



**Asia-Pacific  
Economic Cooperation**

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**HTF 07/2008A/06**

**A QUALITY STANDARD OF PREVENTING  
WORKPLACE HIV TRANSMISSION AND  
ASSISTANCE TO EMPLOYEES WITH HIV TO  
ENABLE THEM TO LIVE A NORMAL AND  
PRODUCTIVE LIFE**

Submitted by: Thailand

**APEC SEMINAR ON SOCIAL POLICIES FOR MIGRANTS TO  
PREVENT THE TRANSMISSION OF HIV/AIDS**

**Ha Noi, Viet Nam  
18 – 19 September 2008**



**A** quality standard of preventing workplace HIV transmission and assistance to employees with HIV to enable them to live a normal and productive life

## **A Collaborative Program**

- **Dept. of Disease Control, Ministry of Public Health**
- **Dept. of Labor and Social Welfare Protection, Ministry of Labour**
- **34 NGO partners**
- **61 Provincial Labor and Social Welfare Protection offices**
- **Thailand Business Coalition on AIDS (TBCA)**

**Supported by**



### **3 Major Objectives**

Policy Promotion  
Network Development and  
Awareness and Education

## **10 Integrated workplace activities**

### **1. National Code of Practice on HIV/AIDS in the Workplace**



## 2. Develop Standards on HIV/AIDS in the Workplace (ASO Thailand)

- Non discrimination
- Appropriate assistance for HIV employees
- Awareness and education for employees
- Community involvement

## 3. Workplace Policy Promotion and Development along ASO guidelines



## 4. Attitudinal Adjustment Management Seminars



## 5. Training of Company Trainers on HIV/AIDS



6. Employee training to reduce risky behavior and fear of working with HIV co-workers

7. Business and AIDS Network Development to promote leadership

## 8. Condom promotion and distribution



## 9. Promotion of Voluntary Confidential Counseling and Testing (VCCT)





# 10. ASO Certification Ceremony

*A quality standard of preventing workplace HIV transmission and assistance to employees with HIV to enable them to live a normal and productive life*



## Program coverage 4 years = 61 Provinces

Bangkok Chachun gsoa Nakornp athom Nontabur I Patumth ani Samutpr akarn Samutsa korn Samutso ngkram Saraburi Rajaburi Ayudhay a Suphanb uri Phetburi	Chum porn Trang Nakor n Panga Phuke t Songk hla Surat Ranon g Satul Prajua b	Nakorn sawa n Chiang mai Chiangr ai Lumpan g Payao Lumpoo n Utaradi t Sukhot hai Pitsanul ok Prae Petchab ee	Roi Et Khonkan Korat Udon Thani Loet Nongkai Chaiyapu m Ubon Mahasara kham Kalasin Nhongbu a Nakornp hanom Sakonak orm Mukdana n	Cholbu ri Rayon g Chanta buri Trad
	10	4	6	4

## Reasons for joining:

• Want staff to have understanding	99.5%
• Interested and curious about ASO	84.4%
• Interest in workplace network on AIDS	68.4%
• Already doing something on AIDS in the workplace	19.3%
• Know and trust implementing organization	13.7%

## Program results to date

- Ministry code of practice announcement
- ASO certification standard
- MOU with MOL / MOPH / TBCA
- 3 curriculum packages and equipments
- IEC developed (19 items)
- NGO training capacity developed (369 master trainers)

### Program results to date (cont.)

- **7,294** companies joined the program (target 7,000)
- Trained Management **7,312** persons (target 7,000)
- Trained Focal Point **6,606** persons (target 7,000)
- Trained Employee **294,716** persons (target 295,138)
- Condom machines in place **1,137** machines (target 1,750)

### Condom use in casual sex

<b>TBCA Baseline Survey 2003</b>	<b>Pop. Council Survey 2004</b>	<b>Pop. Council Survey 2005</b>
<b>16.0%</b> (15-24 years)	<b>34.0%</b> (15-24 years)	<b>48.6%</b> (15-24 years)

## Reduction in fear in working and living with HIV colleagues

	<b>Baseline</b> (n=16,8)	<b>Year 2</b> (n=16,8)	<b>Year 3</b> (n=31)	<b>Year 4</b> (n=27)
• Working in the same same telephone same	<b>89.7</b> %	<b>98.8</b> %	<b>98.8</b> %	<b>98.5</b> %
• Sharing a meal together	<b>80.5</b> %	<b>98.0</b> %	<b>97.8</b> %	<b>98.0</b> %
• Touching a friend with a HIV friend	<b>68.6</b> %	<b>97.1</b> %	<b>97.0</b> %	<b>97.2</b> %
• Sharing a meal together	<b>40.2</b> %	<b>93.7</b> %	<b>93.0</b> %	<b>95.2</b> %
• Touching a friend with a HIV friend	<b>72.9</b> %	<b>93.1</b> %	<b>93.4</b> %	<b>95.3</b> %
• Touching a friend with a HIV friend	<b>71.1</b> %	<b>91.8</b> %	<b>93.9</b> %	<b>95.9</b> %

## Increase in non-discriminatory policies

<b>Policies</b>	<b>Baseline</b> (n=2,159)	<b>After Year 1</b> (n=2,045)	<b>After Year 2</b> (n=2,703)	<b>After Year 3</b> (n=2,019)
No compulsory pre-employment HIV testing	89%	95%	97%	98%
No compulsory post-employment HIV testing	47%	72%	81%	76%
No termination of HIV employees with terminate HIV employees	27%	29%	18%	29%
No sure whether to continue or terminate employment	34%	91%	96%	93%
provide HIV/AIDS education to all employees				

## Results of workplace programs

	Before	After
Policy on HIV employee assistance	14.7 %	98.7 %
Condom promotion	15.1 %	97.2 %
Workplace activities	9.0 %	96.4 %
Participate in provincial AIDS focal point begin activities	5.9 %	94.0 %
	1.9 %	89.0 %

## Satisfaction on the training programs

	Need Improve ment	Fair	Good	Excel lent
Curriculum	0.4 %	1.1 %	21.5 %	78.1 %
IEC / Trainings	0.2 %	1.1 %	31.0 %	67.7 %
Equipment	0.1 %	0.6 %	29.3 %	70.0 %
Technique	2.6 %	6.0 %	42.1 %	49.2 %
Period of time	0.1 %	0.4 %	14.6 %	84.9 %

## ASO Evaluation results

Up to Year 3 From 5,815 companies

ASO = 4,111 companies

	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Total</b>
<b>ASO Gold</b>	<b>466</b>	<b>745</b>	<b>535</b>	<b>1,746</b>
<b>ASO Silver</b>	<b>805</b>	<b>709</b>	<b>851</b>	<b>2,365</b>
<b>รวม</b>	<b>1,271</b>	<b>1,454</b>	<b>1,386</b>	<b>4,111 (71 %)</b>

# ASO Road Map

## In Thailand

1. Include ASO as one of NAC (National Accreditation Council: NAC) standards
2. Include ASO in list of other standards
  - Occupational Health and Safety (included)
  - สปก.ดีเด่นด้านแรงงานสัมพันธ์ (เข้าได้แล้ว)
  - Thai Labour Standard
  - ISO 26000
3. Continued Auditor development (NGO,

## In Thailand

4. Increase provincial HIV/AIDS Workplace Committee (31 existing committees)
5. Promote ASO in government workplaces (in process)
6. Develop ASO-T (achieved)

## International

1. Establish International ASO Forum with other business coalitions (MBCA, APBCA, TBCA, PBCA, BCAS)
2. Develop into full International Standard
3. Promote in relevant forums (APEC, ASEAN OSHNET)



## **Thailand Business Coalition on AIDS (TBCA)**

351/25 Rama 9 Villa, Rama 9 Road,  
Soi 11, Bangkok Huaykwang Bangkok  
10310

Tel: 02-7168750-7 Fax: 02-7168758

e-mail: [tbca@ksc.th.com](mailto:tbca@ksc.th.com)

[www.abcon aids.org](http://www.abcon aids.org),  
[www.asothailand.com](http://www.asothailand.com)