

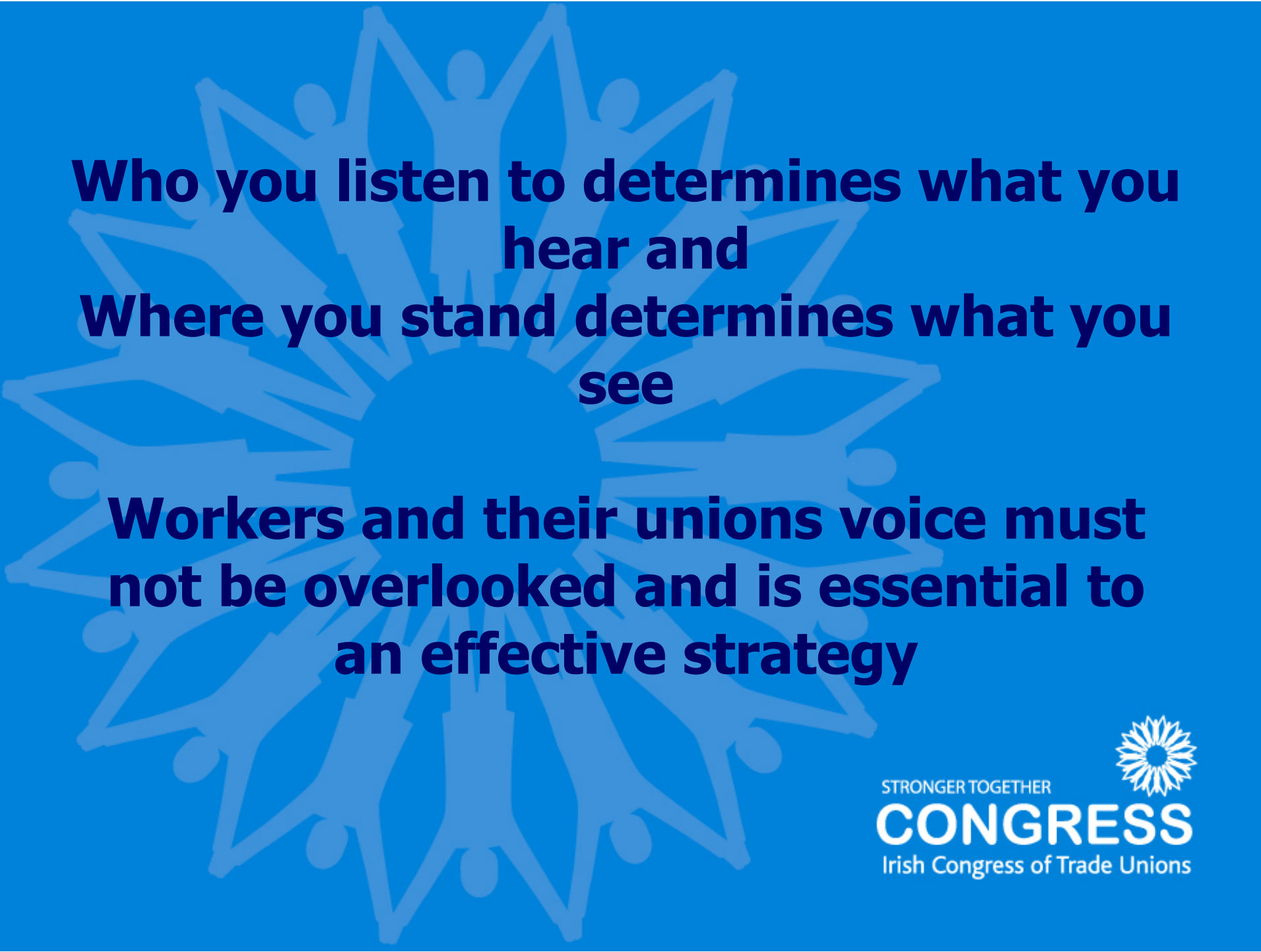


The Role of Trade Unions in the TB and TB/HIV Response

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**Who you listen to determines what you
hear and
Where you stand determines what you
see**

**Workers and their unions voice must
not be overlooked and is essential to
an effective strategy**

**The workplace is a key location
for informing people about how
to protect themselves, their
families and communities**

**Trade unions are a trusted source of
information on Healthy and Safe Work
Harness this experience and capacity to
combat TB/HIV/AIDS**

Trade Union Experiences

Organised responses, including framework agreements, global agreements, workplace agreements,

- **Protect rights**
- **Support prevention**
- **Access to care and treatment**

A key concern of Workers Stigma and Discrimination

**Making discrimination in employment unlawful is
absolutely essential,
Trade Unions are playing their part by representing
workers and in developing and negotiating
workplace anti -discrimination policies**

Blatant Discrimination

Pre-employment requirement for HIV test, or in order to continue in employment, worker not hired or dismissed if positive, no promotion, detrimental treatment, denial of sickness benefits, no time off to attend for treatment, violation of confidentiality ...



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STAMPING OUT STIGMA

If we are to succeed in reversing this epidemic, we must also tackle the stigma and discrimination associated with it. Political leaders have to work to make our societies more open, caring, inclusive and non-judgemental

Trade unions are advocating and negotiating rights based programmes based on ILO Code of Practice, challenging attitudes, and highlighting needs of vulnerable groups inc. Gay and Bisexual workers and intravenous drug users

Core Components of a Rights Based Approach

No Mandatory Testing

No Work Related Testing (nor for immigration purposes)

Trade unions projects promote ‘knowing your status’ locally based, voluntary, testing & counselling, confidential, protects privacy, and non-discriminatory.



**Trade Unions Advocate for care
and treatment ...**

**Access
Availability
Affordability**

The fight against AIDS remains one of the greatest challenges of our generation. We will be judged by the generosity of our response and by the strength of our leadership.

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Some Concerns of Workers

That the loss of their job will mean loss of treatment underscoring the importance of public services and sickness benefits

Treatment of TB/HIV/AIDs related sickness absence, no less than, is better than same as...but.....

Reasonable accommodation' not realistic in absence of trust in non discrimination practice....workers really need adequate time off .. and.....

Additional maternity leave

Trade Unions as Champions of Change

**Trade unions are well placed, having
trust and skills, to influence attitudes
and behaviour:**

**CONDOMS
EMPOWERING WOMEN**

Universally the pandemic strikes at the poorest.

In a situation where one can so easily despair at the terrible toll this disease is taking, it needs to be remembered that HIV/AIDS can be prevented and treated

The impact of HIV/AIDS is most severely felt by the poorest of the poor and, in particular, by vulnerable groups such as women, children and the elderly and gay men and intravenous drug users.

The spread of the disease and the ability to mount an effective response is rooted in a broader political and social context. Political commitment, external economic factors, human rights issues, food security, migration, social norms, the empowerment of women and poverty all influence a society's and an individual's vulnerability to TB/HIV/AIDS.

Thank you for listening

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