



International
Labour
Organization

Project Brief

Project Title: **HIV and AIDS in the World of Work**

Objective: The HIV and AIDS Project aims to respond to HIV and AIDS in the world of work. The project consists of the following three inter-related projects: (i) *HIV and AIDS Workplace Education*; (ii) *HIV and AIDS and Indonesian Migrant Workers*; (iii) *Improving Access to Entrepreneurship and Business Management for People Living with HIV and AIDS (PLWHA)*.

Key Partners:

- ◆ Ministry of Manpower and Transmigration
- ◆ National Agency for Placement and Protection of Indonesian Overseas Workers (BNP2TKI)
- ◆ Ministry of Health
- ◆ AIDS Commission at the national, provincial and district level
- ◆ Indonesian Employers' Association (Apindo)
- ◆ Migrant Workers' Employment Agencies Association (APJATI)
- ◆ Trade unions
- ◆ Association of Medical Clinics for Indonesian Overseas Migrant Workers (Hiptek)
- ◆ Indonesian Migrant Workers Union (SBMI)
- ◆ Enterprises
- ◆ Network of People Living with HIV and AIDS
- ◆ NGOs

Duration: 3 years (2005 – 2008)

Geographical Coverage: Banten, DKI Jakarta, West Java, Central Java, DI Yogyakarta, East Java, Bali, North Sumatra, South Sumatra, Batam, West Kalimantan, South Kalimantan, South Sulawesi, North Sulawesi, West Nusa Tenggara, South Maluku, Papua, West Papua

Country Programme Reference: Effective information on, and prevention of, HIV and AIDS in informal and formal workplaces

Donors:

- ◆ United States Department of Labour (USDOL)
- ◆ Joint United Nations Programme on HIV and AIDS (UNAIDS)
- ◆ Indonesian Partnership Fund for HIV and AIDS

Budget: USD 1,899,000

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HIV and AIDS in Indonesia

Since the first HIV and AIDS case was reported in 1987, the number of people living with HIV and AIDS in Indonesia has increased dramatically. The Ministry of Health estimated in 2006 that between 169,000 and 216,000 people were living with HIV in Indonesia, and it is estimated that another 4 to 8 million people are at high risk of being infected with HIV.

Eighty percent of the people living with HIV and AIDS are in their productive years. The HIV and AIDS epidemic affects all levels of society, but especially vulnerable groups such as women, children and poor people.

Programme Description

HIV and AIDS affects the world of work in many ways

- ❖ It reduces the labour supply, leading to economic losses and reduced incomes;
- ❖ It reduces the number of skilled and trained workers;
- ❖ It contributes to a reduction in the productivity of workers, including those in the agriculture sector;
- ❖ It raises business costs because of the need to continuously recruit, train, and re-train staff;
- ❖ Stigma and discrimination against people with HIV and AIDS directly violates fundamental human, and labour, rights principles, and undermines efforts for prevention and care.

The HIV and AIDS in the World of Work Programme consists of

the following three inter-related projects:

- ❖ HIV and AIDS Workplace Education;
- ❖ HIV and AIDS and Indonesian Migrant Workers;
- ❖ Improving Access to Entrepreneurship and Business Management for People Living with HIV and AIDS (PLWHA).

HIV and AIDS Workplace Education

Project Rationale and Description

The workplace is one of the most important and effective points for tackling the epidemic, because it is where working people come together. It is also an efficient and cost-effective focal point for intervention to limit the spread of infection and mitigate its impacts.

The HIV and AIDS Workplace Programme includes:

- ❖ Prevention, especially through awareness-raising and behaviour change interventions (BCI);
- ❖ A written workplace policy with a pledge on non-discrimination; and
- ❖ Elements of care and support.

The targeted beneficiaries are workers and workplaces in some of the provinces that have shown the highest rates of infection to date.

Project Objectives

The main objective of the HIV and AIDS Workplace Education programme is to contribute to:

- ❖ The reduction of employment-related

discrimination against people living with or Affected by HIV and AIDS;

- ❖ The reduction of HIV and AIDS risk behaviours among targeted workers.

Project Strategies

To achieve these objectives, the ILO HIV and AIDS Workplace Education Project is assisting the Ministry of Manpower, the Indonesian Employers' Association (Apindo), trade unions, pilot enterprises and PLWHA networks to:

- ❖ Improve policies and standards on HIV AND AIDS in the workplace;
- ❖ Implement behaviour change communication (BCC) in the workplace;
- ❖ Monitor and evaluate progress;
- ❖ Coordinate.





Achievements to date

To achieve the above objectives ILO HIV/AIDS Workplace Education is assisting Ministry of Manpower, Indonesian Employers' Association (APINDO), trade unions, pilot enterprises and PLWHA networks to:

- ❖ Operational guidelines issued for the implementation of Ministerial Decree 68/2004 on HIV Prevention in the Workplace.
- ❖ Workplace interventions placed as a priority within the National AIDS Strategy 2007 – 2010.
- ❖ Advocacy tools developed and implemented by Apindo to mobilize commitments from enterprises through cost-benefit analysis for the implementation of HIV workplace programmes.
- ❖ Tools developed and implemented by Apindo to implement HIV workplace

programme through human resource and occupational safety and health systems.

- ❖ 103 Apindo member companies in six provinces implementing HIV workplace education for 55,804 workers.
- ❖ Tools developed by three trade union confederations on social dialogue for HIV workplace programmes.
- ❖ 27 trade union trainers providing HIV prevention education to 4,050 members.
- ❖ 20 PLWHA trained as facilitators for dialogues on eliminating stigma and discrimination in the workplace.
- ❖ Apindo participating as a member of the Indonesia Country Coordinating Mechanism (CCM) for the Global Fund for AIDS, TB and Malaria.
- ❖ Working groups on HIV and AIDS in the workplace established in five provincial and eight district AIDS Commissions; each working group has tripartite membership.
 - ❖ Performance Monitoring Plan (PMP) indicators adapted as the national indicators for HIV and AIDS workplace education.
 - ❖ Research done on knowledge, attitudes and practices (KAP) of workers in Batam and East Java, and on the progress of the implementation of the Ministerial Decree 68/2004.

HIV and AIDS and Indonesian Migrant Workers

Project Rationale

Between 2001 and 2006, 2.5 million Indonesians went abroad in search of a better economic future. Every year, twice as many Indonesians choose to go overseas without documentation. While migration and mobility are not in themselves risk factors for the transmission of HIV, what may be called “unsafe migration” creates conditions of vulnerability. The effects of low levels of formal education, exclusion, loneliness, exploitation and other hardships confront many migrant workers and may increase their vulnerability to HIV. Taken together, these factors increase the risk of sexually transmitted infection (STI) and HIV transmission, especially for women and girls.

Project Objectives

The main objectives under this Project are to contribute to:

- ❖ The prevention of HIV and AIDS; and
- ❖ The reduction of its adverse consequences on social, labour and economic development by addressing HIV and AIDS prevention among migrant workers.

Project Strategies

To achieve the objectives above, the ILO HIV and AIDS and Indonesia Migrant workers Project is assisting the National Agency for Placement and Protection of Indonesian Overseas Workers (BNP2TKI), the Ministry of Health, the National AIDS





Commission, recruitment agencies, migrant workers, the Association of Medical Clinics for Indonesian Overseas Migrant Workers (Hiptek) and NGOs to:

- ❖ Improve policies on HIV pre-departure orientation and HIV testing for migrants.
- ❖ Improve HIV prevention information and education for migrant workers during the pre-departure stage.
- ❖ Coordinate efforts on HIV prevention for migrant workers at the national and provincial level.
- ❖ Monitor and evaluate interventions and progress.

Achievements to date

- ❖ Joint Guidelines issued by the Ministry of Health and BNP2TKI on migrant-friendly HIV testing procedures.
- ❖ HIV and Safe Migration training materials developed for pre-departure instructors, recruitment agency instructors and dormitory heads and NGO field staff.
- ❖ Participatory tools on HIV vulnerabilities in the migration process developed and utilised. These tools are: a simulation game entitled “My Journey with the Magic Key” and a movie, “Safe Migration Saves Lives - Reaching Dreams”.
- ❖ 51 pre-departure session instructors from 16 BP3TKI trained on HIV and Safe Migration have been conducting HIV pre-departure sessions for approximately 7,650 migrant workers each month since February 2007.
- ❖ 99 instructors and 65 dormitory heads from 80 recruitment agencies have

been providing HIV education to approximately 12,000 migrant workers each month since March 2007 through classroom interaction and using the participatory tools.

- ❖ 281 NGO facilitators trained on HIV and Safe Migration.
- ❖ Working Group on Mobile and Migrant Populations (with tripartite membership) established in the National AIDS Commission.

Improving Access to Entrepreneurship and Business Management for People Living with HIV and AIDS (PLWHA)

Project Rationale

People living with HIV and AIDS (PLWHA) are among the most vulnerable groups in Indonesian society. Social stigmatization due to lack of understanding regarding the risks of transmission from infected persons causes many PLWHA to lose their jobs or be unable to find work to support themselves and their families. Many PLWHA cope by finding work in the informal sector, often by starting a micro or small business. Supporting the start-up of such enterprises by PLWHA and their families is therefore a valuable strategy to ease the burden faced by people infected with HIV and their household members.

Project Objectives

The two immediate objectives of this project are:

- ❖ To improve the livelihoods of PLWHA and their families by improving access to entrepreneurship and business start-up training; and

- ❖ To improve the entrepreneurship and business management capabilities of PLWHA by enabling them to identify business opportunities and start a business.

Project Strategy

The stated objectives will be achieved by providing Start Your Business (SYB) training to NGOs and Community-Based Organizations (CBOs) which are committed to and have a solid track record on providing counselling to PLWHA.

Achievements to date

- ❖ 31 trainers from 16 partner organizations in 11 provinces received SYB training.
- ❖ 47 SYB training of entrepreneurs (ToE) sessions were conducted for PLWHA and their families.
- ❖ 589 women and 204 men took part in business start-up training.
- ❖ 80% of the 115 ToE participants interviewed for the impact assessment stated that SYB training helped them to start and manage their business.
- ❖ 71% of people trained rated the quality of the training as good or excellent, and 85% said that the training was relevant to their needs.



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