ENCOURAGING EMPLOYEE PARTICIPATION IN WORKPLACE HIV/AIDS INTERVENTIONS

THE EXPERIENCES OF ITF AND ITS AFFILIATES IN AFRICA

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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”
- 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
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 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 2\textsuperscript{nd} 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
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