



HIV AS A BUSINESS ISSUE

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HIV as a business issue ▶

- **Labor Supply.** HIV/AIDS targets working age population and occurs alongside broader demographic decline.
- **Productivity.** HIV/AIDS can reduce worker productivity (i.e., illness, absenteeism, higher turnover, workplace tensions, etc.).
- **Investment.** Resources required for immediate consumption (treatment and care) rather than investment in long-term growth.
- **Key Sectors.** High-risk workers in oil/gas, mining, heavy industry, and manufacturing sectors.
- **National Security.** Adverse impact as a result of HIV/AIDS affecting young men.



TRANSATLANTIC PARTNERS
AGAINST AIDS



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HIV as a business issue ▶

HIV/AIDS IN THE WORKPLACE

Increased absenteeism

Increased staff turnover

Loss of skills

Declining morale

DECLINING
PRODUCTIVITY

PRODUCTION DISRUPTION

INCREASED COSTS
DECLINING PROFITS

DECLINING COMPETITIVENESS



Survey results “The impact of alcohol, drug abuse and HIV/AIDS on the competitiveness of companies in Russia”

According to business leaders three problems have different level of negative impact:

- Alcohol abuse has significant negative impact on the competitiveness of the companies (74% of respondents reported);
- Drug abuse has less negative impact on the competitiveness of the companies (47% of respondents believe);
- **Although, according to 22% of respondents epidemic of HIV/AIDS has negative impact on the competitiveness of the companies now, CEOs are less aware about potential impact of the epidemic.**



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Survey results “The impact of alcohol, drug abuse and HIV/AIDS on the competitiveness of companies in Russia”

Companies are taking/considering taking following actions to address HIV/AIDS epidemic:

Workplace Policy:
implemented: 8,5%
considered: 9,7%

Prevention programs:
implemented: 15,8%
considered: 9,7%



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The following measures were highlighted to address the problems:

- Support from government (54,9%)
- Development and implementation of prevention programs for employees (52,4%)
- Studying and implementation of international experience (48,8%)
- Development of effective health care services in the regions where companies operate (45,1%)
- Leadership of company’s executives in realization of prevention initiatives (42,7%)



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THE TPAA - GBC PARTNERSHIP ▶

In 2006, TPAA joined forces with the Global Business Coalition on HIV/AIDS, TB and Malaria (GBC)

- Together, the work of TPAA & GBC now spans four continents from Moscow to Johannesburg and unites 220 companies worldwide.
- Building on the strengths of each organization, TPAA & GBC will leverage new resources, forging dynamic private and public sector partnerships to combat the spread of HIV/AIDS.



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BUSINESS & LABOR ▶

Empowers and supports Russian and multinational companies to:

- Take a public stand against stigma and discrimination
- Initiate education, awareness and prevention campaigns in the workplace
- Support community responses to HIV/AIDS, TB and other public health concerns
- Leverage core competencies to fight these preventable diseases



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National Association of Business Against AIDS

BAA, a local network of leading Russian and international companies, business associations and labor unions, aims to mobilize the Russian business community in the fight against HIV/AIDS and to foster an open and constructive dialogue on HIV/AIDS prevention between government officials, business leaders, HIV/AIDS experts, and labor associations and community representatives.



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UNITED IN THE FIGHT

Building Local Capacity

HEALTH@WORK

- Helps companies raise awareness among employees, safeguard their health, and reduce the economic losses caused by HIV/AIDS, alcohol and drug abuse, and other preventable diseases.
- Includes specialized workplace trainings for workers, medical staff and human resource managers as well as workplace policy development.



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Encouraging Local Leadership▶

Clyde C. Tuggle

- President of The Coca-Cola Company, Russia, Belarus and Ukraine Division;
- Lead a group of corporate executives in forming the Russian National Association of Business Against AIDS, where he now serves as Co-Chairman.



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Leaders Forum on Public-Private Partnerships in Emerging Markets “HEALTHY NATIONS – HEALTHY ECONOMIES”

- United local and global business, government and NGO leaders in the fight against the growing HIV/AIDS and TB epidemics in emerging market economies;
- Advanced Public Private Partnerships as a proven and efficient approach to curbing HIV/AIDS and TB;
- Recognized PPP successes, and provided frameworks for further application and development.



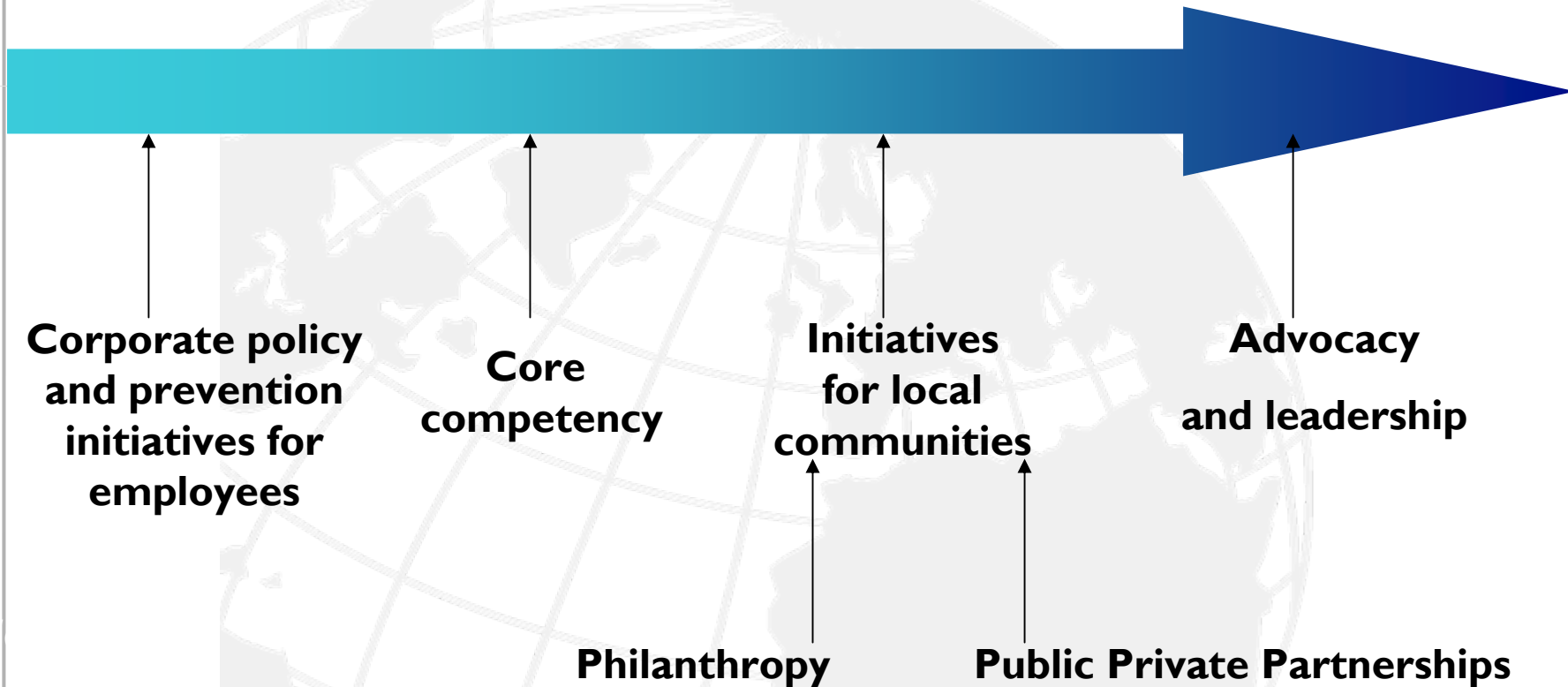
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Business Involvement

Each company determines how far along the continuum they want to go



Corporate policy and prevention initiatives for employees

Core competency

Philanthropy

Initiatives for local communities

Public Private Partnerships

Advocacy and leadership

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