

**ICEM HIV/AIDS AND WORKPLACE**  
**Master Trainers' Training Programme**  
**Kolkata: August 25 - 27, 2008**

**REPORT**

The Planning Workshop of the ICEM Project on HIV/AIDS and Workplace in India decided to train a selected group of union officials as Master Trainers'. Accordingly, the training programme was held at B.K. Singhi Hall, Gariahat Road, Kolkata from 25<sup>th</sup> to 27<sup>th</sup> August, 2008

A total of 28 participants, 23 male and 5 female participated in the programme. They were nominated by :

I. Chemical Mazdoor Federation of India (CMFI)	: 2 Union activists
II. Indian National Cement Workers' Federation(INCWF)	: 5 "
III. Indian National Diamond & Ornament Workers Federation(INDOWF)	: 2 "
IV. Indian National Mineworkers' Federation (INMF)	: 19 "

Most of the participants were in the age group of 25 - 49 years. A copy of the list of participants is attached.

In an informal inauguration. Mr. B.K. Das, General Secretary of the Indian National Mineworkers' Federation an Executive Committee Member of ICEM spoke about the Project proposal in detail, and how it would be implemented. He stated that there would be 500 Peer Educators to be trained by the Master Trainers. Sector wise distribution of Peer Educators are as under :

Coal Mining Sector - represented by INMF	: 400 Peer Educators
Cement Sector - represented by INCWF	: 50 "
Chemical Sector - represented by CMFI	: 25 "
Diamond & Jewellery Sector - represented by INDOWF	25 "

The Project proposal has also indicated to organise sensitize programmes for medical/para-medical staff, members of the welfare board/committees, teaching staff of the schools located in the vicinity of coal mines and organizing world AIDS Day and campaign for Prevention & Control of HIV/AIDS at Workplace.

Mr. S.M. Afsar, Technical Specialist & National Programme Coordinator(HIV/AIDS) congratulated the ICEM for initiating union activities in the field of HIV/AIDS. He assured the organizers and the participants of the active support and cooperation of the ILO AIDS to their activities in the field. Ms. Divya Verma, Programme Officer(HIV/AIDS) of the ILO AIDS, New Delhi detailed the agenda of the programme and the methodology to be used. Ms. Swapnodeepa Biswas, Deputy Director (Mainstreaming) of the WBSAP&CS spoke about the activities of her organization and assured full support to any programme to be conducted in West Bengal. Dr. Anurag Verma, Dy. Chief Medical Officer of the Bharat Coking Coal Ltd. stressed the need for immediate action for the containment of the dreaded disease, HIV. He also extended his full support to the organizers and the participants to their future programmes.

The programme had also received technical support from the West Bengal State AIDS Prevention & Control Society (WBSAP&CS). Two officials in the persons of Ms. Swapnodeepa Biswas, Dy. Director(Mainstreaming) and Ms. Tina Mitra, Asst. Director (ICTC) were deputed to the programme as Resource persons. The Coal India Ltd.(CIL) had deputed two senior medical Officers in the persons of Dr. A.K. Sharma, Chief Medical Officer of the Eastern Coalfields Ltd. (ECL) and Dr. Anurag Verma, Deputy Chief Medical Officer of the Bharat Coking Coal Ltd. (BCCL) as Resource persons. Both of them were in the programme although. They spoke about the CIL activities in the field of HIV/AIDS at Workplace. They had also intervened during the programme deliberations.

During its 3-day deliberations, the following topics were discussed threadbare:

1. Basics of HIV/AIDS/STI (Different dimensions of HIV/AIDS), immun system, routes of transmission and prevention, myths about HIV Transmission
2. Basics of HIV/AIDS; HIV Testing, symptoms, treatment, global and national scenario of HIV/AIDS
3. The role of trade unions in response to HIV/AIDS
4. Sharing perspectives of a person living with HIV/AIDS(PLHIV)
5. HIV/AIDS and the world of work : Mainstreaming and partnership development in WBSAP&CS
6. Behaviour Change Communication (BCC)
8. Integrated Counseling and Testing Center(ICTC)
9. Condom Education and Condom accessibility at workplace
10. Signs and symptoms of sexually transmitted infections (STI) and its link with HIV infection
11. The role of Master Trainers and key training skills
12. Preparation of action plan

A copy of the Time Table used in the programme is attached.

The most interesting topic was the Ice breaking through a questionnaire which participants filled in at the outset of the programme. The filled in questionnaire gave the organizers and Resource persons an idea of the level of understanding of participants about HIV/AIDS. This questionnaire was again repeated at the end of the programme with a view to having a concrete idea of the extent of knowledge the participants had acquired in the training programme. The second interesting session was the discussion on Basics of HIV/AIDS, HIV testing and symptoms. A pack of 20 cards with 20 asking questions were used for participants to discuss in small groups, and each group was asked to replies to four questions. It was observed that the participants did get desired encouragement to get a comprehensive understanding of different aspects of HIV/AIDS, STI and related issues. In fact, the participants found the exercise very instructive, and they had acquired the needed knowledge to train Peer Educators. Both the topics were facilitated by Ms. Divya Verma, with time to time intervention by Mr. S.M. Afsar. Another interesting topic was Behaviour Change Communication(BCC) dealt by Mr. S.M. Afsar. During the deliberation, Mr. Afsar generated enthusiasm and appetite for learning more. Participants had also gathered adequate understanding of the importance of inter personal relations.

The participants did have the opportunity of listening to Ms. Swapnodeepa Biswas who vividly described the details of mainstreaming concept. She told that mainstreaming had enabled the WBSAP&CS to motivate the corporate sector, business houses, trade unions and other economic & social groups to run activities for prevention and control of HIV/AIDS. She stated that organizations of corporate sectors and business houses, and also trade unions have started activities in the field of HIV/AIDS. Ms. Tina Mitra of WBSAP&CS talked about the Govt. of India's policy for testing and promotion of condom and also the availability of the same. It was also a very interesting lecture and participants could get information about the ICTC and easy procurement of condoms at workplace. Another important topic was the Signs and Symptoms of Sexually Transmitted Infection (STI) and its link with HIV/AIDS Infection. While covering the topic, Ms. Divya Verma made the session interactive. She asked each and every participant of his/her understanding of the STI - its signs and symptoms. She also explained the linkage between the HIV/AIDS and STI infections. A Person Living with HIV (PLHIV) in the name of Mr. Biswajit Das was invited to the programme and he narrated his experiences, as to how he was affected with HIV, how he came in contact with PLHIV networking and how the networking has been helping HIV affected people. He told that he had married a PLHIV and he has not been finding any difficulty in having sexual relations with his wife. However, he told that condom should be used during sexual relation and should maintain a better lifestyle.

The participants were put into groups, sector/company wise to prepare plan of action, and the session was facilitated by Mr. B.K. Das. The plan of action so prepared was placed in the plenary session and was adopted. A copy of the Workplan is attached.

In the Concluding session on the third day, Mr. B.K. Das summed up the deliberations of the programme and thanked the ILO AIDS for providing technical help and support to the project. He particularly expressed his personal thanks and also on behalf of the organisers to Mr. S.M. Afsar and Ms. Divya Verma for coming over to Kolkata and conducting the programme. They were instrumental in inspiring and encouraging all the participants to take up the issue of HIV/AIDS at workplace seriously and to move fast to organise activities to control and prevent HIV/AIDS among workers and people in the workers' community. He further said that the programme would not have been possible to organize, had not the ILO AIDS come forward with technical help and support. He was also thankful to the Coal India Ltd. for extending its support by deputing two high ranking medical officers. Mr. Das also thanked Ms. Swapnodeepa Biswas, Ms. Tina Mitra, Dr. Anurag Verma, and Dr. A.K. Sharma for their participation as Resource persons in the programme. Mr. Das had also expressed his gratitude to the ICEM for preparing the Project proposal and executing the same for the benefit of workers and its Indian affiliates. In his address, Mr. Afsar thanked the ICEM and the organizers for taking up the issue of HIV/AIDS seriously and planning to reach workers to educate and campaign against HIV/AIDS. He suggested that the total number of Peer Educators to be trained should be increased from 500 to 600, taking into account of some drop outs. He also congratulated the participants for listening and participating in the deliberations actively. Ms. Divya Verma and Dr. Anurag Verma also spoke about the programme and expressed their hope that the project would be implemented successfully. They had also liked trade unions to play a pivotal role in discharging their social responsibilities towards working class by initiating HIV/AIDS activities at workplace. All of them had assured participants their full support and cooperation to run the activities in their Areas.

The Organisers and Resource persons of the programme namely Mr. B.K. Das, Mr. S.M. Afsar, Ms. Divya Verma and Ms. Swapnodeepa Biswas called on Mr. R. Mohan Das, Director (Personnel) of the CIL and appraised him of the details of the Project proposal and the proposed activities to be carried out in CIL and its subsidiary companies. Mr. Afsar spoke about ILO AIDS activities and desired that the Coal India should have a well spelt out HIV/AIDS policy. He even extended the cooperation of the ILO AIDS to prepare the same. Mr. R. Mohan Das was very much appreciative of the HIV Project proposal and the intended activities, and he assured full support of the CIL and its subsidiary companies for implementing the Project successfully.

Mr. B.K. Das, Mr. S.M. Afsar and Ms. Divya Verma had also called on Mr. S.K. Sen, IAS, Project Director of the WBSAP&CS and discussed with him the project

proposal and its workplan and sought the help of his organization to run the project, particularly in West Bengal. Mr. Afsar also briefly described the activities of the ILO.

AIDS and extended cooperation to the WBSAP&CS for running its specific activities. Mr. Sen assured the full support and cooperation of the WBSAP&CS to the project activities and also assured Mr. Afsar of the cooperation of his organization to any ILO AIDS activity.

Shri Shyam Sundar Yadav, the senior most participant proposed vote of thanks.

\*\*\*\*\*

**ICEM PROJECT ON HIV/AIDS AND WORKPLACE IN INDIA**

**Master Trainers' Training Programme on HIV/AIDS**

**Kolkata : August 25 - 27, 2008**

Conducted by the ILO, in collaboration with the West Bengal State AIDS Prevention Control Society (WBSAP&CS) and Institute for Miners' and Metalworkers' Education (IMME)

**Draft Agenda**

<b>Day I: 25 August 2008</b>			
<b>Time</b>	<b>Topic</b>	<b>Specific Objectives</b>	<b>Methodology / Resource Persons</b>
9:30-10.30 a.m.	Registration Filling in the Pre-Test questionnaire Ice Breaking	<ul style="list-style-type: none"> <li>- To welcome the participants and orient them to the need and rationale for the workshop.</li> <li>- To ascertain the knowledge, perceptions of participants about HIV/AIDS at the beginning of the workshop</li> <li>- To create workshop environment and capture key expectations of the participants.</li> </ul>	Questionnaire Exercise / game for the icebreaking Writing the expectations on slips of paper and sorting them by topics, broadly IMME training Coordinator/Divya
10.30-11.30 a.m.	Inaugural of the workshop	<ul style="list-style-type: none"> <li>- Welcome and overview of programme by Mr. B.K. Das, Director IMME</li> <li>- Address by Mr. S.M. Afsar, ILO</li> <li>- Address by Ms. Swapnodipa Biswas, Deputy Director of the West Bengal State AIDS Prevention and Control Society (WBSAP&amp;CS)</li> <li>- Address by Dr. Anurag Verma, Dy. Chief Medical Officer, BCCL</li> </ul>	
<i>11.30-11.45 a.m</i>		<i>Tea- Break</i>	
11:45 a.m.-1:15 p.m.	Basics of HIV/AIDS/STI	<ul style="list-style-type: none"> <li>- To enhance the knowledge level of the participants on</li> </ul>	Quiz/ brainstorming / card game

	(Different dimensions of HIV/AIDS, immune system, routes of transmission and prevention, myths about HIV transmission	HIV/AIDS/STIs	Facilitators: S.M. Afsar/ Divya
<i>1.15- 2.00 p.m.</i>		<i>Lunch break</i>	
2.00 - 3.00 p.m.	Basics of HIV/AIDS; HIV Testing, symptoms, treatment of OIs/ ART, Global and national scenario of HIV/AIDS (continued.)	<ul style="list-style-type: none"> <li>- To enhance the knowledge level on STIs, signs and symptoms and link between STIs and HIV</li> <li>- To discuss the extent of HIV/AIDS problem in the country and familiarize the participants with the country's response to HIV/AIDS</li> </ul>	Quiz/ brainstorming / card game Facilitation by resource persons
3.00-3.30 p.m.	The role of Trade unions in response to HIV/AIDS	<ul style="list-style-type: none"> <li>- To share the overall role that unions are playing in India ( policy/implementation) on HIV/AIDS</li> <li>- To share some practical experiences of work by unions</li> </ul>	Presentation, discussion/sharing by participants, Facilitated by S.M. Afsar, ILO
<i>3.30- 3.45 p.m.</i>		<i>Tea break</i>	
3.45- 4.30 p.m	Sharing perspectives of a Person Living with HIV/AIDS (PLHIV)	<ul style="list-style-type: none"> <li>- To provide an interface with a PLHIV</li> <li>- To orient participants to the issues of stigma and discrimination associated with HIV/AIDS</li> </ul>	Lectures, discussion, experience sharing by members of network of People Living with HIV/AIDS
4.30- 5.15 p.m.	HIV/AIDS and the world of work: Mainstreaming and partnerships developed in WBSACS	<ul style="list-style-type: none"> <li>- To orient the participants to areas of partnerships with State AIDS Control Society.</li> </ul>	Presentation/ Discussions, facilitated by Ms. Swapandeepta Biswas, Consultant Mainstreaming, WBSAP&CS
5.15- 5.45 p.m	Recap the learning of the day	<ul style="list-style-type: none"> <li>- To reinforce the learning of the earlier sessions</li> </ul>	Groups to discuss the specific topics; clarification by resource persons
<b>Day II: 26 August 2008</b>			
9.00- 11.00 a.m.	Behaviour Change Communication	<ul style="list-style-type: none"> <li>- To familiarize the participants to the</li> </ul>	Discussion, role play, presentation, ILO film for

	(BCC)	<p>concept/process of Behaviour Change in the context of HIV/AIDS programme.</p> <ul style="list-style-type: none"> <li>- To orient the participants to the Inter-personal skills in order to enhance the effectiveness of their sessions at the workplace</li> </ul>	trade unions, facilitated by Afsar/Divya
<i>11.00-11.15 a.m.</i>		<i>Tea-break</i>	
11.15- 11.45a.m.	Interface with the counselor/doctor of an Integrated Counseling and Testing Center (ICTC)	<ul style="list-style-type: none"> <li>- To orient the participants about the GOI policy for testing.</li> <li>- To enable them to share the experiences of a counselor of ICTC</li> </ul>	Experience sharing by the doctor/counselor, facilitated by resource person- Ms. Tina Mitra, Asst. Director(ICTC), WBSAP&CS
11.45- 12.30p.m.	Condom Education and condom accessibility at workplace	<ul style="list-style-type: none"> <li>- To explain the need for condom promotion and approaches in HIV/AIDS prevention programmes</li> <li>- To discuss and inform the participants about places of procuring condoms</li> </ul>	- do -
12.30 - 1.00p.m.	Signs and symptoms of Sexually Transmitted infections (STI) and its link with HIV infection	<ul style="list-style-type: none"> <li>- To enhance the knowledge level on STIs, signs and symptoms and link between STIs and HIV.</li> <li>- To inform the participants about STI treatment facilities, treatment compliance, partner treatment, and condom use to be emphasized by them in their sessions</li> </ul>	Discussion, Lecture Facilitated by resource person (Divya)
<i>1.00- 2.00 p.m</i>		<i>Lunch</i>	
2.00-3.00 p.m.	The role of Master Trainers and key Training skills	<ul style="list-style-type: none"> <li>- To enhance the understanding of role and training skills</li> </ul>	Presentation, discussion. Facilitated by resource person (Afsar/Divya)
3.00- 3.45 p.m.	Group work by participants on their allotted topics- to prepare their session for practice	<ul style="list-style-type: none"> <li>- To enable the participants strengthen their training skills and apply the acquired knowledge</li> </ul>	Facilitated by Pradeep Kokas and Anamika Ray
<i>3.45- 4.00 p.m.</i>		<i>Tea-break</i>	
4.00- 5.30 p.m.	Group presentations		Facilitated by resource



	& sharing.		persons
<b>Day III: 27 August 2008</b>			
9:30- 11.00 a.m.	Group work on development of action plans	- To enable the participants develop their work plan	Participants facilitated by resource persons of IMME (B.K. Das / Training Coordinator)
<i>11.00- 11.15 a.m.</i>		<i>Tea break</i>	
11:15- 1.00 p.m.	Presentations of work plans by participants	- To share the plans and strengthen them	Participants facilitated by Afsar/Divya/Das/. Swapandeepta Biswas, WBAP&CS
<i>1.00- 2:00 p.m.</i>		<i>Lunch</i>	
2.00 - 2.30 p.m.	Post-test questionnaire and feedback	- To administer the post test questionnaire	Participants feedback through the questionnaire and process evaluation form
2.30-3.00 p.m.	Closing of the workshop	-	Feedback from participants, brief addresses by resource persons and organizers.
<i>3.00- 3.30 p.m.</i>		<i>Tea break</i>	

\*\*\*\*\*

ICEM PROJECT ON HIV/AIDS AND WORKSPLACE

Master Trainers' Training Programme

Kolkata : August 25 - 27, 2008

LIST OF PARTICIPANTS

<u>Sl.No.</u>	<u>Name of the Participants</u>	<u>Address</u>
1.	Mr. Pradeep Kokas Secretary(Education)	RKKMS(INMF) 604, Giripeth, Nagpur-440010 094221146529(m)
2.	Mr. Tanveer Ahmed Member	RKKMS(INMF) 104 Amah Plaza, Adarsh Colony, Jaffar Nagar Road, Nagpur-440013
3.	Mr. S.A. Hussain Chand Member	RKKMS(INMF) New Colony - Tekadi(WCL) Gondegaon, Tehsil- Parseoni Nagpur. 09422121734 (m)
4.	Mr. Ashutosh Bhattacharya Member	RKKMS (INMF) Flat No. B/203, Ashirwad Palace NELCO Society, Subhashnagar Nagpur - 440022. 09421804950(m)
5.	Ms. Shaleen Parashar Member	RKKMS(INMF) B-52, WCL Hq., Coal Estate Civil Lines, Nagpur - 440001 09403342155(m)
6.	Mr. Hemant Pradhan Secretary	OCMS (INMF) Balanda - 759116, Angul, Orissa 09437060282(m)
7.	Mr. Makunda Charana Sahu Male Nurse	OCMS (INMF) N.S.C.H. Talcher (MCL) At & P.O. Dera - 759103, Orissa 09438108288
8.	Ms. Chandraleela Tandi Matron	OCMS (INMF) N.S.C.H. Talcher At & P.O. Dera - 759103, Orissa 09437830049

9. Ms. Pratima Das  
Matron  
OCMS (INMF)  
N.S.C.H. Talcher  
At & P.O. Dera -759103, Orissa  
09438008964
10. Mr. Debashis Roy Chowdhury  
Organising Secretary  
Colliery Mazdoor Union(INMF)  
Ratibati - 713339, Burdwan  
09434237128
11. Mr. Sanjay Nahak  
Member  
SEKMC (INMF)  
Bartunga(LCH-118), Chirimiri Colliery  
Dist. Korea, (C.G.)  
09977428880
12. Mr. Chandra Dutta Sharma  
Member  
SEKMC(INMF)  
Fair Photocopy Center, Thana Road  
Burhar, Shahdol(MP),SECL, Sohagpur  
09424985660(m)
13. Mr. B.N. Pandey  
Member  
RCMS (INMF)  
Tata Steel Jamadoba Colliery  
Jamadoba, Dhanbad - 828112  
09431912365 (m)
14. Mr. Manish Kumar  
Member  
RCMS(INMF)  
Tata Central Hospital, Jamadoba,  
Bhaga, Dhanbad - 828301
15. Mr. Pranab Kumar Sinha  
Project Asst. Manager(HIV/AIDS)  
IMME  
C-10, J.P. Colony, Korba(C.G.)  
09926513893 (m)
16. Ms. Anamika Roy  
IMME, C-10, J.P. Colony  
C-10, J.P. Colony, Korba(C.G.)  
09827944933(m)
17. Mr. Ashish Kr. Ambasta  
Member  
RCMS, Chanch Victoria Area  
Laikdiheep Colliery, Dhanbad  
09431376194 (m)
18. Dr. R.P. Yadav  
Member  
RCMS, Chanch Victoria Area  
Laikdiheep Colliery, Dhanbad  
09431376194 (m)
19. Ms. Uma Chattopadhyay  
INMF, Kolkata

- |     |   |  |
|-----|---|--|
| 20. | Mr. Ravindra Ghosalkar<br>General Secretary | CMFI (HMS)<br>Haji Habib Bldg. 182, Naigaon Cross<br>Road, Dadar, Mumbai - 400014  |
| 21. | Mr. J.J.A. Antony<br>Member                 | CMFI(HMS)<br>'4 Pushkal Krupa',Satyanarayan Society<br>Vyayamshala Road, Bhuj, Gujarat   |
| 22. | Mr. Shyam Sundar Yadav<br>Vice-President    | INDOWF (INTUC)<br>26/2, Kachhi Mohalla, Indore-452007<br>09826086353 (m)   |
| 23. | Mr. Ram Kumar Pawar<br>Treasurer            | INDOWF(INTUC)<br>24 Bhawani Campus,Narmada Rd.Rau<br>Indore, M.P. - 453331<br>09827220967 (m)                                      |
| 24. | Mr. R. Sivanarayana<br>Vice-President       | INCWF (INTUC) ACC, National Staff<br>ACC, National Staff Union<br>Madukkarai, CBE-105(T.N)   |
| 25. | G.B. Gautham<br>President                   | INCWF (INTUC)<br>E 56 Basant Vihar, Aditya Nagar Motak<br>Dist. Kota, Rajasthan - 326520<br>09902087755/09351468248 (m)            |
| 26. | Mr. Sadhan Das<br>Member                    | Durgapur Cement Works(INTUC)<br>Durgapur - 3, W.B.<br>09332083768 (m)  |
| 27. | Mr. Baban Kumar Singh<br>Joint Secretary    | Kalyanpur Cement Ltd.(INTUC)<br>Banjari, Dist. Rohtas, Bihar<br>09431897114 (m)  |
| 28. | Mr. Kalyan Chandra Singh<br>Member          | Lafarge Cement Ltd. (INTUC)<br>Soneri North Ley Out<br>Holding No.371 B.Block<br>Near Old C.P. Club, Jamshedpur<br>09431756008 (m) |

**NAME OF THE FACULTIES**

1. Mr. S.M. Afsar  
Technical Specialist &

ILO South Asia Office, New Delhi

National Programme Coordinator (HIV/AIDS)

2. Mr. B.K. Das  
General Secretary &  
Director  
Education  
Indian National Mineworkers' Federation  
Institute For Miners' And Metalworkers'
3. Ms. Divya Verma,  
Programme Officer, HIV/AIDS  
ILO South Asia Office, New Delhi
4. Dr. A. Sharma  
Chief Medical Officer  
Eastern Coalfields Ltd.  
Asansole
5. Dr. Anurag Verma  
Dy., Chief Medical Officer  
Bharat Coking Coal Ltd.  
Dhanbad
6. Ms. Swapnodeepa Biswas  
Dy. Director  
WBSAP&CS  
Swastha Bhavan  
Salt Lake
7. Ms. Tina Mitra  
Asst. Director, ICTC  
WBSAP&CS  
Swastha Bhavan  
Salt Lake

\*\*\*\*\*