

## HIV & AIDS DISCUSSION NOTES V

**Chevron Office, Monday, 12 December 2011, 08.30-13.00**

The fifth round of the HIV and AIDS Forum was attended by 46 participants from ten companies, 11 NGOs, two associations, one media association, and one UN agency.

After the safety briefing by Chevron, Kemal Soeriwidjaja of Company-Community Partnerships for Health in Indonesia (CCPHI) opened the meeting and briefly described CCPHI and its main activities i.e. quarterly member-only Health and Business Roundtable Indonesia (HBRI) meetings and special interest meetings on specific topics such as the HIV and AIDS Forum that are open to members and non-members. Aminin Fanandi, acting VP Policy, Government and Public Affairs (PGPA) of Chevron welcomed participants. Mr. Fanandi mentioned that Chevron has commitments to address several health issues, including HIV and AIDS, in the workplace. Chevron is one of the first companies in the world to adopt HIV and AIDS policies to ensure non-discrimination in recruiting staff and the confidentiality of HIV status of employees.

Esty Febriani from Lembaga Kesehatan Nahdlatul Ulama/LKNU, the moderator of the discussion, opened the session by sharing information about major funding agencies supporting HIV and AIDS prevention and treatment in Indonesia. Most funding has come from foreign aid agencies. Assistance from the Indonesian government and the business sector is still very low. The Global Fund is currently the biggest foreign aid agency funding activities on HIV and AIDS. It has decided to shift its funds to other countries as Indonesia is no longer classified as an underdeveloped country.

Evodia Iswandi, the Country Manager of the Indonesian Business Coalition on AIDS (IBCA) discussed experiences and challenges of IBCA in working with companies to develop policies that protect employees from HIV and AIDS. Some lessons learned are that IBCA needs three to five years to encourage a company to develop a policy and ensure that it runs well. Challenges to develop a policy include lack of commitment from management due to stigma and discrimination, low level of employee awareness about HIV prevention and access to voluntary counseling and testing (VCT), and a large number of subsidiaries associated with a company. (Figure 1 lists these challenges in Indonesian)



### TANTANGAN

- Masih Banyak Perusahaan Yang Belum Memiliki Program:
  - Kurangnya komitmen → Stigma & Diskriminasi
  - Pekerja belum mendapat info yang cukup → rendahnya kesadaran akan perlindungan diri, stigma, kurangnya info untuk akses VCT.
- Masih banyak pekerja takut statusnya diketahui oleh manajemen → Lebih suka pergi ke pelayanan di luar perusahaan sehingga tidak bisa di follow-up
- Perusahaan memiliki banyak cabang dan manajemen tersendiri/mandiri → dibutuhkan uji coba ke tiap cabang sehingga butuh waktu lama dalam pengesahan kebijakan

Figure 1: Challenges in developing policies in the workplace.

Dr. Wisprayogie, Manager of Health and Medical Services at Chevron, shared Chevron's experiences in developing a workplace HIV and AIDS policy.

According to him, every company views its health program from a business point of view, including time availability of employees. Chevron always considers employees its most important asset. Therefore prevention efforts including the prevention and protection against HIV/AIDS are vital. Chevron started HIV prevention activities in 2003 as part of its activities that address public health issues by conducting group education for employees on HIV transmission and prevention. Chevron has partnered

with several non-governmental organizations (NGOs) such as Family Health International (FHI), Yayasan Tegak Tegar (YTT), Yayasan Kusuma Buana (YKB), Karsa Kemanusiaan Indonesia (KKI), and Yayasan Cinta Anak Bangsa (YCAB) to implement activities. In 2005 Chevron International launched a global corporate policy known as Policy 260 that encourages every Chevron office around the world to have a policy to reduce the spread of HIV and AIDS and to protect employees from discrimination. Policy 260 was developed as a result of Chevron's experiences in Africa where the number of HIV and AIDS cases was high and likely to affect the company's productivity.

In partnering with NGOs, Chevron also encourages employees to actively engage as volunteers in field activities such as fundraising for children with HIV and caring for people with AIDS.

Major challenges in implementing the activities are the high degree of stigma against HIV and AIDS among employees, which contributes to low coverage of VCT and difficulties in reaching employees working on site.

### Summary of Discussion

One participant shared her experience about announcing her HIV positive status at work in 2003. After the announcement, she was treated in a discriminatory manner and isolated by her colleagues. This forced her to resign from her work. She then founded Yayasan Tegak Tegar to help others facing the same problem of discrimination and stigma in society and the workplace.<sup>1</sup> Chevron and Yayasan Tegak Tegar partner to reduce stigma and discrimination among Chevron's employees and managers.

Participants agreed that such testimonials from people living with HIV are very important to reducing stigma. Participants also agreed that a company's global policy must be supported by local initiatives from employees, especially from the department of the company that addresses public health issues to speed up implementation of the policy. These initiatives can encourage well-implemented policies that can positively contribute to HIV prevention among employees. One suggested activity was to ensure that the policy is integrated into company Occupational Health Safety (OHS) regulations to provide a legal basis for action and clear sanctions when violated. Confidentiality is also an important factor to encourage employees to have VCT. Chevron separates medical records on treatment of HIV and AIDS patients from the records of non HIV and AIDS patients to maintain the confidentiality of test results. Chevron does not require medical staff to report the HIV/AIDS status of its employees to management.

To reach more companies, IBCA shared some practical tips based on their experiences. These include: providing companies with facts about how companies benefit from having HIV and AIDS prevention policies in the workplace (a business to business approach); preparing an Executive Brief for the Chief Executive Officers (CEOs) as they have limited time to meet or read; and being consistent in conducting activities involving employees and partners to maintain their interest on HIV and AIDS issues in the long run.

### Program HIV & AIDS Chevron di Indonesia



- Pelatihan HIV/AIDS untuk para karyawan dan manajer (wajib): Class Room & Pelatihan berbasis komputer
- Pelatihan *peer educator* dan sertifikasi konselor
- Layanan Voluntary Counseling and Testing (VCT) untuk karyawan dan keluarganya
- Pelatihan kesadaran dan pencegahan HIV & AIDS, termasuk Prevention Mother to Child Transmission (PMTCT)
- Jaminan perawatan, pengobatan dan dukungan bagi karyawan dan keluarganya
- Kampanye kesadaran dan pencegahan HIV & AIDS untuk semua lapisan masyarakat (pelajar, pemuda, PSK, dsb) melalui pameran, gerak jalan, *training of trainer*, lomba foto, dsb

Figure 2: HIV/AIDS Program at Chevron includes computer based training on prevention, peer education, VCT, PMTCT, care and treatment, and employee awareness campaigns.

<sup>1</sup>Yayasan Tegak Tegar (YTT) is a non-profit organization. The majority of its members have HIV and/or AIDS. YTT advocates for eliminating stigma and discrimination through public campaigns to help people with HIV get treatment and care. Blog: (<http://yayasantegaktegar.blogspot.com/>)

According to IBCA, PT Jamsostek, one of state-owned enterprises that provide national healthcare programs for employees, now covers HIV treatment up to a maximum of Rp. 10 million per year per person or equivalent to 1,087 USD. This initiative is expected to encourage private insurance companies to do the same.

### Closing

Kemal thanked Chevron for hosting the meeting. Participants can access summary notes from previous meetings on the website, <http://www.ccphw.org/specialinterestmeetings>, or by sending an email to [ccphi@ccphi.org](mailto:ccphi@ccphi.org). The next discussion will be held in March 2012 with LKNU as the host.

**Participant List of HIV & AIDS Discussion V**

Monday, 12 December 2011

| <b>No</b> | <b>NAME</b>          | <b>ORGANIZATION</b>                   |
|-----------|----------------------|---------------------------------------|
| 1.        | Abdul Ghofur         | Circle Indonesia                      |
| 2.        | Adhy                 | Y. Tegak Tegar                        |
| 3.        | Ahmad Afzal          | UNESCO                                |
| 4.        | Aminin Fanandi       | Chevron                               |
| 5.        | Andri Eriek Steven   | Eka Hospital                          |
| 6.        | Anna Silviana        | Donggi Senoro, PT.                    |
| 7.        | Breynda Rangian      | Angsamerah                            |
| 8.        | Bukit Ketaren        | Eka Hospital                          |
| 9.        | Christie Natasha     | CCPHI                                 |
| 10.       | Corry Triwardani     | Chevron                               |
| 11.       | Dedy Pradipto        | Y. Rumah Rachel                       |
| 12.       | Denny                | Sinar Mas                             |
| 13.       | Dian Amelia Putri    | Pacific Metals                        |
| 14.       | Dian Rosdiana        | CCPHI                                 |
| 15.       | Dina Sasti Damayanti | Sinar Harapan                         |
| 16.       | Djadjat Sudradjat    | KPAN                                  |
| 17.       | Dony Indrawan        | Chevron                               |
| 18.       | Elmeirillia Lonna    | Nestlé                                |
| 19.       | Esty Febriani        | LKNU                                  |
| 20.       | Evodia Iswandi       | Indonesian Business Coalition on AIDS |
| 21.       | Hapsari Warastuti    | Y. Rumah Rachel                       |
| 22.       | Harry Bustaman       | Chevron                               |
| 23.       | Irawan Afrianto      | Karisma                               |
| 24.       | Ita Mucharam         | Nestlé                                |
| 25.       | Jacqueline Piay      | Angsamerah                            |
| 26.       | Jeffrey Kiroyan      | BP Indonesia                          |
| 27.       | Johny Sulistio       | Unilever                              |
| 28.       | Kemal Soeriawidjaja  | CCPHI                                 |
| 29.       | Lara Rizka           | IAKMI                                 |
| 30.       | Novanolo M.          | Sinar Mas                             |
| 31.       | Noviati Santosa      | Y. Rumah Rachel                       |
| 32.       | Noviera Tri Ariany   | Pacific Metals                        |
| 33.       | Oyo Zakaria          | Karsa Kemanusiaan Indonesia           |
| 34.       | Robert Djaelani      | Y. Harapan Permata Hati Kita          |
| 35.       | Siti Reno W.S.       | Tsuchiya Indonesia                    |
| 36.       | Steve Wignall        | Clinton Health Access Initiative      |

| <b><u>No</u></b> | <b><u>NAME</u></b> | <b><u>ORGANIZATION</u></b>            |
|------------------|--------------------|---------------------------------------|
| 37.              | T. Rivanda         | Circle Indonesia                      |
| 38.              | V. Juwaryanti      | Y. Tegak Tegar                        |
| 39.              | Vera               | Y. Rumah Rachel                       |
| 40.              | Victoria Ariwita   | Sinarmas                              |
| 41.              | Wirawan            | Indonesian Business Coalition on AIDS |
| 42.              | Wisprayogie        | Chevron                               |
| 43.              | Yani Mulyani       | Y. Kusuma Buana                       |
| 44.              | Yuli Sari Yeni     | Nestlé                                |
| 45.              | Yuli Simamarta     | Indonesian Business Coalition on AIDS |
| 46.              | Zakiyah            | IAKMI                                 |