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EPD-468.

TRADE UNIONS CONTRIBUTE TO THE DEVELOPMENT OF NON-DISCRIMINATORY POLICY FOR PLHIV AT WORKPLACE

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Background

ILO Gallup Survey

- HIV-related discrimination continues to persist, including in the workplaces
- 63% respondents in an ILO Gallup survey 2021 in Indonesia reported that people who have HIV should not be allowed to work with those who don't have HIV

Concern

- Trade unions took up the challenge of developing non-discriminatory HIV workplace policies working in close collaboration with employers

Action

- In 2020-2021, ILO supported 3 Union Confederations to advocate for the development of non-discriminatory policy for workers living with HIV.

Objectives

Policy

- Develop Non-Discriminatory Policy on HIV/AIDS through the existing Union Confederation Program
- Focusing on the most vulnerable sector

Capacity

- Improve Capacity of Union Member to provide education on HIV/AIDS Prevention
- Increase awareness by integrating HIV/AIDS prevention program with the existing union confederation program

Access to HIV Services

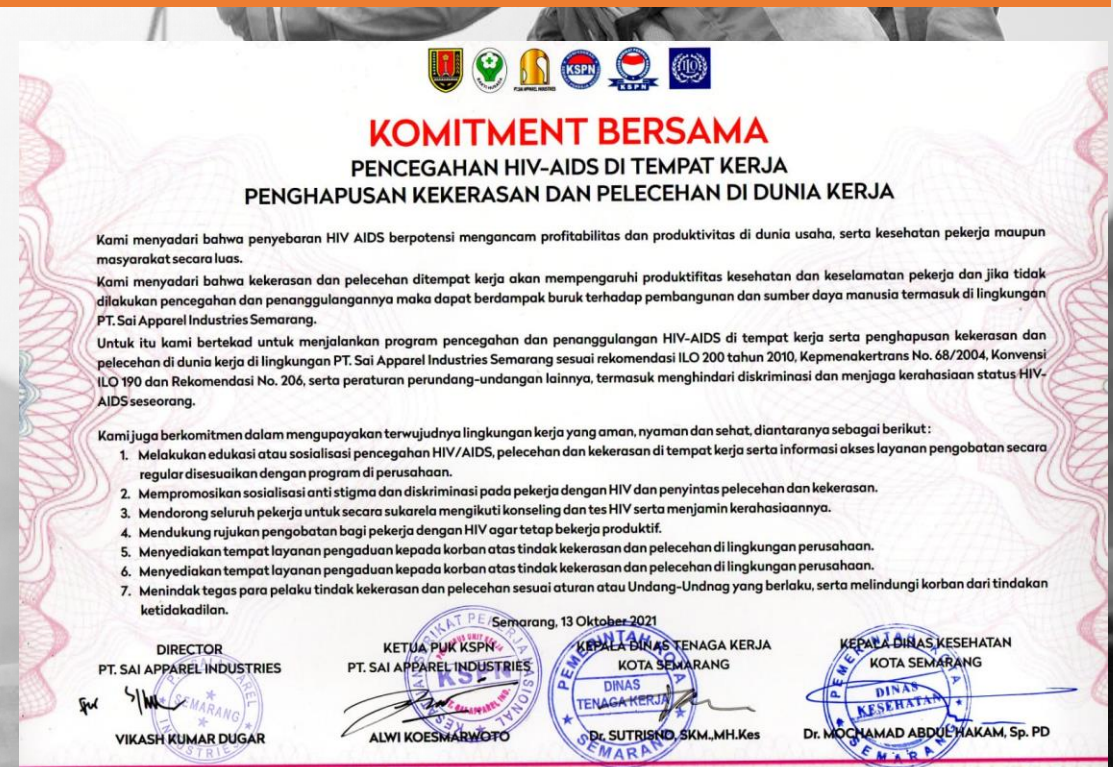
- Provide VCT and health referral system access for union member to know their HIV status and access for ARV support and treatment

Activities

Union Confe deration	Focus	Approach	Activities
KSPN	Garment Sector	Integrating HIV awareness with Harassment and Violence Prevention at Workplace	• Executive Brief Meeting with Management • Peer Educator Training • A30 minute safety Briefing during 3 months • Flyer Distribution and Social Media Campaign • VCT and HIV referral system
K-Sarbumusi	Land Transport Sector	Integrating HIV/AIDS awareness with COVID-19 Prevention Program	• Executive Brief Meeting with City Mayor, District AIDS Commission, and District Health Office • Peer Educator Training • Flyer Distribution and union member meeting • VCT and HIV referral system for Union Member and COVID-19 Vaccination for PLHIV
KSPSI-AITUC	Seafarers/ Maritime Sector	Integrating HIV/AIDS Awareness with OSH (Occupational Safety and Health Program)	• Executive Brief Meeting with Union Leaders • Peer Educator Training • Flyer/Poster distribution • VCT and HIV referral system access

Results

Non-Discriminatory Policy for PLHIV and an Integrated Training on Prevention on Harassment, Violence and HIV Vulnerability at Workplace developed by **KSPN** and PT SAI Apparel Industries (a garment-based company)



Results

A Circulation Letter of Integrated program on HIV prevention, promoting awareness and harassment, violence at workplace developed by **KSPN** for KSPN members



**DEWAN PENGURUS NASIONAL
FEDERASI KESATUAN SERIKAT PEKERJA NASIONAL
Konfederasi Serikat Pekerja Nasional**

Nomor Bukti Pencatatan : 31/E SP/15/II/2016 Tanggal 22 Februari 2016
Akta Notaris Achmad Kiki Said, S.H. Nomor : 36 Tanggal 13 Februari 2017
SK. MENKUMHAM RI Nomor AHU : 0004134.AH.01.07 Tahun 2017

Ketua Umum
Ristadi, S.T., S.H.

Sekretaris Jenderal
Heru Budi Utoyo, S.H.

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Nemeng Nurhasanah

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Serikat Pekerja
Nasional

Nomor : 016/DPN FKSPN/XII/2021 Jakarta, 3 Desember 2021

Perihal : Surat Edaran Tentang Upaya
Pencegahan Penyebaran HIV-AIDS serta
Penghapusan Kekerasan dan Pelecehan
Di dunia Kerja.

Kepada Yth,
1. Para Ketua DPW FKSPN se_Indonesia
2. Para Ketua DPD FKSPN se_Indonesia
3. Para Ketua PUK KSPN se_Indonesia
Di_ tempat.

Dengan hormat,

Bahwa dalam upaya advokasi dan sosialisasi tentang Pencegahan Penyebaran HIV-AIDS ditempat kerja serta Penghapusan Kekerasan dan Pelecehan di dunia Kerja, maka Federasi Kesatuan Serikat Pekerja Nasional (FKSPN) sangat peduli terhadap upaya pencegahan dan penanggulangan HIV-AIDS yang berpotensi mengancam profitabilitas dan produktivitas di dunia usaha, serta kesehatan pekerja maupun masyarakat secara luas.

FKSPN juga sangat peduli terhadap upaya untuk mencegah terjadinya kekerasan dan pelecehan ditempat kerja, karena akan mempengaruhi produktivitas kesehatan dan keselamatan pekerja, dan jika tidak dilakukan pencegahan dan penanggulangannya maka dapat berdampak buruk terhadap pembangunan dan sumber daya manusia.

Untuk itu Dewan Pengurus Nasional Federasi Kesatuan Serikat Pekerja Nasional (DPN FKSPN) menyampaikan kepada Pengurus DPW FKSPN, DPD FKSPN, dan PUK KSPN se Indonesia untuk turut serta menjalankan program pencegahan dan penanggulangan HIV-AIDS di tempat kerja serta penghapusan kekerasan dan pelecehan di dunia kerja sesuai rekomendasi ILO 200 tahun 2010, Kepmenakertrans No. 68/2004, Konvensi ILO 190 dan Rekomendasi No. 206, serta peraturan perundang-undangan lainnya, termasuk menghindari diskriminasi dan menjaga kerahasiaan status HIV-AIDS seseorang.

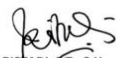
Upaya yang bisa dilakukan dapat bekerjasama dengan Pimpinan Perusahaan, Dinas Tenaga Kerja setempat, Dinas Kesehatan setempat, dan stake holder yang peduli isu tersebut, dengan melakukan hal-hal sebagai berikut :

1. Melakukan edukasi atau sosialisasi pencegahan HIV-AIDS, pelecehan dan kekerasan di tempat kerja serta informasi akses layanan pengobatan secara terbuka dan jujur dengan orang-orang di perusahaan;
2. Mempromosikan sosialisasi anti stigma dan diskriminasi pada pekerja dengan HIV dan penyintas pelecehan dan kekerasan;

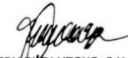
3. Mendorong seluruh pekerja untuk secara sukarela mengikuti konseling dan tes HIV serta menjamin kerahasiaannya;
4. Mendukung rujukan pengobatan bagi pekerja dengan HIV agar tetap bekerja produktif;
5. Menyediakan tempat layanan pengaduan kepada korban atas tindak kekerasan dan pelecehan di lingkungan perusahaan;
6. Menindak tegas para pelaku tindak kekerasan dan pelecehan sesuai aturan atau Undang-Undang yang berlaku, serta melindungi korban dari tindakan ketidakadilan.

Demikian Surat Edaran ini kami sampaikan untuk dapat dilaksanakan dengan sebaik-baiknya.

DEWAN PENGURUS NASIONAL
FEDERASI KESATUAN SERIKAT PEKERJA NASIONAL


RISTADI, S.T., S.H.
KETUA UMUM




HERU BUDI UTOYO, S.H., M.H.
SEKRETARIS JENDERAL

Tembusan :

1. Presiden KSPN
2. Ketua Dewan Pembina FKSPN
3. Arsip



Non-Discriminatory Policy on PLHIV at Workplace developed by K-Sarbumusi for Transport Sector



KOMITMEN BERSAMA PENCEGAHAN HIV-AIDS DI TEMPAT KERJA DUNIA KERJA K-SARBUMUSI

Kami menyadari bahwa penyebaran HIV AIDS berpotensi mengancam profitabilitas dan produktivitas di dunia usaha, serta kesehatan pekerja maupun masyarakat secara luas dan jika tidak dilakukan pencegahan dan penanggulangannya maka dapat berdampak buruk terhadap pembangunan dan sumber daya manusia termasuk di lingkungan Konfederasi Serikat Buruh Muslimin Indonesia Kota/Kabupaten Sukabumi.

Untuk itu kami bertekad untuk menjalankan program pencegahan dan penanggulangan HIV AIDS di tempat kerja yang diintegrasikan dalam program Keselamatan dan Kesehatan Kerja (K3) di lingkungan Konfederasi Serikat Buruh Muslimin Indonesia sesuai rekomendasi ILO 200 tahun 2010, Kepmenakertrans No 68/2004, serta peraturan perundang undangan lainnya, termasuk menghindari diskriminasi dan menjaga kerahasiaan status HIV AIDS seseorang.

Untuk memastikan situasi kondusif agar pekerja dapat terhindar dari HIV AIDS, serta tindakan stigma dan diskriminasi karena status HIV di tempat kerja, kami juga berkomitmen untuk:

1. Melakukan edukasi atau sosialisasi pencegahan HIV AIDS di tempat kerja serta informasi akses layanan pengobatan secara regular disesuaikan dengan program di perusahaan;
2. Mempromosikan sosialisasi anti stigma dan diskriminasi pada pekerja dengan HIV yang terintegrasi dengan program K3;
3. Mendorong seluruh pekerja untuk secara sukarela mengikuti konseling dan tes HIV serta menjamin kerahasiaannya;
4. Mendukung rujukan pengobatan bagi pekerja dengan HIV AIDS agar tetap bekerja produktif.

Sukabumi, 29 November 2021

DPP K-SARBUMUSI

ORGANDA
Kota Sukabumi

Dinas Tenaga Kerja
Kota Sukabumi

DPC K-SARBUMUSI
Kota Sukabumi

Kepala Terminal Tipe A
Kota Sukabumi

Dinas Kesehatan
Kota Sukabumi

DPC K-SARBUMUSI
Kab Sukabumi

APINDO
Kota Sukabumi

Komisi Penanggulangan Aids
Kota Sukabumi

Ukman A F

F. Kusumadaya

Wali Kota Sukabumi

H. Achmad Fahmi

Bukitman

Kusyo Pujanto

Hefti

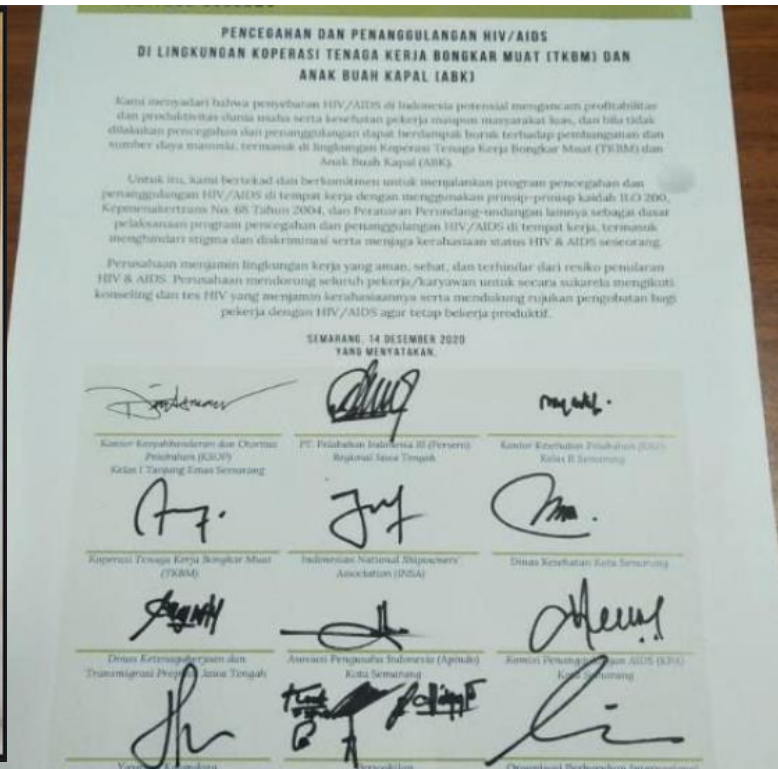
Hefti

Yetti Lumban, S.T.

dr. Lulie

Results

Non-Discriminatory policy on HIV/AIDS developed by **KSPSI-CAITU** at national and provincial level (Central Java) with Indonesia National Ship Owner Association, Seafarer Union Federation, Indonesia Consortium of Manning Agencies, Sea Transport Directorate for maritime



Results

KSPN developed IEC Materials for garment sector on Prevention on Harassment, Violence and HIV Vulnerability at workplace



Let's act together to stop harassment, violence and discrimination at workplace



Stop harassment, violence and discrimination for PLHIV at workplace, Do prevention



Anti Stigma & Discrimination for PLHIV



Workers living with HIV can stay productive

Results

K-Sarbumusi developed HIV/AIDS IEC Materials for land transport (drivers)



Let's take VCT, I am brave,
I am healthy
(made by a local language –
Sundanese language)



Occupational safety and
Health campaign for
Drivers



Anti Stigma &
Discrimination for PLHIV



Workers living with HIV
can stay productive

Results

K-SPSI CAITU developed HIV/AIDS IEC Materials for maritime sector (seafarers)



Know Your Status for
earlier treatment

Occupational Safety and
Health campaign at
workplace

Anti Stigma &
Discrimination for PLHIV

Workers living with HIV
can stay productive

Results

KSPN, K-Sarbumusi and KSPSI-CAITU trained 45 peer educators to reach out over 3,600 workers by socialization and IEC/campaign materials 27 peer counselors to promote VCT, HIV testing reached 267 male and 106 female workers



Results

KSPN socialized Prevention on Harassment, Violence and HIV Vulnerability at Workplace at PT Sai Apparel Industries for 3600 workers out of 8000 workers and 5600 workers from 4 surrounding companies of PT. Sai Apparel Industries (PT Sinar Pantja Djaja (garment) & Grand Best Indonesia (Garment), PT Rodeo Primajaya (garment)



Results

KSPN socialized HIV-AIDS prevention at least 445 (203 females, 242 males) union members in 7 Districts at surrounding Semarang (Karanganyar, Sukoharjo, Demak, Kab Semarang, Kota Semarang, Jepara, Magelang)



Results

Socialization Through social media

Yartatik Kspn Semarang bersama Siagawati dan 3 lainnya.
13 Okt · 🧑

Tiga hari di sini bersama kawan kawan yg luaarr biasa..dalam TOT Integrasi HIV AIDS dan kekerasan di Dunia kerja...
Semangaaat pagii..Salam Sehat dan Tetap Semangaat..



Anda, Hariyanto Abu Royan, dan 119 lainnya · 19 Komentar

 Suka  Komentar  Bagikan

Siagawati bersama Hariyanto Abu Royan dan 71 lainnya.
6 Des · 🌐

Video hanya contoh.

Pernah lihat gak kejadian seperti itu di dunia kerja????

Dunia kerja itu bukan hanya milik buruh pabrik, dunia kerja itu milik guru, anggota Dewan, milik ojol, milik model, milik dosen, milik petani, milik pedagang pasar.

Kekeasan & Pelecehan di dunia kerja bagaikan gunung es

STOP KEKERASAR & PELECEHAN DI DUNIA KERJA

SEMUA BERHAK BEKERJA DENGAN AMAN DAN NYAMAN

[#RATIVIKASI_KONVENSI_ILO_190](#)
[#KSPN_TERUS_BERGERAK](#)



 64  61 Komentar · 5 Kali Dibagikan · 488 Tayangan

Heru Be' U
14 Okt · 🌐

Edukasi dan Penandatanganan Komitmen Bersama Pencegahan HIV AIDS dan Penghapusan Kekerasan & Pelecehan di Dunia Kerja dilaksanakan di PT. Sai Apparel Industries Semarang, Jawa Tengah...

Sebelumnya dilaksanakan Pelatihan Training of Trainer selama 3 hari di Hotel Horison Semarang diikuti oleh pengurus KSPN SE Jawa Tengah...

[#KSPNterusBergerak](#)



 72  10 Komentar · 2 Kali Dibagikan

Results

KSPN developed network among IPPI (Indonesian Women Positive Network), Provincial Labour and Health Office for VCT@Work



Results

VCT@Work - KSPN and PT SAI Apparel :
KSPN Leader and PT SAI Apparel Manager took initiative on VCT



Results

VOLUNTARY COUNSELING AND TESTING (VCT) KSPN reached 124 workers (84 female workers, 40 male workers) at PT SAI Apparel, Semarang, Central Java



Results

K-Sarbumusi reached VCT for 63 drivers and union members (13 females and 50 males) & COVID-19 vaccination for PLHIV- a joint collaboration on World AIDS Day with Sukabumi AIDS Commission in Sukabumi, West Java



Results

K-SPSI CAITU reached VCT 186 workers (170 male ship crews and 16 female ship crews) in Tanjung Emas Port, a collaboration with Kalandara Foundation, Central Java





Lesson Learnt

- Strong trade union leadership, a good relationship with top management and buyer representatives created a mutual collaboration between union organization and the company management on developing a non-discriminatory policy for PLHIV at the workplace.
- Strong trade union leadership in certain sectors can play an important role in prioritizing those workplaces with workers who are more vulnerable especially for workers living with HIV, for example the transport, informal, seafarers and seaport crew sectors.
- The trained HIV peer educator among union member, tailor-made campaign tools and IEC material that were sector specific increased more interest among union members to join the HIV prevention session both inside and outside the companies.



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Lesson Learnt

- Integrating HIV awareness with the existing union confederation program and activities such as a 30-minute safety briefing session, union member regular meeting.
- Optimizing the social media campaign to extend the coverage on awareness raising activities.
- An integrated education program is acceptable and cost effective at company's point of view
- HIV program integration may use the existing program at company or union organization such as Occupational Safety and Health Program, Anti Harassment and violence at workplace, COVID-19 prevention
- VCT initiative by top leaders at confederation level and management level as the role model inspired employees and motivated other employees to do so



Lesson Learnt

- Building capacity as peer educator at union member have shown evidence their role and ability to reach out at union member level both internal company and broader community/outside /surrounding companies
- The active engagement of PLHIV community (Indonesian Women Positive Network) on promoting non-discriminatory policy shows a positive response and reduces stigma and discrimination and willingness to ask further questions on handling HIV/AIDS, harassment, and violence cases at workplace.
- The involvement of Provincial and District level of union representatives in participating Peer Educator Training contributes to the greater coverage of socialization among union member at company level (including surrounding companies)
- The involvement of Provincial and District AIDS Commission and Health Office is essential to build a Know Your Status Promotion, access for VCT services and ARV treatment.



Summary

- Unions demonstrated their commitment to HIV and AIDS and played their role in the implementation of the 68/2004 Manpower Ministerial Decree on HIV and AIDS Prevention at Workplace.
- The union member initiative can stimulate the other response of tripartite plus member to actively engage on the HIV/AIDS response
- This strategic intervention was communicated to Ministry of Health and Ministry of Home Affairs as a model for replication and scaling up.



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Follow Up

- ILO continued to promote the intervention model by union confederation and social dialogues to other union confederation and tripartite members on discrimination issues
- ILO continued to support tripartite members the local initiative of provincial level to develop HIV tripartite workplace working group at prioritized provinces to continue the promotion on 68/2004 Manpower Ministerial Decree on HIV/AIDS prevention at workplace to promote non-discriminatory policies, achieve 3 Zero and 95-95-95 targets.
- KSPN continued the promotion at company and union member levels
- K-Sarbunusi scheduled the replication to other companies in different district.
- KSPSI-AITUC continued to scale-up HIV, harassment and violence prevention program for women sea farers union.



Thank you

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