Business taking action to manage HIV/AIDS.

A selection of business practices responding to HIV/AIDS in- and outside the Asian workplace.

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Executive Summary

AIDS and the business link

Why should business in Asia give attention to HIV/AIDS? After all, a company producing shoes or an international hotel chain may find the link between HIV/AIDS and their industry hard to make. Yet, there exist three crucial reasons why HIV/AIDS is an issue for all business, these are:

1. HIV infections mostly occur in productive people aged 15-49.
2. Transmission of HIV is increasing in Asia - as the numbers of HIV-positive workers and consumers increase, all business will be affected.
3. Lack of awareness and understanding of HIV, resulting in fear and negative attitudes among employees and managers, can cause workplace conflict as well as stigmatization, discrimination and mismanagement of HIV-positive employees.

Economic and business impact of HIV/AIDS

The growing HIV/AIDS pandemic is affecting more companies operating in developing markets every day. At the macro-economic level, *HIV/AIDS destabilizes markets and societies* threatening occupational safety, undermining national investments, and resulting in decreased productivity and increased labour costs.

At the individual company level, lack of awareness and understanding can result in critical workplace conflict, disruption at managerial levels, and conflicts arising from unsuitable business responses. In Thailand, for example, production line stoppages have occurred due to employees' fear of HIV transmission. Fear can easily be prevented through education and good planning of management responses.

Business can play a vital role in HIV/AIDS prevention and care and support efforts. Mobilizing corporate resources in resource-constrained regions such as Asia may prevent further economic and social damage and indeed, avert the loss of many lives.

How individual companies can immediately respond to HIV/AIDS

While there are a wide variety of responses available to business, the greatest challenge facing companies today is how to protect their own workforces against the spread of HIV/AIDS and to help HIV-positive staff to remain healthy and productive for many more years. Companies wishing to protect their workplace from the negative economic and social effects of HIV/AIDS can immediately implement three measures. These measures are detailed below.

1. HIV/AIDS workplace policy

Workplace policies aim to manage sensitive issues, such as confidentiality of medical information and continuation of employment for HIV-positive staff, and assure that all testing and counseling services are performed on a voluntary rather than mandatory basis. Many prominent companies in Asia, such as Shell, General Motors, Sony and NIKE, have already formalized their policies and programmes related to HIV/AIDS in the workplace.

2. Education & prevention programmes

Human resources are the backbone of the hospitality industry, one of the region's main economic sectors. Major hotels in Bangkok, Thailand, such as the Grand Hyatt Erawan, the Regent Hotel, the Pan Pacific and the JW Marriott provide HIV/AIDS education for staff during working hours. Education of employees about the transmission of HIV, prevention, non-discrimination towards HIV-positive colleagues, and availability of condoms and voluntary counseling and testing for staff are essential management tools to safeguard business interests.

3. Care & support measures

Many companies in Asia provide health care and support facilities for HIV-positive employees. These may be counseling services, compassionate workplace provisions (e.g. financial and insurance assistance and according time off for health related appointments) and/or medical treatment including access to anti-retroviral drugs (ARV). Rohm Apollo Electronics financially supports its HIV-positive staff in Thailand ensuring they receive appropriate medical treatment.

Beyond workplace programmes

Besides implementing prevention programmes in the workplace, business can also engage in broader efforts to prevent HIV/AIDS and provide care and support through community partnerships and advocacy with peer business leaders. Examples of actions taken by business in Asia beyond their own workplace include:

- *Advocacy.* Levi-Strauss & Co. promotes further business involvement in HIV prevention in Asia through participation in business coalitions and conferences.
- *Financial and/or in-kind support to community projects.* NIKE donates products to NGOs working on HIV/AIDS in Thailand to sell and generate extra income.
- *Awareness raising among customers.* Shell distributes information materials on HIV/AIDS through its gasoline stations in Thailand.
- *Cause-related marketing.* The Body Shop in Japan sells condoms, from which a percentage of the revenue is donated to people living with HIV/AIDS.

Importance of long-term commitment and partnerships

Long-term business commitment is essential if efforts to stop the spread of HIV/AIDS and limit its social and economic impact are to be sustained. The continuing involvement of senior management in the prevention and management of HIV/AIDS in workplaces is of critical importance to the future successes of HIV/AIDS prevention and care and support efforts; as is ongoing advocacy beyond the workplace with other companies, and government and non-government organizations (NGOs).

Business participation in community partnerships is increasing in the region, as private and community partners recognize the potential for coordinated and synergistic action. Business can add value to society's fight against AIDS by utilizing corporate resources, such as management and marketing skills, material assets, human resources and funds. Likewise, government organizations and NGOs can contribute to workplace programmes through their educational and technical expertise.

1. Business and HIV/AIDS

1.1 Introduction

The role of the private sector is critical if efforts to fight AIDS in Asia are to be effective and sustainable. Business possesses valuable resources that can easily and cost-effectively be utilized, such as financial resources, management and marketing skills, meeting space and fora, and access to workers, consumers and communities.

This brochure describes how companies can immediately protect their economic, social and human resource interests by providing healthy occupational settings that acknowledge the potential impact of HIV/AIDS in the workplace.

HIV/AIDS is a bottom-line issue and should therefore be managed just as any other issue in the workplace.

1.2 Management of HIV/AIDS in the workplace

HIV/AIDS workplace management requires the advocacy and implementation of (1) company policies, (2) educational programmes, and (3) reasonable care and support provisions to help HIV-positive workers continue employment. A prevention programme that aims to manage HIV/AIDS in the workplace ideally consists of these three components.

HIV/AIDS policy *Formalization of procedures related to HIV/AIDS in the workplace.*	**Education** *Awareness raising and prevention of HIV infection and discrimination.*	**Care & support** *Provision of access to appropriate health care and social services.*

Good management prevents

While many companies nowadays have health care plans for ill employees, formal policies and educational efforts, particularly in regard to HIV, are often neglected. Developing such policies and practices should be seen as an investment, protecting a core business asset - the talent pool.

Overall, the response of business in Asia to HIV/AIDS needs to be further advanced. While infection rates in Asia are rising rapidly, implementation of HIV/AIDS workplace management policies and programmes is lagging, creating a serious threat to corporate resources. If business does not respond with strong prevention efforts now, they can expect much greater challenges for care and treatment in the coming years.

The hesitancy of many companies to invest in HIV/AIDS prevention may be due to a lack of data on the macro-economic impact of HIV, as well as a *perceived* lack of support mechanisms and technical assistance for business engaged in HIV prevention activities. It may also reflect a perception that HIV/AIDS is self-inflicted and therefore not a company or corporate responsibility. Sadly, on this issue, lessons demonstrating

the impact of these beliefs are being learned in Africa; and they show what is in store for Asia unless all of society acts together now.

The growing AIDS epidemic in Asia has the potential to deplete valuable corporate resources, most particularly a young and skilled workforce. However, the potential impact on Asia's economic and social development can be lessened if existing expertise and guidance of government bodies, NGOs and international organizations, such as ABC on AIDS, ILO and UNAIDS and its co-sponsors, is utilized to develop and implement HIV/AIDS workplace programmes. A list of organizations working in this area is provided in Annex 1.

1.3 The leadership challenge

In the corporate world, success is often ascribed to strategies developed from long-term planning. To demonstrate leadership is to develop socially responsible initiatives that are directly related to protection of a company's core-competencies. In the current, highly competitive market environment these interests are often directly related to a company's access to proficient and skilled human resources.

Management of HIV/AIDS as an ongoing human resource strategy not only protects business interests, but also fulfills better management practices, affecting the overall performance of a company in the medium term.

2. Workplace programmes

2.1 HIV/AIDS policy development

A policy structures all efforts related to workplace prevention of HIV/AIDS and mitigation of its effects. The policy not only formalizes the company's commitment to manage HIV/AIDS, but also shares the responsibilities for upholding the policy with company employees. Shell Philippines decided to implement an HIV/AIDS policy after an assessment was made of the costs related to prevention. Management concluded that a formalized HIV/AIDS policy would result in greater budget efficiencies compared to non-intervention.

HIV/AIDS policy issues

- Confidentiality
- Non-discrimination
- Continuation of employment
- Prevention & education

Important policy issues to consider include:

✓ How will the policy build on and integrate with other existing workplace programmes?
✓ How will employees' right to confidentiality of medical information be secured?
✓ What educational efforts to increase staff knowledge on HIV/AIDS will be undertaken?
✓ What non-discrimination and support measures (e.g. access to medical treatment) will be put in place?

NIKE Thailand promotes the prevention of HIV/AIDS in the workplace because it reasons that prevention transforms possible negative trends into corporate benefits. The possible benefits identified by NIKE come not only from their HIV/AIDS policy, but also from their consistent allocation of resources to the issue, and from the commitment of staff and management to implement prevention and care activities as detailed in their company policy.

Without an HIV/AIDS policy & programme:	With an HIV/AIDS policy & programme:
- Disruption of production	- Continuation of production
- Depleted capital resources	- Higher quality of human resources
- Threatened occupational health and safety	- Protected occupational health and safety
- Discrimination in employment	- Equal chance of employment
- Workplace conflict	

For policy guidance, please also see the ILO Code of Practice: www.ilo.org/aids

2.2 Training and education

Human resources are the backbone of every organization and are a company's main asset. In today's highly competitive environment, the quality of human resources defines the quality of output and following on from this, the success of the business.

> **Education**
> - Executive briefing
> - HRM training
> - Staff training

The HIV/AIDS epidemic seriously threatens business operations and human resources, even in low(er) prevalence countries. Negative effects on the workplace include:

- ✓ Workplace conflicts as a result of stigmatization and discrimination.
- ✓ Loss of skills and institutional knowledge.
- ✓ Increased absenteeism, early retirement and staff turnover.
- ✓ Shrinkage of the pool of available new hires, resulting in higher recruitment costs.
- ✓ Declining morale, and hence productivity, among fearful and grieving staff.

Examples can be seen in Cambodia, where fearful workers in garment factories refused to work with colleagues rumored to have HIV, and in Thailand, where production line stoppages occurred due to fear of HIV transmission.

Many workplace disruptions can be prevented through education. Training and education is an effective tool to guard against the negative impact of HIV/AIDS in the workplace. Ongoing education can provide staff with a basic understanding of AIDS transmission, preventive measures and appropriate conduct towards HIV-positive employees.

In general, there exist three training programmes to target differing workplace audiences: executive briefing, Human Resource Management (HRM) training and staff training.

- *Executive briefing*

The executive briefing targets senior management, such as the CEO, Executive Director and Board of Advisors. This 1-2 hour curriculum aims to brief decision-making management on the macro- and micro-economic impact of HIV/AIDS and basic issues of workplace intervention, prevention and care and support, such as education, policy development, legal issues and assistance to HIV-positive employees. In Nepal, briefings on the potential impact of HIV/AIDS on their business have been given to the management of the country's 5-star hotels.

> **Executive briefing**
>
> *Targets senior management to inform corporate leaders on macro- and micro-economic impact of HIV/AIDS.*

- *Human resource management (HRM) training*

HRM training provides guidance for human resource managers and supervisors in complying with policy regulations, managing potential workplace conflict and accommodating the needs of HIV-positive employees. This curriculum is usually provided in one day, but its duration can be tailored to the size of the company. HRM training focuses on essential employment and labour issues, such as:

✓ HIV testing and confidentiality.
✓ Employment and legal issues.
✓ Assistance and benefits for HIV-positive staff.
✓ Managing potential workplace conflicts.
✓ Psychological status and needs of HIV-positive staff.

> **HRM training**
>
> *To build capacity among HR management to understand employment and labour issues related to HIV/AIDS.*

- *Staff training*

Training of employees is the backbone of any workplace prevention programme. This 3-4 hour curriculum aims to build staff knowledge and capacity to analyze personal risk behavior and prevent HIV transmission. An increased understanding of HIV/AIDS will further help staff to feel comfortable working together with HIV-positive co-workers. The Regent Hotel in Bangkok has included HIV/AIDS education in its orientation training for new staff and provides training to all staff on an annual basis.

> **Staff training**
>
> *To give staff a thorough understanding about HIV transmission, risk behavior and HIV/AIDS prevention.*

2.3 Workplace care and support measures

Provision of reasonable care and support services is essential to enable HIV-positive employees to continue working as long as possible and fulfill their expected job responsibilities. Accommodating the needs of both management and HIV-positive staff is a

> **Care & support**
>
> *To help HIV-positive employees to balance their job demands and health-related stresses.*

process of problem solving balanced by guidelines as described in the HIV/AIDS policy. Rohm Apollo Electronics in Thailand financially supports HIV-positive employees who become ill and allows them to change to other positions in the company to facilitate their ability to continue working for as long as possible.

There exists a wide variety of possible care and support provisions. Proven effective practices include:

- ✓ According time off for health-related appointments.
- ✓ Provision of counseling services.
- ✓ Assurance of continued employment.
- ✓ Financial and insurance assistance.
- ✓ Short and long-term leave.
- ✓ Access to medical treatment, including affordable anti-retroviral drugs (ARV) for employees and spouses/live-in partners.
- ✓ Reassignment to a less physically demanding position or change from full-time to part-time employment (e.g. job sharing).
- ✓ Making condoms available (partnership with the government and/or NGOs).

Online resources on HIV/AIDS workplace programme development and implementation:

- Asian Business Coalition on AIDS (ABC on AIDS): **www.abconaids.org**
- International Labour Organization (ILO): **www.ilo.org/aids**
- Joint United Nations Programme on HIV/AIDS (UNAIDS): **www.unaids.org**
- World Economic Forum Global Health Initiative: **www.weforum.org/globalhealth**
- The Global Business Coalition on HIV/AIDS: **www.businessfightsaids.org**
- Business for Social Responsibility (BSR): **www.bsr.org**
- International Business Leaders Forum (IBLF): **www.iblf.org**
- Strategically Managing HIV/AIDS Responses Together (Academy for Educational Development): **www.smartwork.org**
- The Futures Group International: **www.tfgi.org**

3. Sustainability of HIV/AIDS workplace programmes

When implementing HIV/AIDS workplace programmes, companies are often confronted with similar practical problems that can affect the sustainability of prevention strategies. There exist four potential threats to sustainability of workplace programmes:

- Lack of top-management commitment. **(3.1)**
- Employer's belief that HIV/AIDS is not a corporate responsibility. **(3.2)**
- Perception that HIV/AIDS prevention is expensive. **(3.3)**
- Lack of knowledge of care and support issues. **(3.4)**

3.1 Securing top management commitment

Establishing an effective, long-term workplace programme is contingent upon genuine support from senior management. Management commitment must be seen as going beyond, but including, corporate social responsibility and philanthropic responses such as donations and fundraisers. Opportunities for synergy and complimentarity between workplace and community HIV prevention programmes should be promoted.

Sustaining HIV/AIDS programmes should be viewed as a means to achieve overall *effective human resource management* and to *reduce costs*, through:

- ✓ Integration of HIV/AIDS programmes into human resource management systems.
- ✓ Prevention of workplace and production disruptions.
- ✓ Reduction of fear and discrimination-related issues.
- ✓ Improvement of employee's sense of well-being and workplace morale.
- ✓ Positive effect on staff retention and quality of applicants.

3.2 Addressing the belief that HIV/AIDS prevention is not an employment issue

Many employers are hesitant to address HIV/AIDS in the workplace because of the sensitivity attached to the issue. However, changing the perception of AIDS from a negative, death-related, personal issue into a positive challenge to secure and improve employees' health creates excellent opportunities for employers to:

- ✓ Prevent employees and their families from contracting HIV.
- ✓ Secure high-qualified labour supply.
- ✓ Improve productivity and staff morale.
- ✓ Prevent discrimination and fear among workers.
- ✓ Create a positive corporate image.
- ✓ Reduce stigma related to HIV/AIDS in the wider community.

3.3 Challenging misperceptions that AIDS prevention is expensive

A managed response to HIV/AIDS is always more cost-beneficial than an unmanaged response. Prevention secures corporate interests and therefore makes sound business sense. Prevention saves lives and reduces costs. It is as simple as that. The Shell company in the Philippines decided to implement an HIV/AIDS workplace programme after an internal cost assessment proved definitively that prevention results in savings while ignoring the issue exposes companies to potentially costly consequences.

Direct costs of HIV/AIDS	Indirect costs of HIV/AIDS
1) Recruitment & training of new staff	1) Higher labour turnover
2) Decrease in productivity and increase in accidents as a result of newly recruited (unskilled) staff	2) Bad public relations (negative corporate image)
3) Potential (ongoing) workplace conflicts	3) Higher absenteeism
4) Greater insurance premiums	4) Decreased job security
5) Increase medical claims	5) Threat to consumer markets
6) Increased management time spent on HIV-related issues	6) Workplace unrest (discrimination)

Exhibit 1: Increased costs through lack of management response to HIV/AIDS.

Implementing workplace programmes enables business to benefit financially as HIV/AIDS prevention results in:

✓ Lower recruitment costs: cost savings related to employee turnover, re-hiring and training.
✓ Reduced workplace disruptions and protection of productivity levels.
✓ Potential higher sales because of enhanced corporate image.
✓ Increased staff morale and higher sense of job security.

Avoidance of cost increases that are directly or indirectly related to HIV infections in the workplace (see exhibit 1) can be a significant motivating factor for adopting and implementing workplace policies and programmes.

Termination of employment of HIV-positive employees is common in Asia, even though available studies convincingly argue that termination results in an immediate rise of costs, affecting turnover. Research (Hinkin 2000: 14-21) to measure the often hidden costs of termination in 20 hotels in North America and Europe found that the increase of costs equals around 30 per cent of total annual salaries and benefits related to the position. Direct costs were related to separation, recruitment, selection and hiring. Furthermore, a significant portion of the costs were related to lost productivity. Hinkin also found that it takes a new employee 54 to 80 workdays to reach an acceptable level of competence through orientation and training.

3.4 Lack of knowledge of care and support issues

Government, civil and community organizations, such as NGOs, can contribute to workplace programmes through their educational and technical expertise. See Annex 1 for a referral list of service providers in Asia and paragraph 2.3 for online resources on development and implementation of HIV/AIDS workplace programmes.

4. How business can partner in communities

4.1 Business involvement in the fight against AIDS

Beyond protection of business operation

There exist several ways in which business can contribute further to the fight against AIDS. Besides securing core business operations through implementation of workplace programmes, companies can contribute in other ways to prevent further negative impact of HIV/AIDS to business operations. (see exhibit 2)

Exhibit 2

Supply chain management

Companies that want to manage HIV/AIDS beyond their own workplace can develop and implement mechanisms to influence their sourcing partners, suppliers or distributors to comply with minimum requirements related to prevention and intervention of HIV/AIDS.

HIV/AIDS advocacy and leadership

Businesses are an increasingly important ally in the response to HIV/AIDS. Demonstration by business leaders of their recognition of the importance of managing HIV/AIDS is a powerful tool for advocacy influencing other companies and sectors. Levi-Strauss & Co. promotes further business engagement, for example, through its active involvement in developing the Business Coalition on AIDS in Singapore.

Community involvement

Business can leverage their access to larger communities and consumer groups. Shell Thailand distributes awareness materials among its customers through its gasoline stations. Business can lend and/or donate resources to public organizations to strengthen the response to HIV/AIDS. Corporate resources that can be utilized in the fight against AIDS include:

✓ Management skills, marketing expertise and IT know-how.
✓ Efficient organizational and distribution systems.
✓ Material assets: premises (workplace training venues) and products and services.
✓ Funds and human resources (employee volunteers).
✓ Access to workers, communities and consumer groups.
✓ Advocacy potential among peer business leaders and government.

Businesses can also draw upon expertise being brought to bear in community HIV prevention programmes. Coordinated action in the workplace and community can reinforce and enhance the impact of programmes in the places where employees, their families and other consumers live, work and socialize. For example, business and community partnerships can jointly develop programmes to combat stigma and discrimination and promote greater involvement of people living with HIV/AIDS. Merck Sharpe and Dhome financially supports an automated HIV/AIDS telephone hotline in Thailand whose services are essential to remote rural communities that do not have immediate access to accurate medical information.

For an illustrative list of partnering options with community projects in different countries, see the World Economic Forum/UNAIDS Partnership Menus at www.unaids.org/partnership/index.html

4.2 The role of partnerships in sharing corporate experiences

Business can work together with other private and/or public sector partners to learn from each other's experiences to prevent and manage HIV/AIDS in the workplace. Building on existing knowledge and experience, the partnership approach is cost-effective and saves companies valuable time and other resources.

In order to share effective practices on HIV/AIDS management, business may work together with:

1. *business coalitions on AIDS;*
2. *corporate foundations and business associations (e.g. chambers of commerce);*
3. *NGOs and/or government bodies to create multi-sectoral partnerships.*

1. Business coalitions on AIDS

In Asia, business coalitions on AIDS are active in Thailand, Indonesia, India, Myanmar and Singapore. These coalitions are a true example of the partnership concept. Instead of adding new administrative structures to the existing range of government and non-government organizations, business coalitions utilize, and bring together, existing corporate resources to fight AIDS.

Joining a business coalition is an effective strategy to create and sustain HIV/AIDS programmes. Business coalitions not only provide training and educational services, but can also be instrumental in guiding companies to develop workplace policies and to manage HIV-positive employees.

Best practice: Thailand Business Coalition on AIDS

Established in 1993, as the first business coalition of its kind in the world, the Thailand Business Coalition on AIDS (TBCA) provides technical assistance to companies through HIV/AIDS training and consultation. The organization links business and community sectors in effective management of HIV/AIDS in the workplace through workplace programmes, community activities and advocacy projects.

The objectives of TBCA are twofold. The first objective is to raise corporate resources, such as human capital, management skills and funds, to assist in HIV/AIDS prevention. The second objective is to promote clear, non-discriminatory workplace policies and education programmes to business. The organization's strategy to achieve this emphasizes HIV/AIDS as a management issue, to be managed just as any other business issue, without discrimination.

> The **Thailand Business Coalition on AIDS** promotes HIV/AIDS management in the workplace in small-medium sized and multinational companies, such as:
> 3M, American International Assurance, Bristol Myers Squibb, Chase Manhattan Bank, Colgate Palmolive, Esso Standard, General Motors, Gilette, Honda, Hilton, Kimberly-Clark, Kodak, Nestlé, Pan Pacific, Shell, Sony Semiconductors, Toyota Motors, Toshiba, UNOCAL, Unilever.

2. Corporate foundations and business associations

In countries where business coalitions are not present, companies may collaborate through corporate foundations, such as business associations (e.g. chambers of commerce) or business clubs, such as Rotary.

The Philippine Business for Social Progress (PBSP), for example, is a corporate foundation established to improve the quality of life of the Filipino poor and promote the practice of corporate social responsibility by the business community in the Philippines and the larger Asia-Pacific region. PBSP serves the private sector through training and consultancy on social development and has developed an HIV/AIDS workplace intervention programme.

3. Multi-sectoral partnerships

Other organizations that business may collaborate with include international organizations, such as the United Nations and the Global Health Initiative of the World Economic Forum, NGOs, foundations, bilateral and multi-lateral agencies, and government bodies. The success of collaborating with non-business organizations is largely dependent on the extent to which both public and private sector partners are able to accomplish their own objectives. In order to leverage each other's investments, partners must maintain open channels of communication and be prepared to adapt to each other's constraints.

For contact information of above mentioned partners to fight HIV/AIDS: see Annex 1 (referral list).

5. Conclusions

Business plays a crucial role in HIV/AIDS prevention and support efforts. Mobilization of corporate resources, such as management and marketing expertise, human resources, and funds is especially effective in developing markets where public resources are limited. The rationale for business to engage in workplace programmes to protect their employees from HIV/AIDS is clear. HIV/AIDS impacts on many social and economic issues, such as occupational health and safety, staff morale, human rights and the availability of a productive and well-educated workforce.

HIV/AIDS is a management issue that needs to be managed just as any other business issue.

There exist many opportunities for companies to manage HIV/AIDS in their own workplace. Design and implementation of workplace programmes, consisting of (1) HIV/AIDS policy, (2) educational and prevention programmes, and (3) care and support measures for HIV-positive staff can be integrated with relative ease and cost-efficiency into existing company operations. Community-based organizations and regional organizations such as ABC on AIDS and others included in Annex 1 (referral list) provide policy guidance, educational and training services and information to Asian companies who want to take up the challenge to fight AIDS in their workplace, their community and their region.

"The case for prevention and intervention of HIV/AIDS in the workplace is simple: it makes sound business sense."

Dr. Anthony Pramualratana, Executive Director Thailand Business Coalition on AIDS

Annex 1. Referral list

Organizations mentioned in this list play a significant role in developing and implementing business responses to HIV/AIDS in the Asian region. They provide technical assistance to implement workplace programmes or advice.

Bangladesh

- **LIFT Standards Ltd.**

  Christian von Mitzlaff
  House 6/1, Road 67, Gulshan-2
  Dhaka 1212, Bangladesh
  Phone/Fax: (+880-2) 882-6811
  Email: mitzlaff@lift-standards.com or falcone@lift-standards.com
  Website: www.lift-standards.com

Cambodia

- **CARE International**

  Dymphna Kenny (Reproductive Health Manager)
  #52, Street 352, Quarter Boeung Keng Kang 1
  (P.O. Box 537)
  Chamcar Morn, Phnom Penh, Cambodia
  Phone: (+855-23) 215-267 (to 9)
  Fax: (+855-23) 426-233
  Email: care.cam@bigpond.com.kh
  Website: www.care.org

Hong Kong

- **Red Ribbon Centre**

  2nd floor, 200 Junction Road East
  Wang Tau Hom, Kowloon
  Hong Kong
  Phone: (+852) 2304-6268
  Fax: (+852) 2338-0534
  Email: rcc@health.gcn.gov.hk
  Website: www.info.gov.hk/aids

India

- **Indian Business Coalition on AIDS (IBCA)**

  Dr. E. Mohamed Rafique
  C/o General Hospital, Tata Tea Ltd.
  Munnar 685-612, Idukki District
  Kerala, India
  Phone: (+91-486) 531-306
  Fax: (+91-486) 530-333, 530-152
  Email: emrafi@md4.vsnl.net.in
  Website: www.ishima.info

- **Confederation of Indian Industry (CII)**

  Dr. Sandhya Bhalla
  23, Institutional Area, Lodi
  New Delhi 110003, India
  Phone: (+91-11) 462-9994 (to 7)
  Fax: (+91-11) 460-1298
  Email: sandhya.bhalla@ciionline.org
  Website: www.ciionline.org

- **The Futures Group in India**

  6-3-597/A/3 Venkata Ramana Colony
  Hyderbad, India
  Phone: (+91-40) 339-4873
  Fax: (+91-40) 339-7274
  Email: tfgi.narayana@rmb.sril.in
  Website: www.tfgi.com

- **International Labour Organization (ILO)**

  Maurizio Bussi (Deputy Director)
  India Habitat Centre
  Core 4B, 3rd Floor, Lodi Road
  New Delhi 110003, India
  Phone: (+91-11) 460-2101 (to 3)
  Fax: (+91-11) 460-2111
  Email: bussi@ilodel.org.in
  Website: www.ilo.org/aids

Indonesia

- **Yayasan Kusuma Buana (YKB)**

  Dr. Adi Sasongko
  Jalan Asem Baris Raya Blok A/3
  Gudang Peluru, Tebet (P.O. Box 8124)
  Jakarta 12081, Indonesia
  Phone: (+62-21) 829-6337
  Fax: (+62-21) 831-4764
  Email: ykb-jkt@idola.net.id
  Website: www.abconaids.org/indonesia

- **Family Health International (FHI) – 'Aksi Stop AIDS'**

  Maria Radjali (Corporate Communication Manager)
  C/o Ditjen PPM & PL Depkes RI
  Jalan Percetakan Negara 29
  Jakarta 10560, Indonesia
  Phone: (+62-21) 422-3463
  Fax: (+62-21) 422-3455
  Email: mradjali@fhi.or.id
  Website: www.fhi.org

Malaysia

- **Malaysian AIDS Council (MAC)**

  Nik Fahmee Hussein (Executive Director)
  No. 12, Jalan 13/48A
  The Boulevard Shop Office, Off Jalan Sentul
  Kuala Lumpur 51000, Malaysia
  Phone: (+60-3) 4045-1033
  Fax: (+60-3) 4042-6133
  Email: nik@mac.org.my
  Website: www.mac.org

Myanmar

- **Myanmar Business Coalition on AIDS (MBCA)**

  Dr. Khin Aye Aye (Executive Director)
  C/o Traders Hotel, room 626
  223 Sule Pagoda Road
  Yangon, Myanmar
  Phone: (+95-1) 242-828 (ext. 7657)
  Fax: (+95-1) 242-834, 242-800
  Email: mbca@spa.com.mm
  Website: www.abconaids.org/myanmar

Nepal

- **Federation of Nepalese Chambers of Commerce and Industry (FNCCI)**

  Suraj Vaidya (Ex-officio Vice President)
  Pachali Shahid Shukra FNCCI Milan Marg Teku
  (P.O. Box 269)
  Kathmandu, Nepal
  Phone: (+977-1) 262-061, 266-889
  Fax: (+977-1) 261-022, 262-007
  Email: fncci@mos.com.np
  Website: www.abconaids.org/nepal

Philippines

- **Philippine Business for Social Progress (PBSP)**

  Bing Ganchero (Manager Center for Corporate Citizenship)
  3F Philippine Social Development Centre
  Magallanes Corner, Real Street
  Intramuros Manila, Philippines
  Phone: (+63-2) 527-7741 (to 54)
  Fax: (+63-2) 527-37-43
  Email: bing@pbsp.org.ph
  Website: www.pbsp.org.ph

- **AIDS Society of the Philippines**

  Dr. Dominic L. Garcia
  Room 607, 6th Floor, Dona Felisa Syjuco Building
  1212 Remedios Street
  Malate, Manila, Philippines
  Phone: (+63-2) 536-5509
  Fax: (+63-2) 536-5512
  Email: aidsphil@pacific.net.ph

Singapore

- **Action for AIDS (AFA)**

  C/o DCS Clinic
  31, Kelantan Lane, #02-16
  Singapore 200031
  Phone: (+65) 6254-0212
  Fax: (+65) 6256-5903
  Email: afa@pacific.net.sg
  Website: www.afa.org.sg

- **Business Coalition on AIDS in Singapore (BCAS)**

  C/o Levis-Strauss & Co. (Asia-Pacific) Pte. Ltd.
  Nick Goodwin (Regional Community Affairs Manager)
  1 Kim Seng Promenade, #16-01, Great World City East Tower
  Singapore 237994
  Phone: (+65) 6735-9303
  Fax: (+65) 6735-2923
  Email: ngoodwin@levi.com
  Website: www.abconaids.org/singapore

- **The Body Shop International (Asia Pacific) Pte. Ltd.**

  Grace Chang (Regional Public Affairs Manager)
  163 Penang Road, #06-01, Winsland House II
  Singapore 238463
  Phone: (+65) 6836-2322
  Fax: (+65) 6238-9106
  Email: grace.chang@the-body-shop.com.sg
  Website: www.the-body.shop.com

Thailand

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

  Dr. Anthony Pramualratana (Executive Director)
  Chamnan Phenjati, Suite 65/92-93, 10th Floor
  Rama 9 Road, Huay-kwang
  Bangkok 10320, Thailand
  Phone: (+66-2) 643-9891 (to 3), 643-1048 (to 9)
  Fax: (+66-2) 643-9894
  Email: tbca@ksc.th.com
  Website: www.abconaids.org/tbca

Vietnam

- **Academy for Educational Development (AED)**

  SMARTWork ('Strategically Managing AIDS Responses Together')
  Patrick Burke (Country Coordinator)
  Room B12, Harison Business Center (4th floor)
  40 Cat Linh Street, Hanoi, Vietnam
  Phone: (+84-4) 736-5240
  Fax: (+84-4) 736-5243
  Email: pburke@hn.vnn.vn
  Website: www.smartwork.org

- **The Ford Foundation**

  Dr. Lisa J. Messersmith
  Programme Officer Sexuality and Reproductive Health
  Vietcombank Tower, Suite 1502-1503-1504
  198 Tran Quang Khai Street
  Hanoi, Vietnam
  Phone: (+84-4) 934-9766 (to 9)
  Fax: (+84-4) 934-9765
  Email: l.messersmith@fordfound.org
  Website: www.fordfound.org

International organizations

- **Asian Business Coalition on AIDS (ABC on AIDS)**

  C/o Thailand Business Coalition on AIDS (Secretariat)
  Chamnan Phenjati Business Center, Suite 65/92-93, 10th Floor
  Rama 9 Road, Huay-kwang
  Bangkok 10320, Thailand
  Phone: (+66-2) 643-9891 (to 3), 643-1048 (to 9)
  Fax: (+66-2) 643-9894
  Email: abconaids@abconaids.org
  Website: www.abconaids.org

- **UNAIDS South East Asia Pacific Inter-Country Team (SEAPICT)**

  United Nations Building, 3rd Floor
  Rajadamnern Nok Avenue, Bangkok 10200, Thailand
  Phone: (+66-2) 288-1490
  Fax: (+66-2) 288-1092
  Email: unaids-seapict.unescap@un.org
  Website: www.unaids.org

- **International Labour Organization (ILO)**

  Gunnar Wälzholz
  Programme Officer HIV/AIDS and the World of Work
  United Nations Building, 7th Floor
  Rajdamnern Nok Avenue, Bangkok 10200, Thailand
  Phone: (+66-2) 288-1765
  Fax: (+66-2) 288-3043, 288-3062
  Email: walzholz@ilo.org
  Website: www.ilo.org/aids

- **World Economic Forum – Global Health Initiative**

  Kate Taylor (Senior Project Manager)
  91-93 Route de la Capite
  1223 Cologny, Switzerland
  Phone: (+41-22) 869-1212
  Fax: (+41-22) 786-2744
  Email: globalhealth@weforum.org
  Website: www.weforum.org/globalhealth

- **The Prince of Wales International Business Leaders Forum (IBLF)**

  15-16 Cornwall Terrace, Regent's Park
  London NW1 4QP, United Kingdom
  Phone: (+44-20) 7467-3600
  Fax: (+44-20) 7467-3610
  Email: info@iblf.org
  Website: www.iblf.org

- **Business for Social Responsibility, Hong Kong (BSR)**

  Tara Holeman (Director)
  Room 1001, 10th Floor, Trade Square
  681 Cheung Sha Wan Road
  Kowloon, Hong Kong
  Phone: (+852) 2300-4117
  Fax: (+852) 2300-4116
  Email: tholeman@bsr.org
  Website: www.bsr.org

- **Global Business Coalition on HIV/AIDS**

  C/o Viacom
  1515 Broadway, 45th Floor
  New York, NY 10036, USA
  Phone: (+1-212) 846-5893
  Fax: (+1-212) 846-1939
  Email: info@businessfightsaids.org
  Website: www.businessfightsaids.org

- **Strategically Managing HIV/AIDS Responses Together (SMARTWork)**

  Dr. Mathew Roberts (Project Director)
  Center for Community-Based Health Strategies
  1825 Connecticut Avenue, NW
  Washington, DC 20009-5721, USA
  Phone: (+1-202) 884-8813
  Fax: (+1-202) 884-8474
  Email: smartwork@aed.org
  Website: www.smartwork.org