International Labour Organization

Final Report

HIV and AIDS Education in the Work of World in Indonesia

Final Report on HIV and AIDS Education in the World of Work in Indonesia

Prepared for
ILO

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TNS Indonesia

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Introduction

HIV and AIDS is an important issue in the world, considering in a relatively short time, the pandemic of HIV/AIDS has grown in a significant rate with more than 33 million people are living with HIV/AIDS (based on the article on ILO Website). The scale of the HIV/AIDS infections globally shows that care and treatment are a vital concern. However, the need for effective prevention remains crucial.

HIV/AIDS is not only affecting people and their families, but it also affects the world of work in many ways, such as discrimination against people with HIV/AIDS. In short words, HIV/AIDS is also a workplace issue. Then, the workplace also plays a crucial role to control the epidemic itself by having some workplace education programmes.

During the period of 2003 – 2006, the National AIDS Commission (NAC) called on all sectors to take actions for this HIV/AIDS prevention. Using the ILO Code of Practice on HIV/AIDS that has been developed in 2001, ILO Jakarta advocated for a response from the world of work community in Indonesia.

As a result, on 25th February 2003, the coordination between the Minister of People's Welfare together with the Minister of Manpower and Transmigration, the Indonesian Chamber of Commerce, the Indonesian Employers' Association as well as 3 (three) confederations of Trade Unions, has pioneered by pronouncing the Tripartite Declaration Combat HIV/AIDS in the world of work in Indonesia.

Following the declaration, the Ministry of Manpower and Transmigration has also declared a Decree on HIV prevention in the Workplace on 28th April 2004.

Since then, various programmes have been developed by the government, employers' organizations, trade unions as well as local/ international agencies to address HIV prevention in the world of work. Those are some milestones achieved in the world of work in Indonesia.

However, it's not our final destination yet. We still have our responsibility to strengthen the response to HIV/AIDS in the world of work. For that purpose, we need to understand the current practice completed against HIV/AIDS in the workplace.

ILO has requested TNS to conduct a study to address the issue, and this document illustrates the findings of the study to identify the HIV/AIDS Education at the workplace.

Objective & Scope of the Study

The survey is specifically designed to assess the implementation of the decree of the Minister of Manpower and Transmigration 68/ 2004 on HIV/ AIDS Prevention and Control in the Workplace. The main objectives of the survey will be to:

1. To assess the responses made by the world of work in order to fight against HIV/AIDS – outlining on actions and activities that workplaces are undertaking on the issue.
2. To explore the problems with adherence to (and with respect for) the issue of HIV/AIDS prevention in the world of work within public and private sectors; and all aspects of work (in the formal economy sector).

To achieve the above objectives of the survey, data and information covered in the survey are as follows:

A. Macro Indicators : General description of the world of work in Indonesia and in the selected geographical location:
   - Number of employers and workers from the public and private sectors
   - Reported HIV/ AIDS cases in the selected geographical locations and HIV/ AIDS prevalence rate.

   The macro indicators information is basically acquired from a desk research, where data is collected from various authoritative sources, e.g.:
   - Center Bureau of Statistics,
   - Ministry of man power and Transmigration: employment figures
   - National AIDS Commission: reported HIV/ AIDS cases and HIV/ AIDS prevalence rate.

B. Survey Among Employers : Highlight status and variations in workplace response by:
   - Geographical location
   - Sectors
   - Industry (oil and gas, mining, manufacturing, construction, plantation, transportation, fisheries)
   - Ownership of company
   - Membership to association and trade unions;
   - Information on workers – number, age, group, gender, marital and living status.

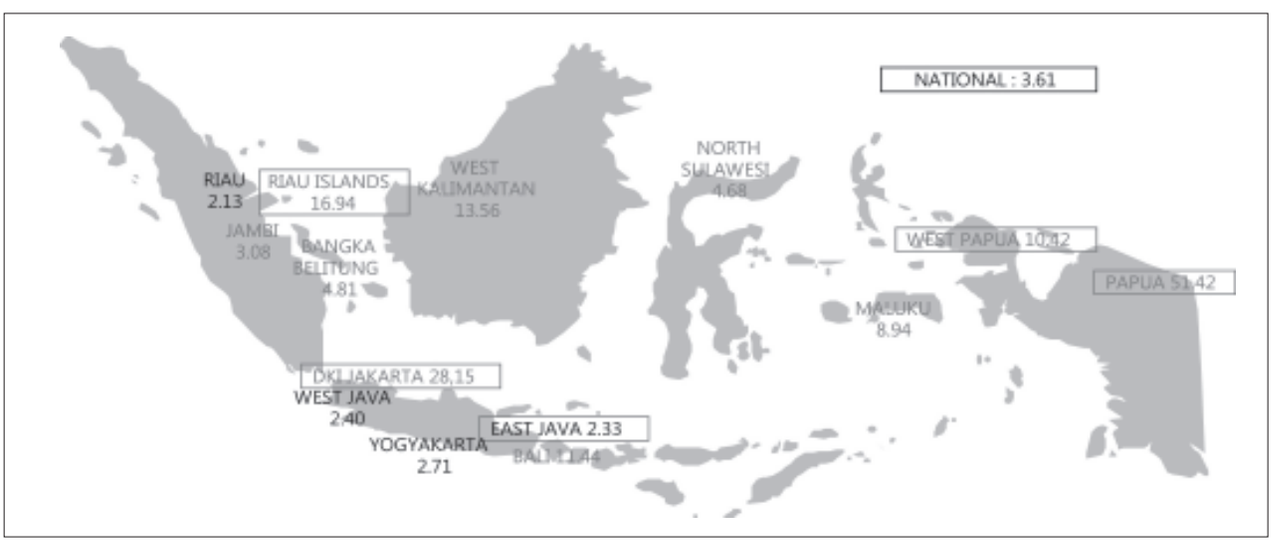
   Here, TNS collects information from employers through conducting interviews with a sample of companies across 9 cities in the 4 selected provinces[1]. The sample is set to be sufficient for analyses of results by province, employee size, and industrial sector.

1 The survey actually covers 5 provinces, but for the purpose of analysis, they are grouped into 4 provinces only, where Papua province and West Irian Jaya is treated as one province for the number of companies from these areas are very small.

The Study Design

The Geographical Coverage

- The survey was conducted in 4 (four) provinces, covering the main cities and up to 2 (two) secondary cities in each of the province
  - **The main cities :** Jakarta (DKI Jakarta), Surabaya (East Java), Batam (Riau Islands), Jayapura (Papua)
  - Up to **2 secondary cities** in each province:
    - Malang and Sidoarjo represent of East Java province.
    - Tanjung Pinang represent for Riau Islands.
    - Timika and Sorong represent of Papua province.
- The cities were selected together with ILO, on the basis of its high prevalence or risk of HIV/AIDS case



The Target Group

- Operating enterprises in formal economy employing 20+ people (incl. permanent and contract/ seasonal).
- Branch will be treated as one single entity, as we assume they may have independence in the implementation of company's HR policy, including HIV/AIDS policy in the world of work.

The Respondents

- HR person or the person who is responsible for implementing HR policy and handling HR issue in the company.
- The company itself should operates in formal economy sector with 20+ number of employees

The Sampling and Data Collection method

A quota sample was set for large, medium and small businesses in the 4 provinces. For the purposes of this study, the company size was defined as follows:

- Small (S) size companies : 20 – 99 employees
- Middle (M) size companies : 100 – 499 employees
- Large (L) size companies : 500 or more employees

Sample quota set:

	SMALL	MEDIUM	LARGE	TOTAL
DKI JAKARTA	100	60	40	200
EAST JAVA - Surabaya - Sidoarjo - Malang	100 50 25 25	60	40	200
RIAU ISLAND - Tanjung Pinang - Batam	100 20 80	60 20 40	40 10 30	200 50 150
PAPUA - Jayapura - Timika - Sorong	100 50 25 25	60 30 15 15	40 20 10 10	200 100 50 50
TOTAL	400	240	160	800

A minimum quota of n = 30 (total all cities) for each type of business was also set to ensure sufficient data for analysis by sector.

OIL, GAS, MINING	30
TRADING/ WHOLESALES	30
MANUFACTURE	30
CONSTRUCTION	30
TRANSPORTATION	30
HOSPITALITY	30
IT & TELECOMUNICATION	30

None of the existing business directories available are 100% complete and reliable. With such a limited source, we decided to use business directory from B2B Indonesia 8th edition 2007 – 2008 (published by PT. Dataindo Inti Swakarsa) as sampling frame for Jakarta and East Java provinces, as we believed this was the most complete and up-dated source available so far.

While for Riau islands and Papua, we decided to use a different approach since reliable company directories were not available for these areas.

- Sampling approach for areas with available company directory:
  - From the long list of the companies from the directory, we randomly selected the first company to contact then skipped every 20 companies in the list for the next company to contact.
  - The first contact was conducted via telephone to get information on the company's line of business, number of employees and established appointment for interview with the person responsible for HRD within the company.
  - The main questionnaire interviews were then conducted face-to-face.
- Sampling approach for areas with no available company directory:
  - Sampling was conducted in field directly.
  - First, the field supervisors identified several commercials/ industrial/ business areas within the cities. Then within each selected areas, interviewers followed a random walk procedure and identified operational enterprises. The enterprise was then approached to establish its size in terms of the number of employees, and line of business. Subsequently, a suitable respondent is identified to make an appointment for a face-to-face interview.

The Timing

- The fieldwork of the study was conducted during February 1 – March 4, 2008 in the selected cities

The Sample Achieved

- 803 (eight hundred and three) respondents were interviewed for the study; covering 3 (three) different company segments (Small, Medium and Large)
- Minimum sample size were applied for the selected segments to allow sub-analysis
- Detailed sample composition achieved is as below:

SIZE OF COMPANY	Total	DKI Jakarta	East Java	Riau Islands	Papua (West Papua &Papua)
Small (20 - 99 empl. or less)	400	105	98	95	102
Medium (100 - 499 empl.)	242	90	82	42	28
Large (500 empl. or more)	161	77	71	8	5
TOTAL	803	272	251	145	135

TYPES OF INDUSTRY	Total	DKI Jakarta	East Java	Riau Islands	Papua (West Papua &Papua)
Oil & Gas & Mining	43	16	11	11	5
Trading/ Wholesales	153	47	39	27	40
Manufacturing	162	43	89	28	2
Construction	98	46	17	18	17
Transportation	73	29	27	8	9
Hospitality	121	39	11	37	34
IT & Telecommunication	30	20	3	3	4
Other (Banks, consultant, etc. nett)	123	32	54	13	24
TOTAL	803	272	251	145	135

Weighting

- To reflect the representativeness of the business world in the four provinces, the data is then weighted based on number of small, medium and large establishments in each province.
- The data for the weighting is estimated from published BPS data, "Key Indicators of Indonesia 2007".

The weighting matrix applied:

Province	Company size	# of companies (a)	Actual sample (b)	WEIGHTING (a/b)	Check
DKI JAKARTA	LARGE	1,785	77	23.1818	1,785
	MEDIUM	7,140	90	79.3333	7,140
	SMALL	19,762	105	188.2095	19,762
	TOTAL	**28,687**	**272**		**28,687**
RIAU ISLANDS	LARGE	124	8	15.4500	124
	MEDIUM	494	42	11.7714	494
	SMALL	1,760	95	18.5263	1,760
	TOTAL	**2,378**	**145**		**2,378**
EAST JAVA	LARGE	1,200	71	16.8958	1,200
	MEDIUM	4,798	82	58.5171	4,798
	SMALL	23,722	98	242.0612	23,722
	TOTAL	**29,720**	**251**		**29,720**
PAPUA	LARGE	82	5	16.4000	82
	MEDIUM	328	28	11.7143	328
	SMALL	1,366	102	13.3922	1,366
	TOTAL	**1,776**	**135**		**1,776**

SUMMARY & RECOMMENDATION

1. SUMMARY

MACRO OVERVIEW OF THE BUSINESS WORLD

- There are almost 200,000 companies with 20+ employees in formal sectors, all over Indonesia
  - 1/3 are located in the 4 surveyed provinces.
  - Bulk of the companies in the 4 surveyed areas are located in **Jakarta** and **East Java**.
- Based on estimation, total employees in formal sectors of 20+ employees is roughly around 20 millions. Nearly 70% of the workers/ employees are concentrated in a little over 20% of companies that are of large and medium size.
- Prevalence of AIDS case in the surveyed areas is higher than the national figure, except in East Java. However, AIDS death case in East Java is one of the highest in Indonesia.
- New case of HIV/AIDS raises substantially since 2003 and continuously growing.
  - From April 1987 – Dec 2006, there has been 1871 people died of AIDS. **Jakarta, East Java and Papua are at the top of the AIDS death list** up to Dec 2006
  - NAC projected that it in 2010, some 400,000 people will be living with HIV and 100,000 will have died of AIDS (NAC – UNGASS *country report 2007*)

PROFILE OF THE BUSINESS WORLD

- Companies under the survey are mostly privately owned domestic companies
- Majority of the companies employ seasonal employees
- Majority of local offices have influence in the implementation of HR policies
- Many companies still do not have OSH division, especially the small ones and ones in Jakarta.
- As expected, there are higher number of large companies have OSH division.
- Generally, membership to trade union is still low. Only 8% of companies have membership to trade union. Percentage of Trade Union membership is higher among companies in Papua and Riau Island, and among Larger companies

PERCEIVED IMPACT AND RISK OF HIV/ AIDS

- Almost all companies understand the seriousness of HIV/AIDS problem in Indonesia. Yet, nearly half of the companies do not see it as threat to their company performance
  - Transportation sector shows highest concern towards the threat of HIV/AIDS to company's performance; while construction sector is the opposite and does not see it as serious as other sectors.
- Most of the companies who perceived the impact see HIV/AIDS impacting in productivity & absenteeism, recruitment & training expenses and medical expenses. However, the perceived impact is relatively highest for productivity and absenteeism.

- Perceived exposure to HIV/AIDS is high for all high-risk employment condition, i.e., operating long distance transportation business, employs large number of workers who live without their families/ away from home and have relatively well-paid workers in areas of high unemployment and/ or poverty.
  - Almost all the companies with employment in high risk exposure group also see the risk of being their employees exposed to HIV/AIDS. The extent of the risk is particularly higher for companies who employ workers away from home without their families.
- Still, there is substantial number of companies (around 3- 4 out of 10) with employment in the higher risk group do not see the impact of the disease to the company's performance

AWARENESS OF HIV/ AIDS POLICY IN THE WORLD OF WORK

- Only small number of company knows about any HIV/AIDS policies. Practically, almost none have the hard copy of the policy.
  - Relatively, condition in Papua is significantly better than in other areas in terms of awareness and access to the hard copy.
- Current source of awareness is mainly from media. Institutions (government, NGOs and NAC) still have very insignificant role in creating awareness.

  This is opposite of what is expected:
  - Department of Man Power and Transmigration (dinas tenaga kerja) and Department of Health is seen as the most responsible to create awareness of the impact of HIV/AIDS in the world of work.
  - Similarly, both Departments are seen as the most responsible for providing guides for implementation of HIV/AIDS policy in the world of work.

HIV/ AIDS POLICY IMPLEMENTATION

- Practically **very few** companies (less than 10%) **have implemented any programs** on HIV/ AIDS.
  - Significantly higher number of large companies implementing the program than small and medium size ones.
  - In Papua, the implementation figure is also significantly higher than in the other areas. Many of small and medium companies in Papua are suppliers or servicing agents for the big companies (e.g., Freeport) and are required to follow the big company's HIV/AIDS programs (e.g., training)
  - Companies in oil, gas and mining sector, as well as manufacture, transportation and hospitality sectors show relatively higher compliance in implementing HIV/AIDS related programs

Among those who conduct HIV/AIDS related programs:

- Majority (around 70%) claims that it **takes only 6 month** or less for them to have the programs for their employees from the first time they knew about HIV/AIDS policy
- Reasons for compliance is essentially **driven by internal motivation** (85%) (i.e., concerns of individual within company to the workers and visibility of the disease). To lesser extent, the external factors still counts important, esp. the government's regulation
- Programs conducted are typically on the **prevention and education** areas (100% claim), which is mostly on providing information in the work place, universal precaution to protect workers from infection through occupational exposure and work place accident, and education/ trainings.

- Providing access to HIV care/ support/ treatment is by far less common.
- Only very small number of companies would engage with public sector/ local community or do monitoring/ evaluation/ reporting the programs or have cooperation with business associates/ suppliers on this issue.

- **Only half** of those who conducted the program claim **to do it regularly**
- **And they think what they have had is already sufficient!**

STATUS OF THE HIV/ AIDS POLICY IN A COMPANY

Among those who conduct HIV/AIDS related programs:

- Majority (87%) does not have written HIV/AIDS policy.
  - Large companies, as expected, has higher incidence of written policy ownership.
- Among the few companies who have written policy:
  - Many have it integrated to company regulation. Only few have it integrated to collective labour agreement.
  - The content of the policy is mostly about providing HIV/AIDS education for all workers and commitment to implement HIV/AIDS related program in the workplace.
- Only very few has budget for implementing HIV/AIDS related programs.
- No sufficient support within the company for having sustainable implementation of HIV/AIDS related programs!

DRIVERS TO INTENSIFY COMPLIANCE TOWARD HIV/AIDS POLICY

- Although all aspects has high likelihood to intensify companies compliance in implementing HIV/AIDS related programs, provision of technical assistance for prevention and education program is relatively has higher likelihood than improving HIV/AIDS policy and providing conducive environment.
- On spontaneous level, the stated motivator for intensifying compliance is mainly having sufficient information through direct trainings.

CURRENT PRACTICE RELATED TO HIV/AIDS IN PLACE OF WORK

Discrimination in the workplace for HIV+ employees is still existed.

- Although majority (70%) claims that HIV/AIDS-free condition is not a requirement for recruitment, in practice they will still decline the newly recruited if they are found to be HIV/AIDS positive. This applies across province and sectors
- Those who have HIV/AIDS-free as requirement for recruitment has some sort of medical/health check up to screen out the HIV+/ AIDS candidates.
- If continue recruiting HIV+ employees, providing reasonable accommodation and ensuring access to health insurance and company benefits are mainly what company will do. Providing care and treatment, ensuring privacy and confidentiality, as well as open and supportive environment are of second priority.
- Health condition of the employee and their special skill are the main things companies consider when employing HIV+ employees.
- Majority (around 60%) would still have HIV/AIDS free condition as requirement for career promotion and rotation. Less claim to have it as cause for job termination, but the number is still high (around 50%). Same pattern happens across province and sectors, with only small relative difference.

- Fewer companies in Hospitality and IT& Telcom have HIV/AIDS free condition as requirement for career promotion and job rotation, than in other sectors
- Fewer companies in Riau and Papua have HIV/AIDS condition to cause job termination.
- Relatively more companies in manufacture sector, oil, gas and mining sector, and hospitality sector have HIV/AIDS condition to cause job termination; while construction sectors shows the opposite pattern

- **Only small number of companies (around 30%) provide regular health test for employees.** Among the small number, only 1/3 include HIV/AIDS test. Same pattern applies across province and sectors, with relatively small difference:
  - Large and medium size companies tend to have regular health test for their employees than the small ones. Also companies in Papua.
  - In Riau, number of companies that have HIV/AIDS test in their regular health test is higher than the rest of the areas.
  - Oil, gas and mining companies tend to have regular health test for employees than other sectors. Trading, manufacture, construction, transportation are the opposite.
  - Around 40% of companies in Oil, gas, mining sector, Construction sector and Transportation sector have HIV/AIDS test in their regular health check. Other sectors are the opposite.
- Companies still discriminate HIV+ employees, if they know that a person is HIV+. They would know this from some sort of medical/health test. However, there are very few who provide regular medical check up for employees, esp. the small ones.

2. RECOMMENDATION

It is clearly noted that a workplace plays important role to reduce the spread of HIV/AIDS and manage its impact. Then commitment and responsibility of all parties are needed to strengthen the response towards HIV/AIDS epidemic for a better future.

Institutions involvement such as Government is obviously needed to push companies in Indonesia to more intensify their plans and actions towards HIV/AIDS implemented programs.

For further steps, some actions need to be taken.

A. IN THE EDUCATION PROGRAM

1. Do campaign to build awareness on :
   - The impact of HIV/AIDS in the workplace for the companies to motivate policy compliance.
   - The existence of HIV/AIDS policy in the workplace.
2. Ensure wide distribution of hardcopies of HIV/AIDS policies.
3. Conduct direct trainings to provide sufficient information and technical assistance for prevention and educative programs on HIV/AIDS

B. PROGRAM TINDAKAN

- Prioritize the effort to Large and Medium companies in Jakarta areas.
- Involve government bodies (Dept. of Man Power and Dept. of Health) as well as NGOs (NAC).
- Approach not only head quarters, but also local offices.
- May also use trade union influence.

DETAIL FINDINGS

1. MACRO OVERVIEW

Indonesia is a big developing country. There are almost 200,000 companies (with 20+ employees) operate in formal sectors all over Indonesia. Approximately 1/3 of those companies operate in the Jakarta and East Java (please see Figure 1 below).

Figure 1. Number of Established Companies

Siz e of companies	DKI Jakarta	East Java	Riau Islands	Papua (West Papua & Papua)	Total Indonesia
Large (500+)	1,785	1,200	124	82	8,808
Medium (100 - 499)	7,140	4,798	494	328	35,230
Small (20 - 99)	19,762	23,722	1,760	1,366	152,789
TOTAL	28,687	29,720	2,378	1,776	196,827

Notes:
1. Estimation for establishments with 20+ employees
2. Estimated from BPS data, Key Indicators of Indonesia 2007 (with expert judgment for finer break up)

In addition, there are roughly 20 millions employees in Indonesia. While Medium – Large enterprises only count around 22% of the total number of companies in Indonesia, they actually absorb around 70% of the total employees. Figure 2 below shows the composition of workers employed in companies.

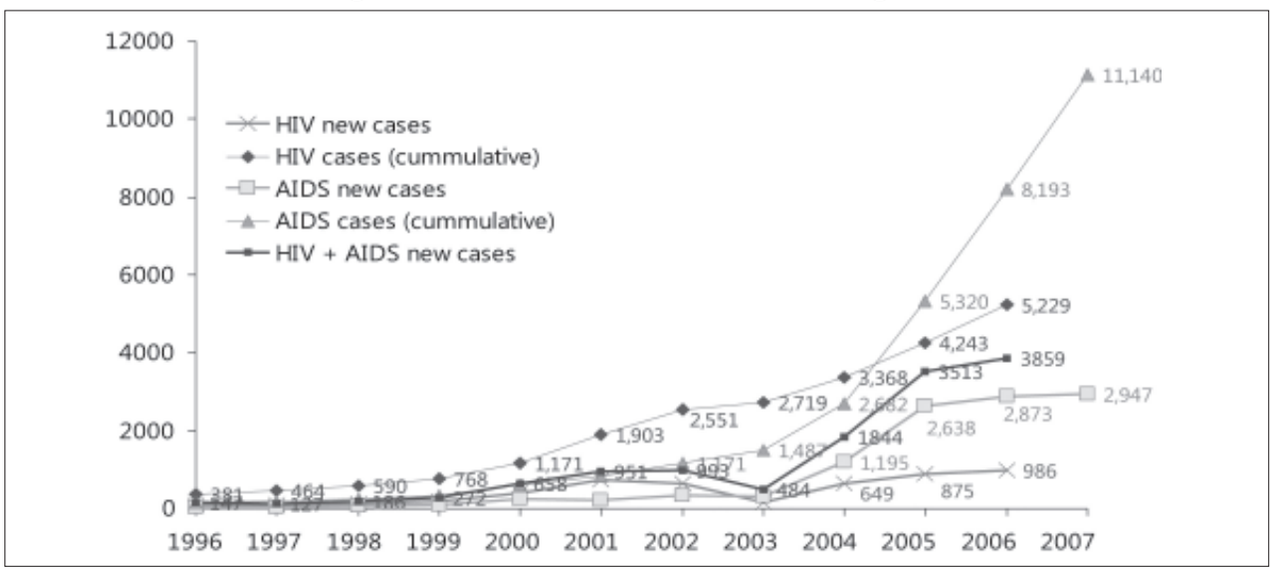
Figure 2. Number of Workers Employed in Companies (20+ Employees)

Siz e of companies	DKI Jakarta	East Java	Riau Island	Papua (West Papua & Papua)	Total Indonesia
Large (500+)	2,687,514	1,250,079	114,161	73,538	11,389,284
Medium (100 - 499)	1,480,622	955,170	89,402	65,669	7,152,828
Small (20 - 99)	781,587	980,430	71,544	54,517	6,189,482
TOTAL	4,949,723	3,185,679	275,107	193,724	24,731,594

Notes:
1. Estimation for establishments with 20+ employees
2. Estimated from BPS data, Key Indicators of Indonesia 2007 and survey data

Based on above figures, Indonesia appears as a vast potential place of HIV/AIDS epidemic. Below figure (Please see Figure 3) also shows that HIV cases in Indonesia has increased by more than 13 (thirteen) times over 10-year period, and even for AIDS the figure is really remarkable with 56 (fifty six) times. The cases seem to be increased significantly since 2003 and still continuously growing.

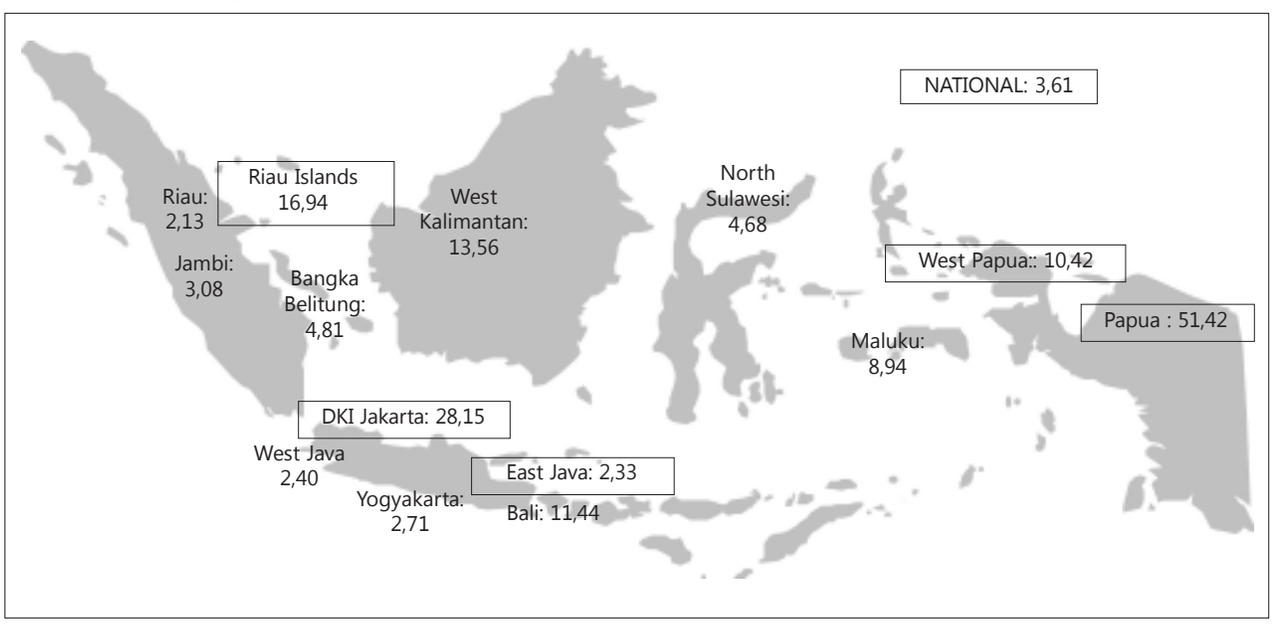
Figure 3. HIV/AIDS Trend (National Figure)



Source: Cases of HIV/AIDS in Indonesia, reported thru; December 2006. Directorate General CDC & EH. Ministry of Health. Republic of Indonesia

The findings also found that the prevalence of AIDS cases in the selected regions is higher than the national figure, except for East Java region as shown in below figure (Please see Figure 4). On the contrary, AIDS death case in East java is one of the highest in Indonesia (Please see Figure 5 for details).

Figure 4. Prevalence of AIDS cases per 100,000 population



Source: Cases of HIV/AIDS in Indonesia, reported thru; Dec 2006 Directorate General CDC & EH, Ministry of Health, Republic of Indonesia

Figure 5. AIDS Death Cases

Figure up to Dec 2006	National	DKI Jakarta	East Java	Riau Island	Papua (West Papua & Papua)
No. of AIDS cases	8,193	2,565	863	203	1,005
No. of death due to AIDS	1,871	420	258	91	221
Total population (BPS)	222,192,000	8,963,000	36,592,000	1,338,000	2,662,000

Source: Cases of HIV/AIDS in Indonesia, reported thru Dec 2006 Directorate General CDC & EH, Ministry of Health, Republic of Indonesia

It was also noted that from April 1987 – December 2006, 1871 people were died of AIDS. Jakarta, East Java and Papua are those regions with highest record for AIDS death cases. NAC itself has projected that in 2010 around 400,000 people will be living with HIV while 100,000 people will die of AIDS (Based on NAC – UNGASS Country Report 2007).

Unbelievable result caused by HIV/AIDS epidemic pushes us to understand the seriousness of the current situation. In the response to this crisis, then education programs of the HIV/AIDS itself in Indonesia is very crucial to be completed, for limiting the damaging effects of the epidemic.

2. WORLD OF WORK: A PROFILE

As explained before, this study comprises of 803 (eight hundred and three) companies in 4 (four) different regions in Indonesia. Majority of the companies (around 86%) being surveyed is privately owned domestic companies. There is also a significant number of government owned companies in Papua compare to in other areas.

Generally, trading, followed by manufacturing and construction are the dominant sectors. But in Papua and Riau Islands, hospitality sector also counts a big number. Please see Figure 6 below for more details.

Figure 6. Industrial Sectors & Ownership Structure

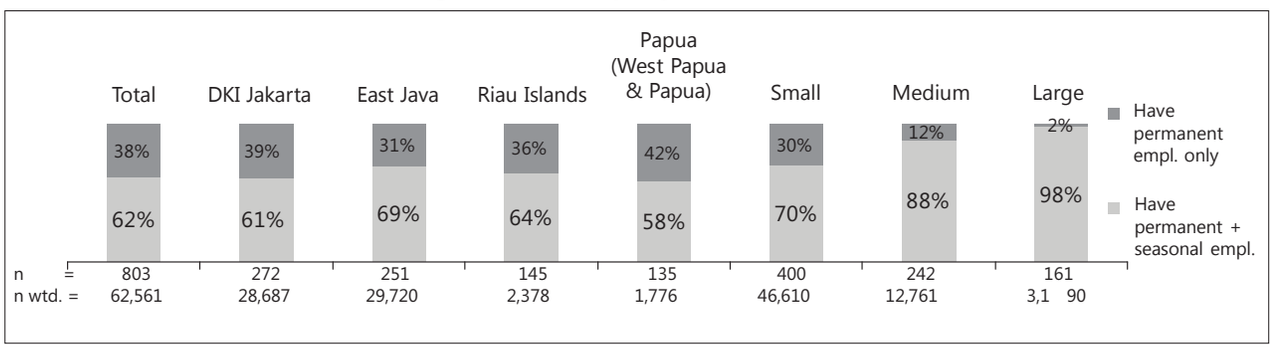
SECTOR OF INDUSTRY	Total 4 provinces (%)	DKI Jakarta (%)	East Java (%)	Riau Island (%)	Papua (IrjaBar & Papua) (%)	Small (%)	Medium (%)	Large (%)
Trading/ Wholesales	21	20	22	18	30	24	15	9
Manufacturing	16	8	24	19	2	13	20	45
Construction	15	19	11	13	12	16	11	9
Hospitality	12	17	6	24	25	12	14	4
Transportation	11	11	11	6	7	11	12	7
IT & Telecommunication	5	9	1	2	3	5	2	5
Oil & Gas & Mining	5	5	4	7	3	3	8	6
Others (Nett)	16	12	21	9	18	16	18	16
OWNERSHIP STRUCTURE	**Total 4 provinces (%)**	**DKI Jakarta (%)**	**East Java (%)**	**Riau Island (%)**	**Papua (IrjaBar & Papua) (%)**	**Small (%)**	**Medium (%)**	**Large (%)**
Domestic - private owned	86	84	89	77	81	89	81	66
Domestic - government owned	6	5	6	7	16	4	9	15
Joint Domestic and Foreign	5	8	3	3	4	5	6	9
Foreign	3	3	2	13		2	5	10

S1 & S2. Base : All Respondents

In general, the proportion of Seasonal employees is much higher than the Permanent one. Here, around 62% companies have both Seasonal and Permanent employees, and only the rest of 38% companies employ all Permanent employees. Larger companies have the tendency to employ both seasonal workers and permanent employees more than smaller companies.

Figure 7a & 7b below shows the employment status of the companies and the detail of the employees (Based on Age distribution, Gender, Marital status as well as Working status).

Figure 7a. Employment details



Q51, 51a, 51b. Base : All Respondents

Figure 7b. Employee Details

	TOTAL 4 PROVINCES		PROVINCES								COMPANY SIZE					
			DKI Jakarta		East Java		Riau island		Papua (Irjabar & Papua)		Small		Medium		Large	
n =	803		272		251		145		135		400		242		161	
n wtd. =	62561		28687		29720		2378		1776		46610		12761		3190	
	Permanent %	Seasonal %	Permanent %	Seasonal %	Permanent %	Seasonal %	Permanent %	Seasonal %	Permanent %	Seasonal %	Permanent %	Seasonal %	Permanent %	Seasonal %	Permanent %	Seasonal %
AGE DISTRIBUTION																
40 or less > 40+	90	58	90	58	90	57	97	69	98	61	90	54	91	67	92	87
40 or less = 40+	6	2	7	2	5	2	1			1	7	2	3	2	5	
40 or less < 40+	3	2	2	2	4	3	1	1	2	2	3	2	5	1	4	1
GENDER DISTRIBUTION																
Male > female	72	46	76	48	69	45	74	52	64	40	71	43	77	53	67	61
Male = female	10	5	9	6	10	5	8	4	14	6	11	5	6	6	9	9
Male < female	17	11	14	9	20	12	18	13	23	18	17	10	16	12	24	18
MARITAL STATUS DISTRIBUTION																
Single/widow/widower > married	16	28	20	34	10	21	29	39	35	31	16	24	15	36	14	56
Single/widow/widower = married	10	8	15	7	6	8	13	10	5	7	11	7	7	9	12	10
Single/widow/widower < married	73	26	64	21	85	32	57	21	60	26	72	27	77	25	74	22
LIVING STATUS DISTRIBUTION																
Live alone > live with family	9	16	12	18	5	12	24	32	28	24	9	12	11	22	15	35
Live alone = live with family	5	4	5	3	4	5	10	5	11	5	5	4	4	6	8	7
Live alone < live with family	85	42	82	41	92	45	65	33	61	35	86	42	84	42	78	46

Q52a/b, 53a/b, 54a/b, 55a/b. Base : All Respondents

Looking at the HIV/AIDS Risk Employment indicator, around 45% companies employ large number of workers away from their families or home. The number is even higher for Medium – Large companies with 53% and 57% respectively. Almost 37% also have relatively well-paid workers in areas of high unemployment and/ or poverty. (Please see Figure 8 for more details).

All these indicates a high risk of HIV/AIDS among employees, specially in medium – large companies.

Figure 8. HIV/AIDS Risk Group Employment

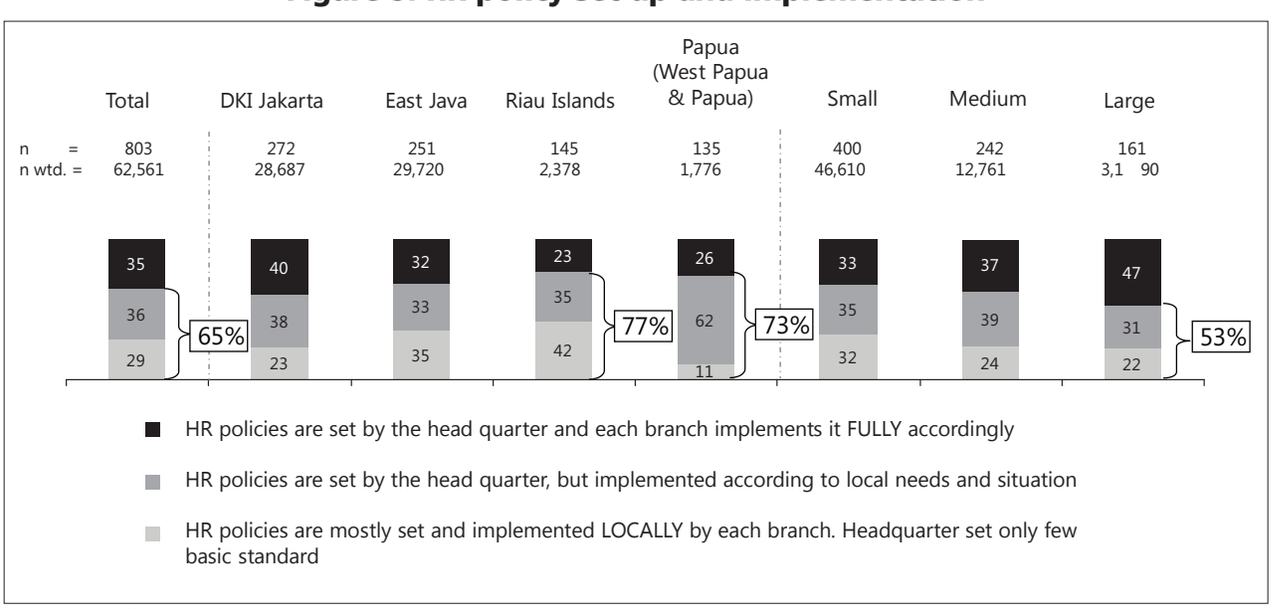
NATURE OF COMPANY OPERATION	Total 4 provinces	PROVINCE				COMPANY SIZE		
		DKI Jakarta	East Java	Riau Island	Papua (IrjaBar & Papua)	Small	Medium	Large
n =	803	272	251	145	135	400	242	161
n wtd. =	62,561	28,687	29,720	2,378	1,776	46,610	12,761	3,1 90
	%	%	%	%	%	%	%	%
Have relatively well-paid workers in areas of high unemployment and/or poverty	37	33	41	10	69	37	36	40
Employs a large number of workers who live without their families or away from home	45	49	41	52	48	42	53	57
Have workers who tend to go back to their region once the assignment is over (while waiting for new job)	30	32	27	28	25	28	34	38
Have workers relocated permanently	20	21	19	16	17	16	31	30
Operates long distance transportation, as a main business or as part of its operations	28	26	31	15	24	27	31	27

Q6b. Base : All Respondents

Talking about HR policy implementation, then it is clearly noted that both Local and Head Office have influence in the implementation of HIV/AIDS policy.

Companies in Riau islands seem to empower the Local Office more with 42% companies set and implement the HR policy locally. On the other hand, in Papua, the responsibility of HR policy is more on the Head Office than the Local Office with only 11% companies set the policy at the Local Office. Only at the implementation, that the Local Office seem to have more influence.

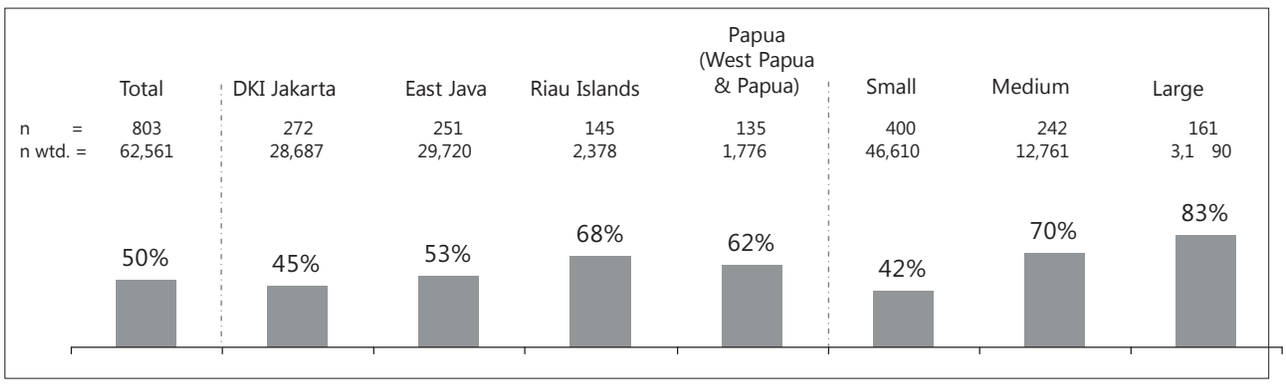
Figure 9. HR policy set up and implementation



Q47. Base : All Respondents

Moreover, around 50% companies do not have OSH Division. Interestingly, Jakarta has the highest record for OSH Division unavailability with only 45% companies in Jakarta claimed to have it. The same applies for smaller-sized companies.

Figure 10. Availability of OSH division

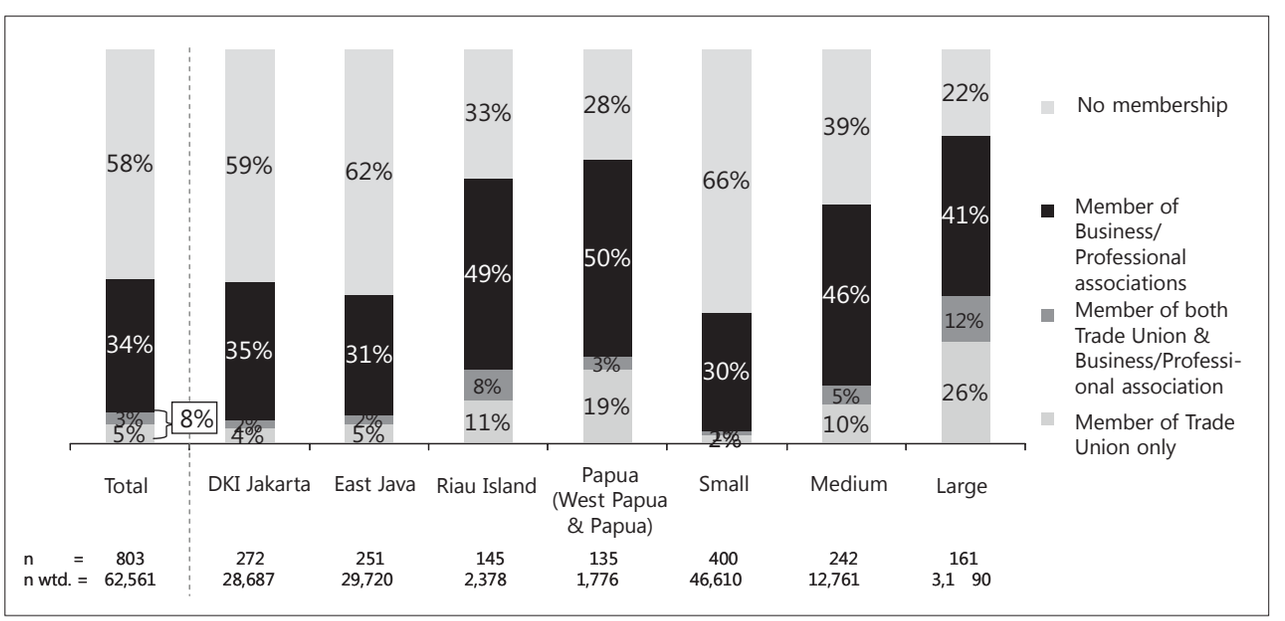


Q48 Base : All Respondents

Among other things, Trade Union membership is something which is not popular yet in Indonesia. Only 8% companies mentioned that they belong to a Trade Union, especially small companies; as well as the ones in Jakarta and East Java. Member of Trade Union Membership is higher among large companies and among companies which operate in Riau islands or Papua. (Figure 11).

Majority of those who belong to trade union, are member of SPSI *(Serikat Pekerja Seluruh Indonesia)*.

Figure 11. Association & Trade Union membership

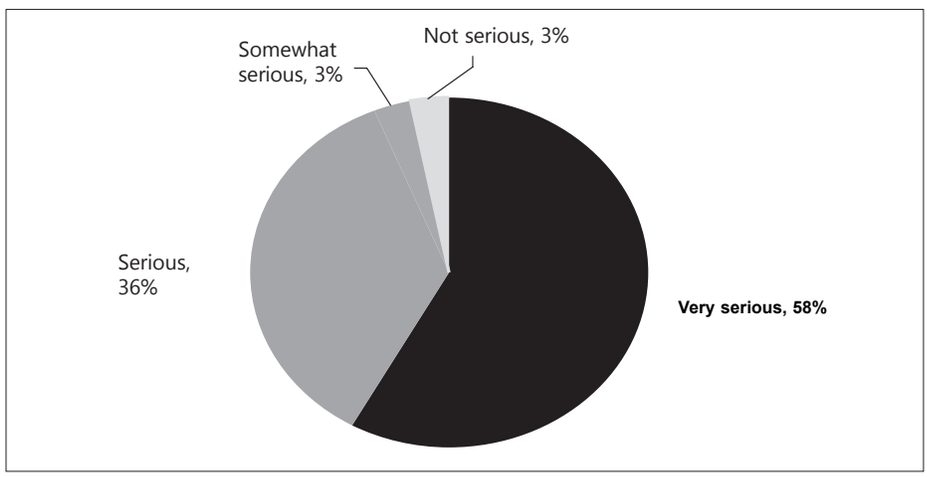


Q49. Base : All Respondents

3. IMPACT OF HIV/AIDS ON ENTERPRISES

Looking at Figure 12, it is clear that there is a high awareness on the HIV/AIDS problem in Indonesia. Almost all (97%) understand that the HIV/AIDS is a serious problem, with more than half of them (58%) feel it is in fact a really serious problem to face. Among all sectors, companies in Construction and Transportation sectors do not see HIC/AIDS problem as serious as other sectors see it.

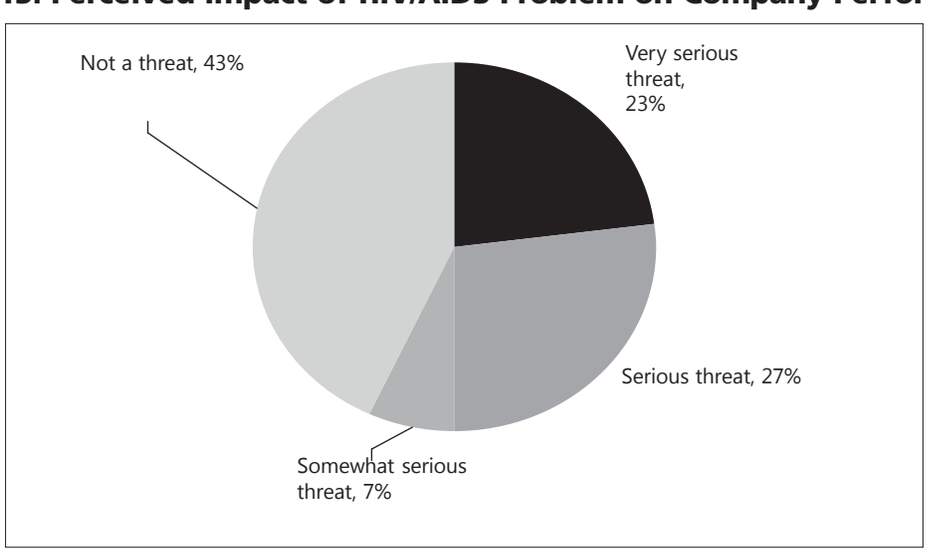
Figure 12. Perceived Seriousness of HIV/AIDS Problem in Indonesia



Q1a & b Base : All respondent (n = 803; n wtd. = 62,561)

Yet, half of the companies do not perceive HIV/AIDS as a threat to their company performance (See Figure 13). Again, Construction sector do not take the issue very seriously. In contrast, Transportation sector shows highest concern (72%) and perceive that HIV/AIDS can be a threat to company performance.

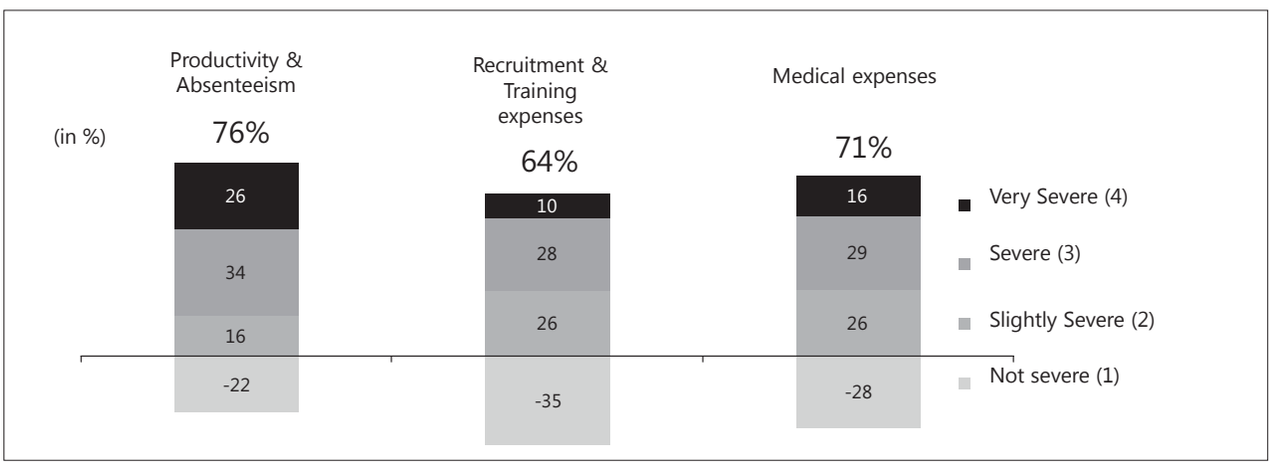
Figure 13. Perceived Impact of HIV/AIDS Problem on Company Performance



Q2a & b. Base : All respondent (n = 803; n wtd. = 62,561)

Those who think that HIV/AIDS is a threat to company productivity, mentioned that it is impacting all of the 3 (three) areas measured, i.e. **Productivity and Absenteeism, Recruitment and Training** expenses, as well as **Medical expense** (figure 14). Productivity and Absenteeism is believed to have the highest severe impact of HIV/AIDS problem with 76%; while Recruitment and Training expense is the lowest one with 64%. Papua, followed by Riau islands are the regions with higher concern towards HIV/AIDS impact on company performance, with East Java as the least concern region.

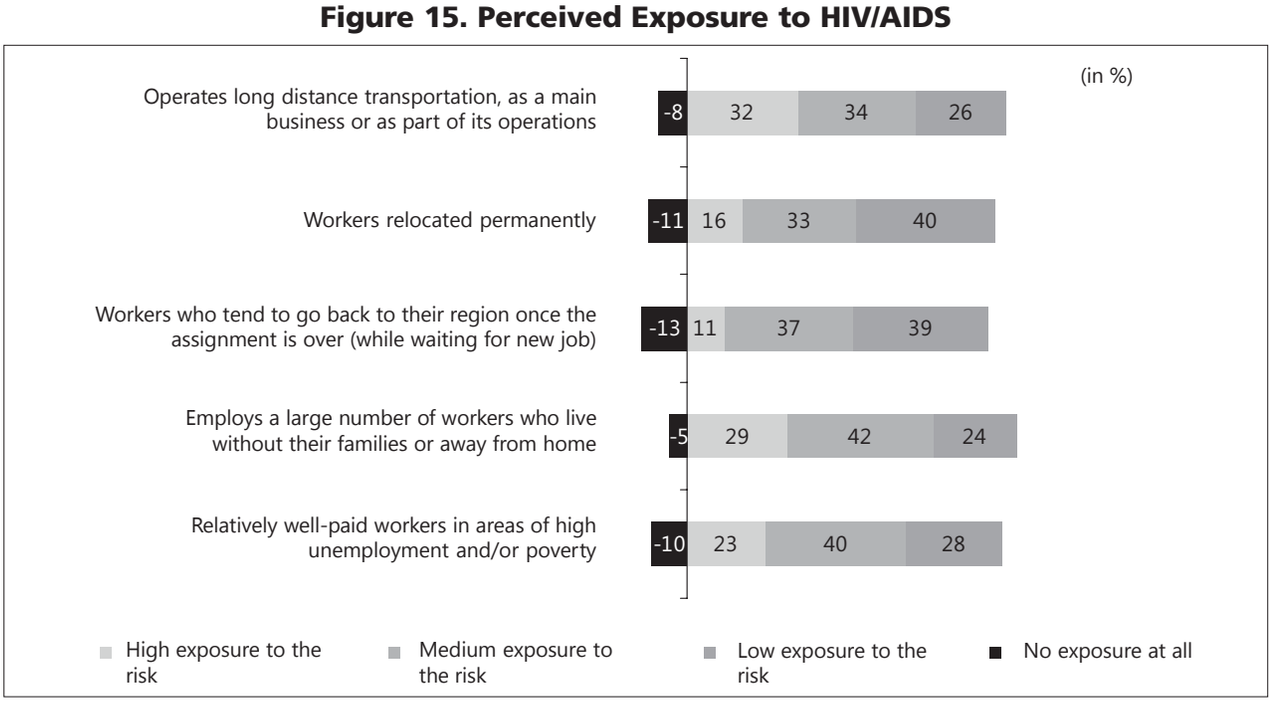
Figure 14. Performance impact parameter



Q3 Base : All who think that HIV/AIDS is a threat to company's productivity (n = 414; n wtd. = 35,433)

Moreover, perceived exposure to HIV/AIDS is high for all high-risk employment conditions (with around 90% companies mention so). To some extent, the risk is particularly higher (90%+ companies mention so) for companies who employ workers away from home without their families, operating long distance transportation business and companies with relatively well-paid workers in areas of high unemployment and/ or poverty (Figure 15).

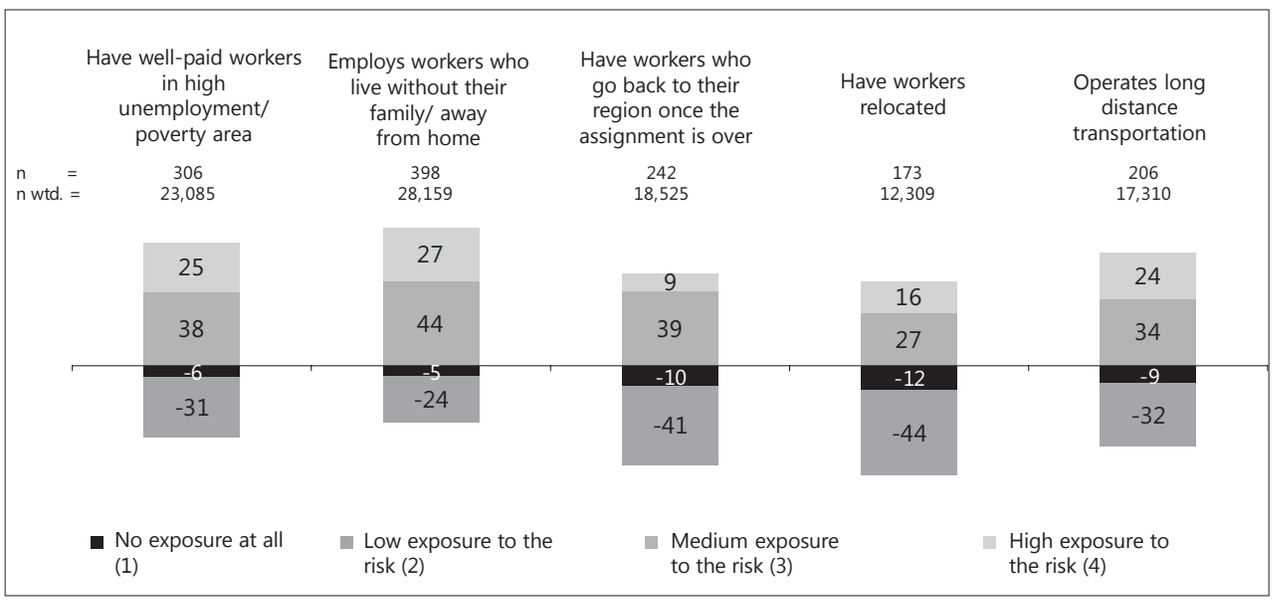
Figure 15. Perceived Exposure to HIV/AIDS



Q6a Base : All Respondents (n = 803; n wtd. = 62,561)

This is admitted by almost all the companies with high risk exposure. Companies who employ workers away from home without their families admit that the extent of the exposure risk is particularly higher for their employees (figure 16. This pattern is actually the same as among those not having employment in such risk condition.)

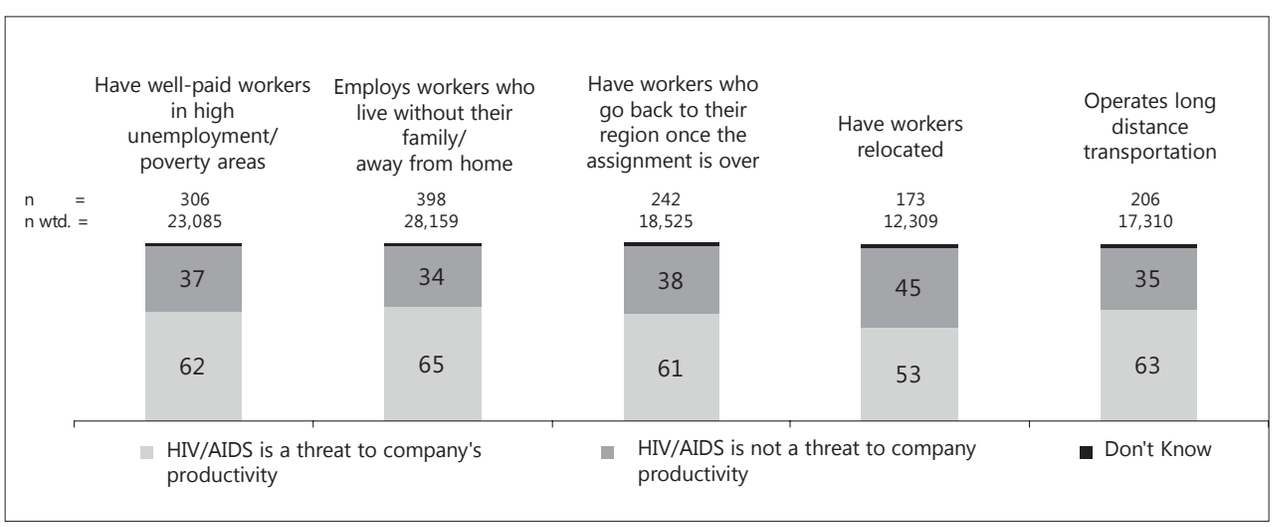
Figure 16. Perceived Exposure to HIV/AIDS



Q6a & b Base : Comp. with respective condition

Still, there is substantial number of companies (around 3 – 4 companies out of 10) with employment in the higher risk group do not see the impact of HIV/AIDS towards company performance (figure 17).

Figure 17. Perceived impact of HIV/AIDS for different groups of employment condition



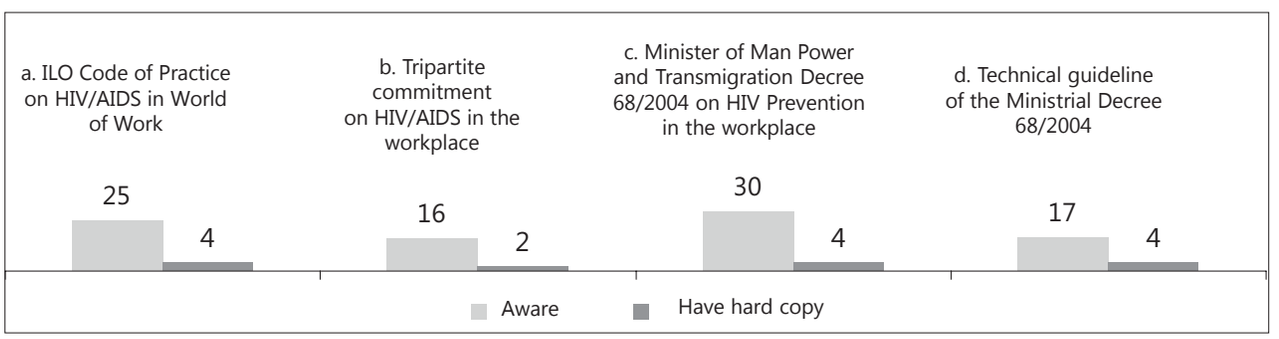
Q3 & 6b Base : Comp. with respective condition

4. AWARENESS TOWARDS HIV/AIDS POLICY

The greatest challenge facing Indonesia is on the awareness level towards HIV/AIDS policy. Limited numbers of companies are actually exposed to HIV/AIDS policy. In Figure 18 for example, only about 25% companies are aware of ILO Code of Practice or only 30% companies are aware of Minister of Manpower and Transmigration Decree on HIV prevention in the workplace. In addition, practically almost none has the hard company either ILO Code of Practice or the regulations made by Indonesian government.

Irian Jaya was noted to have higher awareness both on policies and hard copies, while Transportation, Hospitality and IT & Telecom are those sectors with better exposure.

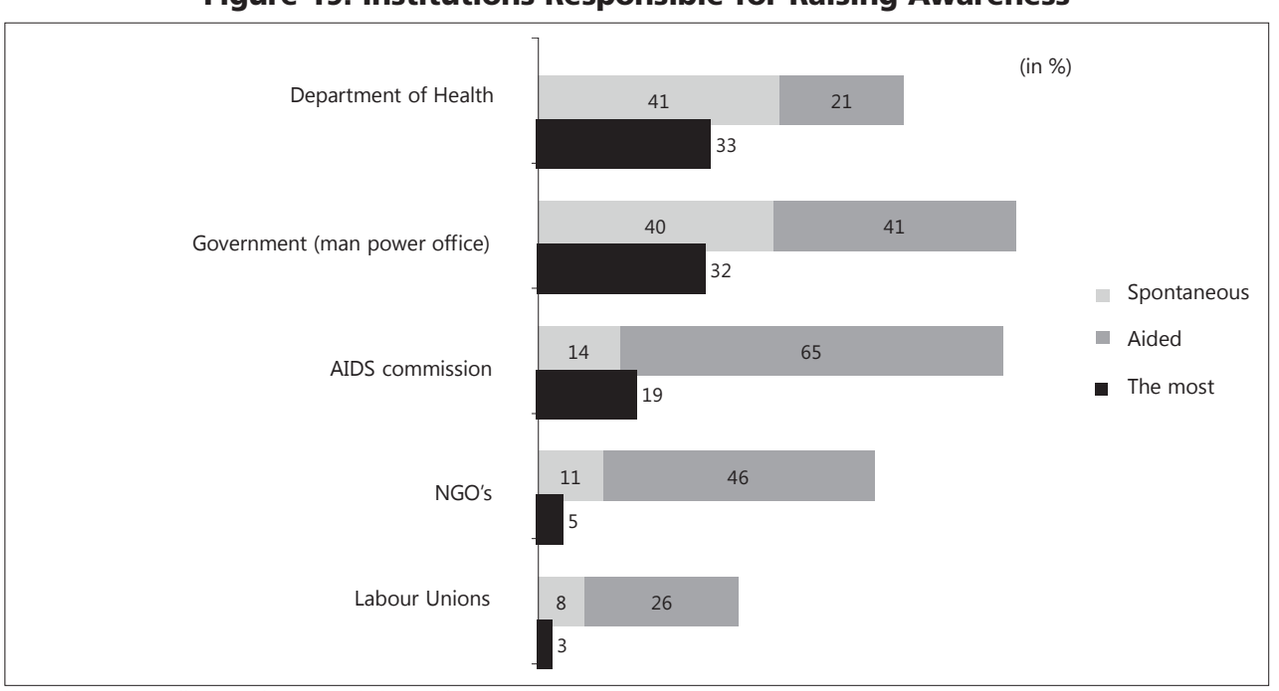
Figure 18. Awareness and Access to HIV/AIDS Policy



Q7 & 8 Base : All respondents (n = 803; n wtd. = 62,561)

Currently, source of awareness is restricted to media; with more than 70% put media as theirsource. While Institutions, such as government, NGOs as well as NAC still have very small role in building the awareness towards HIV/AIDS. Perhaps, the institutions can play better role in the future, since actually companies believe that Institutions such as Ministry of Health as well as Ministry of Manpower and Transmigration are responsible to build the awareness (Figure 19).

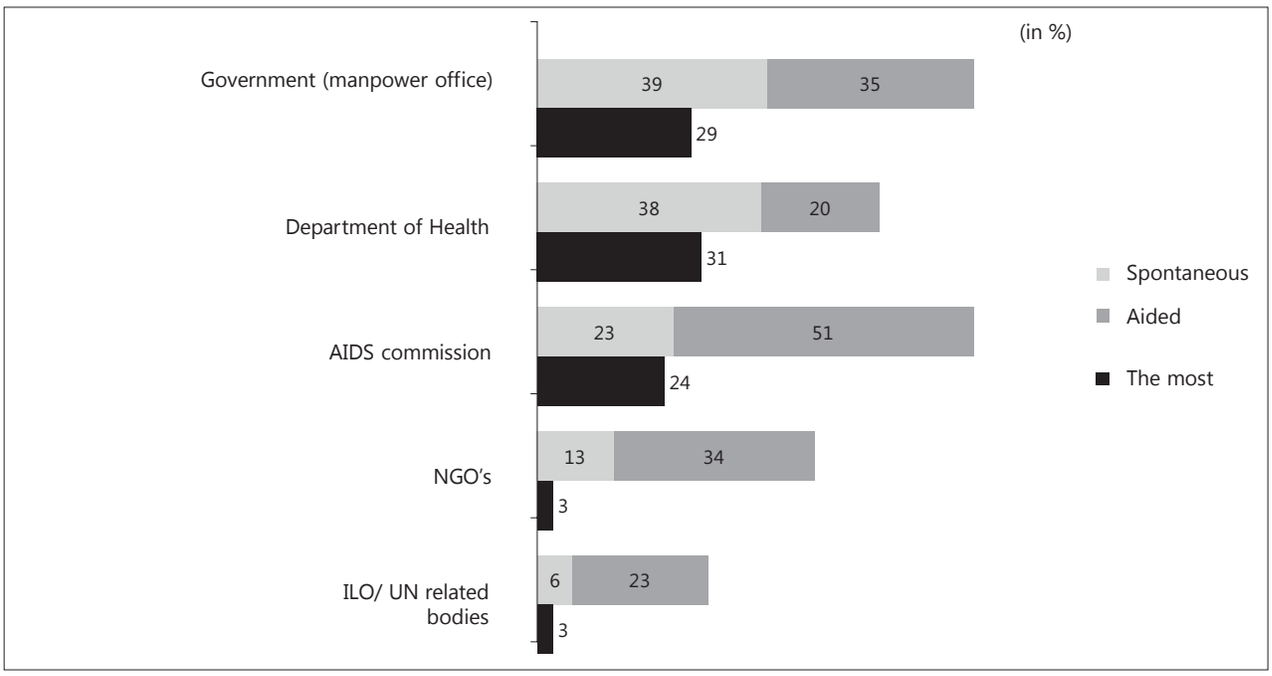
Figure 19. Institutions Responsible for Raising Awareness



Q10a/b/c Base : All respondents (n = 803; n wtd. = 62,561)

Similarly, both departments are also seen to be responsible in providing guidelines for HIV/ AIDSimplementation policy (Please see Figure 20 below).

Figure 20. Institutions Responsible for Providing Guidance



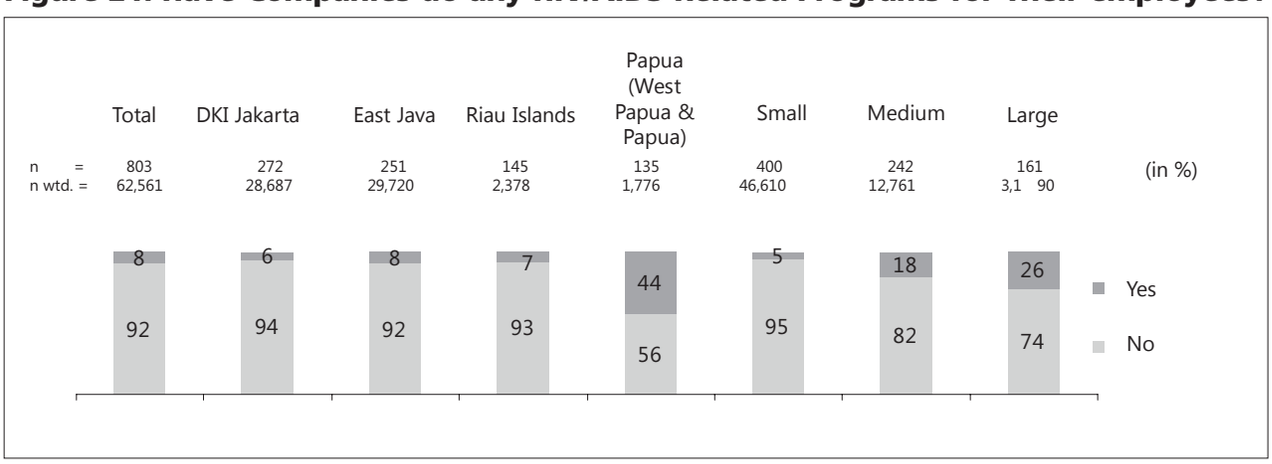
Q11a/b/c Base : All respondents (n = 803; n wtd. = 62,561)

5. ACTIONS AGAINST HIV/AIDS

In Indonesia, HIV/AIDS programs have not developed very well. Practically, very few companies (less than 10%) are actually implemented any programs on HIV/AIDS to their employees. As expected, Medium – Large companies are advanced in the implementation program, with 18% and 26% companies have HIV/AIDS programs respectively (Please see Figure 21).

In addition, Oil, Gas and Mining sector, as well as Manufacturing, Transportation and Hospitality sectors have higher compliance towards HIV/AIDS implementation programs.

Figure 21. Have Companies do any HIV/AIDS Related Programs for Their employees?

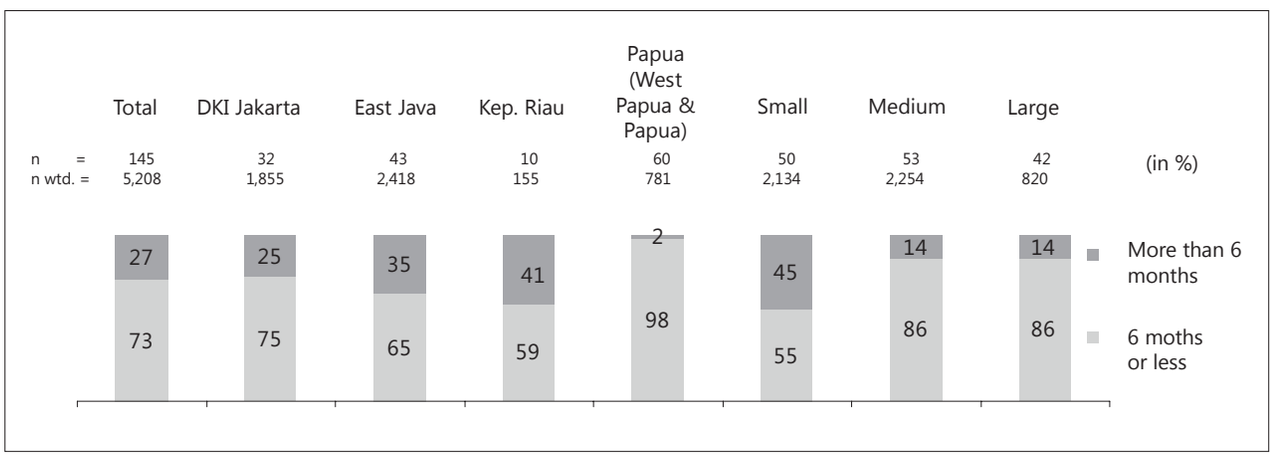


Q12 Base : All respondents

Papua is the only region that has a very significant higher figure than other regions. The possible reason behind was many small and medium companies are actually suppliers of the large companies (e.g. Freeport), and as servicing companies, they are required to follow the rules of their clients also with their HIV/AIDS programs (e.g. training).

Majority (more than 70%) of those who claim to have HIV/AIDS related programs also claimed that they take less than 6 months to start having programs on HIV/AIDS after they were exposed to HIV/AIDS policy as seen in Figure 18 below.

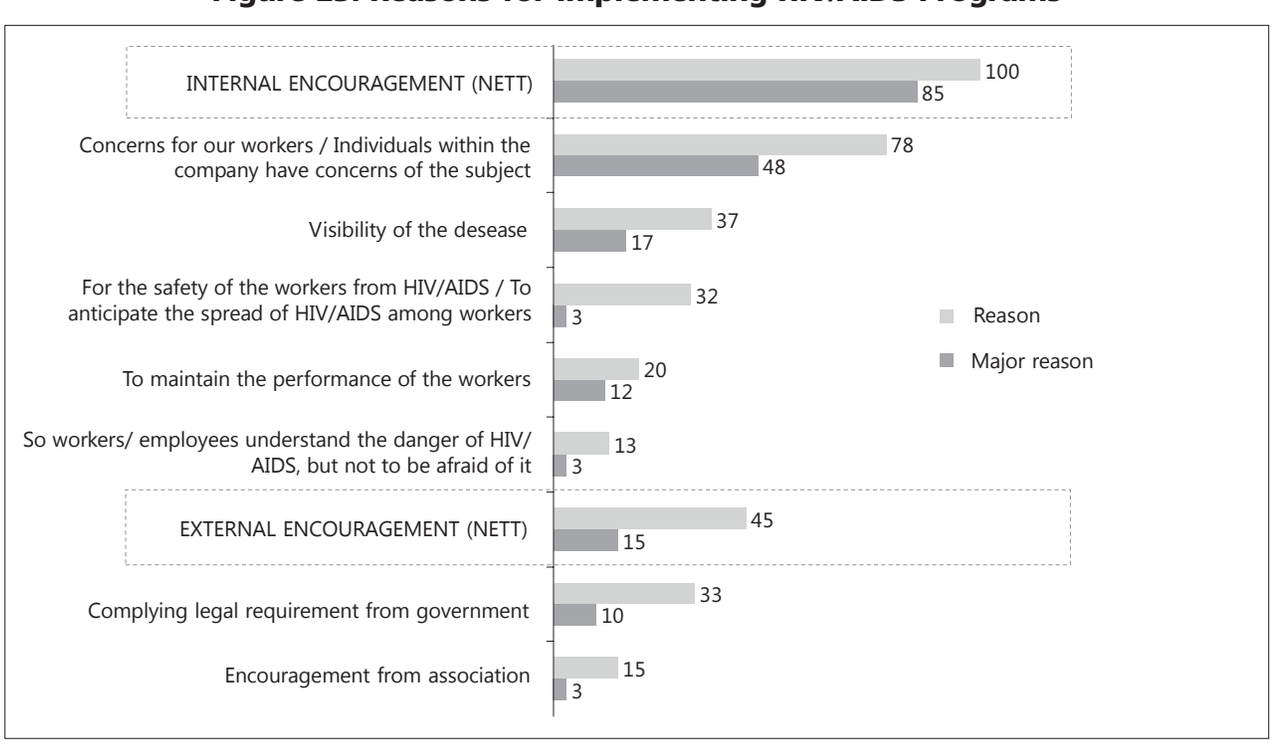
Figure 22. Time when Companies Start to Have Programs on HIV/AIDS



Q15 Base : Have HIV/AIDS programs

For these companies, main motivations to implement the programs are varied, but mostly driven by internal motivation (around 85%) (i.e., concerns of individual within company to the workers, visibility of the disease or far the safety of the workers themselves) as shown in Figure 23. Yet, external factors are still important to some extent, especially on government's regulation.

Figure 23. Reasons for Implementing HIV/AIDS Programs



Q13 & 14 Base : Have HIV/AIDS programs (n = 145; n wtd. = 5208)

Same pattern applies across province and company size. Encouragement from association has more effect on large companies, and companies in Jakarta (See Figure 24). While for small companies and companies in East Java, maintaining the performance of the workers is also an important driver for them to implement HIV/AIDS programs (See Figure 25).

Figure 24. Reasons for Implementing HIV/AIDS Programs

	TOTAL	PROVINCE				SIZE		
		DKI Jakarta	East Java	Riau Island	Papua (IrjaBar & Papua)	Small	Medium	Large
n =	145	32	43	10	60	50	53	42
N wtd. =	5208	1855	2418	155	781	2134	2254	820
	%	%	%	%	%	%	%	%
Internal encouragement (nett)	100	100	100	100	100	100	100	100
Concerns for our workers / Individuals within the company have concerns of the subject	78	87	73	100	65	70	84	78
Visibility of the desease	37	19	42	55	58	42	34	31
For the safety of the workers from HIV/AIDS / To anticipate the spread of HIV/AIDS among workers	32	16	37	31	52	47	15	41
To maintain the performance of the workers	20	11	31	-	10	35	11	7
So workers/ employees understand the danger of HIV/AIDS, but not to be afraid of it	13	16	7	-	24	13	13	9
Affecting company's business cost	7	10	6	-	2		12	9
PR opportunity	6	10	2	-	12	4	10	3
Because HIV/AIDS is an infectious disease	2	6	-	-	-	-	4	3
External encouragement (nett)	45	72	25	69	39	40	43	64
Complying legal requirement from government	33	54	24	49	11	33	29	49
Encouragement from association	15	27	2	12	28	17	10	26
Implementing global policy	8	17		53	2	3	15	2

Q13. Base : Those who have HIV/AIDS programs

Q13. Base : Those who have HIV/AIDS programs

	Total	PROVINCE				SIZE		
		DKI Jakarta	East Java	Riau Island	Papua (IrjaBar & Papua)	Small	Medium	Large
n =	145	32	43	10	60	50	53	42
N wtd. =	5208	1855	2418	155	781	2134	2254	820
	%	%	%	%	%	%	%	%
Internal encouragement (nett)	85	76	91	92	88	87	87	76
Concerns for our workers / Individuals within the company have concerns of the subject	48	65	38	61	38	39	54	58
Visibility of the desease	17	6	16	31	43	24	13	9
To maintain the performance of the workers	12		25	-	-	23	5	-
So workers/ employees understand the danger of HIV/AIDS, but not to be afraid of it	3	4	2	-	2	-	7	-
For the safety of the workers from HIV/AIDS / To anticipate the spread of HIV/AIDS among workers	3	1	5	-	3	1	3	9
Affecting company's business cost	2	-	5	-			5	
External encouragement (nett)	15	24	9	8	12	13	13	24
Complying legal requirement from government	10	14	9	8	3	10	6	21
Encouragement from association	3	6	-	-	5	2	4	3
Implementing global policy	2	4	-	-	-	-	4	-

Q14. Base : Have HIV/AIDS programs

Amongst companies which claim to conduct HIV/ AIDS programs, **Prevention and Education initiatives** are typically what companies do for their employees (100% claims to conduct such programs). The preventive and education program is mainly done by providing information in the workplace (83%) by giving posters, brochures, pamphlets, leaflets, etc; followed by providing universal precaution (44%) as well as education programs for employees. (Figure 26).

Figure 26. HIV/AIDS Programs implemented

	Currently conducted	Conducted regularly
▪ Prevention and educative initiatives	100%	
◆ Provide work place information on HIV/AIDS	83%	42%
◆ Provide universal precautions	44%	23%
◆ Education programs for newly recruits (by any parties)	32%	17%
◆ Education programs for current employees (by any parties)	31%	19%
▪ Access to HIV care, support and treatment for HIV+ employees	59%	
◆ Ensuring access to health insurance or comp. benefits	28%	14%
◆ Encourage confidential voluntary counseling	25%	9%
◆ Develop a program to support treatment adherance	19%	11%
▪ Engagement with public sector or local community	29%	
◆ Actively participated in Business and AIDS organization/ networks	20%	
▪ Do monitoring, evaluation and reporting on the programs conducted	23%	
▪ Have cooperation with business associates or suppliers	13%	

Q19a & c. Base : Have conducted HIV/AIDS initiatives (n = 145; n wtd. = 5208)

Programs on **providing access to HIV care/ support**/ treatment (i.e. providing access to health insurance / company benefits or encouraging for confidential voluntary counselling) is by far less common (only 59% claim to do it). Providing access to health insurance/company benefits, and encourage confidential counselling and testing are mostly what companies do.

Very few of companies would engage with public sector/ local community or do monitoring/ evaluation/ reporting the programs or have cooperation with business associates/ suppliers on this issue

Unfortunately, half of the numbers of those who claim to have done all those mentioned programs do it not on regular basis.

Decent education program must be done since majority of companies feel that what they have now is already sufficient.

6. RESPONSE TOWARDS HIV/AIDS POLICY & BUDGET

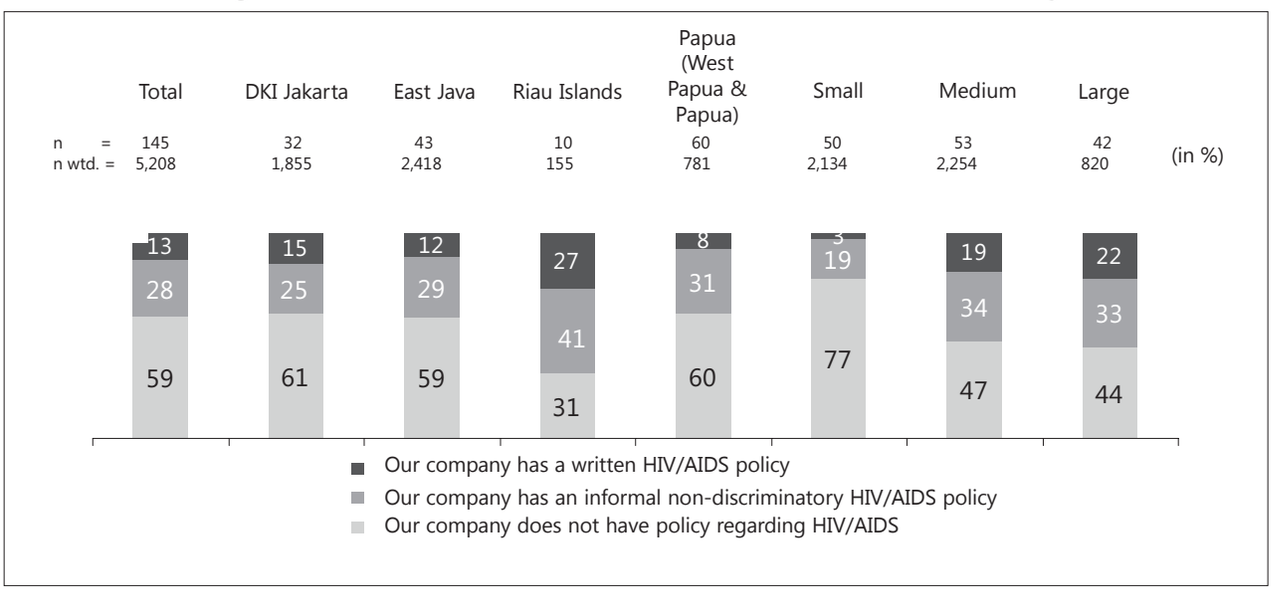
Only small number of companies actually conducts HIV/AIDS related programs in their companies, as explained in the previous chapter. Then, the seriousness of companies to implement HIV/AIDS programs is questionable.

Some basic questions are needed to ask: **What is actually the status of the HIV/AIDS policy currently owned? And, do they have regular budget for implementing HIV/AIDS related programs?**

In fact, most of those companies actually do not have written HIV/AIDS policy, with only around 13% claimed to have it. Large companies, as expected, have higher incidence (22%) on written policy ownership.

It is also important to note that approximately 28% of companies have the policy but in informal form. Please see Figure 27 below for more details.

Figure 27. Status of Companies that Own HIV/AIDS Policy

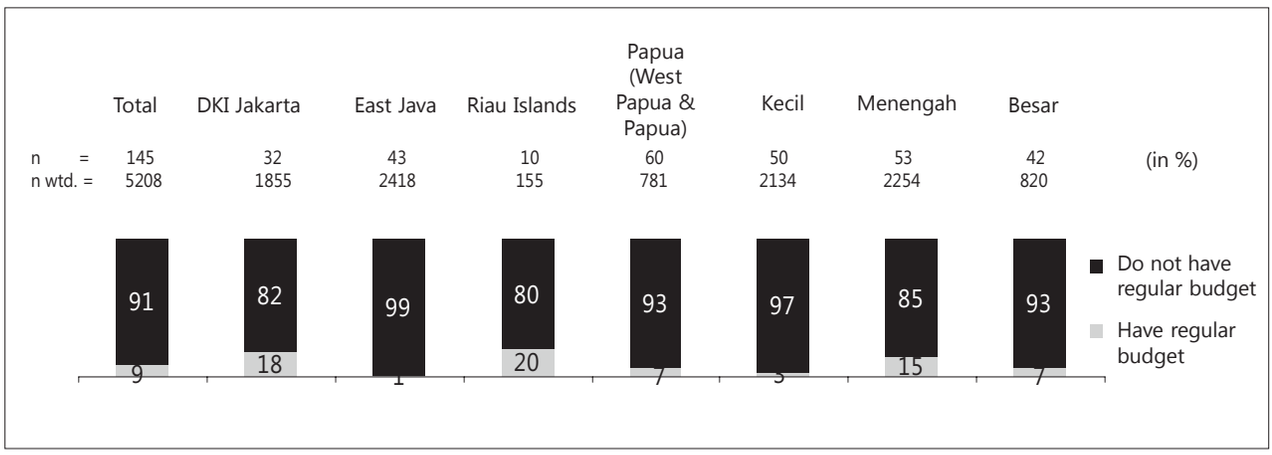


Q18a Base : Those who have HIV/AIDS programs

Among the 23 companies who claim to have written policy on HIV/AIDS, many of them integrated it to company regulation. Only few have it integrated to collective labour agreement. The content of the policy is mostly about providing HIV/AIDS education for all workers and commitment to implement HIV/AIDS related program in the workplace.

Budget allocated by companies for HIV/AIDS prevention programs really proves that companies do not pay enough attention yet to the epidemic. Approximately 91% companies mentioned that they do not have regular budget on HIV/AIDS prevention; only 9% claim to have regular budget for implementing HIV/AIDS related programs. (Figure 28)

Figure 28. Regular Budget on HIV/AIDS Prevention Programs



Q21. Base : Have HIV/AIDS programs

7. KEY COMPONENTS TO INTENSIFY THE IMPLEMENTIATION OF HIV/AIDS PROGRAMS BY COMPANIES

As showing in below figure (See Figure 29), companies believe that all the three aspects are likely to have impact in intensifying them to implement HIV/AIDS related programs. **Technical Assistance on prevention and education program** is the aspect which has highest effect with 89% companies considers it has higher likelihood to intensify company response to HIV/AIDS programs.

Figure 29. Aspects to Intensify Companies Compliance towards HIV/AIDS Programs

Q32 Base : All respondents (n = 803; n wtd. = 62,561)

If **the policy relating to HIV/AIDS in the workplace is improved** (i.e. STI and HIV/AIDS treatment is covered in Jamsostek, Ministerial Decree 68/2004 into UU and have punishment if not implementing), then majority of companies (around 82%) also claim that will likely intensify their HIV/AIDS response. Large companies and companies which operate in Papua show higher response compared to others on this matter.

While, for **conducive environment** (e.g., government provide a tax deductible scheme for implementing HIV/AIDS program, condom provision by BKKBN), response is also positive with around 65% claim that the factor will intensify their response towards HIV/AIDS problem. Same pattern shows with companies in Papua which show higher positive response.

Similarly, if **technical assistance is provided on prevention and education program**, almost all companies, especially companies in Papua believe it can intensify their HIV/AIDS response.

On spontaneous level, information through direct trainings is basically what companies need in order to intensify their response towards HIV/AIDS policy.

Please see Figure 29 for more details.

Figure 29. Stated Motivators for Intensifying Companies Response

	Total	PROVINCE				SIZE		
		DKI Jakarta	East Java	Riau Islands	Papua (IrjaBar & Papua)	Small	Medium	Large
n =	803	272	251	145	135	400	242	161
n wtd. =	62561	28687	29720	2378	1776	46610	12761	3190
	%	%	%	%	%	%	%	%
Availability of Information (Nett)	67	71	65	69	24	67	67	70
Training/ socialization/ initiatives fromthe government/ Health department/ other related department regarding HIV/AIDS	38	42	33	49	20	36	41	45
Provision of trainings/ counseling/ seminar regarding the bad impact of HIV/AIDS	18	17	19	15	2	18	15	18
Provision of brochures/ leaflets for workers regarding the danger of HIV/AIDS	9	8	11	5	2	9	8	10
External encouragement (Nett)	30	25	33	28	48	29	32	33
Legal requirement from government	15	16	13	20	36	14	19	23
Clear sacntions from the government for companies that do not implement HIV/AIDS program	2	1	2	1	12	2	2	2
Internal encouragement (Nett)	15	14	15	15	34	16	14	13
Visibility of the desease	10	7	12	7	19	10	8	7
Concerns for workers / Individuals within the company have concerns of the subject	4	6	1	7	14	4	4	2

Sumber: semua responden

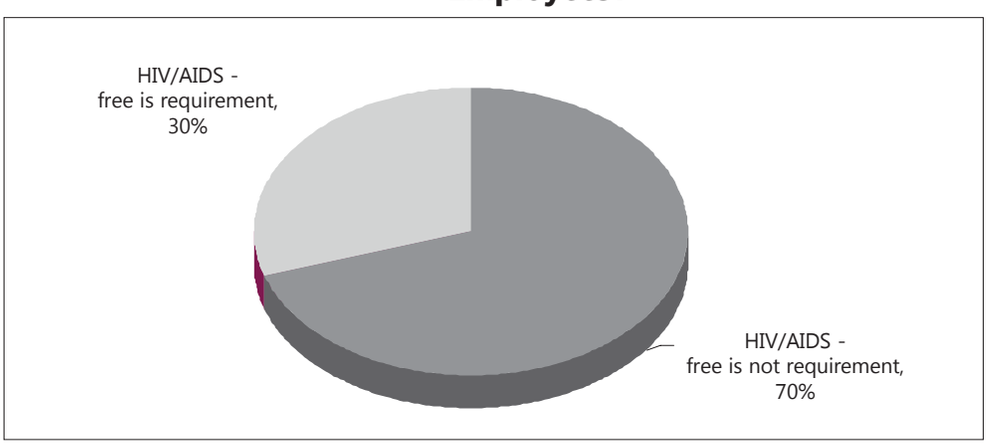
Those key components hopefully will develop companies' response towards HIV/AIDS policy implementation.

8. CURRENT EMPLOYMENT PRACTICE RELATED TO HIV/AIDS

A. RECRUITMENT STAGE

Majority of companies (70%) claim that HIV/AIDS-free condition is not a part of their recruitment system as shown in Figure 30. However, compared to other regions, more companies in Riau Islands and Papua have HIV/AIDS-free condition as requirement for recruitment with 40% and 49% respectively. Larger companies are relatively stricter in their recruitment policy by having HIV/AIDS-free as requirement for recruitment than the smaller companies. Those who have HIV/AIDS-free as requirement for recruitment has some sort of medical/ health check up to screen out the HIV+/ AIDS candidates

Figure 30. Is Condition of HIV/AIDS-free a Requirement for Recruitment of New Employees?

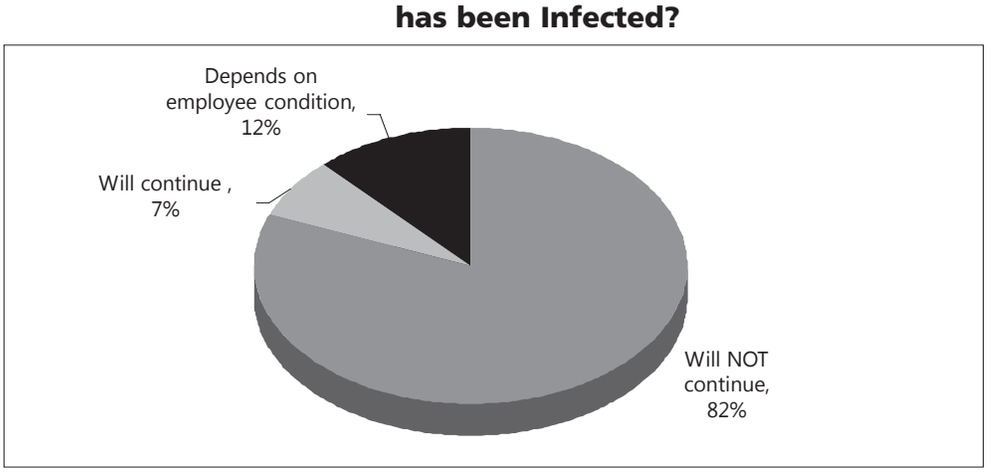


Q33. Base: All respondents

However, like it or not, discrimination in the workplace for HIV/AIDS employees still exist. In practice, they will still decline the newly recruited they found to be HIV/AIDS positive (Please see Figure 31 below). This applies across sectors regions and sectors.

Those who have HIV/AIDS-free as requirement for recruitment has some sort of medical/ health check up to screen out the HIV+/ AIDS candidates

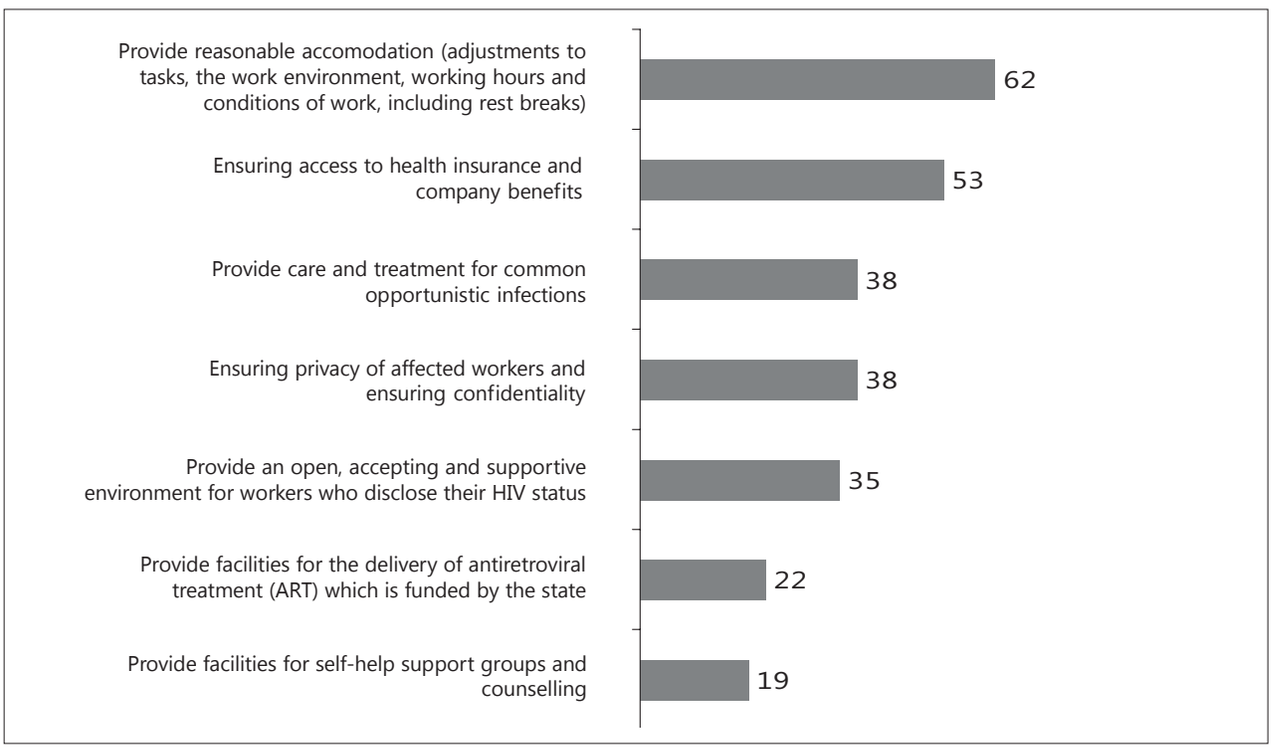
Figure 31.Will the Company Continue the Recruitment Process if the New Recruited has been Infected?



Q35. Base: All respondents

As shown in Figure 32, there are some steps taken by companies if they continue recruiting HIV+employees. **Providing reasonable accommodation and ensuring access to health insurance and company benefits** are some main actions that company will do. Providing care and treatment, ensuring privacy and confidentiality, as well as open and supportive environment are the second priority.

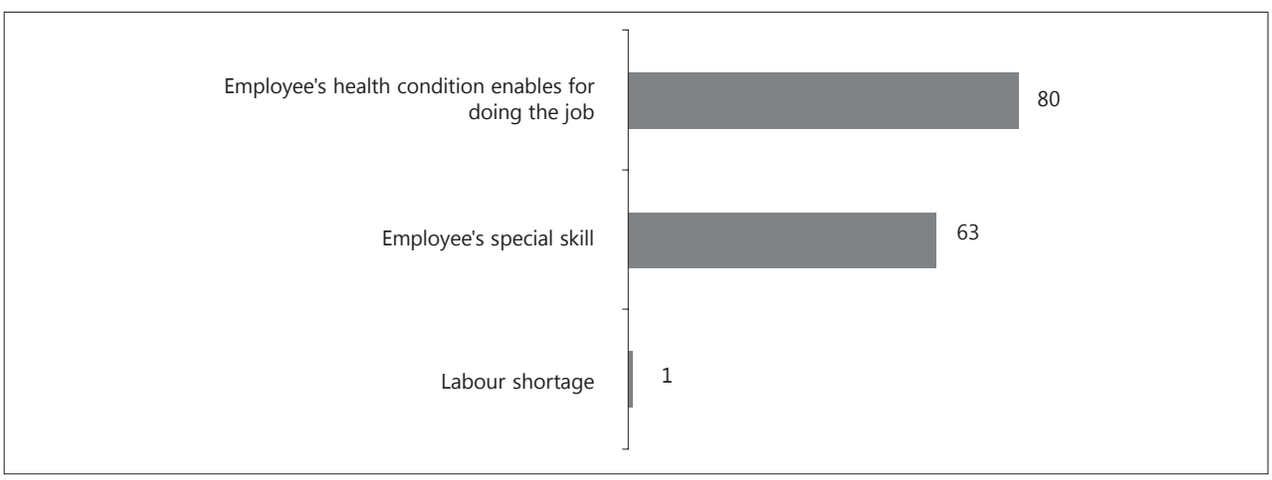
Figure 32.If Continue the Recruitment, What Will the Company Do to the Infected Employee?



Q36 Base : Claim to continue the process even if the newly recruit is HIV+ (n = 59; n wtd. = 4,294)

Those companies, who say that the continuation of the employment recruitment process will depend on the candidate conditions, claim that health condition and special skills of the candidate are the main things they consider when employing HIV+ employees as shown in Figure 33 below.

Figure 33.Considerations on Recruiting HIV+ Employees



Q37 Base : Depends of situation, still considering the newly recruited HIV+/ AIDS employee (n = 115; n wtd = 7,269)

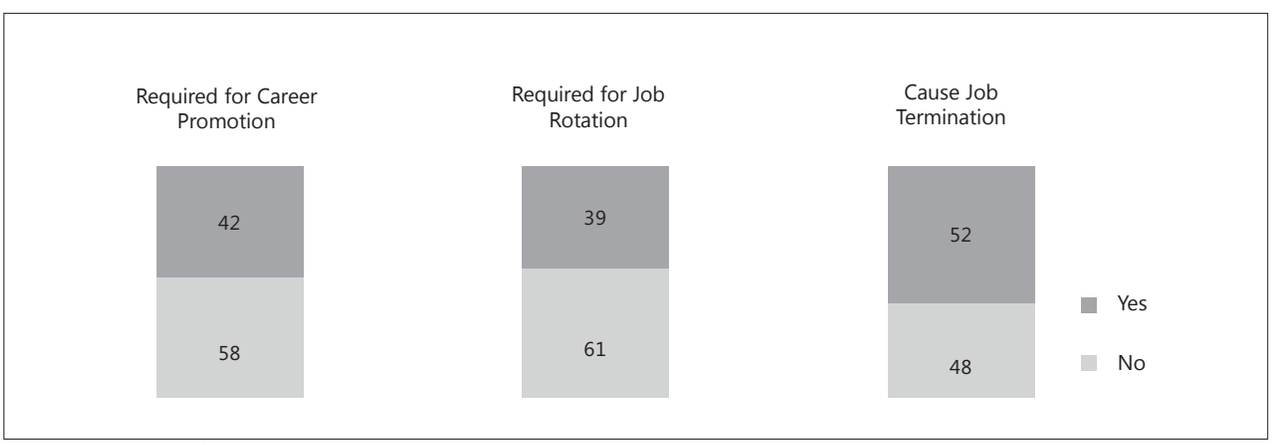
B. JOB PROMOTION, ROTATION & TERMINATION

Majority (around 58%) would still have HIV/AIDS free condition as requirement for **career promotion** (Please see Figure 34 below). The same pattern applies across provinces and sectors. Only in Hospitality and IT& Telecom sectors where less number of companies required to have HIV/AIDS free for the job promotion, compare to in other sectors.

For **job rotation**, majority of companies (around 61%) also do not demand HIV/AIDS-free as their requirement. Again, Hospitality and IT & Telcom sectors tend to be less rigid in this requirement. Meaning, more of companies in these sectors do not impose HIV/AIDS-free requirement for job rotation than other sectors.

For **job termination**, companies are polarized into 2 different practices. About half of the companies claim that being HIV/AIDS positive cause job termination in their companies, while the other half do not. The number of companies that claim HIV/AIDS causes job termination is lower in Riau islands and Papua. Looking at detail by sectors, there is indication that relatively more companies in Manufacture sector, Oil, gas and mining, and Hospitality sector have HIV/AIDS positive condition as a state that causes job termination in their companies; while Construction sectors shows the opposite pattern.

Figure 34. Does the Condition HIV/AIDS-free causing the following Aspects?



Q38, 39, 40 Base : All respondents

Majority (82%) of those who laid-off their HIV/AIDS-infected employees claim that they provide severance payment for them, following the Ministry of Manpower and Transmigration standard.

Only in Papua, more companies claim to pay higher than the standard (figure 35). Across sectors, Transportation and Manufacture sectors tend to have less number of companies that provide severance payment for their HIV/AIDS-infected - laid-off employees compare to the other sectors (figure 36).

Figure 35. Does the laid-off HIV/AIDS infected employees receive severance payment?

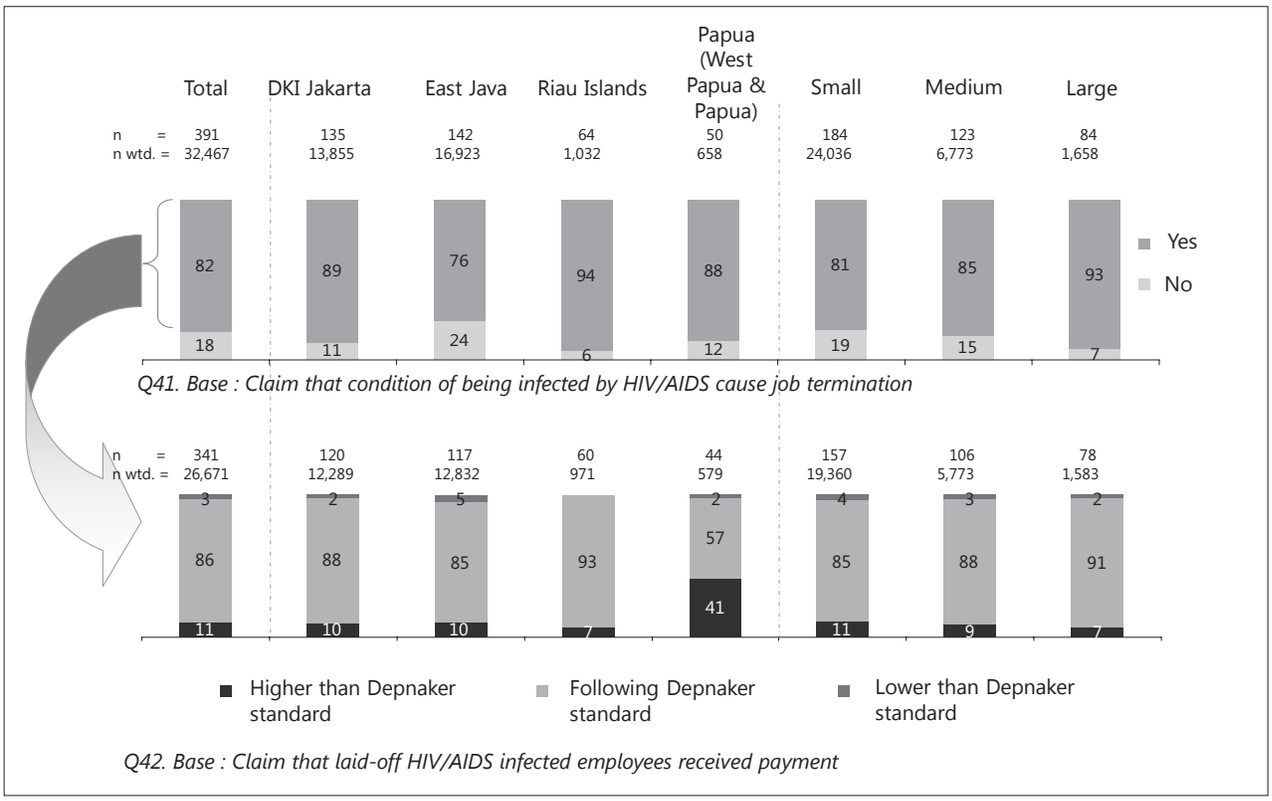
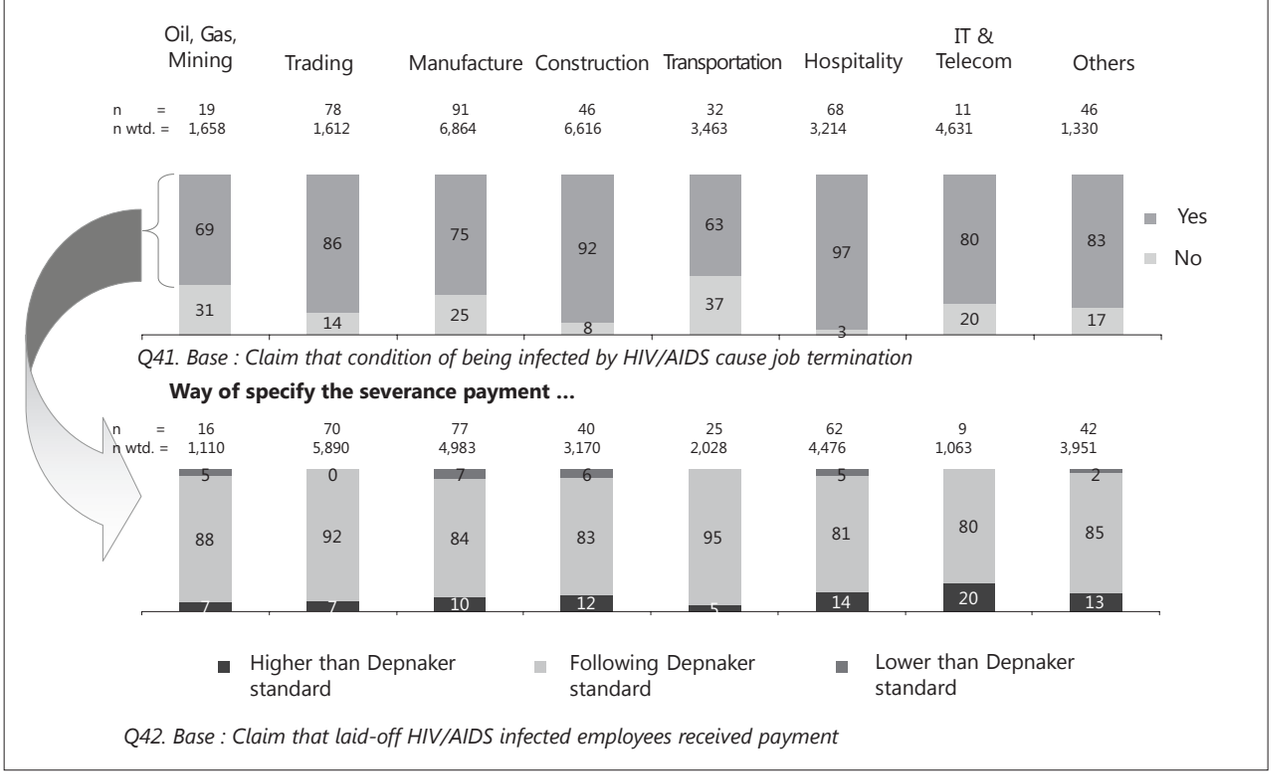


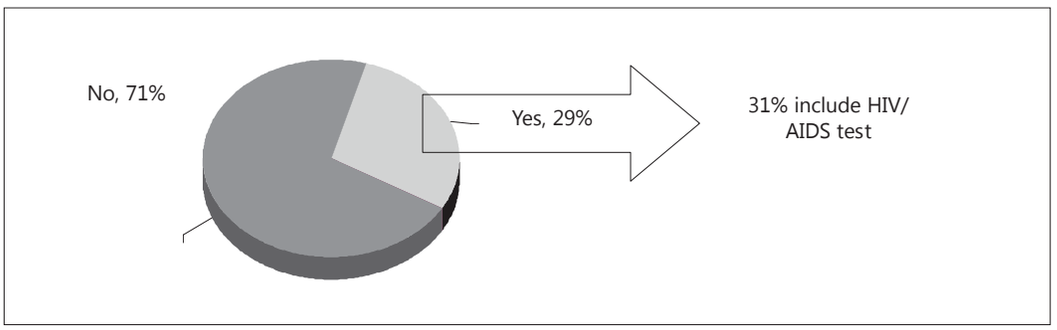
Figure 36. Does the laid-off HIV/AIDS infected employees receive severance payment?



C. REGULAR HEALTH TEST

Last but not least, only around 1/3 companies provide regular health test for employees. Among the small number, only 31% include the HIV/AIDS test in their programs (Please see Figure 37 below).

Figure 37. Is Regular Health Test Provided for Employees?



Q43. Base : all respondents
Q44. Base : Provide regular health check for employees

Same pattern also applies across province and sectors, with relatively small difference:

- Large and medium size companies tend to have regular health test for their employees than the small ones. Also companies in Papua.
- In Riau islands, number of companies that have HIV/AIDS test in their regular health test is higher than the rest of the areas.
- Oil, gas and mining companies tend to have regular health test for employees than other sectors. Trading, manufacture, construction, transportation are the opposite.
- Around 40% of companies in Oil, gas, mining sector, Construction sector and Transportation sector have HIV/AIDS test in their regular health check. Other sectors are the opposite.