



Canadian Labour Congress

Congrès du travail du Canada

**Canadian Labour Congress  
Concept Paper**

**Regarding**

**The World HIV/AIDS Pandemic**

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## **Introduction**

This Concept paper is intended to highlight the CLC's approaches in addressing HIV/AIDS through our activities in Canada and internationally, along with other global and Canadian partners.

The document summarizes the work which has been done by the CLC and its affiliates between 2000 to 2008. It also highlights our work going forward from 2009 onwards. An important component to our past, present and future work is the CLC HIV/AIDS Labour Fund.

The Labour Fund was established in 2003 to assist the CLC and its affiliates, the Federations of Labour and Labour Councils to pool resources and to work together on HIV/AIDS. The fund's main mandate is to support the programs and projects from workers' organizations aiming to prevent HIV/AIDS, and to address the impact on workers, their families and their workplaces.

The Labour Fund is different from other HIV/AIDS funds because it was established to assist unions in the South in combating the pandemic in their respective countries. The Fund's mandate is to support the needs and projects from workers organizations which aim to prevent HIV/AIDS and address the impact on workers, their families and their workplaces. The fund has supported HIV/AIDS efforts in the workplace including: collective bargaining, membership awareness, peer support, voluntary testing, and the publication of materials.

Many Canadian organizations work on HIV/AIDS but none focuses on workers and their workplaces as does the CLC Labour Fund. Union members and organizations support a number of organization that do very good work. One such organization is the Stephen Lewis Foundation that supports direct grass root efforts in communities in Africa – including a successful “grandmothers” program.

It is of importance that the CLC and its affiliates support the global union program on HIV/AIDS and also a priority for addressing this issue in connection to the spread of malaria, tuberculosis and other diseases – as reflected in the UN Millennium Development Goals. However at a project and program delivery level, we focus more on HIV/AIDS.

In regards to reading the concept paper, it has been divided into three main sections: Going Forward; Background; and Management of the Fund and Projects.



## SECTION I – GOING FORWARD

This Section includes a summary of activities undertaken from 2009 onwards and highlights our main objectives going forward and contains recommendations and required actions in certain areas of work.

### A. Main Objectives of CLC Work on HIV/AIDS

The proposals in the Concept Paper aims to create more support for our global labour partners on HIV/AIDS work by:

- ***Engaging in a credible programme of workplace action*** through partnerships that links advocacy campaigns at home and abroad with concrete projects at the country level. The first program under this new approach will be undertaken between the CLC HIV/AIDS Labour Fund and ITUC-AFRICA, starting in 2009;
- ***An analysis*** of the disproportionate impact in respect to gender, youth, sexual orientation, race, disability and on communities of Aboriginal Peoples and People of Colour;
- ***Targeting needed change in specific countries & sectors*** through coordinated approaches with affiliates of the CLC through its Labour International Development Committee (LIDC) and participating unions;
- ***Planning a long term & shared vision with other national centres***, by promoting research, analysis, information-sharing and cooperation with international institutions, such as the ILO and UNAIDS;
- ***Building support for our programmes*** by connecting effective awareness and education campaigns in Canada to the ongoing replenishment of the CLC AIDS Fund, supplemented by revenue generation by outside funds;
- ***Lobbying for Canadian government leadership*** to help strengthening domestic and world commitments to Universal Access principles through concrete implementation and follow up measures by our Government within intergovernmental processes;
- ***Showcasing our programme of action*** at the 2010 ITUC World Congress in Vancouver with a coordinated action follow up in time with the 2010 G8 Summit in Ontario;

- ***Becoming world leaders*** on HIV/AIDS and connecting our approaches to the Global Union Aids Programme (GUAP) decision-making and planning of actions that build a stronger trade union movement through projects that strengthen workplace actions.

## **B. The CLC Labour Fund On HIV/AIDS**

The CLC HIV/AIDS Fund is an important tool in our fight to end the pandemic. It needs to be strengthened to continue assisting unions in their workplaces and their respective countries. The fund's main mandate is to support the programs and projects from workers' organizations aiming to prevent HIV/AIDS, addressing the impact on workers, their families and their workplaces. In order to be effective, we will work on prioritizing projects in specific countries.

For example, there are already 52 priority countries for action on AIDS, identified by The Trade Union Sustainable Development Unit. The CLC Fund will target some of those countries, especially in Africa. In addition, the CLC and ITUC-Africa have developed a partnership agreement to prevent the spread of the disease in the decade to come, e.g. in any of the identified 64 additional countries, especially in Asia, Latin America and Central & Eastern Europe.

The CLC will also use the Fund to build global union networks on the issue as we saw when the CLC-hosted an International Labour Forum, organized during the AIDS Conference held in Toronto in 2005. We will work closely with the International Trade Union Confederation (ITUC), its regional organizations and Global Union Aid Programme (GUAP), in strengthening our global networks. Support of GUAP is important because it brings together a number of Global Union Federations (GUF's).

The CLC will support the funding of HIV/AIDS projects that relate to:

### **1) The functioning of the Global Union Aid Programme (GUAP)** internationally, especially with respect to:

- the delivery of workplace-based projects and actions on HIV/AIDS;
- coordination of trade union programs world-wide.

**2) The development & implementation of actions through a partnership with ITUC-Africa, especially for:**

- Activities aimed at reaching agreements with employers to strengthen bargaining capacity of trade unions through membership awareness, training and education, and negotiating with governments on national programs;
- Communication and information tools that enable worker and trade union capacity: in organizing joint advocacy campaigns, and in supporting national or regional policy initiatives in Africa;
- Policy research and advocacy on local or national promotion of good practices on HIV/AIDS, impact of TRIPS on workers' and their families access to treatment; promotion of voluntary testing, and
- Technical support to national unions in planning and monitoring tripartite or bipartite policies and programs.

**3) Research and analysis that help clarify trade union priorities and actions on HIV/AIDS.**

The CLC is already involved in complementing the work of FNV Mondial (of the Netherlands) to conduct a global baseline assessment of trade union capacities by furthering the development of country-by-country profiles for this purpose. The CLC will endeavour to support further similar analysis.

**C. Lobby & Advocacy Work: Internationally**

The central aim of our international advocacy and lobbying efforts will be to ensure that the workplace becomes a vehicle for the global responses to HIV & AIDS; that leaders at the international, national and enterprise level recognize and support strengthening the workplace responses, and that trade unionists and international leaders at all levels become accountable for commitments made in dealing with AIDS.

The CLC will work closely with GUAP, ITUC, and TUAC, the ILO, UNAIDS and the World AIDS Campaign (WAC) to promote the development of supportive policies within the United Nations and other institutional settings, such as:

**1) The UN Commission on the Status of Women**

The CLC and its affiliates will continue to:

- Advocate for the inclusion of women in structures where decisions are made in regards to resource allocation and implementation of HIV/AIDS programs;
- Advocate for the inclusion of a gender analysis and the different impacts on women and girls in all programs administered by UNAIDS, and

**2) Within the ILO and ILO-ACTRAV**

The CLC and its affiliates will:

- develop tri-partite approaches and actions on HIV/AIDS.
- take part in discussions to shape a new ILO instrument on HIV/AIDS at the ILO in June, 2009.

**3) Within the G8 Summit Process for 2009 and 2010**

The CLC and its affiliates will:

- Reiterate our calls for Universal Access for HIV prevention, treatment, care and support;
- Advocate for the strengthening of the G8's newly created ***Follow-up mechanism on Global Health Commitments***.

**4) Within the existing structures of the African Union**

– where ITUC Africa and its affiliates have access for intervention, for the development of African-wide policies on Investment, Procurement and Development Assistance –

The CLC in partnership with ITUC-Africa will:

- Lobby African governments to strengthen their health care systems in support of those living with HIV/AIDS;

- Lobby African governments to recognize trade union centres in their countries as important partners in the fight to end the pandemic. In this regard, they we urge them to make all efforts to involve unions in their respective national Aids Councils.

## **D. Promotion and Delivery of HIV/AIDS Programs: Internationally**

### **1) Working with ITUC and its regional organizations**

The CLC will work closely with ITUC and its regional organizations and their national centres. Furthermore, the CLC will place programs or projects undertaken with support of the Fund, within a framework of international solidarity work through networking with other trade unions.

Fund concrete projects at the national level that build upon and strengthen the HIV/AIDS trade union policies and actions, in solidarity with ITUC-Africa . The projects to be funded will support HIV prevention through education and are also linked to advocacy efforts.

- Fund projects that emphasize young workers generally but especially women and girls;
- Strengthen current HIV/AIDS projects of the Labour International Development Committee (LIDC);
- to complement them with new initiatives in specific countries, such as Nigeria, Tanzania and Mozambique .

### **2) Working within the ILO framework and sustainable development context**

The CLC recognizes the important role the ILO plays in setting minimum standards for codes and the ability to bring workers representatives, employers and government together. Working within the framework of the ILO programmes of Decent Work, the CLC will:

- Call for increased expenditures for HIV/AIDS programs for tripartite collaboration in Canada and internationally;
- Promote the delivery of a coherent programme of action with trade union bodies and other actors within Canada and internationally; and

- Promote Universal Access for HIV prevention, treatment, care and support by 2010 through actions that support the strengthening of health services and promote effective diagnosis, treatment and care to affected workers.

The CLC also understands that the unfolding of trade union work on HIV/AIDS must take place in a sustainable development context, whereby linkages to social issues, such as employment, poverty reduction, public health and equality of access are identified for the purposes of building upon possible synergies and ensuring that social development is not undermined. Similarly, where possible, our activities should also seek similar synergies with the global trade union agenda on environmental protection, such as for climate change, disaster relief and the increasing incidence of migration patterns.

#### **E. Global Visibility of the CLC on HIV/AIDS: through Political Action, Communication, Training & Education**

- 1) Through the LIDC, the CLC will seek to integrate our work on program delivery, lobbying and advocacy work activities within a comprehensive communication and information sharing programme that will serve as a platform for training and education within Canada and for fund-raising. It will attempt to link the activities of trade unions of the south with the political agenda of trade unions in the north
- 2) The CLC will work with LIDC members and CLC Education Department and Labour College staff members to plan strategy on ways to integrate HIV/AIDS education into the labour education programs. In order to build on the fact that the CLC and a number of our affiliates have well established unions schools or education centres where union leadership and staff receive regular training.
- 3) The CLC and its affiliates will organize activities to further our work at the 2010 ITUC Congress in Vancouver. 2010 offers the international labour community working on HIV/AIDS the opportunity to showcase our work in the past years. It will also provide us with an opportunity to involve our colleagues from the South to directly lobby DFAIT, Health Canada and CIDA officials in Canada. As part of the lobby we will produce fact sheets, brochures and endeavour to bring the leadership of specific unions from the South to participate in our lobby efforts.
- 4) The CLC is looking at organizing discussion forums, producing lobby materials, posters and other materials.

## F. Lobby and Advocacy Work - In Canada

Our work on HIV/AIDS at the workplace, community and national levels will complement and continue to inform our international efforts in this area. In order to strengthen our lobbying efforts, we will work together with Canadian civil society organizations at the federal, provincial and municipal levels to present a common front in discussions with government and municipal officials.

The CLC also recognizes that tackling HIV/AIDS, requires the labour movement and civil society to continue to work for full equality of women, lesbians, gays, bisexual and trans people, racialized groups, and Aboriginal people here and globally. The CLC recognizes that inequality is inextricably tied to the HIV/AIDS pandemic. The CLC also understands that a public health care system is an important component if any HIV/AIDS strategy.

The CLC and its affiliates will lobby the Canadian government to strengthen policies in the following areas:

- Increased spending by governments on HIV/AIDS;
- Canadian government support for changes to global patent rules in order to promote the use of generic drugs;
- Investment on research on microbicides and their effects;
- Funding for a comprehensive AIDS prevention programs focused on young women;
- Funding programs for care services for those living with HIV/AIDS, and funding programs for education, research, and prevention (including of discrimination against HIV infected people) programmes; and,
- Opposition to mandatory blood testing of patients and the ban on blood donation by gay men.
- Support strong occupational health and safety policies

We will also develop, print and distribute lobby materials which includes our key demands, relevant statistics, and what has been accomplished to date by unions in Canada in the fight against HIV/AIDS.

## **G. Promotion and Delivery of HIV/AIDS Workplace Programs – Canada**

### **Internal CLC Structures:**

The CLC and its affiliates will work through current CLC structures to:

- Promote national union policies on HIV/AIDS which can in turn be adopted for use at the local union level where applicable. The provisions negotiated or adopted at any workplace would depend on existing structures and on the history of HIV/AIDS work in respective unions;
- Support collaborative activities aimed at strengthening the bargaining capacity of trade unions through membership awareness, training and education, and negotiating with governments on national programs, especially in priority sectors;
- Support collaborative activities with affiliates aimed at raising HIV/AIDS issues at the bargaining table;
- Advocate for anti-discrimination provisions to address stigmatization of those living with Aids and also advocate for comprehensive employer drug plans and access to ARV's;
- Work with communication and information tools that enable worker and trade union capacity in organizing joint advocacy campaigns, and in supporting national or regional policy initiatives in Canada;
- Work with communication and education tools to reduce the stigma faced by members with HIV/AIDS in the workplace;
- Support policy research for the promotion of good practises on HIV/AIDS, impact of TRIPS on workers' and their families' access to treatment; and promotion of voluntary testing;
- Promote training and education through the involvement of the CLC Women and Human Standing committees, Health and Safety Committee and CLC Working Groups.

## **SECTION II – BACKGROUND**

This section provides a historical look and provides a summary of HIV/AIDS activities and projects from 2002-2008. A list of the Fund's priorities, when established in 2002 is also included below. The section also has examples of projects undertaken to date. The section also provides a summary of CLC lobby & advocacy work and who the CLC worked with.

### **A. The CLC HIV/AIDS Fund**

The CLC HIV/AIDS Labour Fund was established in 2002 to assist unions in combating the pandemic in their respective countries.

#### **1) HIV Labour Fund Priorities**

Priority areas of work were identified as follows:

- Improving trade unions' bargaining capacity with employers for benefit packages, prevention programmes, care facilities and treatment; negotiating national programs with government);
- Production, adaptation and/or translation of training and communication tools (training manuals; educational leaflets; publishing articles; radio programmes);
- Training of trainers and Workers' education programmes (Peer education / peer counselling by sector of activity, age group, couples, sexual orientation, etc.);
- Worker exchanges and solidarity initiatives in support of capacity building, advocacy campaigns and fund raising for HIV/AIDS labour programming (South-South and South-North);
- Policy research and advocacy (e.g. local or national promotion of good practices on HIV; impact of TRIPS on workers' access to treatment; promoting HIV testing; support to unions in planning and monitoring tripartite or bipartite policies & programs);
- The Fund also provided a mechanism for Canadian trade union 'funding partners' to pool together its financial resources in order to achieve greater support and impact.

## **2) Projects Supported by the Fund - Internationally**

The CLC already supports policy development and actions that seek to strengthen the involvement of workers in workplace programmes of change through awareness raising & training, industrial relations & collective bargaining, as well as advocacy & other forms of lobbying.

In keeping with the mandate of the CLC HIV/AIDS Labour Fund, the CLC and several affiliates focused our support toward trade union project partners, and assisted some national centres in the development of their HIV/AIDS planning, training and networking capacities. Some of our affiliates are also supporting HIV humanitarian initiatives with other partners in countries of the south.

The CLC has carried out work to fight the pandemic in Asia and Africa, in collaboration with the international labour movement, through the CLC HIV/AIDS Labour Fund and Labour International Development Program (LIDP). For example, the CLC LIDP supported a Labour & AIDS Policy Making Pan-African Conference (Botswana, 2000), a survey (Asian Trade Unions, 2001), a Women's Workshop (Kenya, 2002), a strategic planning and skills development workshop for national centres (Uganda, 2003), and series of peer educators courses (Tanzania, 2003), etc.

The CLC has also supported labour work on HIV/AIDS in Nigeria, Senegal, Zimbabwe and Mozambique. The CLC worked with CUSO to support the Mozambique project on gender and HIV/AIDS.

Through our work in the South, the CLC and its affiliates assist other trade unions in developing their capacities to raise awareness among workers, their families and their communities, particularly through the training of labour leaders, trade union negotiators, peer educators and peer counsellors. We help them popularizing and implementing the ILO Code of Practise on HIV/AIDS. We assist national labour federations in producing or translating materials and manuals (for instance in Swahili and Portuguese) that will assist the work of their affiliates.

## **B. Lobbying and Advocacy Work in Canada**

The Canadian labour movement built on its solid experience with health campaigns, international development, workers humanitarian funds and global solidarity. Some of its international work dates back from the late 1950s. Even before the fund was established, the CLC and a number of its affiliates had been supporting HIV/AIDS projects in developing countries, funded by union members dues and by CIDA – the Canadian Government's ODA.

At the June 2002 Convention, the CLC adopted Resolutions committing its leadership and membership to strong Public Health, workers rights, international solidarity and

the fight against HIV/AIDS, through the adoption of binding resolutions. A clear mandate was given to concretely support global efforts to address the HIV/AIDS epidemic. A number of CLC affiliates paved the way for the adoption of the resolutions through their work within their organizations.

At a policy level, the CLC, its affiliates and community allies undertook several advocacy actions to increase Canada's commitment to fighting HIV/AIDS through support for the Doha Declaration on Public Health; for more attention to the pandemic in NEPAD; for greater contribution to the Global Health Fund on HIV/AIDS, tuberculosis and malaria; for strengthened HIV/AIDS programs of the Canadian international development agency (CIDA); for promoting the ILO Code of Practise on HIV/AIDS; and so on. A number of the CLC affiliates are also very active campaigners on HIV/AIDS issues. CLC committees and working groups including Pride and Solidarity, worked on HIV/AIDS issue.

### **1) Who We Have Worked With In Canada**

In order to be effective, the CLC was a proactive member of several networks that are active on AIDS and global issues, including the Inter-agency Coalition on AIDS and Development (ICAD) and the Global Treatment Access Group (GTAG). With these networks and some of its affiliates, the CLC co-organized "Global health is a human right", a civil society summit which took place in May 2003, in Ottawa, to map out strategies to improve advocacy for health for all around the world. We were also part of a global labour network on HIV/AIDS, involving ICFTU and Global Unions.

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We will also look at ways we can work with other organizations where we can, such as: The Stephen Lewis Foundation, the Canadian Aid Society, Canadian the Red Cross, Canadian Public Health Association, Canadian Aboriginal Aids Network, and other groups working on specific areas.

The CLC also arranged for workers exchange programs and invited Southern trade unions' AIDS activists to address Canadian workers and other citizens at public events, such as during the 2002 Peoples' Summit held in Calgary during the G8 Summit in Canada. African trade union leaders from South Africa, Nigeria and Senegal also raised their concerns regarding HIV during their meeting with Canada's Prime Minister Jean Chrétien, in Ottawa, in May 2002.

## **2) Working Within CLC Internal Structures**

The CLC International Department worked with affiliates through their representatives in various CLC internal committees or working groups. These include: Pride and Solidarity Working Group, the Women's Committee, the Human Rights Committee and its working groups. We also worked with staff from other CLC departments. The CLC together with a number of affiliates have been working for an end to homophobia and for equal rights for LGBT workers internationally. The CLC understands the importance of dealing with the sexual orientation dimension of HIV/AIDS.

The CLC together with a number of affiliates have, over the years, been engaged in structures of the UN dealing with gender dimension on HIV/AIDS. This year from March 2-13, women from Canadian unions will be at the 53rd Session on the UN Commission on Status of Women (CAW) in New York to discuss topics such as: workplace initiatives on gender and HIV/AIDS, public policy, participation of workers and unions in public consultation process, the dimension of poverty and economic status on HIV/Aids, Universal access to treatment and UN National Sustainable Development Strategies (NSDS).

## SECTION III – MANAGEMENT OF THE FUND AND PROJECTS

### **1. Management of the Fund**

On the establishment of the Fund, the initial thought was to create a Fund Board with representation from CLC officers and its affiliates. The meetings would be held in conjunction with the CLC Executive Committee and Council to discuss its activities and financial decisions.

### **2. Projects**

New ways of strengthening the Fund and its ability to support projects will be explored in order to replenish the CLC Labour Fund on HIV/AIDS on an ongoing basis. In the meantime, funds have been allocated to various activities and in some cases for two years. For example the Fund will support projects by GUAP, ITUC-Africa, and Nigeria Labour Congress. In the case of ITUC Africa, disbursement of the allocated amount in the second year will depend on fund raising efforts.