

Database on STD/HIV/AIDS Workplace Policies and Programs in the Philippines

Research Paper No. 1997-02



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Abstract

To determine the response of Philippine enterprise to the HIV/AIDS problem, this study surveyed selected establishments in the Philippines on the existence of an STD/HIV/AIDS program or activity. The survey will be the start of a national database on HIV/AIDS and STD programs in the workplace in order to prioritize future interventions.

A two-part self-administered questionnaire was developed to elicit the following information from each respondent-company: profile and data on workplace programs on STD/HIV/AIDS. These were mailed to the top 5,000 corporations in the Philippines. Focus Group Discussions with a leading workers organization and employer's association were conducted to compliment the data from the questionnaires.

Of the 310 companies that responded, 95 % were from private enterprise with a male workforce predominating. Rank and file employees comprise the majority and most of the companies have affiliations with labor unions or professional organizations. A quarter (25%) of the companies have an HIV/AIDS program or activity in the workplace. 83% of companies who do not have a program is because it is considered a priority and is not relevant to the workplace (33% and 30%, respectively). A large percentage of company respondents do not require testing for pre-employment (92%) and annual medical examination (96%). However, from the 47 companies with a workplace policy for HIV/AIDS, 38 (82%) and 33 (71%) companies stated that they will not

employ HIV (+) workers and will not respect their confidentiality. FGD's conducted revealed that workers organization have established workplace initiatives while Employer's groups have selective activities, i.e. seminars and training's have been started.

To facilitate the dissemination of workplace program on STD/HIV/AIDS in the Philippines, Employers associations and Unions may be utilized. The program may be integrated into existing health care delivery systems. There is an urgent need for increased awareness and information on HIV/AIDS and STD in the workplace to overcome misconceptions on the employment of HIV (+) individuals and the mandatory testing of employees.