 5, the process/method of obtaining the necessary data was discussed. In this chapter, the results of each basic research questions will be discussed and the respondents' written responses to each question, as mentioned in chapter 2, will be analysed briefly.

6.1 RELATIONSHIP BETWEEN THE PREVALENCE OF THE HIV/AIDS EPIDEMIC AND UNEMPLOYMENT

6.1.1 Responses by Government departments

6.1.1.1 *Relationship between unemployment and HIV/AIDS*

The survey tested the relationship between unemployment and HIV/AIDS. This part of the research is only aimed at determining what the relationship between the two variables are, and leave out the whole bit about not being relevant, The research also aimed at gathering data concerning unemployment and leave out the part about the relationship, because that confuses the reader.

The first sub-questions in this section of the questionnaire were asked in different wordings with an aim of getting the same results in order to assess the knowledge and understanding of the respondents. The results were as follows: More than fifty percent of the respondents (53.3%) agreed that unemployment is related to HIV. It is very important to note that 100% of the respondents disagreed with the statements that employment is related to HIV/AIDS. When the statement was turned around stating that HIV/AIDS is *not* related to employment, 42.9% of the respondents agreed with the statements. Most of the respondents (62.8%) disagreed with the statement that all unemployed people are HIV positive, and 22.8% of the respondents agreed with the statement. Although 51.5% of the respondents agreed that unemployment is related to poverty, the majority (69.4%) of them disagreed with the statement that poverty leads to HIV/AIDS. .Approximately 83.4% of the respondents agreed with the statements that unemployment has nothing to do with HIV/AIDS epidemic, and only (11.1 %) respondents disagreed with the statement.

6.1.1.2 *The most factor that cause unemployment*

The operational theory of causation should also be taken into consideration. The following factors were thoroughly analysed to test which one of them is the cause of unemployment: illiteracy, high population growth rate, retirement caused by serious diseases such as HIV/AIDS and technological innovation. The results were as follows:

- Illiteracy was rated by 51.4% of the respondents as the cause of unemployment (Cause_unmp1);
- The high population growth rate was rated by 41,7% of the respondents as a cause of unemployment (Cause_unmp2);
- Retirement caused by serious diseases such as HIV/AIDS was rated by 83.8% of the respondents as a cause of unemployment (Cause_unmp3); and
- Technological innovation was rated by 63.7% of the respondents as a cause of unemployment (Cause_unmp4).

In the analysis of causation theory, it is accepted that unemployment is caused by serious diseases such as HIV/AIDS. This theory supported the relationship between HIV/AIDS and unemployment.

Tables 6.1 – 6.4 indicate the biggest factors causing unemployment according to government responses.

Table 0.1: Illiteracy (Cause_unmp1)

	Frequency	Percent	Valid percent	Cumulative Percent
Valid Strongly disagree	5	13.9	14.3	14.3
Disagree	7	19.4	20.0	34.3
Don't know	5	13.9	14.3	48.6
Agree	11	30.6	31.4	80.0
Strongly agree	7	19.4	20.0	100.0
Total	35	97.2	100.0	
Missing system	1	2.8		
Total	36	100.0		

Table 0.2: High population growth rate (Cause _unmp2)

	Frequency	Percent	Valid percent	Cumulative Percent
Strongly disagree	4	11.1	11.1	11.1
Disagree	14	38.9	38.9	50.0
Don't know	3	8.3	8.3	58.3
Agree	9	25.0	25.0	83.3
Strongly agree	6	16.7	16.7	100.0
Total	36	100.0	100.0	

Table 0.3: Retirement caused by serious diseases such as HIV/AIDS (Cause _unmp3)

	Frequency	Percent	Valid percent	Cumulative Percent
Valid Strongly disagree	1	2.8	3.2	3.2
Disagree	1	2.8	3.2	6.5
Don't know	3	8.3	9.7	16.1
Agree	13	36.1	41.9	58.1
Strongly agree	13	36.1	41.9	100.0
Total	31	86.1	100.0	
Missing system	5	13.9		
Total	36	100.0		

Table 0.4: Technological improvement (Cause _unmp4)

	Frequency	Percent	Valid percent	Cumulative Percent
Valid Strongly disagree	1	2.8	3.0	3.0
Disagree	9	25.0	27.3	30.3
Don't know	2	5.6	6.1	36.4
Agree	15	41.7	45.5	81.8
Strongly agree	6	16.7	18.2	100.0
Total	33	91.7	100.0	
Missing system	3	8.3		
Total	36	100.0		

6.1.2 Responses by Community

6.1.2.1 *The relationship between unemployment and HIV/AIDS*

The relationship between HIV/AIDS and the other variables was strongly emphasized and thoroughly assessed to determine whether these variables do have an effect to each other. The analyses of the responses revealed the following results: A total of 59.8% of the respondents' believed that unemployment is related to HIV/AIDS. While 34.6% of the respondents don't believe that there is a relationship between unemployment and HIV/AIDS, and 5.9% don't know about the relationship between the two factors.

Table 0.5: Is unemployment related to HIV/Aids (Unemp_HIV1)

	Frequency	Percent	valid percent	Cumulative Percent
Valid Strongly disagree	10	9.5	9.8	9.8
Disagree	25	23.8	24.5	34.3
Don't know	6	5.7	5.9	40.2
Agree	35	33.3	34.3	74.5
Strongly agree	26	24.8	25.5	100.0
Total	102	97.1	100.0	
Missing system	3	2.9		
Total	105	100.0		

6.1.2.2 *The relationship between HIV/AIDS and poverty*

The respondents from the community continued to provide the same results of a relationship between unemployment and poverty. The responses indicate that 85.3% of respondents agreed that unemployment is related to poverty, reason being that the single female parent who do not work might have many partners who will help her to pay for her needs. Usually such single female parent are at a risk of sleeping with many partners without using condoms due to the demand of their partners and some of her partners might be infected with HIV/AIDS and this might increase the prevalence of HIV/Aids, while 12.7% of them disagreed with the statements.

Table 0.6: Is unemployment related to poverty (Unemp_HIV5)

	Frequency	Percent	Valid percent	Cumulative Percent
Valid Strongly disagree	8	7.6	7.8	7.8
Disagree	5	4.8	4.9	12.7
Don't know	2	1.9	2.0	14.7
Agree	25	23.8	24.5	39.2
Strongly agree	62	59.0	60.8	100.0
Total	102	97.1	100.0	
Missing system	3	2.9		
Total	105	100.0		

6.1.2.3 Does poverty contributes to HIV/AIDS?

About 66.3% of the respondents agreed that poverty contributes to HIV/AIDS, while 24.5% of the respondents disagreed with the statements, and 2.0% of the respondents didn't know.

Table 0.7: Does poverty lead to HIV/Aids (Unemp_HIV6)

	Frequency	Percent	Valid percent	Cumulative Percent
Valid Strongly disagree	10	9.5	10.2	10.2
Disagree	14	13.3	14.3	24.5
Don't know	9	8.6	9.2	33.7
Agree	44	41.9	44.9	78.6
Strongly agree	21	20.0	21.4	100.0
Total	98	93.3	100.0	
Missing system	7	6.7		
Total	105	100.0		

6.1.2.4 Unemployment has nothing to do with HIV/AIDS

"A total of 60.4% respondents "disagreed that unemployment has nothing to do with HIV/Aids, while a small number of respondents (30.7%) agreed that unemployment has nothing to do with

HIV/AIDS. This question was toyed around to test the understanding of the research participants and the results were very similar when compared with the results from the first question (refer able 6.1) that measured the relationship between the two variables. The small differences between the two sets of responses was (0.6%) for those who agreed and (3.9%) for those who disagreed. The similarity of the results indicates clearly that there is the relationship between unemployment and HIV/AIDS.

Prostitution is viewed by the respondents as a consequence of unemployment. In some instances, many of the prostitutes and unemployed females are tempted to engage in unprotected sex for many reasons that were provided by the respondents, including the following:

- Sex without condom is more expensive and brings in more money for them;
- They are desperate for money;
- They are scared of losing their clients if they use protection;
- They will do anything to get money.

The study also indicates that there is a significant relationship between unemployment and HIV/AIDS, $P=0.64$

Table 0.8: Unemployment has nothing to do with HIV/Aids (Unemp_HIV7)

	Frequency	Percent	Valid percent	Cumulative Percent
Valid Strongly disagree	27	25.7	26.7	26.7
Disagree	34	32.4	33.7	60.4
Don't know	9	8.6	8.9	69.3
Agree	13	12.4	12.9	82.2
Strongly agree	18	17.1	17.8	100.0
Total	101	96.2	100.0	
Missing system	4	3.8		
Total	105	100.0		

6.2 RELATIONSHIP BETWEEN CORPORATE SOCIAL INVESTING AND HIV/AIDS PREVALENCE

This section presents the link between corporate social investing and HIV/AIDS. In his 2000 parliamentary opening speech, the South African president, Thabo Mbeki, called upon businesses to engage themselves in corporate social investing in order help the government to reduce the country's expenses, but up to so far, there are no clear indications of the businesses involvements towards CSI. This section seeks to address the issue.

6.2.1 Responses by non-government organisations (NGO)

The researcher used NGO's (non-government organisations) responses as a yard stick to measure the role played by businesses in responses to corporate social investing, because most of the nongovernmental organisation are based in the community and the government recommends that the NGOs should serve as the middle man between the funders and the members of the community who supposed to receive the funds and they(NGOs) also keep records for accounting rather than using information such as ; awareness, lessons, workshops etc ,that most of the NGOs and businesses does no keep it on records. He(researcher) also acknowledged that some businesses do fund government project, but the question was" do those funds channelled direct to the community or are used to funds state assets that does not have direct benefit the community such as premiers and ministers; luxury cars and body guards? The survey revealed that the government is the biggest source of funding for nongovernmental organizations. The government contribute 50% of the (NGO) total income, followed by 30% of the

funds received from other organisations in foreign countries. The sector that contributes the least towards their (NGO) coffers is the business sector by contributing 20% of their total funds. The survey established that one company/business is funding more than three NGOs, which means that few industries/companies are funding a large pool of NGOs. The results indicate that there is significant difference between the businesses' response to CSI by funding NPOs and other sectors of the economy. Businesses funding (donations) P=0.2, Government P=0.5, other organisations from foreign countries P=0.3. In some instances, the businesses contributed less than the other sectors (organisations from other countries and government). This is an indication that businesses are not doing enough to engage themselves in corporate social investment.

Table 0.9: Source of nonprofits organisation funding (Get_ fund (NGOs))

	Frequency	Percent	Valid percent	Cumulative Percent
Valid Profit organisations	20.0	20.0	20.0	20.0
Government	50.0	50.0	50.0	70.0
NGOs	30.0	30.0	30.0	100.0
Total	100.0	100.0	100.0	

40% of the respondents believes that funds and other donations they received from businesses are less than their operating expenses and it is, therefore, difficult to run their organisations. 30% of the respondents believe that the money received from the businesses is too little (not enough) to cover their operating expenses. The respondents believe that 70% of those funds received from businesses, are directed to HIV/AIDS programmes, the smallest of these amounts are used to alleviate poverty and unemployment directly in the community .Only one in ten people in the community who are unemployed, is able to get employment.

Eight percent of the respondents spend 11.1% of their income to fund skills development programmes and 50% of the skills development project is assumed to provide roughly 20% to 40% of people with skills development opportunities every year. The number of people who get

skills development are employed by the following sectors: the public sector employed 70% and non-government organisations employed 30%.

6.2.2 Responses by Businesses

This section addresses the businesses' involvement in practicing corporate social investing (CSI). Ten questionnaires were allocated and distributed to the following categories of businesses; mining industries, manufacturing industries and commercial services.

6.2.2.1 *The knowledge and involvement of businesses to Corporate Social Investment.*

This question was aimed at determining whether the respondents understand exactly on what they're responding to. When the knowledge of the term *Corporate Social Investing* (CSI) was tested, it was found that more than 60% of the respondents understood the term CSI and they (respondents) also believe that ten to thirty percent of the businesses are engaged in practicing Corporate Social Investing. From this group of respondents, it was discovered that 55.6% of the respondents agreed that they are involved in promoting the concept Corporate Social Investing. Many businesses disclosed that they are having CSI policies that are reviewed annually and targets specific programmes. The probability that businesses are putting in less than a 30% effort in CSI at Emalahleni is $P=0.6$

Table 0.10: Involvement in Corporate Social Investing (How _many (Businesses))

		Frequency	Percent	Valid percent	Cumulative Percent
Valid	less 10%	2	20.0	20.0	20.0
	10%-30%	4	40.0	40.0	60.0
	30%-50%	2	20.0	20.0	80.0
	50%-70%	2	20.0	20.0	100.0
Total		10	100.0		

6.2.2.2 *Contribution of businesses to the community through CSI.*

The survey revealed that one of the biggest businesses has spent more than 88.5 million from 2000-2006 on CSI. This amount is the highest amount in this pool of the respondents. The

minimal amount that was spent by one of the businesses per annum is R50 000. When the respondents were asked how much they would like to spend on CSI per annum, the majority agreed to spend 10% of their business's profit. When businesses were asked whether they take the issue of HIV/AIDS seriously, 75% of the respondents believe that they are doing very satisfactory in taking the issue of HIV/AIDS seriously. Most of the businesses claimed that they have different programmes in place, like: Aids and VCT. They claimed that they sponsored some institutions such as the local municipality, the Department of Health, Quard Square CASS of SA and other organisations which are not mentioned in this report. The survey indicates that businesses are doing excellent in taking the issue of HIV/Aids seriously, but they are doing little to engage themselves (businesses) in practicing corporate social investment.

6.2.2.3 Attitudes of businesses towards CSI.

When the attitude of businesses towards CSI was tested, the research revealed that 60% of the respondents agreed that CSI decreases the business's profit and at the same time, it benefits employees more than the employer himself and does not boost the company's image or lead to retrenchment. The majority of the respondents (60%) believed that the help they offer to other organisations is efficient, while other respondents claim that their businesses are often joining other businesses to fight HIV/AIDS.

6.2.2.4 The role of businesses in fighting HIV/AIDS.

38% of the respondents are of the opinion that involvement of businesses in CSI will always help to fight HIV/AIDS, while 12.5% of the respondents believe that this will occur sometimes. Respondents also believe that two businesses out of 20 businesses are responding to the reductions of HIV/AIDS. The researcher asked the respondents to express their view in terms of percentage ratings; the results were as follows the majority (62.5%) of the respondents rate the response of businesses towards HIV/AIDS as 80% and above, while 25% of the respondents, rate businesses' response between 60% and 70%. The survey revealed that to more than 80% of businesses, particularly big businesses or industries, their management plays a role in effective HIV/AIDS programmes and also contributes to HIV/AIDS policy and programmes, While 66.7% of the respondents believe that they improved their relationship with other stakeholders to fight HIV/AIDS. The respondents are blaming the government that is not doing enough; approximately 80% of the respondents are of the opinion that the government is not doing enough to reduce the spread of HIV/AIDS. The respondents cited the following reasons:

- There are still millions of unemployed people, this causing more crime.
- Some of the respondents feel that the government is not doing enough to involve itself to community projects
- There are too many illegal immigrants which might contribute to the increase of HIV/AIDS prevalence.

Table 0.11: Business rating regarding involvement to reduce HIV/Aids (Busi_Out20)

		Frequency	Percent	Valid percent	Cumulative Percent
Valid	12 out of 20	2	20.0	20.0	20.0
	4 out of 20	2	20.0	20.0	40.0
	2 out of 20	2	20.0	20.0	60.0
	5	4	40.0	40.0	100.0
	Total	10	100.0	100.0	

6.2.2.5 Does unemployment lead to the spread of HIV/AIDS?

There is a significant difference between those who agreed $P=0.8$ and those who disagreed that unemployment leads to the spread of HIV/AIDS. Eighty percent of the respondents strongly agreed that unemployment leads to the spread of HIV/AIDS. The following reasons were provided:

- People can have multiple partners to provide money for them.
- Unemployed females will be forced to sleep without a condom.

Table 0.12: Does unemployment lead to the spread of HIV/AIDS (Question18)

		Frequency	Percent	Valid percent	Cumulative Percent
Valid	Disagree	1	10.0	10.0	10.0
	Don't Know	1	10.0	10.0	
	Agree	6	60.0	60.0	20.0
	Strongly Disagree	2	20.0	20.0	80.0
Total		10	100.0	100.0	100.0

More than 95.5% of the respondents are of an opinion that industries are doing enough to reduce unemployment. Some of the respondents believe that over-employment does not necessarily mean profitability, so there has to be a balance. The prime objective is to be profitable and remain in businesses. They also believe that technology eliminates manual workmanships as a result of cutting costs and people have to be retrenched.

6.3 RELATIONSHIP BETWEEN CORPORATE SOCIAL INVESTING AND UNEMPLOYMENT

This section focuses on the relationship between corporate social investment and unemployment. What role do the industries play in reducing unemployment?

6.3.1 Responses by Government departments

The survey questionnaire also tested the cause of unemployment with the aim of determining, from the respondents, how much each of the following factors contributes to unemployment: illiteracy, high population growth rate, retirement caused by serious diseases such as HIV/Aids and technological innovation. The results were as follows: Retirement caused by diseases such as HIV AIDS was rated by 83.8% ($P=0.838$) of the respondents as the cause of unemployment. Technological innovation was rated by 63.7% ($P=0.637$) of the respondents as the cause of unemployment. Illiteracy was rated by 51.4% ($P =0.514$) of the respondents as the cause of unemployment, while high population growth rate was rated by 41.7% ($p =0.417$) of the respondents as a cause of unemployment. Retirement caused by diseases such as HIV/Aids was rated high as the cause of unemployment compared to other above mentioned factors. In some instances there is a likelihood that unemployment is caused by diseases such as HIV/AIDS, the reason being that it is difficult to replace skilled workers as they stayed away from work, the duration of training of new employee into the vacant post and the expertise and the years of experience and other relevant factors should be considered. The vacant post of very important people like managers, CEO`s and team leaders might lead to production downfall and eventually to unemployment.

6.3.2 Responses by Community

The role of different institutions was considered, when the research participants were asked whether the institutions are doing enough to prevent the spread of HIV/Aids. The survey focused on the following institutions (refer to Table 6.13). The frequency indicates that different institutions do put in an effort in preventing the spread of HIV/Aids but others are not doing as expected. Business are considered to be the institution which is doing less than all other institutions, they are contributing 34.6% which is the least compared to other institutions such as provincial government, (72.5%), local government, (69.3%) and schools (65.6%).

Table 0.13: Contribution by institutions in preventing the spread of HIV/AIDS (Enough_Enough7)

Institutions	Agree	Disagree
community	35.6%	54%
2. school	65.6%	29.4%
3. universities	49.0%	24.0%
4. local government	69.3%	22.7%
5. provincial government	72.5%	19.4%
6. non profit organisations	65.4%	12.9%
7. businesses	34.6%	44.6%

The response was clear when the 67.7% of the respondents indicated that businesses are not doing enough in aiding the communities and 32.3 % of the respondents agreed with the statements.

Table 0.14: Perception by the Community about whether the businesses are doing enough in aiding the community

		Frequency	Percent	Valid percent	Cumulative Percent
Valid	Yes	31	29.5	32.3	32.3
	No	65	61.9	67.7	100.0
	Total	96	91.4	100.0	
Missing system		9	8.6		
Total		105	100.0		

CHAPTER 7: CONCLUSIONS AND RECOMMENDATIONS

Considering the above and previous findings, there are strong indications that HIV/Aids prevalence is related to unemployment and it is likely that unemployment will lead to the increase of HIV/Aids prevalence. The research indicates that businesses are aware of the term corporate social investing and some of them are engaged in practicing CSI. Although the government has statutes that compel the businesses to spend 1% of their(businesses) income, little is been done to practice this concept because the focus is mainly on big businesses and less is done to encourage commercial and informal businesses to practice corporate social investment.

The results also revealed that only a few industries take the issue of HIV/AIDS seriously and have good policies and programmes in place. It seems that not all industries are practicing CSI. Those few big industries who are engaged in CSI do not cover a wide area in eradicating unemployment directly in the community which will eventual reduce the spread of HIV/AIDS. One will recommend that if such a study is undertaken in the near future, the attitudes of businesses towards corporate social investing should be thoroughly investigated and be compared with the culture of profit making. The contribution of the small businesses should also be considered, so as to draw enough conclusions about the attention of businesses response towards corporate social investing, which will help in decreasing unemployment in order to stop the HIV/AIDS epidemic.

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APPENDIX A: TRANSMITTAL LETTER

To: All Businesses/Human Resources Managers

12.08.2008

Subject: Corporate Social Investing (CSI)

Giving the current organization focus on preventing HIV/Aids, the particular study has particular relevance for the organization at this point in time. The research aims at assessing the views of Management as to the appropriateness of the company adopting Corporate Social Investing. Whereas the primary objective is academic, I believe this research could also have value in assisting in determining the organisation's readiness for implementing the concept (CSI).

I would be appreciated if you could complete the questionnaire and return it to Vusi Masanabo. Address mentioned on the questionnaire, by Friday, 20th August 2008.

Thank you for your co-operation

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