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SUMMARY AND CONCLUSIONS

United States - Africa Trade Union Summit
on HIV/AIDS Workplace Education and Prevention

February 3-4, 2000, Washington, DC

THE WHITE HOUSE
WASHINGTON

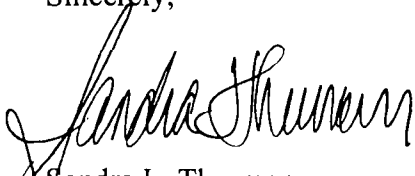
On behalf of the President and Vice President, I would like to sincerely thank everyone who helped to make the U.S. - Africa Trade Union Summit on HIV/AIDS such a successful gathering. For the first time, we came together as a community, from both here at home and from across Africa, to address the unique challenges of workers and the unique opportunities for unions in a world living with AIDS. It is our hope that the discussions we began here will be ongoing and will continue to play a vitally important role in our ability to keep pace with the ever-increasing magnitude of this global pandemic.

We are at a critical juncture in our fight against AIDS. As we enter this new millennium, HIV & AIDS continues to raise new and increasingly complex challenges with far reaching implications for workers, families, communities, businesses, and for national and global economies. But as devastating as this emergency is, there is both hope and opportunity on the horizon. Together, we have developed useful knowledge and effective skills. Together, we have designed model programs and proven that they can and do work. Yet there remains much more to be done, and many more nations, donors and communities that must commit their time, energy, and precious resources to this shared struggle.

So much of the social progress in our country and around the world has been driven by workers empowered by the labor movement. In the face of challenge after challenge, the labor movement has kept its eye on the prize and marched boldly toward a brighter future. Now, the labor community is again being called to action. You are in a position to play a pivotal role in fighting AIDS around the world through workplace HIV/AIDS education, by working to increase political will, and by bringing compassion and care to all those living with HIV & AIDS.

This Summit marks a vital first step in what I hope will become a long-term partnership of real solidarity symbolized by shared commitment, collaboration, and constructive action. Past experience has shown us that by joining forces, we can indeed make remarkable progress. I am confident that by continuing in this spirit of community and commitment, there will be a day when the children of the world can look to a future without AIDS.

Sincerely,

A handwritten signature in black ink, appearing to read "Sandra L. Thurman". The signature is fluid and cursive, with the first name "Sandra" being more prominent.

Sandra L. Thurman
Director

Office of National AIDS Policy

**U.S. - AFRICA TRADE UNION SUMMIT ON
HIV/AIDS WORKPLACE EDUCATION AND PREVENTION**

**February 3-4, 2000
Washington, D.C.**

AGENDA
As of 02/01/00

Thursday, February 3, 2000

8:00 - 8:45 a.m.

White House Tour for Trade Unionists
East Entrance

10:00 - 11:30 a.m.

**Convening Assembly: Partnership Initiative on HIV/AIDS
Workplace Education and Prevention**
Presidential Hall, Old Executive Office Building

Introduction of Co-Chairpersons & Conference Goals
The Honorable Sandra Thurman
Director of the Office of National AIDS Policy

Opening Address:

The Honorable Alexis M. Herman
Secretary of Labor

Speakers:

John J. Sweeney
President of the American Federation of Labor -
Congress of Industrial Organizations

Lynda Arnold, Pennsylvania Nurses Association

Andrew Kailembo
Secretary-General, ICFTU/AFRO

The Honorable Richard Gephardt
Member of Congress, House Democratic Leader

Announcement by:

Gladys Petje
Manager, Corporate Public Relations
South African Broadcast Corporation

Sharon Gelman
Executive Director
Artists for a New South Africa

12:00 p.m.

**Luncheon -- Theme: This Crisis Must Bring Us All Together
(Invitation Only)**

Indian Treaty Room, Old Executive Office Building

The Honorable Donna Christian-Christensen
Delegate to Congress
Chair, Congressional Black Caucus Health Braintrust

2:00 - 4:00 p.m.

**Roundtable 1: The Dimension of HIV/AIDS in Africa and
Globally: The Challenge to the Workplace**

The New Garden Room, Blair House

The Honorable Barbara Lee
Member of Congress

William Lucy
President, Coalition of Black Trade Unions

Bruno Jacob Mpangala
Secretary General
Tanzanian Federation of Trade Unions

Dr. Helene Gayle
Director, Center for Disease Control and Prevention, National Center
for HIV, TB, and STD Prevention

Dr. Jacob Gayle
Senior Technical Advisor
Joint United Nations Program on HIV/AIDS (UNAIDS)

Friday, February 4, 2000

9:00a.m. - 10:30 a.m.

**Roundtable 2: Building Partnerships to Fight AIDS in the
Workplace**

The New Garden Room, Blair House

The Honorable Robert L. Mallett
Deputy Secretary of Commerce

Gloria Johnson
President, Coalition of Labor Union Women

Vivian Lowery Derryck
Assistant Administrator for Africa
U.S. Agency for International Development

Patricia Ford
Executive Vice President
Service Employees International Union

Linda Farrow
Association of Flight Attendants-UAL
Master Executive Council President

Dr. Denise Clement
Assistant Director of Health Care Management and
Director of Clinical Operations
Ford Motor Company

10:45 a.m. - 12:15 p.m.

Roundtable 3: Mobilizing Resources for Workplace-Based Efforts
The New Garden Room, Blair House

The Honorable Susan E. Rice
Assistant Secretary of State for African Affairs

Joseph Nkosi
1st Vice President
Congress of South African Trade Unions

Assefa Bequele
Director, Labor Protection Department
International Labor Organization

Alex Ross
Africa Bureau AIDS Coordinator
U.S. Agency for International Development

Enna Chitsa
3rd Vice President
Zimbabwe Congress of Trade Unions

12:30 p.m.

Where Do We Go From Here?

Luncheon Speakers:
Indian Treaty Room, Old Executive Office Building

The Honorable Sandra Thurman
Director, White House Office of National AIDS Policy

John J. Sweeney

Andrew Kailembo, General-Secretary
ICFTU-African Regional Organization

This program has been made possible by the generous contributions of:

- The U.S. Department of Labor
- The Department of State/Office of Citizen Exchange and,
- The AFL-CIO.

Dear Mr. President,

I am writing in the hope that you will be able to participate in an event that is very important to both us. On February 3-4, 2000, President John Sweeney of the AFL-CIO and I will host the U.S.-Africa Trade Union Summit on HIV/AIDS Workplace Education here in Washington, DC. This innovative Summit will seek to devise strategies which will mobilize a tripartite collaboration of working people, businesses and governments around the globe to action against the spread of HIV/AIDS.

This event is a follow-up to your own HIV/AIDS initiative, inaugurated in July of this year, seeking to double existing efforts to prevent and treat AIDS globally. In accordance with this vision, this Summit seeks to forge new partnerships in this battle by bringing together trade union leaders from the United States and Africa to discuss and develop collaborative efforts aimed at workplace based HIV/AIDS education and prevention.

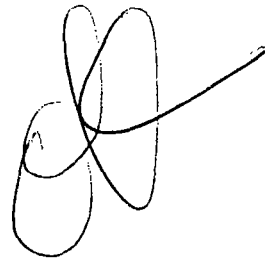
The Summit will allow leading trade unionists to discuss how barriers to AIDS education can be surmounted and how successful initiatives can be developed to halt the further spread of the disease. We look forward to the Summit producing a strengthened commitment to the development of workplace awareness and prevention programs that can effectively educate workers and families.

In spite of the staggering magnitude of this epidemic on the African continent, the response to date has been inadequate – partly due to resources, partly due to lack of education on the potential of preventative methods. Your participation would provide an opportunity to discuss the importance of building a global commitment to AIDS prevention in order to develop a united front against the disease, and underscore the need for sustained high-level support.

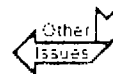
Your leadership on this issue has been decisive in the achieving much of the progress that has been made so far on combating HIV/AIDS, and I hope that you will be able to enrich this legacy further with your participation at this jointly sponsored conference.

Sincerely,

Alexis Herman
Secretary of Labor



Please 
review

[VIEW IN FRAME](#)**knowledge = survival**

U.S. Gov't, Labor Leaders Help African Unions Fight AIDS HIV/AIDS

Washington File - February 10, 2000
Phillip Kurata, Washington File Staff Writer

Washington -- The U.S. government and U.S. labor unions are teaming up with African trade unions to mount an education campaign to combat AIDS in Africa.

"We must treat this plague as we would an invading army. This must be all-out, unconditional war," said U.S. Labor Secretary Alexis Herman. She said the shame and silence surrounding AIDS must be dispelled to fight the disease.

"Let us be candid. This is a sexually transmitted disease," she said. "Too often, these facts have hindered the total effort we must have. But the fact is: AIDS is an equal opportunity killer. We can not be embarrassed. We can not be silent. Because embarrassment means delay and silence means death."

Herman made her comments at the U.S./Africa Trade Union Summit on HIV/AIDS Workplace Education that took place in Washington in early February. The conference drew union leaders from 15 countries in sub-Saharan Africa together with labor leaders, government officials and lawmakers from the United States.

Last year, Vice President Al Gore announced a \$100 million initiative to combat HIV/AIDS in Africa. Herman said the money will be spent on prevention and education programs, home and community-based care and help for children orphaned by AIDS. For the coming fiscal year, the administration has requested another \$10 million to fund health education and HIV prevention programs by the International Labor Organization, Herman said.

HIV stands for human immunodeficiency virus, which causes the incurable disease, AIDS, acquired immune deficiency syndrome. The disease has killed 10 times the number of people who have died in all the wars in Africa combined, said Sandra Thurman, the White House director of National AIDS Policy. The disease kills 5,500 people and infects 11,000 in Africa daily, Thurman said. By 2010, AIDS will have orphaned 40 million African children, she added.

John Sweeney, president of the AFL-CIO, the largest U.S. labor organization, promised solidarity to help Africa overcome the disease that is ravaging the continent. Twenty-five million people in Africa are infected with AIDS, two-thirds of the world's AIDS victims, African trade union leaders say.

"Brothers and sisters, I say to you that just as we are interconnected in the struggle to make the new global economy work for working people, we are inextricably bound together in the struggle to eradicate HIV/AIDS," Sweeney said.

Sweeney decried the reluctance of wealthy nations to write off the debts of developing countries, which he said are unable to provide basic health care and education because they are broke.

Sweeney attacked the large pharmaceutical companies for "denying drugs needed to fight the HIV/AIDS pandemic by hiding behind the fig leaf of intellectual property rights."

Andrew Kailembo, a leader in the South African labor movement, welcomed Sweeney's offer to pressure the pharmaceutical companies for AIDS medications.

Impoverished Africans, who live on less than \$1 a day, have no way to buy AIDS medication, which costs \$20,000 a year, Kailembo said.

"We need the support in this fight of the AFL-CIO. We need the support of the U.S. government, so we can get medicine, which can help many people survive longer," Kailembo said.

Emma Chitsa, a union leader from Zimbabwe, said in the absence of drugs, workers go home to their villages to die after they contract AIDS. "They spread AIDS to their caregivers because their caregivers don't know how to feed them and protect themselves," Chitsa said.

U.S. Representative Don Payne, a New Jersey Democrat, told the conference that AIDS has lowered the average life span in Botswana from 61 to 49. He said the U.S. drug company, Bristol Meyers, has committed \$100 million to fighting AIDS in Africa. Payne said he hopes Bristol Meyers will contribute another \$150 million in fiscal year 2001. Bristol Meyers' leadership on this issue hopefully will encourage other pharmaceutical companies to contribute, Payne said.

The African trade unions are taking a leading role in the AIDS issue because the economic conditions of African workers often contribute to the spread of AIDS and because the unions have the power to force workers to take AIDS prevention education.

"The shop stewards can say, 'If you don't use the condom, you die,'" Kailembo said. "There are cases in the agricultural world where a man uses one condom three times in washing. Now that is because of ignorance. It is not the NGO (non-government organization), which is going to do the job. It is the shop steward who is going to go to this man and say, 'Please, don't do this. This is how the condom should be used.'"

The migratory nature of Africa's labor economy lends itself to the spread of AIDS, said Phill Wilson, executive director of the African American AIDS Policy and Training Institute.

"Men often work in plantations or mines 10 or 11 months a year, leaving their wives and children in their villages. That creates a situation where men take temporary wives and single mothers take temporary husbands," Wilson said.

Superstition and ignorance also contribute to the spread of the disease. U.S. Representative Richard Gephardt, a Missouri Democrat, said he learned during an AIDS fact-finding tour of Africa that men believe they can prevent or cure AIDS by having sex with virgins. The result is that young girls are infected.

"AIDS in Africa, AIDS in India, AIDS in America, AIDS wherever is the moral question and challenge of our time," Gephardt said.

"If a Hitler of today was marching into all these countries and killing the number of people that are being killed by AIDS, you can bet that the United States Defense Department, the United States Congress, the United Nations and the government of every country in this world would be massing a defense effort the likes of which you've never seen," he said.

Jerry Sirk, an AFL-CIO community service liaison worker in Michigan, came to the conference to tell African union leaders about a program that has worked to reduce AIDS in southwest Michigan and might work in Africa. The program known as HYPE -- HIV Youth Peer Education -- recruits amateur teenage actors to stage plays about AIDS prevention in schools. "After the play, all the adults leave the room, and kids ask kids about AIDS," Sirk said. "We think HYPE could be applied to schools in Cape Town."

Sirk said World AIDS Day, which falls on December 1, should be accompanied by a week of AIDS education for workers. "We want to convince businessmen that it's in their interest to make AIDS education mandatory," Sirk said. Many South African companies hire two workers for every position to fill because they expect one of the recruits to die of AIDS, said U.S. National AIDS Policy Director Thurman.

A Hollywood-based charity, Artists for a New South Africa, and the South African Broadcasting Corporation (SABC) have joined the AIDS education campaign. U.S. actors such as Ted Danson, Jane Fonda, Whoopi Goldberg and Danny Glover will help prepare public service messages on the danger of AIDS, which the SABC will air.

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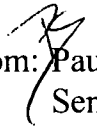
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Comments ~~Solved~~/Discussed
w/ Peter Marmaros on
6/13-14.

Date: June 13, 2000

To: Sandra Thurman
Director
The White House Office of National AIDS Policy

From:  Paul Gaist, Ph.D., M.P.H.
Senior Policy Advisor/Agency Representative

Re: Comments on the draft report, "U.S.- Africa Trade Union Summit on HIV/AIDS:
Workplace Education and Prevention."

Comments on the draft report:

Overall the report is clear and concise. I offer the following comments for consideration:

1. In both the joint letter from the Secretary of Labor and the President of the AFL-CIO, as well as, the letter from the Director of ONAP, specific edits are strongly recommended given that they convey important conceptual information.

Joint letter (Labor/AFL-CIO): Fifth paragraph should read, "We have opened a channel to promote **HIV/AIDS** education **and prevention** that holds immense promise."

Letter (ONAP): Fourth paragraph should read, "...fighting AIDS around the world through workplace HIV/AIDS education **and prevention**, by working to increase political will, and by..."

We have long known that education is a necessary, but most often, insufficient approach to behavior change and HIV prevention. These edits acknowledge that the opportunity here is not only to provide education - the Summit also recognized this, as per the formal name used for the Summit, "...Workplace Education and Prevention."

[Alternatively, instead of "prevention," it would be more accurate to say, "HIV/AIDS education and other behavior change programs..." but the rest of the report uses the phrase "workplace education and prevention" so using the term "prevention" keeps it consistent throughout the report.]

The report should be reviewed for where else it is appropriate to say "HIV/AIDS" rather than only "AIDS" -- the rationale is that it is extremely important to convey the message that the focus is needed on preventing the transmission of the virus (HIV), as well as the treatment of the disease (AIDS).

2. Throughout the report there are specific places where NGOs are criticized. The report conveys the message that in general trade unions are better positioned to be more effective than the NGOs, are more accountable, and therefore (one could conclude) are where donors, governments and others should focus their support/funding of HIV/AIDS education and prevention efforts. The "tripartite" arrangement is stated as Govt., labor, and business... community and NGO partnership is not incorporated here – it would benefit the report to say that labor/trade unions and others should recognize possible/potential partnerships with existing community and NGO efforts that would extend the reach of the labor education and prevention programs into the community. It would further benefit the report to acknowledge partnership with community organizations as an important aspect to an effective multi-sectoral, multi-level, comprehensive approach to HIV/AIDS education and prevention.

It is reasonable to point out reasons why some NGOs are ineffective and to provide reasons why the trade unions are better positioned to reach segments of the community that comprise the labor force. But, as the report is now written, it appears to be a bit of an "either/or" struggle for the support/funding - I would suggest incorporating points into the report that speak to the potential and desirability of involving community-oriented organizations in overall education and prevention approaches -- if not formally part of the "partnership" effort, at least acknowledged by and coordinated with it. One example of where this is done in the report is in response point #8. The point remains that there are many NGOs in African countries who have been operating for some time and are having an effective impact at the community level. I believe labor can still make a very strong stand on its role and strengths while acknowledging the synergy of effect that can be achieved with partnership/coordination with non-labor community-based organizations.

Suggested replacement language:

In additional to the conceptual language provided above, the following are suggested rewrites to specific language that currently exists in the draft report:

Response point #2: "Several speakers noted that many NGOs are not as effective as trade unions can be in reaching people **in the workplace setting.**"

Challenge points #s 8&9: Not sure what can be used here, need a definition of "briefcase NGOs" – but again, there needs to be a balance and acknowledgement that many NGOs are reaching where trade unions will possibly not be as effective (e.g., the unemployed). The need for trade unions and NGOs to form real working partnerships could be stated here providing a more balanced corresponding response point.

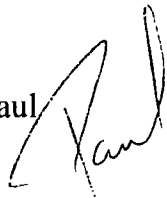
A response point that could be added with respect to the NGO issue: "It is recognized that many NGOs have been operating in the community settings for some time now

delivering HIV/AIDS education, prevention and treatment programs. To achieve the most comprehensive multi-level, multi-sectoral HIV/AIDS education and prevention approaches, it is important that the new "tripartite" partnerships work with these NGOs, complementing community-based efforts and/or working with these NGOs to complement the workplace efforts."

3. The ICFTU Resolution appears to be already set in terms of its specific wording, so I suspect wording cannot be changed at this point. I would, however, like to point out that the use of the term, AIDS "victims" is generally not promoted in the United States, and in fact is considered inappropriate. People have options to avoid HIV infection, and even when they do not, if they become infected, they often have options to minimize the consequences of the disease and to prevent the further transmission of the virus. So rather than use a passive term such as "victim", more neutral, non-moralistic terms such as, "HIV-infected individuals" or "people living with HIV" are used.

I hope these comments are useful. Please let me know if you have any questions or would like to discuss these points further.

- Paul

A handwritten signature in black ink, appearing to be the name 'Paul', written in a cursive style.

DRAFT

U.S.- Africa Trade Union Summit on HIV/AIDS
Workplace Education and Prevention
February 3-4, 2000
Washington, DC

Introductory Joint Statement

Responding to Vice-President Gore's call to mobilize unprecedented resources in the war against HIV/AIDS, the U.S. Department of Labor and the AFL-CIO, in collaboration with the White House Office of National AIDS Policy, convened the "U.S.-Africa Trade Union Summit on HIV/AIDS Workplace Education and Prevention" on February 3-4, 2000. Held within the White House complex in Washington, DC, the Summit provided an opportunity for trade union leaders from the United States and Africa, along with senior U.S. government officials, Members of Congress and representatives of the International Labor Organization, UNAIDS and business to share experiences and develop new strategies for a workplace-based HIV/AIDS education and prevention offensive.

As co-chairs of this unprecedented Summit, we have come to recognize that the workplace is one of the most effective places through which education about HIV/AIDS can be provided. The workplace is also the critical link in combating the discrimination and stigmatization which so insidiously hamper other efforts to staunch the spread of HIV/AIDS. Yet this opportunity has yet to reach its full potential.

What follows in this publication are the conclusions and recommendations drawn by the various Summit participants. In attempting to ascertain how employers, workers and donor agencies can best mobilize in the fight against AIDS, we hope that these proceedings will serve as a useful guide.

The partnership of trade unions, government and business can be a potent force in addressing social ills. Seeking a way to forge such a partnership was a goal shared by all the Summit participants.

We have opened a channel to promote AIDS education that holds immense promise. Harnessing the tremendous grass-roots organizational power of trade unions and their ability to reach large segments of the population will be decisive in the war against AIDS. We were delighted and encouraged by the results of the Summit, which heralded a strengthened commitment across continents to the development of workplace awareness and prevention programs that can effectively educate workers and their families.

The Department of Labor and the AFL-CIO stand together in the fight against the spread of HIV/AIDS. As this rich partnership develops in the coming months and years, we will seek to reach out to businesses, governments and civil society organizations across the globe. The conclusions drawn by the Summit participants as presented here will help illuminate the way forward.

Summit Co-Chairs,

 Alexis M. Herman
Secretary of Labor

John J. Sweeney
President



Paul
Will you
review this?
IX-Chenyl

United States

AFL-CIO

On behalf of the President and Vice President, I would like to sincerely thank everyone who helped to make the U.S. - Africa Trade Union Summit on HIV/AIDS such a successful gathering.

For the first time, we came together as a community, from both here at home and from across Africa, to address the unique challenges of workers and the unique opportunities for unions in a world living with AIDS. It is our hope that the discussions we began here will be ongoing and will continue to play a vitally important role in our ability to keep pace with the ever-increasing magnitude of this global pandemic.

We are at a critical juncture in our fight against AIDS. As we enter this new millennium, HIV & AIDS continues to raise new and increasingly complex challenges with far reaching implications for workers, families, communities, businesses, and for national and global economies. But as devastating as this emergency is, there is both hope and opportunity on the horizon. Together, we have developed useful knowledge and effective skills. Together, we have designed model programs and proven that they can and do work. Yet there remains much more to be done, and many more nations, donors and communities that must commit their time, energy, and precious resources to this shared struggle.

So much of the social progress in our country and around the world has been driven by workers empowered by the labor movement. In the face of challenge after challenge, the labor movement has kept its eye on the prize and marched boldly toward a brighter future. Now, the labor community is again being called to action. You are in a position to play a pivotal role in fighting AIDS around the world through workplace HIV/AIDS education, by working to increase political will, and by bringing compassion and care to all those living with HIV & AIDS.

This Summit marks a vital first step in what I hope will become a long-term partnership of real solidarity symbolized by shared commitment, collaboration, and constructive action. Past experience has shown us that by joining forces, we can indeed make remarkable progress. I am confident that by continuing in this spirit of community and commitment, there will be a day when the children of the world can look to a future without AIDS.

Sincerely,

Sandra L. Thurman
Director
Office of National AIDS Policy

Prevention
+ behavior
change
programs
(?)

The U.S.-Africa Trade Union Summit on HIV/AIDS Education and Prevention

Summary and Conclusions

Background on the Summit

On February 3-4, 2000, AFL-CIO President Sweeney and Secretary of Labor Alexis M. Herman hosted the U.S. - Africa Trade Union Summit on HIV/AIDS Workplace Education. This event provided an opportunity for trade union leaders in the United States and Africa to discuss and develop collaborative efforts aimed at workplace-based HIV/AIDS education and prevention. The discussions at this Summit served to inform the Department of Labor's efforts to forge a new public/private partnership to introduce HIV/AIDS workplace education and prevention on the African continent.

The summit was part of the White House Initiative to Combat HIV/AIDS in Africa, announced July 19, 1999 by Vice President Al Gore, known as the LIFE Initiative (Leadership and Investment in Fighting an Epidemic), to escalate efforts in the global war against AIDS. Major components of the \$100 million initiative are programs for implementing prevention and stigma reduction strategies; the provision of home and community-based care; and an initiative for caring for children orphaned by AIDS.

Despite numerous efforts to halt the spread of HIV/AIDS in Africa, few sustained initiatives have been implemented in African workplaces. Yet the toll on African workers and businesses has been staggering. Families of workers who have succumbed to the disease have often lost all means of support. HIV-positive workers frequently face discrimination or ostracization. Misinformation about how to prevent the spread of AIDS abounds. In many countries, where governments have made little effort to spread information about the disease, much greater efforts are sorely needed. Organized workers can take the lead in AIDS prevention.

African trade unions, working with businesses and governments as much as possible, provide a direct transmission belt to convey accurate information directly to workers. Some trade union federations have already made a significant commitment to engage in prevention activities. For example, in August 1999 the Congress of South African Trade Unions (COSATU) announced a "systematic education program both on prevention and to raise awareness amongst COSATU members." Several South African companies, such as SAMCOR (Ford Motor Co.) and ESKOM, have also developed effective workplace awareness and prevention programs.

Essential components of trade union-to-trade union prevention programs are similar to other HIV/AIDS education and prevention models developed by American labor unions in partnership with the Centers for Disease Control, though in need of cultural adaptation to suit individual country needs. They include 5 essential components: Policy Development, Manager Training, Labor Leader Training, Education for Employees' Families, and Community Service and Volunteerism.

Consultations leading up to the Summit confirmed the desire on the part of participants to

approach the issue in a tri-partite manner, involving government, labor and business working collaboratively to develop national and international HIV/AIDS workplace education and prevention strategies.

There are very good reasons for such an approach. Trade unions, because of their capacity to reach large numbers of people; accountable leadership; their in-place organizational structure and grassroots organizational base; and their ability to communicate effectively with their members, can be a very powerful force. Among the many avenues of educating the general public, unions in Africa--the largest mass civic organizations within most African countries--are capable of providing a message delivery mechanism to their members, families and communities that is unmatched by nearly any other structure within society.

Participants at the Summit agreed that while international meetings have played an important role in highlighting the problem, it is time to move beyond conferences to concerted international action. This report summarizes the discussions of the Summit, and provides a road map for the development of the Department of Labor's new program on international HIV/AIDS education and prevention in the workplace.

United States, Global, and Department of Labor Interests

As one prominent trade union leader noted, the AIDS pandemic should not be viewed as a predominately African problem. HIV/AIDS poses a threat to all humanity. Although the highest number of cases are now focused in sub-Saharan Africa, the fastest growing rates of infection now reside in India, Southeast Asia, and the Newly Independent States of the former Soviet Union. According to UN estimates, by 2005 more than 100 million people worldwide will be HIV-positive.

A heightened level of U.S. governmental activity now exists to seek meaningful solutions to the international HIV/AIDS crisis, brought on in no small measure by the Administration's LIFE initiative, which is attempting to craft a multi-sectoral response to the pandemic. A growing bi-partisan consensus has also emerged in Congress which is open to exploring new options to launch a frontal assault on HIV/AIDS in ways which have never existed before.

The Bureau of International Labor Affairs at the U.S. Department of Labor is tasked with the job of ensuring a quality workplace in today's interdependent global economy. In fulfilling this mission, the Department of Labor works closely with multilateral bodies, independent institutions, and other United States Government agencies to create a stable, secure, and prosperous international economic system in which workers can achieve higher wages and greater economic security, and which implements core internationally recognized labor standards. The AIDS pandemic threatens these goals in a number of different ways, and in some countries the disease threatens to unravel the fabric of society. The Department of Labor, through its linkages with the U.S. and international labor movements, can assist in forging a response to the AIDS crisis in a unique and very effective way. That is why the Department of Labor has undertaken to initiate this

program of workplace-based HIV/AIDS education and prevention.

Background: AIDS Impacts the Workplace

The impact of HIV/AIDS on Africa has been well-documented, and is increasingly well-publicized.

To cite but one country, according to U.N. statistics, one in eight people in Zimbabwe are infected with HIV, compared with one in 300 in the United States. Among Zimbabwean adults of reproductive age, who represent most of the workforce and the most economically productive segment of the population, the ratio is one in four. The rate of new infections among people in the most productive years of their lives is exploding on the African continent and the epidemiological forecast shows that India is soon to follow.

This extraordinary rate of infection affects the workplace in a number of ways:

- The labor force in some countries is projected to decline by 20% in the next 15 years as a result of the spread of HIV infection. This translates into significant costs to businesses in Africa, and elsewhere.
- Some companies in Africa report that they now will regularly hire two people to train for a job, with the expectation that one will die of AIDS. What is not demonstrated by this telling statistic, however, is what level of resources companies are willing to devote to HIV education and prevention.
- AIDS has also had an impact in increasing the use of child labor. This is true not only because the adult labor force is diminished, but also because the tremendous number of children orphaned to AIDS have no other means of support. Without parents to take care of them, this segment of the population is increasingly subject to exploitation in the workplace. As a result, the ILO is also embarking on an approach to HIV/AIDS education and prevention as a component of the myriad of causes it seeks to address in attempting to eradicate child labor.
- By the end of the decade, Zimbabwe's economic activity could drop by 20% as a result of the AIDS epidemic. Life expectancy, which would have been 66 years, will drop to 41 in less than five years.
- Professor Jeffrey Sachs, Director of the Harvard Institute for International Development, has concluded that "a frontal attack on AIDS in Africa may now be the single most important strategy for economic development."

The example of Zimbabwe is not isolated. Life expectancy is plummeting by 20 years on average in Africa. Across the African continent, the social costs of HIV/AIDS are profound and are almost incalculable. The consequences of what is now at least 1 ½ generations of orphans, who will mature without parental support and guidance, will affect the African continent for decades to come. New reports in South Africa project the link between AIDS orphans and future increases in crime and unrest. The AIDS outbreak

has also triggered a wave of sexual crimes against children by men who believe the youth population is uninfected.

During one of the Summit roundtable discussions, an International Labor Organization (ILO) representative noted that the ILO has only recently been involved in the AIDS issue because, like other organizations, it originally thought HIV/AIDS was primarily a medical problem best handled by medical professionals. Confronted with increasingly alarming data, the ILO now realizes that HIV/AIDS is also a labor crisis.

RESULTS OF THE SUMMIT

The concerns raised by the trade unionists and suggestions for how to address them have been synthesized and assembled into the chart below.

Column One reflects the obstacles and challenges which were raised by the participants, often on numerous occasions.

Column Two reflects a combination of specific remedies that were suggested by the participants, and ways that the Department of Labor, through its multilateral and bilateral programs, could seek to implement those suggestions.

<i>Obstacles and Challenges to Effective HIV/AIDS Education and Prevention</i>	<i>How these Challenges Can Be Addressed</i>
Challenge: Underdevelopment and the lack of Resources. 1 ♦ Health care systems and social protection systems in Africa are inadequate to deal with AIDS. Many countries and organizations have limited infrastructures for delivering and monitoring medication. 2 ♦ While some resources are available, efforts to distribute these scarce dollars have been inefficient and poorly-coordinated.	Response: 1 ♦ While enormous effort must be put into expanding health and social systems on the African continent, donor agencies can contribute by working with African Labor Ministries and empowering trade unions and business to seek to build consensus for action with national governments and outside donors to embrace the challenge that HIV/AIDS has placed before them. Clearly, multi-sectoral responses are needed to boost the capacity of African health care systems. 2 ♦ Finding the right delivery vehicle is always a challenge, but the participants made clear that to reach working people the best means available is through the organizations that represent them. Several speakers noted that many of the domestic NGO's are not as effective as trade unions can be.

Challenge: Poverty.

3 ♦ There is a strong relationship between poverty and the spread of AIDS. Many consequences of poverty such as infant mortality, illiteracy, limited access to potable water, higher susceptibility to infectious disease, inadequate access to health care, access to affordable means of prevention and drugs to treat the opportunistic infections that lead to death are simply beyond many African working people and their families.

4 ♦ Poverty also deprives many of access to basic information which could be provided by radios or televisions; also, because of limited educational opportunities in many areas, written HIV/AIDS educational materials would not be effective for communities with low literacy rates.

5 ♦ Until there is some demonstration that through education (not just on the HIV/AIDS issue) and economic opportunity comes empowerment, the motivation for behavioral change will likely remain relatively low. The despair created by poverty and the onslaught of disease has caused many, especially women and children, to lose hope for the future.

Challenge: Poverty.

6 ♦ Many Africans cannot afford condoms or even basic drugs to treat diseases that can be deadly to those with weakened immune systems.

Response:

7 ♦ Responses to the HIV/AIDS pandemic must also address other social conditions which have an impact on both the problem and achieving workable solutions to the pandemic. The relationship of poverty and all of its spillover consequences and AIDS must be addressed. Outside donors must be sure to incorporate the needs of working people as multi-sectoral responses are developed to battle the disease and the societal factors which contribute to new infections.

8 ♦ In order to reach those who are most at risk in contracting HIV/AIDS it will be necessary to utilize creative means to educate people who be reached through mediums beyond their means or reading abilities. Developing these materials are an integral supplement in on-site training to reach segments of the population that are most at risk. Many creative new means of educating these people must be developed. While media such as radio or television or illustrated publications may work for some, on-site training may be the best way to reach others.

9 ♦ There is compelling evidence that small group peer interventions have produced positive behavior change in reducing the high risk behavior that can lead to HIV infection.

Response:

10 ♦ Efforts must be made to enlist the potential of a genuine tri-partite approach to find ways to obtain and distribute condoms—male and female—to stem the tide of new infections. Although the question of access to affordable drugs remains controversial for many reasons, the consensus of the trade union participants was that ways must be found to enable poor nations to provide care for those who have become infected. Not to do so only perpetuates the feeling that powers beyond the control of those affected by the disease are withholding the means and the hope that such care could provide.

Challenge: Government Inaction.

◆ In spite of tremendously high infection rates, the political leadership in some African nations has still not responded in committing themselves to a proportionate response.

Response:

◆ Although the participants recognized the great symbolism of the Summit as a demonstration of the high commitment level of trade unions, it was recognized that more efforts are needed to enlist public health officials, government leaders, the media, and others to effectively mobilize support for HIV/AIDS programs in general and workplace HIV/AIDS prevention programs in particular.

◆ Trade unions can play an especially important role in building the necessary coalitions with other communities and organizations. Government in some cases can serve as the initiator, but these efforts must be enhanced through a broad-based multi-sectoral approach which attempts to join trade unions with community-based organizations, pharmaceutical companies and the academic, medical, corporate, and faith-based communities. These coalitions must be prepared to persuade those who still fail to see the necessity of responding appropriately.

Challenge: Appropriate delivery of Resources.

◆ A number of participants raised concerns about the amount of resources being dispersed to local "NGO's", which sometimes are ineffective. Great frustration was expressed over the failure of foreign aid organizations to not cautiously monitor how much assistance is actually reaching target audiences.

◆ Trade union participants expressed concern over external agencies that sometimes fail to consult with appropriate union leaders when engaging workers and lack knowledge and respect for trade union structures and protocol. Points raised with regularity during the Summit include that: many government-driven programs failed to reach target populations; the proliferation of "briefcase NGO's;" and the failure of many NGO's to respectfully engage in real partnerships.

◆ Several participants expressed the view that no message delivery vehicles were better able to speak to workers on the floor of the workplace than union stewards or other union officials.

Response:

◆ Clear planning and close monitoring of programs will be essential. When possible, organizations with proven track records should be given priority when reaching out.

◆ Any sustainable trade union oriented program will require that a high degree of comfort exist among trade unions seeking to combat HIV/AIDS and their chosen partners.

◆ Trade unionists cautioned that although they are willing to engage in coalition-building, they are not willing to provide legitimacy to efforts that are not true partnerships -- those that enlist unions as partners in name only.

It must be understood that in mobilizing the full array of resources possessed by many trade unions, new directions come at organizational costs potentially at odds with the Unions' current agenda of bread and butter issues for the membership. HIV/AIDS is no exception, even though unions recognize the threat posed by the disease. Assistance efforts, therefore, must recognize that financially strapped unions cannot be expected to divert their ongoing agendas of alleviating poverty to embrace the battle against HIV/AIDS without some understanding that support for battling AIDS will be forthcoming.

◆ Donor agencies must reinforce the need to understand the unique culture of trade union-to-trade union communication and collaboration. It is therefore all the more necessary for trade unions and businesses, working together, to address the problem at the workplace level.

Challenge: Discrimination and stigma. 11 ♦ The stigma and discrimination that openly HIV+ people face in Africa is tremendous. Workers often resist being tested because doing so might make their colleagues think they are at risk. Workers fear that they might be dismissed from their work, shunned socially or worse, if their HIV+ status were to become known.	Response: 13 ♦ Donors must foster, through collaborative tri-partite solutions, greater efforts to overcome stigma and create workplace environments that are tolerant, rather than repressive. Seeking ways to foster frank discussions of AIDS-related issues is critically important. 14 ♦ Protections to bar discrimination in the workplace are essential. In addition to seeking such protections, trade union leaders need to find more pro-active ways of fostering tolerance and eliminating discrimination in the workplace. Social partners (government, labor and business) should be encouraged to pledge and equal commitment to fighting stigma and discrimination.
Challenge: Behavior. 12 ♦ Gender and sexuality issues present tremendous obstacles to making progress in stemming the tide of new HIV infections.	Response: 15 ♦ National governments should strengthen and enforce laws against the abuse of women and also by supporting efforts to promote behavioral change of men and empower women. 16 ♦ Solutions will vary across unions: Not only are problems and solutions different for each union, but the myths and stereotypes also vary. 17 ♦ Successful programs must seek to provide incentives through the tri-partite involvement of government, business and labor in programs focusing on HIV/AIDS education and prevention to seek positive behavioral change. Union partnerships in concert with the other social partners offer a promising, if untapped means of seeking behavioral change.

Challenge: Global Concerns.

13 ♦ HIV is a global crisis. No continent or region can contain the problem by itself. As one participant noted, "AIDS is but a plane ride away from any part of the world."

14 ♦ If AIDS is viewed as an African problem, it will be harder to mobilize to fight the disease on a global basis.

15 ♦ The continuing inability of African nations to lift the yoke of debt racked up during Cold-War rivalries and by authoritarian regimes is a great impediment toward meeting the challenge of HIV/AIDS

Response:

18 ♦ The response to the international HIV/AIDS crisis must be global. Just as the pandemic is global in scope, the same is true of the reach of the trade union movements which can be mobilized as an important line of defense against the disease.

19 ♦ HIV/AIDS is color blind. It afflicts all—regardless of ethnic background, gender, wealth, social status—with equal impunity. As a number of participants noted, "AIDS is an equal opportunity killer." Donors must pledge to ensure that the U.S. international response to the pandemic is based upon a color blind emphasis in attacking the disease.

20 ♦ International agencies should work to ensure that HIV/AIDS is placed on the agendas of international organizations such as the G-8, WTO, ILO and the IMF.

21 ♦ There should be greater recognition that the debt burdens of African nations have hindered governments' abilities to address AIDS.

Challenge: Mobilizing business leaders.**Response:**

16 ♦ There is a need to develop a tri-partite approach involving government, labor and business to fight HIV/AIDS. It was noted that many business leaders don't become concerned about employee issues such as AIDS until they begin to affect profit margins.

22 ♦ Global companies need to begin to think of AIDS issues as "business" problems.

23 ♦ Donors should seek to develop a vibrant tri-partite response to HIV/AIDS that enlists the "social partners" of government, business and labor to battle the disease. Though the Summit served as an important step in demonstrating the high commitment level of government and trade unions, a vital next step is to form partnerships with business. Some multi-national companies are developing enlightened approaches to cope with HIV/AIDS. An example is the Ford Motor Company, which has reexamined its insurance benefits plan and begun developing partnerships with other companies, labor unions, and government agencies on HIV/AIDS. The result has been a three-prong approach consisting of:

- 1) an HIV workplace initiative,
- 2) a community initiative, and
- 3) a health care strategy to look at Ford's insurance coverage and benefits.

This program is exploring new ideas for caring for employees, such as providing primary care and confidential testing on-site and sponsoring employee assistance programs that focus on the whole family, not just the sick employee.

24 ♦ The American Chamber of Commerce has produced an "AIDS Impact Calculator" with company inputs that figures the costs of employee benefits, staff turnover, lost skills, increased absenteeism, and reduced productivity. Demonstrating this common purpose can be an effective way to bring business leaders on board.

25 ♦ The ILO has also undertaken a significant initiative on HIV/AIDS prevention, and representative Assefa Bequele informed the Summit participants about their program. The central ideas are to (1) establish solidarity (2) look at behavioral issues, (3) pursue all medical approaches, and (4) call for special global labor conferences. The ILO will employ a multidisciplinary approach in examining prevention, protection, and assistance and there will be measures in place to monitor statistics and specific women's issues.

NEXT STEPS**Outside donors and national leaders should:**

based upon available resources, develop HIV/AIDS and labor programs for

Africa;

- work with international and local business communities and trade unions in Africa to build partnerships aimed at reducing the spread of HIV/AIDS in the workplace;
- strive to improve protections for workers who have been identified as being HIV+. The discrimination in the workplace and social stigma which accompany seropositivity often impedes efforts to help workers learn their status and respond accordingly;
- explore new ways to empower women, and endeavor to incorporate programs which address issues of gender and sexual behavior;
- support and encourage the calls of trade union to expand and advocate for the inclusion of HIV/AIDS issues in the labor's work and programs;
- in partnership with American trade unions, share US-based labor HIV/AIDS models, information, policies, etc., with African counterparts;
- work with the ILO and other international and national labor organizations to ensure that HIV/AIDS is appropriately reflected in multinational policies and programs (e.g., ILO);
- encourage the ILO to join UNAIDS as a cosponsor; and
- encourage creative partnerships to expand public awareness of HIV/AIDS, such as the commitment of the South African Broadcast Corporation and Artists for a New South Africa to create and air a series of public service announcements on South African television.

Many of the trade unionists participating in the Summit played key roles in organizing a pre-Congress symposium on HIV workplace education and prevention at the 17th World Congress of the International Confederation of Free Trade Unions in Durban, South Africa, April 3-7, 2000. Delegates to the Congress adopted a resolution which outlines an action plan to fight HIV/AIDS (addendum). The ICFTU represents 215 national affiliated organizations in 145 countries and speaks on behalf of 125 million workers worldwide.

**Resolution Adopted by the
International Confederation of Free Trades Unions
17th World Congress
Durban, South Africa**

1. The ICFTU 17th World Congress is alarmed that the world has failed to act effectively to respond to the devastating effects of HIV/AIDS on workers, their families and the community at large. Congress commits the ICFTU to raise general awareness of this epidemic and to seek immediate, strong, and effective action to control and eradicate this terrible disease.

2. Recent studies on HIV/AIDS indicate that between 35 to 50 million people are known to have contracted the disease world-wide and that some seventy per cent of the victims are found in countries of Sub-Saharan Africa. There are also skyrocketing rates of HIV/AIDS found in Asia and other regions of the globe. HIV/AIDS has already killed 14 million people. Every day, it infects about 16,000 people and it kills some 6,800 people. The number of HIV/AIDS infected women is rapidly increasing. In sub-Saharan Africa, 55% of all infected people are women. In particular, women are in the majority in the age bracket of 15 to 24 years. However, HIV/AIDS is not an African problem. It is a global problem.

3. HIV/AIDS is expected to double infant mortality, triple child mortality and shorten life expectancy in some African countries in the next 20 years. This will seriously undermine the most productive group of the population between 20 and 49 years of age. It will increase absenteeism from work, give rise to a new wave of orphans, hence a growing number of children on the labor market, and increase the number of households headed by women and children.

4. In seriously affected countries, employers hire two to three workers for training in the hope that one will not fall victim to HIV/AIDS. This is not the right approach as what is required are resources for effective programs to eliminate the scourge. Trade union organizations in some of the worst affected sectors in these countries are suffering heavy losses of their brothers and sisters, including many trained and experienced shop stewards and activists. The combination of reduced contributions and an increased outflow of funds for AIDS victims is having a huge impact on already precarious social security systems.

5. The ICFTU considers that the workplace, in both the formal and in-formal sectors, is one of the most important and effective point in tackling the disastrous effects of the HIV/AIDS pandemic. The workplace is a particularly effective forum because that is where a large number of working people are found. In addition, many workplaces have facilities that can be used for group discussions ideal for education campaigns.

6. The adverse impact of HIV/AIDS is further aggravated by the over-all poor economic conditions, the negative consequences of structural adjustment programs, cultures and traditions, high unemployment, political instability and civil wars. The ICFTU expresses its indignation that the battle against HIV/AIDS in Africa is limited to prevention and not to treatment of the disease.

7. The ICFTU 17th World Congress believes that the long-term nature of the HIV/AIDS epidemic calls for a strong commitment by governments, trade unions, employers and leaders of civil

society to a determined educational and prevention campaign aimed at the complete eradication of the disease everywhere on the planet.

8. The ICFTU 17th World Congress instructs the General Secretary to:

a) After consultation with regional organizations and International Trade Secretariats to establish a Program of Action to combat the scourge and mobilize resources for its implementation;

b) request affiliates to impress upon their respective governments the urgent need for the international community to intensify an internationally co-ordinated program for curative research, prevention and treatment of the disease;

c) request affiliates to engage their respective governments and employers to support the strengthening of occupational health and safety programs for informing and protecting groups at work, eliminate the stigma and discrimination attached to HIV/AIDS, fight the culture of denial of HIV/AIDS, help remove the cultural prejudices and barriers related to HIV/AIDS, maintain HIV/AIDS affected workers in social protection systems, and develop social and labor programs that can mitigate the effects of HIV/AIDS;

d) Approach the relevant UN institutions (notably the ILO, WHO and UNAIDS) with requests for committing substantial resources in programs for fighting HIV/AIDS, in particular for treatment in Africa, as well as for supporting and strengthening similar work by national civil society organizations, including trade unions for work amongst their members and the community at large;

e) Strengthen the capacity of affiliates to deal with the impact of HIV/AIDS and support programs by affiliates, and ICFTU regional organizations and International Trade Secretariats, in their work on HIV/AIDS amongst workers, members of their families and the community at large, particularly since trade unions are often active in joint worker/employer occupational health and safety structures and are well placed to run preventive action programs such as awareness campaigns, information dissemination activities and educational courses and seminars;

f) Actively support the treatment action campaign for access to low-cost, good quality essential medicines by building solidarity across national borders and initiating and facilitating these campaigns in countries where it has not yet begun;

g) Campaign for the provision of low-cost life-saving drugs, in part through the redefinition of the WTO's intellectual property agreement to enable the production and trade of products under patent where these are life-saving drugs;

h) Campaign for the elimination of discrimination in access to insurance, medical and pension schemes for persons with HIV or AIDS.

i) Support efforts to address the special needs of women. Efforts must be made to overcome existing cultural barriers, ignorance, and inequality, as well as the economic burdens which are placed upon women because of HIV/AIDS.

j) Call an international trade union meeting in two years' time to review progress in the overall fight against HIV/AIDS.

5 April 2000

For more information about the Department of Labor's activities, please contact:

U.S. Department of Labor
Bureau of International Labor Affairs
200 Constitution Ave, NW
Suite S-2235
Washington, DC 20210

telephone:
(202) 693-4770
fax:
(202) 693-4780

**U.S. - AFRICA TRADE UNION SUMMIT ON
HIV/AIDS WORKPLACE EDUCATION AND PREVENTION**

**February 3-4, 2000
Washington, D.C.**

AGENDA
As of 02/01/00

Thursday, February 3, 2000

8:00 - 8:45 a.m.

White House Tour for Trade Unionists
East Entrance

10:00 - 11:30 a.m.

**Convening Assembly: Partnership Initiative on HIV/AIDS
Workplace Education and Prevention**
Presidential Hall, Old Executive Office Building

Introduction of Co-Chairpersons & Conference Goals
The Honorable Sandra Thurman
Director of the Office of National AIDS Policy

Opening Address:

The Honorable Alexis M. Herman
Secretary of Labor

Speakers:

John J. Sweeney
President of the American Federation of Labor -
Congress of Industrial Organizations

Lynda Arnold, Pennsylvania Nurses Association

Andrew Kailembo
Secretary-General, ICFTU/AFRO

The Honorable Richard Gephardt
Member of Congress, House Democratic Leader

Announcement by:

Gladys Petje
Manager, Corporate Public Relations
South African Broadcast Corporation

Sharon Gelman
Executive Director
Artists for a New South Africa

12:00 p.m.

**Luncheon -- Theme: This Crisis Must Bring Us All Together
(Invitation Only)**
Indian Treaty Room, Old Executive Office Building

The Honorable Donna Christian-Christensen
Delegate to Congress
Chair, Congressional Black Caucus Health Braintrust

2:00 - 4:00 p.m.

**Roundtable 1: The Dimension of HIV/AIDS in Africa and
Globally: The Challenge to the Workplace**
The New Garden Room, Blair House

The Honorable Barbara Lee
Member of Congress

William Lucy
President, Coalition of Black Trade Unions

Bruno Jacob Mpangala
Secretary General
Tanzanian Federation of Trade Unions

Dr. Helene Gayle
Director, Center for Disease Control and Prevention, National Center
for HIV, TB, and STD Prevention

Dr. Jacob Gayle
Senior Technical Advisor
Joint United Nations Program on HIV/AIDS (UNAIDS)

Friday, February 4, 2000

9:00a.m. - 10:30 a.m.

**Roundtable 2: Building Partnerships to Fight AIDS in the
Workplace**
The New Garden Room, Blair House

The Honorable Robert L. Mallett
Deputy Secretary of Commerce

Gloria Johnson
President, Coalition of Labor Union Women

Vivian Lowery Derryck
Assistant Administrator for Africa
U.S. Agency for International Development

Patricia Ford
Executive Vice President
Service Employees International Union

Linda Farrow
Association of Flight Attendants-UAL
Master Executive Council President

Dr. Denise Clement
Assistant Director of Health Care Management and
Director of Clinical Operations
Ford Motor Company

10:45 a.m. - 12:15 p.m.

Roundtable 3: Mobilizing Resources for Workplace-Based Efforts
The New Garden Room, Blair House

The Honorable Susan E. Rice
Assistant Secretary of State for African Affairs

Joseph Nkosi
1st Vice President
Congress of South African Trade Unions

Assefa Bequele
Director, Labor Protection Department
International Labor Organization

Alex Ross
Africa Bureau AIDS Coordinator
U.S. Agency for International Development

Enna Chitsa
3rd Vice President
Zimbabwe Congress of Trade Unions

12:30 p.m.

Where Do We Go From Here?

Luncheon Speakers:
Indian Treaty Room, Old Executive Office Building

The Honorable Sandra Thurman
Director, White House Office of National AIDS Policy

John J. Sweeney

Andrew Kailembo, General-Secretary
ICFTU-African Regional Organization

This program has been made possible by the generous contributions of:

- The U.S. Department of Labor
- The Department of State/Office of Citizen Exchange and,
- The AFL-CIO.

SUMMARY OF OPENING REMARKS AT THE U.S.-AFRICA TRADE UNION SUMMIT

ON

HIV/AIDS Workplace Education and Prevention

BY

SANDRA L. THURMAN

DIRECTOR, OFFICE OF NATIONAL AIDS POLICY

THURSDAY, FEBRUARY 3, 2000

OLD EXECUTIVE OFFICE BUILDING, WASHINGTON, D.C.

NOTE: These are prepared remarks – the actual presentation may have been different than the version below.)

“Partnership Initiative on HIV/AIDS Workplace Education and Prevention”

SANDY THURMAN:

Good morning and thank you all so much for taking time out of your very busy schedules to be here this today. My name is Sandy Thurman, and I am the Director of the White House Office of National AIDS Policy. As I look around this room, I am encouraged to see so many warriors for justice – from both here at home and from across Africa – gathered together to strategize, energize, and organize in our shared battle against AIDS. As we begin this two-day forum – I am reminded of a saying. Nearly a century ago, Mother Jones said “we must pray for the dead – and fight like hell for the living”.

The harsh reality is that AIDS is a plague of biblical proportion – the worst since the Middle Ages. This year alone, AIDS claimed 10 times as many lives in Africa as all of the continent’s wars combined. Each day, AIDS buries another 5,500 young Africans. And yet the epidemic rages on. Every day, 11,000 men, women and children in Africa become HIV+ -- one every 8 seconds. And in the next decade, more than 40 million African children will be orphaned by AIDS – 40 million. But AIDS is much more than a health or humanitarian crisis. AIDS is an economic crisis – with far reaching implications for workers, for families, for communities, for business, and for national and global economies.

AIDS has hit professionals and skilled labor particularly hard – striking down civil servants, engineers, teachers, miners, military personnel, and many more. In Malawi and Zambia, 30% of teachers are already HIV+, and in many cases, teachers are dying faster than they can be replaced. In many communities across the continent – 1 in 4 workers – is already HIV+. And too many companies are already seeking to hire two workers for every one job – assuming that one will die of AIDS.

But as devastating as this emergency is, there is both hope and opportunity on the horizon. Together, we have developed useful knowledge and effective skills. Together, we have designed model programs and proven that they can and do work. And together, we can begin to turn the tide.

Today, for the first time, we gather to address the unique challenges of workers and the unique opportunities for unions -- in a world living with AIDS. These discussions are critical to our ability to combat AIDS where it lives – in villages, in cities, in workplaces and in the lives of millions struggling in the face of AIDS.

We know that the workplace is among the most accessible places to provide AIDS education, awareness, and prevention programs – particularly for men who are unlikely to seek out community-based efforts. In the final analysis -- sometimes you just can’t beat a captive audience. This is as true in Detroit as it is in Durban. And as we seek to keep pace and even gain ground in this struggle, we must take this message to the people who need to hear it – where they are and in a language they can understand. And if we are to fight like hell for the living – we must act now.

Our battle against AIDS in America, in Africa, and around the world is indeed a shared responsibility. Your presence here today marks a vital first step in what I hope will become a long-term partnership of real solidarity symbolized by shared commitment, collaboration, and constructive action. In the face of challenge after challenge – the labor movement has kept its eye on the prize – and always moved forward. We need that courage, perseverance and hard work in the battle against AIDS – and I thank you all for your presence.



Rob Lovelace <rlovelace@ACILS.ORG>

03/14/2000 03:31:06 PM

Record Type: Record

To: Cheryl S. Bauerle/OPD/EOP

cc: jlenoir@aflcio.org

Subject: follow-up to our conversation on HIV/AIDS Business Conference

Sorry, I haven't sent this note sooner regarding the upcoming (?) Business Conference. Juliette Lenoir and I met with Mac DeShazur and a few other DOL folks last week to discuss Summit follow-up. One item of discussion was the need to build a tri-partite approach (gov-labor-business). A key part of this process will be determining what enterprises will be willing to work in partnership with trade unions. Part of this effort will be to work from the union up in the work site, but it would also be useful to try to determine where possibilities exist to work from the bottom-up and the top down.

Would you please keep us apprized of the preparations for the Business conference, when it will be taking place, what businesses are expressing interest in engaging on HIV/AIDS and whatever other appropriate information that might be of interest?.

Best to all at ONAP!

Rob Lovelace
Solidarity Center, AFL-CIO
(202) 778-4674

SECRETARY OF LABOR
WASHINGTON

DEC 16 1999

The President
The White House
Washington, D.C. 20500

Dear Mr. President:

I am writing to invite you to participate in an initiative important to both of us -- a U.S. - Africa Trade Union Summit on HIV/AIDS. On February 3-4, 2000, President John Sweeney of the AFL-CIO and I will host this Summit on HIV/AIDS Workplace Education here in Washington, DC. This innovative initiative will seek to devise strategies which will ultimately mobilize to action a tripartite collaboration of working people, businesses and governments around the globe against the spread of HIV/AIDS.

This event is a follow-up to your own HIV/AIDS initiative, inaugurated in July of this year, seeking to double existing efforts to prevent and treat AIDS globally. In accordance with this vision, the Summit seeks to forge new partnerships in this battle by bringing together trade union leaders from the United States and Africa to discuss and develop collaborative efforts aimed at workplace based HIV/AIDS education and prevention.

The Summit will allow leading trade unionists to discuss how barriers to AIDS education can be surmounted and how successful initiatives can be developed to halt the further spread of the disease. We look forward to the Summit producing a strengthened commitment to the development of workplace awareness and prevention programs that can effectively educate workers and families.

In spite of the staggering magnitude of this epidemic on the African continent, the response to date has been inadequate -- partly due to resources, partly due to lack of education on the potential of preventative methods. Your participation would provide an opportunity to discuss the importance of building a global commitment to AIDS prevention in order to develop a united front against the disease, and underscore the need for sustained high-level support.

Sincerely,

Alexis M. Herman

SECRETARY OF LABOR
WASHINGTON

DEC 17 1999

Mr. J. Brady Anderson
Administrator
U.S. Agency for
International Development
RRB 6.09-010
Washington, DC 20010

Dear Mr. Anderson:

I am writing to invite you to speak at an important forum being developed by the Department of Labor, the White House Office of National AIDS Policy, and the AFL-CIO on HIV/AIDS education in Africa. On February 3-4, 2000, President John Sweeney of the AFL-CIO, Sandra Thurman, Director of the White House Office of National AIDS Policy, and I will host the U.S.-Africa Trade Union Summit on HIV/AIDS Workplace Education here in Washington, DC. This innovative Summit will provide an opportunity for trade union leaders in the United States and Africa to discuss and develop collaborative efforts aimed at workplace based HIV/AIDS education and prevention.

The workplace is one of the most effective places through which education about the transmission of this disease can be provided, although this avenue has been scarcely used until now. The Summit will allow leading trade unionists to discuss how barriers to AIDS education can be surmounted and how successful initiatives can be developed to halt the further spread of the disease. We look forward to the Summit producing a strengthened commitment to the development of workplace awareness and prevention programs that can effectively educate workers and families.

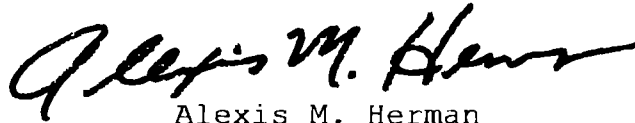
Your participation would provide an opportunity to discuss the importance of building partnerships for public health in the workplace, and would underscore the critical need for sustained, high-level support. Our goal in bringing together these trade union leaders is to build political support for action, and ultimately to mobilize heads of states globally to break down the social and political barriers which exist.

WORKING TO IMPROVE THE LIVES OF AMERICA'S WORKING FAMILIES

We hope you will be able to join us on February 3. Please have your staff contact MacArthur DeShazer, Associate Deputy Under Secretary of Labor for International Labor Affairs, at (202) 693-4770 to confirm your participation.

We look forward to hearing from you soon.

Sincerely,

A handwritten signature in black ink, reading "Alexis M. Herman". The signature is fluid and cursive, with the first name "Alexis" being more prominent and the last name "Herman" following in a similar style.

Alexis M. Herman

**SECRETARY OF LABOR
WASHINGTON**

JAN 11 2000

The Most Reverend Desmond Tutu
Archbishop Emeritus of Cape Town
c/o Bishops Hall, Room 23
School of Theology
Emory University
Atlanta, GA 30322

Your Excellency:

I am writing to invite you to deliver the luncheon keynote address at an important forum being developed by the Department of Labor and the AFL-CIO on HIV/AIDS workplace education in Africa. On February 3-4, President John Sweeney of the AFL-CIO and I will host the U.S.-African Trade Union Summit on HIV/AIDS Workplace Education here in Washington, D.C. We hope that you will be able to join us.

This innovative Summit will provide an opportunity for trade union leaders from the United States and Africa to discuss and develop collaborative efforts aimed at workplace based HIV/AIDS education and prevention. We are planning this initiative along with the Director of the White House Office of National AIDS Policy, and the President and Vice President of the United States have also expressed their intention to participate.

The workplace is one of the most effective places through which education about the transmission of this disease can be provided. Until recently, however, this avenue has not been used to its full potential. The Summit will allow leading trade unionists to discuss how barriers to AIDS education can be surmounted and how successful initiatives can be developed to halt the further spread of the disease. We look forward to the Summit producing a strengthened commitment to the development of workplace awareness and prevention programs that can effectively educate workers and their families.

Your participation would highlight the necessity of building a global commitment to AIDS prevention and underscore the critical need for sustained, high-level support. In spite of the rapidly growing numbers of infections which occur every year, too many people and government entities continue to ignore and deny the reality of the epidemic. Our goal in bringing together these trade union leaders is to build political support for action, and ultimately to mobilize heads of state globally to break down the social and political barriers which exist.

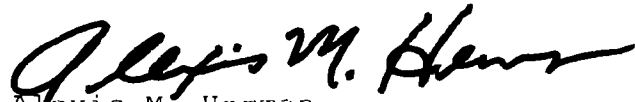
WORKING TO IMPROVE THE LIVES OF AMERICA'S WORKING FAMILIES

The Most Reverend Desmond Tutu
Page Two

We hope that you will be able to join us on February 3. Please have a member of your staff contact MacArthur DeShazer, Associate Deputy Under Secretary for International Labor Affairs, U.S. Department of Labor at (202) 693-4770 to confirm your participation.

We look forward to hearing from you soon.

Sincerely,



Alexis M. Herman

1-24-00: 2:08PM: LAB 1:202 2:19 59:50 11 27 2

Honorable Madeleine Albright
Secretary of State
U.S. Department of State
Washington, DC 20520

Dear Secretary Albright:

I am writing to invite you to speak at an important forum being developed by the Department of Labor and the AFL-CIO on HIV/AIDS education in Africa. On February 3-4, 2000, President John Sweeney of the AFL-CIO and I will host the U.S.-Africa Trade Union Summit on HIV/AIDS Workplace Education here in Washington, DC. This innovative Summit will provide an opportunity for trade union leaders in the United States and Africa to discuss and develop collaborative efforts aimed at workplace based HIV/AIDS education and prevention.

I know your recent travels have raised your awareness of the devastation of HIV/AIDS on the African continent. Let me take this moment to express my appreciation for your previous leadership on this issue, and for your strong words in Kenya last month that, "The way to beat AIDS is to prevent it. Ignoring it does not work. Denying it does not work. "

That is why I am pleased to inform you about the work we are doing here at the Department of Labor structured along precisely those lines. The workplace is one of the most effective places through which education about the transmission of this disease can be provided, although this avenue has been scarcely made use of until now. The Summit will allow leading trade unionist to discuss how barriers to AIDS education can be surmounted and how successful initiatives can be developed to halt the further spread of the disease. We look forward to the Summit producing a strengthened commitment to the development of workplace awareness and prevention programs that can effectively educate workers and families.

Your participation would highlight the necessity of building a global commitment to AIDS prevention and underscore the critical need for sustained, high-level support. In spite of the rapidly growing numbers of infections which occur every year, too many people, and governments, continue to ignore and deny the reality of the epidemic. Our goal in bringing together these trade union leaders is to build political support for action, and ultimately to mobilize heads of states globally to break down the social and political barriers which exist.

We hope you will be able to join us on the afternoon of February 4. Please contact MacArthur DeShazer, Associate Deputy Under Secretary of Labor for International Labor Affairs, at (202) 693-4770 to confirm your participation.

We look forward to hearing from you soon.

Sincerely,

Alexis M. Herman

SECRETARY OF LABOR
WASHINGTON

DEC 17 1999

Mr. J. Brady Anderson
Administrator
U.S. Agency for
International Development
RRB 6.09-010
Washington, DC 20010

Dear Mr. Anderson:

I am writing to invite you to speak at an important forum being developed by the Department of Labor, the White House Office of National AIDS Policy, and the AFL-CIO on HIV/AIDS education in Africa. On February 3-4, 2000, President John Sweeney of the AFL-CIO, Sandra Thurman, Director of the White House Office of National AIDS Policy, and I will host the U.S.-Africa Trade Union Summit on HIV/AIDS Workplace Education here in Washington, DC. This innovative Summit will provide an opportunity for trade union leaders in the United States and Africa to discuss and develop collaborative efforts aimed at workplace based HIV/AIDS education and prevention.

The workplace is one of the most effective places through which education about the transmission of this disease can be provided, although this avenue has been scarcely used until now. The Summit will allow leading trade unionists to discuss how barriers to AIDS education can be surmounted and how successful initiatives can be developed to halt the further spread of the disease. We look forward to the Summit producing a strengthened commitment to the development of workplace awareness and prevention programs that can effectively educate workers and families.

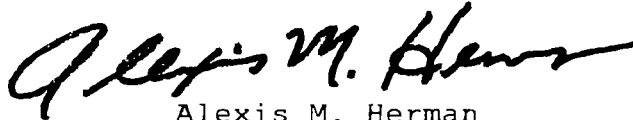
Your participation would provide an opportunity to discuss the importance of building partnerships for public health in the workplace, and would underscore the critical need for sustained, high-level support. Our goal in bringing together these trade union leaders is to build political support for action, and ultimately to mobilize heads of states globally to break down the social and political barriers which exist.

WORKING TO IMPROVE THE LIVES OF AMERICA'S WORKING FAMILIES

We hope you will be able to join us on February 3. Please have your staff contact MacArthur DeShazer, Associate Deputy Under Secretary of Labor for International Labor Affairs, at (202) 693-4770 to confirm your participation.

We look forward to hearing from you soon.

Sincerely,

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Alexis M. Herman

**Talking Points
Labor Luncheon**

SCOPE

- Urgent steps must be taken to contain the destructive impact of AIDS in Africa on individuals, families, communities, workplaces, and economic development.
We must move beyond conferences to ~~putting programs in place~~ *Constructive concerted action* – NOW!
- We must recognize the strong relationship between the spread of AIDS and poverty and illiteracy --
Many Africans cannot afford condoms or drugs; and many have little access to radios or televisions;
- Because of this we must think of many creative means of educating those people who cannot learn about AIDS through the media or through publications;
- Governments, either because of lack of resources or lack of interest, have not always placed the proper emphasis on the problem --
It is therefore all the more necessary for trade unions and businesses, working together, to address the problem at the workplace level;
- Health care systems and social protection systems in Africa are inadequate to deal with AIDS --
Enormous effort must be put into expanding these systems;
- We must work hard to overcome stigma and create workplace environments that are conducive, rather than repressive, to the frank discussion of AIDS-related issues;
- We must encourage public health officials, govt. leaders, the media, and others to effectively mobilize support for workplace HIV/AIDS prevention programs;
- We must get international orgs such as G-8, WTO, ILO and IMF to become more focused on AIDS --
We must recognize the effect that restructuring and external debt have played in hindering governments' abilities to address AIDS;
- Far more resources must be mobilized in the war against AIDS. National governments and outside donors must step up their commitment and their contributions.

**Talking Points
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**U.S. - AFRICA TRADE UNION SUMMIT ON
HIV/AIDS WORKPLACE EDUCATION AND PREVENTION**

**February 3-4, 2000
Washington, DC**

DRAFT AGENDA
As of 1/28/00

Thursday, February 3, 2000

10:00 - 11:30 a.m.

**Convening Assembly: Partnership Initiative on
HIV/AIDS Workplace Education and Prevention**
Presidential Hall, Old Executive Office Building

Introduction of Co-Chairpersons & Conference Goals

The Honorable Sandra Thurman (*confirmed*)
Director of the Office of National AIDS Policy

*Buff intro
w/ndafed*

[Possible Presidential/First/Second Lady drop-by] *prod*

Opening Address:

The Honorable Alexis M. Herman (*confirmed*)
Secretary of Labor

Speakers:

John J. Sweeney (*confirmed*) + *Linda Arnold*
President of the American Federation of Labor - Congress
of Industrial Organizations
and Linda Arnold, Pennsylvania Nurses Association

*Introducing
Opening*

Andrew Kailembo (*confirmed*)
Secretary-General, ICFTU/AFRO

The Honorable Richard Gephardt (*confirmed*)
Member of Congress, House Democratic Leader

Announcement by:

Thaninga Shope (*confirmed*)
Senior General Manager,
Corporate Communications and Marketing
South African Broadcasting Corporation
&
Sharon Gelman (*confirmed*)
Artists for a New South Africa

12:00 p.m.

Luncheon -- Theme: This Crisis Must Bring Us All

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Together

The Honorable Barbara Lee, Member of Congress
Senator Edward Kennedy/Ron Dellums (*not confirmed*)
Indian Treaty Room, Old Executive Office Building

2:00 - 4:00pm

**Roundtable 1: The Dimension of HIV/AIDS in Africa
and Globally: The Challenge to the Workplace**

The New Garden Room, Blair House

The Honorable Barbara Lee (*confirmed*)
Member of Congress

William Lucy (*confirmed*)
President, Coalition of Black Trade Unionists

Bruno Jacob Mpangala (*confirmed*)
Secretary General
Tanzanian Federation of Trade Unionists

Dr. Helene Gayle (*confirmed*)
Director, Center for Disease Control and Prevention,
National Center for HIV, TB, and STD Prevention

Dr. Jacob Gayle (*confirmed*)
Senior Technical Advisor
Joint United Nations Program on HIV/AIDS (UNAIDS)

Friday, February 4, 2000

9:00a.m. - 10:30 a.m.

**Roundtable 2: Building Partnerships to Fight AIDS in
the Workplace**

The New Garden Room, Blair House

The Honorable Robert Mallett
Deputy Secretary of Commerce

Gloria Johnson (*confirmed*)
President, Coalition of Labor Union Women

Vivian Lowery Derryck
Assistant Administrator, Africa Bureau
U.S. Agency for International Development

Patricia Ford (?) (*not confirmed*)
Vice President, Service Employees International Union

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Linda Farrow (*confirmed*)
Association of Flight Attendants-UAL Master
Executive Council President

Representatives of Business Community (United)

10:45 a.m. - 12:15 p.m.

**Roundtable 3: Mobilizing Resources for
Workplace-Based Efforts**

The New Garden Room, Blair House

The Honorable Susan Rice (*confirmed*)
Assistant Secretary for African Affairs

Joseph Nkosi (*confirmed*)
1st Vice President
Congress of South African Trade Unions

Assefa Bequele
(*Title*)
International Labor Organization

Alex Ross (*confirmed*)
Africa Bureau AIDS Coordinator
U.S. Agency for International Development

Enna Chitsa (*confirmed*)
3rd Vice President
Zimbabwe Congress of Trade Unions

12:30pm

Where Do We Go From Here?

Luncheon Speakers:

Indian Treaty Room, Old Executive Office Building

How + positive & fun lesson

Honorable Sandra Thurman (*confirmed*)

President John J. Sweeney (*confirmed*)

Andrew Kailembo (*confirmed*)
General-Secretary
ICFTU-AFRO

American Center for International Labor Solidarity

— **SOLIDARITY CENTER** —
AFL-CIO

1925 K Street, N.W., Suite 300 - Washington, D.C. 20006-1105 - Tel: 202/778-4500 - Fax: 202/778-4525 - E-mail: acils@acils.org

FAX COVER SHEET

Total number of pages: 3

Please deliver the following pages to...

Name: Sheryl

Fax No.: 456-2439

From: Rob Lovelace

Phone: (202) 778-4674

COMMENTS

Sheryl, I send you a partial list of the African trade union leaders that have confirmed their participation. Each country is sending the most senior trade union leader who is able to attend and the person who is actually doing the work for their union. I am quite please at the high level of the list. All the best, Rob Lovelace

U.S. AFRICAN TRADE UNION SUMMIT ON HIV/AIDS

February 3-4, 2000

List of Confirmed Participants

Country	T.U. Federation	Address/Phone/Fax	Officers
Botswana	Botswana Federation of Trade Unions	P.O. Box 440 Gaborone Republic of Botswana Tel/Fax: 267-3-52534	1. Secretary General: Sandy Monyake 2. Allison Mangena (Title ?)
Ghana	Trade Union Congress	Hall of Trade Unions P.O. Box 701 Accra, Ghana Tel: 233-21-66.25.58 Fax: 233-21-66.71.61	1. Alex K. Bonney Chairman, TUC
Kenya	Central Organization of Trade Unions (Kenya) (COTU(K))	Solidarity Building P.O. Box 13000 Nairobi, Kenya Tel: 254 2-76.13.75 Fax: 254 2-76.26.95	1. Wafula Musamia Assistant Gen. Secretary 2. Rose Ogaja Nurse/Educator
ICFTU/AFRO	ICFTU/African Regional Organization	P.O. Box 67273 Nairobi, Kenya Tel.: [254](2) 31.09.46 Fax [254](2) 21.50.72	1. Andrew M. Kailembo General Secretary
Malawi	Malawi Congress of Trade Unions (MCTU)	P.O. Box 1271 Lilongwe, Malawi Tel/Fax 265-72.14.02	1. Francis L. Antonio Secretary General 2. Dazis Chimombo , Chair, Nat'l Health & Safety Cmte
Mozambique	Organização dos Trabalhadores de Moçambique (OTM-CS)	36 Rua Manuel de Souza Maputo, Mozambique Tel: 258-1-42.64.77 Fax: 258-1-42.16.71	1. Joãoquim M. Fanheiro Secretary General 2. Estevão N. Mabumo Head, Int'l Relations Dept.
Namibia	National Union of Namibian Workers (NUNW)	P.O. Box 55034 Bachbrecht Windhoek, Namibia Tel: [264](61) 25.10.37 Fax [264](61) 21.55.89	1. Marianne Erastus Dep. General Secretary 2. Evilastus Kaaronda National Educator
Nigeria	Nigeria Labour Congress (NLC)	P.O. Box 620 29, Olajuwon Street Yaba-Lagos Tel: [234](1) 83.55.71 Fax: [234](1) 83.55.78	1. Adams Oshiomhole President 2. Ms. Hafsatu Ali-Yusuf (Title ?)

Tanzania	Tanzanian Federation of Free Trade Unions (TFTU)	P.O. Box 15359 Dar-es-Salaam, Tanzania Tel: 255-51-11.05.69 Fax: 255-51-66.004 (c/o ILO Area Office)	1. Bruno J. Mpangala Secretary General 2. Christine Nyagiro Project Manager
Rwanda	Centrales de Syndicats de Travailleurs du Rwanda (CESTRAR)	Boite Postale 1645 Kigali Tel: [250] 768.89 Fax: [250] 768.89	1. François Murangira Secretary General 2. Colette Mukasine Head, CESTRAR's Pharmacy
Sierra Leone	Sierra Leone Labour Congress (SLLC)	P.O. Box 1333 35 Wallace Johnson Street Freetown, Sierra Leone Tel: [232] 22.68.69 Fax: [232] 22.92.48	1. Kandeh Yilla Secretary General
South Africa	Congress of South Africa Trade Unions (COSATU)	P.O. Box 81185, Parkhurst, Johannesburg 2120 Tel: [27-11]339-4911/24 Fax: [27-11]339-5080 cosatu@wn.apc.org.za	1. Joseph Nkosi 1 st Vice President 2. Vuyo Ngwaxaxa HIV/AIDS Coordinator
South Africa	National Council of Trade Unions (NACTU)	P.O. Box 10928 Johannesburg 2000 Tel: [27](11) 29.80.31 Fax: [27](11)33.37.62.5	1. Cunningham Ngcukana General Secretary 2. Mr. Tumedisio Modise Education Officer
South Africa	Federation of Unions of South Africa (FEDUSA)	P.O. Box 2096 Northcliff 2115 Tel: [27-11] 4765188/9 Fax: [27-11] 4765131 fedusa@icon.co.za	1. Cesare Milani General Secretary 2. Ms. Shahieda Sallie Gender Coordinator
Zambia	Zambia Congress of Trade Unions	Baynards Building Oxford Road P.O. Box 20652 Kitwe, Zambia Tel: 260-2-22.82.84 Fax: 260-2-22.82.84	1. Sylvester Tembo Secretary General 2. Alice Kafula Acting Vice-President
Zimbabwe	Zimbabwe Congress of Trade Unions (ZCTU)	Chester House (10 th floor) 3 rd /Speke Avenue Harare, Zimbabwe Tel: 263-4-73.96.84 Fax: 263-4-72.84.84	1. Ms. Enna Chitsa 3 rd Vice President 2. Clementine Dehwe (Title ?)

Coalition of Labor Union Women

Saturday, September 4, 1999

Chicago, Illinois

Hello and welcome to the 25th Annual Coalition of Labor Union Women. I want to thank you Gloria Johnson for inviting me here today. Anyone with an accent like Gloria's is more likely than not going to be a friend of mine. And I can tell you that when Gloria speaks people in Washington listen. And for that matter, when *Labor* speaks, Washington listens.

Taking a look around, I am reminded of the many great battles that have brought us to this moment together. During struggles to establish civil rights and equality for all Americans regardless of gender, race, age, national origin, disability and sexual orientation, together we have built a legacy of working together and building partnerships for progress. No one would have imagined that scarcely a few decades ago working women – and union women to boot – of all colors and all walks of life would be gathered under one roof and making the way into a new millenium. Can you imagine what all of those relics of the past would think of this convention? Well, those relics ain't seen nothin' yet, because we working women are just getting started.

I come from a long line of women hell raisers. And you know we're southern 'cause we're the ones that kick your ass and then write a thank you note.

My family worked side-by-side with our friends in the labor and civil rights movements for many years to make the state and the nation a better place to live and work. Sisters, we have come a long way and I for one am confident that we will ride the tide ever forward. So today, in that same spirit of sisterhood and determination, I ask that we join together in our global battle against AIDS.

Beyond the old stereotypes and policies of paternalism, our shared vision is one of hope, of empowerment, of democracy, and of freedom. It is a vision of more than just compassion, it is a vision born of the realization that we are a global community with a shared destiny. And in this global community, both crisis and opportunity have no borders.

My friends, the American family has AIDS. The African, Indian, and Asian family has AIDS. And in a very real way, we are all living with AIDS, and will be for generations to come.

As we stand on a brink of a new day, the AIDS pandemic rages.

As the global community seeks to build new partnerships for growth and opportunity, the AIDS pandemic rages.

As we work together to build a better future for our children and grandchildren, the AIDS pandemic rages.

And it is indeed the world's women, and their children, who are increasingly caught in the crossfire.

There are nearly 14 million women worldwide already infected with HIV – 80% of whom live in Africa, where the AIDS epidemic has reached biblical proportion.

Here at home, between 12 to 16 hundred thousand women are living with HIV in the United States. *More than half do not know they are infected.*

And although African American and Hispanic women account for only 25 percent of the female population in the US, they represent approximately 80 percent of new AIDS cases among women.

This plague adds unspeakable horrors for working women many of whom remain trapped by poverty. Women continue to pay a heavy price for the stigma that surrounds AIDS – and that the ignorance and bigotry reach far beyond those infected. When women are hurt, so are their children, their families, and their communities. And with all of these burdens, when the spouse or the children are stricken with AIDS, it is the woman who is the care giver while struggling to be sure that the rest of the family has the resources available to put food on the table.

In so many ways, the AIDS epidemic has shined a harsh spotlight on the very issues that we have been fighting for centuries, exposing tremendous disparities in access to quality healthcare and employment opportunities, and in freedom from discrimination and prejudice. AIDS may well be the perfect metaphor for so much of what ails this country, and our ability to bring an end to AIDS is consistently confounded by our inability to heal the underlying malignancies of sexism, racism, and homophobia. We all know that AIDS is an equal opportunity virus, but too many were willing to dismiss its devastation as just another affliction of the marginalized.

Make no mistake. AIDS *is* a womens' rights issue both here at home and in our global community. Cultural norms continue to place women at heightened risk of HIV. Girls are far less likely to have access to education, information, and skill training. It is for this reason that in many sub-Saharan African countries, 5 teenage girls become HIV infected for every 1 boy. Women are far less likely to have access to essential health care and income generating opportunities. The low status of women severely restricts their power to make informed and safe choices – And in many parts the world, the discrimination against women begins early and continues throughout life. This discrimination against women not only sentences millions to poverty and abuse – but often AIDS and death as well. Sisters, we must turn this tide.

Twice this year, I visited South Africa, Uganda, and Zambia at the request of President Clinton. Together with leaders from Congress and the private sector, we went to bear witness to the AIDS emergency and to search for ways to increase our support for sound and sustainable solutions.

During these trips, we were blessed to visit with some of the real heroes in the battle against AIDS. From Cape Town to Kampala, we were inspired by women who refused to give up or give in, despite the seemingly insurmountable odds.

Take Bernadette, a woman from a small village outside Masaka, Uganda. Bernadette has lost 10 of her 11 adult children to AIDS. Today, at age 70, she is caring for her 35 grandchildren. With loans from a village banking system, she has begun farming, raising animals, and trading in sugar and cooking oil. With the money she earns, she is now able to send 15 of her grandchildren to school, provide modest treatment for the 5 who are HIV+, and begin construction on a house big enough to sleep them all. In her spare time, she participates in an organization called "United Women's Effort to Save Orphans" -- founded by the first lady of Uganda, Mrs. Museveni -- linking in solidarity thousands of women allied in the same great struggle.

And these women are not alone. From the young people doing street theater in Lusaka to educate their peers about HIV to the support groups of women in Soweto caring for people living with AIDS -- communities are mobilizing and creating ripples of hope.

These are the faces of women and children living in a world with AIDS. Their spirit, their determination, and their resilience lead us on.

But we must remember, the tragedy of AIDS is not slowly nearing its end, it is just beginning to unfold. So as we struggle to move forward together -- the futures of these women and their families compel us all to find ways to do better, to be smarter, to move faster, and to develop whatever capacity we lack, so we can gear up for the long haul.

On July 19th, the Clinton Administration announced a broad new initiative to invest \$100 million in the FY2000 budget for this effort.

This global AIDS initiative provides for a series of steps to increase US leadership through support for effective community-based solutions and technical assistance to developing nations. This will more than double our funding for programs of prevention and care in Africa, and challenges our G8 and other partners to increase their efforts as well. It is the largest significant increase in the US government's investment in the global battle against AIDS and it begins to reflect the magnitude of this rapidly escalating pandemic.

I am especially proud that under this initiative, the unique role of labor and trade unions has been recognized for the first time. For the first time ever, The White House will host and Labor Secretary Herman and the AFL-CIO will co-chair, a Summit of US and African trade union leaders to discuss HIV prevention, AIDS treatment, discrimination and other issues faced by worker unions in a world with AIDS.

We know that the workplace is among the most accessible places in our society to deliver the HIV/AIDS education and prevention message. Through worker-to-worker programs and through labor's ties to the community, we know that we can build new partnerships and explore creative approaches for fighting HIV/AIDS. But we need your help.

So much of the social progress in this country and around the world has been worker driven and empowered by the work of the AFL-CIO. And it was the labor movement's common sense approach that taught all the rest of us about the importance of grassroots strategies and making it a better world.

I want to make it very clear today -- our battle against AIDS will be won or lost at the community level. Our shared struggle to end AIDS will require us all to advocate, organize, congregate and not take 'no' for an answer.

AIDS is everyone's problem -- and everyone must be part of the solution.

Together we must be vigilant against the growing misperception that AIDS in America is no longer a lethal threat.

Together, we must find ways to affirm that we are a global community and our battle against AIDS in America, in Africa, and around the world is a shared responsibility.

Together, we must join our voices and pool our skills and our resources to begin to keep pace with an epidemic that is out of control.

And together we must push past denial and blame and inevitability -- and toward a sense of real solidarity symbolized by shared commitment, collaboration, and constructive action.

The challenge we face in the HIV/AIDS pandemic is daunting, but your courage, perseverance and hard work on this issue continue to be an inspiration. Let us commit together to not squander the loss of the nearly 14 million people around the world we have lost to AIDS,

but instead build from this tragedy a foundation for hope, a legacy of compassion, and a partnership forged by our shared struggle.

Thank you.



Joint United Nations Programme on HIV/AIDS
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Statement by Mark Malloch Brown Administrator, United Nations Development Programme and Chairman of the Committee of Co-sponsoring Organizations of UNAIDS Security Council

Mr. Vice-President, Mr. Secretary-General, Jim Wolfensohn, Ambassadors, Ladies and Gentlemen,

Mr. Vice-President, on behalf of all of us in the UN community, thank you for being here in this room, on this issue at this time.

You have heard the statistics and also what can be said, in words, of the human impact: HIV/AIDS in sub-Saharan Africa amounts to 23.3 million of the 36 million affected individuals worldwide, 69 per cent of the total number of HIV/AIDS cases. At a time when the industrialized world has relaxed in the face of a declining incidence of new HIV infections, Africa is under siege: many times more people are being killed from the disease in sub-Saharan Africa each year than in the

world's wars. This is a new security frontline and I congratulate Richard Holbrooke for the vision to go beyond old definitions to bring to this table a discussion of the world's most dangerous insurgency.

HIV/AIDS has a qualitatively different impact than a traditional health killer such as malaria. It rips across social structures, targeting a young continent's young people, particularly its girls; by cutting deep into all sectors of society it undermines vital economic growth - perhaps reducing future national GDP size in the region by a third over the next twenty years. And by putting huge additional demand on already weak, hard to access, public services it is setting up the terms of a desperate conflict over inadequate resources.

Today this is Africa's drama. Unmet it becomes the world's. So there is real resonance that at this first Security Council meeting of the new millenium it is health - not war and peace - that brings us here. But it does so because of the proposition that, in this new globalised century, one will beget the other. And that in the final years of the last, we have woefully neglected the new causes of conflict.

View this as a three-front war: the classrooms and clinics of Africa, the families of Africa; and, third, international action - the critical support needed to back Africa's frontline.

An extraordinary depletion of the region's human capital is underway. There are estimates that the number of active doctors and teachers in the most affected countries could be reduced by up to a third in the coming years.

Yet schools and clinics are not only at the heart of any defensive strategy for dealing with the consequences of the epidemic, they spearhead the offensive for cultural and behavioral change. We see the possibilities. In Uganda, there is now a real prospect of an almost AIDS-free generation of high school age children. Countries are strung out along a continuum from effective action at one end to at least acknowledgement and awareness at

- the other. Yet even with better national awareness, in too many places individual ostracism, and hence denial, still prevail confounding good tracking and management of the disease.

Behavior change requires uncompromising, often painfully embarrassing, honesty. For there is too often a lethal cultural double standard when it comes to AIDS of: too much unsafe sex; and too little willingness to talk about it or face its consequences. Change must begin by confronting the region's troubled inheritance: extensive migrant labor, social norms and gender inequality making it hard for women and girls to deny men sex - leading to HIV incidence rates among girls three or four times higher than boys.

Let me propose to this council a set of actions:

- First, support Africa's frontline efforts to combat the disease. We can see that where promoting awareness leads to honest discussion leads to behavior change, that the momentum can be broken. But there is no substitute for the region's own opinion makers, from statehouse to community media to town and village, leading that campaign.
- Second, promote inter-country co-operation so that Uganda's best practice is effectively transferred to countries doing less well. And best practice means a strong national plan and full community mobilisation.
- Third resources. The US, with 40,000 new cases annually, spends approximately \$10 billion annually from all sources for prevention, care, treatment and research, whereas approximately \$165 million is spent on HIV/AIDS related activities in Africa where there are 4 million new cases a year. We must mobilize more.
- Fourth, a coordinated response. I currently chair the committee of UNAIDS co-sponsoring organizations - UNICEF,

*Uganda
Soleto*

*High awareness
Prevention
education*

*Uganda has the
first
will help to make the
first steps*

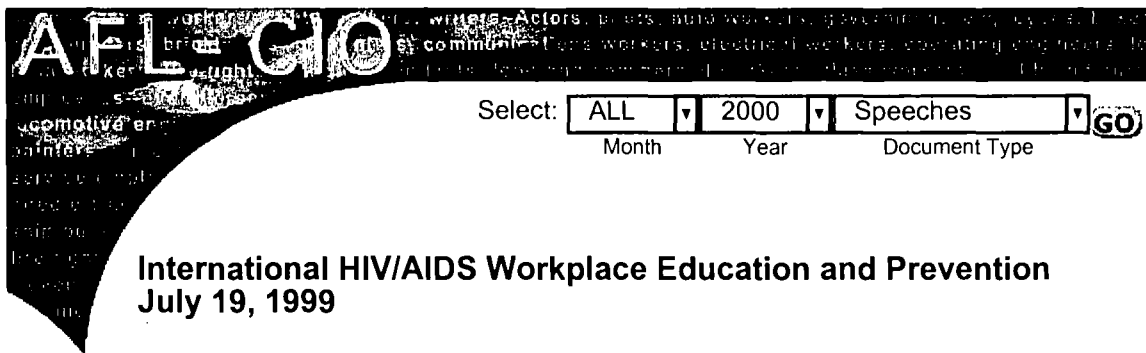
UNDP, UNFPA, UNESCO, WHO, the World Bank and UNDCP. Together we and the bilaterals, the private sector and NGOs must do more at the country and global levels. We applaud the formation of the International Partnership Against HIV/AIDS in Africa which is a foot in the door to private-sector supported affordable care.

- Fifth, UNICEF, WHO and the World Bank together with UNAIDS and a number of innovative foundations have begun to innovate new public-private partnerships that by guaranteeing a market for affordable vaccines will incentivise drug company research and development. The African market for international pharmaceuticals now accounts for less than 1.5 per cent of the industry. This "pull" must be combined with the "push" to increase basic public health research spending.
- Sixth, we cannot lapse into a global two-tier treatment regime: drugs for the rich; no hope for the poor. While the emphasis must be on prevention, we cannot ignore treatment - despite its costs. We must work with the co-operation of the pharmaceutical industry to bring down treatment costs.
- Seventh and finally, we cannot break this epidemic in isolation from the broader development context. Weak government, poor services and economic failure translate directly into failed vaccine and contaminated blood supply chains. More broadly it means the failure of schools, families, workplaces and economies to be able to meet the challenge. In this region where official development finance is drying up, I find myself fighting to reverse UNDP's own projection that our programme resources for Africa next year will be only a third of what they were five years ago. Amidst the good news of more help for HIV/AIDS, progress on debt relief, and some improvement in private sector flows, the overwhelming

fact is the region's basic development needs are not being met. There is a money gap and a governance and capacity gap. Neither the finance nor the institutions and policies are adequately in place.

Members of the Council, at this first Security Council session of the century you have brought Development into your chamber. You have elevated it from long-term economic and social issue to current danger, a vulnerability to be addressed as a matter of political priority. HIV/AIDS is a particularly cruel manifestation of the wider Development challenge. It vividly demonstrates the broader point: no other challenge can perhaps so shape the overall direction of this new century - either towards a globalisation for all; or back to a century of walls and fences. Thank you.

Back to Top

The image shows the top section of a web page. On the left is the AFL-CIO logo. To its right is a search bar with the text "Select:" followed by three dropdown menus: "ALL" (with a small downward arrow), "2000" (with a small downward arrow), and "Speeches" (with a small downward arrow). Below these are the labels "Month", "Year", and "Document Type". To the right of the search bar is a "GO" button. Below the search bar is a horizontal line. Below the line is the text "International HIV/AIDS Workplace Education and Prevention" and "July 19, 1999".

Select:

Month Year Document Type

International HIV/AIDS Workplace Education and Prevention
July 19, 1999

Help | Search:

The AFL-CIO applauds Vice President Al Gore's announcement that the administration intends to open a new front on the international war against AIDS by taking HIV education and prevention messages to workplaces around the globe. This announcement comes just a few days after the Vice President heralded new, lower-cost drug therapies that appear to have proven effective in reducing mother-to-infant HIV transmission. Together, these steps take the United States and the rest of the world closer to the day when we will be rid of the scourge of AIDS.

A healthy, productive and empowered workforce is a key element of every country's success in the global economy. Given the staggering mortality statistics on the African continent, it comes as no surprise that AIDS -- which strikes down men and women at the prime of life -- is poised to reverse the renaissance in Africa's developing nations. A dramatic escalation in HIV/AIDS education and prevention is crucial to reversing this trend.

Education in the workplace offers a common sense solution to this dilemma, for it offers access to a large part of the affected population. That is why trade unions, and the working men and women they represent, can and must play a special role in fighting the calamity of this global disease.

The AFL-CIO will join Secretary of Labor Alexis Herman in urging American and African trade union leaders to gather to discuss common strategies to combat the pandemic. The AFL-CIO and its Solidarity Center have been proud to work with Sandra Thurman, Director of the Office of National AIDS Policy, in helping to forge a historic alliance among South African trade unions to fight AIDS. The Clinton Administration is to be commended for recognizing that any international strategy to stem the ride of new HIV infections will not succeed unless trade unions and working people across the glove are engaged in the battle.

For information: Lane Windham (202) 637-3962

TOP

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U.S. Department of Labor



FAX TRANSMISSION
DEPUTY UNDER SECRETARY FOR
INTERNATIONAL LABOR AFFAIRS

200 Constitution Ave, N.W.
Washington, D.C. 20210
Telephone: (202) 693-4770
Facsimile: (202) 693-4780

To: CHERYL/NATL AIDS OFFICE Date: 2/2/00

Fax Number: 456-2439 Number of Pages 20
(Including Cover Sheet)

From: _____

Subject: AIDS CONFERENCE

COMMENTS:

- Attached ARE:
- SCOPE PAPER (PLEASE KEEP CONFIDENTIAL)
 - CONCEPT PAPER
 - AGENDA
 - SEC'S Qs AND As
 - EVENT

**U.S. - AFRICA TRADE UNION SUMMIT ON
HIV/AIDS WORKPLACE EDUCATION AND PREVENTION**

**February 3-4, 2000
Washington, DC**

Thursday, February 3, 2000

10:00 - 11:30 a.m.

**Convening Assembly: Partnership Initiative on HIV/AIDS
Workplace Education and Prevention**
Presidential Hall, Old Executive Office Building

Introduction of Co-Chairpersons & Conference Goals
The Honorable Sandra Thurman
Director of the Office of National AIDS Policy

Opening Address:

The Honorable Alexis M. Herman
Secretary of Labor

Speakers:

John J. Sweeney
President of the American Federation of Labor - Congress of
Industrial Organizations

Lynda Arnold, Pennsylvania Nurses Association

The Honorable Richard Gephardt
Member of Congress, House Democratic Leader

Andrew Kailembo
Secretary-General, ICFTU/AFRO

Announcement by:

Gladys Peje
Manager, Corporate Public Relations
South African Broadcast Corporation

Sharon Gelman
Executive Director
Artists for a New South Africa

12:00 p.m.

**Luncheon -- Theme: This Crisis Must Bring Us All Together
(Invitation Only)**
Indian Treaty Room, Old Executive Office Building

The Honorable Donna Christian-Christensen
Delegate to Congress
Chair, Congressional Black Caucus Health Braintrust

2:00 - 4:00pm

Roundtable 1: The Dimension of HIV/AIDS in Africa and Globally: The Challenge to the Workplace
The New Garden Room, Blair House

The Honorable Barbara Lee
Member of Congress

William Lucy
President, Coalition of Black Trade Unions

Bruno Jacob Mpangala
Secretary General
Tanzanian Federation of Trade Unions

Dr. Helene Gayle
Director, Center for Disease Control and Prevention, National
Center for HIV, TB, and STD Prevention

Dr. Jacob Gayle
Senior Technical Advisor
Joint United Nations Program on HIV/AIDS (UNAIDS)

Friday, February 4, 2000

9:00a.m. - 10:30 a.m.

Roundtable 2: Building Partnerships to Fight AIDS in the Workplace
The New Garden Room, Blair House

The Honorable Robert L. Mallett
Deputy Secretary of Commerce

Gloria Johnson
President, Coalition of Labor Union Women

Patricia Ford
Executive Vice President
Service Employees International Union

Linda Farrow
Association of Flight Attendants-UAL
Master Executive Council President

Dr. Denise Clement
Assistant Director of Health Care Management and
Director of Clinical Operations
Ford Motor Company

10:45 a.m. - 12:15 p.m.

Roundtable 3: Mobilizing Resources for Workforce-Based Efforts

The New Garden Room, Blair House

The Honorable Susan E. Rice
Assistant Secretary of State for African Affairs

Vivian Lowery Derryck
Assistant Administrator for Africa
U.S. Agency for International Development

Joseph Nkosi
1st Vice President
Congress of South African Trade Unions

Assefa Bequele
Director, Labor Protection Department
International Labor Organization

Enna Chitsa
3rd Vice President
Zimbabwe Congress of Trade Unions

12:30pm

Where Do We Go From Here?

Luncheon Speakers:

Indian Treaty Room, Old Executive Office Building

The Honorable Sandra Thurman
Director, White House Office of National AIDS Policy

John J. Sweeney
President of the American Federation of Labor - Congress of Industrial Organizations

Andrew Kailembo
General-Secretary
ICFTU-AFRO

This program has been made possible by the generous contributions of the U.S. Department of Labor, the Department of State/Office of Citizen Exchange, and the AFL-CIO.

**U.S. - AFRICA TRADE UNION SUMMIT ON
HIV/AIDS WORKPLACE EDUCATION**

**AFL-CIO/U.S. Department of Labor
Washington, D.C.
February 3-4, 2000**

The U.S. - Africa Trade Union Summit on HIV/AIDS Workplace Education, hosted by AFL-CIO President Sweeney and Secretary of Labor Alexis M. Herman on February 3-4, 2000, will provide an opportunity for trade union leaders in the United States and Africa to discuss and develop collaborative efforts aimed at workplace-based HIV/AIDS education and prevention.

The summit is part of the White House Initiative to Combat HIV/AIDS in Africa, announced July 19, 1999 by Vice President Al Gore, to escalate efforts in the global war against AIDS. Major components of the \$100 million initiative are programs for implementing prevention and stigma reduction strategies; the provision of home and community-based care; and an initiative for caring for children orphaned by AIDS. The principal US agencies that will implement the program are USAID (\$55 million), HHS (\$35 million) and DOD (\$10 million).

Despite numerous efforts to halt the spread of HIV/AIDS in Africa, few sustained initiatives have been implemented in African workplaces. Yet the toll on African workers and businesses has been staggering. Families of workers who have succumbed to the disease have often lost all means of support. Misinformation about how to prevent the spread of AIDS abounds, and HIV-positive workers frequently face discrimination and ostracization. In many countries, where governments have made little effort to spread information about the disease -- and have often spread disinformation -- workers have few opportunities to learn about AIDS prevention.

African trade unions, working with businesses and governments if possible, offer a means for getting accurate information directly to workers. Some trade union federations have already made a significant commitment to engage in prevention activities. For example, in August 1999 COSATU announced a "systematic education programme both on prevention and to raise awareness amongst COSATU members," that will include the development and distribution of information and training packs for shop-stewards and union leaders and develop counseling and other services to union members and staff. Several South African companies, such as AMCOR (Ford Motor Co.) and ESKOM, have also developed effective workplace awareness and prevention programs.

U.S. Department of Labor

Bureau of International Labor Affairs
Washington, D.C. 20210**FAX COVER SHEET**

OFFICE OF FOREIGN RELATIONS

Date:

2/2/00

From:

BOB SHEPARD

Phone:

(202) 219-9403 x165

Fax: (202) 219-5613

*Cheryl -
this came in
for tomorrow's
meeting*

To:

Cheryl Bauerle

Phone:

Fax:

456-2438

NUMBER OF PAGES INCLUDING THE COVER SHEET: _____

Remarks:

*MEDIA ADVISORY
FOR DOL/AFL-CIO
AIDS CONFERENCE*

MEDIA ADVISORY

Secretary of Labor Alexis M. Herman will deliver the opening address to the U.S.-Africa Trade Union Summit on HIV/AIDS Workplace Education and Prevention.

The Convening Assembly of the conference will be open to media with credentials: Feb. 3, 10:00 am - 11:30 am, Presidential Hall, Old Executive Office Building.

The conference, co-hosted by the Labor Department and the AFL-CIO, is part of the \$100 million White House Initiative to Combat HIV/AIDS in Africa.

Other speakers at the opening session will include AFL-CIO President John Sweeney, House Democratic Leader Richard Gephardt and Director of the Office of National AIDS Policy Sandra Thurman.

WHO: Alexis M. Herman, Secretary of Labor

WHAT: Convening Assembly, U.S.-Africa Trade Union Summit on HIV/AIDS Workplace Education and Prevention

WHERE: Presidential Hall, Old Executive Office Building

WHEN: Thursday, Feb. 3, 2000, 10:00 am - 11:30 am

CONTACT: Carl Fillichio, U.S. Department of Labor
(202) 693-4657

THE WHITE HOUSE
WASHINGTON

January 31, 2000

MEMORANDUM

TO: Ms. Cheryl Bauerle
National AIDS Policy Office
736 Jackson Place NW

FROM: Melinda N. Bates
Special Assistant to the President and
Director, Visitors Office

Melinda N. Bates

This memo confirms a reserved guided tour of the White House for **50** people from the **U.S. Africa Trade Union Summit** group [ID# 00-95018] on **Thursday, February 3, 2000**. The group will be combined with others.

The number of people in the group may **not** be increased. If there is a reduction in the number scheduled, or if for some reason the tour is cancelled, please notify the Group Tour department as soon as possible at 202-456-2202. Our TDD [telephone device for the deaf] is 202-456-2121.

The members of the group should arrive at **08:00a.m.** at the **Visitor Entrance** on East Executive Avenue. The person in charge of the group *should show this memo* to the officer on duty. Once inside the House, guided tours usually take 35 to 40 minutes.

Tour hours are occasionally affected at the last minute by unforeseen events. Please call the Visitors Office **24-hour info line recording at 202-456-7041** to confirm that tours will be conducted.

On behalf of The President and Mrs. Clinton, we hope that members of this group enjoy their visit to the White House.

DATA
4-11-99 (approx)
Feb 2, 4 / 99

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TELEPHONE: 202-619-6828 FAX NUMBER: 202-619-6876

260-2102

TO: Cheryl

FAX NUMBER: 456-2439
TEL. NUMBER:

FROM: Tom

TOTAL PAGES (including cover sheet):

SUBJECT:

MESSAGES/COMMENTS:

I will call to discuss later this week

Mike McShane (TRW)
Jerry Ensorillo (tent) son Int'l

SENT:

DATE:

Investing in People: U.S.-South Africa Conference on Democracy and Economic Development

Sponsors Scheduled to Attend as of 5/27/94

Atlanta Economic Development Corporation

~~Jake Henderson~~ 404 658 7000 Fax 404 658 7734

The City of Atlanta

~~Glenda Minkin~~ 404 330 6248

Bear, Stearns & Co. Inc.

~~Bill Hayden~~ 212 272 2183 Fax 212 272 5948

Chemical Securities, Inc.

Clarence Otis 212 834 5200 Fax 212 834 6569

Chrysler Corporation

Leroy Richie 313 956 2847 Fax 313 956 5544

George Norcross 810 977 5320 Fax 810 977 5047

(Is Stephen Riley going to use this spot - registered)

The Coca-Cola Company

Ingrid Sanders Jones 404 676 3525 Fax 404 515 2368

Percy Wilson (VP for Policy and Research Coca-Cola International) form

on way from cca

The Corporate Council on Africa

~~David Miller~~ 202 667 7330 Fax 202 667 6111

Lynn Azar 202 667 7330 Fax 202 667 6111

Safi Qureshey 714 727 4141 Fax 714 727 9355

Delta Air Lines, Inc.

John W. Cox 404 715 2348 Fax 404 715 2100

Edlow International

~~Rod Fisk~~ 202 483 4959 Fax 202 483 4840

~~Jack Edlow~~ 202 483 4959 Fax 202 483 4840

~~Catherine Fisk~~ 202 483 4959 Fax 202 483 4840

Georgia Council for International Visitors

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H.J. Heinz Company

~~Anthony O'Reilly~~ ~~412 456 5701~~ ~~Fax 412 456 6146~~
Edward Smyth 412 456 5780 Fax 412 456 7883

Institute for International Education

~~Wayne Fredericks~~ ~~212 984 5510~~ ~~212 984 5575~~
~~Dorothy Anderson~~ ~~202 962 8806~~ ~~202 962 8827~~
~~Ann McKinstry Micou~~ ~~212 984 5364~~ ~~212 984 5452~~
~~Richard Dye~~ ~~212 984 5314~~ ~~212 984 5563~~

ITT Communication and Information Services, Inc.

Gerry Crotty 201 601 4300 201 601 4461
Christopher Hoppin 201 601 4101 201 601 4461
Al Haussener 201 601 4300 201 601 4461

Kellogg's Corporate Citizenship Fund

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Freddie Webb-Petett 616 968 1611 616 968 0413
George Franklin

~~KWV, Cape Ventures Company~~

~~Kenneth Onish~~ ~~203 329 6623~~ ~~203 329 6663~~
~~Russ McCall~~ ~~404 522 3358~~ ~~404 681 0635~~
Christine Petrakis

Lehman Bros. Inc.

Ernest G. Green 202 452 4728 202 452 4752

NationsBank

Not Registered. Contacted Enoch Prow 5/24 and faxed registration forms

Reebok International, Ltd.

John Duerden 617 341 7472
Jacquelyne Weatherspoon 617 297 4907 617 297 4806
Mr. Bertram Lee, Sr. 202 686 4550 202 686 2029
Bruce Nevins 617 341 7472

South African Airways

~~Henry Kartagener~~ ~~212 418 3711~~ ~~Fax 212 418 3744~~

Philip Becken

~~Joos Engelbrecht~~ ~~212 418 3701~~ ~~Fax 212 418 3744~~

USAfrica Airways, Inc.

~~Gregory S. Lewis~~ ~~703 758 1090~~ ~~Fax 703 758 6969~~

U.S.-South Africa Business Council

Dan O'Flaherty 202 877 0287 Fax 202 452 8160

Timothy Lukens 202 887 0278 Fax 202 452 8160

Warner Music Group

Jordan Rost 212 484 7520 These guys not confirmed. Called 5/27

Jeff Sachs 212 484 7770

Bob Morgato 212 754 6750