



Prevention through Partnership: *The Tripartite Plus Forum for HIV and AIDS and the World of Work in Tanzania*

KEY POINTS

Multisectoral alliances like Tanzania's Tripartite Plus Forum for HIV in the World of Work are an effective way to coordinate and sustain workplace-based HIV and AIDS initiatives.

As a founding member of the forum, the CHAMPION Project was instrumental in guiding public institutions and private-sector companies in developing, strengthening, implementing, and/or monitoring their workplace HIV policies and programs.

The technical expertise that CHAMPION brought to the forum will have a lasting impact on the world of work in Tanzania through the HIV policies and programs it has infused with its gender-transformative approach to engaging men in the fight against HIV and AIDS.



BACKGROUND

It is widely recognized that HIV and AIDS have significant implications for the world of work—for workers, employers, and the national economy. The workplace can play a vital role in preventing the spread and mitigating the impacts of the HIV epidemic (ILO, 2013). In Tanzania and across the globe, the HIV epidemic reduces the supply of labor and undermines the rights, health, and livelihoods of workers and those who depend on them (IFC, 2002). Further, the loss of skills and experience in the workforce reduces productivity and diminishes the capacity of national economies to deliver goods and services on a sustainable basis (ILO, 2003). Effectively responding to the HIV epidemic in Tanzania requires going beyond traditional divisions of responsibility to engage all national, sector-wide, and workplace stakeholders.

A successful policy and program on HIV and AIDS and the world of work should be based on cooperation and trust between employers, workers, and governments, with the active involvement of workers infected and affected by HIV and AIDS (ILO, 2003).

REVIVING THE TRIPARTITE FORUM

In partnership with the International Labour Organization (ILO) and Tanzania's Ministry of Labor and Employment (MoLE), the CHAMPION Project revived the Tripartite Plus Forum for HIV and AIDS in the World of Work (TPF) in 2009 after a period of inactivity due to coordination and funding challenges. The TPF is composed of government, public-, and private-sector employers, employee unions, and other key

WORKPLACE INTERVENTION



Box 1. Tripartite Plus Forum Members

Government:

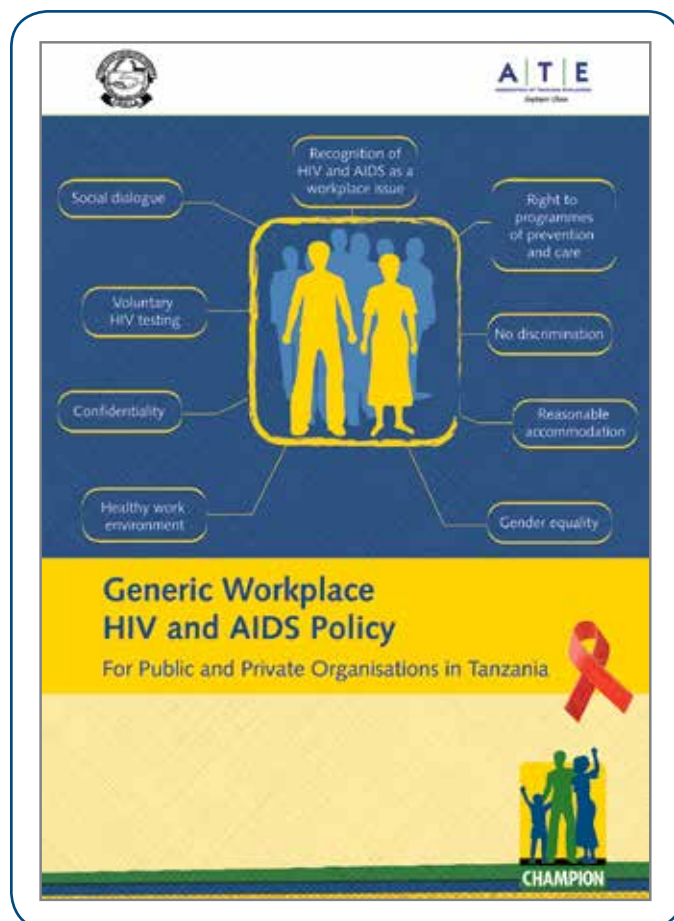
- Tanzania Commission for AIDS (TACAIDS)
- Ministry of Labor and Employment (MoLE)
- Occupational and Safety and Health Agency (OSHA)
- Tanzania Occupational Health Service (TOHS)
- Ministry of Health and Social Welfare (MoHSW)
- President's Office for Public Service Management (POPSM)

Development Partners:

- International Labour Organization (ILO)
- Joint United Nations Programme on HIV/AIDS (UNAIDS)
- Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)
- U.S. Agency for International Development (USAID)
- EngenderHealth/CHAMPION Project

Local Associations:

- Tanzania Union of Government and Health Employees (TUGHE)
- Small Industries Development Organization (SIDO)
- Vikundina Biashara Ndogondogo (VIBINDO)
- National Commission for People Living with HIV and AIDS (NACOPHA)
- Trade Union Congress of Tanzania (TUCTA)
- Association of Tanzania Employers (ATE)
- AIDS Business Coalition of Tanzania (ABCT)
- Tanzania Informal Economy Network on AIDS Initiatives (TIENAI)



Generic workplace HIV and AIDS policy developed by CHAMPION to guide employers in the creation of an HIV and AIDS policy specific to their company.

stakeholders (Box 1). It serves as a facilitating and coordinating body to enhance private-sector involvement in Tanzania's national response to HIV and AIDS. Through consultative meetings and roundtable discussions, forum partners and other key stakeholders share best practices in addressing HIV in the workplace, advocate for workplace HIV policies and programs, provide technical assistance to companies through training and consultation, and link workplaces to communities and to health facilities.

CHAMPION INVOLVEMENT Partner Capacity Building

As cofounders of the forum, CHAMPION advocated for male involvement and gender equality as critical in addressing HIV in the workplace. Through the TPF mechanism, the project provided financial and technical assistance and capacity development to five partners representing the government, employer associations, and employee unions, including the Ministry of Labour and Employment (MoLE), Occupational Health and Safety Agency (OSHA), Association of Tanzania Employers (ATE), Trade Union Congress of Tanzania (TUCTA), and AIDS Business Coalition of Tanzania (ABCT). CHAMPION trained 20 national workplace trainers from the ABCT, ATE, TUCTA, and MoLE, as well as an additional 90 labor officers from MoLE, on the Men As Partners® (MAP®) curriculum and on male engagement in health through the workplace. Topics covered included HIV prevention, gender-based violence (GBV), reproductive health (RH), and facilitation skills.



Members of the Tripartite Plus Forum for HIV and AIDS in the World of Work at the ILO office in Dar es Salaam after a quarterly meeting.

National Events

National-level events related to HIV and the world of work included the Chief Executive Officer's (CEO's) Testing Day, National Health and Safety Week, and CEO roundtable discussions to advance private-sector engagement in HIV. CHAMPION worked to improve the understanding and visibility of HIV issues in the workplace by participating in efforts to publicize participating employers, such as providing support to the ATE Employer of the Year Award on HIV programming in the workplace, at which CHAMPION's efforts on gender and HIV programming in the workplace were showcased in 2009.

"The spirit, concern, and initiative that the CHAMPION Project has shown are greatly appreciated. This is a good beginning; I hope we are going to have an active forum. To ILO and CHAMPION, if we had an award to give, you would be the key contender."

—Gibson Mayani, Tanzania President's Office, Public Service

National and Workplace-Based Policy Guidance

CHAMPION worked with Tanzanian legal experts to scan national laws and policy documents related to HIV in the workplace. National and international instruments were examined, and results were shared with the TPF partners for their recommendations. The project provided a technical review of the National Multi-sectoral Strategic Framework on HIV/AIDS to ensure that workplace-specific issues addressed male involvement and gender equity. Technical input was also provided into the review of the Tripartite Code of Conduct for HIV in the workplace for Tanzania and the development of strategic plans for HIV and health promotion to the private sector.

In collaboration with tripartite partners, CHAMPION led the development, pilot-testing, and refinement of a generic workplace HIV and AIDS policy, intended to guide employers in developing HIV policies specific to their company or institution. Additionally, the project provided support to the MoLE to ensure that gender and HIV concerns were incorporated into labor inspection forms, monitoring tools used by the government to assess the implementation of workplace HIV policies during workplace inspections.

RECOMMENDATIONS

To ensure the long-term viability of this important network, a more sustainable financing and management/coordination mechanism is needed that distributes responsibility for forum operations among all partners. To date, the ILO and CHAMPION provided in-kind support to ensure that the forum convened consistently. An additional challenge was linking local labor officers from the MoLE trained by CHAMPION to workplace programs when they were not already associated with specific worksites. Future projects should work with the MoLE to consider ways to link this cadre of trainees to sites they can directly support.



Mobile worker from the Morogoro Region after attending a workplace HIV education session.



Symbion Power employee at work after participating in an HIV education session led by a fellow worker trained by CHAMPION as a workplace-based peer health educator

"Since 2009, CHAMPION provided important technical and financial support to the Tripartite Plus Forum for HIV and the Work of Work, enabling several member companies to develop effective workplace HIV and AIDS policies and interventions. CHAMPION also built the capacity of ATE trainers to facilitate workplace-based education dialogues on HIV and gender equity. Now we can conduct these dialogues ourselves."

—Dr. Aggrey Mlimuka, CEO of the Association of Tanzania Employers



Moses Lyimo from the Tanzania Informal Economy Network on AIDS Initiatives (TIENAI) shares lessons learned in addressing HIV and AIDS in the informal sector during a forum meeting at the ILO offices in Dar es Salaam.

Further, efforts must be made to accurately track how labor inspectors conduct the workplace inspections with respect to HIV to ensure compliance.

The ILO should continue to advocate for the importance of the workplace as a strategic venue for awareness-raising, prevention, care, and the protection of worker's rights. The efforts of individual forum partners contribute to a stronger, more cohesive national response to HIV and should be encouraged to share lessons learned with the TPF partners. The ILO Code of Practice on HIV/AIDS and the World of Work (ILO, 2003) and Recommendation concerning HIV/AIDS and the World of Work (No. 200) (ILO, 2010) are powerful and adaptable tools that partners should continue to use to initiate and extend action in the world of work. These documents paved the way for the development of an



Tripartite Forum member provides remarks during the Ministry of Labour, Employment, and Youth Development launch of the Tripartite Code of Conduct on HIV and AIDS at the Workplace in the Tanzania Mainland in 2009.

instrument with legal force. Lastly, building links between the workplace and community should be pursued as a priority area for action.

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