

HIV/AIDS Workplace Programme

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Preface :

Business has a central role to play in society. By facilitating public private partnership many necessary advances can be achieved with stake holders such as government and NGOs, working closely with companies to apply the resources and competencies of business for the benefit of all.

Goal of GFTAM:

- Preventing STI/HIV-AIDS infection.
- Reduce its impact through care, support and treatment.

Rajasthan Overview HIV/AIDS Status :

First case of HIV was detected in Pushkar in mid eighties and the state implemented HIV programme as part of NACP-I and than NACP-II with 1284 AIDS cases till March 2005. Estimated HIV cases in Rajasthan come to 88560. Significant statistics of STI/HIV is highlighted in the following table.

% of HIV+	1999	2000	2001	2002	2003	2004	2005
STD Clinics	3.20	5.79	4.17	5.48	5.10	3.48	4.82
ANC Clinic	0.25	0.33	.13	0.72	0.17	0.24	0.5
TI Project CSW					5.0	2.3	3.72
Blood Bank	0.53	0.07	0.15	0.14	0.11	0.17	0.27
PPTCT						0.38	0.89
VCTC					18.09	15.48	12.25

Vulnerabilities in Rajasthan :

In the context of HIV in India, Rajasthan with an official sero prevalence of 0.5 percent can be described as a highly vulnerable, high-priority state. There are strong indications that Rajasthan is indeed a highly vulnerable state: These include:

- HIV already exists in the state, especially among vulnerable sub-populations.
- Given the large population of Rajasthan (56.4 million), even a small increase in HIV would translate into a large number of cases.
- Emerging Rajasthan data indicates HIV and AIDS is equally a rural as an urban epidemic.
- Rajasthan has thousands of people annually out-migrating to higher prevalence states such as Maharashtra, Gujarat, etc., and in turn, thousands in-migrate making it net out migration state. Migration though looks a temporary

phenomena it has become a generation trap for significant of the migrant people.

- Rajasthan accounts for 19 percent of all mines in India, employing over 500,000 workers, many of them in-migrants.
- An estimated 25,000 trucks travel daily through Rajasthan on National Highway 8 alone.
- Rajasthan is the site for many religious fairs and festivals, and attracts 25 percent of all Indian tourism (both domestic and foreign).
- Proximity to international boarder and interstate borders, illiteracy and low percentage of awareness especially in rural and tribal areas, recurrent droughts, and high poverty.

Expanding HIV/AIDS response in the world of work :

As per the data available with labour department upto Jan 2004 Rajasthan had 18597 registered employee and 11,88042 employers however the actual figure could probably be more as the number of Migrant workers in the unorganized sector is high and most of the time goes unrecorded.

HIV is a work place issue because HIV interrupts work flow, lower productivity and raises both direct cost related to treatment, replacement or retraining of workers and indirect cost such as reduced production and increased accident rates.

Therefore health of employees is essential not only to the well being of individual but the effective functioning of economies. Employers can play a vital role in HIV/AIDS Control Programme by making the services easily available, affordable and usable and reducing the stigma attached to it.

Work Place Activities:

Objective	Strategy	Intervention	Expected outcome
100% Awareness	Raise the awareness about HIV/AIDS and STD	<ul style="list-style-type: none"> • Sensitization workshop • Group meetings • Discussion forum • Health clubs 	Increase awareness in employees
Promote prevention	<ul style="list-style-type: none"> • Condom Distribution • STD Treatment 	<ul style="list-style-type: none"> • CVM • Free condom booths • Regular checkup and treatment 	Vulnerability to HIV/AIDS reduced
Testing for suspects or affected	Integrated Counseling & Testing Facility to all	<ul style="list-style-type: none"> • Opening of ICTCs • 100% coverage of pregnant women • Regular follow-up 	<ul style="list-style-type: none"> • Increase awareness • early diagnosis and treatment. • Decreased positivity in children. • Increase referral and follow-up
Care, Support and Treatment to needy	<ul style="list-style-type: none"> • Facilitate assess to health facilities and support organization • Nutrition and life style advice 	<ul style="list-style-type: none"> • Established proper linkages and referral system • Regular health checkups • Nutritional supplement • Monthly health meeting 	<ul style="list-style-type: none"> • Healthy and productive employee