

GLOBAL HEALTH INITIATIVE

Private Sector Intervention Case Example

Integrating HIV/AIDS prevention into
existing induction and health and safety
training programmes

December 2003

Case categories

Company: PT Ricky Putra Globalindo (RPG) Industry: Retail & Consumer Location: Indonesia Programme: HIV/AIDS

Key questions

- Should RPG measure the return on investment (ROI) of this prevention investment? If so, how can this be done?
- Is a written HIV/AIDS policy required to ensure management support and employee awareness of rights against discrimination?
- How can RPG continue to sustain enthusiasm for its behavioural change programme after the first wave of trainings?
- If RPG were to extend its efforts, what should it add to its new programme?

Overview

Company	<p>PT Ricky Putra Globalindo (RPG) is a leading domestic supplier of undergarments to Indonesia's population of 235 million people.</p> <ul style="list-style-type: none"> In 2002 RPG generated US\$ 110 million in revenues and employed approximately 3,850 people. The company has approximately 3,500 employees in a factory located on the outskirts of Jakarta, Indonesia, and employs approximately 350 sales promotion agents in major retail outlets throughout Indonesia.
Business Case	<p>RPG started a workplace HIV/AIDS prevention programme because it believes that its employees risk contracting HIV/AIDS and that prevention is so cost effective that it will pay for itself after averting a single HIV infection.</p> <ul style="list-style-type: none"> RPG believes that its employees risk contracting sexually transmitted infections, including HIV/AIDS. 90% of RPG factory employees are recent migrants to Jakarta. The majority of the staff is young women between the ages of 19 and 24. These women come from rural areas and have completed, at most, a junior high school education. These women are frequently living away from home for the first time in their lives. Free of family and social constraints, they often become sexually active with migrant male workers from nearby factories. RPG management became aware of the rapidly emerging HIV/AIDS epidemic in Indonesia through public seminars arranged by Family Health International and the International Labour Organization. The company management realized that its employees were at risk mainly because of two reasons, highlighted by government statistics: (1) 95% of the 90,000 to 130,000 estimated HIV/AIDS cases in Indonesia occur among individuals in their prime productive years, between the age 19 to 49; (2) nearly 60% of new infections in Indonesia are occurring among migrant workers and their partners. RPG is not aware of any employees who are currently living with HIV/AIDS, but realizes that 95% of all people living with HIV/AIDS are not aware of their infection, and that even in high prevalence countries, employees do not inform their employers of their status. RPG believes that its prevention programme will yield a positive return on investment (ROI), by averting a single HIV infection. The company estimated that, given current benefit levels, the total medical costs of one AIDS case, excluding access to anti-retroviral drugs (ARV), would be US \$ 2,950. Meanwhile RPG estimated that the total out of pocket expenses required to train its entire workforce would only be US\$ 2,500. A key factor behind RPG's low cost prevention programme is that the company is integrating HIV/AIDS education into existing occupational health and safety training efforts. These cost benefit calculations do not include non-medical HIV/AIDS costs such as absenteeism, lower productivity or replacement and retraining costs. RPG's overall 2003 HIV/AIDS budget is US\$ 2,800, 90% of which is workplace training and 10% of which is business partner and community outreach. This corresponds to US\$ 0.80 per employee per year.
Programme Description	<p>RPG's HIV/AIDS programme is a natural extension of existing laws and RPG initiatives.</p> <ul style="list-style-type: none"> RPG does not have a written policy on HIV/AIDS but does uphold several internal and Indonesian government labour policies supporting RPG prevention activities and protecting HIV+ employee rights. RPG trained key project staff through a workshop conducted by Komite Kemanusiaan Indonesia (KKI). The project staff then integrated HIV/AIDS prevention messages into existing induction training programmes and regular health and safety briefings. Employees gain access to treatment for sexually transmitted infections (STIs) through the RPG clinic. RPG clinics provide referrals and, on request, free transport to community voluntary counselling and testing (VCT) locations in Jakarta.
Programme Evaluation	<p>RPG tracks programme effectiveness and reach by evaluating two main elements:</p> <ul style="list-style-type: none"> RPG evaluates the effectiveness of the training sessions by conducting pre- and post-session assessments of employees in each training session. The company evaluates the reach of the training sessions by tracking which employees have been trained. <p>In the future, RPG has two main goals:</p> <ul style="list-style-type: none"> RPG aims to reach its training goal of 100% employee coverage by June 2004. The company is also looking into the feasibility of facilitating access to low-cost generics to employees within existing medical coverage limits.

Programme Description

Policy

RPG does not have an explicit written policy on HIV/AIDS but does uphold several internal and Indonesian government labour policies that support RPG prevention activities and protect HIV+ employee rights.

- **Non-discrimination:** (1) hiring decisions are not based on HIV status; (2) hiring decisions do not include an HIV assessment.; (3) employees will not be dismissed based on HIV status.
- **Confidentially and disclosure:** (1) employees are not required to disclose status; (2) if status is disclosed, the information will not be disclosed without prior employee consent; (3) to further protect privacy, employees are encouraged to obtain voluntary counselling and testing (VCT) services through external providers in Jakarta.
- **Benefits:** (1) employees gain access to out patient medical care through an on-site clinic, and a hospital care; (2) the hospital care is funded through insurance which is capped at US\$ 600 per year; (3) the company medical benefits do not currently include anti-retrovirals; (4) RPG estimates that an AIDS patient would use the maximum clinic and hospital benefits, with an estimated value of US\$ 2,950 per year. This corresponds to approximately 50% of the average entry-level employee's annual wage.
- **Ill-health retirement:** (1) If HIV+ employees are no longer able to work, RPG will provide disability benefits according to Indonesia labour law; (2) this law requires companies to provide salary to employees for one year after termination of employment.
- **Contractors and dependants:** RPG sales promotion agents and dependants do not gain access to all of the benefits described above.

Prevention and awareness

RPG-trained key project staff through a workshop conducted by KKI. The project staff then integrated HIV/AIDS prevention messages into existing induction training programmes and health and safety briefings.

- In September, 2003, RPG organized a two-day "train the trainer" workshop for 40 managers, supervisors and volunteers from departments such as human resources, occupational health and safety, union representatives and religious group representatives. RPG worked with the local non-governmental organization (NGO), Komite Kemanusiaan Indonesia (KKI), to conduct the workshop. The two-day workshop covered the following main topics: (1) basics of HIV/AIDS; (2) voluntary counselling and testing and care and support; (3) programme planning.
- As part of the workshop, the company staff developed an implementation plan through July 2004. To ensure the long-term financial sustainability, RPG decided to integrate these prevention and awareness messages into two existing programmes: (1) induction training sessions for new employees; (2) regular occupational health and safety briefings. Also, the human resources department assumed responsibility to hold special briefings for non-factory security and maintenance personnel as well non-factory sales and marketing personnel. The training department assumed responsibility for integrating HIV/AIDS prevention messages into existing quarterly meetings for the 400 sales representatives in major cities throughout Indonesia.
- The company launched its internal communications campaign in October 2003 by placing posters and informational materials in company clinics, dining halls and the factory floor. Through weekly occupational health and safety briefings during the first month, RPG's occupational health and safety team reached 900 factory workers, which corresponds to approximately one quarter of all factory staff. Also during the first month, the human resources department staff held a briefing for 65 staff in the sales and marketing office.
- These employee training sessions cover the following three topics: (1) basic information on HIV/AIDS, including a description of the virus and how it progresses; (2) how HIV is transmitted; (3) how HIV is not transmitted; (3) how HIV can be prevented through either abstinence, monogamy or by using condoms.
- Recognizing that the company operates within the broader context of a community, RPG has joined local religious groups in providing awareness training to 500 participants in a nearby church. The company aims to conduct two additional trainings at nearby mosques in the first quarter of 2004. RPG provides trainers and funding for refreshments for these workshops.

Voluntary Counselling and Testing

RPG provides referrals and transportation to encourage employees to access confidential voluntary counselling and testing (VCT) services in Jakarta.

- In order to increase access to these services, RPG recently announced that it will provide free transportation for VCT services.
- Details of locations of these services are also being provided to workers if they would prefer to access them directly.
- KKI provided training and education materials directly to medical practitioners in the company clinics to ensure effective and confidential VCT referrals could be made.

Case-specific HIV/AIDS Resources

Supporting Documents

[KKI HIV/AIDS Training Programme Agenda \(2003\)](#)

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This case study uses the following exchange rate: 8,500 Indonesia Rupiahs to 1 United States Dollar.

The World Economic Forum Global Health Initiative Private Sector Case example was written by Peter DeYoung and developed in collaboration with the featured company. However, GHI member companies and partners, the World Economic Forum and the contributing company do not necessarily subscribe to every view expressed herein. The case is based on a self-reporting model. Although the GHI makes reasonable efforts to ensure the accuracy of the statements, this report should not be viewed as an external audit of the programme described.

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