

APPLICATION FORM

Country: Global, Regional and National

Project name: ICEM HIV/AIDS, 2009

**A Comprehensive Approach to Fight the HIV/AIDS
Pandemic at the Workplace**

Project No. : 50031 (LO-TCO) and BE004601 (FNV Mondiaal)

Implementing organisation: ICEM

Approving (National Req. Org.): IF Metall, Unionen, Pappers,
FNV Bondgenoten

Project period (years): from 2005

Application period: 2009



Executive Summary

Background

After an initiation in 2004, the ICEM has been running an HIV/AIDS project with the sponsorship of LO/TCO Biståndsnämnd and FNV Mondiaal from January 2005. The project has been managed by a Global Coordinator.

Fighting HIV/AIDS at the workplace is still a priority for the ICEM. The 4th ICEM World Congress adopted a resolution on HIV/AIDS which gives the Secretariat a strong mandate to continue this work.

In 2008, three sub-regional workshops with the participation of union leadership and assessment missions to twelve countries will be organised. One of the objectives of the assessment missions is to find out where gaps exist in each country and one of the objectives of the workshops is to determine the priorities for 2009. As these activities will only be completed in the third quarter of the year, this proposal for 2009 may be subject to some adjustments.

Activities in the year 2009 will also reflect on how to carry the project's principles forward beyond next year's project cycle, which will likely be in one, or more, other format(s) or approach(es).

Development objective, project objectives and expected results

Global level

Development objective

- A Global Union Federation and its affiliates have the capacity to make a substantial contribution at the workplace in the fight against HIV/AIDS.

Project objectives

- Provide useful and regular information to affiliates thereby creating awareness among affiliates about the pandemic.
- Include HIV/AIDS clause in Global Framework Agreements.
- Develop funding strategies for greater sustainability.
- Cooperation with GUAP to promote global response to the pandemic.

Expected results

- Affiliates use information.
- Affiliates demand from companies the implementation of the ILO Code of Practice on HIV/AIDS and the world of work.
- Greater sustainability is achieved in the long run.
- Global Unions work together.

At the global level, the ICEM will continue to disseminate useful and regular information. Negotiations on global framework agreements will continue to seek to include an HIV/AIDS clause, and additional funding will also continue to be obtained for further HIV/AIDS projects.

Regional/national level
Development objective

- Unions have the capacity to make a substantial contribution at the workplace in the fight against HIV/AIDS.

Project objectives

- Shop stewards, union officials and gender representatives are trained in sub-regional workshops to negotiate workplace policies/CBAs.
- Peer educators and lay counsellors from unions are trained for advocacy and counselling on VCT, treatment and care.
- A strategy is developed for Global Framework Agreement companies and large companies which operate across borders. Contractors and SMMEs are included.
- ILO HIV/AIDS Guidelines for the mining sector are promoted.
- Sustainability is achieved for further activities with funding from employers and national funding sources.

Expected results

- Workplace policies are concluded and CBAs include HIV/AIDS clauses.
- A larger number of workers, their families and community members become aware of HIV/AIDS and prevention methods and go for testing.
- GFA are used in HIV/AIDS work.
- ILO HIV/AIDS Guidelines are used.
- More HIV/AIDS activities by unions.

In regional/sub-regional activities, training will be provided for unionists to become active at national level. Focus of this training is workplace policies and collective bargaining, as well as peer education to advocate VCT/ART.

Additional elements will be the use of Global Framework Agreements with a clause on the application of the ILO Code of Practice on HIV/AIDS and the world of work as benchmark for other companies, as well as the application of the new ILO HIV/AIDS guidelines for the mining sector.

Linkages with other ICEM projects, such as contract and agency labour, will continue to be explored and expanded. While work at large multinational companies has advanced, interventions at the level of their contractors and other small and medium sized enterprises have not been so successful. This work needs to be strengthened.

More attention will also be paid to HIV/AIDS work as an organising tool, especially when addressing women and youth.

Beneficiaries of the project (direct and indirect)

Beneficiaries of the global component of the project are all ICEM affiliates.

The main component of the project is regional/sub-regional¹ in Africa. Unions in target countries in Africa, their leadership and members as well as communities, benefit from the regional and national components of the project. This includes contract and agency labour, which often constitutes more than half of the workforce in mining operations, and artisanal and small-scale miners, who are the informal workers in the mining industry.

More attention will go to HIV/AIDS activities within the framework of the Colombian Social Dialogue Project. These will be coordinated by the ICEM Colombia Coordinator. No specific funding is required within this project.

The HIV/AIDS project in India will run until the end of 2009 with third party funding. It will be coordinated by a local coordinator with input from the global consultant.

Project organisation

Ownership of the regional project and national programmes in Africa will be in Africa itself. The ICEM Africa project coordinator based in Johannesburg will coordinate the programme with the Project Management Assistant responsible for the practical implementation.

There will no longer be a Global Coordinator. More funds have to be deployed in the South. A global consultant will assist the ICEM Project Officer. The consultant will work at about 20%, or one day a week on average (as compared to about 60% currently for the Global Coordinator).

Project duration

This project application is for the year 2009.

¹ Sub-regions are Anglophone West Africa, Francophone West Africa and Southern Africa (member countries of the Southern African Development Community).