

UN JOINT PROGRAMME DOCUMENT

**“Ensuring Provision of Condoms for UN
Employees in Indonesia”**



Submitted by:

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**On behalf of the
UN Joint AIDS Team**

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Executive Summary

Condoms are the only devices currently available that protect against the sexual transmission of HIV and they are a mainstay of HIV prevention programmes. The UN AIDS Personnel Policy, in an effort to reduce risk among employees, states that, "All UN staff members and their families should have access to condoms... Access should be free, simple and discreet." Furthermore, it adds that we need to ensure that all "UN system staff members and their families have access to essential HIV prevention commodities."

Currently, each agency have their own UN work place programme (WHO Cares, UNDP We Care etc), but the UN will soon coordinate itself towards a single, coordinated UN programme on AIDS in all UN workplaces. The "UN Cares" programme will ensure that all employees and their families, regardless of duty station or agency affiliation, will have access to information, learning, HIV-related services for the prevention, treatment and care.

The provision of condoms within the UN system should at all times be based on four minimum standards: (1) condoms should be provided through a coordinated UN-system approach, (2) "universal access" to condoms should be provided for all employees, (3) procurement should be done collectively for the UN system to ensure an on-going supply in all workplaces, and (4) a logistics system should ensure ordering, storage and accounting for use of funds and monitoring usage.

The UN country team, under the overall supervision of the Resident Coordinator, is responsible to ensure that these standards are met, with all duty stations having a sustainable system in place by end-2007.

I. Rationale and Background

Condoms are the only devices currently available that protect against the sexual transmission of HIV and they are a mainstay of HIV prevention programmes. Globally, less than half of people at risk of HIV have access to condoms, which includes UN personnel. It is therefore imperative to ensure that the United Nations AIDS Personnel Policy is implemented. This policy states that "All UN staff members and their families should have access to condoms...Access should be free, simple and discreet." It also states that "Condoms should be available through the United Nations Population Fund (UNFPA) and/or WHO at those duty stations where there is not a reliable and consistent supply of high quality condoms from the private sector." The UNAIDS/WHO/UNFPA "Position Statement on Condoms and HIV Prevention" (July 2004) underlines that "condoms are an integral and essential part of comprehensive prevention and care programmes, and their promotion must be accelerated."

The UN Joint AIDS Team was set up in 2006 consisting of the Heads of Agencies and their respective focal points. UNAIDS conducted the UN Learning Strategy in 2006 and successfully trained 1694 staff members (including security guards) or almost 79% of all UN staff members. In addition, a special session was conducted for UN family staff members in 2006 with the support of UNDP's We Care Global Advisor and provided information on means of HIV prevention to UN spouses and their adolescents. As a result of the increased coverage of the Learning Strategies, it is clear that more UN staff members are aware of the UN AIDS Personnel Policy and the majority of staff members are agreeable to providing condoms in the work place.

Furthermore, a survey was conducted in August-September 2006 and from a total of 84 respondents, 66% of staff members said that they think it is appropriate to have condoms in work place, and 32% said they would access a condom if it was readily available in office. Around 44% said that the condoms should be located in the bathrooms, if it was made available in the UN office.

II. Objective

To ensure that UN employees in Indonesia are able to protect themselves from HIV and have access to condoms and condom related information.

III. Expected outcome

The UN country team, under the overall supervision of the Resident Coordinator, is responsible to ensure that these standards are met, with all duty stations having a sustainable system in place by end-2007.

IV. Output

UN staff in Indonesia will have increased access to condoms through free distribution

V. Estimated Budget

While the UN policy on AIDS in the workplace states that condoms should be "free," this policy has not been fully realized and sufficient funds are not available from global sources to

cover the entire UN system. Priority for funding should be to examine possibilities to provide free male and female condoms from local administrative budgets of all UN agencies, with each agency contributing proportionate to the number of its employees.

At the central level, where condoms are commercially and easily available, condoms will be distributed free during a specific time-frame (i.e. 6 months). In order to ensure the project's sustainability, the offices will later introduce subsidies for the condom supply i.e. providing them at lower market price levels.

Since access to condoms may be difficult in some field duty stations (i.e. Aceh) or need to be given a top priority (i.e. Papua) the UNCT decided to have a pilot project and provide condoms for free to the UN employees, their dependents and visitors to the UN agencies' offices.

VI. Management Structure

- The Resident Coordinator will appoint the Chair of the UN Joint AIDS Team to be responsible for the overall project implementation.
- Progress of implementation will be reported by the UNAIDS secretariat to the UN Joint AIDS Team.
- Since UNFPA is the lead in condom procurement, they will inform the UN Joint AIDS Team about possible condom suppliers, evaluate the suppliers and provide advice to the UN Joint AIDS Team on which supplier should be used. Procurement can be done jointly by UNFPA/UNDP. DKT Indonesia will be considered as a possible supplier.
- Reporting will be done annually through the Resident Coordinator's report on the broader implementation of the UN Cares programme on AIDS in the UN workplace.
- The funds will come from UNAIDS UBW and channeled through the UNRC. Some seed funding has been provided through UNAIDS for a total of \$10,000, with the hope that this will leverage more funds or contributions from each UN agency in Indonesia.

This proposal was developed by the UN Focal Points on HIV/AIDS, reviewed by the Chair of the UN Joint AIDS Team before submission to the UN Resident Coordinator for Indonesia.

VII. Tentative Work Plan

Activities	Timeline	Cost	Agency
1) Set up a core team to oversee aspects of the project	March 07	-	All
2) Identify the places where condoms will be provided at no cost in Indonesia	March 07	-	All
3) Identify locations (within and across field offices) for condom supply	June 07	-	All
4) Develop specifications and TOR for procurement for condoms	June 07	-	All
5) Local condoms supplier identified	July 07	-	UNFPA
6) Print signs to place near reproductive health (including condom) vending machine, in Bahasa and English language and pre-test the IEC material	July 07	\$640	UNAIDS
7) Purchase male and female condoms	July 07	\$9,360	UNFPA
TOTAL		\$ 10,000	

Suggested Wording for Signs to Post Where Condoms Are Dispensed:

Male and female condoms, when used consistently and correctly, are highly effective in preventing transmission of HIV, the virus that causes AIDS. In addition, correct and consistent use condoms can reduce the risk of other sexually transmitted infections.

Follow the instructions for use printed on the condom cover, where available, or in "Living in a world with HIV and AIDS: Information for employees of the UN system and their families".

The Bahasa Indonesia version will also be available. If DKT Indonesia is the vendor used, UN will request IEC materials and/or signage from DKT for use with the condom supply available for UN staff.

Worksheet for Managing Provision of Condoms at Country Level¹

Duty Station: Indonesia Office

Year 2006-2007



UNITED NATIONS - NATIONAL STAFF LIST in INDONESIA



UN Data from: UNDSS INDONESIA

Last update : 16 Feb 07

LOCATION	ADB	CAPSA	FAO	IFC	ILO	IMF	IOM	ITU	RC-HC	UNAIDS	UNDP	UNDSS	UNESCO	UNFPA	UNHABITAT	UNHCR	UNIC	UNICEF	UNIDO	UNIFEM	UNOPS	UNORC	WFP	WHO	WB	TOTAL
Sub Total (SMT)	14	0	60	0	37	0	380	0	0	0	181	5	0	0	182	0	0	129	2	13	155	149	243	4	51	1,605
	6	0	58	0	30	0	392	0	0	0	105	3	0	0	135	0	0	142	0	7	0	0	326	4	0	1,208
Sub-total (Java)	49	12	99	19	37	5	182	3	24	30	194	14	57	32	8	22	7	148	9	4	0	0	84	57	106	1,202
	115	23	152	36	51	6	157	1	11	33	132	21	90	50	22	37	7	171	18	6	0	0	127	66	235	1,567
Sub-total (KLM)	0	0	0	0	1	0	13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	14
	0	0	0	0	1	0	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	31
Sub-total (SLW)	0	0	0	0	0	0	3	0	0	0	5	0	0	0	0	0	0	8	0	0	0	0	1	0	1	18
	0	0	0	0	0	0	4	0	0	0	13	0	0	0	0	0	0	16	0	0	0	0	0	0	0	33
Sub-total (Bali)	0	0	1	4	17	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	25
	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Sub-total (WT)	0	0	4	0	0	0	2	0	0	0	0	2	0	0	0	0	0	9	0	0	0	0	31	1	0	49
	0	0	5	0	0	0	0	0	0	0	0	2	0	0	0	0	0	19	0	0	0	0	58	1	0	85
Sub-total (LBK)	0	0	0	0	0	0	11	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	4	0	0	16
	0	0	0	0	0	0	12	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	4	0	0	18
Sub-total (MLK)	0	0	0	0	0	0	0	0	0	0	11	0	0	0	0	0	0	9	4	0	0	0	0	0	0	24
	0	0	0	0	0	0	0	0	0	0	27	0	0	0	0	0	0	9	2	0	0	0	0	0	0	38
Sub-total (PP)	0	0	0	0	3	0	0	0	0	0	11	0	1	0	0	0	0	10	0	0	0	0	0	0	0	25
	0	0	0	0	0	0	0	0	0	0	12	0	4	0	0	0	0	5	0	0	0	0	0	0	0	21

Cont.

LOCATION	ADB	CAPSA	FAO	IFC	ILO	IMF	IOM	ITU	RC-HC	UNAIDS	UNDP	UNDSS	UNESCO	UNFPA	UNHABITAT	UNHCR	UNIC	UNICEF	UNIDO	UNIFEM	UNOPS	UNORC	WFP	WHO	WB	TOTAL
<i>Total UN Staff</i>	63	12	164	23	95	5	594	3	24	30	402	21	59	32	190	22	7	313	15	17	155	149	363	62	158	2,978
Total Dependents	121	23	215	38	82	6	595	1	11	33	289	26	96	50	157	37	7	362	20	13	0	0	515	71	235	3,003
Male condoms	4,536	864	11,808	1,656	6,840	360	42,768	216	1,728	2,160	28,944	1,512	4,248	2,304	13,680	1,584	504	22,536	1,080	1,224	11,160	10,728	26,136	4,464	11,376	214,416
Female condoms	221	42	574	81	333	18	2,079	11	84	105	1,407	74	207	112	665	77	25	1,096	53	60	543	522	1,271	217	553	10,423
Estimated cost (\$9/ yr/ staff)	567	108	1,476	207	855	45	5,346	27	216	270	3,618	189	531	288	1,710	198	63	2,817	135	153	1,395	1,341	3,267	558	1,422	26,802
Subsidy (10%)	57	11	148	21	86	5	535	3	22	27	362	19	53	29	171	20	6	282	14	15	140	134	327	56	142	2,680
<i>Total Estimated cost per agency (\$)</i>	<i>510</i>	<i>97</i>	<i>1,328</i>	<i>186</i>	<i>770</i>	<i>41</i>	<i>4,811</i>	<i>24</i>	<i>194</i>	<i>243</i>	<i>3,256</i>	<i>170</i>	<i>478</i>	<i>259</i>	<i>1,539</i>	<i>178</i>	<i>57</i>	<i>2,535</i>	<i>122</i>	<i>138</i>	<i>1,256</i>	<i>1,207</i>	<i>2,940</i>	<i>502</i>	<i>1,280</i>	<i>24,122</i>

Note

SMT: SUMATERA ISLAND

WT: WEST TIMOR

PP: PAPUA ISLAND

MLK: MALUKU ISLAND

KLM: KALIMANTAN ISLAND

LBK: LOMBOK ISLAND

SLW: SULAWESI ISLAND

Assumption: UN staff ratio of male to female is 50:50

UN Dependents: this proposal only calculated the needs required per UN staff not including dependents

Male condoms required: calculated at 144 per year per employee (3 pieces of condoms/week for 12 months)

Female condoms required: calculated at 7 per year per employee

Estimated cost per employee per year (based on USD 9 per employee per year or locally purchase condoms)
