



LABOUR'S ROLE IN IMPLEMENTING NSP GOAL 2

WORKSHOP REPORT 29-30 JULY

LABOUR RESEARCH SERVICE

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Labour Research Service 2008

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1. Introduction:

On 29 and 30 July 2010 the LRS hosted its annual midyear HIV & Aids workshop. This year the workshop focused on labour's role in reducing the sexual transmission of HIV (Goal 2 in the National HIV & Aids Strategic Plan for South Africa). 25 union activists, 19 women and 6 men from 14 trade unions affiliated to 4 Federations, and 2 labour support organizations participated in the workshop.

2. Aims of the workshop:

- *To analyse the NSP Mid Term Review to see where and how the transmission of HIV is being reduced nationally*
- *To review the role of our existing programmes and collective bargaining agreements in reducing the sexual transmission of HIV*
- *To develop recommendations for the implementation of Goal 2 - recommendations that labour can put forward for the NSP 2011 - 2015*

3. A review of existing Trade Union HIV & Aids Programmes and HIV & Aids Collective Bargaining Standards

Union representatives participating in the workshop provided highlights of their existing HIV & Aids Programmes

3.1 COSATU Affiliates

3.1.1 National Union of Mineworkers (NUM)

A Mining Industry Tripartite Forum with Government, Labour and Industry exists. This is informed by the understanding that "Combating HIV & Aids requires a partnership between the Mines, the Union, Individual employees, the Government and other stakeholders".

A Mining Industry Summit takes place every 2 years. A summit declaration and Collective Bargaining Agreements signed by mining houses state that all people who test positive must receive free treatment. As a result of these interventions mineworkers are taking VCT more seriously and over 70% of workers have tested. In some mines up to a 100% of the workers have tested.

In the Construction Sector unlike the mining sector, treatment is not free. To access treatment workers need to have the benefit of medical aid which is not common amongst the many construction workers who are employed on a contract basis.

¹ Agreement between NUM and The Chamber of Mines of S.A (2002/2003 Review of Wages and other Conditions of Employment)

Even with lack of employment security in the sector NUM has managed to ensure the training of more than 350 peer educators. Peer education is seen as fundamental to affecting behavior change

As part of contributing to addressing the stigma associated with HIV, NUM organizes World Aids Day celebrations in different provinces and industries. At these events HIV & Aids is spoken about openly. NUM has integrated HIV & Aids into all their structures with a focus on the health and safety structures. Internally NUM has a HIV & Aids policy, Wellness Programmes for staff and first aid kits with emergency ARV's. Male condoms are available but up till now there has been no focus on femidoms.

Notwithstanding the important HIV & Aids prevention measures NUM has put in place, stigma is still a problem and union staff members are often not keen to be part of HIV & Aids discussions and seminars.

3.1.2 Chemical Energy Paper Printing Wood and Allied Workers Union (CEPPWAWU)

In the sectors organized by CEPPWAWU the bigger companies have policies on HIV-Aids. One example of a relatively big company is Nampak Paper Recycling where according to their 2008 Annual Report the HIV prevalence rate at Nampak is lower than the industry average and in 2008, 68.5% of South African employees and 98.9% in Swaziland and Namibia underwent voluntary counseling and testing and 94% of the staff in South Africa and 100% in Swaziland and Namibia received awareness training.² In the bigger companies where HIV & Aids policies are in place, the focus is on awareness raising and voluntary counseling and testing but not on treatment. It is also important to note that most small companies do

² Nampak Annual Report 2008



not have any HIV & Aids policies or programmes in place. An LRS review of 91 Collective Bargaining Agreements signed by CEPPWAWU provides further evidence of the lack of HIV & Aids interventions at a company bargaining level - in the Review only 1 CBA shows evidence of HIV & Aids awareness raising activities.

There are companies where peer educators have been chosen and they are usually given time to address workers. A major challenge faced by the union is that even where this space exists not many workers volunteer to become peer educators because of the stigma attached to HIV & Aids. Another key challenge is ensuring that both male and female condoms are freely available at all workplaces.

3.1.3. National Education and Health Workers Union (NEHAWU)

NEHAWU in partnership with the Department of Health has launched a “Destigmatisation Campaign” targeting healthcare workers. The Union has also signed Agreements with hospital CEO’s allowing peer educators to spend 2 hours educating workers on HIV & Aids. The Union has been involved in establishing a Wellness Centre in St Elizabeth Hospital targeting health care workers and organizing events on World TB day. It still remains a challenge encouraging workers to participate in the Wellness Centers.

The Department of Health is training workers on their health rights and this will act as a framework for developing workplace policies.

Internally NEHAWU staff members who voluntarily disclose their HIV status can have 80% of their medical Aid covered by the union

3.1.4. National Union of Metal Workers of South Africa (NUMSA)

NUMSA has a HIV & Aids Programme with the Solidarity Center (a non-profit allied organization of the AFL-CIO, the largest Trade Union Federation of USA.) Awareness raising programmes are being run in locals and regions and VCT at company level. At a company level there is often little political will to implement HIV & Aids policies and the policies are viewed more as mission statements than guides to the implementation of programmes. Often this makes it difficult to get workers released to attend HIV & Aids programmes.

With the HIV & Aids Programme there has been an increase in the numbers of especially young men participating in the VCT programme. The problem that is then faced is at the level of referrals for ART where workers often complain about the unfriendly reception they receive from health care workers and the way health care centers still entrench the stigma by creating separate facilities for HIV positive patients. Another key challenge is having access to femidoms both in the workplace as well as in the local community clinics.

3.1.5 South African Clothing and Textile Workers Union (SACTWU)

SACTWU organizes textile, clothing, footwear, leather and retail workers. A number of innovative HIV & Aids programmes are highlighted on the SACTWU Workers Health Programme website, for example 51 000 workers have participated in a blitz against stigma. SACTWU hosts a monthly draw where the winner from amongst those who participate in the HCT campaign receives a R250 voucher and the winner from each region is then entered into an annual draw. 58 000 workers have participated in this incentive competition. A

condom fashion design competition promoting the idea that condoms are fashionable was launched on December 1 2009 and a mobile clinic in Kwazulu Natal where workers receive counseling and testing was established in 2008. More recently the mobile clinic in partnership with the Department of Health is supplying ARV's to workplaces.

Another innovative approach in getting employers on board, is the HIV & Aids fund where employers make a financial contribution to HIV & Aids education and awareness raising. "Every employer shall also in respect of each of his employees for whom Bargaining Council contributions are paid, contribute towards the trade union's HIV & Aids Project at the rate of 33cents per week." ³

SACTWU has also taken a lead in the provision of female condoms and reports an increasing demand for femidoms.

3.1.6 Police and Prisons Civil Rights Union (POPCRU)

POPCRU has no specific HIV & Aids Coordinator but some of the work that has been done is the establishment of a joint forum with management, training for peer educators and VCT programmes. POPCRU also finds it encouraging that the Department, in collaboration with the Department of Health, has established Wellness Centres that help to prioritise the fight against HIV/AIDS

3.2 Federation of Unions of South Africa (FEDUSA)

FEDUSA has a HIV & Aids and STI workplace policy that acts as a guide for employers, employees and for FEDUSA staff,

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³ Clothing Bargaining Council Agreement

on how to manage HIV & Aids in the workplace. This policy applies to all staff members of FEDUSA as well as its current and future membership.

3.2.1 Health and Other Service Personnel Trade Union of South Africa (HOSPERSA)

HOSPERSA has a national HIV & Aids Committee that assists HOSPERSA workers with prevention, treatment, care and support at a workplace level. There is a Programme aimed at reducing the occupational transmission of HIV e.g. preventing and treating needle stick injuries and the promotion and procurement of retractable needles. Another element to the Programme is the creation of supportive work environments for workers who are affected or infected by HIV & Aids.

3.2.2 Independent Municipal and Allied Trade Union (IMATU)

IMATU representatives spoke to the “Workplace Wellness, HIV and Aids Policy” of the City of Johannesburg signed in 2004. The policy identifies 3 sets of responsibilities; for the Employer (City of Johannesburg), Employees and the Unions. The employer is expected to provide managers, supervisors, human resources, peer educators, HIV & Aids coordinators and union representatives with appropriate information and training to enable them to assess individual and group needs for education and intervention and to carry out the mandates outlined in the policy. The employees are required to respect the rights of other employees, raise awareness, take necessary precautions to minimize risk and support VCT and sero-prevalence testing initiatives. The unions are expected to cooperate with management, provide advice on HIV & Aids matters and promote the Wellness Programme.

3.2.3 National Democratic Change and Allied Workers Union (NDCAWU)

No specific details were provided but union representatives spoke about the specific challenges facing transport sector workers.

3.3 National Council of Trade Unions (NACTU)

3.3.1 South African Chemical Workers Union (SACWU)

SACWU has no HIV & Aids policy or staff dedicated to HIV & Aids work but does have a partnership in place with Chemsolve (Chemical Services is the speciality chemicals component of the AECI group) where a Wellness Campaign was implemented involving at least 70% of Chemsolve staff. The campaign focused on providing employees with information and gave them the opportunity to have their blood pressure, cholesterol, blood sugar, and HIV status tested.

3.3.2 Media Workers Association of South Africa (MWASA)

No specific report was submitted.

3.4 Confederation of South Africa Worker Unions (CONSAWU)

3.4.1 Solidarity Union

No specific report submitted



4. An introduction to NSP - Goal 2 “Reducing the Sexual Transmission of HIV

The National HIV & Aids Strategic Plan (2007 - 2011) aims to a) reduce the number of new infections by half and b) ensure that at least 8 out of 10 people living with HIV have access to many services that will help them to live longer and healthier lives. These include treatment, care, nutrition and support

The NSP identifies 4 key priority areas: Prevention, Treatment care and support, Human and Legal Rights

Goal 2 is part of the key priority area, Prevention. A number of objectives and interventions that form part of Goal 2 are relevant to labour:

Programmes taking into account young women and pregnant women. This would involve gender sensitive packages that address sexual and reproductive health and rights.

Parenting Programmes promoting open discussion on HIV and sexuality.

Workplace intervention Programmes that include access to Voluntary Counseling and Testing, provision of male and female condoms and STI management and TB screening. Customized prevention packages for high risk occupational groups like the

mining industry, long distance transport services, agriculture and hospitality industry

Promoting male sexual health by intervention Programmes in the workplace that address HIV prevention, gender issues and responsible parenting

Intervention promoting responsible alcohol consumption

Programmes that support voluntary disclosure of HIV positive status and integrate the promotion of safer sex practices into ARV treatment

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Analysing where we are?

Goal 2 sets interventions that include a focus on young and pregnant women, parenting programmes, availability of male and female condoms, responsible alcohol consumption and customized programmes for high risk occupations. How would you assess your trade union's intervention in relation to any of the above?

5. What role are we playing as Trade Unions in the implementation of Goal 2?

In their union groups participants reflected on existing trade union interventions. Below is a summary of key issues from the union discussions.

5.1 A focus on young workers

Public sector unions affiliated to PSI have a young workers project that has a focus on creating gender equality. NUMSA has a youth desk and HOSPERSA has launched a young workers forum. The Decisions for Life Campaign focuses on young women in the services sector. These young worker initiatives are important but it would seem that up till now there has not been a great deal of focus on young people and sexual behavior. Also there was a caution that there are particular needs young women have that are different to the needs of young men and that it is important that young worker initiatives take this into account.

5.2 Pregnant women

The unions do not have specific HIV & Aids Programmes for pregnant women. This is in a context where young women workers who are more likely to fall pregnant do not have much power or voice in the union. It is also amongst this layer of young women that the infection rate is rising.

Even where there has been a focus on prevention of mother to child transmission (PMTCT), the focus is on the child and not the mother - in many ways devaluing the health of women.

5.3 Parenting Programmes

SACTWU is one of the few unions that has parenting Programmes in place focusing on encouraging parents to have open discussions on sex and HIV with their children. These parenting Programmes are particularly relevant in the context of young worker initiatives as it offers the union the opportunity to challenge gender roles and prepare young women and men to be effective parents.

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5.4 Making femidoms available and accessible

Raising awareness about femidoms is an area that most unions felt have been neglected in their HIV & Aids work. A key challenge identified is the need to raise awareness about the role of femidoms in assisting women to take control of their bodies. A second challenge is dealing with all the misconceptions about how the femidom works. Thirdly, it would be important to create a campaign around making the femidom more available and accessible with a particular focus on lobbying for South Africa to produce femidoms locally and reduce the price.

5.5 Promoting responsible alcohol consumption

This was identified as a serious challenge for the union movement. FEDUSA provided examples of how in partnership with SANCA they have started raising awareness about substance abuse.

6. NSP Mid Term Review 2010 – Progress in Reducing Sexual Transmission of HIV – Key issues for labour

Prevention of HIV transmission in South Africa has focused primarily on interventions to promote behavior change. It is important to note that the review does not give figures or comment on the goal of a 100% roll out of comprehensive customized HIV prevention packages to workplaces.

The review draws heavily on the HSRC 2008 prevalence survey assessing how the population has been receiving awareness campaigns. The HSRC household survey found a decline in accurate knowledge in particular around sexual transmission.

Multiple concurrent sexual partnerships substantially increase the probability of HIV transmission. The HSRC study found that males were 4 to 7 times more likely to have more than one sexual relationship than females across all age groups. In 2008 alone 30% of males reported more than one sexual partner against 6% of females.

Self reported condom use in S.A is growing with the percentage of those using condoms in their last sexual encounter increasing from 35% in 2005 to 62% in 2008. Younger people show the highest rates. In 2008, 283 million male condoms were distributed and 4.3 million female condoms. The main concern is the low uptake of female condoms.

HSRC survey shows an increase in the percentage of young females who have older sexual partners. These relationships are mostly based on material gains.

The concept of “most at risk population” (MARP) has still not been completely defined. The NSP describes high risk as women and young adults, sex workers, people with disabilities, workers who move around e.g. truck drivers, displaced refugees, injecting drug users and heavy drinkers.

Using the review for planning our interventions

- 1. Many young women are entering all forms of vulnerable employment and we are seeing an increase in levels of sexual harassment. What are the implications of this for the spread of HIV and what kinds of Trade Union interventions are necessary?*
- 2. Do you agree that the high incidence of multiple and concurrent partners amongst men is fuelling the epidemic. If yes, what does this mean for the gender work of the union?*
- 3. What role can the trade union play in increasing the uptake of femidoms?*

7. Recommendations for the effective implementation of Goal 2

7.1 Changing the trade union culture – addressing the issue of multiple and concurrent partners

The first challenge we face is addressing the issue of denial - a denial that people are having multiple and more often in the case of men concurrent sexual relations. These sexual relations are taken place in all the trade union activities e.g. workshops and conferences and as the comrade from NUM indicated even in the workplace i.e. underground in the mines. There is a view that men are entitled to more than one partner and that women need to be “satisfied”.

Young women entering the union movement both as staff as well as worker leaders are often the most vulnerable, believing that they have very little choice if they are to survive within the trade union.

While the workshop did not develop many practical suggestions there was an agreement that our first priority is to “break through the denial” and instead of hiding behind what is effectively a hypocritical moral stand - rather call for more open, responsible and accountable behavior.



7.2 Addressing the specific needs of young women and young men

According to the HSRC survey the infection rate is lower in young men as compared to young women. This the workshop participants felt was not as a result of necessarily more responsible behavior on the part of young men but rather as a result of the multiple sexual partners men have and the number of older men having sex with young women.

In the workshop we then brainstormed what we saw as the needs of young women and young men

Young Women	Young men
<i>An environment free of sexual harassment</i>	<i>Role models promoting positive masculinity</i>
<i>Freedom to make choices about my body</i>	<i>Spaces to discuss fears and aspirations</i>
<i>Recognition and respect in the workplace and trade union</i>	<i>Respect for my role as a young worker</i>
<i>A voice to be able to express my feelings</i>	<i>Freedom from the pressure to engage in risky behavior</i>

There was an agreement that we need to strengthen the existing young worker initiatives and use these as forums to encourage more open discussion on sex, sexual relations and gender relations.

7.3 Pregnant Women – in the workplace

By recognizing the important role of young women in the workplace we can also affirm their role as parents and in this way encourage them to prepare for pregnancy by getting to know their status. Men should be included in the PMTCT Programmes so as to equip the fathers with the understanding and skills involved in pre and ante natal care. Specific Programmes should be in place for HIV positive parents

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As part of our collective bargaining demands we can demand time off for men to attend ante natal classes, ensure 6 months full maternity leave and extend paternity leave. If the mother is HIV positive the demands for caring for the baby is high as she could be breast feeding exclusively for 4 months. She also needs to be home when the baby is introduced to solids.

Our organizational strategy should include continuing the struggle for gender structures to be fully institutionalized and part of the constitution. This is one way of preventing a further marginalization of Gender and HIV issues.

Our educational approach should include intensive campaigning around men's role in PMTCT and include sexuality as part of our everyday educational work including our political work.

7.4 Developing a femidom campaign

In the workshop we did a demonstration on how the femidom can be used and participants agreed that doing the demonstration is an important starting point in dispelling the misconceptions. There was also a practical suggestion that HIV Trade Union Coordinators ensure that femidoms are made available in all union offices as a way of encouraging visibility. The provision of femidoms will also be put forward as a collective bargaining demand.

7.5 A Trade Union promotes responsible alcohol consumption

The development of a Trade Union Campaign that include awareness-raising and the development of a set of organization building processes. As part of the awareness raising unions will take a lead in promoting responsible drinking through encouraging leaders to act as role models, ensuring that all training materials include slogans promoting responsible alcohol consumption, partnering with SANCA and calling on Corporates to partner in the awareness raising campaign for e.g. calling on SAB to have slogans promoting responsible alcohol consumption on all beer bottles.

HIV & Aids Programmes will include awareness about the impact of alcohol abuse on the ability to make responsible decisions and for those who are positive - how the virus progresses faster with the abuse of alcohol.

Unions will also be more vigilant about ensuring that workers have access to the Employee Assistance Programme to make sure that workers receive assistance for problems related to alcohol dependency. This campaign will also be important in assisting with networking with NGO's, CBO's, Clinics to address the issue of alcohol dependency.

7.6 Workers as responsible parents

This Programme will include a an educational component that will focus on parenting skills, holiday Programmes for children and parents and assisting parents with having open discussions on sex and HIV. NUMSA provided one example of how the union is attempting to raise awareness - in Nigel the union organized a father and son day where fathers played games with their sons.

At a workplace level it will be important to negotiate time off for workers to participate in parenting skills workshops. The union should take a lead in this by organizing parenting activities with union staff. At a collective bargaining level we should call for an extension of family responsibility leave.



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