

With the increasing numbers of people becoming infected with HIV, Hepatitis B, HPV, chlamydia, syphilis, gonorrhoea, and other sexually transmitted infections (STIs) in Papua New Guinea (PNG), it's crucial for workplaces to take proactive steps to promote sexual health among employees. Providing free condoms in the workplace is an effective way to support employee well-being and contribute to public health efforts.

This checklist is designed to guide employers and human resource professionals in PNG through the process of introducing free condoms into the workplace or promoting access to, or use of, condoms from retail outlets. Thoughtful planning and education have proven very successful in ensuring the initiative is considerate of sensitivities around open conversations about safer sex and health protection.

Promoting sexual health is a shared responsibility. Through education, accessibility, and support, every workplace can make a positive impact on PNG's workforce health and productivity.

#### 1. Obtain Management Support

- with a proposal highlighting the importance of sexual health at work. Use statistics from shop floor run sheet on HIV rates in Papua New Guinea to emphasise increasing rates of infection and potential business benefits, like reduced absenteeism.

#### 2. Considerations

- Note that condom distribution is not new
- Plan HIV education that is respectful but challenges harmful practices concerning sexuality and health.
- Cultural leaders may require careful counselling, avoiding letting them be an excuse for inaction.
- Ensure the program respects employee autonomy and privacy.

#### 3. Develop a Workplace Policy

- Update the existing HIV policy to align with current standards, integrating it with health policies related to the ongoing Tuberculosis crisis.
- Draft a HIV/sexual health program that outlines the purpose, scope, and procedures, ensuring it includes



confidentiality and non-discrimination statements per the HAMP Act.

- Distribute the updated policy to all employees through usual channels. Launch new procedures during significant events like World AIDS Day or World TB Day.

#### 4. Plan the Program Logistics

- Allocate funds for updating team HIV and TB training with Businesses for Health, replenishing condom supplies, and distributing educational materials.
- Partner with the National AIDS Council or Businesses for Health PNG to ensure quality condom supply.
- **Promote** FREE Provincial HIV, STI and TB services.
- Information on where employees can get tested and treated for HIV or STIs is available at [www.businesses4health.com](http://www.businesses4health.com)
- Identify convenient locations for condom distribution (e.g., changing rooms, bathrooms, health rooms) and ensure they are easily restocked.

#### 5. Engage with Businesses for Health: TB & HIV Project

- Update workplace TB warden and HIV champions annually and ensure senior management is informed about the state of sexual health and tuberculosis in PNG.
- Educate HR and wellness coordinators on sexual health topics, providing opportunities to improve skills in addressing stigmatized diseases.
- Train staff on maintaining employee privacy and confidentiality regarding HIV, collaborating with NGOs experienced in workplace health education tailored to PNG.

#### 6. Promote Whole of Health

- E.g. childhood immunisations (including BCG), teenage and adult vaccinations (e.g., HPV, Hepatitis B).
- Encourage regular health check-ups for non-communicable diseases, healthy diet and physical activity

#### Summary Steps to Implementation over the next 12 months:



1. INVITE B4H to address senior management to secure management support.
2. BEGIN/review HIV policy development/redevelopment
3. TRAIN key staff members in TB and HIV with Businesses for Health
4. SET UP distribution logistics.
5. COMMUNICATE the initiative to employees ask for participation in design of dispensers
6. LAUNCH the condom distribution program.
7. Monitor, evaluate and provide ongoing education and support.





## Checklist for Condom Distribution Box Design and Construction

- **Make it RED**, engaging and user-friendly for all who need it!
- Include eye-catching graphics and clear, with messages about taking free condoms.
- Promote the languages of your staff, e.g.,
  - Tok Pisin: “Lukautim yu gut”, look after yourself
  - Motu “Momoherea abiadia” (take plenty) “Idia be fri” (They are free)
- The condom box must be in line of sight of toilets and transport access points for easy visibility.
- Incorporate a clear window on the front so users can see when the box is full and ready for use.
- Design the box to hold hundreds of condoms at a time for convenience.
- Position the dispenser at pocket/handbag level for discreet and easy use.
- Ensure the box has an easy refill mechanism for staff to quickly stock up on condoms.
- Design it so that if the entire box is taken, it can be easily replaced without hassle.
- Provide information on who to talk to about HIV and STIs, including contact details for local health services.



- Have brochures or flyers with information about safe sex practices, HIV prevention, and STI awareness on nearby notice boards
- Organise fun workplace campaigns to encourage employees to use the box. A fun and accessible condom distribution box helps promote sexual health awareness.
- Host informational sessions or Q&A events about sexual health and wellbeing around the condom box
- Incorporate a simple way for users to give feedback on the box and its contents, encouraging continual improvement.
- Ensure the box is in good shape and condoms are out of the rain or extreme heat.