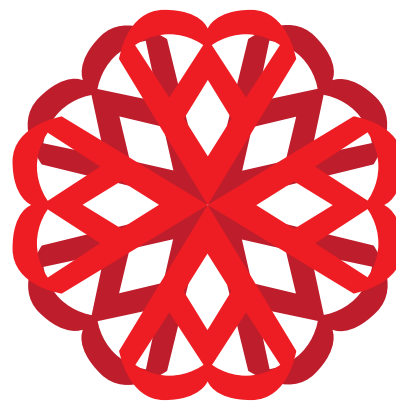


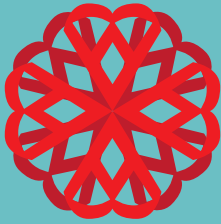


MBCH

Malaysian Business Consortium on HIV/AIDS



BY MALAYSIAN AIDS FOUNDATION



**MBCH**  
Malaysian Business Consortium on HIV/AIDS

Malaysian Business Consortium on HIV/AIDS

**MBCH** is part of the Asia Pacific Business Coalition on AIDS (APBCA), an umbrella organization that supports Business Coalitions on AIDS throughout the Asia Pacific region. The effort of MBCH in creating awareness on HIV/AIDS workplace is well recognized by the Department of Occupational Safety and Health, Ministry of Human Resource Malaysia.

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MBCH PROFILE

**Coordinated by**

Malaysian AIDS Foundation/  
Malaysian AIDS Council

**Partnership with**

Ministry of Human Resources Malaysia  
Ministry of Health Malaysia

**Corporate Advisors**

GlaxoSmithKline Malaysia  
Petronas  
Yayasan Sime Darby  
Standard Chartered Global Services  
TSH Resources Bhd



“

We cannot lose a sense of urgency, because despite all the progress we have made, HIV remains among the most pressing and urgent of global challenges.”

~Prince Harry

In a speech given in the 21st International AIDS Conference  
Durban, South Africa, July 2016

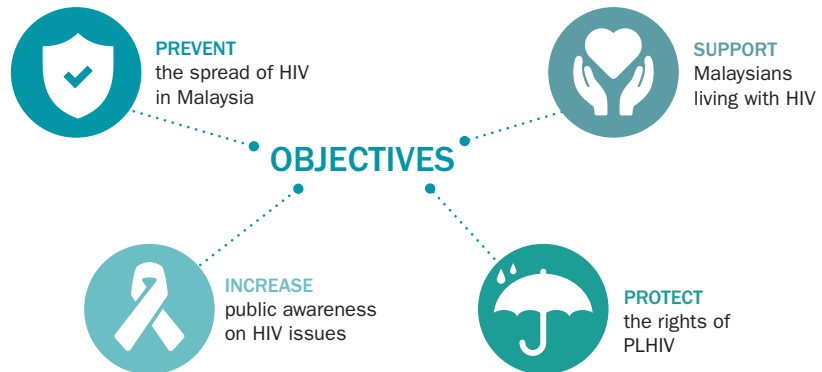




# MALAYSIAN AIDS FOUNDATION

The Malaysian AIDS Foundation (MAF) was formed in 1993 and incorporated under the Trustees (Incorporation) Act 1952 on May 13, 2003. MAF supports the activities of MAC and its Partner Organisations across the country to implement projects funded by the Ministry of Health and other funding bodies.

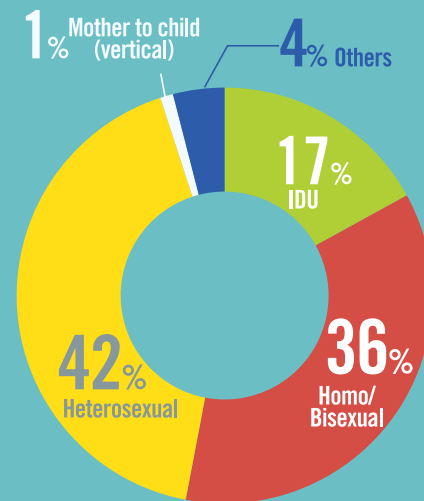
These include shelter homes for People Living with HIV, including women and children who have been abandoned by their families, outreach programmes for marginalised communities and needle and syringe exchange programme (NSEP) for injecting drug users.



# HIV & AIDS SCENARIO IN MALAYSIA

The biggest challenge in the management of the HIV/AIDS is the shifting trend of the epidemic - Sexual transmission is now the leading cause of HIV in Malaysia (replacing injecting drug use which used to be the main cause of the HIV and AIDS epidemic for more than 30 years).

Malaysia currently record 9 new HIV infections per day, and 6 of them were caused by sexual transmission.



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MBCH PROFILE

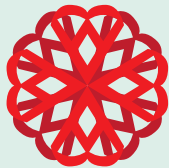
## HIV Snapshots

<b>15</b> New HIV infections in children (<13 years) reported in 2016	<b>111,916</b> Total reported HIV (1986 - 2016)	<b>23,717</b> Total reported AIDS (1986 - 2016)	<b>18,827</b> Total reported AIDS related deaths (1986 - 2016)
<b>93,089</b> Total people living with HIV (1986 - 2016)	<b>3,397</b> New HIV infections reported in 2016	<b>11</b> HIV notification rate in 2016 (per 100,000 population)	<b>413</b> New HIV infections in women & girls reported in 2016
<b>12,578</b> Total reported HIV in women & girls (1986 - 2016)	<b>14</b> New cases of mother-to-child HIV transmission reported in 2016	<b>1,070</b> Total reported cases of mother-to-child HIV transmission (1986 - 2016)	<b>68,392</b> Total HIV reported in injecting drug users (1986 - 2016)

# BUILD CSR PARTNERSHIP WITH US



Malaysian AIDS Foundation



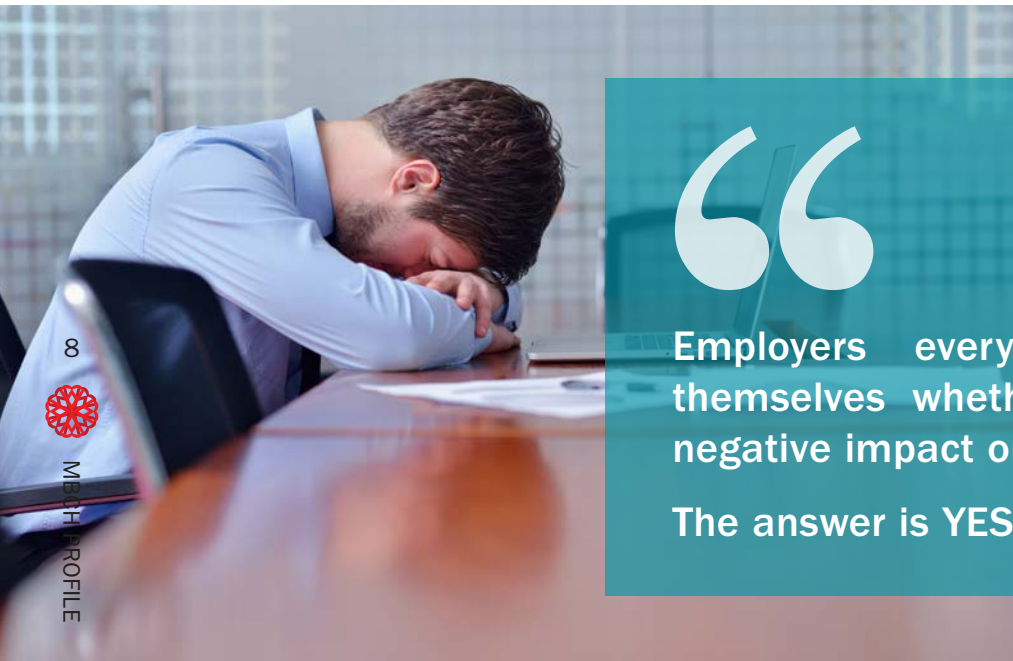
MBCH  
Malaysian Business Consortium on HIV/AIDS

Malaysian Business Consortium on HIV/AIDS

- 1 Solid governance**  
MAF is led by a talented, dedicated, expert and professional.
- 2 Proven track record in grants management**  
MAF is well-equipped and highly capable to manage large grants by the corporate sectors and international corporation agencies.
- 3 Well-positioned CSR partner**  
MAF expertise in running socially-minded programmes to help you achieve your goals for Corporate Social Responsibility (CSR).
- 4 Long-term positive changes**  
Work together to end discriminatory practices against People Living with HIV at the workplace.
- 5 Strategic branding partnership**  
MAF is a well-regarded brand that represents the best that Malaysian civil society .



# THE BUSINESS IMPACT ON HIV



“

Employers everywhere are asking themselves whether HIV/AIDS has a negative impact on business.

The answer is YES.”

To sum up, the HIV/AIDS epidemic is likely to result in increased costs and declining productivity for firms, which ultimately will lead to declining profits.

To address this concern, Malaysian AIDS Foundation (MAF) has driven the formation of the [Malaysian Business Consortium on HIV/AIDS \(MBCH\)](#), where business come together to mitigate the impact of HIV & AIDS in the workplace.

## MBCH CORE VALUES

**HIV/AIDS IS A BUSINESS CONCERN**  
prevent the spread of HIV

**HIV/AIDS WORKPLACE PLACE**  
develop effective HIV/AIDS workplace policy





# WHAT CAN BUSINESS SECTOR STRENGTHS CONTRIBUTE TO HIV/AIDS PROGRAMMES?

Business Strengths that can be Leveraged for HIV/AIDS Programmes

## Private Sector Resources



### MATERIAL ASSETS

- **Premises**  
Shops, bars, factories and offices providing venues for partnerships activities and prevention education outlets.
- **Financial**  
Grants, donations, sponsorship of HIV/AIDS activities and organisations.
- **Products and services**  
Equipment, goods, transportation and distribution, health clinics and communications - donating, lending or giving access to HIV/AIDS-related partnerships and projects.



### SKILL BASE

- Management and communications skills to assist in running and publicising HIV/AIDS campaigns and projects (i.e. business acumen).
- Monitoring and measurement capacities.
- Information technology skills, provided to enhance communication and access to information on HIV/AIDS.
- Employee volunteers, providing a range of skills and human resources.



### NETWORK OF CONTACTS

- Captive audience of workforce.
- Channels of communication to business partners.
- Links to other businesses through associations and chambers of commerce.
- Access of governments and inter-governmental organisations, providing opportunities for advocacy and lobbying on HIV/AIDS policies and action.

# HIV & AIDS WORKPLACE POLICY

Businesses are encouraged to adopt the Code of Practice on Prevention and Management of HIV and AIDS at the Workplace developed by the Department of Occupational Safety and Health Malaysia.

This document underscores the value of having HIV and AIDS education at the workplace and more importantly, a non-judgmental and non-discriminatory work environment.

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MBCH PROFILE

## THE BUSINESS BENEFITS OF HIV/AIDS WORKPLACE POLICY

Implementing the HIV/AIDS workplace policy in your organisation has the following benefits:



Better quality of life



Increase awareness



Increase the value of humanity



Increase productivity



Reduce stigma and discrimination



Add Significant Value to organization

# WHAT IS A HIV/AIDS POLICY

- HIV/AIDS policy states the company's position and practices for preventing the transmission of HIV and for handling HIV infection among employees.
- It is usually designed to establish consistency within the company and compliance with local and national laws, as well as setting standards of expected behaviour for all employees.
- The policy aims to provide guidance to employees on how to address HIV/AIDS and where to go for assistance.



## The policy must

- Have worker participation in its drafting
- Be communicated to all concerned in simple and clear terms
- Be reviewed and updated in the light of epidemiological data and the very dynamic therapeutic responses to the pandemic, as well as other scientific information
- Be monitored for its successful implementation
- Be evaluated for its implementation and effectiveness



The workplace policy on HIV/AIDS should address essential issues, including:

- Compliance with the laws and culture of the country
- Prevention of discrimination against people with HIV or AIDS
- Behaviour expected of staff towards a HIV-positive co-worker
- Medical and educational services
- Confidentiality and privacy
- Benefits that can be expected by an employee (health benefits, sick leave etc.)
- Accommodation of employees with HIV and acceptable work performance standards
- First aid practices and 'universal precautions
- Conformity with other current policies and practices within the organisation
- Balance in the needs of the company, management, co-workers and the individual
- Resources, both within and outside the company, for information and services and HIV prevention education in the workplace



# JOIN MBCH TODAY



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MBCH PROFILE

The Malaysian Business Consortium on HIV/AIDS (MBCH) is pleased to invite your esteemed company to benefit from our MBCH programme as a member.



HIV and AIDS training  
for your employees



Access to professional consultation by MAF  
and Ministry of Human Resource on the  
planning and implementation of HIV and  
AIDS workplace policy



Policy guidelines



Tax exemption receipt

# BENEFITS OF IMPLEMENTING HIV/AIDS POLICY & PROGRAMME



## Implementing an HIV & AIDS programme in your organisation has the following benefits:

- Better quality of life for employees with HIV & AIDS
- Increased productivity
- Increased awareness and knowledge of HIV & AIDS and STIS
- Increased awareness and knowledge of the possible impact of the epidemic

## How can MBCH help

- Advice and guidance from MBCH recommended experts to assist with implementation of Work Place programme
- Technical assistance with developing of baseline survey and guidelines
- Development of HIV/AIDS friendly Human Resource (HR) policy
- Assistance with developing company's own information tools and materials or access to existing MBCH materials
- Assistance with developing, designing programme and planning on basic education, orientation, training programme for management team and mobilizing group
- Assistance with developing tailored modules for training, clinical and SOP (Standard Operating Procedure)
- Technical assistance with monitoring and evaluation system and tools
- Assistance on building capacity of Peer Educators
- Technical assistance on building capacity of clinical services on STI (Sexually Transmitted Infection), VCT (Voluntary Counseling and Treatment) and CST (Care, Support & Treatment)
- Provide assistance with building partnerships with NGOs, government health facilities, and private clinics
- Assistance with outreach programme for (client/member) community



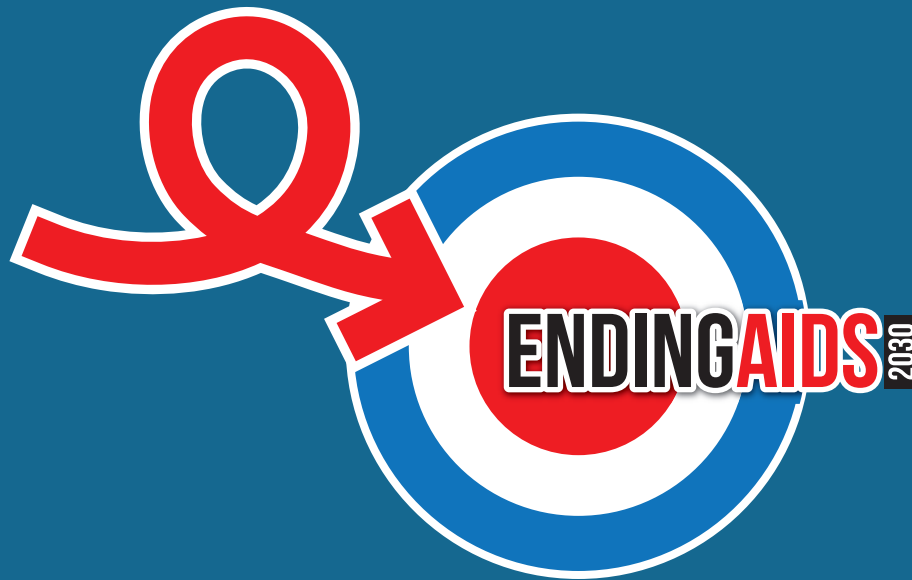
# MBCH PROGRAMME

TIER/PACKAGE	DETAILS
<p><b>TIER 1</b> <b>SILVER</b> RM5K (Annual Programme)</p>	<p>This is a smaller scale budget and more appealing to companies. This package will entitle the company to the following:</p> <ul style="list-style-type: none"> <li>i) 2 Basic HIV &amp; AIDS Training for staff and management conducted by our panel trainer (in Klang Valley).</li> <li>ii) Consultation with the company's Human Resource (this will be accompanied by a representative from the Ministry of Human Resource) on the management of HIV policy at the workplace.</li> </ul>
<p><b>TIER 2</b> <b>GOLD</b> RM10K (Annual Programme)</p>	<p>This package will entitle the company to the following:</p> <ul style="list-style-type: none"> <li>i) 4 Basic HIV &amp; AIDS Training and 2 (STD 101) Other Common Sexually Transmitted Diseases Training for staff and management conducted by our panel trainer (in Klang Valley).</li> <li>ii) Consultation with the company's Human Resource (this will be accompanied by a representative from the Ministry of Human Resource) on the management of HIV policy at the workplace.</li> </ul>
<p><b>TIER 3</b> <b>PLATINUM</b> RM20K (3-year Programme)</p>	<p>This package is usually for big companies with a larger workforce. This package will entitle the company to the following:</p> <ul style="list-style-type: none"> <li>i) 6 Basic HIV &amp; AIDS Training, 2 (STD 101) Other Common Sexually Transmitted Diseases Training and 2 Occupational Health and Safety Awareness Training conducted by a certified trainer from MOHR-DOSH (in Klang Valley).</li> <li>ii) Consultation with the company's Human Resource (this will be accompanied by a representative from the Ministry of Human Resource Malaysia) on the management of HIV at the workplace.</li> </ul>





**DISCLAIMER** Unless otherwise stated, the appearance of individuals in this publication gives no indication of HIV status, sexual orientation or gender identity.



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