



International  
Labour  
Organization

## HIV PREVENTION, CARE AND TREATMENT AT WORK IN INDONESIA

Indonesia has one of the fastest growing HIV epidemics in Asia. New HIV infections in 2013 increased by 48 per cent, with an estimated total of 640,000 people living with HIV and AIDS. The Government reported that unprotected sex is a key driver of the epidemic. Condom use in Indonesia remains low, with only 14 per cent of sex workers reporting consistent condom use with their clients.

While the bulk of the HIV epidemic in Indonesia remains concentrated among sex workers, injecting drug users and men who have sex with men, an additional group has emerged as an area of concern. These are mobile male workers in transport and natural resource industries. Indonesia refers to this group as 4M (Mobile Men with Money in Macho environments), who are predominantly males aged 15 to 50 years old.

### FACTS AND FIGURES

**Partner:**

Pertamina

**Beneficiary country:**

Indonesia

**Timeframe:**

June 2013 to present

**Budget:**

USD 15,000

**VCT@WORK**

### THE RESPONSE

The ILO has been working closely with its tripartite constituents to implement workplace programmes on HIV prevention, care and support as well as to prevent HIV employment-related stigma and discrimination.

The Government of Indonesia has recognized the importance of the workplace in tackling HIV and AIDS, and issued Ministerial Decree 2004 No. 68 on HIV/AIDS Prevention and Countermeasures in the World of Work. Based on this Decree and the ILO Recommendation concerning HIV and AIDS and the World of Work, 2010 (No. 200), a partnership between the ILO and Pertamina was established in 2013.

As one of the biggest state-owned enterprises in Indonesia, with more than 14,000 workers and 25,000 subcontracted workers throughout Indonesia (of which 40 per cent are mobile male workers), Pertamina has shown a serious and consistent commitment to the

prevention of HIV and AIDS at the workplace and to the fight against stigma and discrimination. Pertamina has developed workplace policies to ensure a non-discriminatory working environment for People Living with HIV (PLHIV) and has provided HIV information, counselling and testing for its workers in their sites across the country. HIV awareness-raising sessions have been integrated into its routine safety and health briefings in all company sites. Workers received repeated messages on HIV prevention, and on where to access services for STI treatment, VCT and HIV care and support. In addition, the company is training all of its doctors in company clinics to deliver routine VCT services to all workers. The company also provides HIV treatment free of charge to all of its workers through company owned clinics and hospitals nationwide.

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## RESULTS

15,000 workers were reached by HIV prevention messages during 2014. Over 1,500 workers underwent HIV testing, and 20 workers are now undergoing treatment paid by the company.

A total of 78 doctors and lab technicians from Pertamina medical facilities throughout Indonesia have been trained to provide information on HIV and to launch Provider-Initiated Testing and Counselling (PITC) for all workers and their dependants at sites across the country.

Pertamina has taken a lead as the role model for HIV and AIDS programmes in the workplace for other enterprises in Indonesia. Following the company's lead, more than 100 enterprises have signed a commitment to provide counselling and testing and to prevent HIV employment-related stigma and discrimination. Approximately 350,000 workers have received HIV prevention and VCT information, and more than 150,000 workers had received HIV counselling and testing by 2014.

*"I had an HIV test in the clinic last month. I was really worried beforehand, but when I got the result, I felt very relieved. The doctor reminded me to use condoms consistently and that there would be no need to worry in the future. I will do this test again on a regular basis."*

Rico, Engineer, Pertamina

The company has established a referral system between the company and health service providers to ensure continuing health care and treatment for workers and their families. By combining PITC in their other health activities, such as blood donation drives, it has created a ground-breaking approach to HIV prevention.



## BENEFITS OF PARTNERING

Enterprises partnering with the ILO receive technical assistance and strategic guidance on the development of HIV and AIDS policies and programme implementation in the world of work, based on their needs.

Enterprises strengthen relations with local governments in the areas where they operate. The ILO has the leverage to coordinate various stakeholders and to help achieve shared values among its tripartite constituents.

Enterprises benefit from ILO's expertise and experience in tackling HIV and AIDS issues, meeting the Ministerial Decree on HIV and AIDS, and helping prevent HIV transmission, AIDS-related deaths and HIV employment-related stigma and discrimination.

The ILO provides technical support to train occupational safety and health officers and company doctors in delivering prevention messages and VCT services. It also supports the development of corporate policy on HIV and AIDS, and has issued a training handbook on HIV and AIDS.



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