



# HIV and AIDS in the workplace:

*How companies can make the difference in prevention and treatment of HIV and AIDS*

by

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# Why should we discuss HIV and AIDS?

- Affect the most productive age group.
- Difficult to know the magnitude of the problem
- HIV infection can be prevented.
- Key challenges in prevention:
  - HIV infection goes unnoticed for years.
  - Primarily spreads through sexual contact & discussion about sexual matters is not easy.
  - Stigma and **discrimination** associated with HIV and AIDS

UN GC Labour Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation





## What have we learnt about HIV and AIDS?

- People with HIV can live a long productive life.
- HIV positive people pose no risk to their co-workers.
- Invisible nature of HIV infection keeps many in denial for a long time.
- HIV programmes cost less, if initiated early.
- Fighting Stigma and discrimination is the key to success.
- HIV needs a multi - sectoral response.





# HIV and AIDS: an overview

- An estimated 34 million people living with HIV at the end of 2010.  
(30.1 million adults, 16.8 million women)
- 2.7 million new infections, 1.8 million deaths due to AIDS in 2010.
- Over 7000 new HIV infections a day:
  - 97% in low and middle income countries.
  - About 1000 in children under 15 years of age.
  - About 42% among young people (15-24 years).

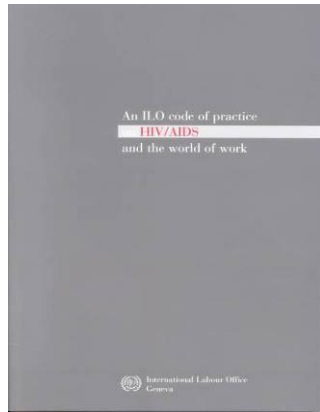


# The ILO's response to HIV and AIDS

- Lead UN agency for workplace policy and programmes and private sector engagement.
- Integration of HIV and AIDS in Decent Work agenda.
- Cosponsor of UNAIDS: contributes to UNAIDS strategy through the world of work.
- Policy guidelines & standards
- Technical assistance to ILO constituents- (Governments, Employers' and Workers' organizations)



# ILO instruments on HIV and AIDS



- An ILO Code of Practice on HIV/AIDS and world of work (2001).
- First International Labour Standard on HIV & AIDS and the World of Work - Recommendation concerning HIV and AIDS and the World of Work, 2010 (no. 200)

**Prevent HIV, Protect Human Rights at Work**



# Political Declaration on HIV/AIDS: Intensifying our Efforts to Eliminate HIV/AIDS

High Level Meeting, New York, June 2011

...Commit to mitigate the impact of the epidemic on workers, their families, their dependants, workplaces and economies, including by taking action into account all relevant ILO conventions....  
including **ILO Recommendation no.200** and call on employers, trade and labour unions employees and volunteers to eliminate stigma and discrimination, protect human rights and facilitate access to HIV prevention, treatment, care and support.

**(para 85)**

[http://www.unaids.org/en/media/unaids/contentassets/documents/document/2011/06/20110610\\_UN\\_A-RES-65-277\\_en.pdf](http://www.unaids.org/en/media/unaids/contentassets/documents/document/2011/06/20110610_UN_A-RES-65-277_en.pdf)



# Key principles of the ILO Recommendation and Code



Non-discrimination

No screening

Confidentiality

The right to programmes of prevention and Care

Non dismissal

Gender equality





## Some Strategic Actions:

- Integration of World of Work into national AIDS strategies
- Workplace initiatives at national, sectoral, and enterprise levels.
- Programmes, focussing on most-at-risk workers in selected economic sectors in formal and informal sectors.
- Engagement of private sector/Public private partnerships
- Mobilization of enterprises through employers' organizations
- Engagement of people living with HIV
- Expanding Partnerships.

*Please see good practices at:  
<http://www.ilo.org/aids/good-practices/lang--en/index.htm>*

# Impact of HIV and AIDS on Enterprises



**The impact  
on  
enterprises**

Loss of skills and  
experience

Reduced supply of  
labour




Rising labour costs

Falling productivity

Reduced profit and  
investment

A stethoscope and a blister pack of pills on a white surface.

# Cost-benefit analysis of HIV workplace programmes in South Africa

- 
- A pair of wrenches on a wooden surface.
- Study done in 10 companies in South Africa with a total of 7,149 employees(2008)
  - HIV prevalence in these companies estimated to be 13%
  - Aggregated costs of HIV and AIDS likely to surpass **USD 53 million over a 5-year period, with no HIV intervention.**
  - Potential savings through HIV programme, including antiretroviral treatment is **47% of the aggregated cost.**
- 
- A close-up of a rope knot on a wooden surface.
- 
- A silver fork and knife on a yellow and white checkered surface.



*The return on investment in the prevention of HIV far exceeds that of standard capital investments.*

*Studies have indicated that these returns, in terms of cost savings through preventing HIV, are as much as **3.5 to 7.5 times the cost of intervention.***

*- The ILO guidelines for employers*



## WEF Report: A Global Review of the Business Response to HIV/AIDS, 2005-2006

(covered 7386 firms)



### Current impact of AIDS:



- 6% Firms expect serious impact globally;
- 22% Firms expect some impact globally;



### In the next five years:

- 17% expect serious impact globally





# Some good practice examples



# Ghana Employers' Association (GEA)

- Involved in HIV/AIDS activities since 2001.
- Has a full-time staff to coordinate the programme.
- Collaborates with the Ghana Trades Union Congress and the NGO Centre for AIDS Information Network (CAIN).
- Advocates with employers for the treatment of workers with HIV
- Offers training to member companies.
- Engages with small-scale entrepreneurs from the informal economy.
- Implements the private sector component of Ghana's Global Fund grant for Round 8 with the ILO and other partners.



# Serena Hotels, Kenya



- One of the largest international hotel chains in East Africa (total 2,360 employees): 8 hotels and lodges in Kenya (1,080 staff), 5 in Tanzania, and 1 in Uganda, Zanzibar and Rwanda.



- Lost 35 employees to AIDS between 1998 and 2002.



- Having paid death benefits, *equivalent to 5 years of salary for each of the 35 deceased employees*, insurance provider cancelled its medical policy with the company.







# HIV programme of Serena Hotels



- Began in 2002.
- Transformed into a wellness programme in 2007.
- 120 employees trained as peer educators.
- Treatment programme in partnership with NGOs and Government



# Serena Hotels: Key results

- Reduced mortality: **35** employees had died of AIDS from 1998 to 2002; only **8** employees died from 2002 to June 2007.
- Reduction in life insurance premium: Premium payment reduced by approx. 90,000 USD due to reduced death claims.
- Reduced absenteeism.
- More knowledgeable, motivated and health conscious workforce.
- Fewer new HIV infections.
- Improved corporate image.



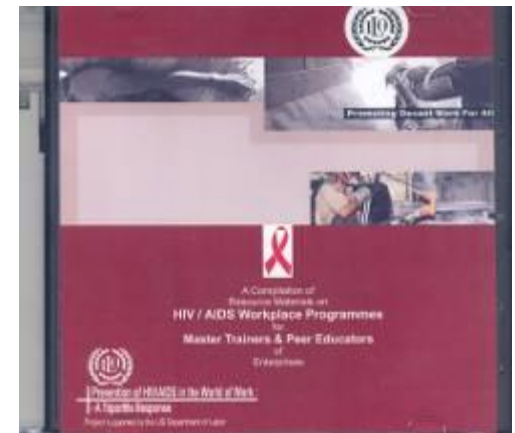
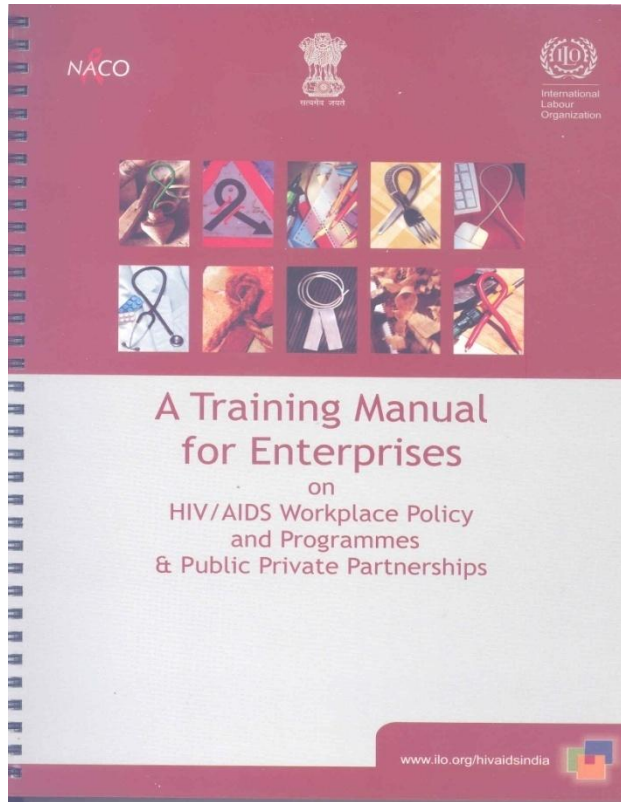
# The ILO-Corporate partnership in India

- ILO partners with 13 large corporate groups
- Workplace Programme covers all units of the corporate: over 180,000 workers reached in 224 units/ plants
- Over 800 employees trained as master trainers by ILO.
- Corporate allocate their time and funds and ILO provides TA as per an MOU





# ILO advocacy/ training materials for enterprises



# PepsiCo India

- 5,500 employees in 39 locations
- ILO provides technical support
- HR leads the HIVAIDS committee
- Work plan prepared, budget allocated.
- 60 Master trainers trained



***“ ... Our HIV/AIDS response is not about philanthropy. It is our responsibility as it is about our survival. So, it is a basic HR function now. ”***

***Pavan Bhatia, ED, HR***



# ILO-PepsiCo India...

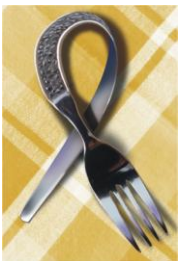


- Global Workplace policy adapted.
- Training kits and education material developed
- Corporate resources allocated
- Useful partnerships established





Pepsi received award from the President of India for their work on HIV and AIDS



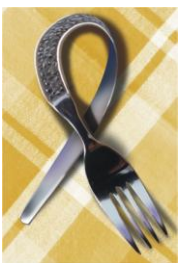
# Supply Chain examples



- Apollo Tyres covering dealer network of 4500 and supply chain companies



- PepsiCo reaching out to its bottle supplier



- Crompton Greaves reaching out to truckers, technicians and employees of dealers



- Ballarpur Industries covering its small suppliers



# Examples of Public Private Partnerships



- Apollo Tyres, JK Tyres, Transport Corporation of India Limited, up interventions for truckers.
- SAB Miller India: initiated a PPP for prevention for the truckers at three of its plant locations.
- Ambuja Cement set up interventions for truckers



## Businesses and HIV: Key Lessons

- Businesses responded for different reasons.
- Mandatory HIV testing did not work.
- Businesses who responded to HIV were benefited with an improved corporate image.
- Business need technical support. Externally funded interventions at workplaces do not sustain.
- Peer Education model is good for providing HIV and AIDS education to workers on a regular basis.
- Leadership and management's commitment is the key to success.



## Key lessons...

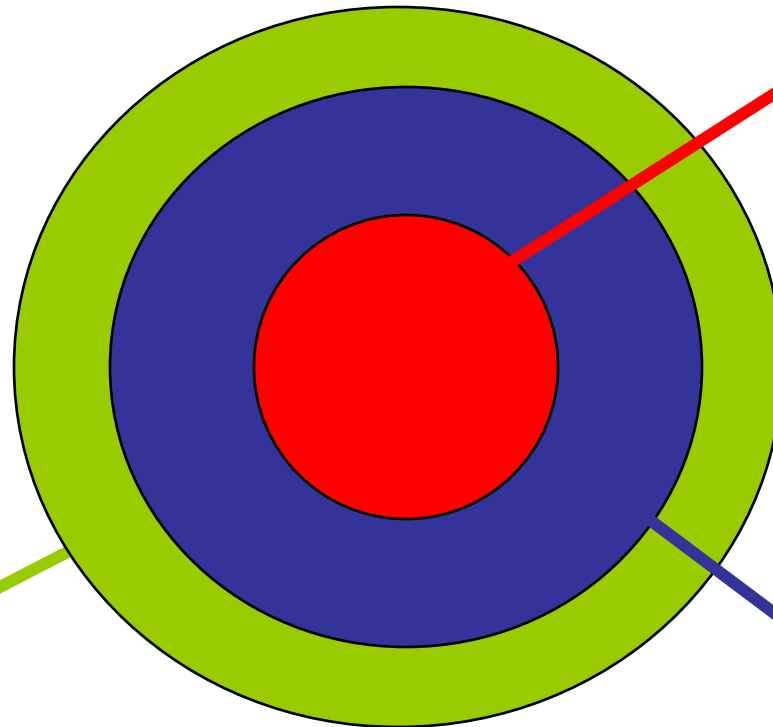
- The process of developing workplace policy through an internal committee is critical.
- Engagement of Human Resource Department is critical.
- Effective implementation of policy helps in building trust and gaining confidence of employees.
- Cost of implementation is nothing, compared to benefits.
- Confidence from a successful workplace programme triggers PPP and vice-versa.



# How can businesses respond?

Strategies:

1. HRD
2. CSR

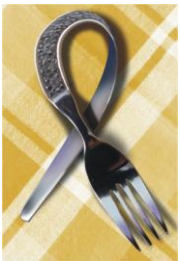


Workplace  
policy & prog.  
for employees  
and families

HIV prog. for  
community

HIV prog. for  
supply chains

Public Private Partnership (PPP) helps



# Building blocks of Enterprise Response



## A. Workplace programme:

- An HIV Workplace Policy
- A Programme for Prevention
- A Programme for treatment, care and support

## B. PPP for HIV Prevention

## C. PPP for HIV treatment, care and Support

# How to initiate the corporate response: key steps

- Nominate a nodal person for HIV & AIDS
- Integrate HIV and AIDS in existing HR/welfare/CSR/OSH... initiatives.
- Set up a representative committee to develop a policy/work plan on HIV and AIDS.
- Start small , learn about it and expand to supply chains/community
- Get a cadre of Trainers/ peer educators trained on HIV and AIDS.
- Build partnerships and seek technical support.




# A message from a person living with HIV



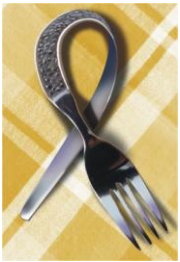
**"If you take away our jobs,  
you will kill us faster than  
the HIV virus..."**

We can work. We pose no risk  
to our co-workers.  
Work is more than medicine to us.  
It keeps us going and enables us  
to bring home food and medicine."

Sarven Kumar  
Living with HIV



Prevention of HIV/AIDS in the World of Work: A Resource  
International Labour Office, Geneva, 2007



*“ One of the tests of leadership is the ability to recognize a problem before it becomes an emergency.”*

– Arnold Glasgow





# Further information and tools



- ILO Helpdesk for Business [www.ilo.org/business](http://www.ilo.org/business) and [assistance@ilo.org](mailto:assistance@ilo.org)
- Recommendation concerning HIV and AIDS and the World of Work, 2010 (No. 200) ([http://www.ilo.org/aids/lang--en/WCMS\\_142706/index.htm](http://www.ilo.org/aids/lang--en/WCMS_142706/index.htm))
- Code of practice: HIV/AIDS in the workplace ([http://www.ilo.org/aids/Publications/lang--en/docName--WCMS\\_113783/index.htm](http://www.ilo.org/aids/Publications/lang--en/docName--WCMS_113783/index.htm))
- A Training Manual for Enterprises on HIV/AIDS Workplace Policy and Programmes & Public Private Partnerships ([http://www.ilo.org/aids/Publications/lang--en/docName--WCMS\\_153512/index.htm](http://www.ilo.org/aids/Publications/lang--en/docName--WCMS_153512/index.htm))
- Prevention of HIV/AIDS in the World of Work: A Tripartite Response. A documentation of Good Practices ([http://www.ilo.org/aids/Publications/lang--en/docName--WCMS\\_119262/index.htm](http://www.ilo.org/aids/Publications/lang--en/docName--WCMS_119262/index.htm))
- Helping micro and small enterprises cope with HIV/AIDS - A handbook for small business associations and service providers ([http://www.ilo.org/aids/Publications/lang--en/docName--WCMS\\_116573/index.htm](http://www.ilo.org/aids/Publications/lang--en/docName--WCMS_116573/index.htm))
- Toolkit for Trade Unions on HIV and AIDS ([http://www.ilo.org/actrav/what/pubs/lang--en/docName--WCMS\\_154441/index.htm](http://www.ilo.org/actrav/what/pubs/lang--en/docName--WCMS_154441/index.htm))
- IOE- HIV/AIDS Challenges in the Workplace ([http://www.ioe-emp.org/fileadmin/user\\_upload/documents\\_pdf/papers/guides/english/guide\\_2009\\_hiv aids.pdf](http://www.ioe-emp.org/fileadmin/user_upload/documents_pdf/papers/guides/english/guide_2009_hiv aids.pdf))





All professions are equal...  
in the eyes of HIV/AIDS.

A collage of images showing various professions and people, with red ribbons integrated into the scenes, symbolizing HIV/AIDS awareness across different work environments.

Protect your workforce and business,  
Develop an HIV/AIDS Policy and Programme now.  
Tomorrow may be a day too late...

NACO  
National AIDS Control Organisation

International Labour Organization  
Department of Social Security  
Geneva, Switzerland  
www.ilo.org/aids

Thank you very much

[www.ilo.org/aids](http://www.ilo.org/aids)

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