

International Trade Union Confederation Africa Regional Organization



Achievements of involving workers in fighting HIV and AIDS in the workplace in Africa 2001-2010



**in collaboration with
Norwegian Confederation of Trade Unions**

Good practices derived from implementing the LO-Norway/ITUC Africa project on “Trade Union Actions against HIV/AIDS at the Workplace”

April 2011

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Foreword

Since the year 2001, the African Regional Organisation of International Trade Union Confederation (ITUC Africa) has been partnering with the Norwegian Confederation of Trade Unions (LO-Norway) to implement the trade union action programme against HIV/AIDS in selected countries in Africa. The aim of this report is to provide the documentation of the achievements emanating from the implementation of the action programme.

Among the positive contribution of the programme include the formation of partnerships with employers' organizations at the regional and national level; the development, publication and dissemination of comprehensive training materials for trade unionists on HIV/AIDS available in English, French, Portuguese and Kiswahili; and the extensive educational activities for shop stewards in the programme countries aimed at initiate workplace-based HIV/AIDS sensitization.

Through these efforts, we are happy to note that there are some encouraging signs concerning the reduction of HIV and AIDS prevalence in all project countries. By implementing the project, we have to overcome the stigma and discrimination which are still common around the globe, and allocate sufficient resources to stop the spread of the virus and ensure that treatment is available to all those affected.

However, the job is far from over. We know that millions of HIV-positive people have no access to treatment, millions more are at high risk of infection and there are still disturbing signs of increasing incidence in several countries. We are especially concerned that the global economic crisis, and cuts to public expenditure on health in particular could undermine the progress which has been made.

As we look for further collaboration, we wish to stress the importance of action at the workplace in fighting the pandemic. The adoption of a Recommendation on HIV-AIDS and the World of Work by the ILO at its June 2010 International Labour Conference must provide further impetus to the work ahead. The ILO Recommendation, the first ever international human rights instrument to focus explicitly on HIV and AIDS and the world of work, clearly establishes the importance of action at the workplace, including voluntary testing and counselling protection against discrimination, and focuses on the need for engagement with those most vulnerable and at risk. At the same time, we call for governments to push ahead with a rights-based approach to tackling the HIV and AIDS pandemic.

Finally, we wish to express our deep appreciation to LO-Norway, and in particular Sisters Alice Gondwe-Siame, Camilla Houeland, Karin Beates, Nina Mjoberg for their untiring support throughout the project years. We also applaud the secretary generals of ITUC-Africa affiliates in Cote d'Ivoire, Ghana, Kenya, Malawi, Tanzania, Zambia, and Zimbabwe for allowing their educators and shop-stewards to participate in the numerous activities of the project.

Kwasi Adu-Amankwah,
General Secretary, ITUC Africa

Preface

The aim of this report is to document the good practices that have resulted from almost ten years of work under the ITUC-Africa/LO-Norway cooperation in HIV/AIDS in Africa. On behalf of the LO-Norway, I take pride to have had this long association with the project. I recall with delight as I participated at the discussion of the Resolution on HIV/AIDS during the former ICFTU-AFRO Congress in Dakar in 1997 when affiliates made deliberate attempts to examine the impacts of the pandemic on the working people. I also attended the deliberations of the sub-committee that drafted the Resolution on HIV/AIDS for the 17th Congress of the ICFTU in Durban in April 2000 that was in favour of launching a trade union action programme against HIV and AIDS. In a similar vein, I also recall the animated proceedings at the ICFTU-AFRO Pan African HIV/AIDS Awareness Conference held in Gaborone in September 2000 and the resulting Gaborone Trade Union Declaration on “Involving Workers in Fighting HIV/AIDS in the Workplace”.



The contribution from the LO-Norway to the programme was more of a call for duty for many of us who have lived through the diverse challenges of the pandemic. To many of us, the HIV and AIDS pandemic is not just about statistics. It is about the terrible impact it has had and continues to have on many of our families and friends. As such, it is more than a call to duty.

Given this background, it is indeed my pleasure and esteem honour to be a part of the project implementation and the documentation process. The idea of the latter process—a collection of national case studies on the role of trade unions in combating HIV and AIDS at the workplace—should give us the impetus and the resolve to know that trade unions have the desire and the energy to make a difference. The case studies of the “success stories” will only be meaningful if they emphasize how these initiatives could be replicated and scaled-up within individual countries as well as more widely in Africa and beyond. Our expectation is that by providing clear information on the successful achievements, these stories will help trade unions to address our own particular and unique situations in combating the pandemic, while at the same time draw lessons that could inform future interventions at the workplace.

I consider myself lucky enough to have been associated with all the stages of the programme. I have benefited from the collaboration with Angela Lomosi in her capacity as the overall regional coordinator of the project, as well as most of the national coordinators. The project would not have been a success without the HIV/AIDS focal persons from the different project participating countries; they have worked very hard to produce the good results that have been reported in this report. I have also benefited as the representative of the LO-Norway in major international forums on HIV/AIDS.

We are indeed grateful to all the national coordinators for the job well done. We appreciate the initial data collection and compilation phase process undertaken by Dr Meja Kasim Kapalata. This work would have taken this shape without the support and commitment of Dr Mohammed Mwamadzingo. Dr Mwamadzingo was the “architect” of the original project proposal and became the “consultant” for the final documentation process. He has been an asset to the trade union movement in Africa (and globally) and we wish to thank him for agreeing to undertake the final compilation of the success stories as presented in this document.

Alice Gondwe-Siame,
Regional Consultant, LO-Norway

Acronyms and abbreviations

ACILS	American Center of International Labor Solidarity (USA)
AFL-CIO	American Federation of Labor and Congress of Industrial Organisations (USA)
AIDS	Acquired Immune Deficiency Syndrome
BFTU	Botswana Federation of Trade Unions
CESTRAR	Centrale des Syndicats de travailleurs du Rwanda
CETU	Confederation of Ethiopia Trade Unions
CGT-FO	Confédération générale du travail – Force Ouvrière (France)
CLC	Canadian Labour Congress
COSATU	Congress of South African Trade Unions
COTU (K)	Central Organisation of Trade Unions (Kenya)
CSO	Civil Society Organizations
EAC	East Africa Community
EU	European Union
FEDUSA	Federation of Unions of South Africa
FES	Friedrich Ebert Stiftung (Germany)
FGTB	Fédération générale des travailleurs de Belgique (Belgium)
FNV	Federatie Nederlandse Vakbeweging (Netherlands)
ICFTU	International Confederation of Free Trade Unions
ICFTU-AFRO	ICFTU - African Regional Organisation
IFI	International Financial Institution
ILO	International Labour Organization
IMF	International Monetary Fund
IPAA	International Partnership against AIDS in Africa
JILAF	Japanese International Labour Foundation
JTUC-Rengo	Japanese Trade Union Confederation
LO-Denmark	Landsorganisationen i Danmark (Danish Confederation of Trade unions)
LO-Norway	Landsorganisasjonen i Norge (Norwegian Confederation of Trade Unions)
LO-TCO	Swedish Trade Union Council for International Development and Co-operation
MCTU	Malawi Congress of Trade Unions
MNC	Multi-National Corporation
NACTU	National Council of Trade Unions (South Africa)
NCEW	National Confederation of Eritrean Workers
NOTU	National Organisation of Trade Unions (Uganda)
OATUU	Organisation of African Trade Union Unity
OTM-CS	Organizacao dos Trabalhadores de Mozambique - Central Sindical
SADC	Southern Africa Development Community
SASK	Suomen Ammattiliittojen Solidaarisuuskeskus (Trade Union Solidarity Centre of Finland)
SFTU	Swaziland Federation of Trade Unions
TUCTA	Trade Union Congress of Tanzania
GTUC	Trade Union Congress (Ghana)
British TUC	Trades Union Congress (Britain)
UN	United Nations
UNAIDS	United Nations Programme on HIV/AIDS

UNDP	United Nations Development Programme
WHO	World Health Organisation
WTO	World Trade Organisation
ZaCTU	Zambia Congress of Trade Unions
ZiCTU	Zimbabwe Congress of Trade Unions

Executive summary

For the past ten years, the African Regional Organization of International Trade Union Confederation (and predecessor, ICFTU-AFRO), the Norwegian Confederation of Trade Unions (LO-Norway) and other cooperating partners have carried out various activities on HIV and AIDS prevention, treatment, care and support in selected countries in Africa. This report is an attempt to document the achievements of the project activities. The aim of this report is to enhance the sharing of knowledge regarding policies, programmes and projects carried out under the context of the project. It is expected that such “success stories” will demonstrate innovative policy prescriptions to enhance the quantity and quality of trade union interventions in HIV and AIDS in Africa. The project achievements should also emphasize how these initiatives could be replicated and scaled-up within individual countries as well as more widely in Africa and beyond. By providing clear information on the successful experiences, these stories will help practitioners address their own particular and unique situations with the benefit of other peoples’ hindsight.

This exercise was aimed at identifying relevant, policy-related results that highlight practical ways to combat HIV and AIDS at the workplace. It is intended that the narration of the project outcomes will demonstrate existing policy, programme and project accomplishments that are relevant to the policy prescriptions in the context of the pandemic. It is also envisioned that the repository of collected stories will be valuable as a tool to promote wider awareness, through a variety of communication channels, of what is working with regard to workers’ involvement in combating difficult situations in Africa.

Much of this report is based on the documentation provided by the national co-ordinators involved in the project implementation. The compilation process was undertaken by a consultant identified by ITUC Africa, whom, with the support of the Regional Project Co-ordination provided technical support and guidance in the data collection and compilation phase. The stories selected were largely based on the “priority areas” cited in the original project document. In addition, when preparing the stories it was important to bear in mind the measurable impact of the initiative as regards one or more of the “project activities” listed in the project document.

Since its inception in 2001, the project managed to undertake some activities and achieve the following stated goals at regional and national levels.

Capacity building

At the regional level, project achievements include the building and strengthening of capacities of the participating ITUC Africa affiliates to respond to HIV/AIDS at the national and workplace levels. This has taken the form of training of national trade union leaders and their focal points on HIV and AIDS. In addition, the project enabled participating trade unions to become more effective in sourcing for funds at country level. The experiences shared during the regional project steering committee meeting has enable national coordinators to be more aware of the importance of joining the Global Fund country coordinating mechanisms (CCMs). The rotation of the steering committee across the

participating countries also enabled coordinators to exchange views and learn from each other and thus build a strong bond among unionists.

Working together with employers

As from its third Project Steering committee (PSC) meeting in 2006 the project put more emphasis on the need for trade unions and employers' organizations working together at regional and national levels in order to avoid duplication, save on already scarce resources and create a bigger impact. The main areas that trade unions could work jointly with employers on HIV/AIDS included capacity building, collective bargaining, campaigns and resource mobilization.

Participation in international forums:

Through the project support, the ITUC Africa has been visible in numerous international forums related to HIV and AIDS. These include the sponsorship of the regional coordinator and affiliates active participation at the 2009 and 2010 discussions at the International Labour Conference, the 17th session of the UN Commission on Sustainable Development in New York in May 2009.

Achievements at national level:

- Shop stewards trained as trainers and peer educators on HIV/AIDS, and mobilizing workers and their families to access VCT and give care and support to those infected;
- Developed national and workplace policies including incorporating HIV and AIDS in Collective Bargaining Agreements;
- Annual campaigns during the World Social Forum, the World Day for Safety and Health at Work (April 28), Labour Day (1 May), and during the World AIDS Day (1 December) permitting workers to lobby employers and government for access to treatment and mobilize workers to access VCT;
- Formation of HIV and AIDS bipartite committees at the workplace;
- Workers involved in care of PLWHAs either through workplace place programmes or faith-based arrangements and home-based care;
- Increased access to Anti-Retroviral Therapy (ART) and VCT in most countries;
- Increase in the level of unionization as workers were now more willing to join the trade union due to the expanded services provided through HIV/AIDS education activities; and
- Increased rapport with the civil society, international organizations and government ministries.

Some of the notable achievements at national level include:

Cote d'Ivoire:

Development of an HIV/AIDS Charter by the Union Générale des Travailleurs de Côte d'Ivoire (UGTCI) that guarantees treatment, protection and treatment of all HIV positive. UGTCI was also involved in dealing with issues of stigmatization and marginalization at workplace, especially in the hospitality sector. UGCTI also established a solidarity fund to support workers and their families affected by HIV and AIDS.

Ghana: The Timber and Woodworker Union (TWU), an affiliate of the Ghana Trades Union Congress (GTUC) has a pool of 170 officials equipped with the knowledge and skills

necessary for an effective workplace response to HIV and AIDS. The officials trained under the Project have been active in the dissemination of information on basic facts about HIV/AIDS at workplace with a view to preventing the spread of infection through behavioural changes among peers.

Kenya: A Portland Cement Company developed an HIV/AIDS policy and also encouraged the workers to be tested, those who were found positive were, covered under their company medical scheme, and drugs provided for by the company.

Uganda: Out of the 624 workers sensitized on HIV and AIDS at the Mukono District administration the Uganda Government and Allied Workers' Union (UGAWU) was able to recruit 30 new members, while the National Union of Cooperative Movement Workers recruited 6 new members. UGAWU also received formal recognition from the District administration.

Malawi: The Tobacco Tenants and Allied Workers' Union was able to recruit 40 workers during one of the sensitization sessions at Kalundamawe.

Tanzania: Trade unions were able to negotiate for light duty placements for the workers living with HIV/AIDS at workplaces. This was achieved in the local government at Mukuranga District, Arusha Municipality and at Mufindi Tea Estates in Iringa.

Factors contributing to the project achievements

One of the principle factor that contributed to the positive achievements of the project is the unwavering support from the cooperating partners, and especially the LO-Norway that enabled the ITUC Africa to implement the proposed activities at regional level and facilitated the workplace-based initiated at the national level. The personal commitment and remarkable support from Nina Mjoberg and Camilla Houelland gave massive encouragement to the project implementers at the national levels. In the same vein, the Lo-Norway consultant Ms Alice Siame was also instrumental for her valuable advice, remarkable work and contributions during the project implementation processes.

In addition, the establishment of an internal implementation mechanism in the form of the annual Project Steering Committee (PSC) also contributed to the well functioning of the project activities. The PSC is comprised of the cooperating partner (LO-Norway), HIV/AIDS focal points from project participating countries, Global Unions Federations (GUFs), employers and the ITUC-Africa secretariat. It is charged with the responsibility of evaluating progress, plan, make recommendation on the way forward and allocate funds amongst the project activities. This mechanism acted as a peer review process and a self-evaluation tool. Based on exchange of experiences, each of the national coordinators developed their respective new plans for the subsequent years. The meetings were also used to identify capacity gaps and resource persons invited to build the capacity of national coordinators, GUFs and employers.

Background to the Project

**Mohammed Mwamadzingo,
Bureau for Workers' Activities,
International Labour Office, Geneva**



Introduction

Since the advent of the HIV and AIDS pandemic trade union organizations have remained central to the global AIDS response, often displaying courage and resilience in addressing the challenges presented by the epidemic. Trade union organizations remain best placed to know the exact needs of their members (workers) and their communities. Trade unions are in the best position to know how to address those needs.

According to the Joint United Nations Programme on HIV/AIDS, AIDS killed more than 25 million people and HIV infects about 0.6% of the world's population since its discovery in 1981 to 2006. In 2005 alone, AIDS claimed an estimated 2.4–3.3 million lives, of which more than 570,000 were children. A third of these deaths are occurring in Sub-Saharan Africa, retarding economic growth and increasing poverty. According to current estimates, HIV is set to infect 90 million people in Africa, resulting in a minimum estimate of 18 million orphans.¹

The latest statistics on the world epidemic of HIV and AIDS were published by UNAIDS/WHO in July 2008, and refer to the end of 2007. The statistics show that more than 40 million adults and children worldwide were living with HIV and AIDS, 25 million of whom were living in sub-Saharan Africa. More than 25 million people have died of AIDS. Africa alone has 11.6 million AIDS orphans, with women accounting for 50% of all adults living with HIV worldwide, and for 59% in sub-Saharan Africa.

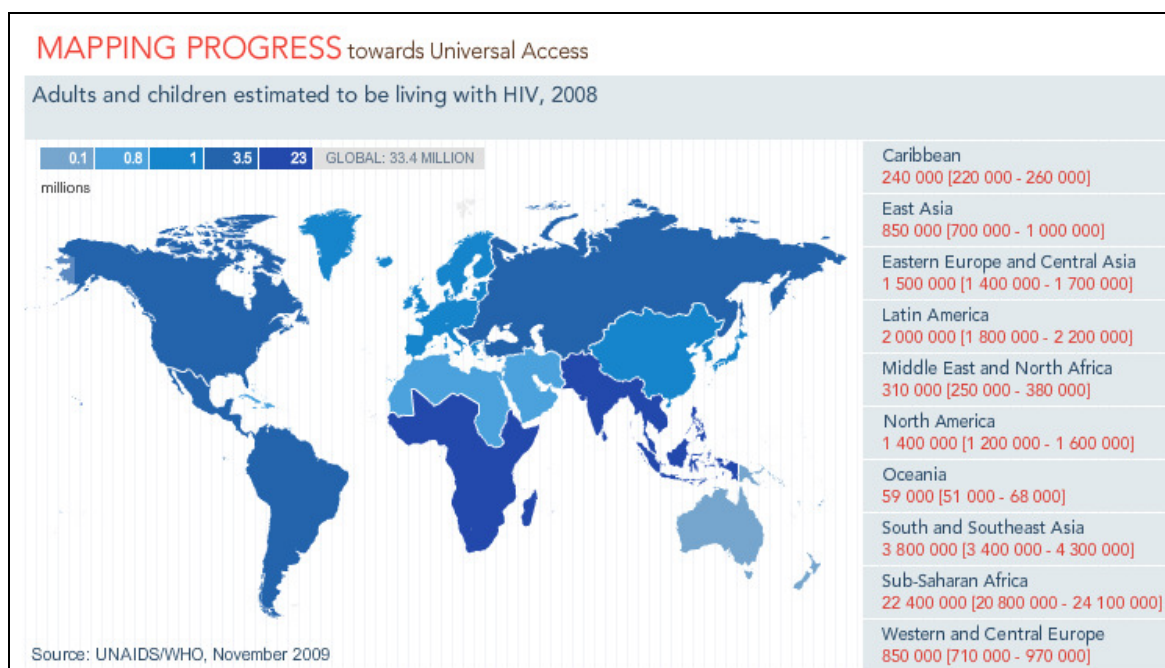
¹ Joint United Nations Programme on HIV/AIDS (2006). "Overview of the global AIDS epidemic" (PDF). 2006 Report on the global AIDS epidemic.

The ILO reports that the majority of the 33.4 million people living with HIV are employed and in their most productive years, with skills and experiences their families, workplace and country can ill afford to lose. Yet many workers are forced out of jobs because of stigma and discrimination. For others, their working lives are cut short because of lack of information about or access to, prevention, treatment, care and support.² The social and economic impact of the disease is intensified by the fact that AIDS kills primarily people in the most productive and reproductive periods of their lives.

For the last ten years and with support from the Norwegian Confederation of Trade Unions (LO-Norway) and other cooperating partners, the African Regional Organisation of the International Trade Union Confederation (and its predecessor, ICFTU-AFRO) has been able to carry out educational activities on HIV and AIDS prevention, treatment, care and support in selected African countries. The ITUC Africa has also widely circulated a comprehensive training manual on HIV and AIDS in English, French, Portuguese and Kiswahili to all its affiliated unions and other relevant bodies. ITUC Africa has trained as peer educators and worked closely with HIV and AIDS national coordinators from project participating countries to initiate workplace-based HIV and AIDS sensitization activities. These programmes focused on the overall welfare of workers' and more supported campaigns of making ARVs and treatment affordable to those in need. In addition, it has endeavoured to collaborate with employers and other institutions at the national (through its affiliates) and international level in a bid to increase its influence.

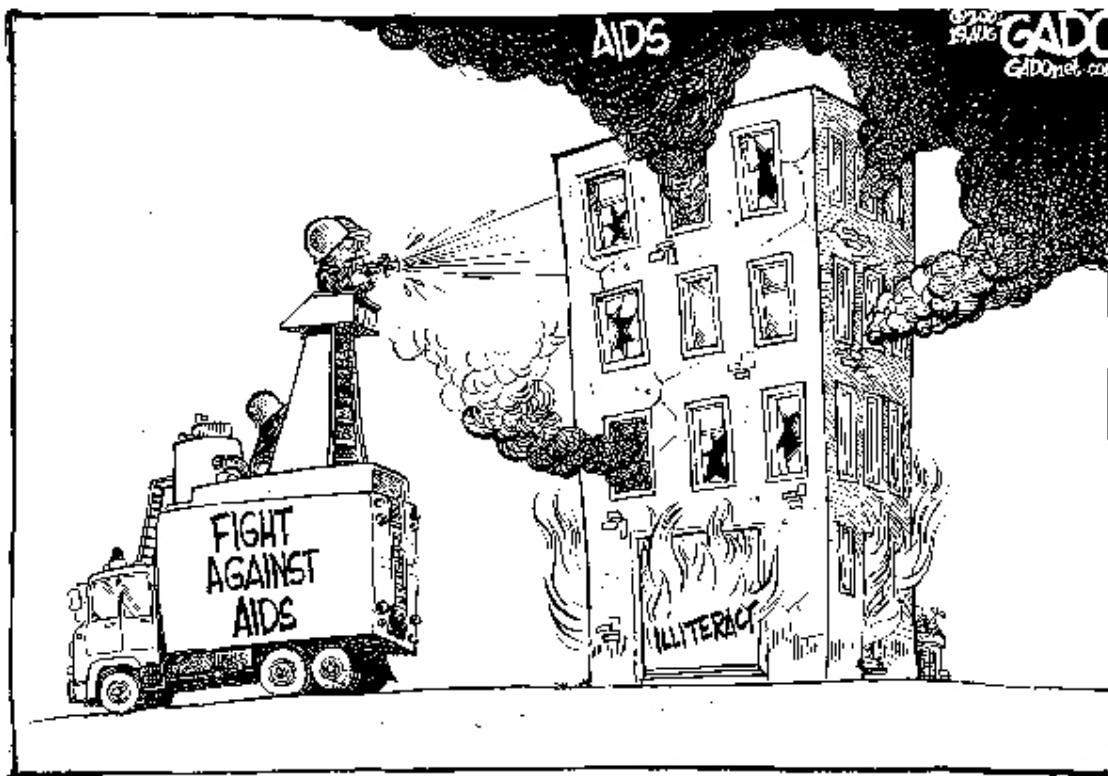
The main strategic intervention and areas of action included using shop-stewards at the enterprise level to reduce infections through information and education; mitigating the effects by protecting human and trade union rights and reducing stigmatization; and adapting and expanding approached to halt transmission of the virus. Areas of action include: educating members in non-discrimination against workers living with HIV and AIDS; including relevant clauses in collective bargaining agreements; developing preventive education programmes; strengthening health and precautions at work; providing extended leave for affected workers; counselling on HIV and AIDS and other STDs healthy-seeking behaviour; social marketing of condoms and STD diagnosis and treatment services.

² International Labour Organization (2009), Facts on HIV and Work. Geneva.



The ITUC Africa identified this approach on the realization that HIV and AIDS pandemic is a problem that requires not only individual, but also collective intervention. The fight against HIV AND AIDS infection, the protection of vulnerable workers, and the elimination of HIV and AIDS discrimination at work require increased sensitization campaigns by the workers themselves, through their unions. Union friendly organizations and development partners are therefore being called upon to take a more prominent role in combating the impact of HIV and AIDS in the workplace in the community we leave in and also make a contribution to the national efforts to control the spread of the disease.

Given this urgent demand from the workers point of view and the impact of the pandemic on development, it is necessary to sensitize and train shop stewards, as representative for workers at the lowest level on how to combat HIV and AIDS. Shop stewards, as opinion makers and leaders, have far reaching tendencies to the affected and potentially-risk workers.



Justification of the project

The horrendous consequences of the HIV and AIDS pandemic affect the very social fabric of communities, productive populations, human resources development, equal treatment and human rights, gender relations, conditions of work, and occupational health and safety. The fact that HIV/AIDS is killing millions of people in Africa is, on its own, a direct threat to the development of many countries as human resources are at the centre of progress and development, be it technological, environmental, social, political and economic. HIV/AIDS is, thus, not just a health problem; it is also a development problem that threatens the social and economic growth of almost all Sub-Saharan African countries. In fact, HIV/AIDS is now considered to be the single most important and daunting impediment to social progress to many countries in Africa.

Statistics have shown how alarming this pandemic disease has been: that is its very worrying effects on the economic and social development. In particular, the concern of organised labour has been on the disturbing implications in the workplace. HIV/AIDS affects both old and young persons, but mainly affects people in their prime and most productive years. Eight

out every ten deaths from AIDS are in the age group of 20 to 49 years. This not only severely upsets the economic base of families but also their social fabric as well.

It is on this understanding that HIV/AIDS should not be considered to be just a health issue, but also a human rights issue, a social issue, an economic issue, and a general development issue in the region.



In addition to having direct effect on the workers themselves HIV/AIDS is a major problem at the workplace in terms of: pre-employment, terms and conditions of employment, and post employment issues. All these areas are directly or indirectly covered by International Labour Organisation's instruments, including Conventions and Recommendations on consultations, discrimination, termination related issues, and social security aspects. These instruments should be used as entry points to get commitments from the partner organisations to deal with HIV/AIDS in a much more aggressive manner.

As a regional trade union organisation, ITUC Africa considers the workplace a very important and effective starting point in tackling the disastrous effects of the HIV/AIDS pandemic. The workplace is a particularly effective forum for the following reasons:

- (i) Large numbers of the age groups at risk (between 20-49 years) including men who are difficult to reach in community initiatives are brought together;
- (ii) Many workplaces have facilities that can be used for group discussions, the infrastructure in terms of clinics and provision of condoms whilst privacy is ensured. Workers take awareness campaigns more seriously if they associate their work with economic security;
- (iii) The works councils/health safety committees already existing within enterprises (comprising both management and workers) provide a good entry point to HIV/AIDS awareness campaigns and educational programmes;
- (iv) Trade union leaders are also opinion leaders and, as such, command considerable respect and understanding among the societies they live in;
- (v) Organised workers are more likely to accept change and thus through the contacts they retain within their communities they can also be able to influence other people outside the workplace.

How the project was developed

The project was developed on the premise that the *raison d'être* for the trade union movement—to defend and promote the welfare of women and men at the work place, in conditions of freedom, equity, security and human dignity—was threatened by the HIV/AIDS pandemic. As such, on the occasion of its 17th Congress in Durban in April 2000 the International Confederation of Free Trade Unions (predecessor to the ITUC) adopted a resolution in favour of launching a trade union action programme against HIV/AIDS. The ICFTU identified three priorities for such action: to adopt preventive measures, to mobilize against any form of discrimination and to press the pharmaceutical companies to lower their prices. In its conclusions, the Congress entrusted the General Secretary of the ICFTU with the task of drawing up an action plan aimed at combating HIV/AIDS and mobilizing the necessary resources to this end.

Although the report does not mention the current international campaign to improve access to basic medicines (including anti-retroviral drugs that are effective in the treatment of HIV), it

does repeatedly highlight the fact that not only trade unions, but also employers and governments have a crucial role to play in promoting awareness among workers, and it emphasizes, furthermore, that workers' rights are seriously under threat: "People with HIV/AIDS are subject to stigmatization, discrimination or even hostility in the community and at work. The rights of people living with HIV/AIDS, such as the right to non-discrimination, equal protection and equality before the law, to privacy, liberty of movement, work, equal access to education, housing, health care, social security, assistance and welfare, are often violated on the sole basis of their known or presumed HIV/AIDS status."

In passing the resolution ICFTU agreed that affiliates would lobby their governments to set up measures to (stop) the spread of AIDS, which would include awareness campaign(s) to eliminate the (disease), fight the culture of denial of HIV/AIDS, (legislation to protect the interests of HIV infected workers, pursuance of collective bargaining to ensure compliance by employers of rights of those workers). They would campaign for the provision of low-cost life-saving drugs, in part through the redefinition of the WTO's intellectual property agreement to enable production of cheaper drugs to fight AIDS. Trade unions will start programmes amongst workers, and their families on the spread of AIDS, and will approach UN institutions such as the ILO, WTO, and UNAIDS to request them to commit more resources to programmes to fight AIDS. The Congress agreed that an important aspect of the campaign would be to hold a follow-up meeting in 2002 to review campaign progress.

Similarly, the African Regional Organisation of the ICFTU (ICFTU-AFRO) and its affiliates had long called for deliberate intervention on this issue. The ICFTU-AFRO had given much thought and consideration on how to combat this scourge. It has had numerous forums specifically called by the different organs of the organization to address this matter. For example, during the Congress held in Dakar in 1997 the affiliates made deliberate attempts to examine the menace. In addition, Executive Board of ICFTU-AFRO had mandated the Secretariat to make sure that systematic steps were under-way to make the organization incorporate HIV/AIDS in all our programmes and activities.

In April 2000, the ICFTU-AFRO was instrumental on influencing the position of the ICFTU 17th World Congress to express its alarm that the world has failed to act effectively to respond to the devastating effects of HIV/AIDS on workers, their families and the community at large. The Congress emphasized that the workplace, in both the formal and informal

sectors, is one of the most important and effective channels for addressing the disastrous effects of the HIV/AIDS pandemic. It further argued that many workplaces have facilities that could be used for the group discussions that are ideal for education campaigns.

The Congress called for, among other things, the establishment of a Programme of Action to combat the scourge and mobilize resources for its implementation; request affiliates to impress upon their respective governments the urgent need for the international community to intensify an internationally coordinated programme for curative research, prevention and treatment of the disease; request affiliates to engage their respective governments and employers to support the strengthening of occupational health and safety programmes for informing and protecting groups at work, eliminate the stigma and discrimination attached to HIV/AIDS, fight the culture of denial of HIV/AIDS, help remove the cultural prejudices and barriers related to HIV/AIDS, maintain HIV/AIDS affected workers in social protection systems, and develop social and labour programmes that can mitigate the effects of HIV/AIDS; approach the relevant UN institutions (notably the International Labour Organization (ILO), World Health Organisation (WHO) and UNAIDS) with requests for committing substantial resources in programmes for fighting HIV/AIDS, in particular for treatment in Africa, as well as for supporting and strengthening similar work by national civil society organizations, including trade unions for work amongst their members and the community at large; strengthen the capacity of affiliates to deal with the impact of HIV/AIDS; actively support the treatment action campaign for access to low-cost, good quality essential medicines by building solidarity across national borders and initiating and facilitating these campaigns in countries where it has not yet begun; campaigning for the provision of low-cost life-saving drugs; campaign for the elimination of discrimination in access to insurance, medical and pension schemes for persons with HIV or AIDS.

Meeting in Gaborone, Botswana, from 27 and 29 September 2000, the three-day conference on “Involving Workers in the Fight against HIV/AIDS in the Workplace” was organized by the African Regional Organisation of the International Confederation of Free Trade Unions (ICFTU-AFRO), in conjunction with the Botswana Federation of Trade Unions (BFTU). The conference was aimed at strengthening trade unions’ role in the fight against HIV/AIDS in the workplace. It also made an assessment, discussed the extent of the challenge and took stock of what the represented organizations have done in response to HIV/AIDS. The purpose

was to draw from experiences to facilitate the design of a stronger trade union Framework of Action in combating the HIV/AIDS pandemic.

The conference adopted the Gaborone Declaration as a basis for the way forward and follow-up action at all levels. By adopting the Declaration and its resulting programme of action, the trade union movement in Africa undertook to further strengthen its capacities towards making the campaign against HIV/AIDS the mother of all its campaigns. The Framework of Action towards Involving Workers in the Fight against HIV/AIDS in the Workplace acknowledged that HIV/AIDS remained the greatest global public health disaster that the world has ever known. It committed unions to fighting the pandemic in the workplace.

In September 2000, the ICFTU-AFRO prepared a comprehensive project proposal entitled “Trade Union Action against HIV/AIDS at the Workplace”. With an initial life span of five years, the project was expected to cover nine countries in Sub-Saharan Africa, namely: Botswana, Cote d’Ivoire, Kenya, Namibia, South Africa, Swaziland, Uganda, Zambia, and Zimbabwe. The thrust of the focus was aimed at using shop-stewards at the enterprise level to reduce infections through information and education; mitigating the effects by protecting human and trade union rights and reducing stigmatization; and adapting and expanding approached to halt transmission of the virus. Areas of action would include: educating members in non-discrimination against workers living with HIV/AIDS; including relevant clauses in collective bargaining agreements; developing preventive education programmes; strengthening health and precautions at work; providing extended leave for affected workers; counselling on HIV/AIDS and other STDs healthy-seeking behaviour; social marketing of condoms and STD diagnosis and treatment services.

As a follow-up to the Gaborone conference, the ICFTU-AFRO made a comprehensive report to its Executive Board (October 2000), backed by statistical information on the devastating impact of HIV/AIDS on African communities in general, and on workers in particular. It was stressed that HIV/AIDS is a trade union issue. One of the objectives of the exercise was to bring to the attention of trade union leaders on the impact of HIV/AIDS at the workplace in general, and on trade unionists, sensitize them, and ensure that they take the message to members at all levels.

In effect, the Executive Board of October 2000 was the launch pad of a five-year Project on “Trade Union Action against HIV/AIDS at the Workplace”. The project was an explicit and

deliberate sustainable and evaluative intervention incorporating the shop steward as the entry point. The aim of this project was to urgently and energetically initiate a campaign on HIV/AIDS awareness and prevention in Africa. It is through the project that workers and their organizations intended to encourage African governments to show concern and political will to fight the HIV/AIDS scourge.

Project institutional framework

For effective coordination and management, the project established a five-tier system composed of the Project Advisory Committee, the regional project coordinator, national project coordinators, national project coordination committee and the coordinators at the workplace level.

(a) The Project Advisory Committee:

The Project Advisory Committee (PAC) functioned as a think-tank and will monitor the progress of the project. It was charged with the overall co-ordination of the project. The composition of this committee included representatives of the donor organisations Council, representatives from ITUC Africa, and one representative from each of the participating national trade union centres. The Global Union Federations (GUFs), the International Labour Organization (ILO), the UNAIDS, and other interested parties could be co-opted if and when desirable.

(b) The Regional Project Coordinator

The overall management of the project was the responsibility of the General Secretary of the ITUC Africa, while the day-to-day operations were under the supervision of the Regional Project Coordinator. The full-time regional coordinator took charge of the arrangement of the project activities and supervised all aspects of the project, implemented the work-plan, and reported to the General Secretary. She worked closely with the identified trade union centres, the donor organisations and other appropriate national institutions, the PAC and other project partners. The co-ordinator was also required to travel to the project countries.

(c) National Project Co-ordinators

Each of the selected national unions identified a National Project Co-ordinator responsible for adapting the regional work programme to suit national conditions. The identification of the national coordinator was undertaken in close consultation with the ITUC Africa.

The national coordinator was responsible for the management of the project at the national level, in close supervision with the Secretary General of the national centre and the regional project coordinator.

(d) National Project Co-ordination Committee

Each national trade union centre established a National Project Co-ordination Committee (NPMC) comprised of the national co-ordinator (as the convenor), and five others involved in trade union activities, including a direct representation by a member of the Executive Board of the national centre.

(e) Project shop stewards

The project had identified the shop steward, as opinion maker and leader, to have the far reaching tendencies to the affected and potentially-risk workers. The main entry point for this project was to sensitize and train shop stewards, as representative for workers at the lowest level on how to combat HIV/AIDS.

Project implementation at regional level



**Angela Lomosi,
Regional Project Coordinator,
ITUC Africa**

Introduction

This project came into being primarily because HIV/AIDS pandemic is a problem that requires not only individual, but also collective intervention. The fight against HIV/AIDS infection, the protection of vulnerable workers, and the elimination of HIV/AIDS discrimination at work require increased sensitization campaigns by the workers themselves, through their unions. Union friendly organizations and development partners are therefore being called upon to take a more prominent role in combating the impact of HIV/AIDS in the workplace in the community we live in and also make a contribution to the national efforts to control the spread of the disease.

Given the urgent demand from the workers point of view and the impact of the pandemic on development, it was necessary to sensitize and train shop stewards, as representative for workers at the lowest level on how to combat HIV/AIDS. Shop stewards, as opinion makers and leaders, have far reaching tendencies to the affected and potentially-risk workers.

The project was officially launched at the Executive Board meeting of the ITUC Africa in Nairobi in October 2000, with activities expected to commence on January 1, 2001. In addition to the long term support from the LO-Norway, the project received funding from other collaborating partners over the years. These project partners include FES, LO/FTF Denmark, LO/TCO Sweden, British TUC, JILAF Japan, FGTB Belgium, SASK Finland, CGT France, FO France, and ACILS.

The main activities of this project were comprised of the following activities:

- Sensitization of enterprise-level staff on issues related to HIV/AIDS;

- Training and enhancing the capacities of enterprise-level staff on issues related to HIV/AIDS and the workplace, including integration of HIV/AIDS issues into trade union activities and within the branch structure;
- Examination of issues related to HIV/AIDS and the workplace, including gender, and youth;
- Sharing knowledge and experiences in dealing with HIV/AIDS;
- Social marketing of condoms; and
- Diagnosis and Treatment of STDs.

The principle strategic intervention in this project was the use of shop-stewards at the enterprise level to reduce infections through information and education; mitigating the effects by protecting human and trade union rights and reducing stigmatization; and adapting and expanding approached to halt transmission of the virus. The areas of action included: educating members in non-discrimination against workers living with HIV/AIDS; including relevant clauses in collective bargaining agreements; developing preventive education programmes; strengthening health and precautions at work; and providing extended leave for affected workers.

Regional planning meetings

The first regional planning meeting of the project took place on 21 March 2001 in Nairobi. The meeting brought together participants from five countries: Botswana, Kenya, Uganda, South Africa and Zimbabwe with the aim of developing an action plan for each participating country. It was expected that other countries would be included in the project as funds became available in subsequent years. The other target countries were Cote d'Ivoire, Namibia, Swaziland, and Zambia.

During the first year of project launch, various sensitization activities were undertaken in the targeted countries, with more emphasis to Botswana, Kenya and Zimbabwe. The first product that emanated from the project was the publication of training materials in the form of brochures on three topics, namely:

- Basic facts about HIV/AIDS;
- What to include in a workplace policy; and
- Questions about HIV/AIDS in the workplace.

The aim of publishing the brochures was to introduce the project to the participating national trade unions and provide advance information to trade union educators and shop stewards on the work that would largely fall on them in the period ahead. The brochures were also used to sensitize trade union leaders on the seriousness of HIV and AIDS as a trade union issue.

The process of sensitizing trade union leader on the effects of the pandemic continued at the regional level at the occasion of the XIIIth ICFTU-AFRO Congress held in Nairobi in May 2001. There was a special three-hour programme exploring different elements resulting in HIV/AIDS infections of workers, how to live with HIV positive persons, the role of trade unions in the prevention, and counselling of HIV/AIDS victims. This roundtable discussion also dealt with the provision of medication for those living with aids, and the campaign for cheaper drugs.

Shop steward training

Trade union training on HIV/AIDS took leaps and bumps during the period of project implementation. For instance, whilst in 2002 around 201 shop stewards were trained, the number increased to 1887 in 2007. The training involved basic counselling skills, home-based care, sexually transmitted infections, training methodologies, basic facts on HIV/AIDS, and developing HIV/AIDS policy.

The aim of the training was to provide knowledge and skills to enable shop stewards to carry out integrated and effective prevention, care and support programmes at the workplace. Shop stewards were also sensitized to include HIV/AIDS issues in Collective Bargaining Agreements.

Some of the topics included:

- Peer education on HIV/AIDS and other issues such as STIs, home based care, nutrition, ARVs, elimination of discrimination, and living positively with HIV/AIDS;
- Counselling of the infected and affected, VCT, and treatment;
- Abstinence and condom use among the workers;
- How to lobby employers to provide for affordable drugs for the treatment of opportunistic infections and ARVs;

- How trade unions can be represented in the National AIDS Councils.

By December 2004 shop stewards had succeeded in carrying out integrated HIV/AIDS programmes on prevention, care and support at the workplace such as; counselling of both the infected and affected, promotion of Voluntary Counselling and Testing (VCT) and referrals for support, condom promotion, lobbying for the employers to provide support and treatment for HIV positive workers, and campaigns against discrimination of HIV infected workers. Shop stewards were also initiating and running joint activities with employers at the workplace and in their communities.

Regional coordination and steering committees

The regional project coordinator, Sister Angela Lomosi, assumed her roles with effect from 1 September 2002. By that time, the project activities were carried out in six countries: Botswana, Kenya, Swaziland, Uganda, Zambia and Zimbabwe.

The regional coordinator worked closely with the national coordinators appointed by the affiliated national centres. The national coordinators played an important role in training, supporting and supervising the shop stewards who were carrying out activities at the workplace. In order for them to effectively monitor these activities on the ground, national coordinators held meetings with the shop stewards to assess the progress, achievements and the challenges they faced during implementation. The shop stewards invited the national coordinators to help in educating groups of organized workers that they had earlier mobilized. When the shop stewards reported lack of support from the workplace the national coordinators made a follow up with the enterprises to talk to the employers to cooperate. The shop stewards approached the national coordinator in case they needed some clarifications on the subject and in case they had any other difficulties.

The first regional project steering committee meeting was held in Nairobi in March 2004 bringing together all the national coordinators, the ITUC Africa staff and a representative of the LO-Norway. The meeting concluded that it was important for their national centres to lobby for their inclusion in the Country's Coordinating Mechanisms (CCMs). It was also concluded that all the national centres needed to be proactive in care and support and to raise funds at the national level.

Resources mobilization and building partnerships

During the entire project implementation period, LO-Norway remained the main cooperating partner. However, additional funds were also received from other collaborating partners including British TUC, TCO Sweden, and American Center for International Labor Solidarity. Close relationships were also maintained with the ILO. Similarly, further efforts were made to approach the World Bank, WHO, and UNAID to urge them to commit more resources to workplace programmes involved in the fight against HIV/AIDS. It is through such expanded approaches that the project implementation was extended to more countries including Botswana, Burundi, Cote d'Ivoire, Eritrea, Ethiopia, Ghana, Kenya, Malawi, Mozambique, Namibia, Rwanda, Swaziland, Tanzania, Uganda, Zambia and Zimbabwe.

One of the notable examples of partnership is when the project organized an HIV/AIDS Pre-Congress Workshop on 'Integrating HIV and AIDS within the New Unified Regional Organisation (ITUC-Africa) in Accra in November 2007. The workshop was supported by the ILO, CLC Canada and the British TUC and hosted by the Ghana TUC. Participants were drawn from trade union organisations based in ten African countries namely Cote d'Ivoire, Ghana, Kenya, Malawi, Nigeria, South Africa, Tanzania, Uganda, Kenya and Zambia. Other participants included a representative from the World Council of Churches (WCC), PLWHAs, a representative of the Global Unions, South Africa, and partners – ILO, CLC Canada, LO-Norway and the British TUC. During this activity, participants drew a link between HIV/AIDS and Decent Work and developed a framework of action that would guide the regional organization for the next four years.

HIV/AIDS Prevention Programmes

Through project implementation, many workers were sensitized on behavioural change as a way of preventing from being infected with HIV/AIDS and other sexually transmitted diseases (STDs). Workers were also taught to follow the ABCs of sex: Abstinence, Being faithful to one uninfected partner and Condom use. To reinforce behaviour change workers and union members were encouraged to access voluntary counselling and testing in order to know their status.

The project provided a platform for shop stewards to emphasize on the correct and consistent use of condoms. In many of the training programmes, a condom demonstration was done using a penile model and a condom. People living with HIV/AIDS were encouraged to use condoms with their spouses to prevent HIV re- infection.

Care, treatment and support programmes

The project enabled shop stewards to provide direct support to workers who were both infected and affected by HIV/AIDS. This was done through regular visit in the communities and home-based care. During the community visits the shop stewards also counselled the patients and their families. Families were also taught on how to give proper care to the patients.

The HIV positive workers were taught on how to live longer with the HIV virus. This entailed how to eat a balanced diet and snack regularly on fruits and vegetables, to use condoms whenever they have sex, to continue working normally if they still feel strong and healthy, to get regular counselling from a professional counsellor, to seek medical treatment whenever they feel unwell, they were encouraged to save some money for their dependants to use in future.

Development and implementation of workplace policies including Collective Bargaining Agreements

In many countries, the project encouraged the establishment of a joint HIV/AIDS committee that comprised of both the workers and the management in the formulation of workplace policies. As will be indicated in the country reports, the resulting policies represented a commitment by workers and employers aimed at protecting the HIV-positive worker from harsh working conditions or unfair dismissal. The policies also encouraged employers to provide treatment to workers whenever they became ill. Other consideration included ensuring that the HIV-positive employee had time off to rest, and provision of adequate benefits should the employee leave the enterprise due to illness or death. The policies also discouraged pre-employment and on the job HIV testing.

Development of the HIV/AIDS training manual and other materials

From the early stages of project implementation, and as specified in the project document, there was an intention to develop regional training manual on HIV/AIDS. As such a regional review workshop on the development of a training manual for shop stewards was held in Nairobi in January 2002. The workshop provided an opportunity to review the draft manual made available the project secretariat.

Following the comments from the national coordinators, a further workshop was held in April 2002 to pre-test the improved draft. At the workshop, a small technical group including educators and HIV/AIDS co-coordinators reviewed the draft manual. Additional support was also provided by the technical expertise from the ILO.

The manual was finally published and initially distributed to all the English-speaking affiliates of the ITUC Africa as well as the cooperating partners. The manual became particularly popular with unions in East Africa, to the extent that the ILO Office in Dar es Salaam decided to adopt and translate it into Kiswahili for use in the East African countries. In 2003 the manual was translated into Portuguese and French, and later on posted on the ITUC Africa's website to allow for easy of accessibility and reference by all interested parties.

HIV/AIDS and mainstreaming gender issues in trade unions

The project recognized that the inequality, traditional social patterns and economic imbalances, makes women more vulnerable to HIV/AIDS than men. The project was informed by the AIDS epidemic update of 2003 which said:

“unlike women in other regions in the world, African women are considerably more likely-at least 1.2 times- to be infected with HIV than their male counterparts. These discrepancies have been attributed to several factors. They include the biological fact that HIV generally is more easily transmitted from men to women (than vice versa). As well sexual activity tends to start earlier for women than men, and young women tend to have sex with much older partners.”

In this case, the project established new approaches to ensure that women workers are empowered to have an equal status in society. The project called for the trade unions to campaign against tradition that puts women at risk. It also encouraged women workers to

take personal responsibility by using the female condom and stop putting all the responsibility on men. The main concern was that the female condom is not always affordable and accessible to women.

During the project implementation, national coordinators conducted workshops for female shop stewards and members of the women's committee to create awareness and also to promote the prevention of mother to child transmission of HIV among the female workers. These workshops were held in Kenya, Uganda and Zambia.

To support this initiative, the Canadian Labour Congress (CLC) provided additional support to conduct a regional workshop in April 2002 in Nairobi targeted for the ITUC Africa Women Committee under the theme: "Organizing Women Workers to Fight against HIV/AIDS". At the workshop, participants exhaustively discussed on other issues that make African women more vulnerable. These issues included poverty, women economic empowerment, and how to avoid risky sexual behaviour.

Campaigns, lobbying and advocacy

Through the project, ITUC Africa intensified its lobbying and campaign for cheap and affordable antiretroviral drugs for HIV treatment in order to ensure that African people in general and workers in particular have access to these drugs. ITUC Africa supported countries, such as India and Brazil, which continue to produce generic drugs. In the same vein, ITUC Africa expressed full support to the global trade union movement in its fight for the Trade-Related Intellectual Property Rights (TRIPS) arrangement within the WTO conference at Doha and at follow-up meetings.

Through the project, HIV campaigns were organized at the national level and the workplaces by the national coordinators and the trained shop stewards. The HIV/AIDS campaigns were ordinarily held during the Labour Day (1 May) and World AIDS Day (1 December).



COTU-Kenya /ICFTU-AFRO HIV-AIDS campaign during the World AIDS Day 2003

DISCUSSIONS ON THE PROPOSED HIV/AIDS RECOMMENDATION AT THE INTERNATIONAL LABOUR CONFERENCE (ILC) 2009

The ILC agenda for 2009 focused on a number of issues among which was the discussion on an autonomous instrument on HIV/AIDS in the form of a Recommendation. The discussion began at a slow pace as workers insisted that they wanted a stronger instrument in the form of a Convention and not a Recommendation that would not be binding; but both the employers and governments strongly declined forcing the workers to compromise for the sake of progress. During the whole process, the input of the workers was very crucial as it greatly enriched the content of the document. One of the observations made was that employers were very cooperative and worked closely with workers to agree on most of the issues and it is our hope that they can continue with the same spirit next year. The outcome of the first discussions was a document that will be debated further at the ILC in the year 2010 as decided upon by the conference.

During the ILC 2009, ITUC-Africa and OATUU worked closely with the ITUC, partners, ILO and affiliates in strengthening discussions and where needed lobbied governments to support the trade union position. It is during this time that ITUC-Africa and OATUU took time to finalize discussions regarding the upcoming joint workshop, and jointly lobbied for partners to support the activity.

Workers and Employers working together

To enhance the intervention of the project activities at the workplace, the ITUC Africa organized a review workshop in Nairobi in April 2003 under the theme was 'Workers and

Employers together against HIV/AIDS'. The workshop brought together participants from trade union centres, employers, Global Union Federations, Government of Kenya, ILO, International Organisation of Employers (IOE), WHO, IMF, UNAIDS, United States Center for Disease Control and Prevention (CDC), ACILS, and people living with HIV/AIDS, among others. The objective of the workshop was to explore possible areas of collaboration between workers and employers in the fight against HIV/AIDS. The participants recommended and concluded that workers and employers should collaborate in the following areas: capacity building, collective bargaining, engaging in social dialogue, resource mobilization and advocacy. A wider partnership that should include workers, employers and governments, WHO, UNAIDS, ILO, the World Bank, IMF, CDC, other international organizations, and other relevant stakeholders engaged in the fight against HIV/AIDS was also recommended.

This close cooperation of employers and workers led to the issuing of a joint statement by the General Secretary of the ICFTU and the Secretary - General of IOE on 12 May 2003. The statement underlined the importance of employers and trade unions at both local and international levels towards the fight against the HIV/AIDS pandemic. To intensify the fight against HIV/AIDS, the ICFTU-AFRO and Pan-African Employers Confederation (PEC) issued a joint communiqué on 24 August 2003 after giving a presentation on 'the involvement of trade unions in the fight against HIV/AIDS' at the ICASA conference 2003 in Nairobi. This was followed by another joint communiqué committing the ICFTU-AFRO and PSI in fighting HIV/AIDS among health workers.

During the ILO's 10th Regional African Meeting held in December 2003, the ICFTU-AFRO and IOE jointly managed to push a resolution on HIV/AIDS that called for joint action between workers and employers. Discussions on how to implement the Resolutions took place between ICFTU, ICFTU-AFRO, ILO-AIDS, ACTRAV, IOE and other partners and a joint meeting of IOE and the ICFTU were held in Geneva in March 2004 to develop and launch national action plans.

To implement this resolution, the employers and trade union representatives from eight different countries met at the ILO Headquarters in Geneva in March 2004. The objective of the meeting was to provide an opportunity for both workers and employers to share

experiences, develop and launch joint action plans. In the meeting, both parties shared experiences and explored the different opportunities of working together at the national level.



The General Secretary of ICFTU-AFRO and the IOE Regional Adviser for Africa

“ICFTU-AFRO will continue to enlist the support and cooperation of the employers. We strongly believe that the synergy that will be generated by us working together will definitely enable us to provide good workplace programmes that will effectively deal with prevention, care, support and treatment of people infected and affected by HIV/AIDS in the workplace and beyond. Close collaboration with the employers will make us win this war.”

Andrew Kailembo, General Secretary, ICFTU-AFRO
Nairobi, 24 August 2003

International partnerships and conferences

With support from the project, the General Secretary and regional coordinator were able to attend many international partners meetings and conferences relevant to the project objectives. Their presence in these forums raised the profile of trade union work on HIV/AIDS. For instance, during the AIDS conference held in Bangkok in July 2004, the World of Work featured prominently and both workers and employers had the opportunity to

share their experiences. It is at this conference that the ICFTU-AFRO and the general secretary of the IOE renewed their commitment to work together at the global, regional and at the national levels.



In a similar vein, the project supported the regional coordinator to attend the pre-congress activity at the ICFTU Congress in Miyazaki in 2004. Although the pre-congress activity was on NEPAD, but she was able to participate and introduced critical and relevant issues on HIV/AIDS. And during the congress there was an opportunity of meeting with the executive director of the Global Fund. The coordinator and others were able to brief him on frustrations faced by trade unions when trying to join the CCMs and lack of access to the global fund. It is due to this forum that the director of the Global Fund agreed to have a meeting with the Global Unions HIV/AIDS co-ordinator, and the different co-ordinators from the region to discuss the issue of trade unions participating in CCMs at all levels.

In 2005, the project organized a one-day pre-congress workshop on HIV/AIDS with the theme “Building Partnerships in Dealing with the Challenges Posed by the HIV/AIDS Pandemic at the Workplace: Workers Make a Difference” at the ICFTU-AFRO Congress in Tunis in 2005. The workshop brought together 50 participants from national trade union

centres, ILO, People Living with HIV/AIDS, LO-Norway, TCO Sweden, British TUC, ICFTU and other organizations.

The meeting also gave an opportunity for an experience-sharing forum among the coordinators and other stakeholders this was to promote cross-country exchange of best practices in the area of building strategic and sustainable partnerships in the fight against HIV/AIDS. Participants developed a better understanding as to why collaboration is important, shared their views and experiences in this area and also gave suggestions on the way forward.

Participants concluded that given the magnitude of the HIV/AIDS problem, it is important for trade unions to work closely together at the national, regional and global level and to jointly undertake activities with employers, civil society, governments and international community to address the impact of the pandemic. Secondly collaborators should work together to avoid duplication and conflicts, each partner should better coordinate by bringing in their comparative advantage in the partnerships. Thirdly the partnership should focus on information sharing and pursue a common course; this will engage major stakeholders/partners and create synergy in getting the accepted results. Fourth, in order to succeed, trade unions, employers and governments need to work closely together with UN bodies such as WHO, WFP, UNAIDS, ILO and other international organizations who are involved in the HIV/AIDS campaign. Lastly participants agreed to continue promoting the ILO code of practice and the World of work with an aim of focusing on the critical areas of partnerships which are capacity building, collective bargaining, protection of vulnerable workers and those infected with HIV/AIDS.

Examples of international activities attended by the regional coordinator:

- Global Unions HIV/AIDS Advisory Committee meeting, 4-5 April 2006.
- Commission on Sustainable Development, 1-12 May 2006, New York.
- 1st African Conference on Labour and the Environment organized by SustainLabor with support from UNEP, 28-29 July 2007, Johannesburg.
- CLC Labour Forum, 11–13 August 2007, Toronto.
- International AIDS conference, 13 – 18 August 2007, Toronto.
- ICFTU-AFRO Partners meeting, 6 –8 September 2006, Nairobi.
- ICFTU-AFRO Executive Board meeting, 27-29 September 2006, Nairobi.
- GUFS sub-regional HIV/AIDS meeting 23-25 October 2006, Nairobi.
- ICFTU/WCL Unification Congress, 29 October - 3 November 2006, Vienna.

- Global Unions consultative and planning workshop, 8 - 9 March 2007, Johannesburg.
- ILO Special Session on HIV/AIDS, during the ILO Regional Meeting, 24 - 27 April 2007, Addis Ababa.
- UN Commission on Sustainable Development, 30 April - 11 May 2007, New York.
- Participated in a Roundtable meeting at the CISL's Youth Meeting, 23 June 2007, Trento, Italy.
- HIV/AIDS focal points and leadership of Regional organisations were invited by the ITUC to an HIV/AIDS consultation meeting supported by LO-TCO, 25 – 27 June 2007, Stockholm.
- 14TH ICFTU-AFRO Women's Committee Meeting, 11 September 2007, Nairobi.
- Workshop with the theme: "Act as One – Strengthening Swedish/Norwegian Civil Society Responses to HIV and AIDS in Sub-Saharan Africa", 6-9 November, Lusaka.
- GUAP Steering Committee meetings (various)
- Joined trade unionists in a meeting on 'Linkages between the World Bank (WB) and workers Organisations in Africa' organised by Global Unions with funding from the World Bank, 10-11 December 2007, Washington DC.
- The XVII International AIDS Conference, August 2008, Mexico City.
- Global Unions Advisory Committee and Steering Committee meetings, 21 – 24 January 2008, Geneva.
- UN Commission on Sustainable Development (CSD), 5 - 16 May 2008 New York.
- ITUC-Africa Women's Committee Meeting, June 2008, Lomé.

Workers and Employers together against HIV/AIDS in the workplace: Building capacity for joint action programmes, Activity held at the Speke Resort and Conference Centres Munyonyo, Kampala, Uganda, 12-14 December 2006

A capacity building meeting was organized by the ICFTU-AFRO, the IOE, Lo-Norway, the ILO and the ITC-ILO, Turin. The activity was held at the Speke Resort Conference Center in Kampala, Uganda on 12 to 14 December 2006 with the theme 'Workers and Employers Together Against HIV/AIDS: Building Capacity for Joint Action Programmes in the Workplace'. The event was hosted by National Organisation of Trade Unions (Uganda) and the Federation of Uganda Employers (FUE). It was officially opened on behalf of H.E, the President of the Republic of Uganda, Hon. Yoweri Kaguta Museveni, by the Deputy Prime Minister, Hon. Kirunda Kivejinja. In attendance was the Minister for Gender, Labour and Social Development, Hon. Syda Bbumba.

The three-day capacity building activity brought together major stakeholders in the area of HIV and AIDS from the Global Fund to fight HIV/AIDS, Malaria and Tuberculosis, ILO, the Netherlands Embassy, and Participants from employer organizations and trade unions from the eight African countries which are participating in the IOE/ICFTU pilot programmes on HIV/AIDS in the workplace. The countries were Ghana, Mali, Côte d'Ivoire, Zambia, Malawi, Tanzania, Kenya and Uganda

Project implementation at country level

Cote d'Ivoire

Kah Mlei Theodore,
Union Générale des Travailleurs de Côte d'Ivoire



Introduction

In the context of the project under consideration, Cote d'Ivoire is a late starter. Cote d'Ivoire was selected as a project country after the other countries had already made much progress. The main obstacle for delayed inclusion of Cote d'Ivoire in the earlier phases of the project is attributed to political landscape in the country since 2001.

Nevertheless, the national centre Union Générale des Travailleurs de Côte d'Ivoire (UGTCI) has managed to reach many workers with HIV/AIDS activities through education and training activities since the introduction of project activities in 2004. Many unionized workers have now acquired expertise in the areas of intervention include advocacy, prevention counselling, support and psychosocial care.

During the project implementation the capacity of UGTCI and its affiliated unions was greatly enhanced. The following were recorded as achievements of the project in Cote d'Ivoire:

- i. Establishment of a voluntary HIV/AIDS fund where both workers and employers make contributions.
- ii. Employers setting aside part of their profits to treat HIV infected employees.
- iii. Provision of services to both employees and their families
- iv. Employers registering their clinics with the national aids commission in order to secure ARVs and make them available to employees and their families.
- v. Strengthened partnership between the private sector, employers and unions to the extent of employers inviting unions to join them in a bipartite arrangement.

- vi. Development of a code of practice for staff in the high risk sections e.g. staff in the hotel sector providing room service.
- vii. Establishment of workplace bipartite committees.
- viii. Joint initiatives between the private sector, employers and trade unions to secure funding from the CCM.
- ix. Voluntary testing of a significant number of employees and subsequent provision of needed services for those who have voluntarily declared their positive status.

One of the main outcomes of the project in Cote d'Ivoire is the development of an HIV/AIDS Charter by the UGTCI. The Charter states the positive person should be treated and protected and ensures confidentiality of those who are found to be HIV positive.

UGTCI was also involved in dealing with issues of stigmatization and marginalization at workplace, especially in the hospitality sector. UGCTI also established a solidarity fund to support workers and their families affected by HIV and AIDS.



Examples of good practices in Cote d'Ivoire

The Hotels Sector

Unions in the hospitality sector have succeeded to convince employers to provide free condoms to all customers by depositing a packet containing three condoms in every room. Leaflets and brochures have also been developed under the private sector and employers' task force. They are distributed to all hotel rooms, in restaurants and reception areas across the countries. These materials are also made available to employees.

In addition, a strict code of practice was developed to guide the conduct of employees particularly those providing room service. Most hotel employees allow unions to provide home care to infected employees and their families.

Practices in a Banana Company

In 2004, the UGTCI organized training on prevalence and the way people have been affected with HIV in a banana Company that had more than 6,000 employees.

Through joint collaboration with the company management, trade unions initiated the establishment of HIV training programmes and established workplace committees.³

Due to the size and scattered nature of the company, a central committee was established at its headquarters in Abidjan. The central committee manages ten sub-committees scattered in several plantations. The main tasks of each sub-committee are to train peer educators, carry out home visits and to distribute free condoms. It is reported that by December 2009 over 80,000 condoms had already distributed to workers and their families. 250 peer educators had also been trained.

The principal contributing factors were listed as follows:

- a. The establishment of an HIV/AIDS Fund where each worker contributes 100 CFA per month. This voluntary contribution is directly deducted from the employees' salary.

³ Similar initiatives can also be enumerated in other sectors. For example, another company COTIVO with 1243 workers collaborated with UGCTI and NGOs of people living with HIV together with the Ministry of Health on advocacy, workplace training, counseling and distribution of condoms at salary receiving periods.

- b. Company funded training of ten counsellors.
- c. Company funded specific HIV AIDS training of one medical doctor.
- d. Free provision of ARVs to infected employees and their families. These ARVs are secured through financial support from the National AIDS Commission.
- e. A written agreement between the union and the company requiring retention of infected employees until when they can no longer exercise their work-related duties. The agreement also prohibits compulsory testing during recruitment.

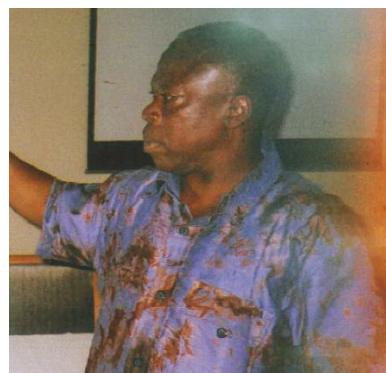
The National Power Utility Company

The National Power Company has about 3,200 employees throughout the country. The company conducts two campaigns each year where family retreats are organized throughout the country. Workers and their families attend these retreats whereby free counselling, voluntary testing and free distribution of condoms take place. In collaboration with the union, the company has established a solidarity treatment fund. By end of November 2009 the fund was worth 20 million CFA. The union and the company have jointly established 10 committees that deal with HIV AIDS throughout the country. The activities of these committees receive financial support from the company. In addition, the Company has established a 'Presidential Award' where the Company President awards best worker or best committee on an annual basis.

Project implementation at country level

Ghana

Daniel Owusu Boatey,
Ghana Trades Union Congress



Introduction

Although the project under consideration did not have explicit resources devoted to national level activities in Ghana, the Ghana Trades Union Congress (GTUC) collaborated with the ITUC-Africa at the regional level. The national HIV/AIDS coordinator from GTUC was invited and participated in many activities organized by the project.

The inclusion of Ghana was because of the realization that, as in other project countries, the GTUC sees as HIV/AIDS as a trade union issue. GTUC has been carrying education, sensitization programmes and campaign activities aimed at strengthening the capacity of the workplace as an entry point in the fight against the spread of HIV/AIDS.

With the support from the British TUC, GTUC identified HIV/AIDS as an important area requiring urgent attention. As such, in 2008 the Bill Morris Testimonial Trust for HIV/AIDS in Africa, in collaboration with TUC Aid – a development arm of the British Trades Union Congress agreed to fund a project proposal submitted by the GTUC. The aim of the project was to contribute to the prevention of the spread of the disease among workers in the timber and wood sector in Ghana.

The Objectives of the project were stated as follows:

- To encourage workers know their HIV status;
- To ensure that HIV positive workers have access to care and support which include treatment and education;

- To enable GTUC to have data on workers who are Positive so that they can negotiate on their behalf to ensure that their not victimize at the workplace; and
- To minimize stigmatization association with HIV and AIDS.

The project activities involved a comprehensive programme of training, education and outreach activities and the provision of VCT facilities at workplace. Six training workshops were held in different parts of the country. During these workshop 1,704 trade union officials were informed about the basic facts about HIV-AIDS, effective information dissemination, and counselling. The participants also enhanced their understanding of the implications of the pandemic for the workplace including discrimination and stigmatization of affected workers and the role of trade unions in the fight against the disease.

Project achievements

As a direct result of the Project, the Timber and Woodworker Union of the GTUC (TWU) now has a pool of some 170 officials equipped with the knowledge and skills necessary for an effective workplace response to HIV and AIDS. The officials trained under the Project have been active in the dissemination of information on basic facts about HIV/AIDS at workplace with a view to preventing the spread of infection through behavioural changes among peers.

About 1,100 workers who tested negative have received counselling on how to avoid infection and have been advised to go for further tests approximately three months after the initial tests. There is evidence that many of them have passed the facts about the disease on to family members, thereby- facilitating the dissemination of information.

⁴ The initial plan was to train about 150 union officers. The number was increased following a request from the union.



Of the 45 workers who tested positive, the majority have been attending the HIV/AIDS clinics to which they have been referred and are receiving treatment, care and support. There is now a heightened awareness of risks of infection and of the need for protection among those who took part in project activities and efforts are continuing to alert union members to the risks associated with the disease.

On the other hand, the employers who collaborated with the TWU in organizing project activities, are pleased with the outcome and acknowledge its relevance to the workplace, appreciate its effectiveness and impact and welcome further initiatives.

Several factors contributed to the successful completion of the project. The Ghana GTUC played a pivotal role in the organization and management of project activities by making available to it the services of one of its most competent, experienced and dedicated officers with considerable expertise in occupational health and safety. The General Secretary and other senior leaders of the TWU showed firm commitment to the objectives of the Project from the inception, oversaw the organization of key events and made an invaluable contribution to its success.

Moreover, the close collaboration with the regional health authorities, notably, with the clinical staff at the HIV-AIDS Unit at the Kumasi South Regional Hospital, was instrumental in securing the technical expertise and skills essential for organizing the VCT clinics at different workplaces. The support from the regional health authorities not only made it possible to keep costs of VCT to a minimum, but also considerably facilitated the referral and follow-up of the workers diagnosed with HIV-AIDS. The integration of the VCT component of the Project into HIV-AIDS services already in place at regional level proved to be a useful, effective and economical way of organizing VCT facilities at workplace.

It has also been possible to reduce costs by adapting and reprinting existing information and education material produced by the ITUC and ILO for outreach activities targeted on rank and file union members and their families.

Project implementation at country level

Kenya

Millicent Ogila,
Central Organisation of Trade Unions (Kenya)



Introduction

The Central Organisation of Trade Unions (COTU (K)) has participated in the ITUC-Africa/LO-Norway project from the very beginning in 2001. COTU (K) has also benefited from sponsorship of other collaborating organizations such as the British TUC, ACILS, Government of Kenya, DANIDA BSPS, ILO, Action Aid, National Aids Control Council, amongst others. Most of the activities on HIV/AIDS involved awareness creation and sensitization of trade unionists on HIV/AIDS. The training activities sponsored by the British TUC mainly targeted women at shop floor.

Amongst the earlier activities of the project under consideration was the development of COTU (K) basic manual on HIV/AIDS dealing with the definition, symptoms, prevention, and caring of people with HIV/AIDS. In addition, shop stewards were trained and given various skills to reach out to their peers with prevention, care and support programmes at the workplace. Furthermore, they were trained on the development of HIV/AIDS workplace policy.

Project achievements

The project has recorded the following achievements in Kenya:

a. Workers education:

COTU (K) has reported that they had trained about 4500 shop-stewards on HIV/AIDS. These trainers have continued to train other peer educators.

Number of workers reached in 2005

Name of workplace	Dates	Number of workers reached
Sunblest Bakers Ltd- Thika	July 2005	150
East African Portland Cement- Athi River	July 2005	500
Nakuru Blankets Company- Nakuru	August 2005	300
Delmonte Kenya Ltd - Thika	August 2005	1,500
Kenya Pipeline Company- Nairobi	September 2005	800
Total number of workers reached		4,250

b. Workplace policy:

Through the project, the national centre has developed an HIV/AIDS workplace policy. The policy has assisted their affiliates to come up with their sector-based HIV/AIDS policies. COTU (K) is now in the process of developing a peer educators training manual.

On the occasion of launching the HIV/AIDS policy document in August 2009, COTU (K) Executive Board formally adopted HIV/AIDS policy at workplace. In their subsequent meeting on 2nd October 2009 at the Tom Mboya Labour College they adopted a resolution in favour of launching a trade union action programme against HIV/AIDS in 2010 and beyond. This resolution was proposed to the Executive Board by some General Secretaries who felt that the issue was critical to workers and their families.

This declaration was based on the realisation that throughout the history of mankind, societies have been affected by epidemics and other calamities that have forced individuals, families, communities and nations to mobilise and develop concomitant responses. But, never before has the world community been faced with a serious uncontrollable disease as the emergence of the HIV/AIDS.

The policy emerged from a long process of debates, consultations and planning predicated on a collective yearning to break new grounds. This process involved affiliates and the secretariat. The main strength of the policy is its simplicity and the detailed exposition on what is to be done, why it must be done and how it must be done.

In collaboration with the Federation of Kenya Employers, COTU (K) was in the forefront in the formulation of Kenya National Code of Practice on HIV and Aids in the workplace and mitigating the impact of HIV and AIDS. COTU (K) is now recognised and fully participates in the country's coordinating mechanism (CCM).

c. HIV/AIDS Campaigns:

During Labour Day COTU (K) has been engaged in campaigns to advocate for the employers to provide free anti-retroviral therapy for all workers. Campaigns materials include banners, posters, T-shirts and caps given to workers who join the processions. Workers are also mobilized during the World AIDS Day, including offering community services at district hospitals.

The services offered on that day include cleaning the hospital wards and surrounding areas, counselling patients, educating patients on prevention and living positively with HIV and AIDS, and feeding the sick patients. Some affiliates reported that they have been organising similar campaigns at workplace in the form of VCT field days, which include visit by their families and close relatives.

d. Partnership:

With assistance from NASCOP, COTU (K) set up a mobile VCT site pitched at open grounds on 1 May 2005. Counselling and HIV testing was done on a voluntary basis by counsellors sent from NASCOP. By the end of the day 125 workers were tested and some referred to hospital to access different services.

The trained trainers also sensitised workers and distributed condoms and brochures developed by different organisations, including those developed by the ITUC Africa/LO-Norway project. Other materials came from Women Fighting AIDS in Kenya (WOFAK), Network of People Living with HIV/AIDS (NEPHAK), and the National AIDS Control Council (NACC).

e. Resource Mobilisation:

Five affiliates of COTU-Kenya(KUPRIPUPA,KPAWU,TTWU AND KETAWU applied for resources through the National Aids Control Council. The coordinators had received training from the project on how to mobilise for resources.

f. Positive Living:

Some workers living positively, especially in the plantation sector, have come out openly about their status. This has the effect of sanitizing fellow workers on living positively, while at the same it has encouraged other to undertake VCT. Those found positive have also joined the crusade and formed support clubs.

g. Joint activities with Employers:

COTU (K) together with Federation of Kenyan Employers has held joint sector-based activities focusing on managers and shop stewards. Some affiliates of COTU (K) reported that with support from some enterprises they had developed basic manuals on HIV/AIDS. Some of the manuals have been translated into Kiswahili for ease of understanding amongst workers and peer educators.

Kenya case study 1: The Del Monte story

Del Monte is an International Company, specializing in growing and processing of food such as fruits and juices for local and export consumption. The company has a workforce of over 4,500 permanent employees and is situated in Thika, 50 kilometres at the outskirts of Nairobi. The company operates three shifts on a 24 hours basis.

The company employs 2,500 women mainly in the processing and packaging department. Most of the male employees work in the farms and in the factory.

The workers are represented by two unions: the Kenya Plantation Agricultural Workers Union, and the Kenya Commercial Food and Allied Workers Union.

Del Monte has several facilities within the company estate and premises, including housing, a primary school, clinic and other recreation facilities. Although the company provides these facilities, it has noted that most workers do not live with their families. This makes employees to travel home during the mid month or end month to visit their families.

Although the Company has a good reputation of taking care of its workers it has faced some challenges. Workers were dying mysteriously. Records show that the company was losing four workers per month. It later emerged that most of the workers who were dying were young and did not live with their families. The revelation came from female workers who shared stories of how they engage in unprotected sex and with multiple partners. The company medical doctor was not in a position to compile statistical analysis of the diagnosis and many workers preferred to go to the Thika District Hospital, as they did not want their status to be known at the clinic.

It is in view of the above challenges COTU (K), through the ITUC-Africa/LO-Norway project in collaboration with NACC and CDC initiated training and sensitization activities at the company. Workers were taught about HIV/AIDS, STIs, VCT, living positively with HIV/AIDS and on parent to child transmission of HIV, among other things. Sensitization

workshops were held for two months continuously for both the workers and the management. During the workshops, persons living positively with HIV/AIDS were invited to share their experiences on living positively, stigma and discrimination, nutrition, support groups and ARVs.

In addition, COTU trained trainers and peer educators to spearhead the workplace sensitization activities. Many workers were also counselled and tested during the workshops. Those who already knew their conditions confidentially talked with the counsellors and shared their concerns. Several information, education materials and condoms were distributed. Condom dispensers were also made available to workers at all times.

The Company supported the programme and encouraged many workers to come out openly to declare their status. For those who already knew their HIV positive status they were advised to monitor their CD4 count and viral load at the nearby district hospital.

In addition, the company put in place an HIV/AIDS workplace policy and provided antiretroviral drugs and food supplements. With support from FKE, the company also introduced a wellness programme which encouraged workers to visit the clinic to check on other diseases such as diabetes, obesity etc.

Support groups for persons living positively with HIV/AIDS were also established to encourage workers to live positively with HIV/AIDS and to share experiences. Union members and other workers showed their solidarity by visiting the sick during their time off or in the evenings to pray with them and give material support.

To document the achievements at Del Monte, COTU (K) published a best practice video in 2005.

Kenya case study 2: Tripartism at the workplace against HIV and AIDS

The Ministry of Labour, COTU (K) and the Federation of Kenya Employers in collaboration with other civil society organizations through the support of the National Aids Control Council and CDC Liverpool have formed a network called the Kenya Private Sector Advisory Network. The network was formed primarily to support workplace initiatives on HIV/AIDS. The network partnered with ILO Office in Kenya to design National Code of Practice on HIV and AIDS in the workplace.

In 2009, the network also launched a one month Rapid Result Initiative – Build-up activities prior to World AIDS Day. The initiative involved the partners organizing workplace sensitization, voluntary and counselling activities and to cover as many workplaces as possible for one month. The initiative reached 200 workplaces and over 1,800 workers. The exercise covered workers within the industries within the cities and municipalities across the country.

Kenya case study 3: Sony Sugar Company-South Nyanza

Sony Sugar Company lies in the vast sugar cane area of the Southern Nyanza, western Kenya. It has a workforce of 3,600 permanent employees and 600 casual employees. The company was devastated by the HIV and AIDS scourge as many workers died.

The Kenya Sugar Union, an affiliate of COTU (K) together with the company management joined hand to organize activities on sensitization and VCT at the workplace. At the beginning many workers shied away, but with time and stories from those counselled many came forward. Workers agreed to be tested and took it upon themselves to support each other by organizing home-based care and spiritual groups that would visit sick colleagues on rotational basis every evening.

Management worked closely with the trade unions to support the orphans through schooling, housing, food and other necessities. The company has continued to support these children and many have been able to perform well in the national examinations. The company also provides ARV and promotes Peer education amongst workers.

Project implementation at country level



Malawi

Jessie Ching'oma,
Malawi Congress of Trade Unions

Introduction

HIV and AIDS is one of major challenges of trade union movement in Malawi because of stigma and discrimination associated with the pandemic. As such, the advent of the HIV/AIDS project with the support of LO Norway through ITUC Africa came a blessing to the Malawi Congress of Trade Unions (MCTU) as it was a frustrating issue for many years. MCTU considers itself fortunate to be part of the mainstream project activities since 2005.

Through the activities of the project, MCTU has been able to mainstream the fight against HIV and AIDS in almost all trade union activities, including organizing, recruitment, social dialogue, education, child labour, and occupational health and safety. The national centre has developed a policy for members of staff of the Congress Secretariat, as well as workers who do not have such a policy at the workplace.

With the publication of the trade union policy on HIV/AIDS, the MCTU has encouraged its affiliated unions to follow suit. And truly, up to half of the national unions have taken the challenge. For instance, the Teachers Union of Malawi has adopted such a policy. The union has also designed a special programme called Teachers Living with HIV and AIDS, with some of the union members being role models in spearheading healthy living. Other unions that have taken this initiative of developing policies include the Nurses Union of Malawi, the Sugar Union and the Tobacco Union. The Nurses Union has established a centre for care-giver programme on HIV and AIDS and has a VCT centre for its union members. The Sugar Union has a programme on awareness on HIV and AIDS at the workplace, while

the Tobacco Union has a voluntary HIV Union Club that supports and guides the affected and encourages people to go for testing.

The project's visibility has also been enhanced through the training activities. The MCTU spearheads training of trainers activities to national HIV focal points. The ITUC Africa HIV/AIDS shop stewards Manual has been very useful in this regard. The focal points then train others across the sectoral unions. For instance, in 2007, the national coordinator, union focal persons, organisers and union leaders reached 527 union members and their families. These activities were generally undertaken in the ten sectoral unions affiliated to MCTU who are based in three regions of Malawi (the North, South and Centre).

MCTU has also been lobbying for resources on HIV and AIDS the National Aids Commission.

Project achievements

The successes associated with the project on fighting HIV and AIDS in the workplaces in Malawi include the following:

- There is a clear change in the attitude of employers towards the pandemic. For example, employers in the water sector had allocate between one and two percent of their budget towards fighting HIV and AIDS in the workplace. Consequently, MCTU has noted an increase in the number of workers attending VCT. In addition, some employers offer nutritional support when needed;
- The training activities have had a positive effect on the behaviour of workers, as indicated by the increase in the sharing of testimonies;
- Increase in trade union membership;
- Ease of access and free distribution of condoms among workers.
- Some union have instituted fund raising activities to support their members on nutrition and paying school fees for the orphans.



Malawi case study 1:

Construction and establishment of Nurses and Midwives Union Wellness Centre and income generating activities

HIV/AIDS has brought a heavy burden on nursing care in Malawi. More and more nurses and other health care workers have become sick and bedridden. The risk of infection to HIV/AIDS on Health workers remain as high as 96%.

The Nurses and Midwives Union, an affiliate of the MCTU, constructed a Wellness Centre for its members providing VCT facilities. In addition, the union has ventures in various income generating activities ranging from agriculture-based initiatives to operating grocery kiosks for its members. The activities in agriculture have an added advantage in that besides income generation the crops also help in nutrition support.

The Wellness programme is targeting to reach 7000 members of the union, with almost 70 percent of the beneficiaries being women.

It lobbies for specialized treatment for its members, advocates for sick bays, and conducts motivation for positive health seeking behaviour. It has also developed a database for health care workers living positively.



The programme has established 46 support groups across the country and acts as informal support systems for health care workers in mitigating HIV/AIDS and other related health problems.

The union has trained 64 members in basic entrepreneurship skills for income generating activities. Activities for the support group include provision for short term loans, nutritional supplements, support for needy orphans, and transport for hospital visits, social events, and funeral support and regular awareness meetings.

Malawi case study 2:

Collaboration between workers and employers in the fight against HIV/AIDS

The Lilongwe Water Board is one of the workplaces where workers and employers have intensified efforts the fight against HI/AIDS at the Workplace. The Water Board Management facilitated the training of 33 peer educators and provided condoms as well as other awareness campaign materials. Much of the training is undertaken during working hours.

Amongst the achievements of this collaboration include:

- Formulation of policy and translated into local language for easy access to all workers;
- Provision of treatment, care and support to the tune of Malawian kwacha 5000 extended to workers' spouses and family members;
- Regular visits to sick workers by peers (a third of whom are women) who also bring material support; and
- Establishment of a joint HIV/AIDS and Occupationally Health and Safety workplace task force.

Malawi case study 3:

You cannot tell an HIV positive worker by looks!

A sick worker at one of the tobacco company was transferred and later sacked just because management believed he was HIV positive. The worker decided to be tested and was found negative. The grievance was brought to the attention of the union who took up the issue with management and won the case. The worker has since being compensated and reinstated. Employer attitude towards HIV/AIDS has now changed.

6 NATIONAL NEWS

THE DAILY TIMES, V

Bill targets employers who fire HIV+ workers

BY DICKSON KASHOTI

AN employer who fires a worker on the ground that the employee is HIV positive or is perceived to be HIV positive risks a K100,000 fine and a five-year jail term.

The proposal is contained in a bill drafted following a report of the Law Commission on the development of HIV and AIDS legislation.

Minister of Labour Yunus Mussa has since welcomed the bill, saying it would end discrimination of those suffering or perceived to be suffering from HIV and Aids at work places.

He said the bill would ensure that an employee infected with HIV and Aids leads a reasonably long and productive life, especially with recent interventions like ARVs.

"Exclusion of individuals who are still productive because they have HIV and Aids creates social economic burdens to the society when they can work easily and earn their families income," Mussa said.

According to the bill, which has since been sent to cabinet for approval before it goes to Parliament for legislation, an employer shall not terminate the employment of an employee only on the ground that the employee is HIV positive or is perceived to be HIV positive.

"A person who contravenes this section shall be guilty of an offence and shall be liable to—in the case of an individual, a fine of K100, 000 and imprisonment for five years; or in the case of a body corporate, organisation or association, to a fine of K1, 000, 000," says the bill in part.

The bill also says an employee shall not be discriminated against or be subjected to unfair treatment on the ground that he is HIV positive or is suffering from Aids.

The bill proposes a penalty of a fine of up to K100, 000 and five year jail term for any individual who contravenes this and up to K1 million for a corporate body, organisation or



MUSSA—The bill will protect workers

association which contravenes this.

A person who procures another person to conduct HIV testing as a condition for recruitment, training, promotion, termination of employment or other matters arising out of an employment relationship,

according to the draft bill, shall be guilty of an offence and would pay a fine of K50,000 in case of an individual and to three years imprisonment with hard labour and K500,000 fine in the case of a body corporate, organisation or association.

"A person who aids, abets

or assists another person to conduct HIV testing as a condition for recruitment, training, promotion, termination of employment or other matters arising out of an employment relationship shall be guilty of an offence," the draft reads.

The draft bill gives a fine of up to K100,000 and imprisonment for three years for an individual and K500,000 for a corporate body, organisation or association for this type of offence.

The draft bill also says an employee who is infected with HIV in the course of employment shall have the right to claim compensation in accordance with the Workers' Compensation Act.

"An employee who is infected with HIV in the course of his employment is entitled to higher compensation if he is able to show that his infection is due to non compliance...by the employer or is otherwise due to negligence of the employer," says the draft bill in part.

Malawi case study 4:

Teachers living positively with HIV/AIDS programme

The Teachers Union of Malawi, an affiliate of the MCTU has a special programme referred to as the Teachers Living Positively with HIV/AIDS. The programme is a grouping of teachers who are HIV positive.

The grouping is a national structure with over 3500 members with the aim of organizing activities that will contribute towards mitigating the impact of HIV/AIDS amongst teachers. Each member contributes Mk 500 per year. The main activities involve organizing meetings to raise awareness on positive living and prevention of the spread of the virus. The group also conducts fund raising activities by engaging in farming (growing maize and groundnuts) whose proceeds are used to assist members in need of nutrition and finances.

The Ministry of Education provides two percent of its budget for HIV/AIDS interventions, including the provision of *subusiso*, a nutrient supplement. Consequently, the organization

has witnessed an increase in teachers going for HTC/VCT. There has also been an increase in union membership.

Examples of union achievements in the fight against HIV/AIDS in Malawi

Name of union	Achievements and challenges in prevention, care, support and treatment
Electronic Media Workers Union	• Food supplements like <i>sibusiso</i> are provided to those who declare their status. The challenge is that some beneficiaries' sell the food supplements instead of eating them. • Policy formulated and accessible to all workers. • Soft loans provided to those who declare their status.
Building Construction Civil Engineering Workers Union	• Transport is provided for sick workers to go to hospital. • HIV/AIDS Policy and Posters drafted in consultation with management. • Loans given to those who declare their status without restrictions. • Employer allocates 4% of their annual budget towards HIV/AIDS. • Condom education and promotion.
Shipping Customs Clearing Union	• Workers and their families encouraged to access VCT facilities within their communities. • Cash amount of MK5000 given to those who declare their status. • An HIV/AIDS policy is in place but it is in draft form. • Condom education and promotion.

National Organisation of Nurses and Midwives of Malawi	• Have a Union VCT facility for its members • Negotiated with management for sick bays for special treatment of workers. • Lobbied for special days off for staff to access VCT. • Facilitated policy formulation and union constitution. • Support groups in place. • Support given to orphans (children of members). • Food supplement given to infected workers who have openly declared their status. • ART, care and support given to worker. • Started some Income Generating Activities (IGAs).
Malawi Housing Cooperation Workers Union	• Provision of loans, transport and nutrition supplements. • Policy formulated.
Water Employees Union of Malawi	• Policy and HIV/AIDS nutritional manual Developed. • Free condom promotion. • Provision of free ARVs by employers. • Extended support to family and spouse. • Provision of free nutrition supplement. • Good negotiations skills and good employer relationship.

Communication Workers Union-Postal Services Branch Civil Servants Trade Union ESCOM Staff Union Private Schools Employees Union	• Support given to workers on ARVs by providing reasonable accommodation. • Provision of food supplements. • HIV/AIDS talks mainstreamed in Occupational Health and Safety. • Nutrition support. • Free supply of ARVs. • Grievance handling on stigma and discrimination. • Proper implementation of HIV policy. • Union negotiated for the following: • No screening for the purpose of employment, HIV positive workers stay long at the workplace. • Reduced deaths due to HIV/AIDS. • Cooperation with health personnel- wellness programme. • ARVs Provided. • Counsellors trained. • Policy in place and MK5000 given to HIV patients. • Nutrition support. • Less absenteeism noted. • Reduced number of deaths. • Reduced stigma and discrimination. • Support for home based care. • Trained 180 Peer educators. • Established some counselling centres. • HIV/AIDS Policy implemented. • Established joint steering committee with management. • Workers accessed VCT. • Transport to hospital when sick leave is provided. • HIV/AIDS Workplace Policy in place. • A special allowance given to HIV infected workers who have openly declared their status. • Cooperation with employers to Implement AIDS workplace policy.
Transport and General Workers Union	• Draft Policy is in place. • Access to ARVs.
Tobacco Tenant and Allied Workers Union	• Support for HIV infected by providing food items. • Workers were encouraged to access VCT and ART in community hospitals. • Counselling services access. • Building links with home based care centres for support. • Notable behavioural change amongst workers.

Malawi Municipal Workers Union	• Provision of nutrition support. • Transport to go to hospital if sick was provided. • Support during funeral. • Employer allocated 2% of budget to HIV/AIDS.
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Project implementation at country level

Tanzania

Dr Meja Kassim Kapalata,
Trade Union Congress of Tanzania



Introduction

In 2001, Tanzania formulated a national policy on HIV/AIDS in 2001 and established the Tanzania Commission for AIDS (TACAIDS) with the responsibility of coordinating HIV/AIDS through a multi-sectoral approach. Tanzania is now implementing a second term of Multi-sectoral Strategic Framework, covering the period 2008-2012.

As a follow up to this process, the Trade Union Congress of Tanzania (TUCTA)—and with the support of the ITUC/LO Norway Project and contribution from other development partners such as CLC, TACAIDS/WB, and DANIDA—developed a policy on HIV and AIDS at the workplace in 2003. The policy gives guidelines on prevention, care, support and treatment and mitigation of the impact on workers infected and affected by the scourge. Special emphasis is placed on the importance of workplace policies that TUCTA affiliates would need to engage their employers in the formulation of bipartite approaches. The policy also addresses the importance of observing the rights of workers living with HIV/AIDS as well as the importance of cooperation and collaboration with other stakeholders.

Project achievements

Peer education

TUCTA and its affiliated unions have trained 250 HIV/AIDS shop stewards as peer educators serving in different workplaces across the country. The shop stewards are focal people in workplace programmes, especially when it comes to sensitizing workers and in negotiations for Collective Bargaining Agreements and workplace policies on HIV/AIDS.

In all the training sessions, TUCTA provided a person living with HIV/AIDS as a facilitator. It was quite moving to the participants whenever she revealed her status. Using and involving the worker living with HIV/AIDS helped participants to appreciate the experience of living with the disease and it also encouraged the participants to test and know their status.

It was also a tradition that participants were encouraged to test on the last day of the training. It was observed that prior to the involvement of the person living with HIV/AIDS as a facilitator only a few participants would come forward for voluntary counselling and testing.

The capacity building in terms of training workplace Peer Educators has been very helpful in fighting the scourge in the workplaces in Tanzania.

For example, in a tobacco company with almost 3000 workers, a trainer who could not find time to conduct training, decided to conduct education via audio-visual aid. Through the ITUC Africa/LO-Norway project, TUCTA provided a television to the branch union. The television was installed at the Company Canteen for the benefit of the workers, especially during lunch break.

The company management supported the initiative and in 2008 formally acceded to the provision of dedicated working time for HIV and AIDS education. Since then, the company management has trained more peer educators and now provides ARV and nutrition for workers with HIV and AIDS.

Workplace policies

Through TUCTA's initiatives, ten workplace policies on HIV/AIDS have so far been formulated through bipartite cooperation with management. These policies are basically designed by management and trade unions at the enterprise level, with TUCTA acting as a facilitator.

In 2003, TUCTA participated in the labour law reform and managed to lobby for the inclusion of HIV/AIDS provisions in the Labour and Employment Relations Act of 2004. The Act provides for penal sanctions against any type of discrimination related to HIV/AIDS. TUCTA also managed to lobby and influence a number of provisions on promoting safety and health at work in the Occupational Health and Safety Act of 2003 thanks to the trade union lobbying with the members of the Parliamentary Committee on Social and Welfare.

At the workplace, the following companies agreed to formulate HIV/AIDS policies over the period between 2004 and 2007:

Mtibwa Sugar Company,
Tanzania Postal Corporation,
Swissport Ltd – KIA,
Sunflag Ltd,
Sao Hill Company,
Mzinga Corporation.
Sea Cliff Hotel Ltd ,
Marine Ltd Mwanza,
Transport Corporation Ltd Moshi,
VETA (Vocational Education Training), and
Victoria Seafarers Mwanza.

TUCTA undertook some field surveys in 2007 and 2008 and found that most the policies were indeed functional. In most of the workplaces management had in fact taken lead in the implementation of the policies, especially on provision of condoms, conducting in house HIV/AIDS education, provision of nutrition on workers living with HIV/AIDS, and provision of ARVs. Some enterprises had amended their existing CBAs to include clauses on HIV/AIDS as a testimony of commitment of the parties in fighting HIV/AIDS in the workplace.

Building of partnerships including trade unions and employers working together

Partnership in pushing the agenda on HIV/AIDS in the workplaces is one of the good practices which can yield good results in fighting the scourge. In 2005, TUCTA organized a tripartite plus workshop bringing together participants from the Ministry of Labour, TACAIDS, Association of Tanzania Employers (ATE), GTZ, AMREF, and trade union leadership. This workshop was organized with the support of CLC with the objective of taking stock and mapping strategies on future cooperation and collaboration on HIV and AIDS in Tanzania. At the end of the workshop the participants resolved to work together and network in order to avoid duplication of activities. Employers pledged to work together with

trade unions. The workshop agreed that working together between management and trade unions in the workplace was inevitable. It may be recalled that hitherto, that trade unions had experienced some reluctance from some employers to cooperate in the formulation of workplace policies, especially when the initiative came from workers.

Again in 2007, TUCTA hosted the ITUC Africa/LO Norway HIV/AIDS Project Steering Committee in Dar es Salaam. During this meeting, representatives of ATE and TACAIDS were invited to share their experiences in the fight against the scourge. Presentations were made by TACAIDS and ATE on the Global Fund Country Coordination Mechanism and workplace interventions, respectively. The presentations had the objective of exchanging experiences on the modalities of accessing the Global Fund and practical joint work of management and trade unions in some enterprises in Tanzania.

The forum was also an opportunity for government officials to witness the efforts of trade unions in addressing HIV/AIDS. This forum acted as a catalyst for enhancing TUCTA's cooperation and collaboration with employers in interventions against HIV/AIDS in the workplace. Following this interaction TUCTA's proposal for funding from TACAIDS bore results and funds were given for running training for more workplace peer educators. During the meeting TUCTA reminded TACAIDS on application for funds that had not been acted upon. It was encouraging to note that after a few days TUCTA received funding for training of shop stewards.

TUCTA and its affiliated unions participated fully in the formulation of the Tanzania Tripartite Code of Conduct on HIV/AIDS. The task started its work in 2003 under the supervision of the Ministry of Labour, Employment and Youth Development. It took a number of years of negotiations and pushing to complete it and have it ready for use. Ultimately, the Code was finalised and launched in 2008. It bears three logos: that of TUCTA, ATE and Government (Ministry of Labour). The code has been endorsed by the Cabinet of Ministers.

The Code contains provisions akin to the principles entrenched in the ILO Code of Practice on HIV/AIDS. It provides duties and responsibilities of the government, employers and workers in fighting HIV/AIDS.

Information and educational materials on HIV/AIDS

Information and educational materials in the form of flyers and pamphlets were developed to explain various issues such as basic facts about HIV/AIDS, the rights of workers living with HIV/AIDS, tips on formulation of workplace HIV/AIDS policies, and access to antiretroviral treatment (ART), care and support. The materials were prepared in Kiswahili so as to reach most of workers.

[Samples of Pamphlets to be inserted here]

Family day

The use of annual family days in fighting HIV/AIDS is one of the good practices against HIV/AIDS at the workplaces in Tanzania. This is usually an initiative of employers but also takes on board the unions for effective implementation of the process. One of the workplaces that has had remarkable success on this undertaking is the Office of the Tanzania Commission of AIDS (TACAIDS).

In this case, the employer in collaboration with the Tanzania Union for Government and Health Employees (TUGHE) organises annual events to celebrate each New Year by convening a Family Day. During the Family Day, all employees with their families get together for a number of events. These events include sports and discussions. The events are also used to conduct educational sessions on HIV/AIDS among the family members, categorized by age groups.

The Family days provides the opportunity of not only enjoyment for the New Year as well as for imparting knowledge about HIV/AIDS. Such events are also known to have strengthened marriage bonds among couples of the workers family.

Examples of union achievements in the fight against HIV/AIDS in Tanzania

Sector and union	Achievements
Municipal Council (Teachers Union)	• CBA negotiated; • Policy on HIV AIDS at Municipal level in draft form; About 450 out of 3260 workers have been tested and about 100 teachers found to be HIV positive; • 600 teachers reached during training; • Money allocated by the Municipal Director to assist those who have voluntarily declared their HIV+ status; • Tsh 50,000 given to a PLWHAs per month, currently 15 teachers benefiting; • 90 peer educators have been trained.
Ilala Municipal (Health) Sector	• Use of Post Exposure Prophylaxis (PEP) by those who need it; • Light duty given to those who have declared their status and can no longer do manual work; • Free treatment for opportunistic diseases and infections; • ARV treatment provided to PLWHAs; • 20 staff trained on Provider Initiated Testing and Counselling (PITC); • VCT services available.
Tanzania and Zambia Railways Authority; Tanzania Railways Limited	• Health services including ARVs provided in all work stations, • 3 TRAWU staff have declared their status and are on treatment but unfortunately one passed away; • Sick workers visited at home and in hospital; • HIV+ workers given flexible reporting time to allow them to take their medication and proper diet.
Sokoine University of Agriculture (SUA)	• Positive management response; • Many workers and students are accessing HIV testing; • ARVs provided at no cost; • Treatment provided overseas if there is need; • Research done on food for PLWHAs; • New VCT centre established; • Conduct home visit and patient can select own nurse; New clinic under construction at Mazimbu

	(80% finance by SUA and 20% from USAID through the <i>Tunajali</i> (we care) project) and ambulance service provided for very severely affected workers.
Morogoro Hotel, Hilux Hotel, Movenpick (Hotels), Mikumi and Arusha National Parks (Conservation) and Salvation Army and Skychef (Social Services):	• Positive response from the management particularly at SkyChef whereby the employees' families receive assistance from the employer; • Inclusion of HIV AIDS issues in established CBAs; • HIV positive employees are given a special diet; • HIV/AIDS Policies at Salvation Army, Sea Cliff Hotel, Movenpick Royal Palm Hotel, Mikumi National Park
Tanzania Postal Training Institute	• Company covers 100% of treatment and funeral costs; • Reasonable accommodation covered; • Company policy on HIV AIDS with assistance from AMREF and About Health Foundation; • Discussions are on going to including in current CBA assistance to PLWHAs in paying school fees.
Long distance trucking/ Marine Mwanza/ Kamanga Ferry/ Swissport / KIA	• Employment of special attendants in VCT centers; Education fund at Kilimanjaro International Airport and Tanzania Posts Corporation; • 84 counsellors employed in Tunduma and Kurasini; Treatment centres established along the highways; • Incorporation of HIV/AIDS in CBAs – Tz Postal Corporation, Malawi Cargo (MCCL); SDV Transami Ltd; • Compensation and legal support to victimized workers; • Policy on HIV/AIDS – KIA (Swissport, Marine Mwanza); • VCT site in Kurasini for long distance drivers.
Capital Development Authority (TAMICO)	• Initially the 25, three-quarters of whom are women, who declared their status experienced difficult times, but now they are accepted. They have formed their own network; • 3% of income used for HIV AIDS but in new CBA there is proposal to set aside 1,000,000 each month for provision of food to the 25 positive. • Free treatment provided at private hospital (Mwangaza “Kijiji cha Matumaini”) and

	transport to clinics for worst cases and self declared employees and home visits and counselling.
Alliance One Tobacco TZ Ltd (formerly Dimons)	• HIV/AIDS issues included in the existing CBA and free treatment is offered to permanent and contract workers and the families.
Tanzania Automotive Technology Centre (Nyumbu)	• About 80% have come out for testing; • 18 staff have declared their status; • Light duty and reduced working hours; • Food for victims, • Free ARVs provided; • Free treatment to workers and families and villagers; • VCT centre; • Home based care with two motor cycles purchased for home based care; • Ambulance service provided for severe cases and provision of light duty.
Tanzania Telecommunication Company Ltd	• Free provision of ARVs and 'nutrishakes'; • Free transport to home and hospital; • Home and hospital visits done; • those who provide home support are provided with gloves, soaps, etc.; • Hospital visits; • Reduction in working hours; • Milk to all employees on monthly basis; • Family planning clinics offer drugs to prevent mother to child transmission.
Occupational Safety and Health Authority Headquarters and Zones	• Notable reduced infection from 7% to 5.6%; • Improved statistic for OHS and HIV/AIDS; • Enhanced collaboration with trade unions; • HIV/AIDS workplace policy formulated.
TANOPHA	• Supplying food supplements for those living with HIV/AIDS; • Provide allowance of food for those living with HIV/AIDS; • Some workers have come out in the open and declared their status; • Reduced absenteeism and enhanced cooperation with workers living with HIV/AIDS.
Association of Tanzania Employers	• Reduced stigma and discrimination; • HIV infection, absenteeism and mortality;

	• Enhanced cooperation and collaboration with workers; • Nutrition support; • Reasonable accommodation given to workers in some workplaces; • Supply of ARVs by some employers in the workplace.
Tanzania Commission for AIDS	• Some workers have openly declared their HIV+ status; • Reduced absenteeism; • Allowances for food given to people living with HIV/AIDS; • PLWHAs given food supplements; • Cooperation with workers strengthened.
TPAWU	Cooperation with workers strengthened and this has allowed more workers to be sensitized on HIV/AIDS.
AIDS Business Coalition of Tanzania	• Discrimination, infection, absenteeism and mortality reduced; • Collaboration with trade unions enhanced; • Supply of ARVs by some employers in the workplace; • Support given to workers to get proper nutrition; • Reasonable accommodation given to workers in some workplaces; • Income generating activities for workers promoted and they have some CBAs with clauses on HIV/AIDS.

Project implementation at country level

Uganda

Stanley Kaggwa
National Organisation of Trade Unions (Uganda)

Introduction

The LO-Norway/ITUC Africa project has been supporting NOTU to run a number of activities on HIV/AIDS since November 2002. However, as early as 1999, NOTU had taken keen interest on this matter by revising its education policy to include HIV/AIDS as one of the major topics to be undertaken by workers. These educational programmes took place during paid working hours, which enables the workers to share information on the scourge.

Uganda was the first country in Africa to openly talk about HIV/AIDS. This openness served as a springboard for mass awareness campaigns that were spearheaded by the president from the mid 1980s onwards. This also led to various government establishments aimed at fighting the scourge. Later in December 2005, President Museveni launched a book on HIV/AIDS at a conference in Kampala, which helped the populace to gain more knowledge and understanding about the disease, plus having further insight into their vulnerability to the infection and putting in place prevention measures. Many agencies, including NGOs, CSOs, private business sector, development partners and other civil society organizations, have since taken on the fight against HIV/AIDS in Uganda. Reasons for choosing the workplace included among others, recognizing that the workplace brings together many numbers of age groups at risk (20-49 years). And the shop stewards and peer educators that exist within enterprises provide a good entry point to HIV/AIDS awareness campaigns and educational programs, among others.

After recognizing that HIV/AIDS is a development and workplace issue, NOTU took up the challenge to provide education and training to the union registered members in order to

empower them with skills and knowledge to fight the epidemic. This has been made possible with support from development partners.

Project achievements

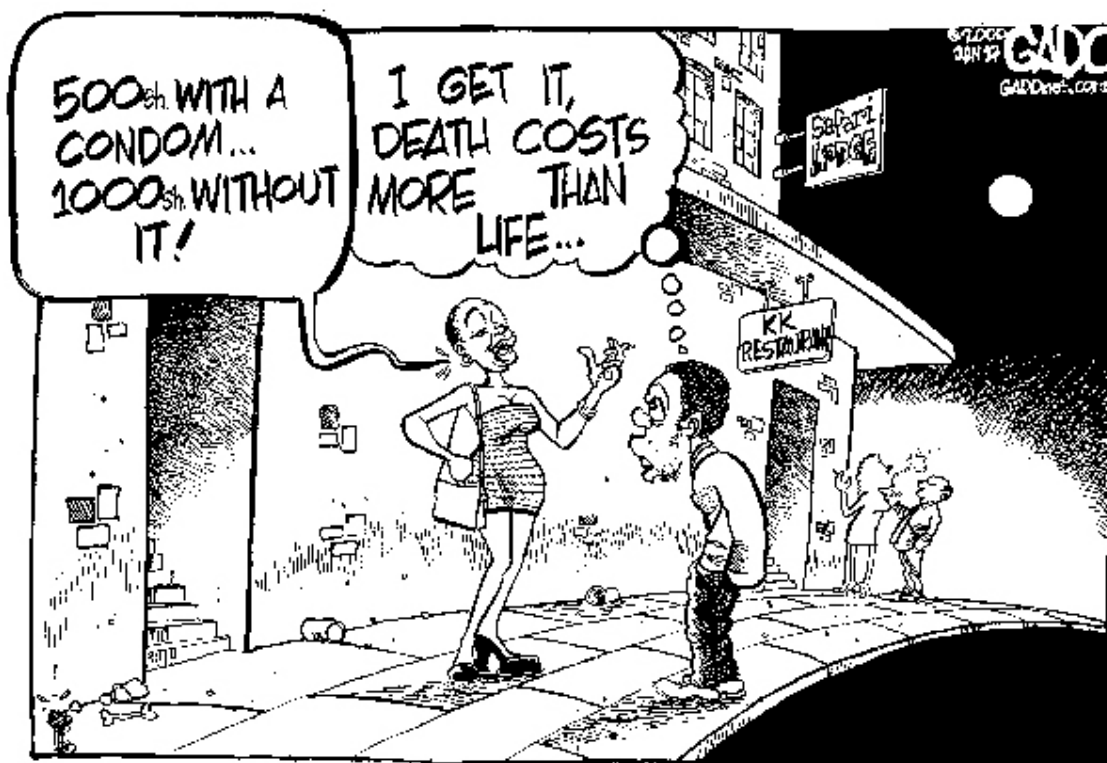
Workplace sensitization

From the project inception in 2002 NOTU and affiliates has conducted numerous HIV/AIDS workplace sensitization programmes. At the same time, NOTU used education on HIV/AIDS as an opportunity to recruit workers into the union, while reaching out to employers most of whom accepted to work with unions in fighting the scourge.

Through the training activities this strategy, over 5,000 members joined the unions, while over 15,000 educational and information materials were distributed to workers. The table below gives an example of the project outreach in 2005.

Example of project outreach in Uganda in 2005

Name of Union	Dates	Number of workers reached
National Union of Educational Institutions	10/09/2005	61
Uganda Communication Employees Union	23/09/2005	58
Uganda Government and Allied Workers Union	17/09/ 2005	60
Uganda Media Workers Union – The Monitor Branch	23/09/2005	18
Uganda Fisheries and Allied Workers Union- Gerenge Beach	08/10/2005	50
Amalgamated Transport and General Workers Union (Trained Security Guards)	29/10/2005	71
Roofing Limited	15/10/2005	58
Beverages Union – Coca cola	15/10/2005	48
Railway Workers Union - Busembatia	21/10/2005	67
National Union of Plantation and Agriculture Workers (NUPAWU) – Sugar Branch	12/11/2005	50
Total number of workers reached		541



In 2007, NOTU reached a total of eight hundred and fifty eight workers.

Trade unions in Uganda developed a sustainable labour policy on HIV/AIDS in the workplace as their contribution in protecting workers against the pandemic. The unions also secured additional funds from ITUC Africa, British TUC and ILO to conduct the training, education and controls programme mainly based on awareness.

Training peer educators

Over the years of project implementation, NOTU carried out training of focal persons in every union on issues concerning HIV and AIDS. During 2007 alone, six employers participated in workshops organized by trade unions. Through collaboration with employers, trade unions influenced treatment, care and support to workers. At the same time, NOTU managed to provide information and educational materials about HIV/AIDS and ARVs.

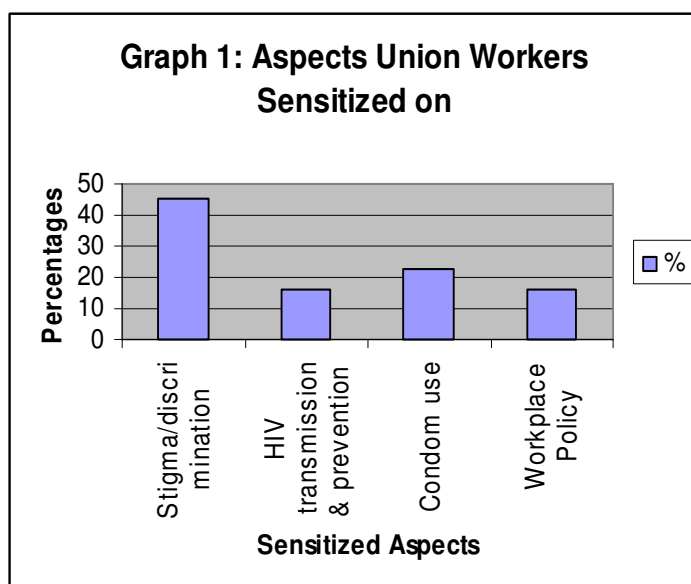
For the purposes of this report, trade unions in Uganda implemented a rapid assessment survey during a workshop that brought together the union members from NOTU affiliates involved in the program implementation. The respondents filled questionnaires and also provided additional information from their union's activity reports.

The survey established that there was a high level of sensitization amongst unions. As indicated in the table below, 90% of the union workers have been sensitized at their workplace on issues concerning HIV/AIDS. This evidence demonstrates the achievement that the unions have attained in creating awareness among their workers on the dangers of the pandemic. The 10% of the workers not yet trained were actually newly employed.

Workers sensitization on HIV/AIDS at workplace in Uganda

Responses	Frequency	Percentage
Yes	18	90
No	2	10
Total	20	100

Figure 1 shows that union workers have been sensitized in several aspects related to HIV/AIDS at their workplaces. Most of the workers (45.5%) reported that they are able to handle HIV/AIDS management at the workplace, which includes sensitizing other members on stigma and discrimination plus supporting the infected and affected members too. Others expressed that the workmates have been sensitized on the HIV/AIDS workplace policy (15.5%) and are now aware of their human and trade union rights. The workers also reported a considerable increase in condom use (22.7%), which serves as a preventive measure and change of behaviour too. The respondents added that, management at their workplaces provides them with free condoms. The workers are also now knowledgeable as regards the transmission modes of the HIV, and have also learned the prevention of HIV. There is need to increase sensitization on HIV/AIDS workplace policy in all union branches given that some employers deny workers the opportunity to attend HIV/AIDS seminars plus mistreating those who are infected.



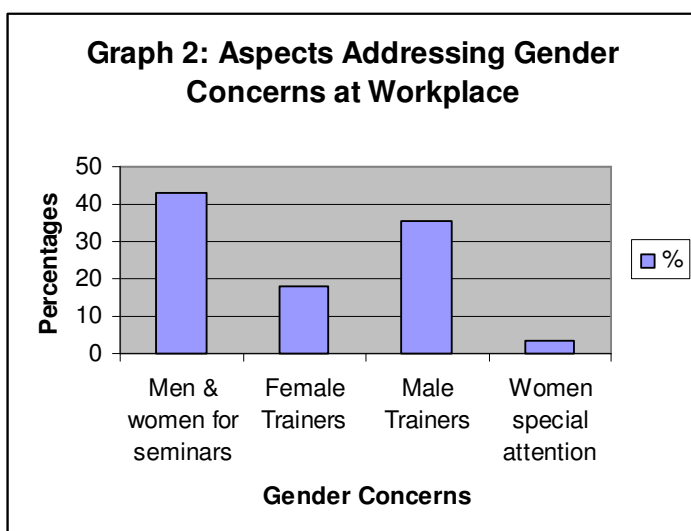
According to table 2, workers admitted that their employers allow them to continue working despite their being HIV positive. This has been possible thanks to the CBA with articles on HIV/AIDS, where there are provisions to support infected workers. Part of this support is extended to sickly workers by assigning them reduced workload (15.6%) and given time off to pick their medication/ARVs (8.9%). The workplace also provides counselling services to the workers at the workplace. This also includes provision of condoms and treatment of opportunistic infections in some workplaces.

Benefits of the HIV/AIDS Workplace policy implementation

Benefits	Frequency	Percentage
Infected workers (HIV/AIDS) allowed to continue working	18	40
Sickly staff have a reduced workload	7	15.6
Infected workers given time off to pick medication	4	8.9
Counselling services at workplace	6	13.3
Free condoms	5	11.1
Treatment at workplace	5	11.1
Total	45	100

Figure 2 shows that the unions have tried to ensure that all male and female workers (42.9%) attend HIV/AIDS sensitization seminars at the workplace. This is important because all workers are at risk of acquiring HIV. However, there is need for urging unions to scale up this aspect. The graph also shows that female trainers (17.9%) are less by half the number of male trainers (35.7%) in the unions. The number of female trainers needs to be raised for

purposes of creating gender balance in HIV/AIDS knowledge among trainers and also to create more opportunities for female workers who might want to confide in fellow women as regards HIV/AIDS concerns they may have. Some isolated cases of sexual harassment especially to women have been reported, which puts women at a higher risk of acquiring HIV at the workplace. In addition workplaces do not seem to accord any special attention to female workers yet they are more vulnerable to HIV infection and also shoulder burdens of caring for ill family members as dictated by the social traditional roles.



Results show that workers have now attained considerable knowledge about HIV/AIDS transmission and prevention measures through sensitization campaigns at workplaces. There is also reduced stigma and discrimination towards workers who have been infected by the virus. This has led to in-built support mechanisms at workplaces that have made it possible for such workers to adopt positive living as they continue working. The use of CBAs and implementation of the HIV/AIDS workplace policy have played an instrumental role in garnering support from the management of different workplaces. The HIV/AIDS education intervention will go a long way to reducing infection rates at workplaces.

Testimonies by union representatives who benefited directly from the activity

Members from Plantation union said, “continuous sensitization of workers and support mechanisms at workplaces enabled our HIV-infected workers to come up openly and willingly to testify about their status. They are now living positively while still working”.

One member of TAAG, under UNATU said, “Because of the HIV/AIDS workplace policy, we are now able to access ARVs/treatment from the Kitovu Mobile clinic, in Masaka district, where I teach. Other sick staff members also have a reduced workload at school and we are allowed to go and pick our medicines from the clinics”.

A member from Building Union added, “In addition to benefits, workers infected with HIV/AIDS get treatment of opportunistic infections at workplaces, and also access ARVs through workplace programs. And a worker that is very sick is allowed to rest then resume duty when feeling better; thanks to our workplace policy!”

Before the NOTU/ITUC HIV/AIDS workplace education intervention, there was discrimination and stigmatization of HIV-infected workers, which made them fear to disclose their status. However, sensitization by peer educators and incorporation of relevant clauses on HIV/AIDS in collective bargaining agreements (CBAs) has encouraged the affected workers to speak out on their status. Furthermore, the CBAs supported the formation and implementation of the union HIV/AIDS workplace policy, thus enabling the HIV infected workers to keep their jobs until they are totally unfit to continue working, a situation which was unheard of earlier.

Moreover, after acquiring transmission and prevention information, the workers now take more precautions. These precautions include abstinence, continuous use of condoms, and regular VCT visits.

What lessons have we learned from the identified success story?

- It is important to use peers to educate fellow workmates on HIV/AIDS. This creates an environment for workmates to discuss and share information anytime.
- Designing HIV/AIDS programs to reach out to the wider community can help reduce further stigma and infection rates.
- When employers are involved in the HIV/AIDS program, they can be supportive to workers
- Having support mechanisms at workplaces enables HIV/AIDS workers live positively and be productive.
- Continuity of HIV/AIDS sensitization helps promote behaviour change.

Project implementation at country level

Zambia

Stephen Mumbi
Zambia Congress of Trade Unions

Introduction

The LO-Norway/ITUC Africa project on HIV/AIDS was introduced in Zambia in April 2002. The choice of Zambia was necessitated by the alarming rates of infection amongst workers. Trade unions in Zambia were concerned that much of the government support would not reach the workplace. For instance, in 2002 the government was to provide anti retroviral to only 10,000 people throughout the country. Unions were concerned that though a step in the right direction, the effort was too little and highly obscured.

Due to the high profile and interest of the issue, the project launch in Zambia received stupendous reception with wide media coverage. The official opening was graced by Dr. Kenneth Kaunda, first President of Zambia. It was also attended by other important personalities, including the American Ambassador to Zambia.

The objectives of the workshop were to:

- i. Identify and discuss the role shop stewards should play in the campaign against HIV/AIDS and Sexually Transmitted Diseases (STDs).
- ii. Create a critical awareness of the impact of HIV/AIDS on the productive labour and the trade union movement.
- iii. Review campaign, learning, training and skills that would support continuous education at workplace.
- iv. Launch the “ZCTU Crusade Against HIV/AIDS”.

- v. Test some aspects of the regional educators' manual designed for shop stewards and other materials on HIV/AIDS.

Project achievements

Capacity of shop stewards

Through the activities of the project, shop stewards have been able to train negotiators on HIV/AIDS issues for inclusion them in Collective Bargaining Agreements (CBAs). At the same time, many shop stewards have built the confidence of sensitising their fellow colleagues on HIV/AIDS. They also referred workers for further assistance in hospitals and VCT centres.

On the other, shop stewards insisted on confidentiality of HIV test results. This confidentiality should be kept both by the doctor and employer.

Over the years, the shop stewards developed Information Education Communication (IEC) materials such as posters and brochures that were distributed to the workers. Shop stewards also made sure at the workplace condoms were accessible to all the workers. The table below shows the extent of workers outreach through the project in 2007.

Workers reached by the project in Zambia in 2007

Name of Union	Name of Workplace	Dates	Number of workers Reached
NUPSW		20/2/2007 17/2/2007	22 25
ZUSAW	Group 4 Securicor	17/2/2007	23
NUPAAW	York Farm	23/2/2007	31
Hotel and Catering Workers Union (Z)	Holiday Inn, Pamodzi Hotel, Hotel Inter-Continental	15/2/2007	22
Hotel and Catering Workers Union (Z)	Lusaka Hotel, Food fayre, LA Internet Café, Chicken Licken, Innscor (Z), HCAWUZ	14/2/2007	25
National Union of Commercial and Industrial workers	Lamise Investments	12/2/2007	23
Zambia Union of Security officers and Allied Workers	Safetech	16/2/2007	22

Depot Waal	NUCIW	24/2/2007	27
Total no. of workers Reached			220

Enhanced treatment portfolio

Zambia had notable success in scaling up ART treatment. The Government can take much of credit for providing strong leadership while at the same time recognizing that they cannot succeed alone. They involve faith based organization, civil society and Non Government Organization's and enters to partnership with private sector to administer some of treatment. ZCTU also partners their competitor the Federation of Free Trade Unions of Zambia (FFTUZ) and with Global unions.

Campaign and lobbying

ZCTU and its affiliate unions subscribed to the commitment by the ITUC Africa that: “no effective strategy to address the HIV/AIDS pandemic will succeed unless it includes a serious commitment to reach people where they work. Workers’ unions and vast networks of worker activists built within their families, communities and through alliances with our social partners work to advance the interests of people at the grassroots. As trade unionists, we pledge to take our efforts from the shop floor to the streets of the communities in which we live.”

In this regard, ZCTU also committed itself and its affiliated unions to observe that trade unions played a critical role in combating HIV/AIDS as a workplace issue. Using the rights-based approach and with the support of the ITUC-Africa/LO-Norway project, unions in Zambia advocated for the following:

- the creation of supportive national policy frame work;
- the creation of legal, social and cultural environment in which people living with HIV/AIDS are able to participate through a national code of practice;
- the elimination of discrimination and stigma; and
- Scaling up prevention, treatment, care and support of HIV/AIDS in the work place.

The main agenda for ZCTU in this crusade was stated as follows:

- contribute towards formulation and implementation of effective and non discriminatory HIV/AIDS Policy and Code of practice at national and workplace levels;
- provide an effective dependable means of coordination and net working of workers efforts in the fight against HIV/AIDS locally and regionally;
- participate in the development and implementation of workplace preventive and supportive measures;
- empower workers through collective bargaining and other means to campaign against discrimination, stigmatisation and secure acceptable benefit schemes for persons living with HIV/AIDS; and
- develop training materials and maintain continuous campaigns in both the informal and formal sectors of employment.

Linkages and partnerships

ZCTU has formed various linkages with other stakeholders including PLWHAs. ZCTU also sits on the National AIDS Council Theme Group on Mainstreaming and Decentralisation and the HIV and AIDS Coordinating Committee for ILO Constituents.

Other achievements

- Establishment of the ZCTU HIV and AIDS Crusade under the sponsorship of ITUC(2002)
- Development of the ZCTU HIV and AIDS Policy under ITUC sponsorship
- Development of HIV and AIDS workplace policy by affiliated unions
- Sitting on the National AIDS Council theme group on HIV and AIDS Mainstreaming and Decentralisation.
- Inclusion, through the Tripartite Labour Council, a Chapter in the Employment Act on HIV and AIDS.
- Inclusion of HIV and AIDS in Collective Agreements by affiliate unions
- Undertaking joint HIV and AIDS activities with the rival federation, the Federation of Free Trade Unions of Zambia (FFTUZ)
- Mainstreaming HIV and AIDS as a core component of ZCTU and affiliates.
- Undertaking joint activities with the Zambia Federation of Employers

Examples of union achievements in the fight against HIV/AIDS in Zambia

Sector/Union	Achievement
Printing Industries – NAMPAC Zambia	- Formulated HIV/AIDS workplace policy in collaboration with employers; - Funds allocated for ART; - Counselling given for adherence to ART; - Many workers have been tested voluntarily.
Railway Transport Sector	HIV/AIDS workplace policy is in place; Negotiated clauses on HIV/AIDS in 25 CBAs
ZANUT and Education International HIV/AIDS Program (Teachers)	Formation of support groups 32 in number; reduced early deaths; and PLWHAs who declare their status openly are given financial support through their support groups.
UNZURAU	- Have an HIV/AIDS workplace policy on prevention, care and support in place; - Workers contribute to a medical Scheme; Clauses on care and support are entrenched in CBAs
BETUZ	- Have an HIV/AIDS workplace policy in place; - Conducted couples sensitization; - Fund raised to support orphans of the deceased teachers; - Provision of food supplements; - Improved access to VCT.

Zambia case study1: Mineworkers Union of Zambia

HIV and AIDS is one of the compulsory courses undertaken the company's internal training programme. The courses are conducted by experts and trained shop stewards. The subjects taught include counselling, lobbying, advocacy, awareness creation and campaigns. In collaboration with the trade unions, the company establishes support groups to ensure prevention, treatment care and support.

Activities	Prevention	Treatment, care and	Mitigation	Achievements and challenges
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		support		
Training and AIDS awareness	HIV/AIDS sensitisation or awareness	Creation of work place support groups	Existence of HIV/AIDS joint work place committee	Existence
Development of an HIV/AIDS manual	Access to information		Access to appropriate information in dealing with stigma and discrimination	Availability of a resource guide on HIV/AIDS
Development of partnerships	Access to VCT and prevention	Provision of ART and HBC	Overcoming issues of confidentiality	Sustainability of care and support
Training of women	PMTCT and overcoming ad traditional practices and myths	Provision of home based care and support	Reduced vulnerability	Increased knowledge on HIV/AIDS
Advocacy	Access to information , VCT and universal precautions	On site clinics, hospitals out sourced medical schemes.	Peer education Reasonable accommodation Effective grievances Disciplinary procedure	Sustenance of AIDS at work place. Policies to be made

Zambia case study 2: ZAGRAWU

One of the major problems of HIV and AIDS workplace interventions is lack of sustainability. However, it is encouraging to note that at some workplaces like NAMPAK Zambia, the bipartite committee on HIV and AIDS has worked well to the extent that the company has mainstreamed HIV and AIDS activities as one of their core business.

Activities	Prevention	Treatment, Care and support	Mitigation	Achievements and challenges
Formulated the HIV/AIDS policy at NAMPAK Zambia	Workers are accessing ARVs and they have understood the importance of using condoms	The company allocates funds to HIV/AIDS issues for it to run the union and assist in education programmes	More employers have understood and some have even gone for VCT through the element of confidentiality	Policy formulation. Workers education on HIV/AIDS. Fund allocated by employer.
Workers are now accessing ARVs and workers have understood the importance of				The union has difficulties with other companies to open up and to run or implement the policy which may be put in place

condom use				

Zambia case study 3: UNZALARU

HIV/AIDS clinic creation together with Employer and provides VCT to both staff and students. Mobile VCT clinics and tents are also conducted by both parties.

Activities	Prevention	Treatment Care and Support	Mitigation	Achievement and challenges
Medical scheme	Union pays bill for all medical expenses		Services being obtained at UTH and other big health institutions	Members have access to confidentiality
Work place policy		Guiding members on prevention of HIV	Advocate with management on behalf of members	Good document yet to be published
HIV/AIDS clinic creation	Employer provides VCT to both staff and students			Working well, but not widely accessed
Mobile VCT clinics/tents		VCT attained	VCT offered sensitisation	Working well

Project implementation at other countries

Angela Lomosi and Mohammed Mwamadzingo

Botswana

The LO-Norway/ITUC Africa worked closely with the Botswana Federation of Trade Unions to ensure that shop stewards were mobilized for training on HIV/AIDS. The first shop stewards' training was held in Tlokweng from 20 February to 1 March 2002 and was attended by 14 participants from five affiliated trade unions. The aim of this training was to help the shop stewards learn and implement different prevention, care and support issues at the workplace.. At the end of the workshop the shop stewards were given the following knowledge and skills.



With the support of SAT/CIDA (Canada), OATUU Health, Safety and Environment Programme (HSEP) and Botswana Institute for Development Policy Analysis (BIDPA) a

tripartite study was carried out on the impact of HIV/AIDS: Options for Intervention in 5 companies. BFTU produced a training manual entitled Workplace HIV/AIDS sponsored by the Organisation of African Trade Union Unit and the Southern African AIDS Training Programme (SAT). It was also reported that the Government of Botswana came up with National Policy on HIV/AIDS, which has been adopted as a code to be observed by organizations, institutions, employers etc.

Botswana is considered to be one of the richest countries in Africa because of its diamond resources and has a small population of 1.5 million people and yet it remains one of the countries that have a high rate of infection. The Botswana government declared HIV/AIDS to be a national disaster, and took measures to develop a national policy and put up support structures in place but a lot remains to be done especially in the workplace. Many workers have complained of the government not sharing the cake equally. They complain of the communities getting more attention from the government than the workplace, which remains ignored. This is the main reason that BFTU was included in the project.

Due to structural rigidities with unions in Botswana, BFTU participation in the project was highly sporadic. Nonetheless, the following achievements were reported by the shop stewards in Botswana:

- About 50% of the shop stewards had managed to facilitate the development and implementation of a HIV workplace policy. This policy would help to create an environment free from stigma and discrimination for HIV positive workers.
- The shop stewards took time to sensitize the management on the importance of carrying out prevention, care and support programmes at the workplace and solicited for their support in the fight against HIV/AIDS at the workplace.
- The trained shop stewards took the initiative of forming HIV/AIDS committees (which comprised of both the management and the workers) at the workplace and for those who had existing HIV/AIDS committees present actively participated and advised the committee on how to address HIV/AIDS issues.
- Most of the shop stewards convinced the management to provide adequate condoms at the work place. When condoms were provided, shop stewards took their time to educate worker on the importance of using them correctly and consistently.

Eritrea

With the support of the LO-TCO, the ITUC Africa project coordinator trained 110 participants in Asmara in December 2004. The participants included leaders and senior officials of the National Confederation of Eritrean Workers (NCEW), national federations affiliated to NCEW, base union leaders in Asmara, 10 representatives of employers and 10 government officials from the Ministries of Health and Labour.

The objectives of the workshop were to:

1. build capacity of participants to initiate and implement HIV/AIDS prevention, care and support programmes at the workplace.
2. strengthen capacity trade unions and employers in addressing issues related to HIV/AIDS at the workplace.
3. facilitate the elimination of discrimination of workers infected and or affected by HIV/AIDS at the workplace through behaviour change.
4. sensitise trade union leaders on the importance of their active participation in the AIDS country's Coordination Mechanisms (CCMs) and encourage them to build partnerships with all other stakeholders for comprehensive care and support services.

The outcome of the workshop was a pledge by all the participants' present at the workshop to jointly work together at all levels in the fight against HIV/AIDS.

Mozambique

As a follow-up to the cooperation between the OTM-CS and the ITUC Africa, the project delivered a training seminar for 60 shop stewards on "Peer educators and HIV/AIDS at the workplace" held at the OTM-CS Central School in Matola in November 2004. The participants also included Association of Operators and Workers in the Informal Sector (ASSOTSI), Ministry of Labour, CTA and CONSILMO. At the end of the workshop, participants committed to educate and sensitize other workers on HIV/AIDS.

South Africa

Though not many national level activities were undertaken in South Africa in the context under the project, the ITUC Africa affiliates have always been part of the regional activities.

South Africa has hosted several regional workshops aimed at sharing experiences on trade union actions against HIV/AIDS. The National Council of Trade Unions in South Africa (NACTU) has been pivotal in these knowledge sharing exercises as they have been carrying out training activities on HIV/AIDS as part of its regular educational activities since 1990.

NACTU together with COSATU and National AIDS Programme produced a brochure/leaflet with the support of National Primary Health care Network. However, not much has been done in the development of manuals. NACTU has been utilizing manuals produced by other organizations like AIDS Law Project, AIDS Legal Network and Treatment Action Campaign (TAC).

Other training programmes include one facilitated by the American Solidarity Center. At the beginning of 2001, the American Solidarity Center started provincial workshops for the three federations (NACTU, COSATU and FEDUSA). The programme was funded by US Agency for International Development (USAID) through the “HIV/AIDS Training and Technical Assistance Support Programme” entitled “Fundamentals of HIV/AIDS and Approaches to Teaching about HIV/AIDS: A Training of Trainers (TOT) Provincial workshops”

Training under this programme has included describing how HIV/AIDS is transmitted and prevented, symptoms of HIV/AIDS and related opportunistic infections of HIV/AIDS, Prevention of HIV/AIDS at the workplace, Laws protecting workers living with HIV/AIDS, HIV/AIDS a trade union issue, and developing a workplace policy, campaign on drugs and medicines.

Swaziland

In response to a request by the Swaziland Federation of Trade Unions, the LO-Norway/ITUC Africa Project offered to train 28 shop stewards in Manzini in November 2002. SFTU was concerned that trade unions were losing members from the HIV and AIDS related illnesses. The shop stewards were trained to carry out integrated HIV/AIDS programmes at the workplace. The training included basic counselling skills, home based care, sexually transmitted infections, training methodologies, basic facts on HIV/AIDS, living positively with HIV/AIDS, developing a HIV/AIDS workplace policy.

Some of the project achievements in Swaziland include:

- i. Build the capacity of shop stewards to initiate and implement prevention, care and support programmes at the workplace;
- ii. Strengthen the capacity of trade unions in their work with employers in addressing issues related to HIV/AIDS at the workplace;
- iii. Facilitate the elimination of stigma and discrimination of workers infected and affected by HIV/AIDS at the workplace through behaviour change communications;
- iv. Strengthen coordination of HIV/AIDS intervention at the workplace;
- v. Be actively involved in the AIDS “country’s Coordination Mechanisms” (CCMs) and build partnerships with all the stakeholders for comprehensive care and support services;
- vi. Some companies joined workers to provide HIV/AIDS awareness and sensitisation programmes. This programmes targeted workers and their families;
- vii. Some enterprises engaged unions to include HIV/AIDS issues in collective bargaining agreements; and
- viii. Some employers provided condoms that were being put in the toilets at the workplace

Zimbabwe

The Zimbabwe Congress of Trade Unions was one of the founding institutions at the onset of the LO-Norway/ITUC Africa project. The first activity under the project was a national workshop held in Harare in November 2001. The inclusion of ZCTU in the project was on the realization that the ZCTU Health and Social Welfare Department had long experience in implementing HIV/AIDS training under the Southern African AIDS Training Programme, a project financed by CIDA. Such training activities had been undertaken by the department since 1995.

Project activities in Zimbabwe were later scaled down due to the impending political dispensation. However, training activities continued to be carried out for HIV/AIDS trainers, peer educators (branch, provincial or regional union activists) shop stewards and counsellors. The training of trainers has targeted health and safety officers, organisers, women activists and educators. Training of trainers, peer educators and couples workshops covered topics such as: factors affecting the spread of HIV/AIDS, living with HIV/AIDS positive persons, counselling support, HIV/AIDS as a union issue, minimising risks and safe sex.

Counselling skills workshops covered topics like, facts on HIV/AIDS transmission, introduction to counselling, basic counselling skills, qualities of a counsellor, steps in counselling different types of HIV/AIDS, psychological aspects of HIV/AIDS counselling, family myths on HIV/AIDS, bereavement, marital problems and marriages, child counselling and home based care for persons living with AIDS.

Over the years, ZCTU developed training manuals for trainers and shop stewards and carried out surveys in some parts of the country. The survey findings showed that while workers were well informed about HIV/AIDS, similar knowledge was rather patchy on the part of management.