

**REPORT ON**  
**FOURTH SOCIALLY RESPONSIBLE**  
**BUSINESS DEVELOPMENT**  
**NETWORK**

**April 22, 2005**

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**Socially Responsible Business Development Network**

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## **ACKNOWLEDGEMENT**

On behalf of ActionAid Nepal and Lotus Opportunities we would like to thank the presenters namely Mr. Rajiv Kafle, Chief Coordinator, NavaKiran Plus, Mr. Rajendra Raut, President, DECONT and Mr. Hansa Ram Panday, Assistant Director, FNCCI for their inspiring presentation. We would also like to thank Mr. Sneha Sayami, Small Business Specialist, F-Skill for moderating the forum.

Our thanks goes to all the participants who attended the fourth forum on Socially Responsible Business Development Network, who took time to participate, discuss and share their views, ideas and made this program a success.

## **EXECUTIVE SUMMARY**

ActionAid Nepal and Lotus Opportunities initiated a bimonthly forum on Socially Responsible Business Development Network (SRBDN). The Fourth SRBDN forum took place at Handicraft Association (HAN) building, Thapathali on April 22, 2005. The fourth forum theme was **“Corporate Social Responsibility in HIV AIDS”**.

**Mr. Rajiv Kafle, Chief Coordinator of NavaKiran Plus** talked about his organization which has been working as a rehabilitation centre for drug users and a care centre for HIV positive people. Due to limited resources NavaKiran plus has not yet focused outside Kathmandu Valley and for this they are hoping that the corporate houses could help them on this. His suggestion for the corporate house is to have in house awareness programs against HIV AIDS.

**Mr. Rajendra Raut, President, DECONT** was the next speaker and spoke on “Joint Employers’ and Trade Unions’ Declaration of Commitment and Workplace Policy on HIV/AIDS”. He explained the drawbacks on HIV AIDS in Nepal where one of the major drawbacks is that still HIV AIDS is considered a health issue and not a development issue. The union effort on HIV AIDS has been focused on awareness programs, maintaining the job status and security and also maintaining the non-discrimination and social dialogue.

**Mr. Hansa Ram Pandey, Assistant Director, FNCCI** was the last speaker on the forum and spoke on “HIV/AIDS Prevention Programme at the workplace”. Mr. Pandey discussed the Impacts of HIV/AIDS which are loss of skilled and experienced employees, high absenteeism through AIDS related illness, increase recruitment and training costs, workplace conflicts due to discrimination and thus increased labor turnover, lower productivity, increased health care, medical and insurance costs; death benefits, disability and pension payments. Mr. Pandey also shared the activities FNCCI has been carrying in HIV AIDS.

In a nutshell, this forum asked for the further involvement of the private sector organizing awareness programs, in house training, development of institutional code of conduct and policy on HIV/AIDS, counseling and advocacy for worker and Special Insurance Policy for Infected workers. Social organization needs to work in partnership with the private sector was also

highlighted. It was acknowledged that the issue of HIV AIDS should be considered as a development issue.

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## ACRONYMS

AAN	ActionAid Nepal
CSR	Corporate Social Responsibility
DECONT	Democratic Confederation of Nepalese Trade unions
FNCCI	Federation of Nepalese Chambers of Commerce and Industry
F-SKILL	Franchising Skill
HAN	Handicraft Association of Nepal

HIV and AIDS	Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome
ILO	International Labour Organization
INGO	International Non Government Organization
KUSOM	Kathmandu University School of Management
LO	Lotus Opportunities
NGO	Non Government Organization
SME	Small Medium Enterprise
SRBDN	Socially Responsible Business Development Network
STD	Sexually Transmitted Disease
UN	United Nations
VSBK	Vertical Shaft Brick Kiln
WEAN	Women Entrepreneurs Association of Nepal

## **1. RATIONALE BEHIND THE MEETING**

Corporate Social Responsibility (CSR) is part of an international drive towards transparency and accountability of business activities and a way of monitoring how business perform against environmental, ethical and social. A platform to share information, knowledge and experience on CSR was felt. The rationale behind the meeting was to have a well functioning knowledge and information-sharing network on CSR.

### **Objective of SRBDN**

- Facilitate sharing information, experiences and ideas on Corporate Social Responsibility in Nepal.
- Facilitate identification of common interests and development of joint efforts and create synergy among facilitators, providers and donors.
- Awareness raising
- Cooperation between large organization and SME.
- Integrating CSR in education

## **2. OBJECTIVE OF THE FOURTH FORUM**

More than 7 million people are infected with HIV/AIDS in the Asia Pacific region, the great majority of them persons in their most productive age<sup>1</sup>. HIV/AIDS directly affects the social and economic development, both on the business level, as well as on the national economic level. Involvement of the private sector in the response to HIV/AIDS is crucial to the success of any country's efforts against the epidemic.

The objective of the fourth forum on SRBDN was

- To create awareness on HIV AIDS in Nepal
- To share experiences of different sectors on HIV AIDS
- To know how private sector can get involve in HIV AIDS as part of their CSR.

## **3. PROCEEDINGS OF THE PROGRAM**

### **3.1 Programme Overview**

The fourth Socially Responsible Business Development Network initiated by ActionAid Nepal and Lotus Opportunities took place at Handicraft Association of Nepal (HAN) building, Thapathali heights on April 22, 2005. The theme for the forum was **“Corporate Social Responsibility in HIV AIDS”**.

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<sup>1</sup> [www.youandAIDS.org/Themes/Corporate%20Social%20Responsibility%20\(CSR\)/index.asp](http://www.youandAIDS.org/Themes/Corporate%20Social%20Responsibility%20(CSR)/index.asp)

Ms. Reema Shrestha Coordinator of the forum welcomed the entire guest. She requested Ms. Shizu Upadhy, Theme Leader, AAN to speak few words about the forum on behalf of the organizers. She said that the main objective of initiating this forum was to guide the private companies and I/NGOS to utilize their profit in the right place and make their business as environment friendly as possible. She added that the main mission of CSR is the poverty alleviation and social justice. Mr. Sneh Sayami, Small Business Specialist from F-Skill moderated the forum.

### **3.2 Corporate Social Responsibility in HIV AIDS**

#### **First Presentation**

**Mr. Rajiv Kafle, Chief Coordinator of NavaKiran Plus** was the first speaker of the Forum. He has been living with HIV positive for about 8 yrs and taking care of other infected people through his organization. NavaKiran Plus is an NGO that supports drug user and HIV infected people in Kathmandu and Chitwan. It has a rehabilitation centre for drug users and care homes for HIV positive people. Mr. Kafle started the presentation by informing the participants about HIV AIDS and said that the drug users who inject drugs have 50% possibility of being infected with HIV positive. In major cities of Nepal 70% of HIV positive people have been infected with HIV through injecting drugs. He said that NavaKiran Plus provides treatment to drug users, tuberculosis and HIV positive victims. Other than the treatment they are also involve in creating awareness on HIV AIDS and how it is transmitted to the general public.

Mr. Kafle informed that currently they have around 25 people in their Care home at Budhanilkantha, another 40 people in inner Budhanilkantha and around 20 people in Chitwan. He said that they have different therapies for HIV positives but the one they have chosen requires liquid medicines and significantly prolongs the victims' life, lessens pain and suffering, hospitalization. The HIV victims are among the drug users, sex workers, trafficked girls, migration workers etc, who does not have good financial status. He said that the overall medication and care for HIV positive is quite expensive.

**Mr. Kafle** said that there are lots of donors for the awareness campaigns on HIV AIDS but most of them have already set some boundaries on investing where they want. So, **NavaKiran Plus** is always seeking for other money or corporate money, which doesn't have any boundaries. Even working for several years, he has not been able to collect enough money.

## **Issues**

The first presentation had a wide interaction from the participants regarding the issues of CSR in HIV AIDS. The different issues that were raised on this presentation were as follows:

- The social responsibility of organization towards HIV positive
- The individual behavior or responsibility of the public towards the HIV positive
- The challenges faced by Mr. Rajiv Kafle while starting the program in 1997
- The percentage contribution of corporate to HIV AIDS
- Implementation of HIV AIDS in rural areas.

Mr. Kafle informed that NavaKiran Plus being a small organization supports 20 people while government supports only 25 people. He shared how his organization was established when there were very few countable people willing to promote this idea in Nepal. He has attended a lot of meetings where people promised him many things, signed huge documents but could not keep it. At present NavaKiran Plus is working with British Embassy and some other I/NGOs. They are hoping to make their care home global by the end of 2010. While talking about Corporate Social Responsibility Mr. Kafle gave an example of SIPLA a drug manufacturing organization. He mentioned that this organization produces drugs to make money, manufacturing drugs for profit is not a part of social responsibility. He gave suggestion to corporate houses saying they should have in house awareness programs against HIV AIDS. They should have programs supporting HIV positive victims.

NavaKiran plus at the moment is focusing only Kathmandu valley due to limited resources but the HIV positive victims at the care homes are more from outside Kathmandu than inside Kathmandu.

At the end of the presentation Ms. Shizu Upadhya, organizer of the forum suggested Mr. Kafle that speaking in the programs is not enough to raise fund, so if he could come up with a good proposal than the SRBDN team will help him to send his proposal to related organization.

### **Second Presentation**

**Mr. Rajendra Raut, President, DECONT** was the next speaker and spoke on “Joint Employers’ and Trade Unions’ Declaration of Commitment and Workplace Policy on HIV/AIDS.” He started his presentation by informing the participants the present situation of HIV AIDS in Nepal. The first identification of HIV AIDS was in 1988 AD. Since then, by 2002, the number of infected has been increased to 60018. The infection is caused mostly by using drugs, than sex workers, STD, Blood Donation/transfer, and few from Pregnancy. Since 1988, there have been many Institutional Development & Policy Formulation programs on HIV/AIDS. By 2005, the increasing rate of HIV infection is by 1.6% and the most vulnerable age group is from 15–49 years.

Mr. Raut also explained the drawbacks and shortcomings of HIV AIDS in Nepal. One of the major drawbacks he explained was that still HIV AIDS is considered a health issue and not a development issue. The budget of the nation is prioritized to militarization and general expenditure. He also added that there is limited research and activities even in urban areas. While talking about the impact on workers and national economy he said that the discrimination against infected people leads to threatens fundamental principles and rights at work, and undermines efforts for prevention and care. The disease cuts the supply of labor and reduces income for many workers. As men are more infected than women, the burden of income comes to women, which reduces the productivity. Also, valuable skills and experiences are lost.

Mr. Raut mentioned the Unions’ effort on HIV/AIDS. The union has been focused on awareness programs, maintaining the job status and security and also maintaining the non-discrimination and social dialogue. For all these efforts, the main problems the Union is facing are illiteracy, lack of cooperation between workers, employers and trade unions and most important lack of resources with unions to carry out activities focusing on HIV/AIDS.

He also recommended the corporate sectors to support unions to organize awareness-raising programs. The other recommendation was to develop institutional code of conduct and policy on HIV/AIDS, counseling and advocacy for worker and Special Insurance Policy for Infected workers.

## **Issues**

In the second presentation the following issues were raised

- The role of corporate sector in HIV AIDS
- Implementation of Union Workplace Policies on HIV AIDS and its impact
- HIV AIDS Policy for migrant workers
- Implementation of Union Workplace Policies on HIV AIDS to the corporate houses

The issues discussed were more on how the union workplace policy is implemented and whether corporate houses could implement the same policies or not. On this Mr. Raut said that the major role of corporate sector is based on corporate social responsibility. If the corporate sector follows the policies of the Union, the HIV/AIDS infected people could lead a better life and more people would be able to prevent themselves from this disease. He mention that they have implemented the union policy on HIV AIDS but its impact / result have not yet been analyzed but are in the process of doing so. He also said that the there is no discrimination against the worker under the union. While discussing about the migrant worker Mr. Raut said that till now they have not been able to focus on this area.

**Ms. Narmada Archarya, ILO added** that ILO has been involved on a project on HIV AIDS. She said that starting from the policy development; their awareness programs have been very effective. They have reviewed the policy related to the workplace discrimination. She mentioned that ILO is working on some provisions for HIV AIDS infected people in an organization. They are also studying on the National Level of legal aspects and also the International Human Rights Law. Overall impact is yet to be surveyed, though FNCCI have implemented some principles and collected the results.

## **Third Presentation**

**Mr. Hansa Ram Pandey, Assistant Director, FNCCI** was the last speaker on the forum and spoke on “HIV/AIDS Prevention Programme at the workplace”. He introduced the different social activities FNCCI is involved with. He shared what FNCCI is doing in the field of HIV/AIDS Prevention Program at workplace.

Mr. Pandey discussed the Impacts of HIV/AIDS which are loss of skilled and experienced employees, high absenteeism through AIDS related illness, increase recruitment and training costs, workplace conflicts due to discrimination and thus increased labor turnover, lower productivity, increased health care, medical and insurance costs; death benefits, disability and pension payments. Mr. Pandey presented his perception on why businesses are reluctant to set up workplace program on AIDS which could be because they think educated people do not get infected, they have already donated for charity, HIV/AIDS is not an issue and do not have time for it, nobody in their organization have been infected so far.

Mr. Pandey also shared that FNCCI has conducted HIV/AIDS prevention programme which includes creating awareness within FNCCI members, strengthen business response towards HIV/AIDS, support HIV/AIDS program at the workplace and Formulate HIV/AIDS policy in the workplace. He even mentioned the six companies, which were selected to implement HIV/AIDS awareness programme as: Standard Chartered Bank Nepal Ltd., Nebico Pvt. Ltd., Bottlers Nepal Ltd., Himalayan Distillery Pvt. Ltd., Godawari Marbles Pvt. Ltd., Mercantile Communication Pvt. Ltd.

Finally, he presented FNCCI’s commitment and plan for future to expand activities on prevention of HIV/AIDS and its interest to implement HIV/AIDS programme under UN Global Fund.

## **Issues**

The issues discussed on the third presentation were as follows:

- Testing of HIV to people coming back from other countries.
- FNCCI working together with other chambers in other district on HIV issues.
- Involvement of only six companies in the program so far.

**Mr. Pandey** informed the participant that it was very difficult to start the program in the beginning but now they have been successful to spread the awareness program in 70 districts, which is very good. Besides they are also planning to bring more in-house trainings to raise awareness. FNCCI in collaboration with other Chambers can work in grass root level.

#### **4. WRAP UP**

**Mr. Sneha Sayami** wrapped up the forum and gave some definition on CSR. According to the American definition, CSR means to earn profit by any means and donate some of it. That's CSR. But by the European definition, it says, your business should be compatible to the environment and society to maintain CSR. Giving donation is Philanthropy. So, talking about CSR in HIV/AIDS, it's a matter of health issue in workplace. Today's discussion was based on what corporate sector is doing and what they need more to do regarding HIV/AIDS – that could be for prevention or for cure.

**Mr. Sayami** gave a brief introduction of F-SKILL (Franchising Skill). The organization has been giving free trainings if and only if the concerned organization will give job to the trainees. Their training assures 100% employment. So, their training also includes 3-days training on prevention from HIV/AIDS and health sector.

#### **5. CONCLUSION**

HIV AIDS is an important issue that can not be addressed with individual initiatives. HIV AIDS has to be considered more as a development issue rather than only a health issue. In an organization it affects both factor of production and output. In this regard concrete initiative needs to be brought with joint collaboration of government, development organizations and private sectors

More and more of the development organizations, NGOs, projects are incorporating the HIV AIDS component in their initiative. Private enterprises could be taking part in this initiative

through different programs like in house training, sponsoring programs, health camp, counseling and awareness program. Private sector should even come out with the internal policy for the HIV AIDS infected people. Till now in Nepal only few private organization are involved in HIV AIDS awareness program. Greater absenteeism, high turnover and reduced productivity are the impact of HIV AIDS in workplace. There are signs that prevention in the workplace can also help reduce levels of HIV infection. Therefore private sector should be involved in creating awareness on HIV AIDS to their employees.

## 6. ANNEXURE

### 6.1 Program Schedule

**Date:** 22<sup>nd</sup> April 2005

**Venue:** Handicraft Association of Nepal (HAN), Thapathali heights Phone No: 4244231

**Theme:** “Corporate Social Responsibility in HIV/AIDS”

2:45 - 3:00	Registration
3:00 - 3:10	Welcome by Ms. Reema Shrestha, SRBDN Coordinator
3:10 - 3:25	First Speaker Mr. Hansa Ram Panday, Assistant Director, FNCCI
3:25 - 3:45	Discussion Round
3:45 - 4:00	Second Speaker Mr. Rajendra Raut, President, DECONT
4:00 - 4:20	Discussion Round
4:20 - 4:35	Third Speaker Mr. Rajiv Kafle, Chief Coordinator, NavaKiran Plus
4:35 - 4:55	Discussion round
4:55 - 5:00	Moderator wrap up
5:00 pm onwards	Networking / Tea Coffee

## 6.2 List of Participants

S. N	Name	Designation	Organization Name
1	Mr. Devendra Shrestha		ActionAid Nepal
2	Ms. Anju Pun	Asst. Program Officer	ActionAid Nepal
3	Ms. Nabina Shresth		ActionAid Nepal
4	Ms. Shizu Upadhya	Theme Leader	ActionAid Nepal
5	Ms. Sneha Bajracharya	Sr. Manager	AVCO Interational
6	Dr. Raghav Bhattaraya	DGM	Dairy Development Corporation
7	Mr. Madan Mohan Das	Manager	Dairy Development Corporation
8	Mr. Rajendra Raut	President	DECONT
9	Ms. Muna Shrestha		Enterprise Development Network
10	Mr. Hansa Ram Pandey	Assistant Director	FNCCI
11	Mr. Purna Dangol	Training Monitor	F-SKILL
12	Mr. Sneh Sayami	Business Specialist	F-SKILL
13	Mr. Bhusan Das Shrestha	Business Development Strategic Advisor	Gandaki Bee Concern
14	Mr. Dev Bahadur Gurung	Executive Director	Gandaki Bee Concern
15	Ms. Narmada Acharya	HIV/AIDS Coordinator	ILO
16	Mr. Niranjan Adhikari	Student	Kathmandu School Of Law
17	Mr. Binod Shrestha	Professor	KUSOM
18	Ms. Rasy Chitrakar	Officer - Events	Lotus Intellect
19	Mr. Arun Pandey	Assist. Manager - Services	Lotus Opportunities
20	Mr. Rajiv Kafle	Chief Coordinator	NavaKiran Plus
21	Mr. Prithivi Shrestha	Reporter	Rising Nepal
22	Ms. Rix Susanne	Australian CSR Group	SNEAKS
23	Ms. Bina Rana	Head - Corporate Affairs	Standard Chartered Bank Ltd.
24	Mr. Hemraj Bhandari	MA	TriChandra College
25	Mr. Som Bdr. Magar	Sales Executive	Vijaya Motors Pvt. Ltd.
26	Ms. Pimpa Chemjung		VSBK Programme
27	Ms. Arati Nepal	Member	Wean
28	Mr. Steve Biggs		
29	Ms. Laxmi Mali	Educational Secretary	