

**MID-TERM APPRAISAL REPORT  
OF PHASE II  
IND/02/51/USA**

**“INDIA PREVENTION OF HIV/AIDS IN THE WORLD OF  
WORK:  
A TRIPARTITE RESPONSE”**

**10 DECEMBER 2004**

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## List of Acronyms

AIDS	Acquired Immunodeficiency Syndrome
AT	Appraisal Team
BEST	Brihanmumbai Electric Supply and Transport
CBO	Community Based Organisation
CBWE	Central Board for Workers Education
EO	Employers' Organization
ESIC	Employees' State Insurance Corporation
HIV	Human Immune-deficiency Virus
HMS	Hind Mazdoor Sabha
IEC	Information Education Communication
ILO	International Labour Organization
INDISCO	Inter-Regional Programme to Support Self-Reliance of Indigenous and Tribal People
INTUC	Indian National Trade Union Congress
KABP	Knowledge Attitude Behaviour Practices
MMC	Mumbai Municipal Corporation
MOLE	Ministry of Labour and Employment
MDACS	Mumbai District AIDS Control Society
MP	Madhya Pradesh
MT	Master Trainers
NACO	National AIDS Control Organization
NCUI	National Cooperative Union of India
NGO	Non Government Organization
NLI	V. V. Giri National Labour Institute
NPC	National Project Coordinator
PD	Project Director
PE	Peer Educators
PT	Project Team
PEDPI	Programme on Enterprise Development and Productivity Improvement
PLWHA	People Living with HIV/AIDS
PMP	Performance Monitoring Plan
PMT	Programme Management Team
SACS	State AIDS Control Society
SAIL	Steel Authority of India
SLI	State Labour Institute
SRO	Subregional Office
STI	Sexually Transmitted Infection
TOR	Terms of Reference
TU	Trade Union
UNAIDS	Joint United Nations Programme on HIV/AIDS
USDOL	United States Department of Labor
VCTC	Voluntary Counselling and Testing Centre
WHO	World Health Organization

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## Executive Summary

- ES1. This Report describes a Mid-term Appraisal of Phase II of this Project (as originally designed). This represents a review which is somewhat less formal in character than, but nevertheless modeled on, the Evaluation of Phase I conducted in September 2002.
- ES2. In general, the Project is well up to date with the schedule of planned activities, following some re-orientation in the light of ongoing experience. A particular aspect in this regard has been the decision to focus project activities more sharply at the enterprise level (see below), as compared with other components, including the work with various agencies of both the Union and State governments.
- ES3. The section of the Project directed to Immediate Objective 1, which may be described as the “National Component”, is continuing well; *the Appraisal Team has observed and noted the clear approval and support of all the Project partners*, which include government institutions (the Ministry of Employment and Labour, the National AIDS Control Organization (NACO), the National Labour Institute (NLI), and the Central Board of Workers’ Education (CBWE)), together with the central Trade Union federations and Employers’ organizations. In the latter two cases, however, it appears that more progress may have been made to date by individual federations than at the joint level favoured and encouraged by the Project.
- ES4. There are signs of improvement in this regard. A significant indicator for the employers’ organizations, which post-dates the Appraisal Mission itself, is the tabling of a draft statement of commitment with the prospect of early consensus and signature on behalf of the organizations. The slow progress in this regard has, however, been a major factor in the decision by the Project management to move towards an ever-stronger focus on individual enterprises (rather than the federations of their employers). In addition, close consideration has been given to an extension of the focus on single-location enterprises to those which have a national basis of organization, for example the various components of Indian Railways, and some preliminary steps have been taken towards a higher level of activities of this nature.
- ES5. It is noted that an impressive level of outreach of Project activities to the so-called “Unorganized Sector” (or Informal Economy) has been reported by the CBWE, numbering around 3 lakh (300,000) workers. However, the Appraisal Team itself was unable to verify or assess the work in this regard, owing to shortage of time available to the Appraisal Mission. It is expected that confirmation, and an assessment of the effectiveness of awareness-raising, will form a major output of the baseline and repeat surveys of Knowledge, Attitudes, Behaviour and Practice (KABP) undertaken amongst workers in the Unorganized Sector.
- ES6. The section of the Project directed to Immediate Objective 2, which may be described as the “State-Based Component”, has also continued strongly. In this regard, the accelerating enterprise focus of the Project is seen most strongly, with training programmes developed to date with 55 enterprises in the 3 selected states of Jharkhand, Madhya Pradesh and West Bengal.
- ES7. This component of the Project is structured in a pyramidal fashion, beginning with the instruction of Master Trainers, of whom, at the time of the Appraisal, over 250 had

completed their basic courses. The Master Trainers will, in turn, develop the enterprise level programme with Peer Educators, and this aspect of the Project is gathering momentum in the selected enterprises.

ES8. The most significant observations made, and recommendations and conclusions reached by, the Appraisal Team are as follows.

- The general project strategy is found to be valid and fully supported by the Appraisal Team.
- This broad endorsement by the Appraisal Team includes the general outline of the Project Team's proposals for extending and expanding the project.
- The rate of progress as reflected in the Project Reports is such as to enable completion of the project's programme within the required timescale.
- A particular concern of the Appraisal Team is that suitable and validated mechanisms must be in place to monitor the specific impact of the training activities on workers and hence to ensure the objective of sustained long-term protective knowledge amongst workers.
- The project monitoring plan relies on quite a wide variety of "indicators". It will be important to ensure that the longer-term assessment of progress properly reflects the complementary nature of qualitative measures (which perhaps emerge most readily from these indicators) and quantitative measures. This is expected to rely quite heavily on the repeat KABP surveys, and as a result it will be particularly important to ensure that these are prepared and carried out in a suitably timely manner.
- It is recommended that the balance between national and enterprise-level project components be reviewed (not necessarily changed) in the light of the prevailing circumstances, but taking realistic account of probable availability of funding
- Consideration may be given to the most appropriate means to ensure the long-term interest of the Ministry of Employment and Labour (MoEL) in policy towards HIV/AIDS workplace issues and the long-term sustainability of their effort in this regard, through, for example, encouraging the involvement of MoEL in the National Council on HIV/AIDS.
- Increased emphasis is recommended regarding the informal/unorganized sector.
- It is strongly recommended that focused attention be paid to the specific needs of Women workers in regard to the HIV/AIDS epidemic.
- Efforts should be redoubled to help all project partners think in terms of integrated programmes, rather than one-off activities.

## Chapter 1: Introduction

- 1.1. This Report concerns the project currently in implementation by the ILO in India entitled “Prevention of HIV/AIDS in the World of Work: a Tripartite Response”, to which we refer in the following Chapters as “the Project”. The present report follows sequentially the Evaluation Report made in September 2002, near the end of Phase I of the Project, which was carried out by a team of three, representing the ILO, the US Department of Labor (USDOL) as the funding agency for the Project, working together with an independent national consultant.
- 1.2. The Project is presently in the second of three phases. This report concerns the Mid-Term Appraisal which is stipulated in the Project Document. The AT comprised two members of the ILO’s staff, Ms Marie-Claude Chartier of the ILO/AIDS Programme based at the Headquarters Office in Geneva, and Mr John Woodall, Senior Specialist in Social Security with the ILO Subregional office for South Asia, New Delhi.
- 1.3. The Appraisal Team was provided with a set of Terms of Reference (TOR) for the Appraisal; the (abbreviated) text thereof is attached to this Report as Annex 2. The TOR specify the purposes of the appraisal as being to:
  - a) determine if the project is achieving its stated objectives ... and explain why/why not;
  - b) assess the impact of the project in terms of sustained improvements achieved;
  - c) provide recommendations on how to improve project performance, and, where necessary, identify the possible need to refine strategy.
  - d) Determine priorities for action in Phase III.
- 1.4. In undertaking its task, the Appraisal Team has found that it has been unavoidable that the terms of reference be treated in a fairly broad manner. This results from the relatively limited time available for the exercise, and the limited scope for travel and hence observation of activities outside Delhi. The most significant instances in which the Team have departed specifically from the TOR are as follows:
  - In a number of respects, and because of the shortage of time for the Appraisal Mission, it was found necessary to treat the Scope of the Evaluation, as detailed in Section V of the TOR, in a rather broad manner.
  - Specifically, the Scope of Evaluation (Section V, Item 3 of the TOR) indicates that an assessment should be made of the “efficacy of advocacy/training efforts...in three states”; direct observation has, however, been possible in only one state;
  - Similarly, the TOR suggest (Section V, Item 7) that the Appraisal Team assess the level of commitment to the Project amongst a group of listed stakeholders, not all of whom were available for direct interaction during the period of the appraisal exercise;
  - The Evaluation Methodology indicated in Section VI of the TOR suggests that, in undertaking one or more field visits, “the evaluator should conduct meetings alone... without the participation of any project staff”. Such a mode of working was found, however, to be hardly practical, and probably in any case undesirable.
- 1.5. The general background in which the Project activities have continued is one of continuing progression of the HIV/AIDS epidemic in India. The numbers of those

infected (and affected) are following an increasing trend, and the number of those living with the infection (PLWHA) in India was estimated to have reached 5.1 million by the end of the year 2003. This represents about 13 per cent of the worldwide total of PLWHA, and is exceeded amongst the nations of the world only by the number in South Africa. The distribution of PLWHAs across India is by no means uniform, and concentrations are observed, in particular, in areas such as the north-eastern states, associated with the illicit, cross-border trade in narcotic drugs, and the large commercial, urban areas characterized by large proportions amongst their populations of transitory, mobile residents.

Thus, while the “map” of HIV/AIDS infections reflects an overall intensification of the epidemic, the distributional pattern across the country is not observed to be changing significantly. At the same time, the scope and practicality of providing treatment, specifically by means of AntiRetroViral (ARV) drugs, to increasing numbers of those infected has improved significantly. Overall, the general perspective developed during Phase I of the Project, and described in the Report on the Evaluation undertaken in September 2002, remains appropriate to the activities which have been and continue to be carried out in the course of Phase II of this Project.

- 1.6. The Project staff have prepared a Project Progress Report, which includes, inter alia, a statement of Key Accomplishments and a tabular review setting out the Status, as against the Work Plan, in respect of each work item specified in the work Plan. These two items are attached to this document as Annex 3 and Annex 4, respectively. However, those items of significance as regards the transition to the subsequent Phase (or Phases) of the Project are discussed in more detail in the following Chapter 2.

## Chapter 2: Project Update

Phase I of the Project was conceived as the framework for initiating the Project, which included many aspects of management and administration. However, the key element of this Phase was to complete the detailed design of the activities and components to be undertaken “in the field” in Phase II. Phase I was successfully completed over a period of one-and-a-half years (June 2001 to December 2002), and Phase II inaugurated in January 2003, with planned implementation to be undertaken over a period of three years to December 2005. Under the original Project concept, it was envisaged that Phase II would be followed by a shorter Phase III, designed to institutionalize and ensure to the extent possible the future, long-term sustainability of the activities devised and implemented under Phase II, and to “wind down” the Project itself. In fact, there is very clear scope for wider implementation and extension of activities of the kind put in place under Phase II-. -Strong requests have been forwarded from a number of agencies at the levels of National and State governments that the Project framework itself should remain in place for a longer period, so as to ensure the desired degree of sustainability. It is probable, therefore, that proposals will be put forward for an additional period during which the project’s implemented activities should continue. This will, of course, be in partnership with the whole range of existing stakeholders, notably government agencies at National and State levels, enterprises, workers’ (Trade Union) and employers’ groups and PLWHA groups. Such a Project Phase might be designated as Phase IIa (or Phase III), with a planned period of, say, three years, subject to funding considerations, before moving on to the final Phase, which would thus be delayed, in accordance with the original project design.

2.1 The Key Accomplishments achieved to date under Phase II of the Project are listed in Annex 3. These fall into the following eight broad groups:

- collaboration with the National Labour Institute (NLI);
- collaboration with the Central Board for Workers’ Education (CBWE);
- collaboration with the Mumbai District AIDS Control Society;
- work in three selected States – Jharkhand, Madhya Pradesh and West Bengal, the most extensive sub-component being on-site activities with selected enterprises;
- technical support functions, including the launch of a dedicated website, and the development of manuals and other training materials;
- involvement of people living with HIV/AIDS (PLWHAs);
- outreach to the unorganized sector, through, inter alia, activities with CBWE, Trade Unions and State AIDS Control Societies;
- integration of Project activities with other ILO projects and programmes.

2.2 The separate components of the Project, listed in this manner, should also, however, be assessed on the basis of the linkages and cross-fertilization between them, which is an important feature of the project design. Thus, for example, training and capacity-building activities have been designed for PLWHAs, and implemented with appropriate groups. However, an important role has also been developed for PLWHAs in the training and capacity-building activities with individual enterprises. The involvement of CBWE in workers’ education through their Education Officers has enabled CBWE itself to develop its capacities in this subject as well as playing an



important role in the programme of outreach to the unorganized sector. Such cross-linkages, whether developed already or identified as potentialities, are manifold.

- 2.3 The Status of Project Activities in relation to the Work Plan is shown in detail in Annex 4. This statement of progress was prepared by the Project staff, and the Appraisal Team has had only limited opportunity to assess the position through direct observation. Nevertheless, it is clear that the progress of the Project is on schedule, or ahead of schedule, in virtually all important respects.
- 2.4 However, the integrated nature of the Project means that any difficulties in completing one task may of course lead to problems in another area. One possible instance of this kind came to the attention of the Appraisal Team, in regard to the materials being developed for use by the Peer Educators who are expected to carry forward the work of spreading knowledge and awareness at the enterprise level. The field-testing of “flip cards” being developed for this purpose has apparently taken longer than expected, with the result that those Peer Educators who are early into their task may be rather less well-equipped than anticipated.
- 2.5 Having developed the range of activities indicated, in the Project Progress Report and above, their value is well-appreciated by the relevant stakeholders. Further comments and observations follow in Chapter 3 below. However, strong representations have been made, at both national level (by, inter alia, the National AIDS Control Organization, NACO) and at State level (State AIDS Control Societies) that a longer period of formal activity under the guidance of the Project is highly desirable if the sought-for degree of institutionalization, and hence sustainability, is to be fully realized in the long term. Proposals have therefore been put in preparation for a further period of Project activities, which would extend (rather than duplicate) the scope of coverage achieved to date. Subject to satisfactory funding arrangements, the Appraisal Team strongly endorses the proposals in this regard.
- 2.6 On the basis that it will be possible to continue assessment, training and technical support activities under the Project for an extended period, it is envisaged that the current Phase II would be followed by a somewhat similar Phase . This Phase would then to be followed by the final Phase III, focusing on issues of consolidation, institutionalization and long-term policy making.

## Chapter 3: Findings, Conclusions and Observations

3.1 This Chapter sets out the observations and comments of the Appraisal Team, together with their conclusions and recommendations. These have been discussed with and explained to the Project staff, and while some minor differences of perception and focus may remain, the paragraph below do take account of the responses of the Project staff where appropriate.

3.2 The organization of this Chapter is designed to reflect the Project structure, and in particular the Immediate Objectives contributing towards the overall Long-Term Objective of contributing to the prevention of HIV/AIDS in the world of work, the enhancement of workplace protection and the reduction of adverse consequences on social, labour and economic development. The Appraisal Team combines here its observations (in normal type) and its pertinent comments (generally in italic type).

3.3 Immediate Objective 1 is expressed as:

- increased capacity of ILO's tripartite constituents to adopt and implement effective workplace policies and programmes to prevent the spread of HIV, and the discrimination and stigmatization of PLWHA.

The focus of this component of the project is, essentially, on national-level activities, and we comment below on the relevant Project activities undertaken with the various identifiable groups of participants.

3.4 Under Immediate Objective 2, the Project seeks to:

- enhance tripartite action against HIV/AIDS in the three selected states covering workers in the formal and informal sectors.

The relevant activities are focused explicitly at State level, and the comments below are arranged accordingly, in relation, again, to the different concerned groups of participating stakeholders.

3.5 Immediate Objective 3 is formulated as follows:

- develop a plan of action for Phase 3 aiming at a sustainable mechanism for the world of work response to HIV/AIDS.

This component does not comprise implementable activities which are comparable to those under the first two Immediate Objectives, and we do not set out comments in the same format. Some comments are, however, presented relating to the Project Development/Redesign, and in the section on Conclusions and Recommendations, which together with some Special Observations, completes this Chapter.

### Component 1 (National Focus)

3.6 We look first at the activities undertaken by or in partnership with the national government and its agencies.

- 3.6.1 It is noted that Plans of Action for the National Labour Institute (NLI) and Central Board of Workers' Education (CBWE) have been completed, and with the input of appropriate technical support and advisory services by the Project and its staff.
- 3.6.2 Progress reviews have been carried out, scheduled appropriately, have been carried out by the Project Management Team (PMT), under the chairmanship of the Additional Secretary, Ministry of Employment and Labour (MoEL).
- 3.6.3 It is pleasing to observe that strong relations have been developed with the National AIDS Control Organization (NACO), despite the possible complications entailed by fairly frequent changes of leadership at NACO, reflecting the general mobility of senior members of India's civil service.
- 3.6.4 It is also observed that the Project has developed an important role in ensuring the active engagement, which must continue into the future, of the MoEL with the subject of HIV/AIDS in the world of work.
- 3.6.5 *We note, however, several points of concern; while most of these have been identified by the Project staff themselves and have been addressed to the extent possible, the issues themselves do remain outstanding. The first of these is the range of difficulties encountered in developing an effective working relationship with NLI, both as regards the hosting of project staff (in accordance with the original Project design) and in the completion of contracted studies, for example the study of the relationship between the HIV/AIDS epidemic and labour migration.*
- 3.6.6 *The Appraisal Team has been unable, owing simply to the lack of available time, to observe directly the effectiveness of CBWE activities, and cannot therefore comment usefully on this significant aspect of the Project.*
- 3.6.7 *Some difficulties – potential as much as actual – are noted in the system of governance of the project. The model of governance implemented through the PMT is probably the best available; however, the Appraisal Team notes that it is possible for a potentially difficult situation - akin to conflict of interest - to arise when supervising or assessing the implementation of project activities by institutions which are themselves represented on the PMT.*
- 3.6.8 *It is noted that NACO has suggested, on a fairly informal basis, that the Project should consider identifying a person (possibly a consultant, project-funded) who would work with NACO, to promote enterprise-level activities and assist the SACS in their efforts in this field; NACO suggests that such a posting would also facilitate the expansion of project activities to an increasing number of States. It is felt, however, that this suggestion should, for a number of reasons, in particular the potential to exceed the capacity of the Project, be treated with great caution.*

The Project has also undertaken activities with a range of social partners other than government.

### 3.7 Activities with the Trade Unions:

3.7.1 *The central Trade Union bodies have made it clear that they value highly the development by the ILO of this technical co-operation project. However it appears that, to date, there has been a relatively low level of identification on the relevant issues between TUs and NACO, with the result that their active involvement (with the partial exception of INTUC) has been limited.*

3.7.2 *Initial steps have been taken by individual Trade Union centres towards the adoption of policies relevant to all of their members. This is a positive step towards sustainable action. The Trade Union federations have also undertaken training activities, in partnership with the ILO, which have involved substantial numbers of workers, but have yet to establish the institutional structures necessary to follow up on such training. It is suggested by the Project Team, and endorsed by the Appraisal Team, that whenever possible such follow up activities should be organized in locations where other project activities are taking place.*

### 3.8 Activities with the Employers' Organizations:

3.8.1 *A joint statement of commitment has been developed to the draft stage, and likely to be approved shortly, with minimal editorial changes. The involvement in the ILO project by most these organizations has been rather disappointing (although valuable, parallel activities have been initiated by, for example, CII) as a result of limited commitment on the part of senior executives, and a tendency to focus on "one-off" rather than programmatic activities, in consequence of which the project itself has focused instead on direct contact with enterprises.*

### 3.9 Activities with NGOs:

3.9.1 *The project has eschewed the general development of programmes with NGOs, as this activity is clearly within the mandate of the State AIDS Control Societies (SACS); however, for the specific purpose of developing income-generating schemes, which are believed to be innovative, for those infected and affected by HIV, links have been established on a pilot basis with selected organizations, for example the NGO CHELSEA.*

3.10 The Project includes a range of activities for which ILO, at the level of the India country office, will retain responsibility in the future:

3.10.1 The most immediate of these tasks is the ongoing maintenance of the relevant pages within the Website for ILO/India.

3.10.2 A second area of responsibility for the ILO office in India is the establishment of appropriate links with other agencies and their programmes, firstly within the UN family of organizations, and secondly other bilateral and donor agencies.

3.11 A range of activities remains for which responsibility rests within the Project itself:

- 3.11.1 The most extensive of these activities has been and remains the development of supporting materials, notably a comprehensive set of information resources, comprising manuals, educational materials (for use by Master Trainers and Peer Educators), videos in CD format and the project website.
- 3.11.2 *The Appraisal Team viewed the various materials, but was limited as to available time and was not in a position to fully assess them.*
- 3.11.3 *Note was taken of the importance attached by the Project Team to pre-testing of materials before their general distribution to trainers; while this is clearly important, the Appraisal Team registered some concern as to the delay in distribution, so that some Peer Educators may be entering into their responsibilities lacking items such as “flip cards”*
- 3.11.4 The Project has commissioned a limited number of research studies. In general, *research activities as such are not conceived as central to the project design, and are likely to remain largely in the domain of NLI and other research agencies of the Union Government. However, work on stigmatization of and discrimination against the infected or affected by HIV is relevant and will continue, and it is suggested that the place of research on the Project agenda may be reviewed from time to time.*
- 3.12 Action with and for partners in the Unorganized Sector (Informal Economy):
- 3.12.1 Action to reach those working in the unorganized sector in the form of information and awareness-raising has been devolved to date to CBWE. This institution reports that its programmes have involved about 300,000 workers to date. *At face value, this is an impressive achievement, although, if more time had been available, the Appraisal Team would have liked to assess effectiveness “on the ground”. CBWE’s work in this component of the project overlaps considerably with that described below under Component 2*
- 3.12.2 A KABP survey has been completed, to act as baseline, *however the planned repeat survey must be timed appropriately and with care to enable the socio-economic impact of the Project to be gauged accurately.*

### Component 2 (Focus on Three States)

- 3.13 The Project has developed its programme in three selected States, namely Jharkhand, Madhya Pradesh and West Bengal. At the level of State-wide institutions:
- 3.13.1 The Project has commissioned rapid assessment studies in each of the three states, with the objective of identifying clusters/enterprises for workplace interventions in both the organized and unorganized sectors; clusters/enterprises have subsequently been selected on the basis of the studies’ findings and consultation with stakeholders.

- 3.13.2 The Project has, in addition, commissioned the surveying of Knowledge, Attitude, Behaviour and Practice (KABP) amongst selected groups of workers from both the organized and unorganized sectors. This serves as a baseline to assess (a) the improvement in knowledge about HIV transmission among workers, and (b) service facilities.
- 3.13.3 Stakeholders' meetings have been organized in each of the three states to present the project and acquire inputs for a proposed plan of action.
- 3.13.4 *The SACS of the three States have been engaged as partners since the outset of the Project, but clearly need strengthened capacity; they appear not to consider workplace action as a priority, and are perceived in a poor light by enterprises.*
- 3.13.5 *The Project has endeavoured to reach enterprises through employers' organizations but with limited success (see above). Employers' Organizations have failed to send senior managers to the meetings organized by the Project, and consequently alternative ways have been sought to progress the Project's objectives.*
- 3.14 A central feature of the project is action at enterprise level:
- 3.14.1 The Project has made contact and entered into dialogue with the management of selected enterprises in each of the three States.
- 3.14.2 As a result, HIV/AIDS workplace programmes have been launched in 55 enterprises to date (22 in Madhya Pradesh, 14 in Jharkhand, and 19 in West Bengal), and these enterprises are either developing or have already completed the design of their workplace policy and programmes.
- 3.14.3 *The Appraisal Team was impressed by the number of enterprises reached, the number of training exercises completed and by the dynamism and quality of the Project's trainers.*
- 3.14.4 To date, 265 Master Trainers (MTs) have been trained in the 55 selected enterprises. Features of the training arrangements include:
- The training sessions usually last two days.
  - The participants are given the opportunity to practice their own training procedures, and are invited to develop their work plans for training activities within their own enterprises.
  - This work plan is shared and discussed with the enterprise management.
  - The training is undertaken by the Project's staff in collaboration with different stakeholders, emphasizing local linkages (enterprises themselves, through SACS, et al) and with persons living with HIV/AIDS (PLWHAs) acting as resource persons.
  - To date, some 1190 Peer Educators (PEs) have been trained by Master Trainers in the three states.
  - Their training sessions usually last between a half and a full day.

- Peer Educators in turn become responsible in imparting HIV/AIDS awareness and factual knowledge to their “peers”, i.e. their fellow workers within each enterprise.
- The planned Project activities include provision for “refresher” training of both MTs and PEs.

3.14.5 The Appraisal Team had the opportunity to attend one-day training session for PEs in a participating enterprise in Madhya Pradesh State, namely Anant Spinning Mills, Bhopal, and made the following observations:

- 3.14.5.1 *The peer educators appeared to engage fully with the training session and participated very actively throughout the day.*
- 3.14.5.2 *The participation of (a) person(s) living with HIV/AIDS, and speaking about their own experience is a great strength of the training programme. Accordingly their training in public speaking and presentation skills is an important feature of the Project.*
- 3.14.5.3 *It was felt that the approach of some external, invited speakers presented negative and unsatisfactory messages; such inputs need to be harmonized with the overall project approach.*
- 3.14.5.4 *While it is understood that there are constraints (for obvious business reasons) as to the time (in working hours) which can be devoted for training of PEs, it is observed that very strong misconceptions and myths regarding HIV/AIDS must be overcome, and that it will be of particular value to take every opportunity to press for extension of this training time for PEs.*
- 3.14.5.5 *It is felt that advantage must be taken of the opportunity to create a continuing “esprit de corps” amongst the MTs and PEs in each enterprise.*
- 3.14.5.6 *It is felt that the education material being developed by the Project, such as flash cards and leaflets, are vital in enabling the PEs to accomplish their task, and that any difficulties in printing/supplying these must be overcome quickly.*
- 3.14.5.7 *It is noted that the Project team has focused on direct contact and advocacy with enterprises, and that this has proved much more time-consuming than had been envisaged in the original project design, involving many repeated follow-up calls, partly in the absence of adequate capacity in this regard on the part of the SACS.*

3.15 Action at the level enterprise is complemented in the Project design by action to reach workers in the Unorganized Sector (Informal Economy):

- 3.15.1 Outreach (including the unorganized sector) in each State is a primary responsibility of the SACS, and in each of its focal States, the Project has engaged in consultations with the SACS regarding training and other activities. The Project has thus provided advice to SACS on focal locations (see next item), based on the Project’s KABP surveys.
- 3.15.2 A valuable line of approach has emerged through links with rural Trade Unions, piloted through a village programme in the Indore district of Madhya Pradesh State.

3.15.3 The Project is alert to the value of, and ready to exploit, possible links in the business activities between formal enterprises and their contractors who are often operating in the unorganized/informal economy.

3.15.4 *The Appraisal Team notes, however, a need not yet fulfilled to target areas/enterprises where women predominate.*

#### Project Development/Redesign Aspect

3.16 The third of the Immediate Objectives for Phase II of the Project requires development and design preparations for the following Phase. This aspect of the Project activities is as yet only in its preliminary stages, and is not reflected in Project activities in the same manner as Immediate Objectives 1 and 2. The nature of the observations and comments which can be offered by the Appraisal Team is, therefore, quite different. However, it may be noted that the following points, in particular, have arisen in the course of dialogue with the existing Project partners.

3.16.1 The proposals which have been put forward for a prospective extension of Phase II of the Project include the extension of state-level programmes beyond the three States presently included.

3.16.2 *NACO has in fact suggested that such extension of Project activities may be countrywide; this seems impractical, in particular by reason of the Project's capacity and resources of both funding and staff (see para.3.6.8 above).*

3.16.3 However, specific interest has been registered formally and strongly in extending the Project's activities to the State of Goa, and to the NCT of Delhi.

3.16.4 The opportunity is also perceived to extend and develop activities under the Project, modeled on the existing programme of enterprise-focused activities, with and for a number of nationwide entities such as the uniformed services - amongst which specific interest has been elicited from the Central Industrial Security Force (CISF) - and possibly the several components of Indian Railways.

3.16.5 It is envisaged that an extension of the present Project Phase would emphasize continued work at Union Government level, on items including, in particular, the proposed legislation on workplace aspects of HIV/AIDS; this work represents an important link between (inter alia) MoEL (including the agencies NLI and CBWE which fall under the umbrella of this Ministry) and NACO. *However, the need is noted for stronger and properly institutionalized liaison both between and amongst Ministries and other government agencies.*

#### Conclusions and Recommendations

3.17 The Appraisal Team presents the following conclusions based on its mission and observations.



- 3.17.1 The general Project strategy is found to be valid and is supported by the Appraisal Team.
- 3.17.2 The rate of progress as reflected in the project reports is such as to enable completion of the Project's programme (under the existing plan) within the required timescale.
- 3.17.3 A particular concern of the Appraisal Team is that suitable and validated mechanisms should be in place to monitor the specific impact of the training activities on workers and hence to ensure the objective of sustained long term protective knowledge amongst workers.
- 3.17.4 The Appraisal Team noted that the project monitoring plan relies on quite a wide variety of "indicators". These will lend themselves easily to assessment of, for example, "improved knowledge amongst those trained", but more work will need to be done to complement such assessment by quantitative measures. This is expected to rely quite heavily on the repeat KABP surveys, and as a result it will be particularly important to ensure that these are prepared and carried out in a suitably timely manner. It is recommended that early attention be given to the relevant conceptual and practical aspects.
- 3.17.5 It is recommended that the balance between national and enterprise-level project components be reviewed (not necessarily changed) in the light of the prevailing circumstances. This must, however, take realistic account of the probable availability of continuing funding.
- 3.17.6 It is recommended that consideration be given to the most appropriate means to ensure the long-term interest of MoEL in policy towards HIV/AIDS workplace issues and the long-term sustainability of their effort in this regard, through, for example, encouraging the involvement of MoEL in the National Council on HIV/AIDS.
- 3.17.7 It is recommended that increased emphasis should be accorded to the informal/unorganized sector.
- 3.17.8 It is strongly recommended that focused attention be paid to the specific needs of Women. Although it is not clear that Project resources should be further allocated at present, it may be noted that there may also exist special needs for other specific groups at higher risk.
- 3.17.9 There is a clear need for redoubled efforts to help all project partners think in terms of integrated programmes rather than one-off activities.

### Observations

- 3.18 The Appraisal Team offers, in addition, the following observations.
  - 3.18.1 The Appraisal Team notes with approbation the success of the project team, with regard in particular (but not only) to:

- Highly successful team-building
- The strength of links developed with project partners
- The quality of documentation and record-keeping

3.18.2 The ET notes the central importance to the project of , and the continuing need to emphasize, the role of PLWHAs in both the conducting of the focal components of MTs' and PEs' training and advocacy work.

3.18.3 The AT notes with approval the variety of linkages established with other ongoing projects of the ILO's programme in India.

## ANNEX 1

### **Recommendations Regarding Project Redesign and Proposed Phase IIb**

1. The general strategy seems satisfactory, namely:
  - At National level, much stronger emphasis on action through industries and enterprises with countrywide location/representation
  - At State level, develop a programme with Goa, and possibly Delhi
  - Develop programmes as vigorously as possible with institutions such as:
    - CISF
    - Railways
  - Continuation of work at Union Government level, particularly on legislation, but noting the need for much stronger liaison between different agencies (esp. NACO) and Ministries
2. However, there is a major need to consider more focused interventions in the informal economy / unorganized sector
3. It will be worthwhile to investigate a possible social protection role for Welfare Funds
4. There is a need to conceive activities, especially those for which responsibility lies with the various project partners, in terms of more coherent programmes or sub-programmes
5. There is a need to reconsider the means to build adequately strong linkages with and between project partners, in view of, for example:
  - the evidently rather poor rapport between the Trade Unions and NACO;
  - the rather weak response to date of the Employers' organizations;
  - the need to ensure that the responsibilities, both short and longer term, of other partners, including NGOs (albeit that these particular links are few and specialized in scope), are clearly established.
6. There may be a need for more formalized systems of monitoring and evaluation (see also next item).
7. The Appraisal Team expresses concern that the project monitoring plan has been developed in terms of *indicators* (generally qualitative and unquantified) only, rather than linked *indicators and targets*. The NPC has defended this conceptual approach, partly at least on the grounds that in the field of HIV/AIDS, it may be intrusive and inappropriate to seek many types of detailed quantitative information. However, continued failure to develop specific targets would seem to run counter to the general principles of ILO's current work planning methods, and this issue should be revisited.

## ANNEX 2

### **TERMS OF REFERENCE (ABBREVIATED)**

#### **MID TERM EVALUATION OF THE ILO INDIA HIV/AIDS PROJECT**

##### I. PROJECT DESCRIPTION

The U.S. Department of Labor awarded \$1.2 million in FY01 and FY02 to the International Labor Organization for the implementation of an HIV/AIDS in the workplace program in India. Phase 1 of project was implemented from June 2001-December 2002 which was evaluated by an external team comprising of USDOL in September 2002. The Phase 2 is being implemented from January 2003 with special focus in three states.

Since the prevalence of HIV/AIDS in India is still low, the ILO's strategy in Phase 2 is to work with business, labor, and government leaders in the three states to develop their awareness of the existing and growing danger of HIV/AIDS and to act to address it in the workplace. This was to be accomplished through a campaign of presentations, workshops, and technical assistance to business, labor, governmental and PLWHA groups. These are to be complemented by an effort to increase understanding of the existing situation, and the development of support materials designed to increase capacity among stakeholders to support workplace-based HIV/AIDS policies and programs, and to induce change in risk behavior. The project has focused on developing a response to HIV/AIDS in the formal sector and also to strategically work with the population in the informal sector.

The overall objective for the project is to contribute to the prevention of HIV/AIDS in the world of work, the enhancement of workplace protection and the reduction of adverse consequences on social, labor and economic development.

The long-term objective is to be accomplished by pursuing three Immediate Objectives:

1. Increased capacity of ILO's tripartite constituents to adopt and implement effective workplace policies and programs to prevent the spread of HIV, and the discrimination and stigmatization of PLWHA.
2. Enhance tripartite action against HIV/AIDS in the three selected states covering workers in the formal and informal sectors.
3. Develop a plan of action for Phase 3 aiming at a sustainable mechanism for the world of work response to HIV/AIDS.

These Immediate Objectives are supported by the following Sub-immediate objectives:

1. Increase provision of HIV/AIDS programs by tripartite constituents and partner agencies
2. Improved knowledge about HIV/AIDS transmission and reported behavior change among targeted workers, employers and employees
3. Reduce stigma and discrimination in world of work agencies and their partners.

## II. PURPOSE OF EVALUATION

The mid term evaluation will be used by USDOL/ ILO Project to:

- determine if the project is achieving its stated objectives (immediate and sub-objectives) and explain why/why not;
- assess the impact of the project in terms of sustained improvements achieved;
- provide recommendations on how to improve project performance, and, where necessary, identify the possible need to refine strategy.
- Determine priorities for action in Phase 3.

## III. PROJECT FRAMEWORK AND CURRENT STATUS

The ILO HIV/AIDS team has been engaged in working to increase understanding of the need for comprehensive workplace approaches to HIV/AIDS on the part of key tripartite partners (employer, labor, and government entities), industry representatives, PLWHA networks and international organizations. The ILO reports that these partners have become increasingly supportive of workplace programs and policies, and have begun to identify their individual roles in the capacity-building process.

Among the components of the project's implementation thus far are:

- presentations on the project's approaches, achievements to date, to key stakeholders;
- workshops presented to government and labor leaders, as well as businesses, designed to increase awareness of HIV/AIDS, heighten commitment to eliminating workplace stigma and discrimination, and enhance tripartite collaborations;
- technical assistance to enterprises that have participated in workshops, including advice on: effective HIV/AIDS workplace policies and programs, development and monitoring of action plans, and formation of workplace HIV/AIDS Prevention Committees;
- meetings of the Project Management Team (PMT), to discuss such matters as the integration with the National AIDS Control Program and other HIV/AIDS intervention efforts, enhancement of tripartite collaborations.
- Creation of a core group of Master Trainers in different enterprises in the three states;

The framework for the Review may alternatively refer to the activities set out in the project Work Plan.

## IV. EVALUATORS

A three member team comprising Mr. Bruno Bui from USDOL, Mr. John Woodall, Sr. Specialist-Social Security, ILO Subregional Office for South Asia, New Delhi and Ms. Marie-Claude, ILO/AIDS Geneva will carry out the assessment.

## V. EVALUATION SCOPE

The Evaluation will:

1. Evaluate the validity of the project strategy.

2. Review the project progress reports, contracts etc.
3. Assess the progress made by the project in terms of:
  - Efficacy of advocacy / training efforts undertaken by the project to build world of work response in three states
  - The feedback of agencies utilizing the project's technical assistance.
  - Stakeholder understanding and capacity to address HIV/AIDS at the workplace through workshops and TA.
  - Quality and use of the materials developed by the project. (Best practice manuals, brochures leaflets, training manual, posters, cd-rom etc.)
  - Reach, content and effectiveness of campaigns conducted to promote HIV/AIDS policies
  - Programming and monitoring
4. Evaluate the current management structure of the project, its staff and the services it has provided.
5. Evaluate the project preparation for phase 3, which focuses on sustainability. Are project improvements/activities likely to be sustained after project completion, and by whom?
6. Assess whether the monitoring system for collecting performance data is appropriate for systematically measuring impact of project performance. Is there sufficient staff to collect the data and is the data reliable?
7. Assess level of stakeholder commitment to project (NGO's, Employers, MOL, State AIDS Control Societies, trade unions, workers, USAID, UNAIDS, ILO, US Embassy)
8. Assess the sectors and enterprises targeted for assistance. Why were they chosen? Are these the right sectors and enterprises?

## VI. EVALUATION METHODOLOGY

**Document Review.** The evaluators will review the following documents before conducting any interviews or trips to the region.

- The Project Management Plan and Matrix
- The training manuals developed by project
- Report prepared for the internal assessment and quarterly reports
- Reports from events
- Training Materials from the events
- Trip Reports
- Work plans
- Evaluation report from Phase 1

**Pre-Trip Meeting.** The evaluators will have a pre-trip meeting or conference call with the USDOL/ICG project manager, Director of ICG, ICG Evaluation Coordinator, and ILO project staff, after having read the documents, to confirm familiarity and to discuss these terms of reference before going into the field or conducting any interviews.

**Observation.** If timing during a trip to the region permits, the evaluator will attend a training during the field visit, to observe the reaction of the participants and if possible, chat informally with them. He/she will note the following

- Number of participants
- Number of questions/interactions of participants
- Number of participants who leave the room during the event
- Physical appearance of participants signifying interest or lack thereof in the event.

- Types of questions asked and the degree of technical understanding of the material they reflect
- Quality of materials delivered in training

**Individual Interviews.** Individual interviews will be conducted amongst the following:

- a. Project Staff in the region
- b. Randomly selected individuals from the following groups:
  - Workers and employers who have received the training
  - Project Management Team Members
  - Employer groups, unions, NGO's PLWHA network that have received training or otherwise worked with the project.
  - Labor Ministry staff who have worked with the project
  - PLWHA who have worked with the project
  - ILO Field Staff
  - US Embassy Staff

**Field Visit.** Meetings will be scheduled in advance of the field visits by the ILO staff, in accordance with the evaluator's requests and consistent with these terms of reference. The evaluator should conduct meetings alone in India, without the participation of any project staff.

**Debrief.** The final day of the field visit, the evaluator will present preliminary findings, conclusions, and recommendations to the ILO staff and subsequently invite employer, government, and union representatives.

Upon completion of the report, the outside evaluators will provide a debriefing to ILAB on the evaluation.

## VII: DURATION AND PROPOSED PLAN FOR EVALUATION:

The following is a tentative schedule of tasks and anticipated duration of each:

Duration: Planned – 2 weeks; Actual - 1 week

## VIII: DELIVERABLES

A. Pre-Evaluation Trip conference call with project manager and ILO staff to discuss roles, responsibilities, and TOR.

B. Debrief of findings to main stakeholders

C. Draft Report that outlines general findings within 3 days after the end of evaluation.

D. A Final Report, original plus 5 copies, will be submitted to USDOL within 2 days after receiving final comments from USDOL.

## IX. REPORT

Before the end of the field visit, the evaluators, USDOL Project Manager, and ILO representative will consult via telephone and come to consensus on a draft report done by the evaluators of the Findings and Conclusions. This will be taken as a key input in the project redesign mission taking place from October 6-13 in India with the participation of USDOL .



## ANNEX 3

### **Excerpt from the PROJECT PROGRESS REPORT 1 January 2003 to 20 September 2004 (as prepared by the Project Team)**

#### **Key Accomplishments:**

##### **1. Collaboration with National Labour Institute:**

- a. A draft handbook prepared for labour administrators on HIV/AIDS.
- b. A training manual for training of trainers of trade unions developed in Hindi.
- c. An HIV/AIDS cell institutionalized in NLI.
- d. A national level workshop on “Reducing HIV/AIDS related Stigma and Discrimination in the World of Work” organized in collaboration with Indian Network of People Living with HIV/AIDS. Report published and disseminated to key stakeholders.
- e. 63 employees of Ministry of Labour and 111 of NLI covered under the HIV/AIDS prevention education.

##### **2. Collaboration with Central Board for Workers Education (CBWE):**

- a. All 246 Education Officers trained on HIV/AIDS through 9 five day regional workshops
- b. Education Officers integrating HIV/AIDS in their workers education programme. Under this nation-wide approach, **313226** workers (120970 men and 192256 women) were covered by CBWE HIV/AIDS programmes from June 2003 - June 2004 during the period
- c. A package of materials developed in regional languages for use in the programmes of organized and unorganized sectors.

##### **3. Collaboration with Mumbai District AIDS Control Society:**

- a. Mumbai police and Brihanmumbai Electricity Supply & Transport (BEST) developed their policy on HIV/AIDS
- b. Workplace programme on HIV/AIDS launched in Mumbai police, BEST, Mumbai Municipal Corporation (MMC), Jail and sea farers unions
- c. 193 trainer from NGOs/Trade unions/health care workers trained for work in the unorganized sector

##### **4. Work in three selected states (Jhrakhand, Madhya Pradesh and West Bengal):**

- a. Rapid assessment in three states completed to identify clusters of workers/ sites in the organized and unorganized sectors.
- b. Stakeholders’ meetings held in all the states and programmes launched
- c. **55** Enterprises (detail in Annexure 1) have been enrolled as partners in implementing HIV/AIDS programmes for their workers. The project trained 255 Master trainers on HIV/AIDS who in turn trained 1225 Peer Educators. Together a total of **1,68,565** workers are being covered under the peer education approach in these enterprises.
- d. Knowledge Attitude Behaviour and Practice (KABP) studies in selected groups of workers in organized and unorganized sectors completed in three states.

- e. Collaboration with state labour departments, Employees State Insurance, State AIDS Control Societies, employers' organizations and trade unions initiated.
- f. The project has trained 110 doctors, 117 para medical staff, and 35 labour administrators in three states.

**5. Key technical support functions:**

- a. A project website was developed and launched in May 2003. 14343 hits registered till 31 August 2004.
- b. A peer educators training manual developed for use in the enterprises.
- c. Posters, leaflets and films provided to enterprises for use in their HIV/AIDS programmes
- d. Technical support extended to Hind Mazdoor Sabha (HMS) a central trade union, to help them develop their policy on HIV/AIDS. The draft policy on HIV/AIDS developed by a task force set up by the HMS.
- e. A total of 97 trade union members, particularly from the three states were trained as trainers on HIV/AIDS.
- f. A draft statement of commitment on HIV/AIDS for national level Employers' Organization developed.
- g. A draft training manual developed for training of uniform forces on HIV/AIDS on the request of Andhra Pradesh State AIDS Control Society (APSACS). This was used in Andhra Pradesh, Mumbai and Delhi
- h. Inputs given in the development of **legislation on HIV/AIDS** in India by organizing a consultation on the draft legislation with the world of work agencies on 12-13 December 2003.

**6. Involvement of People Living With HIV/AIDS (PLWHA):**

- a. PLWHA involved in **61** national / state level advocacy and training programmes
- b. Research study "Socio-economic Impact of HIV/AIDS on People Living with HIV/AIDS and their families, was completed and published on 14 October 2003.
- c. 10 PLWHA trained to enhance their public speaking skills.
- d. A pilot project launched to provide income generation support to 15 PLWHA in Delhi

**7. Reaching out to unorganized sector:**

- a. Through CBWE **2,20,367** (Women 1,73,237 and men 47,130) unorganized sector workers covered in the HIV/AIDS education programmes
- b. Trade union project launched in Indore, MP to cover 5240 agricultural workers in 12 villages.
- c. Enterprises being encouraged to cover their contractual workers/ workers in the ancillary units
- d. Draft proposal development guidelines developed for Trade Unions to initiate interventions.
- e. Unorganized sector sites identified during rapid assessment shared with State AIDS Control Societies of three states for initiating NGO interventions.

**8. Integrating HIV/AIDS in other ILO Projects/ Programmes:**

- a. Collaborated with USDOL supported Decent Employment for Women project to provide vocational training to PLWHA in the income generation project in Delhi.
- b. Collaborated with Programme on Enterprise Development and Productivity Improvement (PEDPI) project, Moradabad, to initiate HIV/AIDS programme for workers engaged in brass work.

- c. Collaborated with ILO-DANIDA Project for Rural Women Workers' Organization in Indore to cover agricultural workers in HIV/AIDS.
- d. Collaboration being initiated with USDOL supported INDUS project on child labour particularly with regards to including a module on HIV/AIDS in the training of youth between 14-17 years of age.
- e. Integrated HIV/AIDS in programme for Labour Conciliation Officers of Southern Region, Ministry of Labour, Government of India, in Hyderabad on 3-4 July 2003.
- f. Collaboration initiated with Inter-Regional Programme to Support Self-Reliance of Indigenous and Tribal Peoples (INDISCO) for providing training to the trainers of cooperative training institutions, associated with the National Cooperative Union of India (NCUI).

## ANNEX 4

### Status against the project workplan

<b>Immediate objective 1:</b> At the end of the phase – II of the project, ILO’s tripartite constituents will be better equipped to adopt and implement effective workplace policies and programmes to prevent the spread of HIV, discrimination and stigmatisation of PLWHA			
<b>Outputs</b>	<b>Key Activities</b>	<b>Performance Indicators</b>	<b>Status</b>
<p><b><u>Action with the MOL</u></b></p> <p>1. Plans of Action on HIV/AIDS developed and implemented by key institutions (NLI/CBWE) of the MOL.</p>	<p>1.1 Preparation of plans of action by NLI and CBWE through a consultative process with national and state level institutions/stakeholders.</p> <p>1.2 Technical support and advisory services to support implementation of the NLI/CBWE plans of action.</p> <p>1.3 Regular review of the progress by the PMT.</p>	<p>Endorsement of PMT on NLI/CBWE's plan of action.</p> <p>Number of activities implemented as per the approved plan of action by NLI/CBWE</p> <p>Effective delivery of technical services in line with the project's workplan.</p>	<p>Action Plans approved by PMT</p> <p>Contract/agreement signed between NLI/CBWE and ILO</p> <p>On going.</p> <p>On schedule</p>
<p><b><u>Action with social partners in the world of work</u></b></p> <p>2. Replicable models of workplace policies and programmes on HIV/AIDS developed and employers/trade unions encouraged to adapt them to their specific circumstances.</p>	<p>2.1. Consultations with the constituents and identifying the areas of collaboration with ILO.</p> <p>2.2. Providing technical support to the agencies in development of policy and programmes related to HIV/AIDS. The programmes will cover both prevention as well as care and support components.</p> <p>Documentation and dissemination of good practices on HIV/AIDS and the world of work from across the country.</p>	<p>Willingness of the constituents to seek technical support from ILO</p> <p>Number of policies developed and implemented</p> <p>1000 copies of good practices compendium disseminated nationally and at least 3 state level workshops held</p>	<p>33 requests for technical assistance, besides the states, were received.</p> <p>All 55 companies are being provided technical assistance in development of HIV/AIDS policy. <b>4 enterprises</b> have developed HIV/AIDS policy</p> <p>More than <b>2000</b> copies of enterprise kits have been distributed through various national and state level workshops / meetings</p>

<p><b>Technical support function</b> (communication/training support, policy/ advocacy and research )</p> <p>3. A communication and training package developed for facilitating the implementation of HIV/AIDS programmes of enterprises, workers' organisations and employers' organisations.</p> <p><b>Other technical support functions</b> (a list of number of agencies requested for materials and technical support from ILO is attached)</p>	<p>3.1 Hiring a communication agency/consultant to develop the communication package (This will contain IEC materials for workers as well as need based training and education materials for the staff.</p> <p>3.2 Finalising the package and disseminating it to the users along with necessary orientation/training to ensure its proper use.</p>	<p>Availability of need based IEC and training materials</p> <p>Willingness and capacity of partners to use the materials developed by the project</p>	<p>A package being put together by CBWE and will be distributed to project partners</p>
<p>4. A Charter developed for Employers on HIV/AIDS based on the key principles of the GOI AIDS policy and the ILO Code of practice, in collaboration with NACO.</p>	<p>4.1 Consultations with the employers/ employers' organisations, workers' organisations, SACS, NACO and other concerned agencies like the NHRC.</p> <p>4.2 Developing and finalising the Charter in consultation with employers organisation/NACO</p>	<p>Agreements of stakeholders on the key elements of the Charter</p> <p>1 National and 3 state level workshops to disseminate and publicise the charter.</p>	<p>A draft statement of commitment has been prepared and shared with employers' organization. A round table consultation is proposed to be organized soon.</p>
<p>5. A web site on HIV/AIDS and the world of work developed and launched.</p>	<p>5.1 Upgrade the information CD prepared in phase I by including more information and develop a web site. Launch the web site and ensure its regular updating and maintenance</p>	<p>A functional interactive web-site responding to the constituents needs</p> <p>Number of hits on the site</p>	<p>Web site has been launched and is being updated regularly. 14343 hits have been recorded since May 2003.</p>

<p>6. An enterprise/sector based impact study of HIV/AIDS.</p> <p><i>(This work item replaced "A study on the economic and labour implications of HIV/AIDS in India, in collaboration with NACO" as per PMT's decision on 22<sup>nd</sup> October 2003.)</i></p>	<p>6.1 Selection of an enterprise for the study</p> <p>6.2 Draft TOR developed</p> <p>6.3 Study conducted</p> <p>6.4 Dissemination of study</p>	<p>Draft concept note developed &amp; shared with enterprise &amp; SACS</p> <p>Technical committee formed</p> <p>Proposal developed</p> <p>Excoll entered with consultant</p> <p>Report finalised</p>	<p>Singareni Collieries Company selected</p> <p>Draft TOR shared with Singareni Collieries Company Ltd and APSACS.</p> <p>A technical team to guide the study constituted.</p> <p>The draft study proposal submitted by consultant reviewed by technical team and proposal approved.</p> <p>The study to begin in October 2004</p>
<p>7. At least three action-oriented research studies undertaken in identified areas and disseminated.</p>	<p>7.1 Consultations with NACO/UNAIDS and other constituents to identify the areas of research.</p> <p>7.2 Develop the TOR for the research work, identify agencies and commission the research work.</p> <p>Organise research dissemination workshops.</p>	<p>The process through which the research areas are identified and the usefulness of the research commissioned,</p> <p>Timely completeness of the research studies and dissemination</p>	<p>Research studies in three states completed and reports disseminated</p>
<p>8. A national level consultation with the world of work agencies on the draft legislation.</p> <p><i>(This work item replaced the work item "A booklet for parliamentarians developed on HIV/AIDS and world of work in collaboration with NACO as an advocacy tool for an improved legislative framework in India" as per PMT's decision on 22<sup>nd</sup> October 2003)</i></p>	<p>8.1 Consultation planned with Lawyers Collective/NACO &amp; UNAIDS</p> <p>8.2 Draft legislation shared with world agencies</p> <p>8.3 A national level consultation organised with the world of work agencies</p>	<p>Consultation with LC, NACO and UNAIDS held</p> <p>National Level consultation with world of work agencies held</p> <p>Report available</p>	<p>A consultation with world of work agencies organized on 12-13 December 2003. Report prepared. Inputs have been incorporated into the draft legislation.</p>

**Immediate Objective 2:** At the end of the project, there will be enhanced tripartite action against HIV/AIDS in three selected states, covering workers from formal as well as informal economy.

<p>A. Rapid assessment undertaken in the selected states to serve as the base line.</p> <p>B. Appropriate number of interventions developed, reaching out to a significant number of workers as per the approved plan of action.</p> <p>C. Evaluation undertaken, as per the indicators in the plan of action to track the changes from the base line situation.</p>	<p>1.1 Consultation with states for and initiation of the rapid assessment.</p> <p>1.2 State-level stakeholders meeting to finalise the plan of action.</p> <p>Support the implementation of the Plan of action. (The plan of action will include activities like setting up vibrant business coalitions, agencies short-listed to implement HIV/AIDS programmes and the mechanism for flow of technical support, coordination, monitoring and evaluation.</p>	<p>Agreement of the stakeholders in state level plans,</p> <p>Level of implementation of the plans at the state level</p> <p>Flow of support from the project.</p>	<p>Rapid assessment in three states completed, clusters of organized and organized sector workers identified.</p> <p>Stakeholders' meeting held in all three states and programmes launched</p> <p>55 companies have been enrolled as partners in implementing HIV/AIDS programme</p> <p>Recommendations to initiate targeted interventions in unorganized sector in identified sites made</p> <p>Collaborative project with State Labour Institute, West Bengal initiated</p>
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**Immediate Objective 3: At the end of the project, there will be a Plan of Action for the phase-III which will aim at putting in place a sustainable mechanism for the world of work response to HIV/AIDS.**

<p>A. A plan of Action for the phase-III developed. B. External evaluation of phase-II undertaken</p>	<p>1.1 Consultation with stakeholders. 1.2 Review of project implementation by the PMT. 1.3 Development of a Plan of Action for phase-III. 1.4 External evaluation of the phase-II undertaken 1.5 A nation wide stakeholders meeting to endorse the plan of action.</p>	<p>Constituents' feedback, Agreement on the design for the phase-III</p>	<p>Will be completed in subsequent months of phase II</p>
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