



International  
Labour  
Organization

HIV Prevention Programme at the Workplace:

# **Why it is important for business**

## Why is HIV important to my business?

An estimated **35.3 million people globally are living with HIV**. Over **90 percent of people with HIV are in the most productive age of 15-49 years**. In Indonesia, there were an estimated **631,000 persons living with HIV (PLHIV) in Indonesia in 2017**. The national HIV prevalence rate was estimated at 0.3 per cent among people aged 15-49 years of age in 2017, while HIV prevalence by province range from 0.1 per cent to over 2.0 per cent.

The numbers of PLHIV are highest in Jakarta and in the highly populated provinces of Java, as well as in Papua and West Papua. Although the transmission type driven in earlier years by needle sharing among People Who Inject Drugs (PWID), sexual transmission is now the primary mode of transmission of HIV. HIV projections indicate a modest but steady rise and more stable numbers about 49,000 HIV new infections per year. (Ministry of Health, 2017).



### References:

**ILO Recommendation 200.** The ILO has developed a Recommendation concerning HIV and AIDS and the World of Work, 2010 (No.200). The ILO Recommendation No. 200 is the first international labour standard on HIV and AIDS and provides a solid foundation for the development of effective and gender responsive workplace policies and programmes on HIV and AIDS.

**Ministerial Decree No. 68/2004.** Ministry of Manpower of Republic Indonesia has established the Ministerial Decree no 68, 2004 on HIV and AIDS prevention at workplace. The Ministerial Decree no 68, 2004 focuses the HIV prevention program into Occupational Safety and Health.

## Why is it important for private sectors to take a lead on HIV prevention?

Business has a direct access to productivity where 80 per cent of the productive age are in the workplace. The workplace is a strategic environment for tackling the epidemic as employers and employees pay attention to work productivity.

Ministry of Health reported that **280.623 out of 631.000 estimated persons living with HIV know their HIV status (44%)**, and

**91,369 people living with HIV in Indonesia in 2017 (14%) are receiving anti-retroviral treatment.** The data shows that over half of PLHIV do not know their HIV status.

Limited knowledge on HIV prevention and HIV treatment lead to misconception on HIV prevention that increases stigma, discrimination and gender inequality on people living or perceived living at workplace.

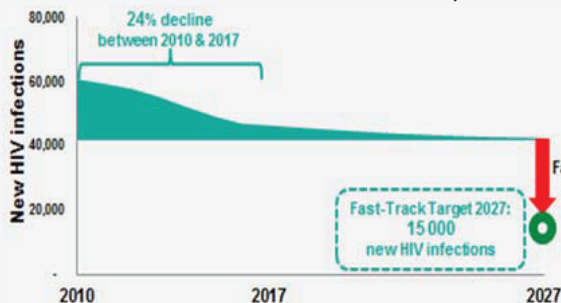


### The main programme of HIV prevention at the workplace:

- Integrated Internal Education through occupational safety and health (OSH) and human resources development programme
- Peer support education among employees
- Informational and educational materials on HIV Prevention, Care and Support
- Company's birthday celebration and international days such as World AIDS Day and OSH International Day
- Interactive dialogues/talkshows
- Non discriminatory regulations
- VCT@work week
- Company Social Responsibility Programme

# Epidemic in Numbers (2017)

New HIV infections trend in Indonesia, 2010-2027



## INDONESIA

**49 000** New HIV Infections

**39 000** AIDS-related deaths

**631 000** PLHIV

Source: Modelling programme, MoH

## JAKARTA

**4 178** New HIV Infections

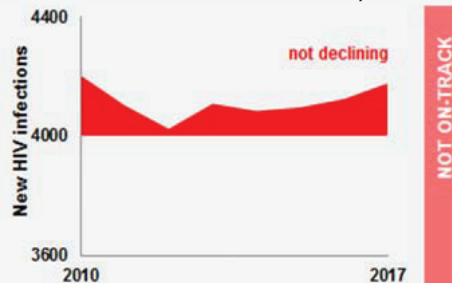
**2 484** AIDS-related deaths

**107 806** PLHIV\*

Source: Modelling programme, MoH

\*National AIDS programme data 2017

New HIV infections trend in Jakarta, 2010-2017



Taken from HIV AIDS Fact Sheet: Indonesia & Jakarta by UNAIDS

## What is HIV prevention at the Workplace?

HIV prevention programme at the workplace covers a comprehensive education on HIV and AIDS prevention and a non-discriminatory regulation in the companies. A supportive system and a non-discriminatory policy to continuous access to work will make employees living or perceived living with HIV will be able to improve their healthy life and wellbeing to get knowing HIV status earlier and get HIV treatment earlier for those who are HIV positive to keep “fit to work”. It is an investment to the morale on maintaining productivity.

HIV prevention program in the companies can be integrated into various types of existing workplace programmes. The Ministry of Manpower and encourage the HIV prevention program through occupational safety and health and human resource development.

The ILO encourages companies to take a lead on the role model in taking action of the involvement on HIV prevention to protect employers, employees, employee's family for new HIV infections through HIV prevention education and supportive policy.

### Participating companies on the HIV Prevention Programme at the Workplace

- PT Gajah Tunggal
- PT CEVRON
- PT Unilever
- PT TJIWI KIMIA
- PT PGN
- PT Freeport
- PT PERTAMINA
- PT British Petroleum
- PT Sinar Mas



### HIV doesn't transmit through:

- Mosquito bites
- Swimming
- Using the same equipment/tools (working and eating)
- Shaking hands
- Hugging



### HIV transmits through :

- Blood exchange contains HIV (directly/through) needles
- Needle exchange contain with HIV
- Exchange of semen and vaginal fluids
- Birth delivery process
- Breast feeding process



### HIV prevention:



**A** -  
Abstinent



**B** -  
Be Faithful



**C** -  
Use Condom



**D** -  
Don't Use  
Narcotic  
Drugs



**E** -  
Education



## The main goals of the HIV prevention programme at the workplace:

Extending access to HIV prevention, testing and referral for treatment program in workplace and for vulnerable population

### Objectives:

1. To deliver HIV prevention, testing and referral to treatment services through private sector by developing a non-discriminatory policy for employees living with HIV or perceived living with HIV to continue for accessing the equal benefits.
2. To increase access People Living with HIV and other Key Affected Populations to social protection system

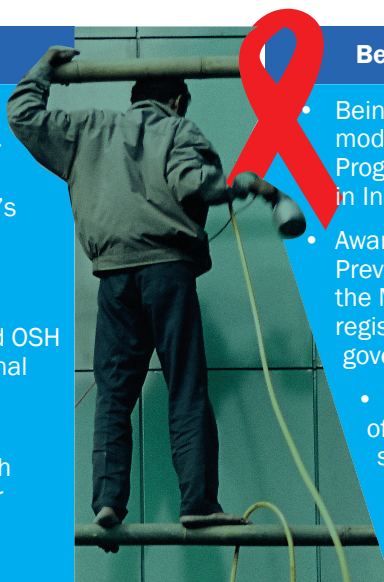
### Outputs:

1. Number of companies committed on HIV prevention program and non - discriminatory policy
2. Number of employees get education on HIV prevention, access to HIV test, treatment, and social protection's benefit.



### ILO Support:

- Training of trainers on HIV prevention at workplace for relevant staff (OSH & HRD staffs) to develop company's prevention program at the workplace.
- ILO networks on HIV prevention programme and OSH at national and international level.
- Knowledge and experience sharing with companies from other countries.



### Benefits

- Being appointed as the role model of HIV Prevention Programme for Private Sectors in Indonesia.
- Award Nominee on HIV Prevention Programme under the Ministry of Manpower, registered through local government.
- Being promoted as part of the best practice and success story on HIV and AIDS prevention programme through ILO communication networks .



Further Contact:

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