



“Prevention of HIV/AIDS in the world of work: A tripartite response”

**Report of the training of Trade unions in Construction sector on HIV/AIDS
29 - 1 July 2009
IHC, New Delhi**

Background:

On 2nd April 2009, MOLE convened a meeting chaired by the special secretary Mr. S. Krishnan to discuss the capacity building of unions, their role in NACP -III and to encourage the unions to upscale their response to HIV. It was concluded that more capacity building of unions is required and some sectors involving informal migrant workers may be focused.

As a follow up on the action points discussed, ILO organized a three day training programme for the trade unions in construction sector. 37 participants from Eight unions participated (list participants is annexed) in the training. Participants represented various states of India. (Delhi, Haryana, West Bengal, Bihar, Chattisgarh, Jharkand, Mumbai, Tamilnadu, Karnataka, Kerala and AP)

Proceedings of the workshop:

Day one

As per the agenda (copy annexed), the three day training programme started with registration and Icebreaking of the participants. Ms. Leyla Tegmo Reddy, Director, ILO - SRO inaugurated the programme, along with Mr. R.A.Mittal, Trade Union Representative in the ILO's Project Management Team.

- Ms. Reddy highlighted the need for trade union intervention in the informal sector particularly in creating awareness for the welfare of workers and to fight against stigma and discrimination. It was mentioned that the National Policy on HIV/AIDS and the world of work which is the final draft stage will soon be launched by MOLE. She mentioned that a recommendation on HIV/AIDS and the world of work which was discussed with the tripartite constituents in the International Labour Conference (ILC) held this year, which is hoped to be adopted in the next year's ILC 2010 to become a convention. It would help tripartite partners in member countries to upscale their response to HIV.
- She encouraged the unions to collaborate with NACO/SACS for implementing interventions with ILO's technical support.

Mr. Mittal, Secretary, HMS, said he is happy to see most unions represented, particularly to see the senior comrades coming for the training on HIV.

He spoke about the Joint Statement of Commitment on HIV/AIDS for the trade unions signed by five Central Trade Unions, encouraged participants to take keen interest and make use of the training that is provided by the ILO.

Mr.S.Mohd.Afsar, highlighted the role of trade unions in HIV/AIDS, the need for capacity building and reinforced their role in implementing HIV/AIDS programme for the informal sector workers in partnership with State AIDS Control Society.

Mr. Naveen Kumar, a Person living with HIV in the inauguration presented his life story and discrimination faced and his life after the infection

After the inauguration, participants expectations were taken, participants required to know everything about HIV, transmission, prevention, why workplace, how to educate workers, what are the behaviours, origin, etc

Their thirst for HIV information was quenched through a session on HIV/AIDS, it was conducted using the card game in a Quiz mode (participants were divided into three groups) it was quite participatory. There were discussions on various issues like window period -how it is posing threat to all of us, issues such as bad behaviour, link of STI with HIV. It was noted that the information was absorbed well as people started talking about issues related to HIV.

Mr. Harishankar from DNP+ who supplemented to the issues of PLHIV. He presented his life story, before and after the infection. How his wife died leaving a tiny little baby with him, he now works as counselor, also married a widow whose husband died of AIDS. He left key messages to the participants that HIV can happen to anyone, stigma is not the solution, but involving PLHIV and making non discriminatory policies and bringing about change in people.

Through this interaction with PLHIV, participants' perception on PLHIV changed difference between HIV and AIDS was better understood, concepts of ART treatment, opportunistic infection and the truth that HIV can affect anyone was reinforced.

Day two:

Recap of the previous day sessions was well done by the participants facilitated by the ILO, indicating that concepts on HIV/AIDS were understood by participants.

Representatives from NACO nad SACS were invited to provide perspective and guidelines of NACO on the migrant workers intervention. Mr. Manilal, Consultant, TI, Migrant workers and Dr. A. K. Gupta, Additionla Project Director, DSACS participated in the training and provided a detailed understanding about the migrant workers intervention, how they are defined and identified, what provisions are laid out in the guidelines for intervention, components in the intervention (BCC, Condom Promotion, STI Care were discussed in detailed. Dr. Gupta provided details on the interventions in Delhi and how SACS is implementing the NACO guidelines for Migrant Workers.

It was highlighted that to intervene with 5000 single migrant worker, there is funding of 8.64 lac rupees.

The unions were encouraged to identify clusters of migrants and develop proposals to be submitted to respective State AIDS Control Societies.

Then, the sessions were to describe the component in the prevention programme in detail such as BCC and Condom Promotion.

The BCC session covered the concepts, how the concepts are implemented in the field and the requirements for effective implementation of BCC session. The session involved discussion, presentation and a film screening on Communication.

Session on Condom Promotion involved reason for promotion, what is condom, uses of it, barriers for use, then addressing some of the barriers such as shyness, quality issues enhancing the comfort levels of participants towards the use of condoms. Methodologies used were discussion and demonstration.

A representative Mr. Amit Rawat, Project Manager, Modicare Foundation was invited to provide a briefing about the intervention that they have for migrant workers supported by DSACS in Madanpur Kader in South Delhi, as a prelude to the field visit to the site. The objective was to give orientation on the project and what is to be observed in the field.

A field visit to Madanpur Kader, a site for migrant workers intervention by Modicare was undertaken by 35 participants with one facilitator from ILO.

Modicare put up a booth for providing HIV information to the rickshaw puller who are mostly single migrants in Kader area. Two outreach workers were providing the HIV information using the flip chart, provided condom education and demonstration to the audience.

A street play was performed by the field team of five outreach workers on the STIs and importance of condom use linking with HIV. It was appreciated by the audience and the participants.

Also, had an opportunity to interact with outreach team and the target group at the Drop in center which is also a field office of Modicare.

Participants could see the approaches in BCC, Condom promotion including the maintenance of Condom Outlets.

Day three

There was good recap of the sessions and debriefing of the field visit by the participants moderated by the ILO facilitator. The field visit seemed useful to the participants after having received the information from NACO/SACS and other programme components.

The training also had an experience sharing by Mr. Vinod Bhatt, Project Coordinator from Nirman Mazdoor Sanghata in Mumbai who is implementing a project at PANvel for

Construction workers supported by ILO. This provided opportunity for interaction and discussion specifics of implementation.

Step by step description of project development was discussed from Mapping, Needs Assessment to proposal development. Highlighting the following:

1. Mapping of clusters of Migrant workers and needs assessment
2. KABP survey
3. Programme components
 - Hiring of staff, staff structure as per NACP -III
 - BCC
 - STI Care
 - Condom Promotion
 - Enabling environment
 - monitoring and evaluation
4. Budgeting

The participants were divided into smaller groups as per their union affiliation to discuss and develop action points. Two ways of approach were highlighted to them. First one to develop a plan for capacity building of the union members in their union through conducting more number of trainings

Second, to identify a geographic location where Construction migrant workers are found in big numbers and develop a proposal following the steps discussed.

Unions discussed the follow up action and presented.

Follow up action:

1. **CITU** representatives felt that it is a good beginning and would discuss in their committee regarding the action required, and also they felt HIV requires an indepth programme. Construction workers federation of India has 8.53 lakh members which is an affiliate of CITU.

CITU can write about HIV in the newsletters and articles published by CITU.

Undertake state level awareness workshops in four states

CITU has some experience of implementing programme in Kolkata with support from WBSACS, they would be able to take up more action.

2. **UTUC:** thanked ILO and said that they got a lot out of this programme and suggested that such programmes should be conducted at the state level also.

It has a membership of 1.38 lakh members through their affiliate ALL India Construction labour union

UTUC would like to write about HIV in their bulletin, conduct awareness camps and **like to undertake project in Kerala for cashew nut workers which is women dominated.**

3. **BMS:** highlighted that training was very good, the materials provided were simple and easily understandable. They feel equipped to take action, feel this is an opportunity to expand their organization. This will change their image, from the trouble makers to

BMS would like to make HIV a permanent agenda point of discussion in their meetings. Five states have 3.5 lakh construction workers, would like to focus on Chattisgarh to implement the programme.

4. INTUC:

1.5 lakh construction workers in Cochin, Kerala

3 lakh in Madurai, TN

AP - construction workers

They would be keen to take on more action with construction workers in AP, and Kerala

5. TUCC: will decide the course of action after discussion with the leadership

TUCC work in six states, 1.2 lakh members in constructions

Identify the migrant labourers clusters, identify the source and destination as per the state government scheme and would like to work on the enforcement of welfare act along with HIV.

6. HMS. Felt that they are trained well enough to conduct trainings by themselves, earlier they required an outside resource person. Bhavan Nirman Mazdoor Sabha has 37,000 members is an affiliate of HMS in Noida, Indrapuram and Greater Noida, NCR and Faridabad. HMS would like to focus their attention on Faridabad with 10,000 workers. Feel the need for a regular people for the programme.

7. AIUTUC:

Works in nine states with 70,000 members, would discuss in their committee about the follow up action.

Closing:

Mr. S.K. Srivastava, Additional Secretary participated in the closing of the training programme. The highlights of his points are as below:

1. After hearing the feedback from the participants, he complimented the efforts of ILO in putting together the three day programme
2. He said HIV work should happen as part of Trade Union Social responsibility, as the CSR done by the corporates
3. Role of Labour ministry in NACP is required
4. Trade unions has a huge membership and strength, which needs to be mobilized
5. MOLE has drafted a National policy on HIV/AIDS in the world of work which is hoped to be launched soon.
6. He suggested that Regional workshops on HIV/AIDS for unions to be undertaken by ILO as suggested by participants.
7. He thanked everyone and expressed his pleasure in meeting the representatives from eight unions. He handed over the certificate of participation to all the participants and closed the training programme formally.

“Prevention of HIV/AIDS in the world of work: A Tripartite Response”

**Draft Programme for the three day training on HIV/AIDS for the Trade Unions in construction sector
29 - 1 July 2009
India Habitat Center, New Delhi**

Objectives of the Training Programme:

- To enhance participants knowledge on HIV/AIDS/STI
- To orient them to the HIV programme in line with the National AIDS Control Programme -III guidelines
- To sensitize TU on the role that they can play in HIV prevention and develop a follow up action for further capacity building of their members and to undertake interventions in construction sector

Date /Time	Topic	Specific objectives	Methodology/ Resource persons
Day one 9:15-9:30am	Registration / pre test questionnaire	<ul style="list-style-type: none"> ▪ To administer the pre test questionnaire 	Questionnaire
9:30-10:00am	Ice Breaking	<ul style="list-style-type: none"> ◆ To welcome the participants ◆ To make the participants know each other 	Exercise, Discussion, ILO
10.00-10.45 am	Inauguration	<ul style="list-style-type: none"> ◆ Welcome Address by Ms. Leyla Tegmo Reddy, Director, ILO ◆ “Trade union ‘s role in HIV/AIDS S.Mohd.Afsar, ILO ◆ Address by Navin Kumar, PLHIV ◆ Address by Mr. R.A. Mittal, HMS, representative of Trade unions in the ILO’s Project Management Team ◆ Inaugural Address by Mr. S. Krishnan, Special Secretary, MOLE, GOI ◆ Vote of thanks 	ILO/MOLE/TU
10:45-11:00	Tea		
11:00 - 11:30am	Ice breaking continues	<ul style="list-style-type: none"> ◆ To identify the learning needs of the participants ◆ To set ground rules to be followed during the workshop 	ILO
11.30-1:30pm	Basics of HIV/AIDS/STIs	<ul style="list-style-type: none"> ◆ To enhance the knowledge level of the participants on HIV and AIDS/STIs 	Card game, quiz and discussion, P. Joshila/ Divya Verma, ILO
1.30-2.15pm		LUNCH BREAK	
2.15 - 3.45 PM	Basics of HIV/AIDS Continues...	<ul style="list-style-type: none"> • To familiarize them with the tests available, government policies, care and support, management of infectious diseases, other issues 	Card game, quiz and discussion
3.45 - 4.00 pm	TEA break	<ul style="list-style-type: none"> • 	
4.00 - 4.45 pm	Perspectives of People Living with HIV and key care and support issues	<ul style="list-style-type: none"> • To sensitize the participants to the PLHIV and their concerns, what they feel and experience • To familiarize them about the key care and support issues 	Experience sharing and Discussions Mr. Harishankar, PLHIV from DNP+
4.45 - 5.00	Question & answers	<ul style="list-style-type: none"> • To enable participants to synthesize the learning, understand key concepts of HIV/AIDS/STI and clarify doubts if any 	Discussion Divya Verma, ILO
Day Two	30 June 2009		
9.00 – 9.30AM	Recap	To recapitulate the previous days’ learnings	Participants/ Facilitators P. Joshila, ILO
9.30 - 10.15	Orientation to the	<ul style="list-style-type: none"> • To present the National AIDS Programme 	Mr. Manilal, NACO/ Dr.

am	NACP - III guidelines for migrant workers	<ul style="list-style-type: none"> To provide orientation on the targeted intervention for migrant workers under NACP-III To highlight the role that TUs can play 	Gupta, DSACS
10.15 - 11.30 am	Behavior Change Communication (BCC): Key concepts, Approaches in HIV prevention programmes	<ul style="list-style-type: none"> To familiarize the participants to the concepts of BCC and various approaches of BCC in HIV prevention programmes. To familiarize the participants with the techniques of Interpersonal communication to enhance the effectiveness of health education sessions. 	Presentation Lectures, Discussions. Experience sharing Video film on communication skills. S.M. Afsar/ P. Joshila/ ILO
11.30 - 11.45 am TEA Break			
11.45 – 12.45 AM	Condom education	<ul style="list-style-type: none"> To explain the need for Condom Promotion and approaches in HIV/AIDS prevention programs To explain the barriers to condom use To explain the implementation mechanism of Condom Promotion 	Presentation, discussions Manjunath Kini, ILO
12.45 - 1.00 Pm	Instructions for field visit	<ul style="list-style-type: none"> To coordinate for the field visit to an NGO implementing a prevention programme on HIV/AIDS for migrant workers 	Discussion, MK
Lunch Break at 1.00 – 2.00 PM			
2.00 - 5.30 PM	Visit to a prevention intervention with informal migrant workers implemented by an NGO	<ul style="list-style-type: none"> To provide an exposure to the implementation of HIV/AIDS programme for informal workers To sensitize the participants on the care and support issues of PLHIV 	Briefing by Mr. AMit Rawat, Field visit, observation, interaction with Modicare foundation MK, PJ, DV
Day Three	1 July 2009		
9.00- - 10.00 AM	Recap and debriefing about the field visit	<ul style="list-style-type: none"> To recapitulate the previous days' learnings 	Participants/ Facilitators DV/MK
10.00 - 10.45 am	Experience sharing of an intervention with the construction workers in Panvel, Mumbai	<ul style="list-style-type: none"> To explain the various components of the programme being implemented for the construction workers in Panvel To share experiences and key lessons in implementing a programme on HIV/AIDS for construction workers by the union 	Presentation and discussion, experience sharing by NMS
TEA BREAK 10.45 – 11.00 AM			
11.00 – 12.00noon	Proposal Development for an intervention with the construction workers as per NACP -III	<ul style="list-style-type: none"> To provide an orientation on the programme management cycle in developing an intervention To orient on the steps for proposal development 	Manjunath Kini/ Joshila
12.-1.00 PM	Group work to develop an action plan for the unions/ framework for an intervention	<ul style="list-style-type: none"> To enable participants to develop an understanding in developing a project proposal 	Discussions, Group work, Presentation Joshila/Divya/ Manjunath
LUNCH BREAK 1.00 - 2.00 PM			
2.00 - 3.30 PM	Group work to practice skill of training	<ul style="list-style-type: none"> To enable the participants to practice the imparting skills on HIV/AIDS 	Group work, presentation Joshila/Divya/Manjunath
TEA BREAK 3.30 – 3.45PM			
3.45 - 4.15 PM	Post evaluation	<ul style="list-style-type: none"> To assess knowledge gain and obtain feedback on the workshop process 	Questionnaire and feedback from the participants MK
4.15 - 4.45 PM	Close of workshop	<ul style="list-style-type: none"> To get feedback from the participants on the workshop To close the workshop formally highlighting the action points 	ILO team

“Prevention of HIV/AIDS in the World of Work: A tripartite Response”

**Training Programme on HIV/AIDS for Trade Unions in Construction sector
29 June to 1 July 2009, India Habitat Centre, New Delhi**

Participant list

BMS:

1. Mr. Dhirender P. Singh - Bihar
2. Mr. N.Tomba Singh - Manipur
3. Mr.Murlidharan - Tamilnadu
4. Mr. Yogesh Dutt Mishra - Raipur
5. Mr. Brijesh Upadhyay - Delhi

CITU

6. Mr. Veeraswamy - Karnataka
7. Mr. G.M. Nagarajan - TN
8. Mr. Achutan - Kerala
9. Mr. Debanjan Chakraborti - Kolkata

INTUC

10. Ms. Uma Nagendramani - AP
11. Mr. Biju Vallavanandan - Kerala
12. Mr. Pannerselvam - Chennai

TUCC

13. Mr. Hariram Tiwari - Delhi
14. Mr. Manoj Kumar - Bihar
15. Mr. Anil Sharma - Bihar
16. Mr. Santosh Kumar - Jharkand
17. Ms. Salma Saudagar - Bhopal
18. Mr. Sitaram Sharma - Bhopal
19. Mr. Mohd. Shahid Ali - Bhopal

UTUC

20. Mr. Raja Sekharan - Kerala
21. Mr. G. Sasi - Kerala
22. Mr. Saji. D. Anand - Kerala
23. Mr. Barun Choudhuri - Kolkata
24. Mr. Subir Bhowmik - Kolkata
25. Mr. Jyoti Bikash Dutta - South Dinajpur
26. Mr. Apurna Bhattacharya - South Dinajpur

AIUTUC

27. Mr. Satyawan - Haryana
28. Mr. Ramesh Sharma - New Delhi
29. Mr. Harish Tyagi - New Delhi
30. Mr. Hari Parkash - Haryana
31. Mr. Promode Kumar - Patna

HMS

32. Ms. Sanjay Shiva - Kota
33. Mr. Sanjay Kumar - Noida
34. Mr. Arvind Kumar - Noida
35. Mr. Suraj Kumar - Noida
36. Mr. S.S. Upadhyay - Delhi

NMS

37. Mr. Vinod C.Bhatt - Mumbai

