



# Empowering People Living with HIV: Navigating Employability and Inclusion

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## Abstract :

**Background:** People Living with HIV/AIDS (PLHA) face numerous challenges as they transition into adulthood. This study aims to explore and understand the specific employment-related hurdles that PLHAs face, such as discrimination, stigma, limited access to education and vocational training, and inadequate support systems, especially related to the recruitment process due to perceptions about the disease in the minds of recruiters.

**Methods:** This study used a quasi-experiment design exploring qualitative aspects.

**Findings:** It is evident that people living with HIV (PLHA) in India face multifaceted challenges including stigma and discrimination in the workplace. Considering these challenges, strategies and interventions can be developed to enhance their employability and foster their successful integration into the workforce, ultimately contributing to their overall well-being and quality of life.

**Conclusions:** Understanding the employability hurdles of PLHA in India is crucial for crafting effective interventions to enhance economic empowerment and social inclusion.

## IndexTerms –

PLHA = People Living with HIV/AIDS

CLHA = Children living with HIV/AIDS

ART = Antiretroviral Treatment

LGBTIQA+ = the third-gender communities

HIV = Human Immunodeficiency Virus

AIDS = Acquired Immunodeficiency Syndrome

GDP = Gross Domestic Product

## INTRODUCTION

Understanding the employability challenges faced by the PLHA after attaining adulthood requires an understanding of the disease itself, its impact on individuals, and the social context surrounding it.

**HIV (Human Immunodeficiency Virus)** is a retrovirus that attacks the immune system thereby weakening the body's ability to fight off infections and diseases. AIDS (acquired immunodeficiency syndrome) is an advanced stage of the disease where the individual affected needs Antiretroviral Therapy (ART) to survive. Since its discovery in the 1980s, AIDS has become a global epidemic affecting millions of people. Over the years, medical advancements have led to the improvement of HIV treatment and management by reducing HIV-related mortality rates, increasing life expectancy, and improving the overall health of PLHA.

The social stigma and discrimination associated with the disease results in the social exclusion of PLHA as employers hold a biased attitude and taboos related to HIV/AIDS. Often the physical, emotional, and psychological effects of the disease have implausible results on the individual, as periods of ill health, disruption in treatment, and frequent medical appointments can impact their consistency in maintaining employment by affecting their productivity. A disclosure dilemma is faced by most PLHA, as disclosing their diseased status to employers and colleagues can be challenging due to fear of negative consequences.

Many countries have enacted laws and policies against such human rights violations in the workplace faced by PLHAs. However, the legislations are not uniformly enforced and knowledge about legal protection is limited among both employers and PLHA. The impact of HIV/AIDS on employability also differs based on various intersecting factors such as gender, race, socio-economic status, and geographic location. Marginalized groups such as women and LGBTIQA+ populations, racial and ethnic minorities, and individuals from low-income backgrounds face additional barriers to accessing employment opportunities.

## Problem Statement

Despite advances in medical treatment and increased awareness, PLHAs still face numerous challenges as they transition into adulthood. Most of the children affected by HIV/AIDS in the first decade of its discovery started attaining adulthood at the turn of the millennium, wherein it was realized that their employability structure is socially exclusive for the taboos related to the disease

HIV/AIDS and its spread in the common population. The spread of the disease through bodily fluids in sexual interaction made the subject more restrictive, due to lack of proper awareness and sexual education. In many cultures, it was even thought that simply working with a PLHA makes you vulnerable to the disease. In contrast, the reality is that it spreads through the transfer of infected transfusion blood and syringes or through sexual affiliation with an infected/carrier person.

This study aims to explore and understand the specific employment-related hurdles that PLHA encounters, such as discrimination, stigma, limited access to education and vocational training, and inadequate support systems, especially related to the recruitment process due to perceptions about the disease in the minds of recruiters. By identifying these barriers, strategies, and interventions can be developed to enhance the employability of PLWHA and foster their successful integration into the workforce, ultimately contributing to their overall well-being and quality of life.

#### *Project Objectives*

To examine the attitudes of employers towards hiring PLHAs and determine the impact of HIV/AIDS-related stigma and discrimination on their employability.

#### *Research Objective*

To study -

1. Perception about HIV/AIDs affects the recruitment process of PLHA in full-time employment
2. PLHAs face stigmatization related to the disease while they apply for employment (on full disclosure) due to employers' and recruiters' personal biases and perceptions.

#### *Literature Review*

Understanding the employability hurdles faced by People Living with HIV/AIDS (PLHAs) in India is a crucial dimension for crafting effective interventions. This literature review seeks to provide insights into the complex challenges surrounding the employability of PLHAs in India, drawing upon scholarly research available on Google Scholar.

The pervasive societal stigma and discrimination against PLHAs significantly impact their employability prospects. Research by Mahendra et al. (2014) has highlighted the persistent challenges of reducing AIDS-related stigma and discrimination in Indian healthcare settings, indicating the need for targeted interventions to create more inclusive work environments. (Mahendra, 2006)

Examining the legal and policy landscape is fundamental to understanding the employability context for PLHAs in India. A study by Mahapatra et al. (2016) delves into the legal protections and employer attitudes toward HIV-positive employees, offering insights into the role of legal frameworks and the efficacy of workplace policies in promoting equal opportunities for PLHAs. (Mahapatra, 2016)

The health-related challenges faced by PLHAs directly impact their employability. Rai et al. (2015) conducted a study on employment status and concerns among people living with HIV in Delhi, revealing the pressing need for workplace accommodations to address health-related barriers and foster a supportive work environment. (Rai, 2015)

Skill development and training programs play a pivotal role in enhancing the employability of PLHAs. Nachega et al. (2016) investigated the impact of employment on HIV treatment adherence, emphasizing the importance of targeted skill-building initiatives to improve employability outcomes for this demographic. (Nachega, 2013)

Synthesizing the existing literature, it is evident that comprehensive strategies are required to address the employability hurdles PLHAs face in India. Nyblade et al. (2011) underscored the significance of understanding and mitigating stigma as a barrier to participation, providing valuable insights for the development management project to formulate effective interventions. (Nyblade, 2011)

This literature review amalgamates findings from diverse studies to inform a development management project focused on enhancing the employability of PLHAs in India. By recognizing the interconnected challenges related to societal attitudes, legal considerations, health issues, and skill development, the project can adopt a holistic approach to contribute towards creating a more inclusive and supportive work environment for PLHAs in the country.

#### *Motivation*

HIV/AIDS can have significant physical, emotional, and mental impact on individuals suffering from the disease, as PLHA on attaining adulthood faces unique challenges in securing and maintaining employment due to health-related issues as well as social stigma and discrimination. Employment plays a crucial role in enhancing economic empowerment and overall quality of life for individuals and their families. The barriers PLHA encounters in gaining and sustaining employment are essential to provide appropriate support and interventions towards their empowerment. Health-related issues, such as fatigue, frequent medical appointments, and side effects of medication, can affect work performance and attendance, leading to potential job loss and limited career opportunities. This negatively impacts the per-capita income and GDP values of the country and results in the severe seepage of income as well.

PLHA often face discrimination and stigmatization in various aspects of life, including the workplace, especially, for lack of awareness, about the spread of HIV/AIDS, even in educated individuals. Considering the specific employment-related challenges they encounter can help in devising strategies to combat stigma and promote inclusivity in the workplace. Overall, this study will contribute to fostering a more equitable society where PLHA can fully participate in the workforce, achieve economic independence, and lead fulfilling lives without facing undue discrimination or barriers.

*Project Design & Methodology*

This study used a quasi-experiment design exploring qualitative aspects.

**Sampling**

Employers and Human Resource Professionals were reached out through personal networking and acquaintances. In the first phase, I reached out to 145 individuals which bore 2 responses only. This was due to the sensitivity of the topic and the taboo that most people felt while responding to it. In the second phase, I reached out to Corporate Social Responsibility Managers urging their company directors and HR heads to respond to the Google form created. This gave me about 8 extremely insightful responses. In the last phase, the Google form was floated on social media platforms, and that generated around 5 responses. The initial plan was to get the sample from the Kolkata region and nearby areas but owing to the constraints set by the sensitiveness of the topic I had settled with the sampling from Pan-India.

**Data Collection**

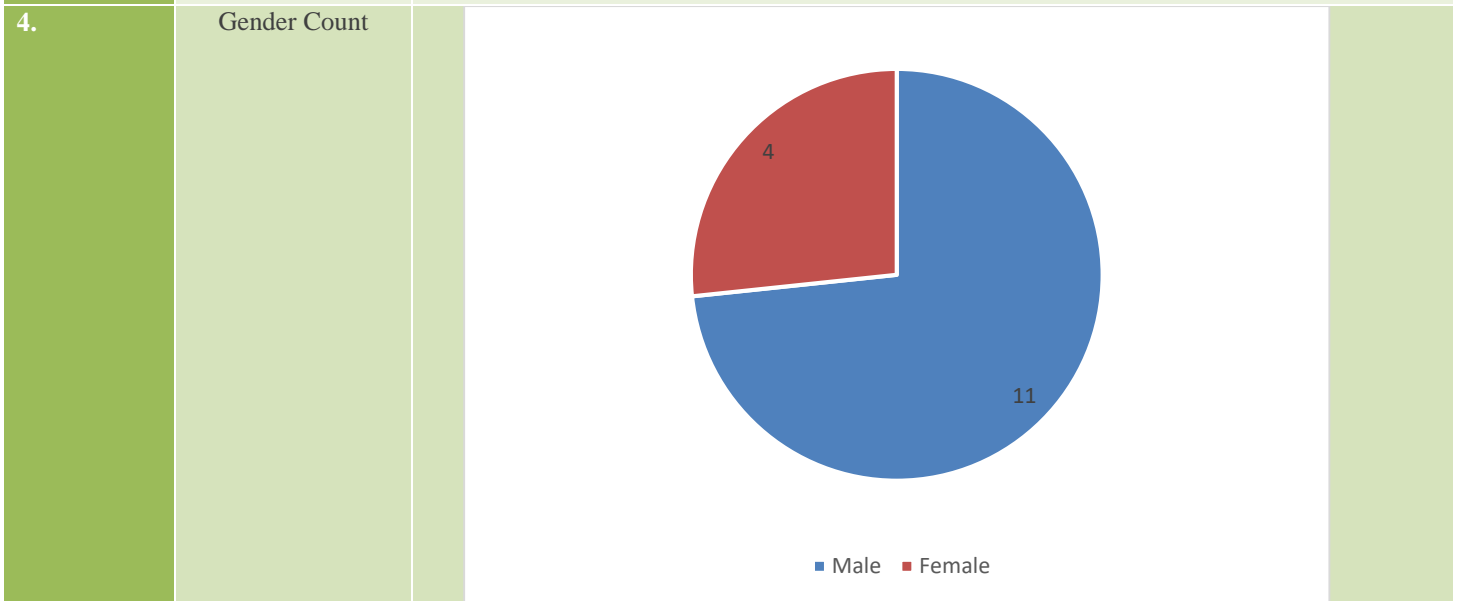
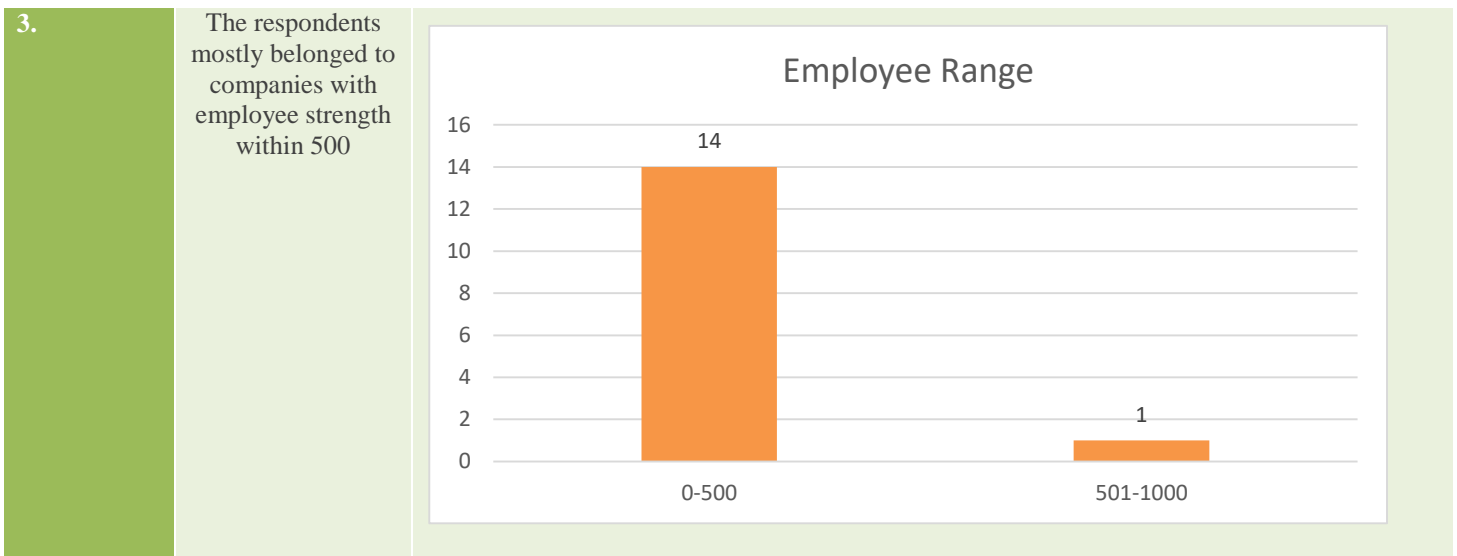
Google form was created enumerating 5 thematic schemes, viz. Knowledge and Awareness, Recruitment and Selection Process, Workplace Support and Accommodation, Training and Sensitization, and Recommendations. The sections of the form were carefully written maintaining the sensitivity of the topic. Each section has 3-4 questions keeping in mind the time constraint that the respondents may have while filling it up. Questions were kept open-ended to help the respondent respond without any inhibition and through natural conversational methods. The contact numbers of the respondents were also collected so that they could be connected for further discussion. Telephonic interviews were held with 3 such professionals, one Director, one cofounder, and one Senior Human Resource Manager, to further understand the hesitation issues associated with the research questions.

**Data Analysis**

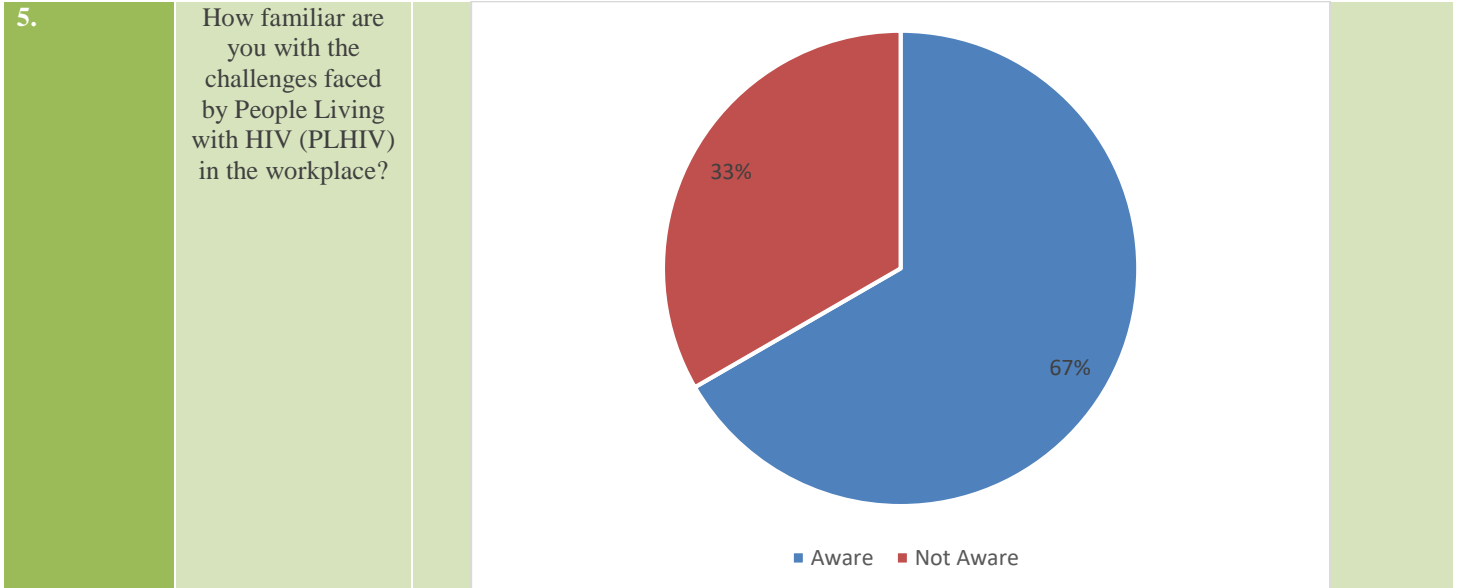
The data collected was segregated using Microsoft Excel to get the demographic and other related categories of the respondents. The Fathom and Taguette software were used to further interpret and segregate the data in a format that can be analyzed with ease. Once that was done comparison of the datasets were made to make understandable charts that can be analyzed further. Along with the charts further findings from the telephonic conversations were merged to get insights that are enumerated in the further section of Interpretation.

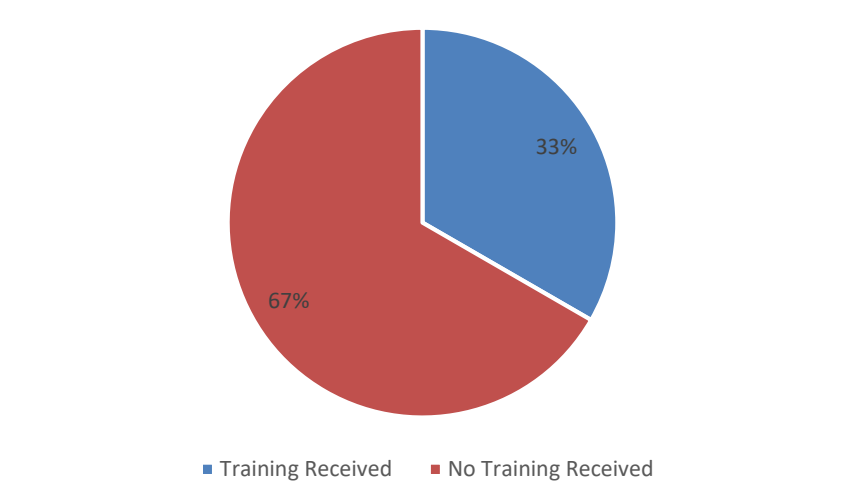
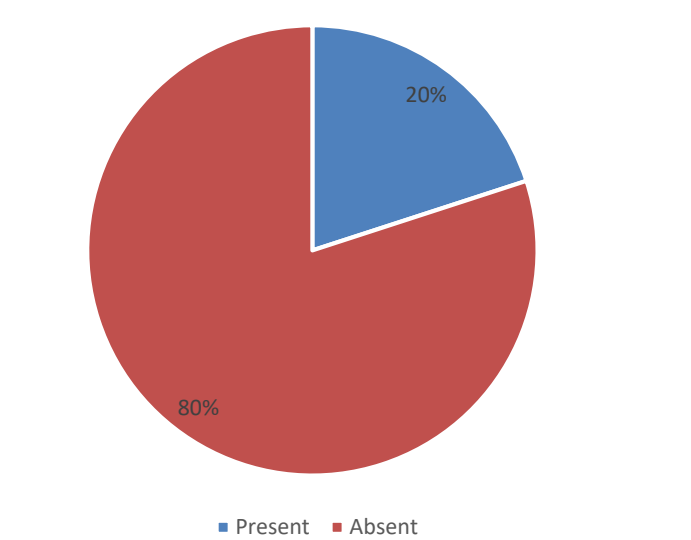
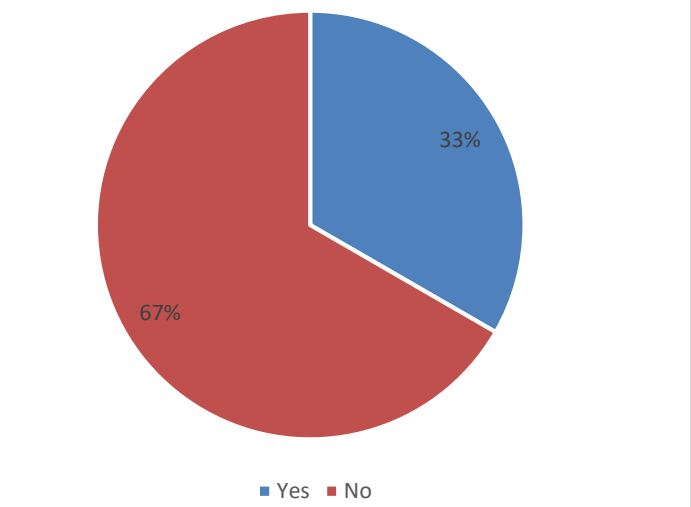
*Findings*

Sl. No.	Objects	Findings																				
<b>Demographics of Respondents</b>																						
1.	The average avg. age group of the respondents was 40 years, although the youngest was 25 and the oldest was 56 years old.	<table border="1"> <caption>Age Distribution Data</caption> <tr><th>Age</th><td>25</td><td>28</td><td>31</td><td>34</td><td>37</td><td>37</td><td>38</td><td>39</td><td>40</td><td>42</td><td>45</td><td>46</td><td>48</td><td>49</td><td>56</td></tr> </table>	Age	25	28	31	34	37	37	38	39	40	42	45	46	48	49	56				
Age	25	28	31	34	37	37	38	39	40	42	45	46	48	49	56							
2.	The respondents mostly belonged to the top management with the highest number of responses coming from Directors of the organization	<table border="1"> <caption>Name by Position Data</caption> <tr><th>Position</th><td>Senior Manager - HR</td><td>Owner</td><td>Medical officer, surveillance</td><td>HR Executive</td><td>Head of Recruitment</td><td>Director</td><td>DGM - HR</td><td>Co founder</td><td>CEO</td></tr> <tr><th>Count</th><td>1</td><td>1</td><td>1</td><td>1</td><td>1</td><td>6</td><td>1</td><td>2</td><td>1</td></tr> </table>	Position	Senior Manager - HR	Owner	Medical officer, surveillance	HR Executive	Head of Recruitment	Director	DGM - HR	Co founder	CEO	Count	1	1	1	1	1	6	1	2	1
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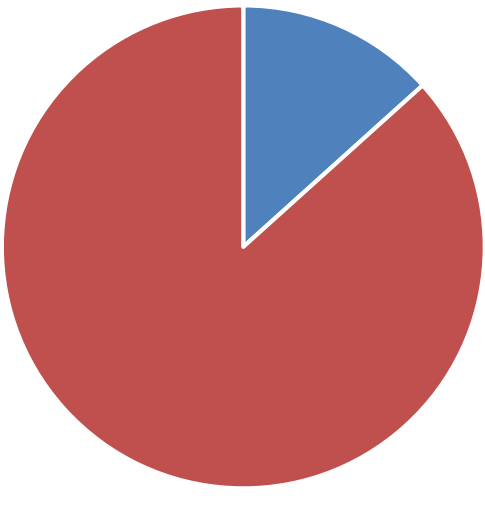


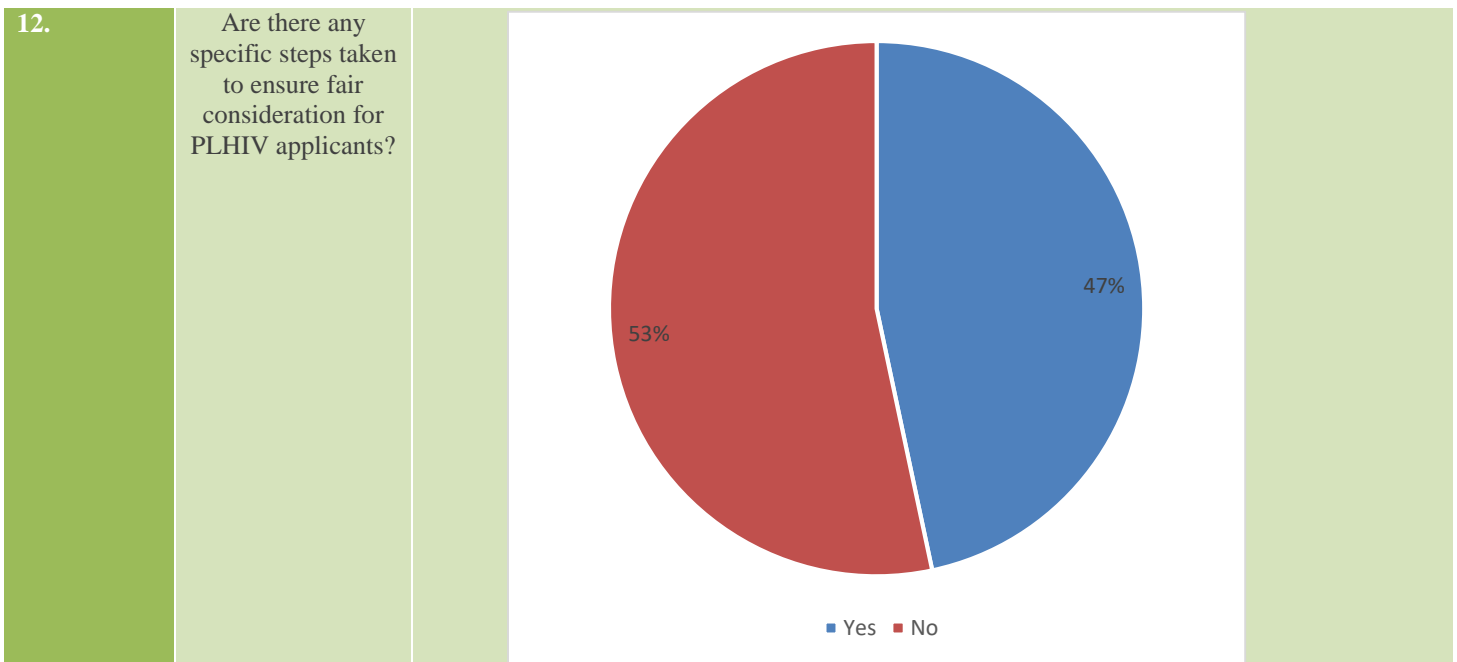
**Knowledge and Awareness**



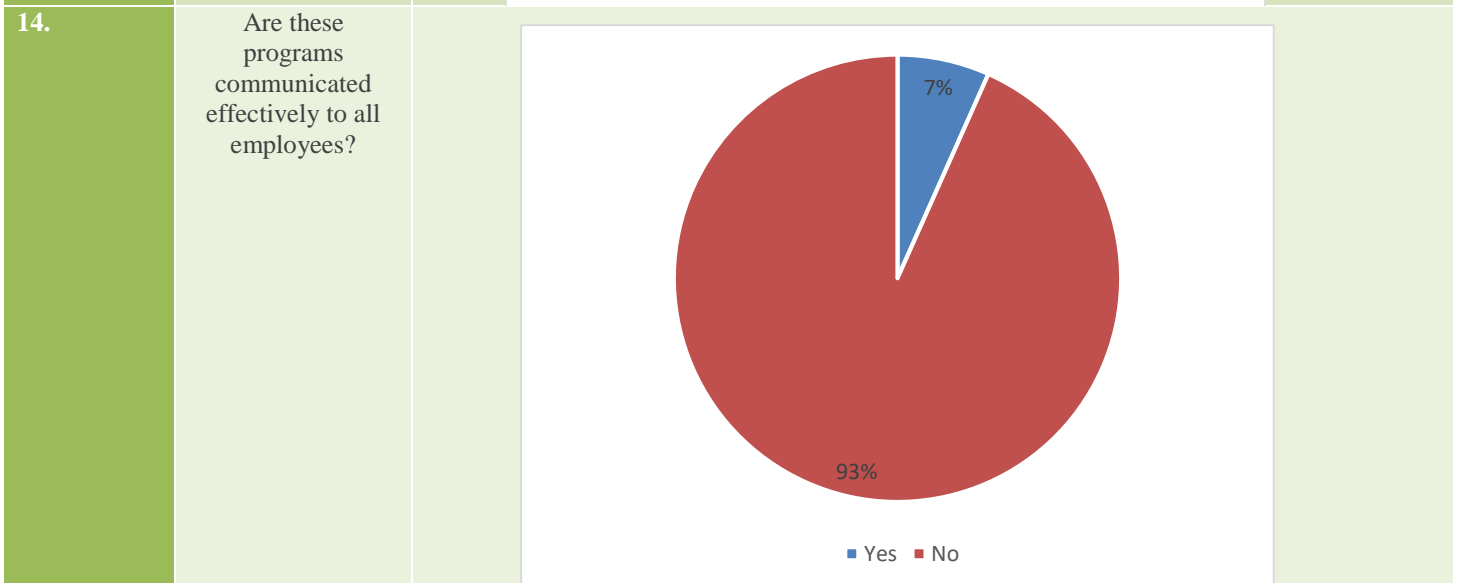
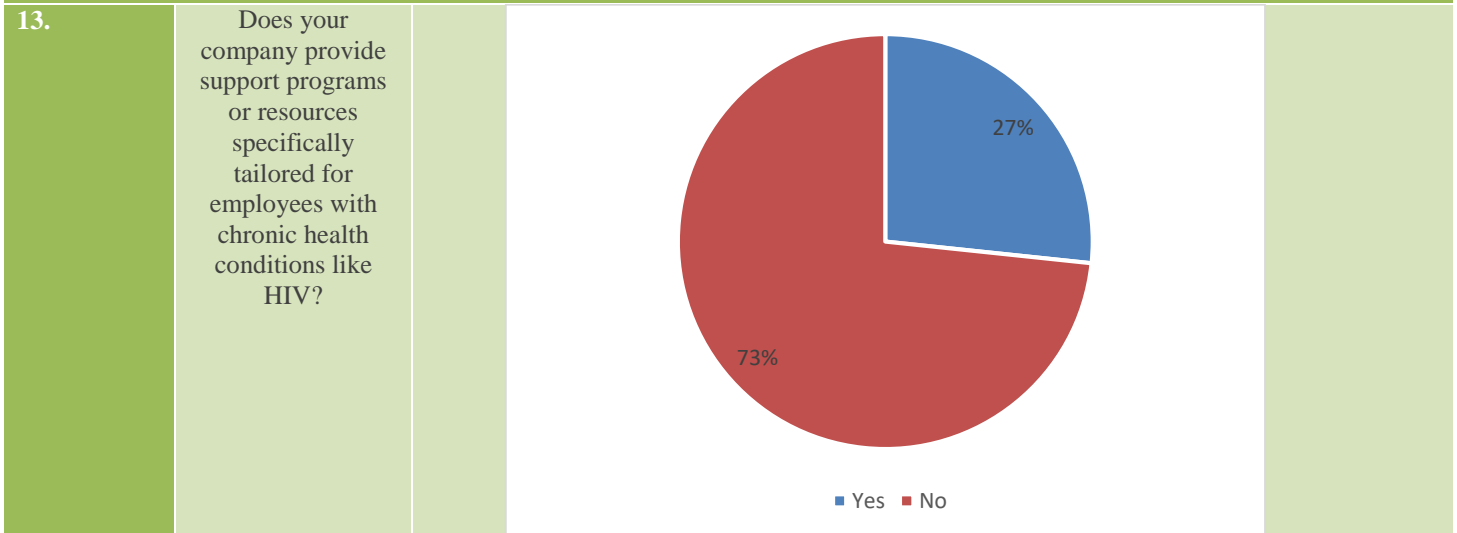
6.	Have you or your organization received any training on creating an inclusive environment for PLHIV employees?	 <p>A pie chart with two segments. The blue segment represents 'Training Received' at 33%, and the red segment represents 'No Training Received' at 67%.</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Training Received</td> <td>33%</td> </tr> <tr> <td>No Training Received</td> <td>67%</td> </tr> </tbody> </table>	Category	Percentage	Training Received	33%	No Training Received	67%
Category	Percentage							
Training Received	33%							
No Training Received	67%							
7.	Does your company have specific policies addressing the employment of individuals with chronic health conditions, including HIV?	 <p>A pie chart with two segments. The blue segment represents 'Present' at 20%, and the red segment represents 'Absent' at 80%.</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Present</td> <td>20%</td> </tr> <tr> <td>Absent</td> <td>80%</td> </tr> </tbody> </table>	Category	Percentage	Present	20%	Absent	80%
Category	Percentage							
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Absent	80%							
8.	Are these policies communicated effectively to all employees?	 <p>A pie chart with two segments. The blue segment represents 'Yes' at 33%, and the red segment represents 'No' at 67%.</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>33%</td> </tr> <tr> <td>No</td> <td>67%</td> </tr> </tbody> </table>	Category	Percentage	Yes	33%	No	67%
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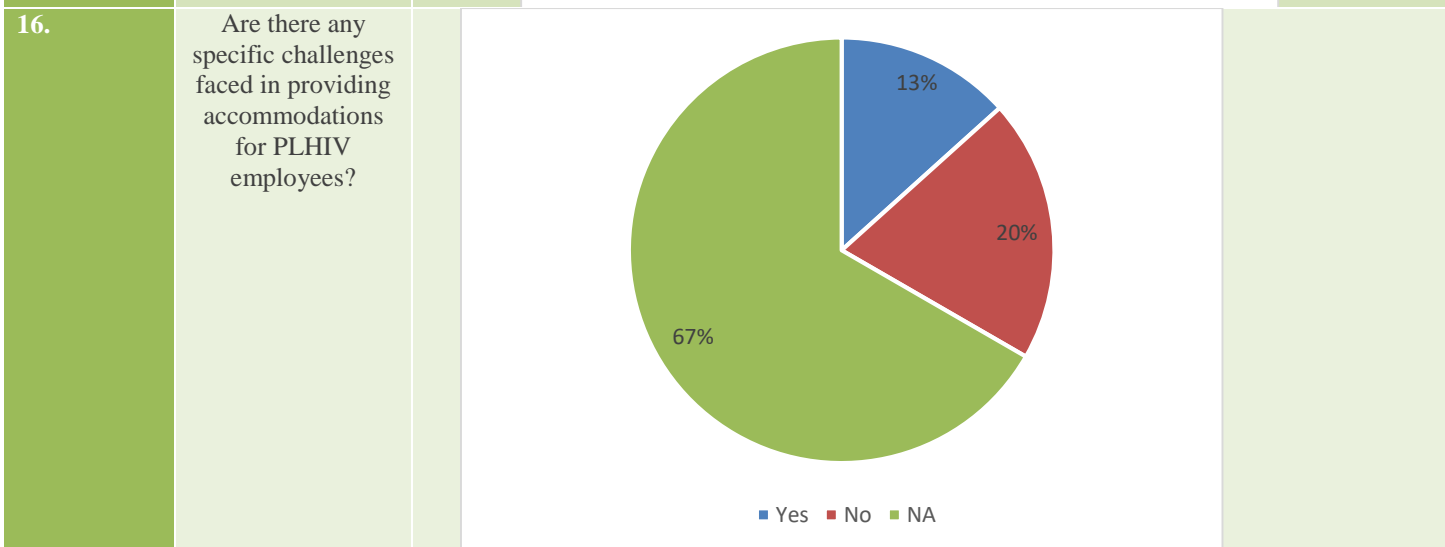
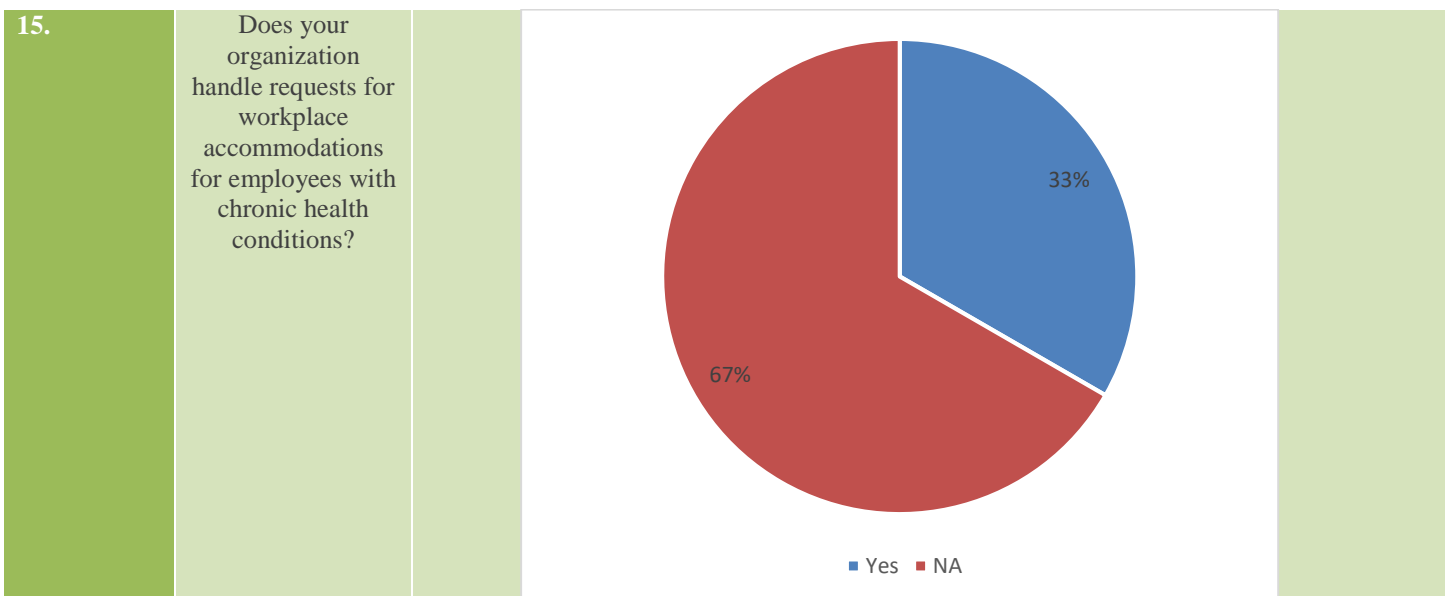
**Recruitment and Selection**

<p>9.</p>	<p>How inclusive is your company's hiring process for individuals with chronic health conditions, including HIV?</p>	 <p>A pie chart illustrating the responses to the question 'How inclusive is your company's hiring process for individuals with chronic health conditions, including HIV?'. The chart is divided into three segments: a large green segment representing 'Neutral' at 53%, a red segment representing 'Agree' at 34%, and a smaller blue segment representing 'Strongly Agree' at 13%.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly Agree</td> <td>13%</td> </tr> <tr> <td>Agree</td> <td>34%</td> </tr> <tr> <td>Neutral</td> <td>53%</td> </tr> </tbody> </table>	Response	Percentage	Strongly Agree	13%	Agree	34%	Neutral	53%	
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Agree	34%										
Neutral	53%										
<p>10.</p>	<p>Are there measures taken by your company to address and prevent such incidents?</p>	 <p>A pie chart showing the responses to the question 'Are there measures taken by your company to address and prevent such incidents?'. The chart is divided into two segments: a large blue segment representing 'Yes' at 73%, and a red segment representing 'No' at 27%.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>73%</td> </tr> <tr> <td>No</td> <td>27%</td> </tr> </tbody> </table>	Response	Percentage	Yes	73%	No	27%			
Response	Percentage										
Yes	73%										
No	27%										
<p>11.</p>	<p>Are you aware of instances where PLHIV applicants have faced stigma or discrimination during the recruitment process?</p>	 <p>A pie chart showing the responses to the question 'Are you aware of instances where PLHIV applicants have faced stigma or discrimination during the recruitment process?'. The chart is divided into two segments: a small blue segment representing 'Yes' at 13%, and a large red segment representing 'No' at 87%.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>13%</td> </tr> <tr> <td>No</td> <td>87%</td> </tr> </tbody> </table>	Response	Percentage	Yes	13%	No	87%			
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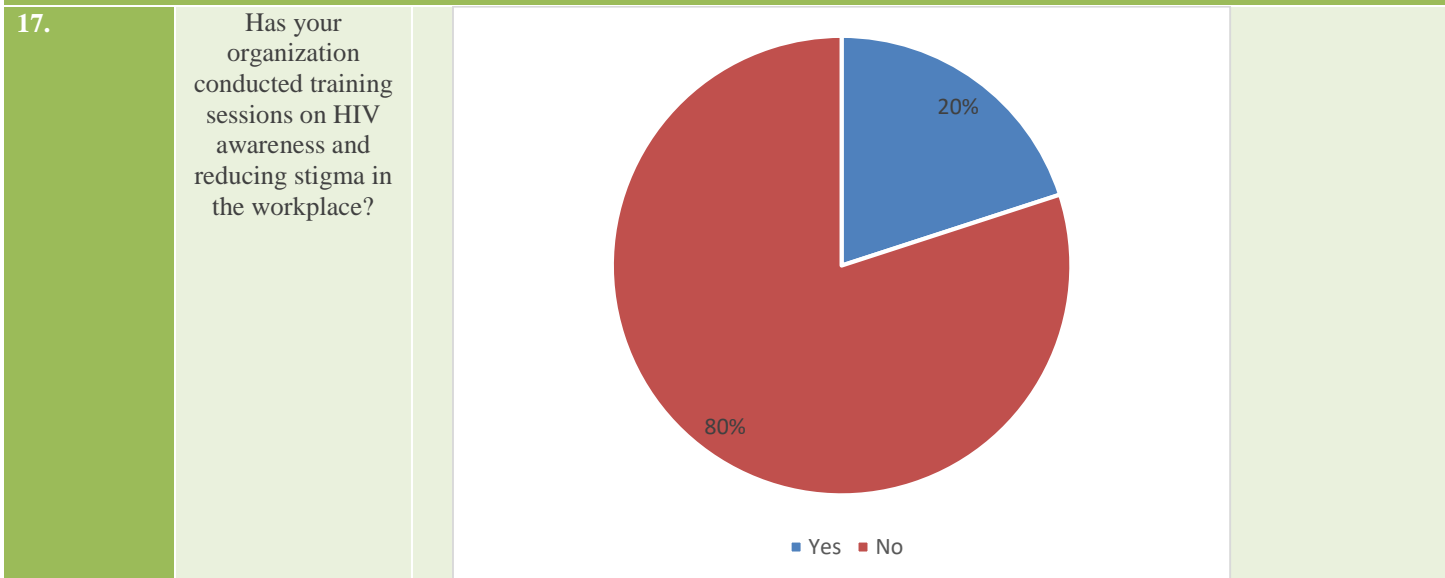


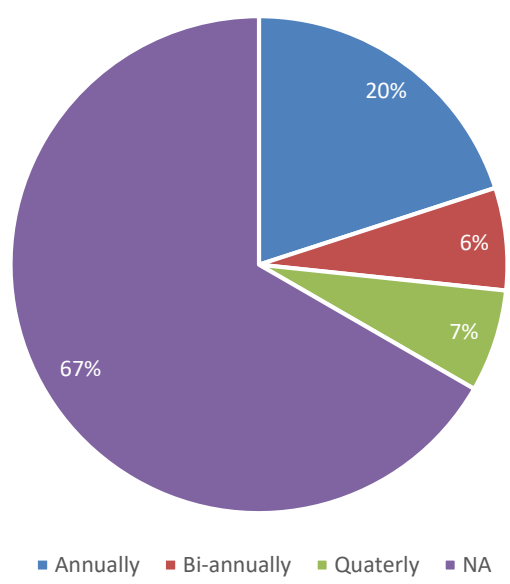
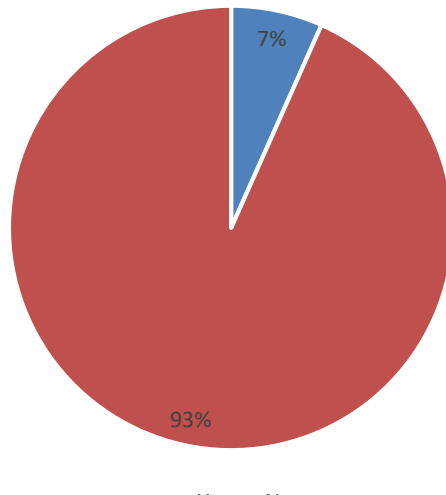
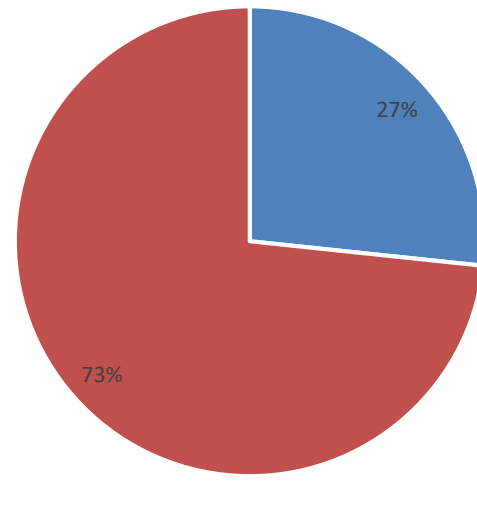
**Workplace Accommodation and Support**





**Training and Sensitization**



18.	How often are these training sessions conducted?	 <table border="1"> <thead> <tr> <th>Frequency</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Annually</td> <td>20%</td> </tr> <tr> <td>Bi-annually</td> <td>6%</td> </tr> <tr> <td>Quaterly</td> <td>7%</td> </tr> <tr> <td>NA</td> <td>67%</td> </tr> </tbody> </table>	Frequency	Percentage	Annually	20%	Bi-annually	6%	Quaterly	7%	NA	67%
Frequency	Percentage											
Annually	20%											
Bi-annually	6%											
Quaterly	7%											
NA	67%											
19.	Are there ongoing sensitization initiatives to foster a more inclusive workplace for individuals with chronic health conditions?	 <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>7%</td> </tr> <tr> <td>No</td> <td>93%</td> </tr> </tbody> </table>	Response	Percentage	Yes	7%	No	93%				
Response	Percentage											
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No	93%											
20.	Are these initiatives communicated to employees?	 <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>27%</td> </tr> <tr> <td>No</td> <td>73%</td> </tr> </tbody> </table>	Response	Percentage	Yes	27%	No	73%				
Response	Percentage											
Yes	27%											
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*Interpretation*

The results obtained from the response of the Google form (as shown in the previous section of Findings) were segregated into 2 categories – Demographics and Research Response.

**Demographics**

The respondents reached out for the research were mainly the employers or the recruiters who would have first-hand experience with the policies and workplace accommodations required for PLHAs. Irrespective of the demography, it was noticed that most of the individuals approached for the study had personal stigmatization about the theme for which almost 90% of the individuals approached denied being a part of it. From the 15 respondents in the study when many were approached for online telephonic

interviews, most denied barring 3. So, the underlying stigma and taboo logic for the theme of the study developed the background of it.

The respondents had an age range of 25 – 56 years while the mean age was 40 years. Most of the respondents were decision-makers of the company – directors, co-founders, CEOs, and recruiting heads giving adequate bandwidth required for understanding the company values and policies in-depth. The employee strength of most companies was within 500 meaning they belonged to the MSME category, putting another limitation on the findings. The male-to-female ratio of the respondents was 7:3 making it an inclusive study.

### **Research Response**

India has 523 million workforces according to the recent data of 2023, of which 85% are in unorganized sector which is defined by not having any formal work contract, health benefits or social security that is normally provided by employers. It is this unorganized workforce that is riddled by the stigmatization of various chronic life diseases including HIV. Knowing the stigmatization of PLHAs in work force, NACO, states that a framework is essential for nondiscrimination of workers, especially on real or perceived health conditions, including HIV and issued a guidebook in 2007 named “National Policy on HIV/AIDS and the World of Work” in association with the Ministry of Labor and Employment.

With the understanding of this background, the research responses were divided into 4 thematic areas concluded by recommendations given by the respondents. The insights that are gathered from each of the thematic areas are as follows –

### **Knowledge and Awareness**

The awareness in regards to challenges faced by the PLHAs run high in the respondents, although, most of the participating organizations did not have any training related to such challenges present. The perception about the issue runs on a more socio-economic consciousness rather than informed facts. Most of the organizations did not have any policy for accommodating PLHAs into an all-inclusive workforce. Even in those organizations that had policies in place rarely any training is partaken to assimilate the doctrines within the existing workforce. This results in the assimilation of information from either the surroundings or the social media leading to misconceptions, as much of the free-flowing information is more myth than facts.

### **Recruitment and Selection**

While discussing the inclusiveness of the recruitment process undertaken by the organizations, 53% of the respondents chose to remain neutral while 47% responded in agreement. It was the neutrals that aroused interest as their neutrality explains the lukewarm reception faced by most PLHAs intending to join the active workforce. However, when asked if the companies take measures to prevent the stigmatization of PLHA applicants, the majority replied in agreement saying that the organizations are mostly inclusive and try to prevent discrimination at any cost against any new applicant concerning their physical health conditions. Also, in organizations where there is no so-called discrimination towards PLHAs during the recruitment process when considering self-disclosed PLHA applicants’ the majority (53%) of the employing organizations do not have any special deliberation or measures in the matter. As a result of these hurdles, many PLHAs fail to reach fulfilling opportunities that have transformative effects on their lives.

### **Workplace Accommodations and Support**

In discussions related to workplace accommodations and support, it was found that most of the companies (73%) did not have any special considerations for employees suffering from chronic health conditions including, HIV. Of the few companies that still have policies that can support workplace accommodations for chronic sufferers, only 7% had taken measures to communicate such considerations to the employees, making it difficult for the ground force to be considerably informed of the same.

While considering special accommodation requests from employees suffering from chronic illnesses only 33% of the respondents replied in affirmation implying that the consideration of such situations, employers are mostly nonchalant about its existence. When asked whether the employers faced specific challenges while recruiting PLHAs the respondents mostly said negatively but on probing further it was realized that the majority never faced the challenge of self-disclosures. Also, the absence of any requirements for medical examination for HIV+ relates to the nonexistence of knowledge of PLHAs in the workforce. This in turn proves quite correctly that the existence of workplace stigmatization results in no self-disclosures based on taboos about the virus and the disease.

### **Training and Sensitization**

On discussing about any existing training and sensitization program held by the organizations, most of the respondents (80%, 93%) replied in negation. Most organizations with programs had annual trainings but the strange notion of those programs not being entirely communicated to the entire workforce also came into forte. The programs of HIV sensitization remain in silos, celebrated by the Corporate Social Responsibility or the Corporate Affairs departments but the greater employee base remains untouched by such events or communications. The training and sensitization need is felt by all companies but in absence of any mandate from the government makes the streamlining of this program difficult.

### *Recommendations*

Several recommendations were made by the respondents as well as there have been some from the analysis of the data collected. The recommendation section was segregated as follows –

### **Improvement Areas**

In this section almost 75% of the respondents replied the need for more awareness and education related programs for both the employers and employees for better accommodations and support for PLHAs on appointment. Additionally, creating more robust policies for zero discrimination, ensuring confidentiality, and providing resources for reasonable accommodations could contribute to a more inclusive and supportive work environment. Training and sensitization for embracing and normalizing all kinds of chronic health problems with empathy was one of the areas that was universally wished for.

### **Best Practices**

While only 25% of the respondents were able to write about best practices that they feel can make the difference in creating a more inclusive workplace. However, one important insight from this section was in regards to the inclusive policy of Tata Group and the IT MNCs that many of the companies aspire to achieve.

### Conclusion

In conclusion, understanding the employability hurdles of People Living with HIV/AIDS (PLHAs) in India is crucial for crafting effective interventions to enhance their economic empowerment and social inclusion. Through comprehensive research and analysis, it is evident that PLHAs face multifaceted challenges including stigma, discrimination, limited access to education and vocational training, as well as legal barriers in the workplace. Addressing these hurdles requires a collaborative effort involving government agencies, non-profit organizations, healthcare providers, employers, and the community at large. By implementing tailored policies, promoting awareness, providing skills training, and fostering a supportive work environment, we can strive towards a society where PLHAs have equal opportunities for meaningful employment and sustainable livelihoods. This not only benefits individuals affected by HIV/AIDS but also contributes to broader societal goals of equity, dignity, and economic development.

### Ethical Implications and Resolutions

- The disclosure dilemma of recruiters and employers on the controversial and sensitive topic of employability and workplace discrimination of PLHA was handled with confidentiality and empathy. Informed consent would be taken from all participants to ensure the authenticity of the data before the data collection phase.
- Anonymity is maintained for all participants using codes rather than names, to protect their identity.
- Compliance with ethical guidelines and regulations for this study using human subjects would be strictly observed.

### Limitations and Constraints

While doing the sampling and data collection the following limitations and constraints were found –

- The individuals who reached out for this research had a lot of preconceived prejudices and notions about the topic for which most of the people reached out to denied participation in the research.
- The 15 respondents who participated also had sensitivity issues associated with the research topic for which most of them did not want to take part in the telephonic conversation or focus group discussion.
- Some respondents had limitations set by the organizations that they work, for which they had to put on neutral responses that they elaborated on later when reached out personally.
- There were certain personal taboos associated with the subject for which many respondents replied in a neutral tone.
- The respondents belonged to companies with employee strength of within 500 making them fall in the category of MSMEs. The larger corporations and MNCs can be a part of any future study to make this more comprehensible across all organization strengths.

### Expected Benefits

The vision of Narayana Health is to make healthcare accessible and affordable to all. Accessibility exists in the current medical facilities of the organization. Similar accessibility to livelihood opportunities should also be there for the employees, making the environment inclusive. This study would help us implement the requisite inclusivity in employment structure by making it a valid -study for HR and L&D – not only in our unit but also in the rest of the 42 units.

### ANNEXURE I: QUESTIONNAIRE

Questionnaire for Recruiters: Understanding Employability Hurdles for PLHIVs in India			
Section	Type	Question	Remarks
Section 1: General Information	1.1. Recruiter Information	Name	
		Position:	
		Company/Organization	
		Contact Information	
	1.2. Company/Organi zation Background	Brief description of your company/organization	
	Number of employees		
	Industry sector		

<b>Section 2: Knowledge and Awareness</b>	2.1. Awareness about HIV	How familiar are you with the challenges faced by People Living with HIV (PLHIV) in the workplace?	
		Have you or your organization received any training on creating an inclusive environment for PLHIV employees?	
	2.2. Company Policies:	Does your company have specific policies addressing the employment of individuals with chronic health conditions, including HIV?	
		Are these policies communicated effectively to all employees?	
<b>Section 3: Recruitment and Selection Process</b>	3.1. Inclusive Hiring Practices:	How inclusive is your company's hiring process for individuals with chronic health conditions, including HIV?	
		Are there any specific steps taken to ensure fair consideration for PLHIV applicants?	
	3.2. Stigma and Discrimination	Are you aware of instances where PLHIV applicants have faced stigma or discrimination during the recruitment process?	
		What measures does your company have in place to address and prevent such incidents?	
<b>Section 4: Workplace Support and Accommodations</b>	4.1. Employee Support Programs	Does your company provide support programs or resources specifically tailored for employees with chronic health conditions like HIV?	
		Are these programs communicated effectively to all employees?	
	4.2. Accommodations	How does your organization handle requests for workplace accommodations for employees with chronic health conditions?	
		Are there any specific challenges faced in providing accommodations for PLHIV employees?	
<b>Section 5: Training and Sensitization</b>	5.1. Employee Training:	Has your organization conducted training sessions on HIV awareness and reducing stigma in the workplace?	
		How often are these training sessions conducted?	
	5.2. Sensitization Initiatives:	Are there ongoing sensitization initiatives to foster a more inclusive workplace for individuals with chronic health conditions?	

		How are these initiatives communicated to employees?	
<b>Section 6: Recommendations</b>	6.1. Improvement Areas:	In your opinion, what areas could be improved in terms of supporting and hiring PLHIV employees?	
		Are there any best practices or initiatives from other companies that you think could be implemented in your organization?	
	6.2. Additional Comments:	Please provide any additional comments or insights regarding the employability hurdles for PLHIVs in your industry or region.	
<b>Thank you for taking the time to complete this questionnaire. Your input is valuable in understanding and addressing employability hurdles for People Living with HIV in the Indian job market.</b>			

## ANNEXURE II: ANALYSIS SHEET EXTRACT AND GOOGLE FORM DETAILS

## Analysis Sheet Extract

<https://docs.google.com/spreadsheets/d/16i3PqZhArnKovVvfgDy5Bu2bj3YJyhHX/edit?usp=sharing&oid=103450582540106565462&rtopof=true&sd=true>

## Google Form Link

<https://forms.gle/JFfNcLdgY6jvtgcD9>

## Analysis Sheet

[https://docs.google.com/spreadsheets/d/1aCwMT3TBjeRL2uWhC7x8iaDjq35qXZAmTqk9L\\_f4zbs/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1aCwMT3TBjeRL2uWhC7x8iaDjq35qXZAmTqk9L_f4zbs/edit?usp=sharing)

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