

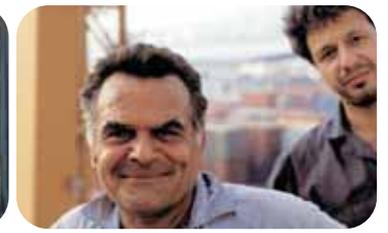


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Managers' module



Driving for change

**A training toolkit on HIV/AIDS
for the road transport sector**



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A training toolkit on HIV/AIDS for the road transport sector

Managers' module

This module contains materials for use by IRU Academy Accredited Training Institutes (IRU Academy ATIs). It contains:

- Lesson plan for managers
- Workbook for managers

This toolkit has been produced as a joint initiative of the International Road Transport Union (IRU) Academy, the International Transport Workers' Federation (ITF) and the International Labour Organization (ILO).

It is intended for instructors, managers, drivers and other workers in the road transport industry.

It can be used by all those who are involved in fighting HIV/AIDS – employers, trade unions, training institutions (formal and informal) and government agencies.

Together we can fight HIV/AIDS.

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DRIVING FOR CHANGE
A TRAINING TOOLKIT ON HIV/AIDS FOR THE ROAD TRANSPORT SECTOR

Managers' module

ISBN: 978-92-2-120816-7

These materials were produced by Mr. Stirling Smith in the framework of the Tripartite HIV/AIDS Project between the International Labour Organization (ILO), the International Transport Workers' Federation (ITF) and the International Road Transport Union (IRU) Academy.

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What is in the toolkit?

When something is wrong with a truck, you choose the right tool from the toolbox to fix it. This toolkit is the same. You don't need to use all of it. You only need to find the right part that is useful for your purpose.

The toolkit contains:

■ Instructors' module

This module is intended for anyone called upon to deliver training about HIV and AIDS. You may be working in a road transport company, a training institution or a trade union. You may be delivering training in a more formal setting through, for example, a training institute accredited by the IRU Academy, the educational arm of the International Road Transport Union (IRU), or you may be meeting drivers at union meetings, border crossings or "truck stops". You may be a travelling counsellor working on a project as a volunteer.

Maybe you don't have a background in HIV/AIDS issues, or maybe you lack prior training experience, but don't worry about that! This toolkit will help you.

■ Managers' module

This module is for use by instructors who will deliver training programmes for managers on HIV/AIDS through an international network of quality approved IRU Academy Accredited Training Institutes (IRU Academy ATIs). It contains detailed lesson plans for training with managers and a workbook which the students on those training programmes will be able to use. Students who attend IRU Academy accredited programmes will receive a qualification.

■ Drivers' module

This module is for use by instructors who will deliver training programmes for drivers on HIV/AIDS through an international network of quality approved IRU Academy Accredited Training Institutes (IRU Academy ATIs). It contains detailed lesson plans for training with managers and a workbook which the students on those training programmes will be able to use. Students who attend IRU Academy accredited programmes will receive a qualification.

■ Module for informal settings

This module contains exercises and activities that can be used with drivers and other road transport workers in informal (and formal) settings.

■ "Driving for change" – a short promotional film on HIV/AIDS

■ PowerPoint presentations

- Condoms
- A CD-ROM with key publications:
 - Conclusions of the Tripartite Meeting on Social and Labour Issues Arising from Problems of Cross-Border Mobility of International Drivers in the Road Transport Sector, held in Geneva in 2006
 - ILO *Guidelines for the transport sector*
- *ILO code of practice on HIV/AIDS and the world of work*
- ILO leaflet *Know Your Status*



Foreword

HIV is spreading fast along major transport routes in different regions of the world. Transport workers are at risk by virtue of the nature of their work, but they can also make a significant contribution to the response required to deal with the epidemic. Therefore, efforts to combat HIV and AIDS in the road transport sector should be centred on the world of work and its workers. In addressing the issue of HIV/AIDS in road transport, the ILO has followed a sectoral approach that puts a sharper focus on the specificities of this economic sector. The ILO's focus on different economic sectors is achieved through its Sectoral Activities Programme.

In 2006 the Tripartite Meeting on Labour and Social Issues Arising from Problems of Cross-Border Mobility of International Drivers in the Road Transport Sector (TMRTS) adopted a series of conclusions. These included a number of follow-up activities, among them the development of an HIV/AIDS training course for the road transport sector.

In the past, the ILO Programme on HIV/AIDS and the World of Work (ILO/AIDS) has worked with other ILO departments to create policies and networks that guide and support the actions of its constituents, and also sensitize and mobilize leaders in the transport sector. However, much remains to be done in addressing the fundamental factors and risks, including trans-boundary risks, which confront transport workers and the communities with which they interact.

The present training toolkit on HIV/AIDS in the road transport sector is the implementing tool of the *Guidelines for the transport sector* developed by the Sectoral Activities Branch together with ILO/AIDS. It is designed to enable workers, drivers, managers and instructors to respond to the epidemic in their workplace.

The toolkit is the result of joint collaboration between the ILO, the IRU Academy and the ITF. During the process of development and validation of the toolkit, particular sector-specific issues related to HIV/AIDS were addressed and reflected in the training material.

The toolkit is structured in order to satisfy the training needs of the different actors in the transport sector and includes:

- A training manual for trainers/course for facilitators
- A training course for management personnel of road transport companies
- An awareness-raising and advocacy course for transport workers which can be used on its own or integrated in existing courses

- A DVD to promote the joint effort to combat HIV/AIDS in the road transport sector and raise awareness of the training materials and training opportunities that may be offered jointly or separately by the ILO, the IRU Academy and the ITF.

The toolkit builds on the principle of joint collaboration and action between workers and employers, and their respective organizations, as a basis for an effective HIV/AIDS response in the transport sector.

It is hoped that this toolkit will strengthen the capacity of ILO constituents to respond to and manage the impact of HIV/AIDS in the transport sector, thereby ensuring economic and social development.

Elizabeth Tinoco

Chief
Sectoral Activities Branch

Sophia Kisting

Director
ILO/AIDS



Introduction

Few issues are as important in the world today as HIV/AIDS, and the road transport industry cannot afford to ignore it.

HIV/AIDS is not something that affects only the people that are ill and their families.

It can have a serious impact on a transport enterprise as well as on the national economy of any country.

That is why the social partners in road transport – the International Road Transport Union (IRU), representing employers, and the International Transport Workers' Federation (ITF), representing workers – have come together with the International Labour Organization (ILO), a United Nations agency, to prepare this toolkit. Its aim is to help educate and inform all those involved in the industry about the threat of HIV/AIDS and what we can do about it.

We hope you will use it – and spread the message that HIV/AIDS is a serious problem, but also that it is a problem we can do something about.

HIV/AIDS is a threat to our industry. We can beat it – working together.

IRU Academy

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Head - IRU Academy
International Road Transport
Union (IRU)

ITF

Mr. Mac Urata
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ILO SECTOR

Mr. Marios Meletiou
Transport Sector Specialist
Sectoral Activities Branch
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Management personnel and supervisors in road transport firms

You have a vital role in communicating the importance of this issue to your drivers and other workers who may be at risk of contracting HIV. You may also be in a position to arrange for practical improvements in the facilities available to road transport workers, which will make them less vulnerable.

The threat posed by HIV/AIDS to the road transport industry as a whole, including your own company, is considerable. Understanding this and acting on it is important for all managers in road transport.



LESSON PLAN

IRU Academy managers' programme on HIV/AIDS

Part 1

Welcome students to the unit and introduce ground rules

 **You have 1 minute**

- Emphasize that this is an IRU Academy training programme, and that the subject has been agreed by social partners at global level.
- Because of the nature of the topic, which means talking about sex, remind students to please stick to the subject and to refrain from making inappropriate or offensive remarks.
- Remind students to switch off cell phones (or at least switch to vibration mode).
- Show emergency exits, explain any other domestic issues.

 **Time used up to now: 1 minute**

Part 2

Introduce yourself and students

 **You have 1 minute**

- As the topic is highly personal, emphasize confidentiality outside the classroom.
- Point out that it is statistically possible that one of the students, or a friend or relation of a student, might be HIV positive. It is important that any students in this situation feel that the environment in the classroom will be supportive and friendly.
- Briefly introduce yourself. Try to make sure you are wearing a badge with the red ribbon on it and explain what it is.
- Ask students to introduce themselves.

 **Time used up to now: 2 minutes**



LESSON PLAN

Part 3

General introduction to topic and materials

 **You have 3 minutes**

- Emphasize that students should take notes for their own benefit.
- Emphasize that they should ask questions and discuss the topic openly and frankly.
- Go through the workbook and other materials.
- Introduce schedule:
 - Views about HIV/AIDS
 - Why it is an issue for everybody in the road transport industry
 - Why it is important for managers professionally and as individuals
 - Why drivers and their assistants are vulnerable to HIV/AIDS
 - The scientific facts about HIV and AIDS
 - What managers can do
 - Wrap up session

 **Time used up to now: 5 minutes**

Part 4

Why HIV/AIDS is an issue for the road transport industry

 **You have 10 minutes**

- Ask students for their views about HIV/AIDS. If they are not forthcoming, you can refer to the global statistics.
- Explain to students the relevance of the topic to their role as managers in road transport – issues such as loss of earnings, cost of treatment, the suffering of the victim's family, and the suffering of the infected individual.
- Use PowerPoint No. 2: "AIDS in the world today" and/or show introductory DVD film.
- Explain how HIV/AIDS can be a burden on businesses. The costs of recruiting and training drivers can be substantial. Refer to the facts, figures and witness statements in the workbook on why HIV/AIDS is a challenge for enterprises and especially for the road transport industry.
- There may be compliance issues. Seventy-three countries have included AIDS-related provisions in their labour and discrimination laws and policies. Managers may assume they know what to do about drivers who are HIV positive, BUT they could be wrong.

 **Time used up to now: 15 minutes**



LESSON PLAN

Part 5

Why drivers and their helpers are vulnerable to HIV/AIDS

 You have 5 minutes

- The focus is on the working conditions of drivers.
- Ask students about the amount of time drivers have to spend away from home and the amount of time they may have to wait at border crossings, etc.
- Ask students about the facilities that are available for their drivers at border crossings and other places.
- Refer to the information in the workbook about the delays drivers experience and the industry's efforts to reduce these delays.
- Explain the problems that arise in situations where there are no facilities and how along many road transport corridors there are now hot spots where drivers have to wait and where "informal" recreation facilities are provided.

 Time used up to now: 20 minutes

Part 6

The scientific facts about HIV/AIDS

 You have 10 minutes

- Use PowerPoint No. 1: "HIV/AIDS facts"
- Explain the difference between HIV and AIDS. Point out that the virus itself is quite fragile and only survives in body fluids. Explain the time lapse between becoming infected and developing the opportunistic infections which mean that the person's immune system has become damaged by the virus. During this time lapse drivers can work normally and show no signs of infection, which means that during this time window they can spread the infection to their families and any casual partners they may have during their journeys. This is why testing is important.
- Stress the point that the vast majority of new HIV infections are caused by heterosexual sex (and not by drugs or homosexual sex). You can briefly explain the dynamics of the epidemic in your country/region.
- Also point out that when AIDS develops, it is possible for drivers to carry on working if they given the right treatment, care and support, and that this may be a worthwhile investment by the company.
- You can use flashcards as a quick exercise to reinforce these points.
- You could also use the talking points "Dealing with fears about HIV/AIDS at work".

 Time used up to now: 30 minutes



LESSON PLAN

Part 7

What managers can do

 **You have 10 minutes**

- Explain that managers in road transport who want to be leaders cannot just leave this issue to “somebody else”. HIV/AIDS is “everybody’s business”. It is a business risk, and they need to think about it.
- Stress that this is an area where businesses DO NOT need to compete.
- Steps to be taken include:
 - Taking care of drivers.
 - Drawing up a workplace policy on HIV/AIDS, with trade union involvement if there is one – the transport unions have been very active on the issue. One manager in the company should have lead responsibility.
 - Setting up a workplace-based committee and establishing a time-bound action plan.
 - Promoting the rights of HIV+ employees and declaring “zero tolerance” for discrimination.
 - Raising the issue of HIV/AIDS in business groups and employers’ organizations.
 - Discussing the implications of AIDS with suppliers, sub-contractors and customers – especially small enterprises clustered around your business.
 - Supporting initiatives in your community – or perhaps at truck stops and border crossings – in conjunction with other operators.
 - Thinking about prevention, care and support programmes for your workforce.

 **Time used up to now: 40 minutes**



LESSON PLAN

Part 8

Wrap up session

You have 5 minutes

- Remind students that HIV/AIDS is an important issue for the road transport industry. Companies that will not feel its impact are either lucky or well prepared.
- Because it can be an emotive issue and gets mixed up with moral attitudes about sex, drugs, and so on, managers need to keep a “cool head” – approach it like ADR. There are procedures and guidelines, just follow them.
- Because of the nature of the topic students are not tested on their knowledge as such, but they need to spend 5-10 minutes working out individually what they are going to do when they get back to their respective companies. There is a planning form, **Personal action plan on HIV/AIDS**, for students to fill in.
- End of topic.

Well done!

Time used up to now: 45 minutes



WORKBOOK

IRU Academy managers' workbook

Introduction

This workbook is intended for managers attending training programmes at IRU-accredited centres.

You might think that managers have enough issues to deal with, and that HIV/AIDS is a matter for the Government.

In fact, HIV/AIDS is an issue of supreme importance to the road transport industry. Managers need to deal with it. Managers who want to become leaders in the industry need to have wider understanding of the pandemic.

Talking about AIDS

Think about these statements. Decide whether you agree or disagree, and give your reasons.

"HIV/AIDS is spread by the irresponsible behaviour of people who have unprotected sex with casual partners. It is their own fault."

"Now that antiretroviral drugs are available, HIV/AIDS is not an issue."

"Several workers in our company have, sadly, died from AIDS. But we have always been able to replace them. Unfortunately, there is such high unemployment that any worker can be replaced."

"If a worker does contract HIV/AIDS, it is a private matter. But we should provide an environment at work which would support that worker if he or she chose to tell the management or fellow workers."

"HIV/AIDS is spread by sex and drug use. Our company does not want to be associated with such things. It would be bad for our image to talk about these things. The workplace is not the right place to discuss things like safe sex."

AIDS in the world today

The statistics show there is a crisis:

- In the last 25 years, 65 million people have been infected by HIV.
- Since the early 1980s, when HIV/AIDS was identified, 25 million people have died of AIDS-related illnesses.
- In 2007, 2.1 million people died of AIDS-related illnesses.
- In 2007, 2.5 million people were newly infected with HIV.



WORKBOOK

AIDS is not just an African problem

Eastern Europe and Central Asia are experiencing one of the world's fastest-growing HIV/AIDS epidemics. UNAIDS global report for 2006 puts the number of people infected with HIV in these areas at around 1.5 million in 2005. This means that in the space of just ten years, prevalence in the region has increased 20-fold.

The report pinpoints in particular Ukraine, where it says the annual number of new HIV diagnoses keeps rising, and the Russian Federation, which has the biggest AIDS epidemic in Europe.

Why HIV/AIDS is an issue for the road transport industry

All enterprises are at risk from HIV/AIDS. Researchers at Boston University some years ago suggested that AIDS-related cost in companies studied ranged from 3 to 11 per cent of the annual salary bill in 1999 and that it would amount to between 2 and 8 per cent in 2010.

The Global Business Coalition on HIV/AIDS, Tuberculosis and Malaria (GBC) is composed of more than 200 leading international companies, including global logistics companies like DHL. This is what it says:

- For companies possessing workforces in regions that have high rates of HIV infection or burgeoning epidemics, the growing HIV rates in the workforce and communities in which they operate increase the cost of business as a result of:
- Profitability: With a greater number of employees falling sick due to HIV/AIDS, companies are faced with increased costs due to rising costs of health insurance, sick leave and funeral benefits. Companies also have to bear the costs of recruiting and training new staff. HIV also threatens economic prosperity by putting national economies at risk, deterring investment and decreasing output for foreign exchange.
- Productivity: Production lines, management structures and cohesion in the workplace are directly undermined by increased absenteeism from sickness, caring for ill family members, and preparing for and attending funerals of AIDS victims. Greater staff turnover also leads to knowledge and skill loss among employees. Lower morale due to illness and loss of co-workers threatens the stable environment needed to sustain operations.

Transport enterprises will also suffer these costs. A study of a transport enterprise in Zimbabwe found that the total cost to the company arising out of AIDS was equal to 20 per cent of profits.



WORKBOOK

Compliance

The law in your country may now require you to think about the treatment of employees who may be infected with HIV. In 73 countries, labour and discrimination laws and policies now include AIDS-related provisions. As managers, you may assume you know what to do about drivers who are HIV positive. BUT you could be wrong.

HIV/AIDS and your business

Think about your workplace. What might be the consequences if a skilled worker:

- Was off sick for one month with an opportunistic illness that was a result of being infected with HIV?
- Had to leave employment because he or she was too ill with AIDS?
- Died as a result of AIDS?



WORKBOOK

Why drivers and their helpers are vulnerable to HIV/AIDS

Many transport workers are highly mobile and spend considerable time away from home. Some also work in isolation, although there are differences regarding places of overnight stays, duration of trips and the frequency of absence from home.

Risks to drivers at border crossings

Lodgings at resting places such as truck stops can be expensive, if they exist at all. Some drivers say it is cheaper to spend the night with a commercial sex worker than pay for a night's lodging.

Entertainment facilities are limited, so that alcohol and prostitution fill this void. Transport workers are stigmatized and marginalized by police harassment, immigration officials and the communities with which they come into contact. This has an adverse impact on their behaviour.

Basic health care as well as treatment for sexually transmitted diseases (which in turn increases the risk of HIV infection) are often not available where transport workers need them most. Sometimes condoms are very expensive or not available in locations frequented by transport workers.

There is limited access to health services, particularly those providing diagnosis and treatment for sexually transmitted infections (STIs).

Driving is predominantly a male occupation, and can be associated with a "macho" culture. In some countries, monogamous drivers are ridiculed by their colleagues who have sexual partners in several stopping places along their regular routes.

Even those who do not regularly use the services of sex workers are likely to have multiple partners because of their mobility.

Stigmatization

Because of the risk factors discussed above, drivers are sometimes stigmatized and blamed for rising rates of HIV infection along transport corridors. This is both unfair and counterproductive. Stigmatizing transport workers will only serve to push the problem of HIV/AIDS underground, which will in turn lead to the disease spreading faster. Blaming drivers diverts attention from other factors which can be addressed.

What is important is to recognize the circumstances and the work environment which can place transport workers at risk. There must be action aimed at reducing risk for transport workers as well as their families and the communities through which they travel.



WORKBOOK

HIV/AIDS: The facts

HIV stands for Human Immunodeficiency Virus.

AIDS stands for Acquired Immune Deficiency Syndrome.

A person infected with the virus is said to be HIV positive. One does not “catch” AIDS.

HIV attacks the body’s immune system. When it does, it weakens the body’s ability to fight off infection. A person has AIDS when the virus starts to damage the immune system and they catch infections they could normally resist.

The infections become more serious until the person starts to contract life-threatening infections and cancers. By this stage the immune system is severely weakened. The patient could die when an untreatable life-threatening condition develops. The most common causes of death among people with AIDS are pneumonia and tuberculosis.

When a person gets these “opportunistic” diseases or infections, he or she is said to have AIDS. For some people it takes a long time to develop these infections and therefore AIDS, while for others it may take less time. Not everyone with HIV has AIDS, and AIDS is not the same as HIV.

In the absence of antiretroviral therapy (ARV), most people will progress from HIV infection to AIDS in seven to ten years. After developing AIDS, without any treatment, most people will survive for less than one year. However, the time lapse can vary from a matter of weeks to up to 20 years.

How does antiretroviral therapy (ARV) work?

Antiretroviral therapy doesn’t cure HIV, but it can lower the amount of the virus in the blood to such low levels that it cannot be detected using tests (this is normally called an undetectable viral load). Lowering the amount of HIV in the body allows the immune system to work better, so the body can fight infections.

For HIV treatment to work properly it needs to be taken properly - *adherence* is the term that is often used for taking the correct dose of medication, at the right time and in the right way.

To make adherence easier, anti-HIV treatments have been developed that only need to be taken once a day, and can be taken with or without food.



WORKBOOK

How HIV/AIDS spreads

The Human Immunodeficiency Virus (HIV) is transmitted through body fluids – blood, semen, vaginal secretions and breast milk. People catch the virus through these routes:

- Unprotected sexual intercourse with an infected partner (the most common transmission route); it makes no difference if this is heterosexual or homosexual sex.
- Blood and blood products through, for example,
 - infected blood transfusions and organ or tissue transplants;
 - the use of contaminated injection or other skin-piercing equipment (this can be through shared drug use or “needle stick” injuries).
- Mother to child transmission (MTCT) by transmission from an infected mother to child in the womb, or at birth, or by breastfeeding.

After infection, a person develops antibodies; these are an attempt by the immune system to resist the attack by the virus. If a person is tested for HIV and the presence of HIV antibodies is found, the person is said to be *HIV positive* or simply *HIV+*.

Percentage of HIV of infections by transmission route

Sexual intercourse	70-80
Blood transfusion	3-5
Injecting drug use	5-10
Health care (needle stick injuries)	<0.01
Mother to child transmission	5-10

Source: Department for International Development, *Prevention of Mother to Child Transmission of HIV: A Guidance Note* (London, 2001).



WORKBOOK

We have listed the three main ways of the virus passing from an HIV-positive person. HOWEVER, the virus is not always passed on and infection is not automatic.

So, for example, an HIV-positive pregnant woman might find that her baby is born free of the virus. Or a woman who is not infected but has sex with an HIV-positive man might not contract the virus. Certain factors make it more likely that the virus will be transmitted. The most important factor in transmission through intercourse is whether there are any sores through which the virus can pass from one body to another. The presence of a sore caused by another sexually transmitted infection (STI), for example, can increase the chances of infection dramatically. So the risk of sexual transmission of the HIV virus is increased by the presence of other STIs.

This is why frequent check-ups for STIs are so important for any sexually active adult. Some STIs show no visible signs, especially in women. Therefore check-ups are important even when there are no symptoms of infection.

Remember that a person may live for many years after infection with HIV, much of this time without symptoms or sickness, although they can still transmit the infection to others. Of course, if a person is not aware that they are infected, they may take fewer precautions and unknowingly pass on the virus.

Dealing with fears about HIV/AIDS at work

Think how you would respond to the following situations:

- Workers refusing to eat with a worker known to have HIV or to use the same toilet.
- Workers demanding protective clothing because of their fear of being at risk of HIV infection.
- Customers demanding that a driver delivering food, who is suspected to be HIV positive, should not be used to deliver to them.
- First aiders resigning their positions because they fear they are at risk from HIV/AIDS infection if they carry out first-aid procedures (e.g. mouth-to-mouth resuscitation).



WORKBOOK

What managers can do

So far, we have explained why HIV/AIDS is a risk to your business, and thus an issue for managers.

What can you do? Based on the experience of many companies the world over, here are the essential steps:

- Draw up a workplace policy on HIV/AIDS, with trade union involvement if there is one – the transport unions have been very active on the issue. One manager in the company should have lead responsibility.
- Set up a workplace-based committee and establish a time-bound action plan.
- Promote the rights of HIV+ employees and declare “zero tolerance” for discrimination.
- Raise the issue of HIV/AIDS in business groups and employers’ organizations.
- Discuss the implications of AIDS with suppliers, subcontractors and customers – especially small enterprises clustered around your business.
- Support initiatives in your community – or perhaps at truck stops and border crossings – in conjunction with other operators.
- Think about prevention, care and support programmes for your workforce.
- Think about yourself. Are you at risk? Do you need to reconsider your own behaviour?



WORKBOOK

The ILO code of practice

There is a useful tool for all those concerned with HIV and AIDS in the workplace. The *ILO code of practice on HIV/AIDS and the world of work* was drafted by a global group of experts drawn from workers' and employers' organizations and governments. The ILO, founded in 1919, became a specialized agency of the United Nations in 1946. It has a mandate to promote social justice and internationally recognized human and labour rights. It is unique in the UN system in that it brings together governments, employers and workers in tripartite governance.

The *ILO code of practice on HIV/AIDS and the world of work* has thus become the basis of many national codes or laws dealing with HIV/AIDS and employment.

The ILO code of practice rests on ten fundamental principles:

- Recognition of HIV/AIDS as a workplace issue
- Non-discrimination
- Gender equality
- Healthy work environment
- Social dialogue
- No screening for purposes of exclusion from employment
- Confidentiality
- Continuation of employment relationship
- Prevention
- Care and support



WORKBOOK

Why have a workplace policy on HIV/AIDS?

A workplace policy provides the framework for enterprise action to reduce the spread of HIV/AIDS and manage its impact. An increasing number of companies have workplace or company policies on HIV/AIDS. Such a policy:

- ☑ provides a clear statement about non-discrimination;
- ☑ ensures consistency with appropriate national laws;
- ☑ lays down a standard of behaviour for all employees (both infected and non-infected);
- ☑ gives guidance to supervisors and managers;
- ☑ helps employees living with HIV/AIDS to understand what support and care they will receive, such that they are more likely to come forward for testing if they think they may be HIV positive;
- ☑ helps to stop the spread of the virus (for example, if measures like condom distribution are included, or if an enterprise conducted awareness raising outside the workplace);
- ☑ assists an enterprise to plan for HIV/AIDS, so ultimately saving money.

Set up a workplace committee

A committee in your company may be difficult to establish, because so many workers are mobile. Nevertheless, if you set one up, it is an important way of demonstrating that the company takes the question seriously. It will also help to involve a wider group within the enterprise – aware, informed and committed to taking action on the issue.

Declare “zero tolerance” for discrimination based on HIV/AIDS

Any form of discrimination or stigmatization of drivers (or any other road transport workers) on the basis of their HIV status may well be illegal in your country. But it also serves to drive the disease underground. If employees feel vulnerable they will not seek out testing to be certain of their status, or treatment if they know they are HIV positive. The result will be that HIV infection will spread.

Raise the issue of HIV/AIDS in business groups and employers' organizations

Leadership in the fight against HIV/AIDS is crucial. Where business groups do not recognize the importance of taking a stand, the pandemic is allowed to spread. Only by speaking out openly and discussing the reasons for the spread of the disease, can it be pushed back.

Your colleagues from other companies may laugh at you at first, but leadership is not always comfortable. You can take some comfort in the fact that many of the world's largest and most successful international companies have now publicly committed themselves to becoming leaders in the fight against HIV/AIDS.

Discuss the implications of AIDS with suppliers, subcontractors and customers – especially small enterprises clustered around your business

As a transport company you have extensive links with your suppliers, customers and contractors. Some of these may be smaller than you and you are in an important position to pass on to them information and key messages about HIV/AIDS.



Support initiatives in your community – or perhaps at truck stops and border crossings – in conjunction with other operators

Interventions that target truck drivers alone, without addressing the surrounding communities and their partners at home, and without seeking to reduce the structural factors that increase vulnerability to HIV, are unlikely to produce sustainable results. HIV prevention and care activities for truck drivers must address the particular environments and conditions in the “risk zones” that grow up around transport nodes, as well as the families and other partners of the truckers, who may live far away.

Employers can help by providing better facilities for rest and other support services (in conjunction with other employers, trade unions, governments and non-governmental organizations (NGOs)). This could include subsidized alternative forms of entertainment, as a way of occupying workers' spare time.

Think about prevention, care and support programmes for your workforce

Prevention through information and education

HIV is most frequently transmitted through sexual intercourse without condoms, behaviour that is influenced by social norms, information, personal views, and the actions of fellow workers. Information needs to be provided about HIV and how it is transmitted, as well as education to help people understand their own risk and how to reduce it. Education needs to be supported by the provision of resources such as condoms, services for the treatment of STIs, and clean injecting equipment.

The IRU Academy has developed a short awareness programme for drivers. Managers should arrange for this training to be delivered and even deliver it themselves.

Companies can also organize ways of delivering safe-sex messages to drivers at stopping points, in collaboration with each other, with transport trade unions and with NGOs.

Peer educators, selected from the workforce and given training, are often able to communicate more effectively with co-workers than a changing pool of outsiders. They can disseminate information and supplies, organize skill-building sessions and make referrals to other HIV/AIDS services. The involvement of peer educators not only helps establish trust and ensure relevant messages, but also encourages participation and “buy-in”. Peer education is not the whole answer, as some workers are concerned about confidentiality. It can be particularly effective if it involves people living with HIV/AIDS.

Voluntary counselling and testing

Voluntary counselling and testing must be based on the principles of voluntary, informed consent and confidentiality regarding the results. It should be accompanied by counselling and linked to a certain level of services to follow up the test. If the result is negative, the individual needs information on assessing and preventing risk. If the result is positive, he or she needs information and advice on ways of maintaining health, protecting partners from infection, and services available in the community, including treatment. Employers are encouraged to provide care and support at the workplace, including treatment where possible.

Testing centres that are seen to belong to the road transport industry may attract more workers than regular centres in the community.

Care and support

Workers with HIV should receive care and support. They may well be able to carry on working for a number of years, especially if they have access to medicine, good nutrition and rest. Shifts and work schedules may need to be altered, and tasks and working environment adapted for any workers that are chronically sick. Their skills, training and “institutional memory” will thus be available to their employer for longer, and they can carry on earning.

If care and support are NOT available for workers, there is no incentive to come forward to be tested. If a positive test result only leads to stigmatization and discrimination, why bother? Care and support are thus a vital part of preventing HIV.

Care and support includes much more than just access to drugs: it also comprises palliative care, better diet and psychological support.



What about the costs?

Won't all these measures be expensive? No. A study (of construction workers) in South Africa recommended a package of interventions and estimated the cost of providing them.

The measures proposed were:

- Condom distribution to all workers
- Treatment of sexually transmitted infections
- Peer counselling for safe behaviour
- Voluntary counselling and testing (VCT) for those who seek tests to learn if they are HIV+ and, if so, to be counselled on best health maintenance strategies

The package would also include four care and treatment interventions:

- Palliative care for HIV+ persons showing symptoms of AIDS
- Treatment of opportunistic infections associated with HIV/AIDS
- Opportunistic illness prophylaxis (especially tuberculosis)
- HAART (Highly Active Anti-Retroviral Therapy) and related lab services to reduce risk of death from AIDS

The study found that the cost of the package, when prevalence was 1 per cent, was calculated to be USD 6,970 per annum per 1,000 workers.

Time to plan!

Look back over what you have discussed TODAY. Think about the actions you are going to take. Draw up an action plan, using this format:

Personal action plan on HIV/AIDS		
What am I going to do?	What is the timetable? (When shall I do it?)	Who else do I need to involve?



Summary

HIV/AIDS is not just an issue for doctors and health ministries. It is one of the biggest problems facing business today. In the road transport industry it is a bigger problem than in most other industries.

If you do not prepare for AIDS, it will come and affect your business anyway.

Luckily, there has been a lot of planning by international organizations so we have a good idea of what you should be doing.

Now it is over to you to start working on this vital issue in your company.

Good luck!



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