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).

http://www.unaids.org
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


• 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
…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)
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, focusing 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:
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
Cost-benefit analysis of HIV workplace programmes in South Africa

- 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.

http://www.swhap.org/upload/Abstract_-_Cost_Impact_Assessment_Vienna_July_2010.pdf
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

(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)

- 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.

http://gametlibrary.worldbank.org
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 HIV/AIDS 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

- HIV prog. for community
- HIV prog. for supply chains
- Workplace policy & prog. for employees and families

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 in our co-workers. Work is more than medicine to us. It keeps us going and enables us to bring home food and medicine."

Naveen Kumar
Living with HIV
“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)
- Helping micro and small enterprises cope with HIV/AIDS - A handbook for small business associations and service providers [link](http://www.ilo.org/aids/Publications/lang--en/docName--WCMS_116573/index.htm)
Thank you very much

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