

agenda

CHALLENGING HIV/AIDS IN TRANSPORT

FLIGHT PLAN

ITF STUDY ON THE CIVIL AVIATION SECTOR
POINTS THE WAY FORWARD FOR COMBATING HIV/AIDS

ON THE ROAD

AN INNOVATIVE
SCHEME TO
INCREASE
TRUCK DRIVERS'
AWARENESS
OF HIV/AIDS

BARGAINING CHIPS

UNIONS FIND EXISTING
LEGISLATION AND GUIDELINES
CAN STRENGTHEN THEIR HAND
WHEN DEVELOPING CBAs

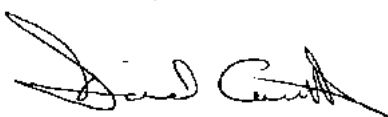


This is the fifth issue of Agenda, the ITF's yearly magazine dedicated to HIV/AIDS. The ITF is proud of our campaigning record and, as you can see from the reports included here, is working with affiliates, employers, governments, NGOs and community groups to stem the spread of HIV/AIDS, and to improve the lives of people already living with AIDS.

Tackling HIV/AIDS also means confronting other problems and prejudices, both in the workplace and society at large. But along the way we become stronger, more resourceful and better informed. Much of the emphasis in these articles is on co-operation, on finding common ground. For transport workers, whose mobility and working conditions make them vulnerable to HIV/AIDS, learning from others in the same situation is of immense importance.

This is what Agenda aims to do: put transport workers around the globe in touch, sharing information, ideas and tactics. The magazine is compiled from reports submitted by union members worldwide so, please, keep them coming.

In solidarity



David Cockroft
ITF general secretary

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UNIONS IN ACTION

VCT CAMP ORGANISED BY THE TRANSPORT AND COMMUNICATIONS WORKERS' TRADE UNION INDUSTRIAL FEDERATION OF ETHIOPIA

The Transport and Communications Workers' Trade Union Industrial Federation of Ethiopia held a series of voluntary counselling and testing (VCT) camps in April 2010 in Addis Ababa and other domestic airports in the country. The camps were organised in collaboration with Ethiopian airport's Enterprise and Ethiopian airline. A large number of employees were seen at the different VCT sites and took the test. At some sites people were photographed while their blood was taken to encourage colleagues and peers to take part. Many members commented that as the VCT site was at their workplace, it was convenient for them. They also liked the friendly atmosphere. Zeleke Mena, ITF/Africa civil aviation sector chair, said, "Some who went for testing were heard saying, VCT is the key to our health needs. Also, those who did not go for testing were asking about the next camp."

According to UNAIDS data, the number of people with HIV in Ethiopia is 980,000, with an adult prevalence rate of two per cent. In urban areas the prevalence rate is higher still and young people continue to be the most affected population. There are a number of underlying factors that contribute to the spread of HIV in Ethiopia. These include illiteracy, stigma and discrimination of those living with HIV, high rates of unemployment, widespread commercial sex work, gender disparity, population movements (including rural to urban migration), and harmful cultural and traditional practices. The barriers to HIV prevention, testing and care in Ethiopia are immense. Eighty-five per cent of the population lives in rural areas where there is a severe lack of access to public health services.



In Canada, 1 in 500 people have HIV/AIDS but many are unaware of their condition

CAW LAUNCHES COMPREHENSIVE BOOKLET ON HIV/AIDS

The Canadian Auto Workers' union (CAW) has launched its new HIV/AIDS information manual entitled HIV/AIDS: A Worker's Issue, A Union Issue.

The booklet, launched in time for World AIDS Day on 1 December 2010, offers information on the face of HIV/AIDS in Canada, prevention and transmission, model collective agreement language and a wealth of other data.

"In the 30 years since HIV/AIDS became widespread and began to gain public awareness, we have not yet come to grips with this preventable disease," CAW president Ken Lewenza said. "Today, one in 500 Canadians is living with HIV/AIDS. But up to 30 per cent do not even realise it. This means that many of us will have our lives touched in some way by HIV/AIDS." Lewenza argued ignorance about the illness was still hampering attempts to wipe it out. The illness has affected "tens of thousands of Canadians and their families, and millions of people throughout the world. Today, many of our CAW members are living with HIV/AIDS and many of our members have family and friends with HIV/AIDS. And yet the silence and stigma surrounding the disease continues to prevent those who contract the virus from getting the support they need, and continues to be the major factor in the spread of infection."

A copy of the booklet and poster will be sent out to all local unions. For more information or to download the new booklet or poster, please visit: www.caw.ca/humanrights



Trained peer educators join forces to motivate union members

WORKSHOP ON HIV/AIDS ORGANISED FOR CIVIL AVIATION WORKERS IN ECUADOR

For the first time, the ITF's civil aviation affiliate in Ecuador has organised a workshop – 'Ecuador Civil Aviation Workers, their response to the HIV/AIDS epidemic'. This was developed in collaboration with management and in partnership with organisations such as the Red Cross, the ACILS and a local non-governmental organisation. An HIV positive worker was invited to share his experiences. Twenty-seven participants, of whom eight were women, were involved in the workshop which aimed to form a group of facilitators on HIV/AIDS and sexually transmitted infections (STIs) that can work across the country to create awareness among members.

The main points covered in the session were: basic facts on HIV/AIDS, myths and realities, and the correct use of condoms. There are plans for a similar event in the near future to create a pool of 50 peer educators/facilitators.

Ecuador has a concentrated HIV epidemic with approximately 0.3 per cent of adults infected. The number of adults aged 15 and up living with HIV is 25,000. Men who have sex with men are the most affected population, with an estimated prevalence of 19.3 per cent in the capital city. Prevalence is also high among transgender people and sex workers, and the rate of new infections is steadily increasing.

Despite some advances in recent years, access to high quality health care, such as HIV testing and counselling, remains inadequate, and there are gaps in services targeted at the most vulnerable populations. Stigma and discrimination, resulting from a culture of machismo and misinformation about HIV/AIDS, contribute to HIV transmission and hinder progress towards achieving universal access to prevention services.

HIV/AIDS EDUCATION PROGRAMME ORGANISED BY THE MONGOLIAN TRANSPORT, COMMUNICATION AND PETROLEUM WORKERS' UNION

The Mongolian Transport, Communication and Petroleum Workers' Union recently organised a training programme for its members to create awareness of HIV/AIDS. It also held meetings with road transport workers in various workplaces across the capital, Ulan Batar, and in other cities. The union involved the youth committee in implementing these activities. During World AIDS Day 2010, union officials were interviewed on television channels and in different newspapers.

The ITF, in collaboration with the International Labour Organization and the International Road Transport Union, will organise a training of trainers course in Ulan Batar from 25-28 July 2011. Educators and activists from the Mongolian Transport, Communication and Petroleum Workers' Union will be taking part. The ITF inland transport section, with technical support from the global HIV/AIDS project, will also help them to develop a year-long action plan on HIV/AIDS. According to Janina Malinovska, assistant secretary, inland transport section, "It is important for road transport trade unions to be actively involved in HIV/AIDS preventative measures, informing their members before this problem becomes too big. Initiatives coming from countries with low prevalence, such as Mongolia, show good practices on how to include HIV/AIDS issues in trade union activities – how to use the toolkit and how to disseminate information among members."

In Mongolia, documented increases in risk behaviour, together with increased mobility and the growing number of migrant workers in the country, indicate that the rapid spread of HIV/AIDS is becoming more likely. Although Mongolia's prevalence rate is low, it is a country at high risk because of a relatively young population, open societal norms towards sexuality, high STI prevalence, and the increased spread of the epidemic from China and Russia.



Brazil's co-ordinated response to HIV/AIDS, with government, unions and civil society working together, has been highly effective

IN BRAZIL, THE GERMAN SEAMEN'S MISSION DEVELOPS A BROCHURE ON STIs AND HIV

The German Seamen's mission and Stella Maris in Santos, Brazil, have recently developed a brochure on sexually transmitted infections (STIs) and AIDS for distribution among seafarers coming to the Stella Maris. The brochure describes symptoms and ways of preventing and treating common STIs, including HIV, and advises seafarers to consult a doctor or medical clinic. It also provides contact details for Seafarers' Help, a free and confidential service provided by the International Seafarers' Assistance Network (ISAN).

The first case of AIDS in Brazil was recorded in 1982, and though many countries have worked to curb the spread of HIV, Brazil's response has been seen as a particular success story. Working alongside civil society groups, the Brazilian government has made aggressive efforts to minimise the impact of the AIDS epidemic. By the end of 2007, the number of Brazilians living with HIV were just over half that predicted in the previous decade. According to UNAIDS data, the number of people with HIV in Brazil is 730,000 with an adult prevalence rate of 0.6 per cent.

HIV/AIDS EDUCATION WORKSHOP ORGANISED BY TRANSPORT WORKERS' UNION OF AMERICA TRANSIT DIVISION WORKING WOMEN'S COMMITTEE

The working women's committee of the Transport Workers' Union of America (TWU, transit division) held their autumn meeting in September 2010 in Florida. A workshop on HIV/AIDS education was organised to which the union invited HIV positive speakers to talk about the epidemic and share their experience of living positively. They discussed the stigma still associated with HIV/AIDS.

During the workshop, an ITF documentary, 'Highway to Hope' was shown and different HIV/AIDS publications and materials from the ITF were distributed among participants. There was a question and answer session after each presenter spoke. Sandra Bursleson, a member of the ITF women's committee and the director of TWU's human rights department said, "Education is the key. We must understand HIV/AIDS is not just a gay man's disease. In many countries more women are infected than men."

According to the Centre for Disease Control and Prevention estimate, more than one million people are living with HIV in the US. One in five of these are unaware of their infection. Despite increases in the number with HIV, the annual rate of new HIV infections has remained relatively stable. However, these continue at far too high a level, with an estimated 56,300 Americans becoming infected each year. In the US more than 576,000 people with AIDS have died since the epidemic began.



ILO ADOPTS RECOMMENDATION 200

ANNA TORRIENTE, THE SENIOR LEGAL OFFICER AT THE INTERNATIONAL LABOUR ORGANIZATION PROGRAMME ON HIV/AIDS, REPORTS ON A NEW POLICY

On 17 June 2010 the International Labour Conference adopted Recommendation No. 200. This new labour standard is the first to focus on HIV in the workplace. It is the fruit of three years of dialogue between governments, employers' and workers' organisations, including those representing people living with HIV (PLHIV). Recommendation No. 200 covers all workers, including job seekers, working under all arrangements in every workplace and economic sector.

The adoption of an international labour standard is a significant development,

Recommendation no. 200 establishes the following key principles:

- The HIV response contributes to the realisation of human rights, fundamental freedoms and gender equality
- Prevention is a fundamental priority
- There should be no discrimination or stigmatisation on the basis of real or perceived HIV status (including in recruitment, terms and conditions of work, and termination)
- Persons with HIV-related illness should be allowed to continue working with reasonable accommodation if needed, as long as they are medically fit. Medical examinations should only establish fitness to work
- Employers should not require HIV testing or disclosure of HIV status
- HIV-related personal data is confidential
- Workplace programmes should protect workers from specific risks of occupational transmission of HIV and related diseases such as tuberculosis
- Workers, their families and dependents should have access to HIV prevention, treatment, care and support, and the workplace should play a facilitating role
- There should be no HIV-related discrimination against workers or their dependants in access to social security and occupational insurance schemes, including benefits such as health care, disability, death and survivor's benefits.

strengthening the 2001 guidelines already provided by the International Labour Organization (ILO) code of practice on HIV/AIDS and the world of work. It emphasises the important role of the workplace in fighting the spread of HIV/AIDS, facilitating access to prevention, treatment, care and support services, while also increasing the role of world of work activists.

ITF HIV/AIDS coordinator Dr Syed Asif Altaf commented: "People living with HIV and AIDS often suffer from stigma and discrimination in all spheres of work – as workers in formal and informal workplaces, as laid-off and suspended workers, even as jobseekers and applicants. This poses significant obstacles to the attainment of a decent work agenda. We all need to play a role in putting a stop to HIV-related stigma and discrimination in the

workplace. Recommendation number 200 provides a foundation for doing just that."

Recommendation no. 200 calls for governments to promote the retention in work and recruitment of people living with HIV, and to develop income-generating opportunities for those living with or affected by HIV/AIDS. It calls for action to be taken through the adoption, implementation and monitoring of national tripartite workplace policies and programmes on HIV/AIDS, and requires that such programmes be integrated into other national and local strategies, including those of the transport sector.

National tripartite HIV policies should be developed through dialogue between governments, employers' and workers' organisations and organisations representing PLHIV. Workers' participation and engagement in the design, implementation and evaluation of national and workplace programmes should be recognised. In addition, employers' and workers' organisations should be represented on an equal footing with

governments in the national mechanism used for policy monitoring.

Trade unions have an important role to play in promoting the recommendation. Under the ILO constitution, following its adoption, member states have one year to submit the recommendation to their competent authorities (normally the legislature) for review to determine what action should be taken to give effect to it. Your engagement, especially during this submission process, is essential to the recommendation's successful implementation.

Margherita Licata, a specialist in the ILO programme on HIV/AIDS and the world of work, emphasised that unions will be essential in lobbying parliamentarians, government leaders and other key groups, to ensure the principles of the recommendation are applied. Furthermore, unions can raise awareness about the recommendation through training, integrating it into existing trade union education programmes; and also by ensuring union policies and collective bargaining agreements reflect the spirit of this new labour standard.

The recommendation is available in all official ILO languages at:
http://www.ilo.org/aids/lang--en/docName--WCMS_142706/index.htm



FLIGHT PLAN

HIV/AIDS POSES MANY DANGERS TO TRANSPORT WORKERS, INCLUDING STIGMA AND DISCRIMINATION, AS WELL AS EXPOSURE TO THE VIRUS. SUSAN LEATHER AND GABRIEL MOCHO RODRIGUEZ DISCUSS A NEW ITF STUDY INTO THE RISKS OF HIV/AIDS IN THE CIVIL AVIATION SECTOR

Is civil aviation subject to the same risks and pressures as other transport sectors in relation to HIV/AIDS? Are there differences between the situations of ground staff and air crew? Do the relevant unions have a policy and programme on HIV/AIDS?

In order to answer these and related questions, the ITF initiated a study in 2010. The aim was to gather information that would help it assess need and provide a basis for planning interventions. It sought the views of affiliated unions and also surveyed the knowledge, attitudes and behaviour (KAB) of a cross-section of individual members in a variety of countries: Argentina, Bulgaria,

Ethiopia, India and Jordan. In order to gain an overview of the laws, codes and regulations covering the industry, a short literature review was included in the study.

The report of the study's findings – HIV/AIDS in the Civil Aviation Sector – was launched on World AIDS Day 2010. The report provides valuable insights from a cross-section of countries into the understanding of HIV, access to information and other services, and the health-related behaviour of approximately 100 people in each country. The profile of those responding was of a relatively well-educated group of young adults, women and men, in full-time employment. Their

knowledge of HIV prevention, their attitudes to the epidemic and those living with HIV, and their own behaviour in terms of risk, offer useful evidence to public health planners and AIDS programmers, as well as those with a stake in the civil aviation industry.

The report's brief review of codes and regulations in the industry with regard to HIV/AIDS reveals the lack of a universal standard and many inconsistencies between or even within countries, especially concerning the rights of pilots and other air crew. It recommends that the ITF initiates further research in this area.

The report then summarises the views, activities and expressed needs of ITF-affiliated unions in relation to HIV/AIDS: 16 of the 25 affiliates who responded had some HIV/AIDS activities but almost all expressed an interest in doing more as part of a co-ordinated ITF programme. A key finding is the widespread availability of existing labour or occupational safety and health law and/or policy where HIV/AIDS has been or could be integrated.

The KAB survey also revealed a number of information gaps and misconceptions, which tended to result in fear of contact with HIV-positive co-workers and the likelihood of stigmatisation; at the same time there was a high level of interest in gaining more

knowledge and in contributing to national responses to HIV/AIDS. The great majority of workers saw HIV/AIDS as a workplace issue, and in all countries respondents had witnessed incidents of stigma and discrimination; they expressed support for the ITF in its efforts to provide education in this area and defend rights. In every country surveyed a number of the respondents said

they believed they were vulnerable to HIV if they continued with certain behaviours whose risks they acknowledged. Significantly, many respondents asked for support in their struggle to change their behaviour.

THE KAB SURVEY ALSO REVEALED A NUMBER OF INFORMATION GAPS AND MISCONCEPTIONS, WHICH TENDED TO RESULT IN FEAR OF CONTACT WITH HIV-POSITIVE CO-WORKERS

Based on the conclusions drawn from the surveys of affiliates and of individual members, the report ends by offering a set of recommendations for future action by the ITF and its affiliates. The key recommendation is that the ITF should put in place an HIV/AIDS programme tailored to the civil aviation sector that takes account of local conditions and needs. More detailed points are made concerning:

- interventions to strengthen the capacity of affiliates to develop their own programmes and include HIV/AIDS in the collective bargaining agenda
- participatory education to promote behaviour change

Table 1. HIV/AIDS knowledge and understanding

	Argentina	Bulgaria	Ethiopia	India	Jordan
Percentage who knew that AIDS cannot be cured	89%	77%	78%	82%	57%
Percentage who knew that systematic and correct condom use provides protection against HIV	84%	73%	44%	92%	55%
Percentage who knew that it's possible to contract HIV from a sexual partner who seems moral or clean	94%	88%	93%	70%	65%

Table 2. Percentage of respondents who knew where to access selected health services

	Argentina	Bulgaria	Ethiopia	India	Jordan
HIV diagnosis and treatment	90%	59%	66%	60%	42%
STI diagnosis and treatment	86%	71%	58%	82%	49%
TB diagnosis and treatment	76%	69%	53%	92%	49%
Family planning information and facilities	66%	51%	60%	60%	47%

Table 3. Attitudes towards people living with HIV

	Argentina	Bulgaria	Ethiopia	India	Jordan
Afraid to work with HIV-positive colleague	11%	18%	21%	41%	45%
Afraid to share a cup with HIV-positive person	68%	88%	22%	55%	57%

- the provision of information, data and materials
- policy and educational measures to combat stigma and discrimination
- the need for partnership building at national and workplace level.

ITF HIV/AIDS co-ordinator Dr Syed Asif Altaf commented: "This survey confirms that HIV/AIDS is very much a workplace issue in civil aviation. All the responding countries report incidents of stigma and discrimination, and show support for work to provide education and defend rights. This research study will surely help us in the development of a practical programme for the benefit of civil aviation workers, their families and communities."

The report reinforces the importance of workplace action on HIV/AIDS and of the engagement of trade unions, whose communications networks and education programmes provide the opportunity to reach

"THIS SURVEY CONFIRMS THAT HIV/AIDS IS VERY MUCH A WORKPLACE ISSUE IN CIVIL AVIATION"

out, and have an impact upon, the community at large. It also acknowledges and welcomes the approval at the International Labour Conference, in June 2010, of recommendation no. 200 on HIV/AIDS and the world of work. This focuses on the development of national policies for the workplace on HIV/AIDS, with the active participation of the ILO's tripartite partners – ministries of labour, employers' federations and trade unions. It offers a way to channel and structure the fundamental concerns of trade unions to protect and promote the rights, health and livelihoods of their members and of the wider community, which are currently under threat in so many countries as a result of the impact of AIDS on working people and the families and communities who depend on them.

Susan Leather is an independent consultant who carried out the survey for the ITF. Gabriel Mocho Rodriguez is secretary of the ITF's civil's aviation section.

Table 4. Condom use: attitudes and reported behaviour

	Argentina	Bulgaria	Ethiopia	India	Jordan
Condoms are necessary with someone whose HIV status you don't know	93%	99%	93%	99%	66%
Did not use condom at last sex with non-regular partner	8%	18%	31%	4%	26%
The man in heterosexual relations has the right to decide on condom use	18% (15% of 60 women, 28% of 40 men)	6% (1% of 42 women, 5% of 36 men)	46% (75% of 12 women, 42% of 64 men)	50% (12% of 17 women, 60% of 55 men)	36% (28% of 36 women, 42% of 24 men)

Table 5. Reported incidents of stigma and discrimination in the workplace

	Argentina	Bulgaria	Ethiopia	India	Jordan
By the management	2%	5%	14%	20%	37%
By occupational health service (if any)	0	0	31%	6%	34%
By a co-worker	8%	1%	25%	21%	44%

THE ITF HAS PRODUCED AN
IMPORTANT NEW REPORT ON
HIV/AIDS AND GOOD PRACTICE

LESSONS LEARNED

Sometimes it can seem as if trade unionists have constantly to reinvent the wheel. Time and again battles have been won, strategies devised or problems solved by tenacious and imaginative union members only for the lessons learned to disappear from view.

The ITF is aware of the value of collective knowledge. It is working hard to encourage the sharing of ideas and

Kenya



The Kenya Dockworkers' Union is working with the Kenyan Port Authority (KPA). During the interdepartmental football tournament (which includes a women's team) union educators perform plays and recite poems on the dangers of HIV/AIDS. The union runs weekly awareness sessions in the workplace where members discuss gender issues and HIV/AIDS. It has also been part of a pilot ITF project to use storytelling to break the silence and stigma surrounding HIV/AIDS. And in an innovative scheme with the ministry of transport and other ITF affiliates, the union organised a week-long 'Moonlight VCT' programme. This encouraged truckers, when they rest at night, to go for a voluntary test in the parking lot.

Ukraine



The Trade Union of Railway Workers and Transport Constructors of Ukraine in partnership with the non-governmental organisation Labour, Health and Social Initiatives, has developed a project aimed at young workers. It focuses on three cities in Ukraine's most industrialised region which has a high HIV and TB incidence. Working with its youth council, the union conducts special prevention training for those who work with the public, such as conductors and locomotive drivers. This is Ukraine's first combined HIV/AIDS and TB workplace prevention programme, so manuals, guidelines and best practice publications are being developed that can be used by other trade unions. There has also been an intensive public information campaign, with posters on trains and at stations and the distribution to railway passengers of one million leaflets on HIV/AIDS and TB.

Argentina



The Centro de Jefes y Oficiales Maquinistas Navales jointly runs seminars at the Muñiz Hospital on HIV/AIDS. Health workers based at the hospital are setting up education sessions tailored to the needs of seafarers. Another collaboration with the Nautical National School means HIV/AIDS will be included in its curriculum, ensuring seafarers have a basic understanding of the subject and are able to work as peer educators onboard ship. The union has also produced three documentaries on health risks and HIV/AIDS for transport workers that are circulated to members and available on the union website: <http://www.maquinaval.org.ar>

Uganda



The Amalgamated Transport and General Workers' Union and ITF affiliates from Burundi, the Democratic Republic of Congo, Kenya and Tanzania are supporting two projects for long-distance drivers along the northern corridor. These have established resource centres at border crossings and 'knowledge rooms' along the corridor. Drivers are offered HIV testing and treatment for STIs, malaria and tuberculosis; those who are HIV-positive receive treatment for opportunistic infections and anti-retroviral therapy. The centres also provide "edutainment", where drivers and members of the local community can use the internet, play pool, watch films and listen to speakers on HIV/AIDS.

Guyana



The Clerical and Commercial Workers' Union conducted a survey of ten companies to establish the extent of risk-taking behaviour, attitudes towards HIV co-workers, and the existence of HIV/AIDS workplace policies. In partnership with employers they promote voluntary counselling and testing (VCT), and on World AIDS Day and Labour Day they run talks about HIV and sex, emphasising the issue of stigma and discrimination. They have built a network of peer educators, supported by training, follow-up and refresher courses, as well as an online link between the educators and the training team.

India



The All India Railwaymen's Federation (AIRF) and the National Federation of Indian Railwaymen have come together to develop a joint programme on HIV/AIDS. Activities have included holding rallies, exhibitions, street plays and cultural shows. On International Women's Day the AIRF organises a public information campaign on HIV/AIDS, with sporting events at or near railway stations. They place particular emphasis on voluntary testing for HIV and other STIs. One AIRF affiliate organised a motorcycle campaign which saw 25 activists riding 1500km and stopping at every railway station, village and town on the way to spread HIV/AIDS information and reduce stigma.

experience across different regions and types of industry. In the ITF family, and among our stakeholders, we can learn much from one another by exchanging examples of the problems we have confronted, the programmes we have developed and the resources we have called upon.

David Cockcroft, the ITF's general secretary, believes the transport industry has a vital role to play in the defeat of HIV/AIDS: "It moves millions of people every day, both within and across borders. These movements can become a powerful channel for disseminating the information, knowledge and understanding on which effective prevention depends."

With this in mind, a new report has been produced: 'HIV/AIDS: Transport Unions Take Action: Case Studies and Good Practice from ITF Affiliates'. It states: "From mountain passes to ports and docks; from the high seas to city taxi routes; as well as long-distance road and rail networks in every continent. These studies show that action is possible in every part of the world and every type of setting, whatever the HIV prevalence and impact."

As well as the countries discussed here, the report also considers case studies from Honduras, Nepal, South Africa and Sweden.

You can find the complete publication at: www.itfglobal.org/files/extranet/-1/26289/Best_Practice_2010_English_small.pdf

FROM WORKPLACE POLICIES TO CBAs

A VARIETY OF STRATEGIES CAN BE USED TO FIGHT HIV/AIDS IN THE WORKPLACE, BUT CHRISTINE SSEBOWA ASCOTT FROM THE ITF'S EDUCATION DEPARTMENT, ARGUES THAT THE KEY CLAUSE IS NON-DISCRIMINATION

ITF work on HIV/AIDS has evolved from campaigning to raise the profile of HIV/AIDS as a workplace issue to integrating HIV/AIDS clauses into collective bargaining agreements (CBAs). This does not mean all affiliates and employers have now accepted HIV/AIDS as a workplace matter. Rather, work takes place on multiple levels with varying approaches, with national prevalence rates and government willingness to address the issue being contributing factors. The effectiveness of workplace policies depends on employer commitment, as well as a unions' ability to monitor implementation of the policy.

Experience has shown even where employers support workplace policies, their implementation can still be weak. Therefore the establishment of clauses in collective bargaining agreements provides one of the strongest measures for dealing with HIV/AIDS.

As levels of infection have increased in many countries, so has workplace instability, leading to the loss of skilled workers for employers and members for trade unions. Union advocacy together with costs entailed in recruitment, re-skilling and absences due to illness have encouraged employers to participate in developing workplace policies. But instability in the workplace has wider implications for the economy. A UNAIDS report 2008 stated that HIV/AIDS is the primary disease affecting productivity in Asia.

Even in regions such as eastern Europe and south east Asia where HIV/AIDS has been seen as an issue for drug users and sex workers, rather than workers in general, unions are now advancing their argument. The Maritime Union of Ukraine, the Federation of Maritime Unions of Ukraine and Trade Union of Railways have all successfully incorporated HIV/AIDS clauses into their CBAs.

Coverage

The content of policies depends on a number of factors. Where the issue is a taboo subject, unions may begin with education and awareness raising, as well as tackling issues of stigma and discrimination. This has been

“AS LEVELS OF INFECTION HAVE INCREASED IN MANY COUNTRIES, SO HAS WORKPLACE INSTABILITY”

Case study 1:

Sindicato Nacional de Trabajadores de la Industria de la Aviacion Civil y Similares de la Republica de Panama (SIELAS)

The union has negotiated clauses on HIV/AIDS with Copa Airlines, MB Security, SA and DHL Aero Expreso, SA. The union hopes soon to insert the HIV issue in CBAs with American Airlines, UPS, Balboa Logistic and Airport Services. Three factors assisted the union in negotiation: the law on terminal illness, union strength, and membership support. The union also undertook an awareness campaign on the need for HIV/AIDS clauses to ensure non-discrimination and employment stability, and has distributed condoms in alliance with PROBISIDA, the Panamanian organisation responsible for HIV prevention.

HIV/AIDS is now on the agenda of all union meetings and a video reflecting the campaign at grassroots level has been made. You can see the video at: www.youtube.com/watch?v=nCzyNd9AFFo

For SIELAS, knowledge acquired at the initial ITF seminar assisted immensely in taking the issue forward. The activists who led the campaign also attended a seminar organised by the ITF in Guatemala City in February 2010.

Case study 2: Transport and Dock Workers' Union, Kandla, India

Kandla port is one of the major ports on the west coast of India. In recent years cargo has increased and so has the amount of traffic into the port generating additional economic activity around the port. Many workers have migrated to the area. All these factors create the conditions for the spread of HIV/AIDS.

On the 1 December 2010, the Transport and Dock Workers' Union put up an awareness stall to inform union members of the threat of HIV/AIDS. A team of activists approached the Kandla Port Trust chairman with the aim of framing and implementing a workplace policy. As a result, Kandla is now the second major port to develop an HIV/AIDS policy. It covers issues of stigma and discrimination and provides employees with paid leave for treatment, which is linked to the chronic diseases policy.

Workshops and seminars organised by the ITF on HIV/AIDS increased our understanding. The ITF's follow-up sessions and information regarding various national policies and ILO recommendations helped us to tailor a site-specific policy. Our message to other unions thinking of taking action is: "It's high time folks! This is not my issue or yours – it's everyone's. Only together can we fight HIV/AIDS."



the case for SIELAS, a civil aviation union in Panama, and TRAN-U, a road transport union in Thailand. They have included HIV/AIDS education programmes to ensure workers are not discriminated against because of their status. In places where awareness levels are higher, the approach may include encouraging workers to know their status through voluntary testing schemes, as well as the provision of counselling and anti-retroviral drugs.

It is important that interventions are holistic and include family and community members in care and support programmes. The Kenya Dockworkers' Union recently negotiated such a policy. The key clause for all policies is non-discrimination as this ensures security of employment.

“FOR WORKERS WHO HAVE HIV/AIDS IT IS IMPORTANT TO BE ABLE TO CONTINUE TO WORK, TO FEED THEMSELVES AND THEIR FAMILIES AND NOT BECOME A BURDEN TO SOCIETY”

Partnerships

Effective HIV/AIDS intervention requires a holistic approach which includes education, testing, care and counselling. Not all of this can necessarily be provided in the workplace, so trade unions have co-operated with other organisations and national programmes to ensure workers get the support they need. Unions have also worked with local ILO/AIDS offices, and the International Labour Organization (ILO) has initiated tripartite schemes to promote the development of workplace policies. In Moscow, the ILO Share project resulted in the city's transport unions' committee adding HIV/AIDS clauses to CBAs. This led to 57 different enterprises with HIV/AIDS clauses covering 27,000 workers.

Strategies

Union strategies take a number of forms, from awareness campaigns to making use of national policies. In Panama, the law relating to terminal illness helped unions to negotiate HIV/AIDS anti-discrimination clauses, while the Kenyan dockers' unions developed a policy after long-standing advocacy on the issue and on-going workplace education programmes. Some national HIV/AIDS policies are not effectively implemented but unions can still use them as a basis for developing workplace policies. In Zimbabwe and Ethiopia programmes were designed at a sector level, and clauses for the CBA were extrapolated from these.

Trade union involvement in the development and implementation of workplace policies is vital to ensuring that workers' rights are respected. In instances where employers do provide medical services within the workplace, unions have been essential in developing workers' confidence in using them without fear of employer discrimination. In Uganda, the Amalgamated Transport and General Workers' Union negotiated a system that gives employees receiving treatment, a reference number. Costs are passed to the employer using the number rather than the worker's name.

Challenges

The majority of new HIV/AIDS infections are among women and young girls. In Asia, from 1990-2009, women's infections increased from 21 per cent to 35 per cent (UNAIDS report 2010). Women are more susceptible to infection and poverty and unequal power relations make it difficult for them to negotiate safe sex. The challenge is greater still where unions have yet to mainstream women's issues. Addressing HIV/AIDS necessarily means addressing issues of discrimination so workplace policies should include awareness of the impact of gender at every level.

Case study 3: Transport Company Ltd State Enterprise Employees' Union, Thailand (TRAN-U)

For workers who have HIV/AIDS it is important to be able to continue to work, to feed themselves and their families and not become a burden to society. Our policy covers both HIV/AIDS and tuberculosis, ensuring employees are allowed to work despite their status. It protects them from compulsory testing by the company and commits the company to contribute to an awareness-raising programme in the form of information distribution and training seminars.

To achieve this, the union used the argument of workers' rights, stating that HIV/AIDS was a workplace issue. We also pointed out the hidden nature of the problem – even within families HIV/AIDS remains a taboo subject. The fact that the Thai government gives high importance to the issue helped us in negotiations. We developed the policy with the bi-partite union and management committee, and we encourage other unions to work within existing bi-partite structures to move forward the issue of HIV/AIDS in the workplace.

Despite the progress we have made, we still need to create a better understanding of HIV/AIDS among workers. So, education on prevention and protection of people living with, or caring for, those with HIV/AIDS also forms part of our policy. In the future we want to increase the number of peer educators but limited resources constrain us.

ON THE RIGHT TRACK

RAIL UNIONS AND THEIR MEMBERS WILL BENEFIT FROM A JOINT PROJECT TO TACKLE HIV AND AIDS IN THE RAIL INDUSTRY. STERLING SMITH AND MAC URATA DISCUSS THE IMPACT OF THE RAILWAY TOOLKIT.

More than half of ITF-affiliated unions in the railway sector have reported the death of workers and absenteeism because of HIV/AIDS. And more than 40 per cent of railway unions reported skills shortages, discrimination and a disproportionate impact on women as a consequence of HIV/AIDS.

Some groups of workers are known to be vulnerable to HIV/AIDS because of their work patterns. Seafarers and long distance truckers fall into this category. Rail has traditionally been seen as lower risk. The reality is that no part of the industry can be complacent.

One problem is that little hard data exists. Indian Railways – one of the largest systems in the world – does, however, have a comprehensive tracking system. It found that the prevalence rate in 2009 was 0.23 per cent, a total of 4,187 workers and dependants. Prompt action by Indian Railways and high-level involvement by ITF affiliates have helped to bring about the decline in this rate from 0.41 per cent in 2006.

Similar figures are thought to prevail in China, although the data has not been released. China Railways will not dismiss any worker because of their HIV status.

Working together

It is important to tackle HIV/AIDS issues as early as possible, before they become a real problem with grave consequences. This is why active participation and co-operation of all social partners – trade unions, employers and national governments – is crucial at the local, national and international level.

The most effective way for unions to tackle HIV/AIDS is by collaborating with employers. In the railway sector, the ITF has a relationship with the global employers' organisation, the International Union of Railways (UIC). The ITF, UIC and the

International Labour Organization (ILO) have worked together to produce a training toolkit aimed at the railway sector. "On the right track" is aimed at policymakers and managers, trade union trainers, and railway training institutions.

A steering group from the ITF, employers and the ILO came together to oversee the preparation of the toolkit, and a workshop to test the materials took place in Delhi in December 2009, with full representation from ITF affiliates.

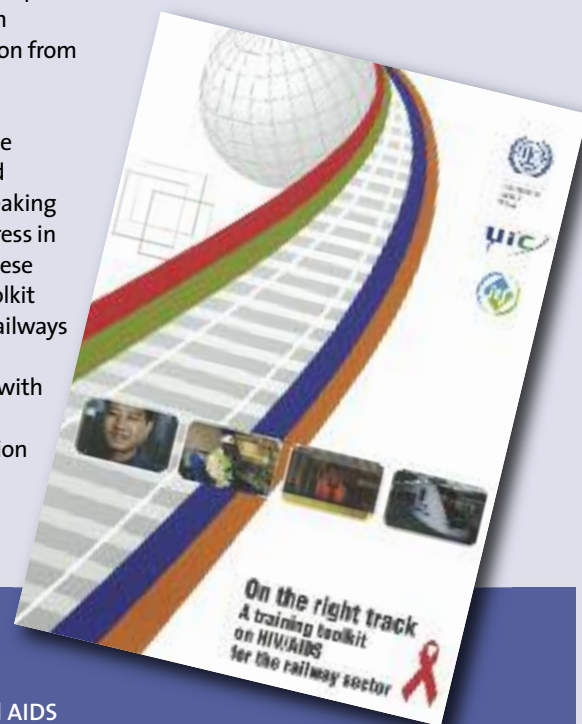
Railway enterprises also have an important role to play in preventing the transmission of HIV. They have reached millions of passengers with groundbreaking initiatives, such as the Red Ribbon Express in India. Union members often initiate these campaigns and it is hoped that the toolkit will help spread best practice of how railways can reach passengers, as well as communities around railway stations, with information about HIV/AIDS.

The toolkit is the second collaboration by the ITF with a global employers' organisation and the ILO. In 2008, "Driving for change" was produced for

the road transport sector, in conjunction with the International Road Transport Union (IRU) Academy and the ILO. There have been translations into a number of languages and tripartite workshops conducted in Ghana, Russia and Uganda, as well as an international workshop in Geneva, where the ILO has its headquarters. As a result of the toolkit, the internationally recognised training programme for truck drivers now includes HIV and AIDS.

These projects show that effective collaboration is the best way of tackling HIV/AIDS in the workplace.

Sterling Smith is an independent consultant who developed the railway toolkit. Mac Urata is secretary for the ITF's transport section.



About the toolkit

On the right track includes:

- a set of fact sheets about HIV and AIDS
- a resource book with guidance on how the railway sector can deal with HIV and AIDS
- a guide to help devise and structure training programmes that work for the audience
- a set of easy-to-use games and activities for informal settings
- reference documents from the ILO
- a CD-ROM with sample PowerPoint
- male and female condoms.

The toolkit can be ordered from: mail@itf.org.uk

WOMEN REACH OUT

EDUCATION AND COMMUNITY GROUPS ARE KEY TO WOMEN'S AWARENESS OF HIV/AIDS, DR SYED ASIF ALTAF, THE ITF'S HIV/AIDS CO-ORDINATOR, AND KATE WEBB EXPLAIN

The ITF has always campaigned hard for the rights of women workers but is now increasingly engaging with the wives or partners of male workers, and with women in the wider community. In particular, it is joining in the campaign to support women sex workers – to help ensure their well-being and to safeguard them from discrimination.

In terms of the spread of HIV/AIDS, there are particular reasons for this work. The wives and partners of male transport workers exposed to or infected by HIV/AIDS are vulnerable to infection by their husbands, as are their children if women become pregnant after infection. For this reason wives and partners have a strong motivation to educate themselves, their husbands and the wider community about the dangers of HIV/AIDS.

At the same time, the ITF takes a strong stand against child sex work. Children who are exploited in this way are exposed not only to physical and psychological abuse but to unwanted pregnancy and HIV/AIDS. In Rwanda and Columbia the ITF is involved in projects to educate and mobilise women. Alison McGarry, the ITF's women's co-ordinator, said, "I applaud these innovative examples of women reaching out to educate their communities. Our unions understand women sex workers need support to fight against reversing the poverty conditions which push young women into the sex trade resulting in HIV."

Rwanda

By: Irene Babazi, RTSA chairperson

The Rwanda Truckers Spouses' Association was formed in 2006 with 86 members, today we have 2,017. Being at a high risk of HIV/AIDS due to the type of work our husbands do, we decided to educate men and women in order to eliminate stigmatisation in truckers' families. We also want to show spouses how to deal with the problems they face as a result of their husbands' work.

The organisation's objectives are: to fight the spread of HIV/AIDS into truckers' families and the community at large; to promote shared responsibility between truckers and their spouses for the development and welfare of their families; to build co-operation and networking with truckers' spouses in neighbouring countries.

Achievements

Voluntary counselling and testing (VCT): with funds from CNLS/GLIA, FHI/ROADS and UNIFEM we have organised many truckers' family days with VCTs. One event brought together 1,500 families. On other family days 2,642 people attended and, in total, 141 people have tested positive and been referred to health centres.

Peer educators: FHI/ROADS, UNIFEM and CNLS/GLIA have provided us with funding for peer educators: 15 were taught 'sketches' and performed them 25 times in different health centres; five now teach our members and visit families when husbands are at home; 108 have been sent out to other branches; and we have trained 10 for our organisation.

Co-operatives: we have developed five co-operatives to generate income in four branches. They cultivate tomatoes and onions, and raise cows, goats and rabbits.



Colombia

On June 22, 2010, in Cartagena, the National Transport Workers' Union of Colombia (SNTT), in association with the ITF and the mayor, held a forum on the importance of dealing with HIV/AIDS in the workplace, and to raise awareness of children in sex work.

The first part of the agenda was presented by the ITF and gave basic information about HIV/AIDS, a global and regional update about the epidemic, and information about the ITF's response. The second part looked at ways to prevent child and teenage sex work, and legal issues, including the reporting of victims and follow-up work.

Among the 80 participants in the forum were taxi drivers from Cartagena and Barranquilla, SNTT affiliates, community leaders, non-governmental organisations (NGOs), the national police department, hotel workers' representatives and the University of Cartagena. The film, *Highway of Hope*, was projected to great acclaim. It shows just one example of the work the ITF is doing all over the world to prevent the spread of HIV/AIDS.

The forum generated great interest among union members, many of whom expressed an interest in taking its work forward, incorporating the issues of child sex abuse and HIV/AIDS into a larger programme on gender and sexuality that would include women's rights, and lesbian, gay, bisexual and transgender rights (LGBT).

Union members agreed there should now be a public conversation in Cartagena about sexual freedom and diversity. The message is that liberation cannot be divided: human rights cannot be granted to some groups but denied to others. So, in the trade union movement, the demand for a worker's right to a decent living should go hand in hand with the demand for an individual's right to self-determination.

Making this argument will not be easy. Prejudice in Colombia is widespread and deeply-embedded – attributable, in part, to the racial and sexual divisions fostered by

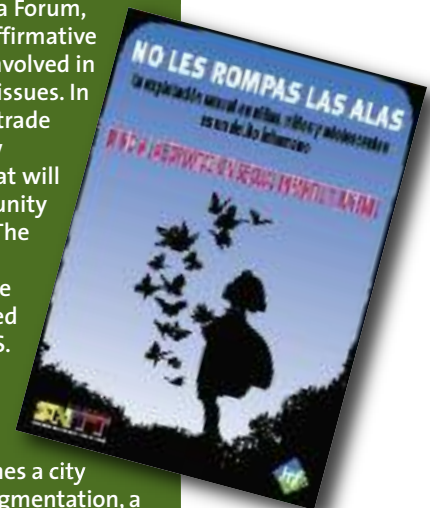
colonialism that resulted in a culture of machismo. A recent survey in Cartagena found 55 per cent of the population still rejected the idea of homosexuality, linking it to illegal behaviour such as general crime or drug trafficking.

Following the initial Cartagena Forum, the ITF is now working with Affirmative Caribbean, a respected NGO involved in educating people about LGBT issues. In partnership with Cartagena's trade unions, a groundbreaking new campaign is emerging, one that will link union members to community activists and women leaders. The aim of this campaign is to eradicate homophobic violence and end discrimination suffered by people living with HIV/AIDS.

Affirmative Caribbean has developed a framework under which this can be carried out. 'For a Single Cartagena' imagines a city without social or economic fragmentation, a confident, pluralist place in which diversity is not only tolerated but welcomed. Its most innovative proposal is the establishment of a new forum consisting of 120 people from Cartagena's three main districts.

Forum members will be trained to take anti-discrimination messages out into their communities and to promote inclusive practices at all levels of society. In support of this activity, there will be also be a variety of audio-visual material, and an internet site for news and information where the public can participate by contributing their opinions and experiences.

Antonio Rodriguez Fritz, ITF inter-American regional secretary said, "It is very encouraging to see that many of our affiliates in Latin America are coming up with innovative campaign plans to help their members in the struggle against HIV/AIDS. It is especially praiseworthy that they are carrying out these activities in collaboration with different stakeholders, including NGOs and local government authorities, for maximum effect."



HOW DO YOU ENGAGE LONG-DISTANCE TRUCK DRIVERS WITH TARGETED SERVICES, MESSAGES AND MATERIALS ABOUT HIV/AIDS? ROBIN LANDIS ON THE LATEST PROJECT TO REACH THESE WORKERS

DRIVING UP AWARENESS

North Star Alliance is building a network of sustainable, containerised roadside clinics – known as wellness centres – that meet the basic health needs of highly mobile populations in Africa. The services are designed to give long-haul truck drivers easy access to HIV counselling and testing, STI treatment, basic health care and timely medical referrals. Besides the essential clinical services that are provided, targeted prevention and health promotion are also prioritised.

In the past there have been brochures of all shapes and sizes, posters, videos and every other form of communication dealing with health risks, personal responsibilities and how to live a healthier lifestyle, but few have spoken directly about the unique vulnerabilities of life on the road.

So North Star has been narrowing the focus in order to develop better communication tools that reflect real life, address real needs, and offer practical advice to long-haul truck drivers and their direct and indirect contacts. To achieve this, North Star is working with a variety of partners, including unions, companies and communities.

What we've heard

Earlier this year a quick assessment was conducted among a group of truck drivers, sex workers and company managers to gauge their awareness of the roadside wellness centres and their attitudes about the health information available at them. While the

assessment only scratched the surface of the problem, it did raise some important issues confirming what North Star staff already believed: not everyone knows about the wellness centres and their services; there are a variety of reasons why someone seeks the services of a wellness centre; and the health information, counselling and other personal interaction with staff are seen as important services in and of themselves.

The drivers interviewed wanted to have more entertaining health messages, including audio CDs to play while driving; foldable, easily-carried print materials in local languages; and more information on health, nutrition, exercise and controlling hypertension while on the job. They also wanted to know where the roadside wellness centres are located on a corridor and whether HIV counselling and testing is offered on-site.



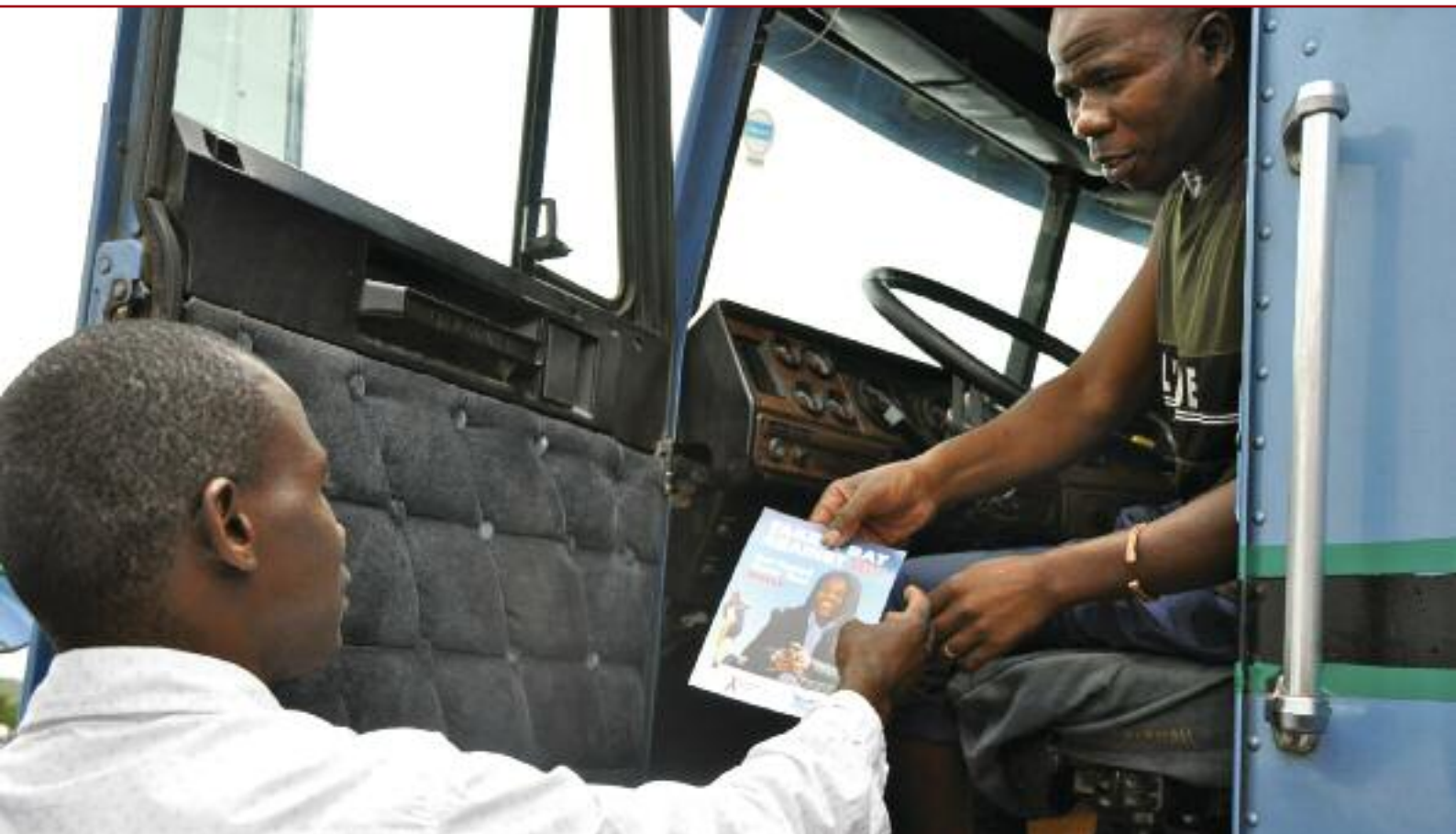
Get smart

The first North Star branded material was developed to help the wellness centre staff discuss the issue of TB and HIV. In conjunction with the ITF, UNAIDS, WFP, FESARTA, KNCV (Dutch) and US-based KwikPoint, a pocket-sized, illustrated 'smart card', featuring a truck driver character, was designed to present basic facts, risk behaviour, preventive behaviour, treatment options and positive living advice. The cards were produced in English, French and Portuguese and have been well received both by staff and clients. Revisions and translation into Swahili and Chichewa are now being planned.

Going down the road feeling bad

No matter how good your health services are, if people don't know you exist or can't find you then you have failed to deliver your objective. This is why, with the support of Shell Oil and Maplecroft, North Star and its partners produced 20,000 regional maps pinpointing public and private health facilities along Africa's major corridors. The standard-sized foldable maps were specifically created for east, west and southern Africa and they are the first of their kind ever produced.

The maps were sent to unions, transport companies and roadside wellness centres for distribution to truck drivers. The response has been overwhelmingly positive. Staff at North Star have been told by truck drivers who come in sick that they learned about the wellness



centres through the maps. This year, North Star hopes to work with unions to collect feedback on the maps to determine how to revise the information and in what format to make it available.

Taking a bat at HIV

For the first time ever, North Star has enlisted a high-profile personality to help spread the word about the wellness centres and the services they offer. As a widely recognized cricket commentator and former national player for Zimbabwe, Mpumelelo Mbangwa, better known as 'Mpume', regularly commands an audience of international cricket fans. Mpume and North Star have formalized their relationship, which serves both Mpume's interest in doing something meaningful for African communities and North Star's desire to have the wellness centres become better known.

A highly respected public figure and well-travelled family man, Mpume feels that he is in a unique position to speak frankly about sensitive health, family and social issues, as well as connect with young people through sports. The first campaign using Mpume's image was launched for World AIDS Day and

encouraged people to get tested. Mpume will be doing a series of personal appearances this year in selected countries and unions are invited to help promote the events among their membership.

Competence and confidence building

North Star is determined to build a cadre of confident, well-trained and well-informed truck drivers. It wants to develop and sustain an active cohort that shares its knowledge at work and at home. To this end, collaboration is sought with unions, businesses, governments, networks of sex workers and community groups. It is hoped that the recently signed memorandum of understanding between North Star and the ITF will facilitate closer collaboration and involvement of union members.

Tailgate us online

North Star aims to secure financial, policy and programme support to address the high impact of communicable diseases related to highly mobile lifestyles. To do so, we will employ the full power of social media to raise issues of interest and importance to our target audience and to broaden support for establishing new wellness centres in Africa,

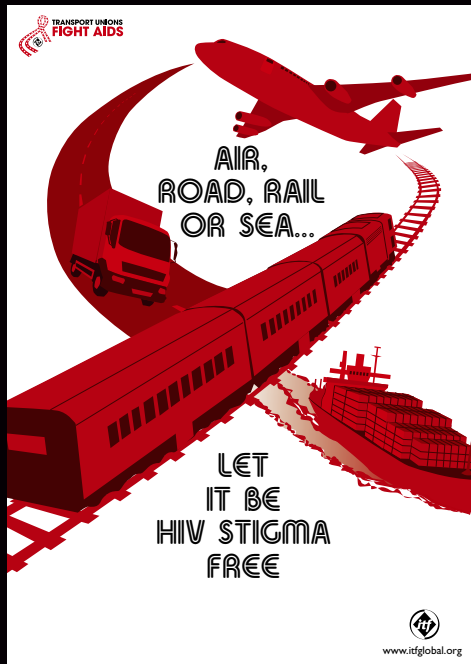


India and beyond. The North Star communications team is gearing up for a busy year that will see regular posts to Facebook, Twitter and the North Star website. ITF members are invited to follow us and suggest content of interest to our mutual audiences.

Follow us online at:
www.northstar-alliance.org

Robin Landis, who is based in Nairobi, Kenya, is head of the North Star Alliance communications team and is the World Food Programme's (WFP) North Star liaison.

North Star Alliance is a public-private partnership whose goal is to reduce the impact of HIV in the transport sector and is supported by the ITF, ORTEC, UNAIDS, TNT and WFP. There are currently 22 North Star roadside wellness centres operating across nine African countries, each serving on average 35-45 people everyday.



The International Transport Workers' Federation (ITF) is an international trade union federation of transport trade unions, representing four and a half million transport workers in 154 countries. It is one of several global union federations allied with the International Trade Union Confederation.

Check out the ITF website for details of the ITF's HIV/AIDS campaign and its other work representing the interests of transport workers, through advocacy, information and solidarity actions.

www.itfglobal.org