

TINGIM LAIP



WORKING WITH
COMMUNITIES
ON HIV PREVENTION
& CARE

Increasing Participation of Key Affected Populations

Preferential Hiring Practices



Managed by Cardno Emerging Markets

TINGIM LAIP



ENCOURAGING
VOLUNTARY
CONFIDENTIAL
HIV COUNSELLING
& TESTING



Goal

- To have the most effective workforce possible for implementing TL's strategy to address the country's HIV response



Preferential Hiring

- A process that gives preference to one or more of designated groups
- In our case key affected populations at the centre of our work, such as: people living with HIV, women and men with life experience in sex work, transgender people and men who have sex with other men
- One part of proactively setting conditions that encourage the inclusion of such women and men in the project's workforce
- Applies to all hiring initiatives: full-time or casual



Why this approach?

- There is much to gain from hiring women and men who are most directly affected by HIV
- What do you think that might be?



Why this approach?

- Not only information, knowledge and experience that we can apply to our implementation efforts
- Can increase our sensitivity to the challenges and contributions of such experience
- Can help create a project culture that is safe and welcoming to the people Tingim Laip at the centre of our work



Position Descriptions

- Position description includes the statement *“Tingim Laip practises preferential hiring which encourages applications from qualified candidates from the key affected populations at the centre of our work, such as: people living with HIV, women and men with life experience in sex work, transgenders and men who have sex with other men.”*
- Less emphasis on formal qualifications, more on specific skills and experience needed for the position



Advertising

- In addition to the formal means (newspapers, radio) informal networks to be mobilised by contacting key networks or organisations by phone and emailing recruitment ads
- These include local networks of positive people or sex workers; Friends Frangipani; Igat Hope; *Poro Sapot*; Family Health International; and Kapul Champions.
- Key individuals contacted by phone to ask them to get out the word



Screening Candidates

- Applications from members of that/those group(s) are considered first;
- Only those applicants from designated groups are short-listed and assessed for the vacancy;
- If none of the preferred applicants is successful after the assessment process, applicants who are not members of the designated group(s) may be short-listed and assessed. The competition may, but does not need to, be re-posted.



Interview

- Have included a series of questions that create an opening for the interviewee to talk about her/his relevant life experience (also gauges the interviewee's level of comfort with such questions)
- Example: “Tingim Laip is one of many groups helping to prevent the spread of HIV, and to reduce its impact on people who are already living with HIV. Our goal is not to reach everyone, but to reach those women and men who are most at risk for infection. In your opinion, who do you think is most at risk for HIV in Papua New Guinea?”



References

- Includes question: “Tingim Laip is a project that works with women and men who are most directly affected by HIV. This includes people who are already living with HIV, and women and men involved in sex work. Do you think [the candidate] would be able to do this work? Why?”



TINGIM LAIP



ENCOURAGING
VOLUNTARY
CONFIDENTIAL
HIV COUNSELLING
& TESTING



Questions

