

WORKERS AND EMPLOYERS TOGETHER AGAINST HIV/AIDS:

Building Capacity to Implement Joint Action Programmes in the Workplace

Speke Resort and Conference Centre, Munyonyo,
Kampala. Uganda (12- 14 December 2006)

Introduction:

This capacity building meeting was organized by the International Organisation of Employers (IOE), the International Confederation of Free Trade Unions, the African Regional Organization (ICFTU-AFRO), the International Labour Organization (ILO) and the International Training Centre of the ILO, Turin. It was hosted by the National Organization of Trade Unions (NOTU) and the Federation of Uganda Employers (FUE).

The meeting was officially opened on behalf of H.E. the President of the Republic of Uganda, Hon. Yoweri Kaguta Museveni, by the Third Deputy Prime Minister, Hon. Kirunda Kivejinja. In attendance was the Minister for Gender, Labour and Social Development, Hon. Syda Bbumba. The meeting was officially closed on 14 December 2006 by the Minister for Health, Hon. Dr. Stephen Malinga. Prior to the President's address being delivered, the conference was addressed by the Director of the ILO global programme on HIV/AIDS, Dr. Sophia Kisting, the Representative of the IOE, Frederick Muia, and the General Secretary of the ICFTU-AFRO, Andrew Kailembo.

Participants were drawn from employer organizations and trade unions from the eight countries¹ which are participating in the IOE/ICFTU pilot programmes on HIV/AIDS in the workplace.

Purpose:

The objective of the meeting was to:

- Evaluate programmes and activities implemented within the IOE-ICFTU-AFRO joint agreement on HIV/AIDS and joint action plans developed in Geneva in 2004.
- Identify challenges facing workers and employers in developing joint programmes on HIV/AIDS at the workplace.
- Introduce participants to project/programme management, monitoring and evaluation.
- Renew African employers' and workers' resolve to collaborate with one another in combating HIV/AIDS at the workplace.

The meeting also discussed strategies aimed at strengthening partnerships with key donors and agencies at national level in order to scale up joint employer and union interventions on HIV/AIDS in the workplace. Discussions also focussed on resource mobilization, particularly access to the Global Fund support through the Country Coordinating Mechanism (CCM). A capacity building activity was conducted by the ILO Training Centre, Turin, on Project Cycle Management and on how to develop coherent project proposals. The participants shared experiences and took stock of achievements by their various organizations since the last

¹ Côte d'Ivoire, Ghana, Kenya, Malawi, Mali, Tanzania, Uganda and Zambia,

IOE/ICFTU Joint Meeting held in Geneva, Switzerland, in 2004.

After three days of deliberations and exchange of experiences, the meeting adopted a range of recommendations aimed at facilitating and strengthening their joint effort against HIV/AIDS at the workplace, as captured hereunder:

Recommendations:

Considering the impact of the HIV/AIDS epidemic on economic and employment growth in many African countries, the participants recommend that :

1. The ILO in Geneva engage the Global Fund with the objective of securing seats for the employers' and workers' representatives on the Board of the Fund. Simultaneously, ILO field offices should use their influence in doing the same at the national level in the Country Coordinating Mechanisms, whilst lending support to the social partners for the next round of the Global Fund.
2. The ILO, through its training centre in Turin, continue providing technical support to this joint initiative by workers and employers, particularly in resource mobilization and project proposals development.
3. The ILO increase its support on HIV/AIDS activities to its constituents at country and regional levels within the framework of Decent Work Country Programmes.
4. Bilateral donors such as PEPFAR, SIDA, NORAD, GTZ, the Netherlands Development Agency and others complement efforts of organizations such as LO Norway, Solidarity

Centre and others in enhancing the capacity of workers' and employers' organizations in developing and implementing HIV/AIDS workplace interventions at national level.

5. Bearing in mind that the majority of HIV-infected people worldwide are workers, the majority of whom are in sub-Saharan Africa, and the negative effect of the pandemic on productivity of enterprises, that the Global Fund take deliberate and concerted steps towards giving workers and employers (organizations) a voice / representation in the Board at the international level and in the CCMs at national level.
6. Collaboration between workers and employers in implementing HIV/AIDS workplace interventions at the enterprise level, as demonstrated / illustrated (by Tanzania Breweries Limited, Woolworths and other multinational companies) during the meeting be up scaled through national bi-partite committees.
7. Social dialogue between employers' and workers' organizations and the various funding mechanisms be the conduit through which national programmes / interventions be agreed upon and executed
8. Wider partnerships be developed between the social partners / employers' and workers' organizations on the one hand and other stakeholders in up scaling HIV/AIDS workplace related interventions
9. Employers' and workers' organizations integrate HIV/AIDS-related issues in their joint activities at national level, including collective bargaining.
10. The social partners take stock and evaluate implementation of commitments / plans they

developed and endorsed in Geneva in March 2004

11. The International Organisation of Employers and the International Confederation of Free Trade Unions (now ITUC) continue supporting their membership at national level to implement their joint agreement on HIV/AIDS signed in 2003.
 12. Regular review meetings be held to follow up on the recommendations adopted at Speke Resort and Conference Centre, Munyonyo, Kampala, in December 2006.
 13. The organizers of the meeting forward the appreciation of all participants to the Global Fund for its technical contribution to the meeting and to the Ugandan government / Ugandan host organizations NOTU and FUE for their kind hospitality in hosting the meeting.
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