

# Module 5 > 5

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ILOAIDS  
Implementing the ILO Code of Practice  
on HIV/AIDS and the world of work:  
an education and training manual

## Introduction: this module is for men, too!

This module is not a “women’s module”. Men should read it for their own sake, and for the sake of their families, communities and colleagues. Understanding how gender issues affect the spread and impact of HIV/AIDS is equally important for men and women.

Our views about men and women, about the roles that each play in the family, in society and at work, are strongly held. Our feelings about sexual behaviour also run deep, and many think that this should remain a private and personal matter.

You may think that the workplace, or a workshop about HIV/AIDS, is not the place to discuss these views and issues. But if we do not talk about gender and sex, we are left without defences. Globally, between 70 and 80 per cent of all HIV transmission is through sexual contact.

### To stop AIDS, Africa must start talking about sex

*AIDS is not like smallpox or polio. We may not be able to eliminate it simply with a one-time vaccination or course of shots for children, since new strains of HIV are constantly evolving. And, unlike other communicable diseases we have encountered most often in the past, HIV is transmitted through the most intimate and private human relationships, through sexual violence and commercial sex and because of women’s poverty and inequality.*

*...We must summon the courage to talk frankly and constructively about sexuality. We must recognize the pressures on our children to have sex that is neither safe nor loving and provide them with information, communication skills and, yes, condoms.<sup>1</sup>*

Pascoal Mocumbi, Prime Minister of Mozambique

We need to face up to the doubly sensitive issue of power relations between men and women and their sexual relations.

How do these issues affect the workplace? People do not leave their cultural and sexual identity behind when they arrive at their place of work, and information gained at work can be taken home and shared.

The ILO takes a human rights approach to HIV/AIDS, made explicit in the Code of Practice through ten key principles - one of these principles is gender equality. This is also very practical: the Code stresses the fact that successful prevention will depend on “more equal gender relations and the empowerment of women”.

<sup>1</sup> *The Courier*, (ACP-EU, Brussels) No. 188, September-October 2001

*4.3 Gender dimensions of HIV/AIDS should be recognized. Women are more likely to become infected and are more often adversely affected by the HIV/AIDS epidemic than men due to biological, socio-cultural and economic reasons. The greater the gender discrimination in societies and the lower the position of women, the more negatively they are affected by HIV. Therefore, more equal gender relations and the empowerment of women are vital to successfully prevent the spread of HIV infection and enable women to cope with HIV/AIDS*

■ ILO Code of Practice on HIV/AIDS and the world of work

This module explores why gender equality is important in the fight against HIV/AIDS and discusses how employers' and workers' organizations can apply this key principle in the world of work.

We know that the majority of trade union leaders and employers are men. But we stress again that this is not a women's issue - it is an issue for everybody.

**The distinction between 'sex' and 'gender':**

**Sex** refers to the universal biological differences between men and women.

**Gender** refers to male and female behavioural norms and social roles. These are not universal or 'natural' but are learnt or acquired. They vary from one society to another and have changed over time.

## How does gender inequality promote the spread of HIV/AIDS?

Inequality in gender operates in many ways, most of which reinforce each other and also promote the spread of the epidemic:

### **Inequality in personal relations**

Women in many different cultures are systematically assigned inferior social and economic roles. This leaves them less powerful in their relationships with men. As a result they are often unable to resist men's expectations about sex. They cannot negotiate safe sex or refuse unsafe sex - even if their partner engages in high-risk behaviour. Some men may not want to use a condom, or they may want numerous sexual partners. According to UNAIDS, up to 80 per cent of HIV-positive women in long-term relationships acquired the virus from their partners.

In its most extreme form, this inequality results in violence against women - rape, sexual assault, beatings. It is most often perpetrated by the woman's partner. Studies of women in all regions show that about half of them have been physically abused by an intimate partner.<sup>2</sup> In Russia, one murder in five is committed by the victim's spouse, and in the majority of cases the victim is a woman.

### **Inequality before the law**

Unequal property, custody and support laws in some countries mean that women's rights often depend on their fathers and husbands. Widows are in a particularly weak position: after losing her husband to AIDS a woman may also lose her home and land, and even be blamed for her husband's illness. This can force widows into 'survival sex'.

### **Education and health**

Women are also disadvantaged because of lower levels of literacy - a result of a lack of investment by governments and families in the education of girls. They are therefore less able to access information and education about HIV/AIDS.

Health services often fail to provide facilities for women, particularly reproductive health care. Maternal mortality is increasing in a number of countries where structural adjustment has led to cuts in the provision of health care. Women are also more likely to be malnourished and anaemic, making them more susceptible to infection.

### **Women as carers**

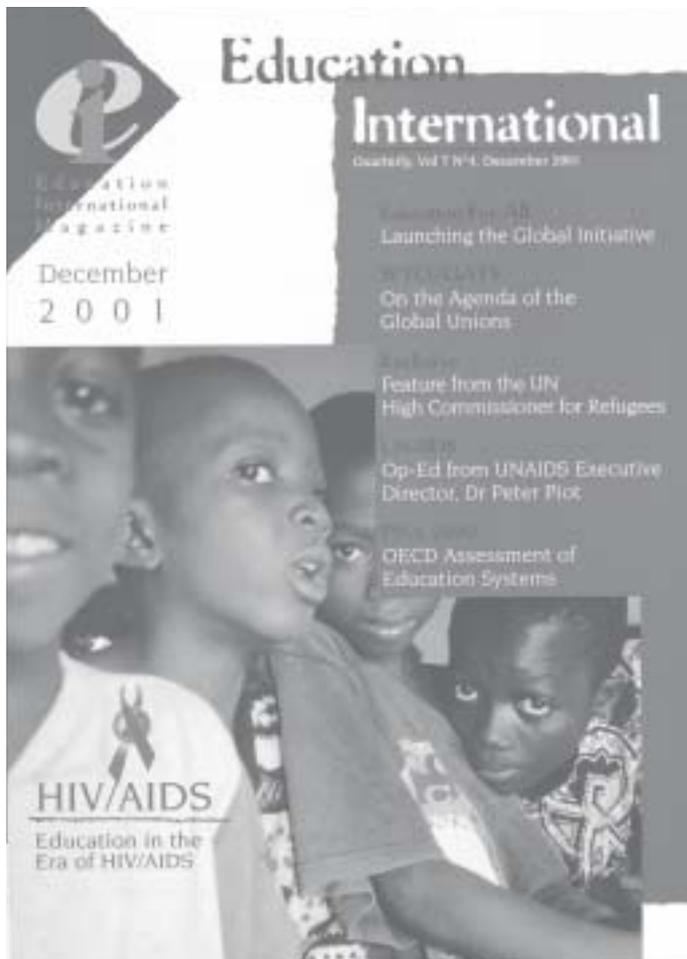
The burden of caring for sick family members and neighbours falls more often on women and girls than men, thus increasing their workload and diminishing income-generating and schooling possibilities. Where orphans are taken in by the extended family, it is women who provide most of the care.

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<sup>2</sup>UNAIDS: *Gender and AIDS Almanac* (New York, 2001)

### The special vulnerability of girls

The average age of infection for women is much lower than for men. The UNAIDS Report on the global HIV/AIDS epidemic, 2002, shows that in Africa HIV prevalence in the 15-24 age group is twice as high among females as among males. The girl child is especially vulnerable in a number of ways. There is a simple fact of biological development. Until her body is fully physically developed, a girl's reproductive system is more likely to be torn during sex, making her more vulnerable to sexually transmitted infections (including HIV). There is also the persistent myth that sex with a virgin will cure a man of the virus, and the belief that younger females are less likely to be infected. Young women are also the least able to assert or protect themselves against persuasion or coercion by older men. This can result in commercial sexual exploitation, with increasing numbers of girls being trafficked, but it can occur in any situation where a male is in a position of authority and power over younger people.



## Men and masculinity

If we want to reduce the vulnerability of women to HIV infection, and the spread of the disease, we must look at ways of making men and women more able to negotiate their relationships on a basis of equality. The discussion of the gender dimension of HIV/AIDS in Appendix I of the Code stresses the fact that “men have an important role to play in adopting and encouraging responsible attitudes to HIV/AIDS prevention and coping mechanisms.”

This does not mean blaming men, or ignoring the pressures on them to behave in certain ways. On the contrary, it means improving our understanding of masculinity – the characteristics of male behaviour and the many factors that shape it, and rejecting the many stereotypes that surround it. Men also have expectations and burdens placed upon them, which contribute to their vulnerability. Just as women are often expected to remain within the home, and assume the main responsibility for child care and domestic labour, men are expected to be the chief provider of income through work - however dangerous, dirty or unpleasant. This can be a source of pride, but also of stress. Men are unable to spend much time with their children. They may travel within their country, or even abroad, to find work. Or they have to take jobs that mean they are away from their families for long periods – as is the case with seamen or truck drivers, for example.

In many societies men are also expected to be powerful and strong, not to show feelings, or talk about feelings. They can also believe that they should “know about sex and what to do”, though they may not. When men won't admit to NOT knowing, it makes it harder for them to receive information about AIDS.

### Being a man means ...

Many workers experience such poor working and living conditions that their behaviour pattern outside work includes ‘macho’, risk-taking and exploitative activities. In this case, the absence of decent work encourages the spread of HIV/AIDS.<sup>3</sup>

Trade unions in the Wazirpur area of New Delhi have pointed out that workers there carry out heavy and dangerous work for 12 hours a day under the close supervision of their employer. The workers are young male migrants from other parts of the country – who have left their homes before the age of eighteen - and who send money back to their families. They feel they are at imminent risk of serious injury or death. In this situation, they have developed a ‘macho’ sense of themselves: “Being a man means facing hardships, taking care of family and chasing women”. They are frequent users of commercial sex workers and generally have unprotected sex.

<sup>3</sup> “Stresses and risks” in *Frontline* (Chennai, 11 May 2001)

### **Men who have sex with men**

Men who have sex with men do not necessarily consider themselves to be homosexual. They may regard it as a phase before marriage, or not “real sex”, or it may be convenient to have a wife and family while continuing sexual relations with men. They often still have an image of themselves as heterosexual.

In many countries, homosexuality is still considered a crime. In the early 1980s, AIDS was stereotyped as a “gay disease”, which only affected homosexual men.

The double stigmatization of the disease itself and of homosexual men meant that precious years were lost in the fight against HIV/AIDS. Resources were not provided for crucial research into the virus, education about the disease was under-funded, and men did not come forward for testing – with the result that the infection spread.

Here again, the human rights approach is also the most effective. Recognizing the right of human beings to determine and control their own sexual behaviour - including the rights of men who choose to have sex with other men - will help the fight against HIV/AIDS.

## Gender issues at the workplace

How does gender affect the world of work, and what action can be taken at the workplace to promote equality and empower women in the fight against HIV/AIDS?

### Aspects of inequality

Women's lower status in society and their poorer income-generating possibilities make them more vulnerable to the economic impact of HIV/AIDS. Women are more likely to be in the urban informal sector, in subsistence farming, or in the most poorly paid jobs in the formal sector. This means a low income for most and little social or economic security, in terms of savings, insurance or social security.

The world of work is unequal in many ways. Compared to men women still face:

- unequal hiring standards
- unequal opportunities for training and retraining
- unequal pay for equal work
- segregation and concentration in a relatively small number of 'women's jobs'
- unequal access to productive resources, including credit
- unequal participation in economic decision-making
- unequal promotion prospects
- greater likelihood of being unemployed.

### Violence against women at the workplace

Women often find themselves in positions of weakness and dependence at the workplace which easily lead to sexual harassment and abuse. It can be very difficult to say "no" to the boss or the landlord, to the official who can deny you a licence, to the lorry driver who can refuse to transport your goods, to the policeman who can keep moving you on in the street. A survey of 200 women in the United Republic of Tanzania<sup>4</sup> discovered that 90 per cent of them felt that sexual harassment threatened their jobs and economic survival.

Research in Kenya's export-oriented sectors such as the coffee, tea, and light manufacturing industries found that women experienced violence and harassment as a normal part of their working lives:<sup>5</sup>

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<sup>4</sup> ILO: *HIV/AIDS and the world of work in Tanzania*, East Africa Multidisciplinary Team, 1995

<sup>5</sup> International Labour Rights Fund: *Violence against women in the workplace in Kenya* (Washington, May 2002)

- over 90 per cent of the women interviewed had experienced or observed sexual abuse within their workplace;
- 95 per cent of all women who had suffered workplace sexual abuse were afraid to report the problem, for fear of losing their jobs;
- 70 per cent of the men interviewed viewed sexual harassment of women workers as normal and natural behaviour.

Violence also happens to women on their journey to and from work. In some societies, there is a view that it is justified to attack women who work outside the home. A study in Bangladesh found that more than fifty women were raped while travelling to and from work in a six-month period; five of them were murdered.

This level of violence at work occurs in a context of high levels of violence against women in the home. It was only in 1993 that it was internationally recognized that violence against women is a denial of their human rights (at the Vienna Human rights conference).

### What is sexual harassment?

Sexual harassment is any repeated and unwanted verbal or physical sexual advance, sexually explicit derogatory statement, or sexually discriminatory remark ... which is offensive to the worker involved, which causes the person to feel threatened, humiliated, patronised or harassed, or which interferes with the person's job performance, undermines job security or creates a threatening or intimidating environment.

...

Sexual harassment encompasses a wide range of repeated and unwanted sexual advances including: unnecessary physical contact, touching or patting; suggestive and unwelcome remarks, jokes, comments about appearance; deliberate verbal abuse; ...demands for sexual favours; physical assault.

From *Sexual Harassment at Work: A Trade Union Guide*, International Confederation of Free Trade Unions (ICFTU)

### Decent work?

Pressures on both men and women to earn income, and to work in difficult and demanding conditions, can increase their susceptibility to infection. The Code avoids naming occupations and groups of workers generally associated with higher than average levels of infection, but it does explain that:

Certain types of work situation are more susceptible to the risk of infection than others although the main issue is one of behaviour, not occupation. The following is an indicative list:

- work involving mobility, in particular the obligation to travel regularly and live away from spouses and partners;
- work in geographically isolated environments with limited social interaction and limited health facilities;
- single-sex working and living arrangements among men;
- situations where the worker cannot control protection against infection;
- work that is dominated by men, where women are in a small minority.

■ ILO Code of Practice on HIV/AIDS and the world of work, Appendix I.

It is interesting to note that most of these categories apply to men more than to women.

### Rights for truck drivers in Africa

The International Transport Workers' Federation (ITF) carried out a study of truck drivers in East Africa. Separated from their families for a long time, waiting for days at border crossing points, and taking routes well supplied with bars, they frequently use sex workers. The ITF study concluded that:

*Transport workers'... complex variety of sexual relationships is strongly linked to the nature of their work and the socio-economic conditions with which they live and work. Their sexual behavioural patterns are closely associated with their efforts to meet their basic needs and respond to poor social organization. Exclusion from a decent community life and victimization as carriers of HIV infection has contributed to the rapid spread of HIV among transport workers and the communities with which they closely interact. Therefore without observance of the rights of truckers, starting with a redress of their working and living conditions, no meaningful response to the control of HIV transmission ....is possible.<sup>6</sup>*

### Sex workers

While sex workers include a number of men, the vast majority are women. Attitudes towards the sex sector vary enormously, from attempts to deny its existence in some countries to punishment and regulation. The sex sector involves considerable exploitation - including, in the worst cases, the use of trafficked children - and is often connected to organized crime and drug abuse.

<sup>6</sup> International Transport Workers' Federation: *AIDS and transport: the experience of Ugandan road and rail transport workers and their unions* (London, 2000)

Many women do sex work because of poverty, or they may be coerced into it by family members or agents. Associations of sex workers resist the idea that they are always exploited, but they make choices within a limited range of options. Economic and social vulnerability remain strongly associated with women involved in commercial sex.

We must recognize that this is a profitable industry. One estimate for a typical brothel in Bangkok using children is that it generated a monthly profit of more than \$ 80,000.

There are enormous vested interests in maintaining the flow of cheap girls into the trade.<sup>7</sup> In Indonesia, it has been estimated that the sex sector has a financial turnover of between US\$ 1.1 million and \$ 3.3 million per year; in Thailand \$ 300 million are transferred from urban to rural areas as remittances by sex workers - more than government spending on development.<sup>8</sup> However, the sex sector is not recognized in official statistics and the money it generates does not appear in national accounts.

Most legislation still focuses on punishing sex workers and is based on moral judgements. The sex trade continues to flourish because of the profits to be made (though rarely by the women involved) and patronage by politicians and police. But since sex workers lack legal recognition, they have limited rights and, in most situations, little or no power. They are rarely able to insist that clients use condoms. In a few cases, where sex workers themselves have been empowered and authorities have supported campaigns to use condoms, this has had some effect.

Peer education in Abidjan, Cote d'Ivoire, has been successful in building unity among sex workers to insist on condom use. The Sonagachi project in Kolkata, India, is a good example of a wide-ranging project that includes child care, training and community development as well as measures to prevent infection and combat the stigma that surrounds sex workers.

A coherent and consistent policy towards the sex sector is lacking in most countries. We do not propose to discuss here what such an approach might involve. Clearly some activities, such as child prostitution, are completely unacceptable (and defined as one of the worst forms of child labour by the ILO).

What we can suggest, in relation to HIV/AIDS, is that recognition of sex workers as workers, with workers' rights, would help empower them to insist on the use of condoms and to refuse unsafe sex.

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<sup>7</sup> Bales, K.: *Disposable People* (London, 1999) p. 55

<sup>8</sup> Lim, L. L.: *The Sex Sector: The economic and social bases of prostitution in Southeast Asia* (ILO, Geneva, 1998)

## Working towards gender equality

The ideas that people have about gender roles are not left behind when workers arrive at the workplace. Employers' and workers' organizations have tremendous influence and can play an important leadership role in modifying attitudes. They should be backed up with messages from government and action through laws, statutory benefits, taxation, child care provision, and equal opportunities initiatives.

Any action that strengthens the position of women will help the fight against HIV/AIDS - firstly, by challenging attitudes and structures that disadvantage women and, secondly, by providing a greater range of economic alternatives. To put it simply, women who have more money are under less pressure to continue in unequal relationships with men who refuse to practise safe sex. And women who are financially independent do not need to sell themselves and their daughters in order to survive.

Trade unions and employers have an important role to play in raising the status of women. The percentage of women in the formal economy is very low and has actually declined in the last 20 years in some sectors. Unions and management need to review employment policies and structures. If discrimination at work is opposed, this helps the process of challenging it in society.

Education, for men and women, plays a key part in this process. There is a place for both separate and mixed activities. Women's education has become established in the programmes of many trade unions, but men-only education, with an emphasis on gender roles and issues, is very rare. Every effort should be made to ensure that mixed courses and workshops on gender issues have an equal participation of men and women. Gender should not be presented or interpreted as covering 'women's issues'.

Education should cover issues such as:

- psychosocial health, including violence at work;
- reproductive health;
- men's and women's social and economic roles;
- family responsibilities;
- working time.

### **ILO standards**

A substantial number of ILO instruments, declarations, resolutions, publications and training packages deal with these issues. They include:

- Equal Remuneration Convention, 1951 (No. 100) and Equal Remuneration Recommendation, 1951 (No. 90)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

- Workers with Family Responsibilities Convention, 1981 (No. 156)
- Maternity Protection Convention, 2000 (No.183)
- Declaration of Equality of Opportunity and Treatment for Women Workers and Resolution concerning a Plan of Action with a View to Promoting Equality of Opportunity and Treatment for Women Workers (1975)
- Resolution on Equal Opportunities and Equal Treatment for Men and Women Workers (1985)
- Plan of Action on Equality of Opportunity and Treatment of Men and Women in Employment (1987)
- *Promoting gender equality: a resource kit for trade unions.*

### Gender equality and HIV/AIDS in the world of work

A number of specific steps can be taken to address gender inequality in the context of HIV/AIDS:

- Workplace programmes for prevention and care should be gender-sensitive: this is covered by the relevant modules. Education and training are essential to changing attitudes, behaviour, and rules governing workplace and personal relationships between men and women.
- Work patterns should be avoided which separate workers from their families for prolonged periods. Problems are experienced where, for example, mine workers are living in single-sex hostels and are unable to live with their families. We have already discussed the situation of truck drivers. Even if these working patterns are difficult to change, conditions can at least be improved - facilities for rest and recreation could be provided as well as family accommodation (see Module 3).
- Enterprises need to be careful that their business practices do not encourage or condone risk-taking behaviour: it is relatively common practice for businesses to entertain their clients by paying for various services from the sex sector as part of their business entertainment expenses.<sup>9</sup>
- Employers' and workers' organizations can ensure that there is zero tolerance for violence and harassment against women at work. Procedures for complaints by women should be simple and support should be made available. Trade unions should make it clear to union members that this is regarded as a trade union issue. Employers should make it very clear that violence or harassment is a disciplinary offence.

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<sup>9</sup> Lim, L.L.: *The Sex Sector* (ILO, 1998)

- Special efforts could be made in workplace medical facilities to diagnose and treat sexually transmitted infections. The evidence is that a very large number of women and men have undiagnosed STIs and this makes them much more vulnerable to HIV.

### Sector-specific measures

Some industries have taken very practical measures. The World Tourism Organization, for example, has promoted a multi-stakeholder initiative against child prostitution in the tourism industry, and industry associations have endorsed this and adopted their own statements or codes.<sup>10</sup>

In the Philippines, the National Union of Workers in the Hotel, Restaurant and Allied Industries (NUWHRAIN) has included a clause about prostitution tourism in its collective agreements with hotels. The clause is based on a model agreement developed by the International Union of Foodworkers (IUF), a global union federation. The IUF has carried out extensive research on the problem of sexual exploitation, especially of children, in the tourism sector.

#### Extract from the IUF model agreement

*Hospitality facilities (hotels, restaurants, bars, etc.) shall display and make available to their customers information concerning the fight against prostitution tourism.*

*Employees at hospitality facilities shall have the right and make it their duty to report to their union any customer request having to do with child prostitution. Unions shall inform management about those matters and examine ways to discourage this type of request.*

*Employees shall have the right and make it their duty to refuse to respond to any request having to do with child prostitution. In the event thereof, management of hospitality facilities undertakes to support employees in any dispute with customers. No disciplinary measure whatsoever shall be taken against an employee having declined to act upon a request by a customer having to do with child prostitution.*

*No children may be employed in hospitality facilities, even on a voluntary basis. As a rule, young workers shall not work at night, in particular at jobs where they are in contact with customers.*

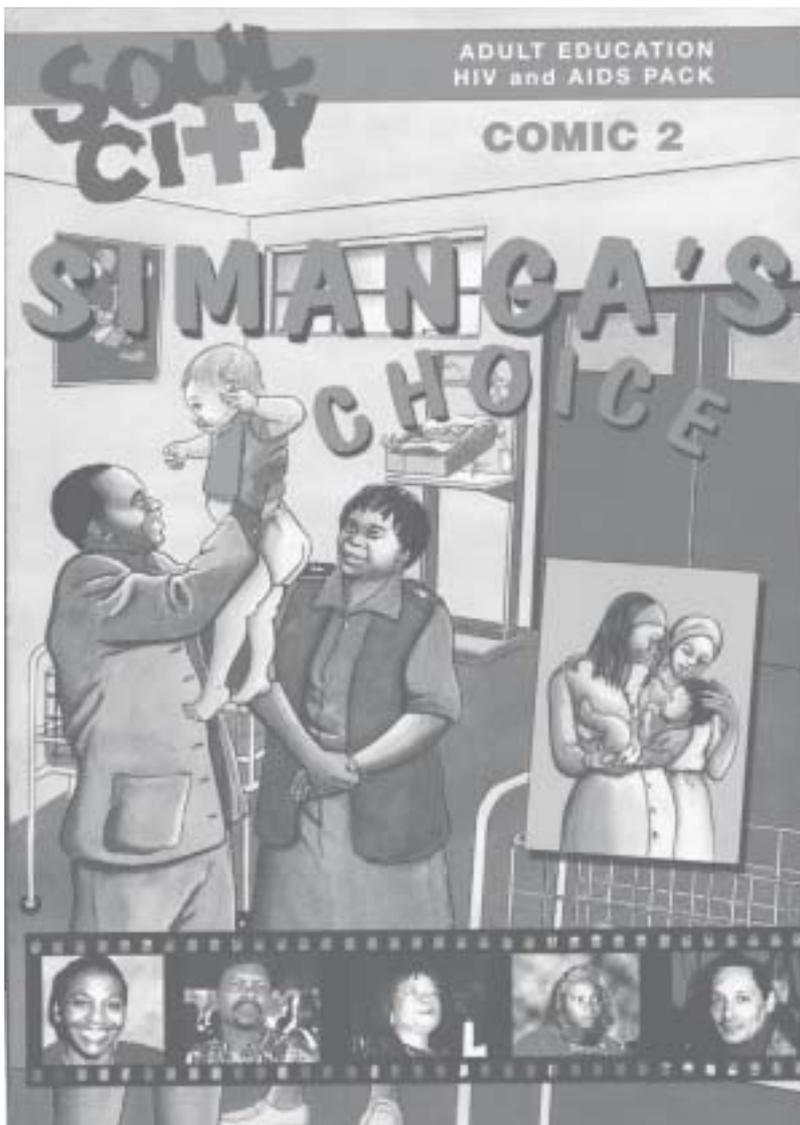
*Trade unions are encouraged to urge employees in the sector to report any suspicious situation, so that unions may act upon the matter with employers.*

*Employers' associations undertake to take steps - if necessary with respect to their own members - aimed at putting a stop to the sexual exploitation of children wherever it comes to their attention.*

<sup>10</sup> For the WTO statement and other information on the WTO campaign see: [http://www.world-tourism.org/protect\\_children/wto\\_statement.htm](http://www.world-tourism.org/protect_children/wto_statement.htm)

### **Conclusion**

Gender equality is one of the key principles of the ILO Code of Practice and is enshrined in a number of UN treaties and declarations. It also makes sense: to fight HIV and AIDS, we must address gender inequality and promote gender equality in the world of work at the national, sector and enterprise level. Addressing the social and economic pressures on women and men to behave in certain ways is fundamental to the campaign against HIV/AIDS.



## ACTIVITY 1

## Tackling embarrassment

**AIMS** To break the ice in talking about sex.

**TASK** Take a piece of paper and write down two or three words (or more, if you like) describing sexual practices or intimate parts of the body.

Put the pieces of paper into a hat and mix them up.

Everyone picks out a piece of paper and reads out the words. Discuss what's embarrassing about them.

If you really cannot do this, leave your piece of paper blank!

## ACTIVITY 2

## Encouraging condom use

**AIMS** To identify barriers to condom use.

**TASK** Using condoms is recognized as an effective way to prevent infection. But it is still not as widespread as it should be.

As with the previous activity, take a piece of paper and write down a reason you have yourself, or that you have heard, for not using condoms. It does not matter whether you are a man or a woman. A woman could write: "My partner/my friend's partner will not use a condom because..." or she could comment on the female condom. A man could write: "I will not use a condom because..." or "I know some men who will not use a condom because..."

Put the pieces of paper into a hat. Mix them up.

Everyone picks out a piece of paper and reads out the words.

You can then discuss in your group the various reasons given and what can be done to respond to them.

## ACTIVITY 3

## Condomize the enterprise

**AIMS** To promote condom use.

**TASK** This is a role play. There are three groups at a union committee meeting.

**Group A** : you are the women's sub-committee of the union branch committee in an enterprise employing more than 1000 workers. Following a talk about AIDS organized by the company doctor, you have discussed the problem and decided that there should be a condom campaign at your workplace with machines dispensing condoms, posters etc. You have gone to the full union committee with this proposal.

**Group B** : You are members of the union committee. You are shocked by the women's proposal. It will encourage promiscuity. Anyway, it has nothing to do with work. The union should stick to bargaining about wages, holidays, and safety.

**Group C** : You are also members of the committee. Although you have no objection to the women's proposal - in fact you think it's a good idea – you feel it's not worth dividing the committee over the issue. Unity is the most important thing.

Somebody also needs to play the role of chairperson for the meeting, and two people should be observers, whose job is to take notes on the discussion and the strong and weak points used by each group.

When the groups have been chosen, each group should spend five minutes preparing the arguments they will use.

Spend no more than thirty minutes on the role play.

Afterwards, get out of your role. It is important not to go on having the debate! Discuss the key points made by each group and how the others responded to them. The observers should say what they think first.

Then discuss how condom use can be promoted in your workplace.

## ACTIVITY 4

## Workers with family responsibilities

**AIMS** To discuss attitudes to talking about sex with young people.

**TASK** In your group, discuss your response to the following statements:

1. 'To prevent the spread of HIV and AIDS, young people must abstain from sex. Talking about safe sex and telling young people to use condoms gives them the idea that under-age sex is OK, and encourages promiscuity.'
2. 'I would prefer to give my children condoms than have them get sick with AIDS.'

## ACTIVITY 5

## Gender dimensions of HIV/AIDS

**AIMS** To understand the gender dimensions of the HIV/AIDS pandemic.

**TASK** In your groups, read through "The gender dimension" from Appendix I of the Code of Practice (Basic facts about the epidemic and its implications).

Can you think of any examples from your own experience which illustrate the greater vulnerability of women? And the ways in which men are particularly affected by HIV?

Report back to the whole workshop.

ACTIVITY 6

What women want

**AIMS** To think about the needs of women workers.

**TASK** Ask the women at your workplace (or discuss in your group):

What problems do you face at work? What would be your first priority if you were able to make some changes?

What single thing would make combining your home life and working life easier?

Prepare a report and put it on a chart.

ACTIVITY 7

Mr Big

**AIMS** To help you discuss responsible and irresponsible behaviour.

**TASK** This is a role play. You are a group of workers talking in the canteen.

One man boasts about his sex life, his many partners, and so on.

Others react in a variety of ways, including one at least who warns about AIDS and makes sensible suggestions about preventing risk.

## ACTIVITY 8

### Educating workers

**AIMS** To think about how workers can be encouraged to understand HIV/AIDS and how to prevent it.

**TASK** In your group, think about the education and information available at your enterprise about HIV/AIDS.

Think about whether the messages apply equally to men and women.

Discuss the different ways in which men and women perceive certain issues, such as:

- the way HIV is spread;
- the myths about how HIV is caught and how it is 'cured';
- the protection available to men and women workers against HIV.

Now decide whether you need to review the education and information available at your enterprise.



For more information phone

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