

The Barbados Employers' Confederation (BEC) is the only membership-based private sector organization specializing in industrial relations and human resource management in Barbados. It was founded in 1956 and was registered as a trade union of employers. It now has an estimated membership of 232 private enterprises and sectoral groups.

BEC represents Barbadian employers on several boards and national committees, including the National Insurance Board, the National HIV/AIDS Commission, the Technical Vocational Education and Training (TVET) Council, and the National Advisory Committee on Occupational Health and Safety (NACOSH).

The Confederation offers services to its members and other private sector entities in Barbados and the Caribbean region in the following areas: labour management relations, training and development and occupational health and safety.

Case study 1 Barbados Employers' Confederation (BEC)

HIV/AIDS activities

BEC's objectives for HIV/AIDS in the workplace are the following:

1. Reaching a substantial number of enterprises nationwide through information, education, and communication. Continued dissemination of the booklet "*Dealing with HIV/AIDS in the Workplace*".
2. Integrating HIV/AIDS prevention and anti-discrimination programmes into existing industrial relations and health and safety programmes targeting small, medium and large enterprises.
3. Continued collaboration with the social partners to conduct seminars and workshops on counselling and managing HIV/AIDS and other related workplace concerns.
4. Training for management and personnel to implement the HIV/AIDS policy and workplace programmes.
5. Continuing to produce and disseminate additional industrial relations and health and safety education literature on HIV/AIDS workplace issues.
6. Regularly reviewing the workplace policy on HIV/AIDS and modifying it as needed. Establishing a monitoring and evaluation system of the effectiveness of the policy and other guidance literature.

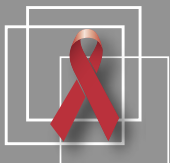
BEC participates in consultations and meetings among the social partners and has maintained an ongoing representation on national governmental committees. The Executive Director of the Barbados Chamber of Commerce & Industry represents BEC on the National HIV/AIDS Commission. An Industrial Relations Officer has been designated as HIV/AIDS focal point in the BEC, and is the organization's representative on the Ministry of Labour HIV/AIDS Core Group. BEC collaborated in the Ministry of Labour and Social Security seminar on the national *Code of Practice on HIV/AIDS and Other Life Threatening Illnesses in the Workplace*, and helped finalize the Code.

BEC first prepared the booklet *Dealing with Aids in the Workplace* in 1995. This sets out guidelines for managers and supervisors in dealing with the pandemic. The booklet was revised in 2001 and has been circulated to businesses across Barbados.

In 2001, BEC representatives took part in a series of town meetings addressing AIDS and its effect on society. Also that year, the BEC President, Executive Director and Director of Training and Research all served on National Committees associated with the AIDS control programme.

In 2002, BEC held its own seminar on the impact of HIV/AIDS on the productivity of enterprises. It was also involved in a march organized by the national HIV/AIDS Commission in support of AIDS Awareness Week.

In 2003, BEC published a brochure entitled *Health and Safety: Helpful Hints for Employers*, which featured information about managing HIV and other blood-borne pathogens. The brochure has been disseminated to employers across the country. BEC also participated in meetings with the National HIV/AIDS Commission to assist with the planning committee in the preparations for AIDS Awareness Week.



The Barbados Employers' Confederation (BEC) is the only membership-based private sector organization specializing in industrial relations and human resource management in Barbados. It was founded in 1956 and was registered as a trade union of employers. It now has an estimated membership of 232 private enterprises and sectoral groups.

BEC represents Barbadian employers on several boards and national committees, including the National Insurance Board, the National HIV/AIDS Commission, the Technical Vocational Education and Training (TVET) Council, and the National Advisory Committee on Occupational Health and Safety (NACOSH).

The Confederation offers services to its members and other private sector entities in Barbados and the Caribbean region in the following areas: labour management relations, training and development and occupational health and safety.

BEC made an address and participated in the panel discussion at the AIDS in the Workplace Workshop conducted for the Youth Entrepreneurship Scheme in July 2003 and July 2004.

Other HIV/AIDS awareness-raising activities included participation by the Industrial Relations Officer in a national radio programme and an appearance on the National HIV/AIDS Commission's television series on HIV/AIDS in the Workplace.

In February 2004, BEC held a seminar on HIV/AIDS Best Practices in the Workplace. Feature presentations were made by the Consul General of Miami and the Director of Research from the Toronto AIDS Committee. In October BEC participated in AIDS Awareness Week of activities through the launch of the second booklet on HIV/AIDS entitled *HIV/AIDS Discrimination in the Workplace is Wrong*. The booklet is a guide for supervisors and managers to manage fear and discrimination in the workplace. The booklet has been disseminated to private and public sector employers nationwide.

Key resources

1. Booklet: *Dealing with HIV/AIDS in the Workplace*.
2. Booklet: **HIV/AIDS discrimination in the workplace is wrong**
(in conjunction with the Barbados Chamber of Commerce & Industry)

For further information:

Mr Harry Husbands
Executive Director
Barbados Employers' Confederation (BEC)
1st floor, Nemwil House
Lower Collymore Rock
ST MICHAEL

Tel: (00 1 246) 426 0929 / 426 1574
Fax: (00 1 246) 429 29 07
Website : <http://www.barbadosemployers.com>
E-mail: becon@sunbeach.net



The Botswana Employers Federation (BEF), established in 1971, was restructured on the demand of its members in 1988. BEF changed its mandate and name to the Botswana Confederation of Commerce Industry and Manpower (BOCCIM). The membership of BOCCIM exceeds 1,600 enterprises across the country and in each sector of the economy.

Case study 2 **Botswana Confederation of Commerce Industry and Manpower (BOCCIM) Botswana Business Coalition on HIV/AIDS (BBCA)**

Business collaboration on HIV/AIDS

The Botswana Business Coalition on HIV/AIDS (BBCA) was established in 1994 as an alliance of private sector companies dedicated to combating the AIDS epidemic, particularly within the workplace, through the business sector's unique skills and expertise. In 2002, BOCCIM signed a memorandum of understanding with BBCA and the Global Business Coalition on HIV/AIDS (GBC) to associate the comparative advantage of BOCCIM and its membership with the fight against HIV/AIDS. BOCCIM's Deputy Director is a member of the BBCA board.

BBCA is the official mouthpiece of the private sector on HIV/AIDS issues and sits on the National AIDS Council (NAC), which is the highest policy making body on HIV/AIDS issues, chaired by the state President. BBCA assists the business community – particularly small, micro and medium enterprises – in developing HIV/AIDS workplace programmes and policies. It shares best practices among members on coping with the adverse impact of HIV/AIDS, and provides a forum in which employers can exchange information, expertise and experiences. BBCA promotes the use of **Antiretroviral** (Therapy (ART), Prevention of Mother-To-Child Transmission (**PMTCT**) and Voluntary Counselling Testing (VCT). The coalition acknowledges the importance of collaboration and networking with different organizations.

The Coalition also helps the private sector to access Government HIV/AIDS services. It also helps companies implement the Minimum Internal Package (MIP) as stipulated in the National Strategic Plan (NSF) 2003 - 2009. The Minimum Internal Package is not a BBCA document but the private sector's mandate as set out in the National Strategic Framework on HIV/AIDS.

The MIP stipulates that, as a bare minimum, enterprises should undertake the following activities:

- Develop and implement targeted behaviour change interventions for all staff
- Establish institutional partnerships with VCT providers and promote staff utilization
- Ensure condom availability and accessibility in the workplace and intensively promote their use
- Provide access to counselling services for all staff
- Ensure appropriate workplace policies are in place and enforced
- Ensure staff awareness of all relevant HIV/AIDS support programmes and facilitate linkages with programmes to increase access
- Collect and disseminate routine information on absenteeism, morbidity and mortality and submit appropriate report to Company Management and National AIDS Coordinating Agency.



The Botswana Employers Federation (BEF), established in 1971, was restructured on the demand of its members in 1988. BEF changed its mandate and name to the Botswana Confederation of Commerce Industry and Manpower (BOCCIM). The membership of BOCCIM exceeds 1,600 enterprises across the country and in each sector of the economy.

Specific activities

1. Development of an HIV/AIDS workplace toolkit.
2. Leadership sensitization seminars which, among other things, are meant to create dialogue amongst business people to share ideas and experiences and also motivate companies with no HIV/AIDS strategy to start doing something.
3. HIV/AIDS in the workplace National Needs Assessment Survey. The survey is being carried out in two phases. The analysis of the first phase indicates that larger companies generally have HIV/AIDS programmes though not always developed through a consultative process.
4. Encouraging good practice: identifying and disseminating case studies – BBKA undertook this activity by organizing a competition, **The Red Ribbon Awards of Business Excellence**.

The purpose was to identify good practices, rather than promote competitiveness, so in order to motivate companies all entrants gained some form of award. The competition was open to small, medium and large enterprises throughout Botswana and applications were submitted in English or Setswana.

Evaluation criteria

- Compliance with the National Strategic Framework and HIV/AIDS policy, the ILO Code of Practice, and the SADC code of conduct.
- Innovativeness of the programme and its appropriateness to the workplace

Results

Competing companies were placed in one of the following categories:

4th place: Recognition of HIV/AIDS as a business issue

3rd place: Recognition of HIV/AIDS as a business issue and setting in place policies and mechanisms for implementing the MIP

2nd place: Recognition of HIV/AIDS as a business issue and special recognition for innovation

1st place: Recognition of HIV/AIDS as a business issue and special recognition for the most comprehensive HIV/AIDS intervention strategy and business best practice in HIV/AIDS for 2004



The Botswana Employers Federation (BEF), established in 1971, was restructured on the demand of its members in 1988. BEF changed its mandate and name to the Botswana Confederation of Commerce Industry and Manpower (BOCCIM). The membership of BOCCIM exceeds 1,600 enterprises across the country and in each sector of the economy.

The Red Ribbon Awards of Business Excellence are gradually paying dividends as the companies that submitted their programmes have pledged to strengthen their response to HIV/AIDS in the workplace, and companies which did not participate are preparing for next year's competition.

BBCA is currently compiling the case studies submitted so that these can be disseminated widely and used to encourage good practice in the future.

For further information:

Mr Elias Dewah
Executive Director
Botswana Confederation of Commerce, Industry and Manpower
BOCCIM House
Old Labatse Road
PO Box 432
GABORONE

Tel: (00 267) 3953 459
Fax: (00 267) 3973 142
E-mail: boccim@info.bw



SESI was founded in 1946 by the National Confederation of Industry, the Brazilian member of the International Organisation of Employers. Its purpose is to contribute to the strengthening of industry and the exercise of its social responsibility, providing services in the fields of health, education, recreation, and nutrition for workers and their families.

Through educational programmes, SESI advocates for prevention and a better quality of life at work, raising awareness among employers, workers and their families about the importance of health care.

Today SESI has active branches in each of Brazil's 27 States, in 1556 local government bodies and 2285 units such as schools, country clubs, programmes and projects.

Case study 3 Social Service of Industry (SESI), Brazil

HIV/AIDS activities

SESI, in partnership with the Health Ministry, has developed a programme on the prevention of HIV and AIDS, with the objective of stimulating changes in attitudes and behaviour related to the risk of infection and to discrimination and stigma. It is also part of the National Business Council on AIDS Prevention. This Council is the private sector answer to the challenge of AIDS and is comprised of private enterprises as well as employers' organizations.

SESI started by carrying out HIV/AIDS and STI prevention education in enterprises in 1988. It carried out a knowledge, attitude and practice (KAP) analysis to establish the level of knowledge on HIV and STI transmission, attitudes towards infected co-workers, sexual behaviour, condom use etc. The KAP analysis revealed that 99% of workers believed that the use of condoms could prevent HIV infection, but only 18.5% of the men and 22.6% of the women actually used condoms.

SESI therefore put in place an education and training programme designed to convey information in a clear and objective way, based on scientific research. To implement this programme, enterprises must allow their workers to attend the courses which may vary from 1½ to 20 hours, using a participative and interactive methodology, according to the enterprise's needs and size. The content of this programme may be adapted to each enterprise, taking into account shifts in and size of the labour force.

In addition to its training programme, SESI actively participates in HIV/AIDS and STI awareness activities organized during World AIDS Day, the Rio Carnival and on Valentine's Day.

SESI has published a very thorough *Pedagogical Methodology for Educative and Preventive Activities Regarding AIDS Prevention* and another on the use of condoms. It was followed by a study and evaluation of this methodology, which noted substantial impacts since it was first put into practice.

Results

The activities undertaken by SESI are evaluated by the following indicators: number of workers engaged in courses, number of enterprises involved, number of trainers trained, number of Regional Departments involved, number of workers and enterprises which have benefited by campaigns during Valentine's Day, the Rio Carnival or AIDS Day.

To date the organization has reached 1.6 million workers and their families and distributed nearly a million condoms.

The HIV/AIDS and STI prevention project enabled the organization to train more than 300 peer educators, involving about 5000 enterprises. Not only did HIV awareness increase, but the second survey showed that sexual behaviour had changed among those consulted, with a reduction in risk-taking.

Moreover, working along with the government enabled the private sector to build synergies with other projects and reach more people. It was also observed that participatory methodology involving peer educators can produce better results than when information is simply disseminated.



SESI was founded in 1946 by the National Confederation of Industry, the Brazilian member of the International Organisation of Employers. Its purpose is to contribute to the strengthening of industry and the exercise of its social responsibility, providing services in the fields of health, education, recreation, and nutrition for workers and their families.

Through educational programmes, SESI advocates for prevention and a better quality of life at work, raising awareness among employers, workers and their families about the importance of health care.

Today SESI has active branches in each of Brazil's 27 States, in 1556 local government bodies and 2285 units such as schools, country clubs, programmes and projects.

Key resources¹

1. *ILO Code of Practice on HIV/AIDS and the world of work* in Portuguese.
2. *Pedagogical Methodology for Educative and Preventive Activities Regarding AIDS Prevention*
3. STI/AIDS at shop level: a study on knowledge, attitudes and practice on enterprises which are near to SESI, 1998.
4. STI/AIDS at shop level. An approach, starting from focal points, 1998
5. Leaflets: *STIs and AIDS at shop level: how to deal with AIDS*
6. Folders for employers and workers on AIDS prevention.

For further information:

Mr Rui Lima do Nascimento
Director Superintendente
or Ms Ione Maria Fonseca de Melo
Technical Advisor
SBN Quadra 1 Bloco C - Edificio Roberto Simonsen,
10º andar
BRASILIA

Tel: (00 55) 61 317.9353
E-mail: Ione.melo@sesi.org.br

¹ All SESI documents are written in Portuguese



The Cambodian Federation of Employers and Business Associations (CAMFEBA) was formed in late 2000 as national umbrella organization for the private sector, modeled on the statutes of the Malaysian Employers' Federation. It has a mixed membership of associative bodies (ordinary members) and enterprises (associate or affiliate members).

Although CAMFEBA is a very young organization, it already has 400 members with approximately 280,000 employees. CAMFEBA's Council has 12 members, including some corporate members and six key business associations. Of these, the Garment Manufacturing Association (GMAC) is the most powerful and influential. The president of GMAC is the president of CAMFEBA. Activities include training members in collective bargaining, in dealing with difficult employees, and in organizing small enterprises for enhanced competitiveness.

Case study 4 **Cambodian Federation of Employers & Business Associations**

HIV/AIDS activities

The ILO/USDOL HIV/AIDS Workplace Programme started in Cambodia in May 2003. CAMFEBA participated in the planning and launch of the Programme as well as the national stakeholders' conference. It is represented on the Project Advisory Board (PAB) and actively supports implementation, including strategic guidance and ideas on how to involve business in this response. The GMAC is also a member of the PAB.

In cooperation with the ILO/USDOL Programme, CAMFEBA convened a workshop in May 2004 for human resources managers/general managers, most of them CAMFEBA members. This first and very productive workshop brought together 27 participants from 19 companies, UNAIDS, Family Health International and the Malaysian embassy. The secretariat of CAMFEBA was also very active in the follow-up by contacting and informing its members on the issues raised. Very good relations have been established with employers' organizations, all of which support the understanding that HIV/AIDS is a workplace issue of concern to their respective organizations.

CAMFEBA, together with the ILO, CARE and the Thailand Business Coalition on AIDS, conducted a workshop in September 2004 for 20 general managers and chief executive officers from some 20 companies who hadn't attended the first session. Following the workshop, there was a three-day training of service providers from the private sector, the secretariat of the employers' organization, the confederation of trade unions, relevant government ministry officials and NGOs.

Representatives from employers' organizations have also participated in consultations at international and national level, e.g. Private Sector Mobilization workshop held in Bali, Indonesia on 10-12 December 2003; National Stakeholders conference on HIV/AIDS in the workplace held in Cambodia on 18 December 2003; national consultations to develop a code of conduct to complement and help implement the law on HIV/AIDS.

Results

At the end of the May 2004 workshop on managing HIV/AIDS in the workplace, 12 large companies out of the 19 participating made a commitment to cooperate with the ILO to start HIV/AIDS interventions in their enterprises/factories. This would involve the adoption of a policy, and would focus on prevention activities through Behaviour Change Communication (BCC).

Cambrew Ltd. (Angkor Brewery) is one of the enterprises concerned. The company already provided HIV/AIDS education for its staff and beer promotion girls with support from FHI and its NGO partners. The management recently adopted a policy on HIV/AIDS developed with assistance from the ILO/USDOL Programme.

Of the 800 beer promotion girls, many have taken up opportunities to train in hairdressing, nail-manicuring and needlework; some have also been trained as peer educators. The programme is intended to supplement the income of the promotion girls, so that they will not be forced to seek risk-taking ways of earning extra money. The company has also started a savings scheme for the promotion girls, so that they will be able to start up their own businesses.



The Cambodian Federation of Employers and Business Associations (CAMFEBA) was formed in late 2000 as national umbrella organization for the private sector, modeled on the statutes of the Malaysian Employers' Federation. It has a mixed membership of associative bodies (ordinary members) and enterprises (associate or affiliate members).

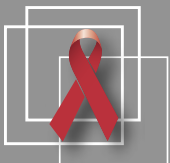
Although CAMFEBA is a very young organization, it already has 400 members with approximately 280,000 employees. CAMFEBA's Council has 12 members, including some corporate members and six key business associations. Of these, the Garment Manufacturing Association (GMAC) is the most powerful and influential. The president of GMAC is the president of CAMFEBA. Activities include training members in collective bargaining, in dealing with difficult employees, and in organizing small enterprises for enhanced competitiveness.

The Garment Manufacturing Association has been working with 25 factory members in an HIV/AIDS working group called Strengthening Activities of Factory Education (SAFE), supported by CARE. SAFE supports the implementation of workplace programmes, especially training, coordinates the exchange of information, and helps networking between SAFE and other HIV/AIDS-related institutions nationally and internationally.

For further information:

Ms Kunthea Meas
Executive Director
Cambodian Federation of Employers & Business Associations (CAMFEBA)
175 Jawarharlal Nehru Blvd (St. 215)
PHNOM PENH

Tel: (00 855 23) 218858
Fax: (00 855 23) 880931
Website: <http://www.camfeba.com>
E-mail: camfeba@online.com.kh



Founded in June 1957, the Groupement Inter-Patronal du Cameroun (GICAM) is Cameroon's leading employers' organization. At the end of 2004, its membership consisted of over 210 individual enterprises and sectoral associations ranging from primary to tertiary sectors. GICAM's members produce over 72% of the output of the formal economy. GICAM is recognized both nationally and internationally as the voice of business in Cameroon on economic, labour and social policy matters.

GICAM's mission is threefold: (i) to offer the best possible service to members and enterprises, (ii) to represent, promote and defend the interests of members and enterprises, (iii) to promote a free enterprise and entrepreneurship culture in Cameroon and support economic growth. To this end, GICAM carries out studies in economic and social issues and puts forward the views of the business community to the government, trade unions, economic, financial and social institutions, the public and the media, whenever business interests come into play. GICAM's activities and actions are based on a number of key values: free enterprise and free market, ethical business, corporate governance, corporate social responsibility.

Case study 5 Groupement Inter-Patronal du Cameroun (GICAM)

HIV/AIDS activities

GICAM took up the challenge of HIV/AIDS as a result of the programme carried out from 1999 by one of its members, ALUCAM¹. GICAM's effective experience started in November 2000 through a sub-regional workshop organized jointly with the ILO, the IOE and UNAIDS in Douala, on the theme The Role of Employers' Organizations in the Fight against AIDS. The workshop outlined a framework for the drafting of action plans by both enterprise members and sectoral associations, to be adapted to the context of each company or organization. Subsequently, GICAM defined a plan of action for employers' organizations to help them develop HIV/AIDS policies addressing prevention, treatment and the psychosocial support of sick workers. Since 2001 the issue of HIV/AIDS has systematically been addressed in the President's speech to the GICAM general assembly. GICAM also helps implement the workplace components of the National Strategic Plan to Fight HIV/AIDS launched in September 2000 by the National Committee to Fight HIV/AIDS (CNLS).

With support from the ILO, GICAM's activities have focused on three main areas, with an emphasis on leadership, awareness-raising, policy development, and partnership:

- (i) **Provide leadership to mobilize members on the issue of HIV/AIDS:** information, awareness and education have been provided through the organization of general assemblies, seminars, workshops and specific campaigns.

Examples include:

- In 2001, a workshop entitled *GICAM Crusade against HIV/AIDS* made several recommendations to reinforce (i) the involvement of chief executive officers and top-level management, (ii) a wide dissemination of the principles of the ILO Code of Practice, (iii) the development of joint actions among enterprises.
- In 2002, three workshops were organized to help enterprises define and implement HIV/AIDS action plans for mitigating the impact of HIV/AIDS on their enterprises.
- In 2003, a workshop was held on the theme *Enterprises and HIV/AIDS: the Global War* aimed at scaling up actions taken so far, through a massive participation of all relevant stakeholders.
- In 2004, a workshop was organized for the purpose of mainstreaming **SMEs** in the GICAM HIV/AIDS Programme and evaluating certain enterprises' plans of action.

- (ii) **Represent the business community in discussions on policy-making and in other forums dealing with HIV/AIDS:** as the private sector representative in the CNLS, GICAM has been very active in the formulation of national strategies on HIV/AIDS. A strong and fruitful relationship has been established with the Minister of Health and those responsible for HIV/AIDS, as well as new fields of cooperation developed with the Ministry of Labour, thus reinforcing its ongoing relationship with that Ministry.

¹ ALUCAM, a subsidiary of the French PECHINEY (now ALCAN) involved in the manufacturing of aluminum and aluminum-related products, collaborated with pharmaceutical firms and the Pasteur Institute to launch a research project, the purpose of which was to provide antiretroviral therapy to workers at no cost to them, at a time when the cost of treatment was about \$1000 per person per month. Treatment was provided after the research project ended and also even where employment was to be terminated.



Founded in June 1957, the Groupement Inter-Patronal du Cameroun (GICAM) is Cameroon's leading employers' organization. At the end of 2004, its membership consisted of over 210 individual enterprises and sectoral associations ranging from primary to tertiary sectors. GICAM's members produce over 72% of the output of the formal economy. GICAM is recognized both nationally and internationally as the voice of business in Cameroon on economic, labour and social policy matters.

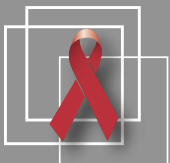
GICAM's mission is threefold: (i) to offer the best possible service to members and enterprises, (ii) to represent, promote and defend the interests of members and enterprises, (iii) to promote a free enterprise and entrepreneurship culture in Cameroon and support economic growth. To this end, GICAM carries out studies in economic and social issues and puts forward the views of the business community to the government, trade unions, economic, financial and social institutions, the public and the media, whenever business interests come into play. GICAM's activities and actions are based on a number of key values: free enterprise and free market, ethical business, corporate governance, corporate social responsibility.

(iii) Build partnerships with the Government, workers, UN agencies: building alliances and partnerships with the Government and UN agencies has been a key component of GICAM's HIV/AIDS strategy given the critical need for technical and financial resources. This strategy has proven successful as:

- GICAM is a member of a coalition including UNAIDS, the State of Cameroon, the workers (notably people living with HIV), the GTZ (German Development Agency), the CNPS (the National Social Protection Fund), public and private press
- Partnership Agreements have been signed by the CNLS, GICAM and members enterprises of GICAM. The purpose is to allow access to a 4-year World Bank financial package of \$4.6 million, as an addition to the specific efforts made by each enterprise
- A Partnership Convention has been signed by GICAM, the CNLS and the Cameroon Network of HIV-positive People (RECAP+). This Convention aims at promoting the involvement of people living with HIV as members of HIV/AIDS Committees established in companies, where they will mainly intervene as peer educators.

Results

1. Visible leadership by GICAM in HIV/AIDS awareness and education in the community and in HIV/AIDS policy making.
2. Significant resources mobilized at enterprise level, thus ensuring members' leadership in the fight against HIV/AIDS in the workplace.
3. At the end of 2004, plans of action against HIV/AIDS implemented in 183 enterprises including SMEs, ranging across industry, transportation, hotels, banks, insurance companies, etc.
4. HIV/AIDS not only seen as a profitability problem by top-level management but also – and sometimes primarily – as a human problem.
5. Increasing number of patients treated by ARVs in the enterprises.
6. Increasing voluntary testing campaigns.
7. Development of an integrated HIV/AIDS/Health and Safety/Social Protection approach.
8. Increased solidarity between employers and workers, with sick workers suffering less stigmatization and discrimination.
9. Linking Global Compact and HIV/AIDS campaigns in the context of strengthened corporate social responsibility.
10. GICAM's experience used as a key input for the development of an HIV/AIDS approach in employers' organizations and enterprises in the Central Africa region as well as the Indian Ocean region (Mauritius, Comoros, Reunion, Seychelles, Madagascar).



Founded in June 1957, the Groupement Inter-Patronal du Cameroun (GICAM) is Cameroon's leading employers' organization. At the end of 2004, its membership consisted of over 210 individual enterprises and sectoral associations ranging from primary to tertiary sectors. GICAM's members produce over 72% of the output of the formal economy. GICAM is recognized both nationally and internationally as the voice of business in Cameroon on economic, labour and social policy matters.

GICAM's mission is threefold: (i) to offer the best possible service to members and enterprises, (ii) to represent, promote and defend the interests of members and enterprises, (iii) to promote a free enterprise and entrepreneurship culture in Cameroon and support economic growth. To this end, GICAM carries out studies in economic and social issues and puts forward the views of the business community to the government, trade unions, economic, financial and social institutions, the public and the media, whenever business interests come into play. GICAM's activities and actions are based on a number of key values: free enterprise and free market, ethical business, corporate governance, corporate social responsibility.

Key resources

1. HIV/AIDS Presentation: Power-Point (English)
2. Partnership Agreement CNLS – Enterprises: Power-Point
3. Partnership Agreements CNLS – GICAM – Association of HIV-positive People
4. Various plans of action
5. Guidelines on HIV/AIDS in the Workplace

For further information:

Mr Ousmanou Sadjo, Deputy Executive Secretary
Email: sa2_ousmanou@hotmail.com
Groupement Inter-patronal du Cameroun (GICAM)
BP 829
DOUALA (Bonanjo) (head office)

GICAM Douala
gicam@legicam.org
gicam-dla@camnet.cm
Tel: +237 342 81 41/342 64 99
Fax: +237 342 38 80

GICAM Yaoundé
gicam@legicam.org
gicam-yde@camnet.cm
Tel: +237 220 07 50/07 51
Fax: +237 220 07 52
Website: <http://legicam.org>



Case study 6 Employers' Association of Indonesia (APINDO)

HIV/AIDS activities

APINDO and KADIN (Indonesian Chamber of Commerce and Industry) co-signed a tripartite commitment on HIV/AIDS on 25 February 2004, with the Ministry of Labour and the representatives of workers. This highlighted AIDS as a workplace issue, and emphasized the importance of the business community collaborating with workers in preventing HIV/AIDS in the workplace. APINDO also took part in consultations with the government and the ILO on the development of the Manpower Act on HIV/AIDS.

Senior APINDO officials supported a series of high level forums and workshops organized by the ILO and ASA/FHI (Aksi Stop AIDS/ Family Health International). These took place in Jakarta and other regions with a high prevalence of HIV/AIDS - East Java, Batam, Jakarta, West Java.

The ILO and APINDO are also planning enterprise-level pilot projects on HIV/AIDS prevention that will be carried out by APINDO members in the selected provinces. These will be part of the ILO-USDOL HIV/AIDS Workplace Education Programme, and other activities will be supported by the Global Fund.

Results

Even though formal project activities are just starting, the existing awareness-raising programme organized by the ILO, ASA/FHI and APINDO covers 400-450 companies. 50 of these have followed up with their own HIV/AIDS workplace programmes.

APINDO has carried out a baseline survey to track implementation of the ILO Code of Practice in the workplace. This revealed concern on the part of workers about HIV and AIDS, but a lack of company policies and programmes. APINDO now plans to conduct a mapping exercise for the ILO-USDOL Programme. This will include an evaluation of progress to date by the 50 companies.

For further information:

Mr Djimanto
Secretary General
Employers' Association of Indonesia (APINDO)
Plaza Great River 15th Floor
Jl HR, Rasuna Said X-2 Kav, 1
JAKARTA 12950

Tel: (00 62 21) 579 38823-24
Fax: (00 62 21) 579 38825/38873
Website: <http://www.apindo-id.org>
E-mail: secretariat@apindo.or.id

Established in 1952 as the Employers' Council on Socio-Economic Affairs (PUSPI), the organization changed its name to APINDO (Asosiasi Pengusaha Indonesia, the Employers' Association of Indonesia) in 1985.

As of mid-2005, 5413 companies in all parts of the country are registered as regular members of the organization, covering all sectors of economic activities. Their combined workforce comprises approximately five million.

The aims and objectives of APINDO are:

- to unite and guide Employers, and to serve their interests, in the field of industrial relations and manpower affairs, and in human resources development in general,
- to create and maintain peace and harmony in the field of industrial relations and manpower affairs,
- to improve work productivity as a means for national development, and social-spiritual-material welfare,
- to formulate common opinions in the implementation of industrial relations and manpower affairs for Employers in alignment with Government policies.



The Jamaica Employers' Federation (JEF) was established in April 1958 as a representative organization of employers in Jamaica. The membership is now in the region of 350 including individual companies, corporations and associations. The major policy-making body is the Council which elects an Executive Committee. The Secretariat, headed by an Executive Director, is responsible for implementation. JEF provides its members and others with training as well as information on policies, conditions of employment, rates of pay, general and specific human resource practices, and industrial relations matters. The Federation also hosts an annual Convention, the first event of its kind in the Caribbean.

Case study 7 Jamaica Employers' Federation (JEF)

HIV/AIDS activities

The Jamaica Employers' Federation (JEF) and the Jamaica Confederation of Trade Unions (JCTU) acknowledged in 1988 the clear and present danger that HIV/AIDS presents to the world of work and joined forces to fight HIV/AIDS. They both take part in the National AIDS Committee (NAC).

The *JEF/JCTU Memorandum of Understanding* (MOU) was signed on 24 June 2003, seeking to "walk the talk of the *Regional Platform for action on HIV/AIDS*" signed in Barbados by the Caribbean Social Partners. This MOU is based on the principles of the *ILO Code of Practice on HIV/AIDS and the world of work*.

The JEF/JCTU alliance has and will continue to collaborate through the NAC and specifically through the MOU. This collaboration aims to build, at the local level, on the mutual agreement reached by the International Organisation of Employers (IOE) and the International Confederation of the Free Trade Unions (ICFTU) on dealing effectively with HIV/AIDS in the workplace. Through the medium of the tripartite partnership, the Jamaica Employers' Federation is involved in the development of a National Workplace Policy on HIV/AIDS and a broader National HIV/AIDS Policy.

JEF partnered with the Private Sector Organization of Jamaica (PSOJ) to host HIV/AIDS seminars in three cities between May 2003 and June 2004: Kingston, Montego Bay and Ocho Rios.

The Federation also provides consultancy services on HIV/AIDS in the following areas:

1. preparation of manuals
2. preparation of sample policies and
3. presentations to companies and employees

JEF is represented on the following HIV/AIDS-related boards and committees:

1. National AIDS Committee
2. Ministry of Health- National AIDS Education Sub-Committee
3. Ministry of Labour- National HIV/AIDS Workplace Policy Committee
4. UN Theme Group
5. UNDP Committee on AIDS
6. USAID- New Education Strategy for 2005-2009 Committee
7. HEART Trust/NTA- Life Long Learning Committee
8. Jamaica Confederation of Trade Unions- MOU Committee
9. Country Co-ordinating Mechanism of the Global Fund



The Jamaica Employers' Federation (JEF) was established in April 1958 as a representative organization of employers in Jamaica. The membership is now in the region of 350 including individual companies, corporations and associations. The major policy-making body is the Council which elects an Executive Committee. The Secretariat, headed by an Executive Director, is responsible for implementation. JEF provides its members and others with training as well as information on policies, conditions of employment, rates of pay, general and specific human resource practices, and industrial relations matters. The Federation also hosts an annual Convention, the first event of its kind in the Caribbean.

JEF has in place a structured training programme, which has so far covered 160 organizations and trained 350 CEOs, General Managers, HR Managers, Operations Managers and Company Nurses.

Training focuses on awareness, policy development and prevention, and is also aimed at bringing employers closer to an acceptable level of compliance with the ILO Code of Practice. To this end, interventions have been held between 2002 and the present in the following areas:

- Preparing an HIV/AIDS policy
- Preparing a wellness policy
- Safety & health impacting enterprise productivity – ILO and JEF
- Managing your wellness and occupational safety & health policy
- Safety and health economic integration and international market liberalization
- Ministry of Health – National HIV/STI Control Programme - National AIDS Committee - Jamaica Employers' Federation: Workshop 'Addressing HIV/AIDS through workplace policy guidelines'
- Managing an HIV/AIDS policy

Other HIV/AIDS initiatives undertaken by JEF include:

- An outreach project for children who are both infected and affected by HIV/AIDS, living in a children's home;
- The inclusion of issues relating to HIV/AIDS in existing training programmes/ curricula;
- Training seminars on HIV/AIDS in the workplace;
- Workplace tours to meet with management and staff and sensitize them to the issue of HIV/AIDS and the workplace;
- Addressing issues relating to HIV/AIDS in general publications, namely; *Handbook for Employers, The Employer 2004 and TrendWatch*;
- Increasing public awareness on HIV/AIDS through radio broadcasts/interviews on HIV/AIDS and the world of work;
- Representation on various HIV/AIDS committees/boards. JEF's efforts are continuous in the dissemination of information to its membership on the regional Platform for Action and the ILO Code of Practice through forums, seminars and the 'Inn-Chambers' discussion series. Information is disseminated through press releases, panel discussions and presentations.



The Jamaica Employers' Federation (JEF) was established in April 1958 as a representative organization of employers in Jamaica. The membership is now in the region of 350 including individual companies, corporations and associations. The major policy-making body is the Council which elects an Executive Committee. The Secretariat, headed by an Executive Director, is responsible for implementation. JEF provides its members and others with training as well as information on policies, conditions of employment, rates of pay, general and specific human resource practices, and industrial relations matters. The Federation also hosts an annual Convention, the first event of its kind in the Caribbean.

Results

The JEF Guidelines for Employers and the JCTU's Policy Statement on HIV/AIDS and the Workplace have established a working context for collaboration. The JEF guidelines have also been instrumental in the development of HIV/AIDS policies at the organizational level, given the absence of legislation.

Further to this, the JEF was the recipient of the 2003 Leadership Award from the Ministry of Health, in recognition of the organization's contribution to the development of the policy for the workplace within the national HIV/AIDS response.

JEF is now moving to adopt the children's home which houses the recipients of its outreach project. It is also engaged in soliciting the assistance of corporate Jamaica in providing support to the children. In May 2005, a benefit concert at the Jamaica Employers' Federation Convention was held with this objective in mind.

The Federation continues its campaign to include HIV/AIDS issues in its training programmes and to increase public awareness on the matter, through public forums and representation on the relevant national committees.

Key resources

1. The Jamaica Employers' Federation Handbook For Employers¹ (2001).
2. The Memorandum of Understanding between the JEF and the JCTU.
3. **NAC policy on dealing effectively with HIV/AIDS at the workplace.**

For further information:

Ms Jacqueline Coke-Lloyd
Executive Director
Jamaica Employers' Federation (JEF)
2a Ruthven Road
KINGSTON 10

Tel: (00 1876) 926 67 62 / 926 55 24
Fax: (00 1876) 968 45 76
Website: <http://www.jamaicaemployers.com>
E-mail: jef@cwjamaica.com

¹ This is a compilation of guidelines for employers on - Dealing effectively with HIV/AIDS at the Workplace, Preparing a HIV/AIDS Policy & Policy Checklist, Recruitment, Termination, Application of the Labour laws, Grievance Handling, Sexual Harassment and Disciplinary Procedures.



FKE was established in 1959 as an association representing the collective interests of Kenya employers. As of 2005, the Federation had a membership of 2,400 organizations. The Federation also acts as a Secretariat to nine employers' associations, coordinates the activities of several industrial groups in negotiations with their unions, and acts as a one-stop centre for its members on matters related to their industrial relations and other business concerns.

While FKE has maintained industrial relations as its core function, it has expanded its role and functions over time, in response to the needs of employers, to include: management training, management consultancy, executive selection, entrepreneurship development for micro- and small and medium enterprises, corporate social responsibility, total quality management, ISO 9000 quality management systems, ISO 14000 environmental management systems, productivity improvement programmes, elimination of child labour programmes, implementation of international labour standards, workplace HIV/AIDS prevention and management, and research and public policy advocacy.

Case study 8 Federation of Kenya Employers (FKE)

HIV/AIDS activities

The Federation of Kenya Employers embarked on a campaign on HIV/AIDS in the workplace by issuing its first guidelines to employers on HIV/AIDS in the workplace in 1984. In 1999, the Government of Kenya and the United Nations Development Program (UNDP) identified the Federation as a focal point for workplace HIV/AIDS interventions. Subsequently, the UNDP gave seed funding to the Federation to enable it to start workplace programmes.

The Federation published its first Code of Conduct on HIV/AIDS in the Workplace in 2000, revised the document in 2002 and translated it into Kiswahili, the national language, in 2003.

In 2004, the Federation published its first Facilitators' Training Manual on HIV/AIDS Workplace-based Awareness and Education. The manual is used to prepare human resource managers and heads of department to facilitate HIV/AIDS interventions in their workplaces on a continuous basis. The manual presents a comprehensive range of topics such as **epidemiology**, training methodology, guidelines for policy development, gender and HIV/AIDS, counselling and behaviour change communication, among others.

Using this manual, the Federation has embarked on a training of trainers programme, targeting an estimated 10,000 workplace facilitators over a period of eighteen months from May 2005. The facilitators are expected to take up the role of HIV/AIDS programme implementers in their own workplaces. The Federation will only provide them with technical support for effective programme implementation. This strategy aims at reaching more workers in a shorter period through their own managers and heads of department.

Results

It is estimated that 36 per cent of its members have used the FKE Code of Conduct on HIV/AIDS in the Workplace, alongside the ILO Code of Practice on HIV/AIDS in the world of work, to develop their own workplace policies or include statements of position in their personnel manuals. Through its sensitization programmes, many involving radio and TV broadcasts and the print media, employers and their workers in Kenya have increased their level of awareness about the need to fight HIV/AIDS in the workplace, alongside community-based interventions. Many employers are implementing corporate social responsibility by embracing activities that involve their immediate communities or business partners in the supply chain. The FKE programme has also helped to create a bond of solidarity between workers and employers, as they work together in a concerted effort to fight the pandemic in the workplace.



FKE was established in 1959 as an association representing the collective interests of Kenya employers. As of 2005, the Federation had a membership of 2,400 organizations. The Federation also acts as a Secretariat to nine employers' associations, coordinates the activities of several industrial groups in negotiations with their unions, and acts as a one-stop centre for its members on matters related to their industrial relations and other business concerns.

While FKE has maintained industrial relations as its core function, it has expanded its role and functions over time, in response to the needs of employers, to include: management training, management consultancy, executive selection, entrepreneurship development for micro- and small and medium enterprises, corporate social responsibility, total quality management, ISO 9000 quality management systems, ISO 14000 environmental management systems, productivity improvement programmes, elimination of child labour programmes, implementation of international labour standards, workplace HIV/AIDS prevention and management, and research and public policy advocacy.

Key resources

1. *FKE Code of Conduct on HIV/AIDS in the Workplace* (2002) available in English and Kiswahili.
2. The *FKE/PEC Study on HIV/AIDS in the African Workplaces* (2002). This study was commissioned by the Pan African Employers' Confederation and covered employers' organizations in Anglophone and Francophone Africa.
3. *FKE Facilitators' Training Manual on HIV/AIDS Workplace-based Awareness Education* (2004). Please contact FKE secretariat at the e-mail addresses below.
4. Various sector reports on the status of HIV/AIDS interventions covering the large-scale plantation members in the tea, coffee, flower and floriculture, sugar and tourism sectors. The reports may be seen on the FKE websites as indicated below.

For further information:

Mr Joel Momanyi
Senior Training Consultant
Federation of Kenya Employers (FKE)
Wajiri House, Argwings Kodhek Road
PO Box 48311
NAIROBI

Tel: (00 254 2) 272 19 29/44/49; 272 19 52; 272 02 42
Fax: (00 254 2) 272 1990/271 2299/2720295
Website: <http://www.fke-kenya.org> and www.fkehivaid.org
E-mail: fke@wananchi.com and fke@hivaidproject.org



On 1 July 2003 the Federation of Swaziland Employers (established in 1964) and the Chamber of Commerce became a single entity, continuing to provide the services previously offered by the two organizations. Its objectives are to promote and protect its members' interests and to encourage industrial harmony, productivity and prosperity for all. Services provided by the FSE & CC include consultation and advice on industrial relations and other legal matters, various employment issues, training, occupational health and safety, publications and research, representation in the industrial court and general representation. The various sized and diverse concerns represented by FSE & CC account for over 70% of businesses in the country.

Case study 9 Federation of Swaziland Employers & Chamber of Commerce (FSE & CC)

Business collaboration on HIV/AIDS

The Swaziland Business Coalition against HIV/AIDS (BCHA) was established in 2001 in response to the high prevalence of HIV and AIDS in the world of work in Swaziland. As an umbrella organization for business organizations, union federations and NGOs engaged in the fight against HIV/AIDS, the Coalition commissioned an independent consultant to identify the physical location and distribution of businesses and their workplace HIV/AIDS programmes and policies.

BCHA has four goals and four functions that are outlined in ten activities. The goals are

- promoting the spirit of caring about the welfare of employees,
- preventing HIV infection and mitigating the effects of AIDS in the world of work,
- mobilizing and empowering businesses in Swaziland to take effective action against HIV/AIDS for business survival, and
- promoting a sincere relationship between the employer and the employee.

The four functions of BCHA are

- mobilizing the private sector to fight against HIV/AIDS in the world of work, through collaboration, integration and education on the appropriate responses to HIV/AIDS,
- preventing the spread of HIV, STDs and TB in order to reduce their personal, social and economic impact in the world of work,
- complementing education with support services, and
- establishing a conducive work environment and policies relating to HIV/AIDS.

Specific activities

BCHA carries out the following activities:

1. Coordinating and assisting with capacity-building
2. Formulating and implementing relevant policies
3. Lobbying, sourcing, referring, and providing information about treatment options and the availability of drugs
4. Carrying out research activities
5. Lobbying for HIV/AIDS work-related policies
6. Providing information and carrying out the sourcing and planning for counselling, VCT, care and support services
7. Supplying information on prevention and mitigation services



On 1 July 2003 the Federation of Swaziland Employers (established in 1964) and the Chamber of Commerce became a single entity, continuing to provide the services previously offered by the two organizations. Its objectives are to promote and protect its members' interests and to encourage industrial harmony, productivity and prosperity for all. Services provided by the FSE & CC include consultation and advice on industrial relations and other legal matters, various employment issues, training, occupational health and safety, publications and research, representation in the industrial court and general representation. The various sized and diverse concerns represented by FSE & CC account for over 70% of businesses in the country.

8. Facilitating peer education, counselling and other training related to HIV/AIDS
9. Providing formal and informal education on HIV/AIDS
10. Facilitating multi-sectoral collaboration as well as the involvement of relevant stakeholders.

Key resources

1. Draft of the BBCE's Framework – PowerPoint document.
2. Information on the websites of NERCHA (National Emergency Council on HIV/AIDS) and Family Life Association of Swaziland: www.flas.org.sz.

For further information:

Ms Treasure Mapanga
Executive Director
Federation of Swaziland Employers and Chamber of Commerce
PO Box 777
Malagwane Hill
MBABANE

Tel: (00 268) 404 13 74, (00 268) 404 07 68
Fax: (00 268) 404 61 07
E-mail: fse@realnet.co.sz



The Employers' Confederation of Thailand (ECOT) was founded in 1977 with the assistance of two other employers' organizations: the Board of Trade and the Association of Thai Industries (both concerned mainly with economic questions), to act as the spokesperson for Thai employers in the area of industrial relations at national and international level. Its activities include industrial relations advice and training in labour-management relations, occupational safety and health, marketing and industrial relations.

According to the law governing the establishment of ECOT, its members have to be employers' associations registered with the Government Department of Labour Protection and Welfare (MOLSW). ECOT presently has 36 such association members, representing 113 companies. Many leading Thai companies, like the Bangkok Bank and the Siam Cement Company, are affiliated directly to ECOT as associate members rather than through their sectoral associations. ECOT has 894 companies in associate membership. Altogether, its members employ 251,724 workers.

Case study 10 Employers' confederation of Thailand (ECOT)

HIV/AIDS activities

ECOT believes that workplace HIV/AIDS programmes play an important role in mitigating the impact of HIV/AIDS on business. The age group most affected by the pandemic is the same group that is found in the workplace. Moreover, starting an HIV/AIDS programme gives the employer an opportunity to contribute to the welfare of their employees, which makes their business more viable and can help maximize productivity and profits. HIV/AIDS policies in the workplace help to enhance care and support for employees living with HIV/AIDS as well as preserving their employees' dignity by helping them maintain normal, productive lives for as long as possible.

ECOT has taken an active role in dealing with HIV/AIDS issues at the workplace. Since 2002, ECOT has represented employers in relation to HIV and AIDS in major national and international public forums. In addition, ECOT has initiated and conducted various direct activities with its member companies as well as providing public information through newsletters.

ECOT believes that employees living with HIV/AIDS have the same rights and obligations as all other staff members, and should thus be protected against all forms of unfair **discrimination** based on their HIV status. ECOT recognises that education for everyone on how to protect themselves is the only way this threat to the public health and the world economy can be stopped.

Since 2002, ECOT has addressed HIV/AIDS in the workplace through a range of activities aiming to:

- help organizations define a non-discriminatory workplace policy to accommodate workers with HIV/AIDS;
- provide a thorough and straightforward education programme on HIV/AIDS, geared to the particular workforce (i.e. the particular risks in their work); and
- develop a control programme where there is risk of exposure to blood or body fluids during the course of work duties (e.g. health care and service workers).

In addition to the above, to ensure a uniform and fair approach to effective prevention of HIV/AIDS among employees and their families, and the comprehensive management of **HIV-positive** employees, in 2004 ECOT further developed its programme as follows.

In collaboration with the Thailand Business Coalition on AIDS (TBCA) and the ILO Regional Office, an Employers' Handbook on managing HIV/AIDS in the workplace was produced, which is a bilingual manual to help employers to cope with the growing number of workers living with HIV/AIDS. The manual, consisting of four booklets, includes all the resources needed to build comprehensive HIV/AIDS workplace programmes which will enable employers to:

- Develop HIV/AIDS policies for their workplaces;
- Train managers to deal appropriately and compassionately when an employee is affected by AIDS;
- Educate workers about basic facts on HIV/AIDS and its effect on the workplace;
- Educate workers' families; and
- Promote community service and volunteerism.



The Employers' Confederation of Thailand (ECOT) was founded in 1977 with the assistance of two other employers' organizations: the Board of Trade and the Association of Thai Industries (both concerned mainly with economic questions), to act as the spokesperson for Thai employers in the area of industrial relations at national and international level. Its activities include industrial relations advice and training in labour-management relations, occupational safety and health, marketing and industrial relations.

According to the law governing the establishment of ECOT, its members have to be employers' associations registered with the Government Department of Labour Protection and Welfare (MOLSW). ECOT presently has 36 such association members, representing 113 companies. Many leading Thai companies, like the Bangkok Bank and the Siam Cement Company, are affiliated directly to ECOT as associate members rather than through their sectoral associations. ECOT has 894 companies in associate membership. Altogether, its members employ 251,724 workers.

The manual also contains a list of resource materials for workplace programmes. Individual brochures within the manual discuss important workplace concerns, e.g. health insurance coverage, other workplace laws and so on.

Shared Experience

The story below is based on the experience of one of ECOT's members in dealing with an employee diagnosed as HIV-positive. Personal and company identification have been removed to respect the individual's rights and privacy.

The company is a mid-scale manufacturer of steel products. In late 2003, a male employee requested medical reimbursement from the HR benefit division. Unfortunately, the drug prescription triggered a doubt about the employee's medical treatment. The HR staff then went to see the in-house doctor to find out what medication the employee had been taking. They learned that the employee was affected by AIDS, which was not covered by the health insurance.

As the rights of employees with HIV must be protected, the HR staff then kept the case confidential while informing the employee that reimbursement could not be claimed due to the absence of health insurance cover. A month later, the employee resigned from the company and joined another organization.

Since that time, there has been a change in the law, and the social security fund now covers treatment related to HIV infection. Thus every employee with HIV or AIDS has the right to medical treatment from hospitals that are part of the social security programme.

Key resources

Employers' handbook on managing HIV/AIDS in the workplace, 2004
(available at: <http://www.ilo.org/public/english/region/asro/bangkok/library/pub7.htm>)

For further information:

Ms Siriwan Romchatthong
Executive Director
Employers' Confederation of Thailand (ECOT)
4A, 4th floor, Premier Place Building
38 Moo 6, Srinakarin Road
Nongbon, Prawet
BANGKOK 10260

Tel: (00 66 2) 399 1044-9
Fax: (00 66 2) 399 1043
E-mail: ecot@loxinfo.co.th



The Federation of Uganda Employers (FUE) was officially registered on 1 June 1960, with an Executive Officer and a Secretariat at Udyam House. It has an estimated membership of 250 organizations as well as nine sectoral association members. The FUE gained recognition by the Government as the sole organization representing employers' views. As a result, it is a member of a number of government boards and committees.

Through 42 years of dedicated services to member organizations, the following areas of management have emerged as FUE's areas of competence: industrial relations, enterprise performance, human resource management, synergy, consultancy competence training and general consultancy.

Case study 11 Federation of Uganda Employers (FUE)

HIV/AIDS activities

Over the last 10 years the FUE has provided professionals and line members of staff with information, education and communication (IEC) services for workplace-based HIV/AIDS prevention programmes. It is a free training programme conducted for staff, families and dependents of workers. The Programme benefits the neighbourhood population too. The delivery of the above programme is provided to a single member organization (in-house) or to several member organizations (general).

In addition, in 2000 the FUE published an *HIV/AIDS Training Manual* and in 2002, it introduced the first *Employers' Statement of Recommended Practice on HIV/AIDS in the Workplace*. The programme is geared towards the creation, facilitation, adoption and maintenance of HIV/AIDS risk-free behaviours as a strategy for behavioural change.

Results

Programme achievements

- Over 10,000 peer educators from different organizations have gone through the training of peer educators (TOPE) programmes
- 750 trainers have been trained in the training of trainers (TOT) programmes
- Some 300 top executives have been sensitized in half-day sensitization seminars
- l Over 300,000 employees have been reached through talks and screening of films with the neighbouring communities participating in the programmes (under the FUE Outreach Programmes)
- A dramatic film, *'It's not easy'*, was produced and has been distributed to FUE membership
- IEC materials have been developed which include audio-visual aids, brochures, comic books, posters, training manuals and different write-ups on HIV/AIDS, also jingles/spots to be broadcast on radio stations, geared towards preventing the spread of HIV infection and reducing the impact of the disease by developing workplace HIV/AIDS policies and programmes
- A Home-Based Care Programme has been developed and is being implemented to benefit some needy organizations under care and support initiatives.

Impact of interventions

A survey of knowledge, attitudes and practices (KAP) indicates that the interventions are successful and in particular:

- There is a significant increase in knowledge and change of attitudes
- There is an increased knowledge of safer sex options
- There is an increase in the use of condoms as a safer sex option
- Most importantly, the Programme has contributed dramatically to the national decline of HIV/AIDS prevalence rates, now recorded at about 6 per cent.



The Federation of Uganda Employers (FUE) was officially registered on 1 June 1960, with an Executive Officer and a Secretariat at Udyam House. It has an estimated membership of 250 organizations as well as nine sectoral association members. The FUE gained recognition by the Government as the sole organization representing employers' views. As a result, it is a member of a number of government boards and committees.

Through 42 years of dedicated services to member organizations, the following areas of management have emerged as FUE's areas of competence: industrial relations, enterprise performance, human resource management, synergy, consultancy competence training and general consultancy.

Key resources

Employers' Statement of Recommended Practice on HIV/AIDS in the Workplace

On sale via: <http://www.employers.co.ug/reports.php>.

HIV/AIDS Training Manual

On sale via: <http://www.employers.co.ug/reports.php>.

For further information:

Ms Rosemary Ssenabulya
Executive Director
The Federation of Uganda Employers (FUE)
MTAC Campus, Nakawa
PO Box 3820
KAMPALA

Tel: (00 256 41) 22 03 89 / 22 02 01
Fax: (00 256 41) 22 12 57
Website: www.employers.co.ug
E-mail: fue@infocom.co.ug