



Businesses for Health:
Tuberculosis and HIV

HIV IN WORKPLACE UPDATE 2019

Businesses for Health Papua New Guinea updating
the HIV workplace response of the PNG Business
Coalition against HIV and AIDS (BAHA)

ABSTRACT

In recent years increasing numbers of people are becoming infected with HIV. At the same time, PNG is facing a TB and drug resistant TB crisis. Therefore the infectious disease that's kills the most people with HIV is TB. This situation means businesses need to update their response to HIV. There is still no cure, but better access to antiretroviral therapy is saving lives, and treatment is only available if you know your status. B4H calls on workplaces to join us in the challenge re-invigorate the HIV response by promoting HIV awareness, the "know your status" message, address sexual and reproductive health issues and help to end the HIV and TB epidemics in PNG.

Dr Ann CLARKE

Businesses for Health Papua New Guinea

Businesses for Health: TB & HIV

B4H: TB & HIV represents the private sector response to the TB crisis in Papua New Guinea. We were established with seed funding from the Australian government in 2017, in response to concerns by industry, government and donor leaders about the impact of TB on private sector businesses, their employees, their families and the national economy. Businesses for Health Papua New Guinea Inc. is a registered not-for-profit association and represents a public-private partnership supported by the Australian Government, PNG based private sector sponsors, and our annual business subscribers.



Businesses for Health:
Tuberculosis and HIV

We are managed by a committee of business and donor leaders. Businesses for Health: B4H: TB & HIV, provides workplace health advocacy, policy and workplace TB and HIV training services. We coordinate with all levels of the PNG National TB program and the National AIDS Council.

Our work to promote health and reduce the burden of diseases within private sector workplaces is sustained through sponsorship from PNG businesses, subscriptions and training fees. In return B4H supports businesses with resources and tools for HIV and health promoting workplace programs.

Annual subscription to B4H:

- Offers human resources departments support and information on policies designed to reduce stigma and prevent discrimination against employees living with HIV
- Training on HIV that is suitable for the PNG workforce
- Enables access to HIV testing, prevention through sexual and reproductive health education and access to condoms, and treatment services
- Raises corporate social responsibility focusing on HIV and health issues in Papua New Guinea

www.businesses4health.com

Facebook [@B4HTB](https://www.facebook.com/B4HTB)

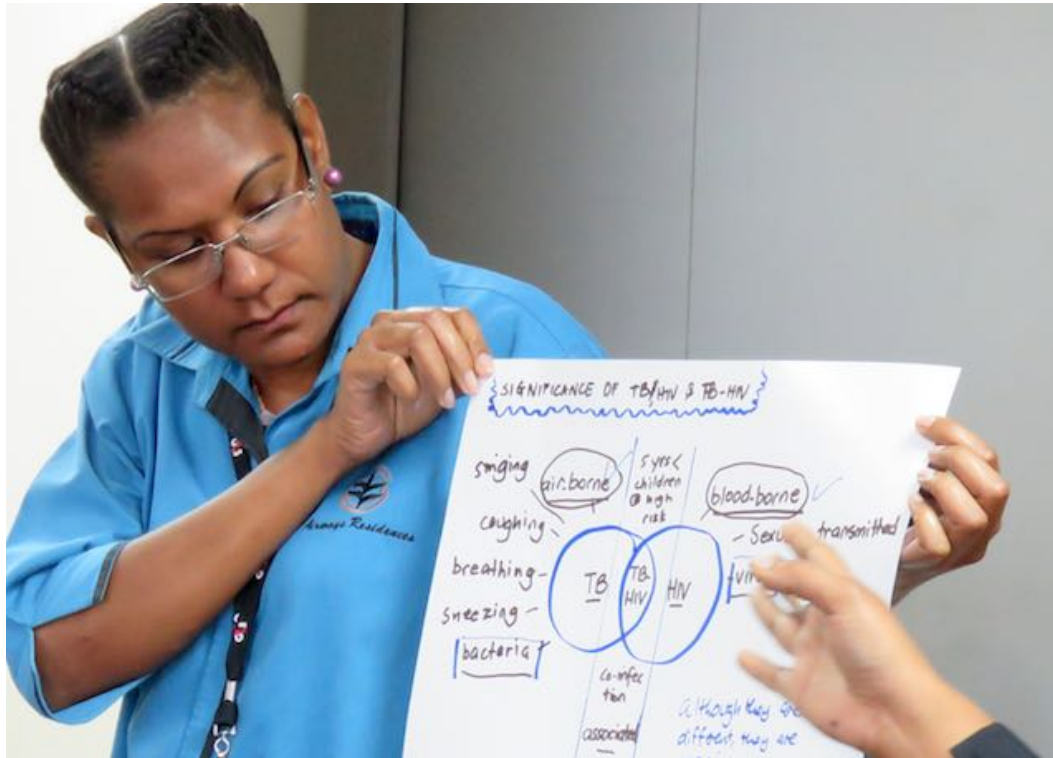
Instagram [#coveryourcough](https://www.instagram.com/coveryourcough)

[B4H YouTube Channel](#)

Toll-Free TB Info Line 7676 2482



THE PNG WORKPLACE



Employers can act to...

- Develop workplace policies and programmes for workers and their families, including contractual workers
- Help access to HIV prevention, treatment, care and support through their own mechanisms, HIV champions, membership of Businesses for Health or other relevant partnerships
- Develop HIV programmes for supply chains and set up partnerships to expand HIV programs
- Promote HIV, TB and health education and training at all levels.

The private sector helps to drive the economic and social development of PNG

Many businesses work towards achieving the UN's development goals. In 2019 these are known as the 'Sustainable Development Goals'. Currently, PNG is underachieving on its progress toward achieving targets for HIV and TB elimination.

Read more: HIV and the economic and social development of PNG

HIV and the sustainable development goals

<https://www.unaids.org/en/goals/unaidsstrategy>

The central roles of health in the Sustainable Development Goals

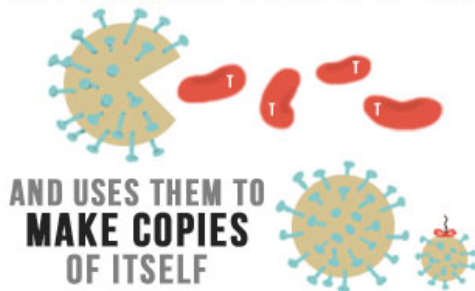
[http://www.everywomaneverychild.org/images/Health in the SDGs v10 6April15 2.pdf](http://www.everywomaneverychild.org/images/Health%20in%20the%20SDGs_v10_6April15_2.pdf)

What is HIV

HIV stands for human immunodeficiency virus. It is the virus that can lead to acquired immunodeficiency syndrome, or AIDS. It weakens a person's immune system by destroying important cells that fight disease and infection. In PNG, a common 'opportunistic' infection for people who are living with HIV is tuberculosis (which can be cured). Unlike some other viruses, the human body cannot get rid of HIV.



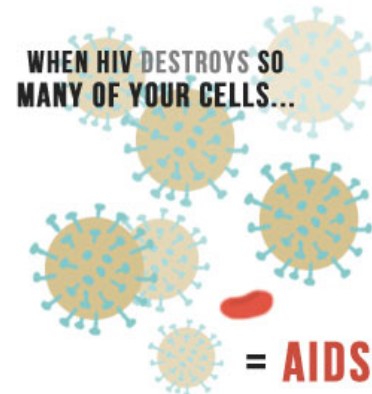
HIV ATTACKS YOUR T-CELLS



In 2019, there is no cure for AIDS. However, with correct treatment, HIV can be controlled. Treatment called antiretroviral therapy (ART) can keep people living with HIV healthy and lower their chance of transmitting it to partner(s) if taken consistently and correctly.

Before the introduction of ART (in PNG, this was in the early 2000s),

people with HIV could progress to AIDS and die in just a few years. Today, if a person who is healthy is diagnosed with HIV and is treated before the disease is far advanced, they might live nearly as long as someone who does not have HIV.



In PNG HIV and AIDS are still a reality

Over 50,000 people in the Papua New Guinea are living with HIV, and about half are on treatment. People from all walks of life are living and working with HIV or have died from AIDS related illnesses. However, some people are at higher risk of HIV infection than others because of many factors, including their sex partners, their risk behaviours, or where they live. Due to the very high burden of Tuberculosis in PNG, people living with HIV are most vulnerable to developing TB disease.

Thanks to advances in treatment, people with HIV are living longer and healthier lives and staying in the workforce as valuable and productive employees. With proper treatment, HIV can be a manageable chronic condition. Whether you are an employee living with HIV, an employer who supervises someone living with HIV or AIDS, or a co-worker of someone living with HIV, you can help by learning the facts.



To understand what HIV and AIDS are, let's break it down.

The causative agent:

Human. This particular virus can only infect human beings. *Can only replicate in living cells*

Immunodeficiency. HIV weakens your immune system by destroying important cells that fight disease and infection. A "deficient" immune system can't protect you.

Virus. A virus can only reproduce itself by taking over a cell in the body of its host.

AIDS the disease:

Acquired. *AIDS is not something you inherit from your parents like eye colour. You acquire AIDS.*

Immuno. *Your body's immune system includes all the organs and cells that work to fight off infection or disease.*

Deficiency. *You get AIDS when your immune system is "deficient," or isn't working the way it should.*

Syndrome. *is a collection of symptoms and signs of disease. AIDS is a syndrome, rather than a single disease. It is a complex illness with a wide range of symptoms.*

PNG HIV facts in 2019

1. Over three thousand people become infected each year and there is rising incidence of new HIV infections.
2. About 50,000 people live with HIV in PNG¹, only about half of those (26,000) are receiving antiretroviral therapy (ART).
3. People are still dying from AIDS related infections. In PNG, there are over one thousand AIDS related deaths annually. The declining death rate since 2010 has not continued in recent years.
4. HIV Testing and treatment is free.
5. People who test positive for HIV are offered ART.
6. Only about half of all pregnant women know their HIV status, leading to over 3000 children aged 0 to 14 living with HIV
7. The number of new HIV infections in PNG has increased by 5% annually since 2010. While the regional trend in Asia and the Pacific has been a reduction in the number of new infections
8. Key populations and hot spots are most affected. Rates of HIV infection amongst men who have sex with men and women and girls who sell or exchange something for sex (and their partners) is very high, and over half have at least one other sexually transmitted infection. Larger urban settings have the highest rates of infection
9. Condoms prevent infection, but condom use is low.
10. HIV education programs and policies are still needed

¹ <http://cfs.hivci.org/country-factsheet.html>

Living with HIV. What has changed since the 1980s?



Life expectancy

- In the 1980s, the life-expectancy for a person with HIV infection was very limited. Since the 1980s more than 70 million people worldwide have acquired the infection, and the 39 million people who have died of the disease

Testing and treatment

- In 2019, around 37 million worldwide live with HIV, of those 22 million are on treatment. However, there is still no cure, treatment is lifelong.

In PNG in 2019, antiretroviral therapy, PEP and PrEP is

available and treatment for opportunistic infections is better. The availability of testing and ARVs mean mother to child HIV transmission can be prevented when HIV status is known, and testing is available.

HIV Education and access to enough quality condoms

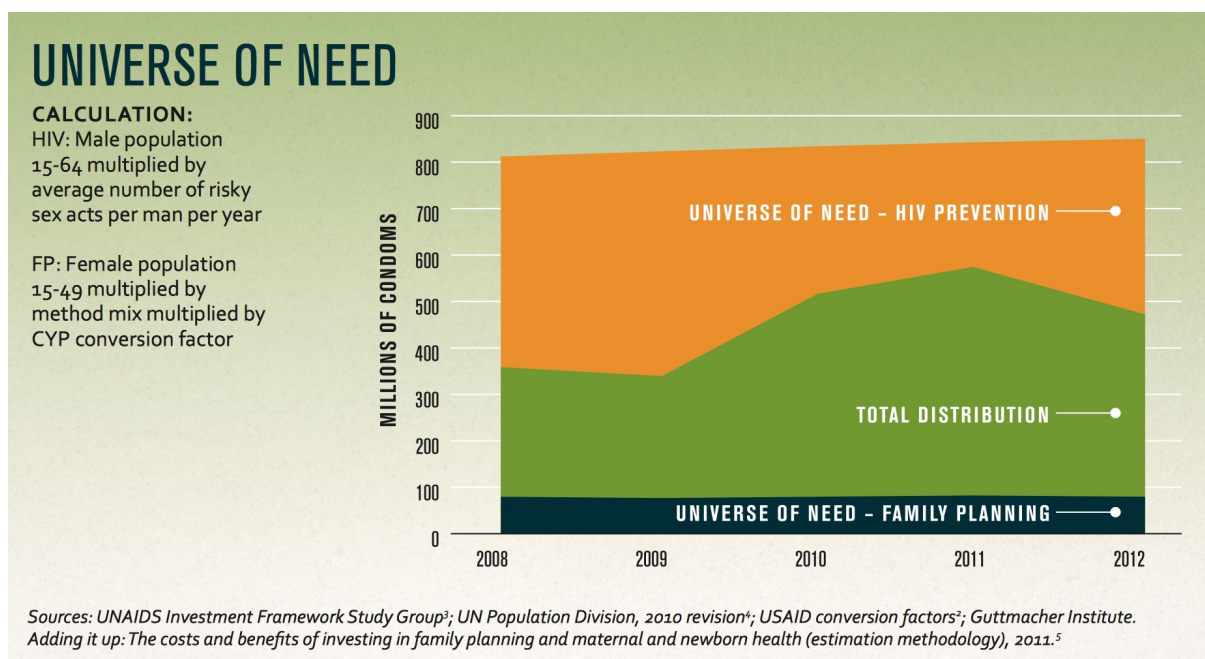


Figure 1 https://www.psi.org/wp-content/uploads/2014/10/PSI_SouthAfrica_Dec5finalsmallpdf.com_.pdf

Condoms have been a basic but critical tool in prevention. In many communities throughout PNG, awareness-raising and education meant that the use of condoms became the norm. However, effort to support condom supplies, access to them and promotion of condom use, has been weak in recent years, and a new generation is growing up without being fully aware of the benefits of using condoms.

More than two-thirds of female sex workers in Port Moresby, Lae and Mt Hagen have not used condoms with their clients in the last 6 months. Similarly, two-thirds of men of diverse sexualities in Port Moresby and Lae did not always use a condom.²

The prospect of world without HIV

- The prospect of a world without HIV and the 90-90-90 targets are real³. Well managed ART is leading to Undetectable = Un-transmittable (U=U)
- Comprehensive HIV prevention, diagnosis, and treatment as well as care with other essential health services, support to other co-morbidities such as TB, Non-communicable diseases and mental health at the community level will enable an HIV-free world.

The breadth and depth of way in which HIV can be addressed at work

- HIV can be discussed in many more ways. This includes national occupational safety and health systems, labour inspection, working conditions and social security system
- Integrating and explicitly addressing the issues of gender
- Reaching at-risk population groups, including young people and those working in the informal economy.

What has NOT changed

- Most people living with or affected by HIV are of working age
- People most vulnerable to infection include men who have sex with men, and women and girls who sell or exchange goods for sex (see note on key populations)
- Stigma related to gender, sexual behaviour and being HIV-positive
- Lack of education and conversation about sex, gender, violence and health
- The need for understanding the consequences of HIV and AIDS on your workforce, productivity and potential for company growth or national economic growth.

HIV disproportionately affects people in vulnerable populations that are often highly marginalised and stigmatised. Many new HIV infections and deaths are seen in places where certain higher-risk groups remain unaware, underserved or neglected. Many new infections



² Kelly-Hanku, A., et al. Kauntim mi tu: Multi-Site Summary Report from the Key Population Integrated Bio Behavioural Survey, Papua New Guinea. Papua New Guinea Institute of Medical Research and Kirby Institute, UNSW Sydney: Goroka, Papua New Guinea 2018.

³ <https://www.unaids.org/en/resources/909090>

are in men who have sex with men, people who inject drugs, people in prisons, sex workers, transgender people, or the sexual partners of these individuals. These are groups who are often discriminated against and excluded from health services.

Papua New Guinea continues to criminalise both sex work and same-sex sexual activities, driving those most at-risk to HIV away from government supported HIV prevention services.⁴

HIV AND THE PNG WORKPLACE for Employees, Co-workers, Managers



Figure 2 engage senior management at all levels of HIV and TB social, environmental and behaviour change policy and program development

This note offers guidance on reducing the rising rate of HIV infection and making your workplace a positive and productive environment for employees who are living with HIV. It gives an overview of the workplace rights of employees living with HIV, the responsibilities that employers have regarding them, and information for employees who have co-workers living with HIV. It also lists resources and gives more information for discussing HIV and sexually transmitted infections in the workplace.

⁴ Sex work and male to male sex in Papua New Guinea are criminalised under the Summary Offences Act of 1977 in sections 55, 56, and 57, and in Sections 210, 212 and 231 of the Criminal Code Act of 1974.

Language and Gender Matters

The words and style of language we use to discuss health, HIV and sexually transmitted infections influences behaviours that affect health outcomes. Your use of language can improve motivation to get tested, reduce stigma, help effective communication between workers, health professionals and people affected by HIV, and improve retention in treatment or care.

Businesses for Health (B4H) recommends

- Consistent use of biologically and medically correct language to describe and discuss HIV. For example, use “HIV” and not “HIV/AIDS,” which equates the disease with its terminal stage. People are not helpless ‘victims’ or being ‘attacked by AIDS’.
- When describing people living with HIV, put the person before the disease (e.g., use “person, or colleague with HIV” and not “HIV-infected person”).
- Avoid language that stigmatises people at increased risk of HIV infection. For example, use “man who has sex with men” or, “sex worker” not “prostitute.”
- Consider group or personal preferences when communicating with, and about people affected by HIV. For example, ask the individual or group when using terms such as “gay” or “men who have sex with men.”
- Avoid language that assigns blame. For example, use “the treatment failed” not “the individual failed treatment.”

Use of language: reference

https://www.unaids.org/sites/default/files/media_asset/JC2118_terminology-guidelines_en_1.pdf

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5960041/>

Overview of HIV and AIDS

**THIS PARTICULAR
VIRUS CAN ONLY**

**INFECT
HUMANBEINGS**



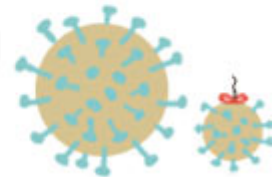
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HIV ATTACKS YOUR T-CELLS



**AND USES THEM TO
MAKE COPIES
OF ITSELF**



**WHEN HIV DESTROYS SO
MANY OF YOUR CELLS...**



Before the introduction of ART (in PNG, this was in the early 2000s), people with HIV could progress to AIDS and die in just a few years. Today, if a person who is healthy is diagnosed with HIV and is treated before the disease is far advanced, they might live nearly as long as someone who does not have HIV.

How HIV is Transmitted

HIV can be found in blood, semen, rectal fluids, and vaginal secretions. It can enter the body through tiny cuts or sores on the skin, the lining of the vagina, penis, rectum, or mouth.



**Sexual
Contact**



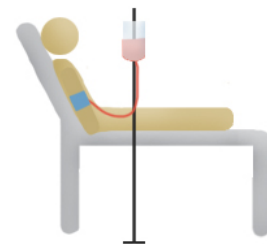
**Pregnancy, Childbirth
& Breast Feeding**



**Injection
Drug Use**



**Occupational
Exposure**



**and rarely,
Blood Transfusion/Organ Transplant**

The main ways people are infected are:

- Having anal or vaginal sex with someone who has HIV without using a condom, or is not taking medicines to prevent or treat HIV.
- Sharing needles, tattoo or drug paraphernalia with someone who has HIV.

Less commonly, HIV may be transmitted by:

- Being born to an infected mother. HIV can be passed from mother to child during pregnancy, birth, or breastfeeding.
- Being stuck with an HIV-contaminated needle or other sharp object. This is mainly risky for health care workers.

In extremely rare cases, HIV has been transmitted by:

- Oral sex—putting the mouth on the penis (fellatio), vagina (cunnilingus), or anus (rimming). In general, there's little to no risk of getting HIV from oral sex.
- Receiving blood transfusions, blood products, or organ/ tissue transplants that are contaminated with HIV.
- Contact between broken skin, wounds, or mucous membranes and HIV-infected blood or blood-contaminated body fluids.
- Deep, open-mouth kissing if both partners have sores or bleeding gums and blood from the HIV-positive partner gets into the bloodstream of the HIV-negative partner. HIV is not spread through saliva.

HIV transmission at work

HIV is not transmitted under normal workplace circumstances or by casual contact, such as shaking hands or sharing office equipment or tools.

HIV CANNOT be transmitted by:

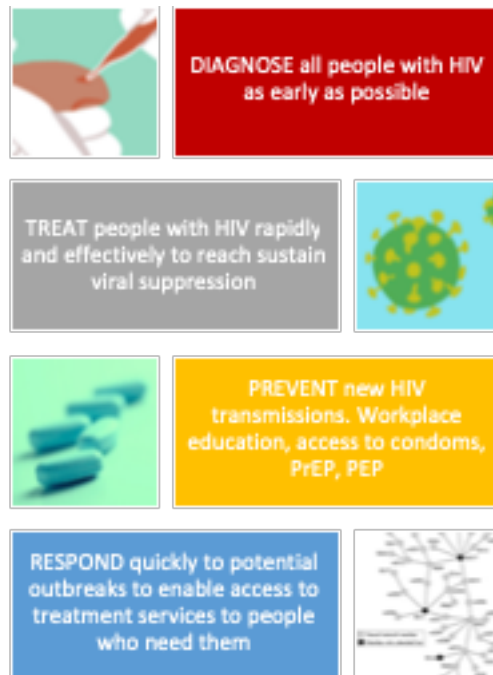
- Sorcery, witchcraft or prayer
- Working alongside someone who is living with HIV or AIDS.
- Sharing office equipment including telephones, keyboards, and machines.
- Sharing restroom facilities—such as toilets, urinals, or sinks
- Sharing food or cups, plates, cutlery.
- Shaking hands, touching, hugging, or closed-mouth kissing someone living with HIV or AIDS.
- Playing sports or exercising with someone living with HIV, even if the person is sweating.



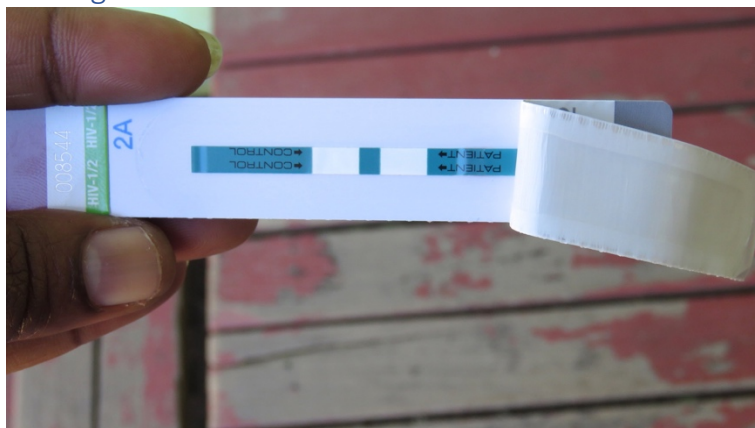
Prevention and Testing

Preventing HIV transmission

- Knowing your HIV status
 - Adherence to ART
 - Condom use EVERY time you have sex
 - Never share needles or tattoo equipment
- Access post-exposure prophylaxis (PEP)⁵ if have been exposed to HIV due sexual assault or accidental exposure. PEP means taking antiretroviral medicines (ART) after being potentially exposed to HIV to prevent becoming infected.
- In some countries, you may be able to take advantage of pre-exposure prophylaxis (PrEP). PrEP is when people at very high risk for HIV take HIV medicines daily to lower their chances of getting infected.



Testing for HIV



The only way to know for sure whether you have HIV is to get tested.

Businesses for Health promotes:

- Voluntary counselling and testing for all workers every year as part of routine self-health care.
- Voluntary counselling and testing when you are moving to a new sexual relationship, planning to start a family or getting married.
- Understanding that the choice to NOT to have sexual intercourse might be possible

Call 7676 2482 for HIV testing sites. Check the website www.businesses4health.com

More info on HIV in PNG: 7676 2482

HIV testing in PNG is FREE

⁵ Post Exposure Prophylaxis

<http://www.pep.guidelines.org.au/index.php/assessment-of-the-risk-of-hiv-transmission>

Living with HIV

Telling others about Your HIV Status

The decision to disclose your HIV status at work is a deeply personal choice that can have both positive and negative outcomes, so think carefully about the benefits or costs. One benefit of disclosing your status at work is that it can create supportive relationships with your co-workers.

On the other hand, telling people that you are living with HIV may have the opposite effect and cause your colleagues to treat you differently. Only you can judge which outcome is more likely.

If you decide to disclose your HIV status to one or more of your co-workers, think carefully about which individuals to tell, and how to tell them. It's good to have a plan in mind before you start telling your colleagues.

Questions for you:

- Will you tell your boss or the human resources department before you talk to your co-workers?
- Do you tell your entire work team about your diagnosis, or do you only tell individuals?

Working with an Employee Living with HIV and AIDS

When you first learn that a co-worker is living with HIV, you may be surprised, saddened, and unsure of what to do. This is a normal first reaction. Think carefully before you say or do anything, but you should treat all your co-workers in a respectful and equal manner.

People living with HIV probably want to continue to live and work as fully as possible. If you are unsure of what to do when responding to a co-worker living with HIV, the best advice is to be professional and maintain respect.



There are many ways to respond when finding out that a co-worker is living with HIV. The two key tools are kindness and support.

A few workplace guidelines

1. Try to understand the difficult circumstances and uncertainties that your co-worker is experiencing. Listen and help if needed.
2. Be supportive. Be the workplace friend and co-worker you have always been. Include your co-worker in the same work and social activities as always, whenever possible. Extend your support just as you would to other co-workers.
3. Protect the right to privacy and confidentiality. If your co-worker tells you, he or she is living with HIV, it is illegal for you to tell others without his or her permission.
 - If you hear a rumour that a co-worker is living with HIV and AIDS, don't repeat it.
 - Even if a person has told others that he or she is living with HIV, don't tell your other co-workers. Allow your co-worker the right to tell others.
 - Once a co-worker has told you that he or she is living with HIV, you may be curious and want to know more. First, ask if he or she wants to talk about it. Don't pressure your co-worker with questions. Let your co-worker decide how much or how little he or she wants to share.

Your Rights as an Employee Living with HIV

As an employee living with HIV, you have a right to still be in the workforce, and a right to equal employment opportunities. In PNG, The HAMP Act promotes employers designing workplace programs pertaining to employees living with HIV.

Employees living with HIV are protected by law under the HIV and AIDS Management and Prevention Act 2003.

Employees living with HIV and AIDS are protected by law under the HIV and AIDS Management and Prevention Act from discrimination in employment. This law prohibits private employers, national, provincial and local governments, employment agencies, joint labour management committees and labour unions from discriminating against qualified individuals living with HIV. These provisions include, but are not limited to, job application procedures, hiring, firing, advancement, compensation, and job training.

PNG, HIV and the law: HAMP Act

Download the Act: http://www.paclii.org/pg/legis/consol_act/hmapa2003313/

Supporting and Managing an Employee Living With HIV

When an employee tells you that they are living with HIV and AIDS, everyone— including management— has responsibilities. Leadership is important in setting up a workplace environment that is productive and supportive for workers living with HIV and other illnesses. This could mean discussing stigma, which can disrupt workplace productivity and possibly lead to discrimination. Lack of correct information about HIV and AIDS is a major reason stigma exists in the workplace.

Openly negative behaviours toward employees may include shunning, refusing to work with, or harassing them. Workplaces sometimes engage in negative behaviours, such as refusing to hire, not promoting, or firing a person infected by HIV. These behaviours are discriminatory and may even be illegal.

HIV and AIDS-related stigma can have emotional tolls. Though many employees living with HIV and AIDS perform their jobs well, the stress and anxiety that results from HIV and AIDS-related stigma may negatively affect job performance. As an employer, you can help promote an environment in which all employees perform to the best of their abilities.

As a supervisor, you can educate yourself and update the knowledge and skills of your employees about HIV and AIDS. You can learn about employment laws related to HIV and AIDS, such as medical confidentiality, disability, and reasonable accommodation. In PNG, your business still needs to have an HIV workplace policy which includes a plan for basic sexual and reproductive health education, promoting HIV testing, condom access, the rights of employees living with HIV and the HAMP Act and the extensive relationships between tuberculosis and HIV.

Showing competence in dealing with HIV and AIDS will send a message that your workplace has set standards and expectations for everyone to follow concerning HIV and AIDS. Promoting a safe environment will enhance worker productivity.

HIV and AIDS Stigma in the Workplace

Fear can lead to negative behaviours. When people do not have accurate information, it can cause them to fear people who are living with HIV or perceived to be living with HIV or who have AIDS, and friends and family members of people living with HIV or AIDS.

You can help to prevent or to address the fear of people infected by HIV:

- Become educated about HIV and AIDS
- Promote HIV and AIDS education
- Show consideration and compassion for people living by HIV
- Continue to treat your co-workers living by HIV like other co-workers

Providing Workplace Accommodations

A reasonable accommodation is any modification or adjustment to a job, the job application process, or the work environment that will enable a qualified applicant or employee with a disability to apply for jobs, perform the essential functions of the job, or enjoy the benefits and privileges of employment. The same principle applies to someone living with HIV.

These adjustments include flexible work schedules to accommodate care and treatment services, at times they might need more rest breaks, special equipment, and working from home. Employers provide work accommodations to people who have been unwell, injured or have a disability, if it is “reasonable” and would not impose an “undue hardship” on the operation of the business.

Failure to make reasonable accommodations for otherwise qualified employees and allow them to continue working constitutes discrimination.

An applicant or employee who believes that he or she has been subjected to discrimination on the basis of having HIV or AIDS can file a complaint with the Ombudsman.

Protecting Confidentiality

Employers and supervisors must keep confidential any medical information they learn about an employee or job applicant. As an employee, you have a right to confidentiality. It is illegal for anyone to disclose that an employee is living with HIV without the employee's permission.

In limited situations, employers may share medical information when discussing requests for special work needs, such as schedule accommodations. One should only inform the specific individuals within your organization who need to be involved in order to address the issue. Protecting the medical confidentiality of an employee who has HIV protects business by helping possible discrimination, harassment, and potential lawsuits.

Understanding the law, key populations and vulnerability

In the context of the HIV epidemic in PNG, sex workers and males who have sex with males (MSM) engage in potentially risky sexual practices which remain under archaic criminal laws.⁶ Those at risk continue to face prejudice, moral condemnation, and violent abuse from some sectors of society, as well as harassment by police and blackmail, which are aimed especially at males who have sex with males. Their vulnerability and lack of security impacts on the national response, as it drives them underground and affects their access to treatment and services. However, ongoing educational projects by MSM groups and sex workers appear to be improving police attitudes.

Papua New Guinea is a signatory to the regional and international conventions that uphold human rights and the rights of vulnerable people in HIV prevention, treatment, and care. In addition, the 2009 Report of the Commission on AIDS in the Pacific recommended "legislative reform to repeal legislation that criminalize high-risk behaviour and promotes HIV related discrimination." It is important to note that in 2019, this legislation remains unchanged.

The PNG legislative framework and the national response

The legislative framework for the national response to the epidemic is the 2003 HIV and AIDS Management and Prevention Act (HAMP), which supports voluntary and informed HIV testing, as well as measures to encourage and enable individuals to take steps to protect themselves and others from infection.

The HAMP Act emphasis on the protection of the rights of people with HIV and those at risk of infection, and the importance of reducing stigma and discrimination, provides the principles that should underpin the national response to the HIV epidemic in Papua New Guinea. Despite these protections, sex work and MSM remain criminal offences.

Existing criminal laws on male-to-male sex and sex work

The 1974 Criminal Code Act, sections 210, 212 and 231 and the 1977 Summary Offences Act, sections 55, 56 and 57 contain provisions that deal with and prescribe penalties for male-to-male sex and sex work, respectively. While these legal provisions have empowered police to harass or arrest sex workers and MSM, they also continue to impede progress in the delivery of HIV services, as many sex workers and MSM remain reluctant to access service facilities whose personnel are also sometimes harassed by police.

⁶ http://www.paclii.org/pg/legis/consol_act/cca1974115/

The contradiction is clear: while the HAMP Act underlines the rights of all citizens to access services, some citizens can be arrested when they do so.

<https://unchronicle.un.org/article/national-response-hiv-epidemic-papua-new-guinea/>

Resources and Contacts



Figure 3 NCD Health Services offer a range of testing and treatment services for TB, HIV and STIs. Clinics are also often supported by B4H and other NGOs and projects to increase capacity, quality of service and access to specialist care

Your workplace might already have an HIV workplace policy. Consult your workplace's human resource staff, health services, legal advisor to find out what HIV and AIDS policies and resources are available. Your workplace may also have a list of local resources. All government HIV testing and treatment is provided FREE of charge.

[Businesses for Health Toll Free Info-Line](#)

B4H runs a bmobile toll-free information phone line. The office and phone is open Monday to Friday from 8 a.m. to 5 p.m., it is closed overnight, on weekends, and on major holidays.

The info-line offers anonymous, confidential HIV and AIDS information to the public. Trained staff members answer questions about HIV and AIDS in English or Tok Pisin. They also give information for referrals to HIV/TB or health services, including clinics, hospitals, local hotlines, counselling and testing sites, legal services, health departments, support groups, educational organizations, and service agencies throughout Papua New Guinea.

Callers also can ask for other informational materials related to HIV (access to free condoms), TB (call for support with someone with symptoms of concern) or other health issues.

[Bmobile toll-free info-line 7676 2482](#)

[HIV Testing Services Locator](#)

www.businesses4health.com

Businesses for Health Papua New Guinea not for project association. It is a public- private partnership established in 2017 that promotes the involvement of businesses, trade associations, philanthropic groups, and labour organizations in HIV and AIDS awareness, prevention, treatment and support, and community philanthropy and volunteerism. The

program offers training, tools and technical help for the development of workplace-based HIV and AIDS programs and policies.

To learn more about B4H, visit www.businesses4health.com or e-mail enquiries@businesses4health.com

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HIV and the workplace

Catherine Ramoni

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National AIDS Council

Provincial Health

All provinces have HIV and AIDS prevention, testing and education services.

Port Moresby

National Capital District Health Services

IGAT Hope – representing People living with HIV

www.igathope.org

Kapul Champions - the national network for men of diverse sexualities and transgender people in Papua New Guinea (PNG)

www.afao.org.au/our-work/international-program/strengthening-kapul-champions/

FHI

Marie Stopes

UNWOMEN

World Vision

ILO

https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---ilo_aids/documents/publication/wcms_630244.pdf

A workplace policy provides the framework for action to reduce the spread of HIV and manage its impact.

A policy:

- makes an explicit commitment to corporate action
- ensures consistency with appropriate national laws e.g. HAMP Act
- sets a standard of behaviour for all employees (whether infected or not)
- gives guidance to supervisors and managers
- helps employees living with HIV to understand what support and care they will receive, so they are more likely to participate in testing for HIV or TB
- helps to stop the spread of the virus through prevention programmes
- assists an enterprise to plan for HIV/AIDS and manage its impact, so ultimately saving money. It provides the basis for putting in place a comprehensive workplace programme, combining prevention, care and the protection of rights. Depending on the particular situation, it may consist of a detailed document just on HIV setting out programme as well as policy issues; it may be part of a wider policy or agreement on TB, safety, health and working conditions; it may be a short statement of principle.

Basic principle of an HIV workplace policy

Before commencing any TB policy work development, review the “12 principles” below to check you understand the basic concepts to ensure your TB policy is aligned with HIV policy. “The 12 Principles of Workplace Policy for HIV and AIDS” Papua New Guinea National Aids Council 2003.

- Respect for human rights and equal opportunity
- Freedom from discrimination against employees with HIV (applications promotions, training, access to sickness & retirement benefits)
- The right for HIV positive employees to continue working if their physical condition permits normal work performance standards.
- The right for HIV positive employees (like those with any other life threatening illness) to negotiate assessment, job classification, or assignment to lighter duties or retirement when unable to perform to normal standards.
- Employers should encourage voluntary confidential counselling and testing. There will be no mandatory pre-employment or general workplace testing for HIV
- An employee with HIV is not required to inform his or her employer
- The right to keep medical and insurance information confidential
- The right for HIV positive employees to work with and alongside co-workers without fear (Co-workers should not refuse to work or withhold their services from fear of working with an HIV-infected employee)
- Employers will provide or facilitate awareness about HIV, STIs, TB and AIDS
- Employers will provide or facilitate access to community counselling services
- Employers will provide or facilitate access to condoms
- Training in infection control guidelines will be part of OHS programs in the workplace, and appropriate infection control equipment should be provided.

Your HIV policy

1. GENERAL STATEMENT The policy begins with a general statement or introduction that relates the HIV (and maybe TB) policy to the local context and existing business practices, including some or all of the following:

1. The reason why the company has an HIV policy
2. A statement about how the policy relates to other company policies
3. Policy compliance with national and local laws and trade agreements

Sample language

Company or public sector workplace X recognises the seriousness of the HIV epidemic and its impact on the workplace. The Company supports national efforts to reduce the spread of infection and minimize the impact of the disease The purpose of this policy is to ensure a consistent and equitable approach to the prevention of HIV/AIDS among employees and their families, and to the management of the consequences of HIV, including the care and support of employees living with HIV/AIDS. The policy has been developed and will be implemented in consultation with employees at all levels. It is in compliance with existing laws regarding HIV where relevant - otherwise insert 'existing laws on discrimination, working conditions, and safety and health'] and with the ILO Code of Practice on HIV and the world of work

2. POLICY FRAMEWORK AND GENERAL PRINCIPLES The policy establishes some general principles as the basis for specific provisions:

Sample language

Company X does not discriminate or tolerate discrimination against employees or job applicants on any grounds, including HIV status. While Company X recognises that there are circumstances unique to HIV infection, this policy rests on the principle that HIV infection and AIDS should be treated like any other serious condition or illness that may affect employees. It takes into account the fact that employees with HIV may live full and active lives for a number of years. The Company's commitment to maintaining a safe and healthy work environment for all employees is based on the recognition that HIV is not transmitted by casual contact.

3. SPECIFIC PROVISIONS The policy should include provisions in the following areas:

1. The protection of the rights of those affected by HIV/AIDS
2. Prevention through information, education and training
3. Care and support for workers and their families.

1) Stigma, discrimination and rights

No rights - from confidentiality to access to benefits - should be affected by an individual's HIV status, real or suspected. Stigma and discrimination compromise employee welfare and a safe and healthy work environment. They also undermine HIV prevention efforts, which depend on an atmosphere of openness, trust and respect for basic rights.

Sample language

- 1. Rights of employees who are HIV-positive. HIV-positive employees will be protected against discrimination, victimisation or harassment. Normal company disciplinary and grievance procedures shall apply equally to all employees, as will the provision of information and education about HIV and AIDS.*
 - 2. Employment opportunities and termination of employment. No employee should suffer adverse consequences, whether dismissal or denial of appropriate alternative employment opportunities, merely on the basis of HIV infection. [A collective agreement could spell out the grounds for dismissal].*
 - 3. Testing. Company X rejects HIV testing as a prerequisite for recruitment, access to training or promotion. However, the company promotes and facilitates access to voluntary confidential testing with counselling (HCT and PICT) for all employees.*
 - 4. Epidemiological testing. Testing programmes for epidemiological purposes will be subject to appropriate consultation with recognised employee representatives and will be subject to independent and objective evaluation and scrutiny. The results of epidemiological studies will not be used as a basis for discriminating against any class of employee in the workplace. All testing will comply with accepted international standards on pre-and post-test counselling, informed consent, confidentiality and support.*
 - 5. Confidentiality. The Company recognises the sensitive issues that surround HIV/AIDS and undertakes to handle matters in a discreet and private manner. Where an employee with HIV has revealed his or her status to management, the Company will keep the identity of such person confidential. However, in line with the Company philosophy on the virus, the employee will be encouraged to be open about his or her HIV status.*
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2) Awareness-raising and education. Access to testing and treatment is key to preventing AIDS. However, information and education are vital components of an AIDS prevention programme. Because the spread of the disease can be limited by informed and responsible behaviour, practical measures such as condom distribution are also important means of supporting behaviour change within the workplace community

Sample language

1. *Appropriate awareness and education programmes will be conducted to inform employees about AIDS and HIV which will enable them to protect themselves and others against infection. Some of these will include the families of employees and the local community.*
 2. *The company recognises the importance of involving employees and their representatives in the planning and implementation of awareness, education and counselling programmes, especially as peer educators and counsellors.*
 3. *Practical measures to support behaviour change and risk management will include the treatment of sexually transmitted infections (STIs) and TB [or - where impossible - referral to STI and TB treatment services in the community], sterile needles and the distribution of male and female condoms.*
 4. *Training shall be arranged for key staff including managers, supervisors, and personnel officers; union representatives; trainers of trainers (both male and female); peer educators; and occupational safety and health officers.*
 5. *Reasonable time off will be given for participation in education and training.*
-

3) Care and support for workers and their families. It is in the interest of both enterprise and employees if infected individuals are assisted to remain at work as long as possible.

Sample language

1. *The promotion of employees' well-being. The Company will treat employees who are infected or affected by HIV with empathy and care. The Company will provide all reasonable assistance which may include counselling, time off, sick leave, family responsibility leave, and information regarding the virus and its effect.*
 2. *Work performance and reasonable accommodation. It is the policy of the Company to respond to the changing health status of employees by making reasonable accommodation in the workplace for those infected with HIV. Employees may continue to work as long as they are able to perform their duties safely and in accordance with accepted performance standards. If an employee with AIDS is unable to perform his or her tasks adequately, the manager or supervisor must resolve the problem according to the company's normal procedure on poor performance/ill health.*
 3. *Benefits. Employees living with HIV/AIDS will be treated no less favourably than staff with any other serious illness/condition in terms of statutory and company benefits, workplace compensation, where appropriate, and other available services.*
 4. *Healthcare [this paragraph will need to be amended according to the size of the company and resources available for medical care].
The occupational health service will offer the broadest range of services to prevent and manage HIV/AIDS, including the support to access to testing and treatment treatment (ART), treatment for relief of HIV-related symptoms and for opportunistic infections (especially TB), reproductive and sexual health services, and advice on healthy living including nutritional counselling and stress reduction. The dependents of employees will also be eligible for medical treatment.
Appropriate support and counselling services will be made available to employees.
Possible alternative
Healthcare. This Company will help employees living with HIV to find appropriate medical services in the community, as well as counselling services, professional support and self-help groups if required. Reasonable time off will be given for counselling and treatment*
-

4. IMPLEMENTATION AND MONITORING

If the policy does not take the form of a negotiated agreement, a short clause could be added whereby management and worker representatives pledge their full support to the policy.

Sample language

- 1. Company X has established an HIV/AIDS committee [or responsible officer, in a smaller workplace] to coordinate and implement the HIV/AIDS policy and programme. The committee consists of employees representing all constituents of the company, including general management [spell out constituents, e.g. staff committee, medical service, human resource department etc.]. The committee/ responsible officer will report regularly to the executive board.*
 - 2. In order to plan and evaluate its HIV/TB policy and programme effectively, Company X will undertake a survey to establish baseline data and regular risk and impact assessment studies. The studies will include knowledge, attitudes and behaviour/ practices (KAB/P). Studies will be carried out in consultation and with the consent of employees and their representatives, and in conditions of complete confidentiality.*
 - 3. This policy, and related information on HIV and AIDS, will be communicated to all Company X employees and the wider public using the full range of communication methods available to the company and its network of contacts.*
 - 4. This policy will be reviewed annually and revised as necessary in the light of changing conditions and the findings of surveys/studies conducted.*
-

Budget and finance

Companies should make every effort to establish a budget for HIV/TB.

Many interventions can be put in place at little or no cost; that smaller companies can work together to share costs; that services and resources may exist in the community.

Key Principles of the ILO Code of Practice on HIV/AIDS and the world of work

A workplace issue. HIV is a workplace issue because it affects the workforce, and because the workplace can play a vital role in limiting the spread and effects of the epidemic.

Non-discrimination. There should be no discrimination or stigma against workers on the basis of real or perceived HIV status - casual contact at the workplace carries no risk of infection.

Gender equality. More equal gender relations and the empowerment of women are vital to preventing the spread of HIV infection and helping people manage its impact.

Healthy work environment. The workplace should minimise occupational risk and be adapted to the health and capabilities of workers.

Social dialogue. A successful HIV policy and program needs cooperation and trust between employers, workers and governments.

No screening for purposes of employment. Testing for HIV at the workplace should be carried out as specified in the Code, should be voluntary and confidential, and never used to screen job applicants or employees.

Confidentiality. Access to personal data, including a worker's HIV status, should be bound by the rules of confidentiality set out in existing ILO instruments.

Continuing the employment relationship. Workers with HIV-related illnesses should be able to work for as long as medically fit in proper conditions.

Prevention. The social partners are in a unique position to promote prevention efforts through information, education and support for behaviour change.

Care and support. Workers are entitled to affordable health services and to benefits from statutory and occupational scheme



Businesses for Health:
Tuberculosis and HIV

Example minimal draft (YOUR) HIV Workplace Policy

Insert your company logo here

We are committed to providing a healthy and safe working environment for all employees. The HIV policy and program in this company are intended to ensure that everyone can learn how to prevent the spread of HIV and be confident about health and safety in the workplace.

We are committed to obeying the laws of PNG and creating an environment free of discrimination. We will therefore treat HIV infected employees who are healthy the same as any other employee. Any employee who is HIV infected and ill, will be treated the same as any other employee with a life-threatening illness.

Ill employees may continue working if they are able to meet acceptable performance standards and medical evidence indicates that their condition poses no serious risk to themselves, any co-workers or customers.

We will provide employees with up-to-date training about HIV. This will help reduce the potential risk for employees to contract the disease and prevent discrimination against employees affected by HIV.

We expect all people in management, leadership and supervisory positions to support this policy and clearly communicate the policy to all employees.

Since HIV infected employees do not under normal workplace circumstances impose any risk of infection to those around them, all employees are expected to co-operate and work alongside colleagues who are HIV positive.

We will comply with all the rules and regulations created by the laws of PNG. We will not screen employees for HIV unless requested to do so by the employee or required to do so by law (for example for certain travel visas). Furthermore, we undertake to ensure strict confidentiality of all employees' medical information and HIV status if known.

We encourage all employees to be aware of their HIV status and to seek appropriate medical treatment and counselling if necessary.

We will provide specialised training and protection for all employees who may be exposed directly to blood or blood products. We will treat any employee imposing a risk of HIV infection on another person as if they are HIV positive and take full preventative measures (for example rubber gloves will be worn by First Aiders in all cases when treating an open or bleeding wound). We will review this HIV Policy in consultation with our employees annually.

HIV Workplace Policy Checklist



Businesses for Health:
Tuberculosis and HIV

Does your policy include the following issues?	Check
<p>People with HIV are entitled to the same rights, benefits and opportunities as people with other serious illnesses.</p>	
<p>Employee practices related to HIV comply with legislation.</p>	
<p>Policy is based on proven scientific knowledge that people with HIV do not constitute a risk of transmitting the virus to those around them through ordinary workplace contact.</p>	
<p>The policy makes mention of the need for endorsement by all levels of management, union and other leadership.</p>	
<p>The policy makes mention of the need for the policy to be communicated throughout the business.</p>	
<p>The policy makes provision for confidentiality of employees' medical information and HIV status.</p>	
<p>The policy discusses the need to educate all employees about HIV and AIDS and states that tolerance is then expected from all employees towards anyone being affected by the HI virus.</p>	
<p>Ensure Information, education and communication programs about HIV, AIDS, STIs, TB, gender-based violence and the rights of people living with HIV will be provided at work</p>	
<p>Employees have consistent access to, and increasing knowledgeable use of:</p> <ul style="list-style-type: none"> ▪ Condoms ▪ HIV testing that is always voluntary and confidential and includes pre- and post-test counselling ▪ Your TB program and other treatment and care services linked to the HIV and National TB programs 	
<p>The policy mentions that necessary training and protective equipment will be specifically provided for those employees exposed to great risk of infection (for example, medical staff).</p>	
<p>B4H TB recommends that this policy is reviewed by reviewed annually. Policy should mention of the fact that it was developed in consultation with employees at all levels with support from Businesses for Health: TB</p>	