

Dear readers,

Welcome to the third and long awaited issue of the ILO newsletter covering the activities and achievements of the Sida-funded programme on HIV/AIDS prevention and impact mitigation in the world of work in Sub-Saharan Africa.

This issue provides insight into how cooperatives are responding to HIV/AIDS by building economic resiliency to mitigate the impact of the epidemic. One feature tells the story of how an Ethiopian woman was able to increase her livelihood thanks to the ILO *Start and Improve Your Business* programme. Another story focuses on activities by the cooperative project in Cameroon aimed at improving the quality of life for women affected by HIV/AIDS. A feature from Tanzania highlights the need for better entrepreneurship skills, a reminder that high levels of poverty and HIV prevalence in project areas are closely linked.

Finally, two articles on the transport sector response underscore how the impact of the ILOAIDS/Sida programme is resonating far beyond the sector itself.



## Focus

**Focus on Mobility** On a dusty crossroads between Mozambique and Malawi, women linger next to the road, laughing, and joking amongst themselves. They are waiting for dusk to fall and an evening of drinking and dancing to begin. They will soon be joined by truck drivers who are forced to spend the night at the border area while waiting for clearance to transport their goods from one country to the next.

During the day, these women may be informal market traders, or carry out odd jobs. At night they often engage in transactional sex as a means of supplementing their meagre incomes. The precarious financial situation of communities in transport routes and at cross-border areas is a factor in the exceptionally high HIV rates found along transport corridors.

Poverty and HIV are mutually reinforcing. A lack of income can push people into risk-taking behaviour. The cost of medicine and transport to clinics and hospitals for people living with HIV can impact on a family's

income. Impact mitigation programming, including projects to create jobs for People Living with HIV as well as highly vulnerable populations, is a core, but often neglected component of comprehensive national AIDS programs.

The ILO has long been involved with programs designed to build the economic resiliency of vulnerable populations. Throughout Africa, the vast majority of workers are in the informal economy. This means that they often lack social protection, and access to a regular income. Many workers in the informal economy are women, who are already highly vulnerable to HIV for various biological and sociological reasons.

ILO's tools and programs to help populations start businesses, or to build cooperatives are critical for fighting poverty. And fighting poverty is at the forefront of the battle to stem the tide of the global AIDS pandemic.

In the next phase of programming in the region, ILO will strengthen its work on HIV and the informal economy and along corridors. In this way, ILO is helping to provide long-term solutions that extend beyond HIV awareness-raising and reach to the core of the deep-rooted factors that fuel the AIDS pandemic.

This socio-economic empowerment approach to HIV programming comes at a time when the global economic crisis is threatening the livelihoods of workers everywhere. In countries already reeling from the impact of AIDS, the economic downturn can have particularly nefarious implications. This project aims to reach out to the most vulnerable communities along corridors and transport routes to strengthen their economic situation while also educating them on the risks associated with unprotected sex. By focusing on the economic empowerment of highly vulnerable groups, the ILO is simultaneously helping to combat the devastating consequences of as well as the AIDS pandemic and the global economic crisis.

Loretta Hieber-Girardet



## The new labour standard on HIV/AIDS in the world of work

In order to strengthen the global response in fighting HIV-related discrimination and stigmatization and to provide for prevention, treatment, care and support in and through the world of work, the ILO is

currently in the process of elaborating a new international labour standard on HIV/AIDS and the world of work. A first discussion on the scope and substance of the new standard took place at the 98<sup>th</sup> Session of the International Labour Conference (ILC) held in Geneva in June 2009. The second discussion will take place at the 99<sup>th</sup> Session of the ILC in June 2010, when the instrument is expected to be adopted.

The adoption of this instrument is extremely significant as it will be the very first international labour standard focusing exclusively on HIV/AIDS and the world of work. The standard will establish key principles which the ILO's 183 member States would be called upon to observe. Pursuant to the ILO Constitution, one year after the adoption of the new standard, member States, in consultation with their most representative employers' and workers' organizations, would be required to provide information on actions taken as a result of the adopted text.

*Ingrid Sipi-Johnson,  
Legal officer, ILO/AIDS*



### Strengthening gender-sensitive responses to HIV/AIDS in the world of work

At its 98<sup>th</sup> Session in June 2009, the International Labour Conference adopted the resolution on Gender Equality at the Heart of Decent Work. The resolution charts a strategic course for ILO action to support constituents in promoting gender equality through their respective mandates.

The resolution acknowledges that despite advances in educational levels, women are over-represented in low-paying jobs, many women suffer poor working conditions and HIV/AIDS increasingly affects young, poor females.

In response, and amongst other measures, the resolution calls upon ILO to develop work-related policy options for governments in response to HIV/AIDS that address the different impact that the epidemic has on women and men; and to promote gender sensitive occupational safety and health policies, cultures and systems.

*Geir Tonstol, CTA,  
Bureau for Gender Equality*



## NEWS

### BETTER LEGAL COMPLIANCE

The programme component on enhancing legal and policy compliance on HIV/AIDS has undergone some staffing changes. Colin Fenwick, an Australian born lawyer has taken over the coordination of this component since November last year. Caroline Hunt-Matthes, a British lawyer, has recently joined him in the short term to support the final phase of activities. In particular, she will develop a training package on legal issues and HIV/AIDS in the world of work that can be used by a variety of audiences. Welcome to both!

A final training workshop for judges will take place in Ethiopia 19-22 October in partnership with SKILLS. The workshop will focus on equipping labour judges and lawyers with the tools and knowledge to appropriately handle cases related to HIV/AIDS and disability.



**C-O-O-P  
AFRICA**

### COOPERATIVES AND THE INFORMAL ECONOMY

*A number of innovative activities have been undertaken under the cooperatives and informal economy component of the programme resulting in progress towards impact mitigation, especially concerning women working in the informal economy. Wailee Kui reports that CoopAfrica has launched a key element of its programme: providing business support services to cooperatives through identified Centres of Competence.*

In response to a loosely connected and sometimes fragmented cooperative movement, CoopAfrica contributes to capacity building of cooperative support structures (federations, unions, colleges). These support structures are "Centres of Competence", and provide the skills and resources for cooperative members to grow and prosper as true business entities, pooling resources and contributing to increased empowerment and service delivery beyond the duration of the programme. Through this enhanced

capacity, it is expected that the cooperative movement will create wealth, gain recognition and more importantly, be a representative voice to advocate for members' needs and ultimately influence national policies.

A Centre of Competence is a reliable, recognised and high quality business service provider that offers relevant services to strengthen cooperatives' identity as well as management and entrepreneurial capacities. It can be defined as an institution which has developed a well-known and proven expertise in cooperative-related areas and business services in general. The expertise may be of a specific domain (e.g. accounting) at either an academic or practical level, but it can also reflect an inter-disciplinary approach by combining technological developments, cutting-edge research and practical experience (e.g. how to develop market information centres).

The Centres of Competence are expected to address critical development issues including gender and HIV/AIDS within their own organization and through their cooperative members. They are therefore a powerful channel of communication for change, information, awareness raising and also for contributing to income generation, and access to healthcare within the informal economy.

The process of identification and selection of Centres of Competence (visit [www.ilor.org/coopafrika](http://www.ilor.org/coopafrika)) is coordinated by the Cooperative National Advisory Group set up in each of the eight countries where the programme operates, with technical assistance from CoopAfrica. Through a Challenge Fund, the programme has already started to promote HIV/AIDS activities submitted by Centres of Competence, such as the Kenya Cooperative College (see text box).

*Wailee Kui*

**Cooperative College of Kenya:  
Promoting an HIV/AIDS responsive  
cooperative movement**

The project aims at promoting HIV/AIDS mainstreaming within the cooperative movement through capacity building of apex organizations, district cooperative officers and selected cooperative organizations. Four cooperative organisations will be identified in which extensive HIV/AIDS activities can take place, while promoting a non-discriminating work environment with access to voluntary counselling and testing.

Gender dimensions in relation to HIV/AIDS will be taken into consideration at every stage of the project. To achieve this, model initiatives to mitigate impact of HIV/AIDS in cooperatives have been initiated through the use of the cooperative principle of social responsibility. The identified cooperatives will be assisted in developing HIV/AIDS policies, appointing focal points and training members on HIV/AIDS. The College will develop effective training materials to support their aims.

*Wailee Kui*

situation, there is a need to empower people in particularly vulnerable socio-economic situations to enable them increase their access to basic services.

**Methodology**

A revolving micro-credit fund was set up this year in three micro-finance institutions: Bamenda Women Savings and Credit Cooperative (BAWSCC), Kumbo Business Women Savings and Credit Cooperative (KUBWOSCO) and Wum Business Women and Savings Cooperative (WUBWSC). The project provided financial support for the fund completed by the mentioned cooperatives and technical assistance was given by the NGO Integrated Development Foundation.

*Designing the scheme*

The scheme was developed at a participatory workshop with leaders of the micro-finance institutions where management, roles and responsibilities of different stakeholders (ILO/SIDA-COOP, IDF, micro-finance institutions, beneficiaries) were discussed. Criteria for selection of trainers and beneficiaries and eligibility criteria for loans and projects as well as re-imbursement modalities were clarified. A number of advocacy interventions were also undertaken to get the micro-finance institutions to contribute to the fund.

The training modules included:

- Conception of a micro-project
- Diagnosis of the micro-project (feasibility, viability, profitability and the durability)
- Management of the business
- Keeping accounts
- Re-imbursement plan
- Supervision of beneficiaries
- Project monitoring

Due to the specific needs of the beneficiaries of the funds, it was found necessary to include modules on HIV/AIDS in the training package to equip participants to address some of the AIDS-related issues that can impact on the economic activity. This included adherence to ARV treatment, nutrition, living positively with HIV, reference to support groups and health insurance. Because of the knowledge acquired on AIDS and economic issues, these seven women were called "Psycho-social Economic Counsellors".



Picture SIDA/ILO-COOP: Counsellors Training workshop (Bemenda)

**Cameroon**



**Income generating activities for Persons Living with HIV in the North-West province of Cameroon**

*This article describes a scheme designed by the project in Cameroon for the North West province of the country that aims to increase financial resources, enhance livelihoods and improve quality of life for women affected by the epidemic. Joseph Kemmegne reports:*

Most people in Cameroon live below the poverty line, making it difficult for many families to access basic social and health services, especially women, the unemployed, informal economy workers and those in rural areas. This situation is made worse by the generalized HIV/AIDS epidemic (5.5% prevalence). Although Cameroon has put in place a programme to offer antiretroviral treatment free of charge, only 57 percent of eligible persons have access to such treatment. Because of this



Picture SIDA/ILO-COOP: Managers Training workshop (Bemenda)

*Building partners' capacities*

Managers of micro-finance institutions were trained in management procedures of the fund. Key issues of confidentiality in management, for example of beneficiaries' files, were discussed. Seven women from the micro-finance institutions were trained in the entire process to enable them to provide technical assistance to women infected and affected by HIV/AIDS in their communities.

*Monitoring and evaluation*

Monitoring and evaluation were carried out at different levels. Following the training of beneficiaries, the counsellors carried out regular visits to assess progress and provide additional guidance. Socio-economic data were also gathered as a baseline to assess the specific impact of the project.

A re-imbursement plan, agreed upon by loan beneficiaries, was used to monitor the businesses. IDF supervised the implementing actors on a regular basis and two participatory workshops were held to assess progress, strengths and weaknesses and to share experiences.

**Results**

The Revolving Fund received contributions from the ILO-Sida project in Cameroon in partnership with the micro-finance

cooperatives and the micro-finance contributions were specified as follows:

- WUBWSC (2,000USD, 350USD)
- BAWSCC (2,250USD, 1,125USD)
- KUBWOSCO (2,250USD, 780 USD)

A large number of HIV infected women participated in the information and training sessions. In total 112 women were reached. Funds were granted to 68 micro-projects. All the beneficiaries are now running their businesses with the help of the fund and some of them have already started to refund the loans that will benefit those on the waiting list. More than  $\frac{3}{4}$  of the promoters are now versed with keeping financial records and among those who received the funds, 30 registered for health insurance and it is expected that each year, part of the interest from their income will enable them to keep paying their insurance fees. Testimonies from beneficiaries prove that the scheme has been successful in reaching its targets:

*“ Before the project, I was selling but without knowing whether I was making any profit or not, because of the project I now keep the financial records of my business” (Emerencia N, Wum August 09).*

*“I am a Bayam Sallam., Before the project I bought my selling items in small quantities. I have increased my stock because of the project. I have opened a business place and have added plantains and cocoyam that I used to sell and I sell regularly now. I heartily thank the project (Honorine B, Wum August 09.)”*

*“I rear pigs. Before the project I had a single pig and with the funds that I got from the project, I now have six. I have even set up a garden which is being fertilized with material from the piggery and now I harvest vegetables from the garden for my nutrition (Evodia A, Wum August 09)”*

### **Lessons learned**

The scheme seems to have brought a lot of joy and hope to the beneficiaries. Many other women living with HIV have expressed their desire and willingness to be involved. However the amounts allocated to beneficiaries - because of the project limited resources - appear not to be sufficient.

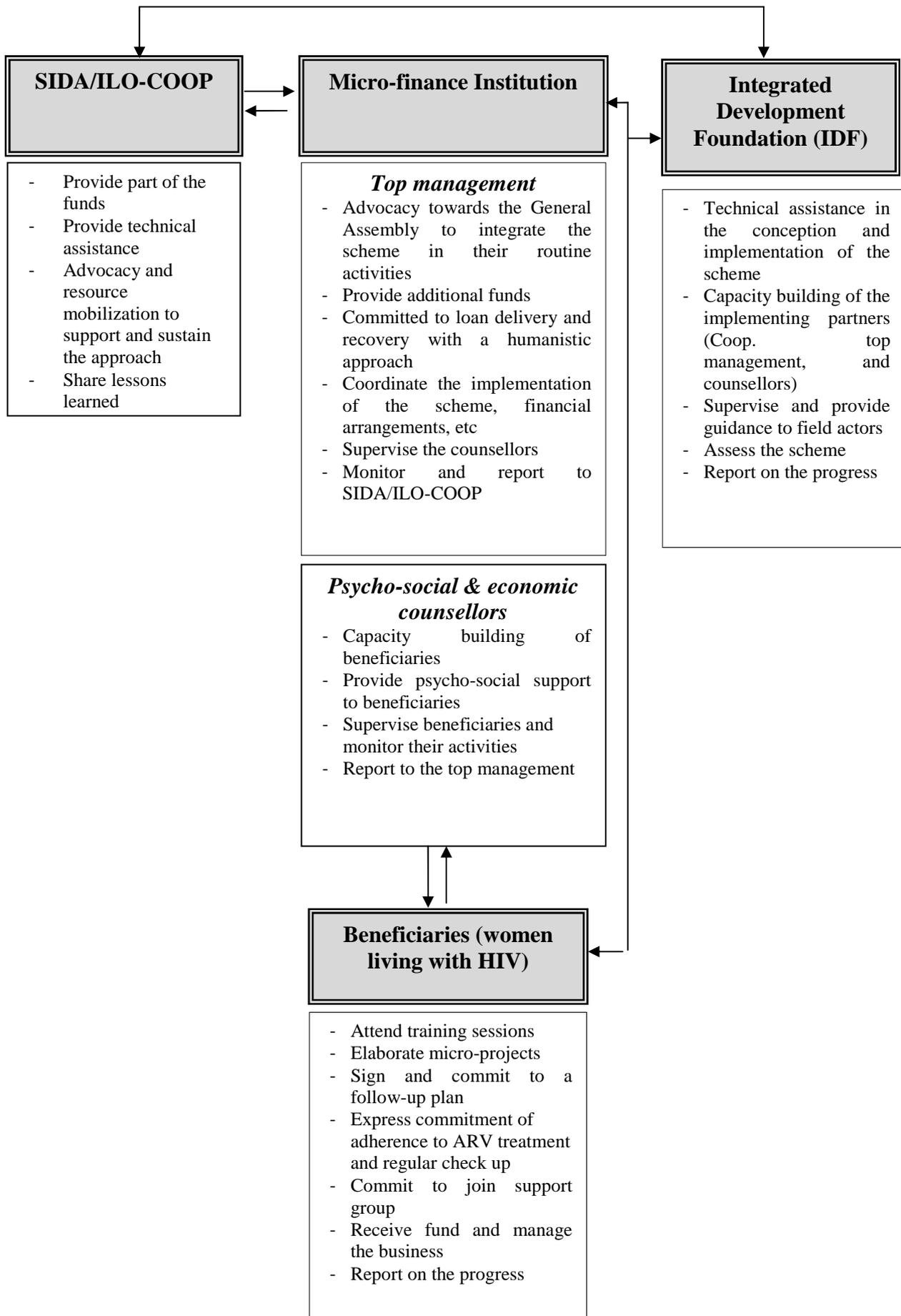
The capacities of beneficiaries are still weak, and they request frequent visits to

monitor their business and provide guidance. A preliminary study to identify activities with high income potential would enable the cooperatives to more efficiently guide the beneficiaries.

On the next page is a simplified model illustrating the method and process of the Fund.

*Joseph Kemmegne*

## Model – Revolving Fund





## Ethiopia

### Hope for a bright future

Abebech Chanie is 29 years old and lives in Addis Ababa, the capital of Ethiopia. Abebech tested HIV+ in 2003, shortly after her husband died and she had just given birth to a baby boy. When Abebech's husband died, his relatives took away everything she owned including the house she and her son were living in. She had no income to support her son who was frequently sick. The problem she was facing was beyond her capacity, so she contacted Mekdim Ethiopia National Association, an association for people living with HIV, to seek help. "I found love, comfort, care and support, thanks to the members and staff of Mekdim" says Abebech.

The support she was receiving from Mekdim was however only enough for subsistence, which made her look into other opportunities. She found out that Mekdim provides different skills training and took advantage of the opportunity. In October 2008 Abebech took part in the *Start and Improve Your Business* training facilitated by a trainer who previously took part in the *Training of Trainers Programme* supported by ILO-Sida project in Ethiopia. Abebech said that the training had helped her to realize her potential.



Abebech Chanie, 29 "The training helped me to turn my hidden potential into reality"

Following the course she and her friends formed a group of 26 members and together they secured a plot of land in Yeka Sub-City, Addis Ababa, where they started a poultry project. They received a starting grant of ETB 52,000.00 (approx USD 4,000) for the business from Mekdim. For this amount they built a shed and bought 300 chickens along with all the necessary equipments. They then hired a trainer who taught them chicken-rearing skills. Abebech says that they are now managing the business effectively using the skills they gained from the *Start and Improve Your Business* training. They are selling the eggs to one of the well-known hotels in Addis

Ababa on a daily basis. Their lives have changed. Their children are going to school.

"I cannot compare my own condition then and now" Abebech recalls, "I used to strive hard to buy a loaf of bread for my son, now the situation is different. I have hope for a bright future."

Eskedar Nadew



## Tanzania

### Knowing your HIV status helps? says cooperative member

The project in Tanzania in collaboration with the Tanzania Federation of Cooperative supported a campaign on counselling and testing for cooperatives and community members in Tanzania called the *Know Your Status Campaign*.

The campaign was organized during the week of the International Cooperative Day 28 June - 4 July 2009, in the Mtwara region in Tanzania. It brought together many cooperative actors including government ministries, cooperative training colleges and primary cooperative societies to exhibit their products and promote the cooperative movement in the country. The *Know Your Status Campaign* which was part of the activities during this week, promoted the benefits of knowing your HIV status and positive living - how to maintain better health and longer life. Voluntary counselling and testing services were also provided.



The Know Your Status Campaign team in Mtwara

The campaign was implemented in partnership with public and private institutions. The regional and municipal hospitals provided valuable support to the cooperatives, and counselling and testing services were provided by the regional medical office of Mtwara. These included quality prior- and post testing counselling, HIV blood screening, and referrals to the formal voluntary counselling and testing centers. The medical officer of the Mtwara Municipal Council mobilized the communities to visit the testing centres and

also sensitized the community members on HIV/AIDS.

Said Juma, a cooperative member who benefited from the campaign and went through the counselling and testing, said:

*"What makes this campaign special is that it is the first time to witness that the cooperatives also care for its members. I did not know that cooperatives also were involved in addressing HIV and AIDS".*

He added that:

*"Going through the testing was very tough because I was scared what will happen if I will be found positive... but ... the counsellors were very good and able to tell honestly about the benefits of knowing your status from their professional experience. I decided to test ... It's better to take control ... it helps to plan future life, it could be change of lifestyle and be more precautious if tested negative...I was worried. All my worries are gone now looking forward for the bright future and tell others the importance of testing".*



Testing services at Know Your Status Campaign in Mtwara

A follow-up report from health workers showed that a majority of the cooperative participants and the people in the surrounding communities were really motivated to get tested to know their HIV status. A total of 416 women and men took part. This was quite surprising for the health workers as the voluntary counselling and testing attendance rate at official testing centres is much lower. This really shows that innovative actions by trusted institutions motivate people to get tested.

Tulanoga Matimbwi

## Addressing HIV/AIDS from an economic perspective - the Tanzanian experience.

*Tulanoga Matimbwi reports:*

The project in Tanzania is mobilizing cooperatives as well as micro, small and medium enterprises and community-based organizations to respond to HIV/AIDS in the workplace. Part of the project activities thus focus on building the capacities of national, sub-national and local cooperative organizations to address the challenges that HIV/AIDS pose within the informal economy. The objective of this project is to improve the conditions and status of affected women and men working in targeted sectors of the informal economy. It approaches the challenges of HIV/AIDS in two ways: as a health and as a socio-economic concern.

The project aims to help improve the health status and economic conditions of women and men workers in the informal economy. To this end it helps strengthen the relationship between cooperatives and health facilities in order to provide cooperative members with quality HIV/AIDS care and treatment services.

At the same time the project supports activities to directly mitigate the economic impact of the epidemic. Cooperative organizations are supported to strengthen the economic base of its members through access to entrepreneurship development knowledge and skills. This builds on the primary cooperative goals of promoting and providing economic and social services to its members.

Members of the Tanzanian cooperative movement felt the need to increase and improve their entrepreneurial skills as a way of enhancing their businesses performance. The *Start and Improve Your Business* (SIYB) training modules provided an answer to the situation. SIYB is an ILO tool on business management and enterprise development aiming to build the capacities of small organizations to contribute to economic growth and employment opportunities. Training packages on SYIB exist in Kiswahili and there are a number of experts trained on the tool in the country, creating a pool of SIYB master trainers.

There are three SIYB modules used by the project: Generate Your Business Idea (GYBI), Start Your Businesses (SYB) and Improve Your Business (IYB). The training is participatory and also integrates HIV/AIDS awareness and sensitization activities, enabling comprehensive entrepreneurship skills in a country with a

generalized epidemic. The trainings are delivered by the master trainers with SIYB experience from other countries in the region which makes the training very dynamic.



*SIYB training in Tanzania*

The training in Tanzania covered a number of key topics:

- Entrepreneurship and self employment;
- How to identify business potentials (viable income generating activities) in urban and rural settings;
- How to start and successfully manage a small business;
- How to determine and identify market potentials and ensure constant access to the identified market;
- How to establish business plans and the stages of business creation;
- How to manage a business, including administration and record keeping;
- How to implement a new project and identification of financial support.

A key part of the approach is that the project also facilitates training of trainers who in turn transfer their knowledge down to their fellow members. Ninety-four trainers from 37 primary cooperative societies, two unions, the Moshi University College of Cooperatives and Business Study, regional centres and District Cooperative officers from four districts have been trained to date.

The participants were very impressed with the training and stressed that entrepreneurship is really needed to complement efforts of addressing HIV/AIDS as an impact mitigation strategy with long

term results. They all acknowledged that this training has come at very right time.



*Participants of the SIYB training in Tanzania*

To take the SIYB approach to scale, trainers in the Coast region in Kibaha district formed an association for SIYB trainers to sustain and support interventions beyond the project period and to avoid operating in isolation by continuing to share knowledge and competences. This idea has been replicated in all four project districts.

During the Improve Your Business training, participants played the SIYB Business Game. Playing this game gives entrepreneurs an opportunity to experience the effects of their business decisions in a simulating environment. It is entertaining and instructive at the same time and emphasizes the importance of systematic business management.

The need for entrepreneurship development training came out strongly in a needs assessment and study on the drivers of the epidemic in Tanzania. The reports indicated that apart from the basic facts and knowledge about HIV/AIDS, cooperators need to build their capacity in entrepreneurship and business management to really sustain their businesses and as such their livelihood. The reports also suggest that the lack of entrepreneurship and business management skills is linked to the high levels of poverty and HIV prevalence in the project areas.

*Tulanoga Matimbwi*



## Mozambique

### The General Union of Cooperatives launches workplace policy

Paulo Romao reports from Mozambique that the General Union of Cooperatives launched its HIV/AIDS workplace policy on 15 August 2009.

The General Union of Cooperatives (UGC) has 3 400 members in the cities of Maputo and Matola and in peripheral areas, especially in the semi-urban belts. The union is composed of 170 poultry and agricultural cooperatives aggregated in twelve unions and representing almost 90 percent of the UGC members - as such the biggest cooperative in the country. It is worthwhile noting that women represent 85 percent of the union members.



Launching ceremony of the UGC HIV/AIDS workplace policy

The project in Mozambique has supported the UGC to develop their institutional capacity in terms of HIV/AIDS to be in a better position to support the needs of their members - the launching of the workplace policy is a result of such support.



Speech at launching ceremony of the UGC HIV/AIDS workplace policy

Among the project partners, participants and guests at the launching ceremony were the President of UGC Ms Margarida Isabel, the UGC HIV/AIDS Programme Coordinator M. Luciano Sambane, the Executive Director of ECOSIDA Mr Cornelio Balane and Mr Paulo Romao from the ILO-Sida project.

The coordinator of UGC highlighted the importance of the partnership between the UGC and the ILO as critical for the implementation of the activities to respond effectively to HIV/AIDS. He said that the policy symbolized the commitment that the management of the union has towards its members and employees.

### Implementation and monitoring of the workplace policy

The UGC has established an AIDS commission that will operationalize and coordinate the policy. The commission includes members that represent all components of the UGC including management, administration, human resources, health services, general staff and members living with HIV.



Union members attending the launching ceremony

This AIDS commission also has representation within each activity sector through appointed focal points who will establish the relationship between the commission and the UGC members. To support the implementation of the policy, UGC will rely on specialized and experienced partners to carry out activities and by including members living with HIV. The commission will also design a work plan outlining the activities for workplace action. A number of indicators will be developed for monitoring of the policy implementation.

Paulo Romao



## TRANSPORT SECTOR

The activities under the transport sector component of the programme are speeding up implementation

and starting to show real and sustainable impact.

In particular, the programme is focusing on consolidating the corridor approach in selected sites at the cross borders of Southern African countries. The main strategy is to engage with a number of stakeholders: customs and immigration, transport sector unions and informal sector

association operating at the borders to ensure coordination of prevention and impact mitigation initiatives.

Margherita Licata



## Malawi

### Innovative prevention messages developed by truck drivers

Patrick Makondesa reports on a successful workshop in Malawi:

Truck drivers in the sub-region are exposed to the risk of HIV for a number of reasons, one of these being that they travel long distances. Stigmatization on the basis of real or perceived HIV status is common, and truck drivers report that people mock them and use degrading language, including expressions like 'uchepese kuboola' - literally translated as 'reduce screwing'. This increases the drivers' sense of exclusion and isolation.

The project in Malawi conducted a training workshop on HIV/AIDS policy development and implementation for members of the transport and general workers' union. This brought together 18 participants from different transport companies, including major transport carriers with offices in a number of countries in the region. The ten principles of the ILO Code of Practice on HIV/AIDS and the world of work constituted the basis for the workshop and were covered in detail. The second principle of the Code concerns non-discrimination and states that "...there should be no discrimination against workers on the basis of real or perceived HIV status". One participant gave an example from his experience and emphasized the importance of this principle. He explained how a fellow truck driver contracted an STI and later found out that he was HIV+ which became known to his colleagues. He was bullied and stigmatized by his colleagues. and other truck drivers with STIs decided not to test for HIV.

After the training workshop, this participant went back to his workplace and suggested the management do something about HIV/AIDS in their workplace, to provide a workplace free of discrimination. An HIV/AIDS workplace policy was thus developed. The same truck drivers who used to mock each other were mobilized to start communicating positive, conducive

and non-discriminatory prevention messages – ‘uchepese kuboola’ was effectively turned from an insult into a positive prevention message. These workers now use this expression as they joke among themselves and have seriously taken up the task to caution each other in a positive way, change risky behaviours and encourage condom use. Condoms are now, as part of the activities based on HIV/AIDS policy, distributed to drivers each time they start long trips.

It is interesting to note how a single training workshop and the knowledge of the ten key principles of the ILO code of practice on HIV/AIDS can contribute directly to changed attitudes on HIV. The workshop helped participants find ways to address HIV/AIDS at the workplace and combat stigma.

*Patrick Makondesa*



### **South Africa**

*In South Africa, the project is working to strengthen the transport sector's response to the HIV/AIDS challenges in the workplace. Letsholo Mojanaga reports that the impact of this project is felt beyond the transport sector.*

The Department of Transport in South Africa was invited by the Department of Agriculture to a workshop in August 2009 to share their experiences and lessons learned on HIV/AIDS workplace programming. More specifically, this covered the experiences around how to develop a sectoral strategic plan, an implementation plan and how to monitor the implementation of national, provincial and organisational response to HIV/AIDS.

The workshop was attended by the Department of Agriculture's provincial HIV/AIDS programme managers from nine provinces in South Africa and national HIV/AIDS programme managers. The key note address was delivered by the Deputy Chairperson, Ms Oniah Nkosi, of the National Coordinating Committee on HIV/AIDS in the transport sector which is structure specifically established to coordinate HIV/AIDS activities in the transport sector. Ms Oniah Nkosi highlighted the Transport Sector HIV/AIDS Strategic Plan 2007-2011 as one of the key achievements accomplished by the department with the support of the ILO-Sida project in South Africa. This strategy is now being used by stakeholders in the transport sector as a guide to develop HIV/AIDS

workplace programmes. The project has also assisted transport stakeholders to develop a monitoring and evaluation plan, an action plan and a quarterly reporting tool to enable better tracking of progress in the implementation of the action plan.

Participants at the workshop were impressed by the comprehensive response in the transport sector and their commitment to the task. The manager of the National Programme on HIV/AIDS in the Department of Agriculture said that they will use the transport sector model as a benchmark to develop their sectoral response. A special request was also made to the transport sector to mentor the agricultural sector on how to design a successful sectoral response. The request demonstrates the impact and success the transport sector project has had, not only in the response to HIV/AIDS in the transport sector, but in the country as a whole.

*Letsholo Mojanaga*



## AGENDA

Meetings, workshops and training taking place:

- October ▶ National judges' training in Ethiopia (19-22 Oct).
- December ▶ World AIDS Day activities in several countries



## THE PEOPLE

A list of people working on the ILO-Sida programme:

**Transport sector:** Immediate objective 1: Increased knowledge on HIV/AIDS and more responsible attitudes to risk behaviours of men and women workers and their families help limit the spread of HIV/AIDS

MALAWI Mr Patrick Makondesa  
MOZAMBIQUE Mr Alfredo Munguambe  
SOUTH AFRICA Mr Joseph Ajakaye, Mr Letsholo Mojanaga  
ZIMBABWE Mr Colly Masuku

**Informal economy:** Immediate objective 2: Improved working conditions and status of affected women and men working in targeted informal settings

BENIN Dr Moucharafou Idohou  
CAMEROON Mr Joseph Kemmegne  
ETHIOPIA Ms Eskedar Nadew  
MOZAMBIQUE Mr Paulo Romao  
TANZANIA Ms Wailee Kui, MsTulanoga Matimbwi, Mr Philippe Vanhugneyem

**Legal compliance:** Immediate objective 3: Enhanced compliance with the legal and policy framework by ILO constituents

Mr Colin Fenwick (DIALOGUE)  
Ms Caroline Hunt-Matthes (DIALOGUE)  
Mr Franklin Muchiri (SAFEWORK)

### ILO/AIDS HQ programme support

Ms Loretta Hieber-Girardet  
Ms Margherita Licata  
Ms Julia Fäldt Wahengo

*For further information, comments and recommendations on this newsletter please contact Julia Fäldt Wahengo: [faldf@ilo.org](mailto:faldf@ilo.org)*