



ENCOURAGING EMPLOYEE PARTICIPATION IN WORKPLACE HIV/AIDS INTERVENTIONS

THE EXPERIENCES OF ITF AND ITS AFFILIATES IN AFRICA

ROMANO OJIAMBO-OCHIENG

CORDINATOR, ITF HIV/AIDS AFRICA EDUCATION PROJECT

Presentation Outline:

- About ITF
- ITF Global Interventions on HIV/AIDS
- ITF HIV/AIDS Programs in Africa
- Examples of Interventions by African Affiliates
- Collaboration and Networking
- Challenges
- Conclusion

About ITF:

- ❑ Formed in 1896 by European seafarers and dockworkers' unions
- ❑ One of the 10 global union federations
- ❑ Over 600 affiliates globally, about 126 from 42 countries in Africa
- ❑ Represents workers in all transport sectors including, shipping, railways, road, ports, civil aviation and tourism

ITF Global Interventions

1. Notable interventions

- ❑ In 1988/89 ITF participated in consultations between the WHO and ILO on “AIDS and Seafarers”
- ❑ In 1991 ITF published, “AIDS – facts you should know” in the Seafarers’ Bulletin, followed by further information on HIV/AIDS for Seafarers.
- ❑ August 1994, the 37th ITF Congress adopted Resolution No. 1 on AIDS:
 - Urging affiliates and governments to take action
 - Asking ITF Executive Board to support the affiliates’ efforts

ITF Global Interventions

1. Notable interventions (contd)

- In the middle of 2001, ITF Road Transport section produced and circulated a document: “HIV/AIDS and Road Transport Workers – Booklet for Truck Drivers’ Unions”
- In August 2002, ITF 40th Congress adopted a resolution on AIDS, committing itself to work at a political, industrial and workplace level.
- From December 2003, a 3 year FNV supported education project on HIV/AIDS awareness for Bangladesh, India and Nepal began

ITF Global Interventions

2. The ITF Global Project on HIV/AIDS

- To start early 2006, initially to be supported by FNV Mondiaal in the first 3 years
- Aims at:
 - Bringing HIV/AIDS into mainstream of the daily work of transport unions and ITF sections
 - Supporting and coordinating transport unions' HIV/AIDS interventions
 - Ensuring that lessons from these activities are captured and used to defend and improve transport workers rights and conditions

ITF Programs in Africa

1. Pilot Project in Uganda - 1999 to 2000
 - 3-month research followed by 15 months pilot interventions
 - Supported by FNV Mondiaal
 - Research report on effects of HIV/AIDS on Uganda transport workers and their unions
 - Workplace and community awareness campaign
 - Draft workplace HIV/AIDS policy for transport sector

ITF Programs in Africa

2. Great Lakes Region Project - 2002 to 2004

- ❑ Covered Kenya, Tanzania and Rwanda
- ❑ Supported by FNV
 - Capacity development and activity planning
 - Funding for activities by affiliates
 - Best Practices seminar March 2003
 - Commenced production of project newsletter
 - ITF resource book 'HIV/AIDS: Transport Workers Take Action' produced

ITF Programs in Africa



Sharing experiences and planning together: Cape Town Best Practices seminar participants; March 2003

ITF Programs in Africa

3. HIV/AIDS Africa Education Project

- ❑ May 2004 to April 2007; Region wide
- ❑ Supported by FNV
- ❑ Aims at capacity development and advocacy for workplace policies and programs
 - Planning workshop and Best Practice seminar
 - Awareness raising during ITF seminars and activities
 - Funds activities by affiliates

Interventions by Affiliates

1. Eastern Africa

- ATGWU-URWU Programme by 2 Ugandan ITF affiliates, a UNAIDS supported project – 2001 to 2003
 - Workplace and community awareness campaign
 - Negotiation of workplace policies/programmes with employers
 - IEC material development
 - Formation of CBOs at truck stops
 - Condom distribution

Interventions by Affiliates



Signing the agreement: Vital in workplace HIV/AIDS activities

Interventions by Affiliates

1. Eastern Africa (contd)

- Unions in Kenya, Rwanda and Tanzania carried out various activities under the 2nd ITF project
 - Workplace awareness campaign
 - Training Peer Educators
 - Popularizing VCT for workers and spouses
 - Produced a workplace Policy on HIV/AIDS in the Transport Sector in Kenya

Interventions by Affiliates



Time for action: ITF affiliates in Rwanda go for advocacy

Interventions by Affiliates

2. Southern Africa

- Trucking Against AIDS – 1999 SATAWU and TAWU in the NBC for Road Transport initiative – aimed at integrating HIV/AIDS programs in road freight sector
 - Awareness campaigns
 - 10 Roadside Wellness Centres by Aug 2005
 - Management of HIV/AIDS, STIs and tuberculosis
 - Condom distribution

Interventions by Affiliates



Targeting the mobile transport workers: A Roadside Wellness Centre

Interventions by Affiliates



Reaching out beyond: Mobile Wellness Centres



Interventions by Affiliates

2. Southern Africa (contd)

- Zimbabwe NECTOI project began in 1992
 - Awareness among truckers and CSWs
 - Condom distribution and IEC materials
- Several affiliates in sub region participate in initiatives by ITF and other orgs such as ILO
 - Policy on HIV/AIDS in the transport sector

Interventions by Affiliates

3. Western and Central Africa

- Affiliates in these sub regions are engaged in various activities, including the ITF project activities and the WB supported Abidjan to Lagos Corridor project

Collaboration and Networking

- ITF and its affiliates are already participating in national, sub regional and regional projects targeting transport workers/sector
- These include:
 - The Abidjan-Lagos Corridor Project by WB
 - The Great Lakes Initiative on HIV/AIDS (GLIA) Support Project by WB
 - The Transport Corridor Initiative (TCI) by USAID

Challenges

- ❑ Poor work conditions that increase transport workers vulnerability to HIV/AIDS, especially as a result of:
 - Globalization and the poorly regulated transport sector, more so in the trucking industry
- ❑ Lack of focus on the workplace as key to HIV/AIDS interventions

Challenges

- ❑ Non recognition of trade unions as suitable partners in workplace HIV/AIDS initiatives
- ❑ Difficulties in accessing funding for activities by trade unions
- ❑ Lack of appropriate human and financial resource/capacity by trade unions

Conclusion

- ❑ ITF has for long been at the forefront of encouraging employee participation in workplace HIV/AIDS activities
- ❑ Most of ITF affiliates have realised the need for their active involvement in HIV/AIDS activities at the workplace and have started taking action
- ❑ ITF seeks to get all its affiliates globally to actively participate in all initiatives targeting transport workers/sector

Conclusion



The goal is to reach ALL transport workers wherever they may be



ITF HIV/AIDS Education Project for Africa
Kampala Office

P.O Box 30407, Kampala (Uganda)

Tel: +256 41 232508

Fax: +256 41 341541

E-mail: atgwu@utlonline.co.ug