



Evaluation Summaries

Evaluation: HIV/AIDS Prevention Education Programmes in the Workplace in Ethiopia

Quick Facts

Country: Ethiopia
Mid-Term Evaluation: March 2006
Mode of Evaluation: Internal
Technical Area: HIV/AIDS
Evaluation Management: ILO/USDOL
Evaluation Team: Robert Ransom and Hailegiorgis Tilahun
Project Start: May 2004
Project End: April 2007
Project Code: ETH/03/M50/USA
Donor: The United States (949,432 US\$)

Background & Context

Summary of the project purpose, logic and structure

The project aimed to contribute to two development objectives; a reduced HIV/AIDS risk behaviour among targeted workers, and a reduced level of employment-related discrimination against workers living with or affected by HIV/AIDS.

The three immediate objectives of the project were improved knowledge, attitudes and perception of norms related to HIV/AIDS risk behaviours; an increased use of available HIV/AIDS workplace programs; and an increased knowledge and understanding of HIV/AIDS workplace policies.

Present situation of project

After a reprogramming discussion with Geneva staff to increase delivery, the project has signed a service contract with the implementing partners as per the

recommendation of the mid-term assessment, which led to an improvement of the project's implementation.

Purpose, scope and objectives of the evaluation

The purpose of the internal assessment was to determine if the project is moving towards the achievement of its objectives; to determine the degree to which the project is meeting milestones of its work plan; assess the impact of the project in terms of sustained improvements achieved; and to provide recommendations on how to improve project performance, and, where necessary, identify the possible need to refine the strategy.

Methodology of evaluation

The evaluation comprised a document review; briefing by the key actors of the project; interviews with members of the project advisory board and HIV/AIDS Focal Points in 4 selected participating enterprises; and a debriefing meeting.

Main Findings & Conclusions

The assessment team found the development and immediate objectives of the ILO/USDOL project to be relevant and appropriate to the HIV/AIDS situation in Ethiopia.

Project implementation suffered initially from problems in the ILO project management and the resignation of the first National Project Coordinator (NPC), and from delays in signing the project Memorandum of Understanding by the Federal Government and establishing the Project Advisory Board.

In addition, the failure to provide for resources to enable the implementing partners to undertake project activities on their own, as it had been planned, has caused tensions between some of the partners and the project, and further contributed to delays in implementation. As a result, the project implementation is fully one year behind schedule.

The assessment team found that the new NPC is effective in her management of the project and in her relations with the partners. The ILO office acting director expressed support for the NPC and confirmed that the role of office management was to facilitate project implementation and to solve problems. The implementing partners expressed their satisfaction with the management performance of the NPC, while noting the project's limited capacity to provide timely technical guidance. The team concluded that project management was now on track and catching up on the implementation of project activities. The team believes that implementation of the recommendations by the ILO office and project management would greatly accelerate project implementation and enable the project to achieve its objectives.

The assessment team has doubts about the sustainability of project activities at national level if the present project implementation modalities continue.

The assessment team found that the Performance Monitoring Plan (PMP) of the project has not been adequately modified to take into consideration the social, cultural, and religious contexts of the country, and does not reflect proposed changes identified during the "Strategic Planning and Performance Monitoring Workshop" organized at the beginning of the project. The PMP was used in the preparation of the data tracking table of the project, and could be used by the target enterprises to effectively monitor the impact of their workplace initiatives. Further efforts could be made to make the PMP more culturally appropriate, and to help enterprises as well as the implementing partners to use it on their own.

Recommendations & Lessons Learned

Main recommendations and follow-up

The implementing partners should be given greater responsibility for the implementation of project activities through the use of ILO performance-based service contracts.

The project should focus on building the capacity of its implementing partners to enable them to implement the project activities in their members own workplaces by their own personnel. Project management should focus on providing the implementing partners with technical guidance, facilitation and training of trainers.

The project should assist the implementing partners to identify supplementary funds to support their HIV/AIDS work plans and to make them sustainable.

The project should involve the implementing partners in the development and implementation of the Behaviour Change Communication (BCC) strategy in order to expand the coverage to all regions.

The project should continue to work closely with other stakeholders engaged in workplace interventions to reduce and avoid duplication and share resources for workplace interventions.

The project should urgently develop a sustainability plan for workplace interventions to be endorsed and implemented by all project stakeholders.

The Director of the ILO office in Addis Ababa should take steps to integrate the activities of the project into the Decent Work Country Program and activities of the office, by using ILO employers' activities, workers' activities, employment, occupational safety and health, gender and other specialists as resources for the project.

The Program Management Team (PMT) of the ILO Geneva should undertake a re-programming mission to Ethiopia in the immediate future for the purpose of consulting with the PAB, the implementing partners, the NPC and the ILO Office on modalities for the

timely and effective implementation of these recommendations.

If project implementation shows significant progress during the third year of the project, consideration should be given to extending the project, at no additional cost, to make up for the one year lost due to delays.