

CHAPTER 2

LITERATURE REVIEW

This chapter reviews the different views held by researchers regarding the role of trade unions and the different approaches to the studies on HIV/AIDS. In terms of the role of trade unions most research focus on the question of the two roles of trade unions, the economic and political roles, others focus on the history of trade unions while others focus on trade unionism in general. However for the purposes of this study, both the history and the role of trade unions were examined in light of HIV/AIDS in the trucking industry and as a result only literature that dealt with the subject in question was consulted.

The study explores the different views and understandings of what trade unions are and their roles as portrayed in existing literature. It also explores the different views on HIV/AIDS as presented by researchers. This chapter focuses on four themes that address the different views on trade unionism, the role of trade unions in relation to HIV/AIDS. The first theme that the chapter examines is the history and role of trade unions as presented in existing literature. Secondly, it outlines general theories on HIV/AIDS worldwide and in South Africa, including what HIV is and what it does to an infected person. Thirdly, it examines the ways in which the question of HIV/AIDS is approached by different researchers, for example: HIV in the workplace and how HIV impacts on business, the economy and the work force. Finally, the study focuses on how HIV impacts on the family, the infected individual and those affected including the spouse, parents, children and to some extent the community.

2.1 History of trade unions

Trade unionism is understood and presented differently by researchers and scholars. Hyman (1975) defines trade unionism as:

‘an agency and a medium of power whose purpose is to allow workers to exert, collectively the control over their conditions of employment which they otherwise cannot possess as individuals’ (Hyman, 1975:64)

Other researchers such as Lane (1974) and Hyman (1972) perceive trade unionism as a class differentiation issue in which the workers form what is known as the working class and the employers are the bourgeoisie or those who own the means of production. Trade unions are perceived as structures formed for and by workers. They are made up of workers and they represent the workers to the employers. They bargain and negotiate on behalf of the workers. Lane (1974) and Hyman (1972) focuses on the beginnings of trade unionism in Britain as a class struggle, where the peasants, who could be equated to the blue collar working class of today, mobilised to fight against their employers (those who owned the means of production). The workers were not happy with the system of lords and landowners and the new bourgeoisie. They perceived themselves as belonging to a class of their own, and sought to protect their rights as a working class. They also realised that their status as workers and their trades were a uniting factor that made them strong (Lane, 1974). This perception of uniting as a force by these workers already reveals the two-fold role of trade unions. The workers perceived their trades as something that would unite them, they can mobilise themselves according to their trades and they can jointly bargain for better working conditions and better wages. Existing research still holds to the two roles. They do acknowledge trade union involvement in welfare and social issues, however that was never considered to be a role of trade unions (Freeman & Medoff, 1984; Hyman, 1972; Lane, 1974; Hyman, 1975).

There is however a distinct difference regarding the inception of trade unionism in different countries, for example: British trade unionism was motivated by class divisions in society, and studies show that South African unionism, although motivated by dissatisfaction in the workplace, was divided along racial lines, that is, between black and white and white Afrikaners and other European groups (Webster, et. al., 1994). This discrimination of white against white became more apparent after World War 2, when jobs were scarce and skilled labour was in demand and people started competing for the few jobs that were available. This was brought to the fore by the idea of profit at any cost, competition for wages

and the introduction of cheap labour, in this case black labour, resulting in Afrikaners losing their jobs to Blacks because employers preferred hiring cheap black labour to expensive white labour (Webster, 1983).

Another issue that Webster (1983) raises during this time is the introduction of the migrant labour system and the apartheid laws with their job reservation policies. Migrant labour in this case refers to the influx of black males into cities and towns to work in mines and factories leaving their families in the villages. The women had to take the role of providing for their families by tilling the land and farming because the men were working in the cities and they had to keep the families alive. In order to support the cheap labour demands more and more blacks were moved to the cities and mines to fill the vacancies previously filled by whites.

The migrant labour system is relevant in this study because it gives a background to the break-up of black families and subsequently to the spread of sexually transmitted diseases and HIV infection in black communities (COSATU, 2000). Migrant labour forced Black men to leave their families in the rural areas and migrate to the cities where with time they started new families and forged sexual relationships with the women working and living in the cities. Relationships forged in this way were in most cases not permanent and therefore each person had multiple lovers and as a result sexually transmitted disease had good breeding ground and the infections were passed on to the men's wives.

The period following the First World War saw a lot of management resistance against black unionism. White employers were afraid of allowing blacks to organise because they were aware of the power of unions and the influence they have on workers. From as early as the 1920s, unionism in South Africa was vehemently resisted and in some cases, the army and the police were used to repress any strike or union resistance activities. During the 1970s, worker strikes broke out in Durban and spread to most of the country's industrial cities. This

resulted in victory for the workers, as their demands were met. However, the government continued its repressions and its attack on organised labour especially among Black workers. The 1973 strikes were followed by periods of unrest in the country including the June 1976 uprisings when Soweto students took to the streets in protest against the imposition of Afrikaans as a medium of instruction. The Wiehahn Commission was set up to investigate the problems and to come up with recommendations of what could be done to remedy the situation. One of the recommendations that the Wiehahn Commission came up with was for Blacks to be allowed to organise themselves into unions and have those unions registered with government as legal worker representative bodies (Webster, 1983; Webster, 1994).

The Wiehahn Commission with its recommendations to have black unions registered and recognised as legal institutions gave the weakened unions power to reorganise and strengthen their fight against low wages and poor working and living conditions. This victory led to growth of trade unionism and the formation of federations like the Congress of South African Trade Unions (COSATU), the National Council of Trade Unions (NACTU), and the Federation of Unions of South Africa (FEDUSA). These unions continued playing the same roles of collective bargaining and political mobilisation and resistance. However, as Webster (1994) argues, unions in the 1970s and 1980s took a more social movement unionism character in order to build resistance against government's repressions. They were involved in the boycotts that were taking place in townships around the country.

Trade unions, especially COSATU played a crucial role during the transition period and in the realisation of democracy in the country, which introduces the third phase or period of this study. Adler & Webster (2000), Adler (1994), Baskin (1994) and Baskin (1991); outline the role of trade unions during the transition period that is between 1985 and 1997. During this period the role of trade unions took an even more active role in politics as COSATU took part in the negotiations

for a democratic South Africa as part of the Tripartite Alliance formed between the African National Congress (ANC), COSATU and the South African Communist Party (SACP).

Literature on the history of trade unions is consulted to gain insight of where trade unions came from and why they were established. The study of the history of trade unions provides background into the formation of trade unions and the purpose thereof. It also helped the researcher in seeking to answer the question of whether trade unions have a role to play in the fight against HIV/AIDS. The history of trade unions not only gives background as to why trade unions were formed but also pre-empt the reason for their continued existence. However, the weakness of this approach lies in the fact that it is presented, to a large extent, as just history and it does not point to the future of these movements. The history is also generally constrained to the existing roles as will be discussed in the next section and they do not expand on the motives behind the formation of these unions.

2.2 The role of trade unions

Historically, as it has already been established, trade unions have two roles; wage bargaining, and political mobilisation. Freeman and Medoff (1984) explore these roles further by using the allegory of the two voices of trade unionism as capitalists perceive it. First is the monopoly face, in which trade unions demand wage increases and are therefore accused of wrecking the economy and creating unemployment by their constant demands. These demands, they claim, lead to employers retrenching other workers in order to be able to pay the remaining workers a higher wage. The second is the voice of unionism, which is the role that unions play in the political arena, giving a political voice to their members. Webster reiterates Freeman and Medoff's argument by adding that the unions do not have two faces going in different directions but that the two faces merge to form what could be seen as the third role or function of unions, the social role, or what he calls 'social-movement unionism' (Webster, 1994: 267). He argues that the political voice of unions ensures that the economic voice is

heard and in that way the social needs of the workers are catered for through labour laws and policies. In brief, what Webster contests is that although unions are seen to have only two roles, there is an underlying third role, the social role which is actually the motivating factor behind the other two roles (Webster, 1994; Freeman & Medoff, 1984).

The economic role refers to the unions' wage bargaining role while the political involves the unions' ability to mobilise collective action. At this stage, it can be noted that the motivation behind the primary roles is grievance. The economic role arises from low wages and unacceptable working conditions while the political role arises from a sense of social marginalisation and political exclusion. The welfare role on the other hand arises out of compassion, a sense of responsibility, and practical steps to improve people's lives. It is based on the human needs of the workers and their families such as the need to help in times of death and financial need (Crouch, 1982).

The two roles are also discussed further by Hyman (1972) in his argument concerning the political as well as the economic power of unions; the power to mobilize and the power to control. Hyman further reveals the power that unions can have in bringing about change. He uses the British strikes and their achievements of both political and economic goals to explain his point. This is corroborated by Lane (1974) in his study of the emergence of the British working class. The workers realised that while in a union, there was a lot they could achieve together. The union did not only provide them with a sense of belonging but it also gave them a voice in both government and trade. This strength of the labour movement in Britain was manifested in the formation of the Labour Party and its eventual winning of the elections and becoming the ruling party in the 1970s (Hyman, 1972). Hyman (1975) also points out the fact that throughout history, labour's main concern was more social than economic. Labour movements fought for better working and living conditions. As much as he tries to show the power of control by the unions, he does not overlook the fact that in

many cases, this power ended up leading to a different form of bureaucracy where there are union executive officers, officials, shop stewards and the shop floor or ordinary workers

The second role of trade unionism, the political role, in South Africa became evident during the struggle against apartheid, and more so during the 1980s after the formation of the Congress of South African Trade Unions (COSATU) and other union federations. COSATU as a federation became more involved in the country's politics and joined forces with the African National Congress (ANC) and the South African Communist Party (SACP) to form the Tripartite Alliance that led South Africa to democracy in 1994. Baskin (1994; 1991) outlines the history of COSATU from its inception right up to the alliance formation with the African National Congress (ANC) and the South African Communist Party (SACP) into forming the new government. COSATU became a home to many unions such as the teachers' union, South African Democratic Teacher's Union (SADTU), the transport union, SATAWU and many other unions.

Although trade unionism did not change its role, documents such as the Reconstruction and Development Programme (RDP), suggested a more social nature. The RDP was a COSATU submitted by the Tripartite Alliance to the pre-1994 elections committee as the economic plan of the union and later of the ANC. This document presented a different side to the role of trade unionism, it had little to say about wage bargaining as it had about social issues. The RDP document was about a better life for the people, housing, electricity, education, sanitation and other concerns facing the majority of the South African population that would be classified as social concerns as opposed to workplace issues (RDP White Paper, 1994).

Adler and Webster (2000) on the other hand emphasise the political role of the union and especially the role played by COSATU affiliates in taking the township politics into the workplace. They changed the approach by going back to the

townships and taking their mobilising skills to be used in their communities. Unions were using their production power to fight the system instead of just fighting for better wages. They engaged in a different kind of economic activity, that of crippling the economy in order to enforce political change. They joined in stay away actions and boycott actions, boycotting White owned shops, buses and encouraging the use of taxis for transport and buying groceries from township stores (Adler, 2000; Adler & Webster, 2000; Baskin, 1994).

However, despite the acknowledgements of an underlying third role of trade unions by Webster (1994) and Freeman and Medoff (1984), most studies on trade unions and labour movements still hold to the belief that trade unions only exist as bargaining institutions and/or political movements. The possibility of an underlying third role of trade unions is not fully explored so that the role of trade unions remains a two-fold role. Existing literature upholds already established roles instead of exploring and enforcing the third role which assumes a welfare nature. This is the role that this study intends to establish. The third role of trade unions could be in the underlying motive of the existing roles, the unions' sense of responsibility to community welfare and well being.

2.3 Trade Unions and HIV/AIDS

The origins of HIV as already stated by Rwomushana (2000) and Jackson (2002) emphasise the stigma around the pandemic that is still evident despite the available information on the virus. In the 1980s deaths and illnesses among the gay communities as a result of the virus infection led to HIV/AIDS being labelled a gay disease (Hooper, 1999). It was not until the same symptoms were detected among heterosexual men, women and even children in Africa (Uganda) that the doctors and scientists were compelled to take another look at it. However the stigma still remains since truckers and commercial sex workers are still considered to be responsible for the spread of the virus. Sex workers are stigmatised because of the nature of their work and truckers because of the assumption that they are promiscuous (Jackson, 2002; Rwomushana, 2000).

There are studies done on HIV in the trucking industry but none that look at the role of trade unions in this regard. This could be because trade unions are not expected to be involved in such matters. However this does not exempt trade unions from the concern caused by the spread of the pandemic in the industry. Both COSATU and SATAWU are involved in programmes that are aimed at fighting the scourge in the trucking industry. The unions also have policies regarding HIV/AIDS (see Appendix D for SATAWU policy on HIV). These policies are set up to make provision for persons living with HIV at the workplace (SATAWU, 2001)

2.3.1 HIV/AIDS in the Workplace

There is a growing body of literature on the effects of HIV and AIDS in the workplace (Marck, 1999; Agbazue, 2003; Campbell, 2003; Maphosa, 2003; Mwikisa, 2003) which covers countries like Zimbabwe, Zambia and Nigeria as well as Far Eastern countries such as India and Thailand. However, these studies do not address the question of the role of trade unions in the trucking industry given the fact that it is one of the most affected industries. Research fell short in exploring trade union involvement in the issue of HIV/AIDS, and wherever trade union involvement is mentioned, the involvement is minimal. The studies also concentrate on the effects of HIV on business, the employers' losses and very little on the worker and his family as will be seen in discussions that follow.

These studies reveal that there are different trends regarding HIV/AIDS in the workplace. For example, Marck (1999) shows that in India, the drivers manage to get home at times once a year, most of the time they are away from home and therefore engage in sexual relations with sex workers and women living in the villages near the truck routes. However, studies by Mupemba (1999) and the National Commission on AIDS, (June, 1993) show that in Nigeria, Zimbabwe, Zambia and South Africa although truck drivers are able to get home at least on a weekly basis, the same patterns of sexual behaviour, including the use of sex

workers and other poor village women who would have sex for money still prevail. This refutes the notion that the truckers resort to using commercial sex workers and having multiple sexual partners because they are far from home. It seems to suggest that these men engage in such unsafe sexual relationships because they want to do so not because they are forced by circumstances.

2.3.2 The Impact of HIV on Business

Other studies show the impact of HIV on different sectors of the community. Maphosa (2003), studied the impact of HIV/AIDS in the workplace and how it impacts on both labour and business. He addresses the problems of absenteeism, medical insurance as well as funerals and how these eventually impact on production. Mwikisa takes it a step further by looking at the impact of HIV and AIDS on business in the light of what he calls the human capital, which is defined as:

‘labour that is skilled in production, labour that can operate sophisticated machinery, labour that creates new ideas and new methods in economic activity’ (Mwikisa, 2003:60)

To the above concerns, Vass (2003) adds that when these people get sick and die, the company does not just lose the person but his or her skills and input as well as experience, and capital as it is going to cost even more to train new staff.

Researchers approach the effects of HIV/AIDS from different view points such as the fact that it does not only affect the sufferer but also the family, the community, government and business. There are a number of areas that Stevens (2001) outlines as areas in which business is affected by HIV/AIDS. These include absenteeism, training of new staff to replace the dead and the retired, production as well as capital. According to Stevens (2001), employees miss work because they are either patients or they have to look after someone who is ill at home, for example a spouse or a child. Apart from illness they may miss work because they have to arrange and attend a loved one’s funeral. If not that, they would be there physically but may not be able to concentrate at work because they left

someone sick at home, therefore though they are at work, they are virtually absent and unproductive. Employees may also be rendered unproductive by their inability to cope with the physical and emotional pressures of their jobs due to ill health (Maphosa, 2003; George & Whiteside, 2002; Stevens, 2001).

The problems listed above do not only affect the employee but the employer as well. Absenteeism means a lost day of production and if there is no production it means there will not be any turnover. This leads to employers being forced to either seek replacements for the ones that died and the ones that took early retirement due to illness or to employ more workers to fill the vacancies left by the ones unable to come to work daily. This means increased payroll costs because the employer has to pay twice as much for the same amount of work (Vass, 2003; George & Whiteside, 2002; Lisk, 2002 and Jackson, 2002).

To the concerns stated above, Lisk, 2002 adds the risk of loss in terms of human capital. Human capital in this case refers to reduction in the number of qualified professionals as more people will have fewer children due to HIV infection. Of those children, some will be born with the virus, and as the number of infected children rise, most will die before they finish school, this will result in shortages of skilled people. As an example, Lisk (2002) found in his study on teachers that HIV prevalence is so high that it poses a threat to the profession. This also applies to other professions as well, that if the spread of HIV is not curbed, there will be a serious shortfall of professionals in all sectors.

Having examined the factors that affect business as a result of HIV/AIDS, it is disturbing to note that business or the corporate sector is doing so little to fight the pandemic. Dickinson (2004), in his study on the corporate response to HIV/AIDS argues that given the fact that the South African corporate world was made aware of the devastating effects of HIV as early as 1987, very little has been done from their side to combat the scourge. He argues that corporate response is based on two caveats, one being media reports on announcements

of new policies regarding HIV/AIDS, which he claims can be used as fronts to avoid the main issue, of what is actually being done to fight the disease and to de-stigmatise it in the work place. Secondly, he argues that focus is centred on the few companies that are doing something about the matter and ignoring the many that are doing nothing to fight the spread of HIV among their employees.

2.4 HIV affects more than just the infected individual

Apart from business, HIV affects family as well as government. Researchers argue that if the individual is infected, the family is affected and at another level so is government. They perceive this as a chain reaction wherein if an individual is infected, his or her family is affected emotionally and financially. With the nation being a bigger picture made up of families and individuals, the government as head of the nation is bound to be affected. The fact that existing research suggests that truck drivers are instrumental in the spread of the pandemic especially in the rural areas of Southern Africa, (Marck, 1999; Mupemba, 1999) compels one to want to know what SATAWU, as a transport union, is doing to combat this problem.

The social effect of HIV is seen in the increasing number of AIDS orphans and the declining numbers of caregivers for the orphans as well as for the sick. In most instances family members and relatives carry the burden of caring for the sick and their children if the sick person dies. In some of these cases the children face a lot of abuse, because they are in a way blamed for the pressure and the inconvenience. Most of children whose parents and guardians die of HIV/AIDS, are themselves either infected or they have to watch their parents fall ill and die of the pandemic. Children are therefore not only subjected to physical suffering but also to emotional suffering as well (Christiansen, 2003; Campbell, 2003; Agbazue, 2003; Jackson, 2002; Loening-Voysey, 2001; Tabo, 1992).

These implications have a great bearing on society as a whole, especially on the government in that more and more money will be needed to care for the dying as

well as to look after those who are left behind. This is because often the affected person happens to also be the sole bread winner in the family. In some cases the affected person will be a child who will have to parent his or her siblings (Holden, 2003; Cheetham, 2003 and Kallman, 2003; Christiansen, 2003; Campbell, 2003). The welfare role was previously seen as the government's and the employer's responsibility. However, HIV makes it the union's responsibility given the fact that they lose members due to the pandemic, and as a result, their bargaining power is also weakened. Unions are currently expected to take responsibility of educating their members about HIV and AIDS as well as ensuring that they get medical treatment in the event of illness.

2.5 The role played by commercial sex workers

Commercial sex workers play an important role in the lives of truckers as they do in the lives of many men. Although sex workers can be both male and female, for the purposes of this study, only the female sex workers are referred to. Not all women who are involved with the truckers are what can be referred to as professional sex workers. Some of them are in love relationships with the men they sleep with. They act as lovers or 'wives' to these men and the men in turn take care of the women's financial needs. Hunter (2002) refers to these relationships as transactional sex since the women have multiple lovers who meet their different needs ranging from buying groceries to educating their children. The difference between these women and the commercial sex workers is that they are in long term relationships with the men. Commercial sex workers are also seen as being responsible for the spread of HIV especially in the trucking industry because if a man insists on sex without a condom, they would compromise both their safety and that of their client to make extra money (Motloun⁶, 2004; Petzer⁷, 2004; Campbell, 2003).

⁶ An interview with Tiisetso Motloun of RHRU in Hillbrow, 15/11/2004

⁷ Telephonic interview with Shane Petzer of SWEAT, 20/12/2004

2.6 Theoretical framework

The literature review given above is significant in that it provides background information and context to this study. However, this study is interested in the gap left by these studies, that is, the welfare role of trade unions. This is due to the fact that both the economic, (collective bargaining) and the political (fighting for democracy and equal rights) roles of the trade unions have their origins in what could be termed social issues. These include provision of education, housing, clean water and sanitation, electricity, health facilities and many other issues that affect the workers' daily lives. The study therefore focuses on the union member not just as an employee, but as a family member, a parent, a child, and as a member of society. Also as someone who is affected not only by the economic and political issues but who is also affected by the social ills of his community. The welfare of each society is a concern for all including trade unions and their members. The main gap that this study intends to fill is that of the role played by trade unions in the face of HIV and AIDS, especially in relation to the trucker's family (the spouse and children). The study also seeks to establish the role of unions in the workplace with regard to HIV and AIDS and how union members are affected (Campbell, 2003; Christiansen, 2003; Johnson, 2002; Jackson, 2002 and Lisk, 2002).

This research is undertaken because although trade unions play a major role in the lives of union members, their role in the lives of workers outside of the work place has not been adequately researched. Another reason for undertaking this study is that of all the research that has been done so far, none investigated the role trade unions play in the fight against HIV/AIDS in the trucking industry. The third reason being that existing research perceives trucking as a predominantly male industry of an age group that can be said to be of a highly sexually active nature, that is between the ages of 25 – 55, and therefore at risk of contracting HIV (Marck, 1999; Mwikisa, 2003).

The theory that comes through in this research is that of the influence society has on how people live their lives. The literature points to some of the circumstances that truckers find themselves. Among these are the use of commercial sex workers and hoarding of lovers. Truckers as a group are viewed as promiscuous and as a result their lifestyle supports that argument. Although they come from different backgrounds and communities, truckers tend to behave in a particular way that distinguishes them as a group. Truckers are removed from society, they are on the road all the time as a result they lose touch with their communities and life on the road becomes a norm.

Society plays an important role in every person's life and where we live and the circumstances under which we live influence our behaviour and our values. The same is true for truckers, their behaviour is largely influenced by the conditions under which they live. They are termed promiscuous because they are forced to be away from their families for very long periods and as a result they adopt a lifestyle that will make the loneliness better. Based on the fact that they have to live their lives at the back of a truck, most truckers adapt to this lifestyle, their whole outlook on life is based on the principles and laws of the road. They learn to do with what is available and with time some of them stop thinking about home and the people left behind until they are too sick to survive on their own.

Trade unions play an important role in this regard in that they are one form of unity that most of these men come to know. The union provides truckers with a sense of belonging a surrogate family in which they are not judged but are accepted because in that community truckers find others like themselves. The same sense of community that the union provides for the truckers is the same sense that is expected by truckers families when a trucker falls ill with HIV or even dies from it. This sense of community is also recognised by Crouch (1982). Like other scholars, he acknowledges the economic and the political roles of trade unions as the primary roles, but he also adds that trade unions do have other roles apart from the primary roles.

The welfare role of trade unions in this study refers to practical help such as financial assistance in the face of illness or death and ways and means of fighting poverty and its devastating results. It also includes ensuring that the sick are cared for and their children get education and support, both financially and emotionally where possible (Crouch, 1982). Another example of union involvement in the worker's lives beyond the workplace is seen in their involvement in providing bursaries for their members' children's education. A good example of this in the South African context is the National Union of Mineworkers' (NUM) JB Marks Bursary Scheme launched in 1987 for use by members and their dependants (The National Union of Mine Workers, www.num.org.za, 26/06/2005).

Regarding the two roles of trade unions and the underlying third role the following discoveries were made. The economic and political roles of trade unions seem to emanate from the demands of the collective, while the third role seems to be driven by individual demands. The person that is affected is the one whom the union is concerned about, and so are his family's needs. Also, while the other two roles are performed in an adversarial way, the welfare role is fulfilled in partnership with the state and the employers. The challenges of HIV and the welfare role also call to question the existing model of South African trade unionism, that of loss of benefits at loss of employment.

Although most of the existing literature holds this view of trade union roles, Crouch (1982), approaches the issue slightly different. He differentiates between primary and secondary roles of trade unions. Primary roles being wage bargaining and mobilisation roles and the secondary roles may not even be related to the primary roles, they would include contributory funeral schemes and insurance funds. Even though Crouch does not discuss these roles in detail, the point he makes when viewed in the light of HIV/AIDS pushes these roles to the fore.

While the bargaining and mobilisation roles of trade unions revolve around the union member, the spread of HIV and AIDS force the union to face the member's family. Therefore the welfare role of trade unions reaches beyond the union member to the family and the community. The question of HIV/AIDS forces the union and the member's household together because once the member is infected or when he is sick or dead, the union is then forced to meet with the family, to assist with funeral arrangements and even carry some of the funeral expenses as Crouch indicates. In this way, the union's responsibility is no longer limited to the member, but it extends to include his family, the spouse, the children and even the extended family. The family can now start to make demands on the union that were never made before because by being involved in funeral arrangements, the family starts viewing the union as a source of help. Finally, the family would seek to know about the money that the member has been contributing to the union all those years. They may even expect the union to educate the deceased member's children and looking after his widow.

Although the literature addressed a large part of the topic of this research, it did not answer the question of whether trade unions do have programmes and policies regarding HIV/AIDS. The literature also does not address the needs of truckers in this regard and leaving a gap in available information on the subject. This research hence relied a lot on interviews to try and answer some of the crucial questions it sought to answer.