



Evaluation Summary



International
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Responding effectively to the HIV/AIDS epidemic in the world of work: Country programmes – Final evaluation

Quick Facts

Countries: Burundi, Cameroon, Chad, Ivory Coast, Democratic Republic of Congo, Ghana, Kenya, Madagascar, Morocco, Mozambique, Namibia, Nigeria, Rwanda, Senegal, South Africa, Zambia, China, Indonesia, Sri Lanka, Thailand, Brazil, Guatemala, Jamaica, Ukraine, Tajikistan.

Final Evaluation: May, 2014

Mode of Evaluation: *Independent External*

Administrative and technical backstopping: ILO/AIDS

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Project End: 31 March, 2014

Project Code: ILOAIDS GLO/12/63/NOR

Donor & Project Budget: Norway Ministry of Foreign Affairs US\$ 1,997,703

Keywords: *HIV and AIDS, social protection*

Background & Context

Summary of the project purpose, logic and structure:

The ILOAIDS GLO/12/63/NOR project was carried out over 19 months (June 2012 – December 2013), with a no-cost extension through March 2014. The project was a component of a larger programme that the Norwegian Government funded to support ILO Programme and Budget Outcomes for the period 2012-2013 (P&B 2012-2013).¹ The project has a budget of USD 2,000,000 and is most directly linked with P&B 2012-2013 Outcome 8 and

Indicators 8.1 and 8.2. Outcome 8 is “The world of work responds effectively to the HIV/AIDS epidemic.” Its corresponding indicators are:

Indicator 8.1- Number of member States that, with ILO support, develop a national tripartite workplace policy on HIV/AIDS, as part of the national AIDS response.

Indicator 8.2: Number of member States where tripartite constituents, with ILO support, take significant action to implement HIV/AIDS programmes at workplaces.

The project activities covered 20 countries from Africa (11), Asia and the Pacific (4), Latin America and the Caribbean (3), and Europe and Central Asia (2). Specific targeted activities were implemented to achieve key results in line with the P&B 2012-2013, Decent Work Country Programmes (DWCPs) and Country Programme Outcomes (CPOs).

The project included two Global Research Products, which also covered an additional 6 countries. The Global Products were partially supported with additional funding from the Regular Budget Supplementary Account (RBSA).

Project Immediate Objectives

Immediate Objective 1 (IO)

Policy and regulatory frameworks in target countries reflect the principles of Recommendation N° 200, including gender equality

Immediate objective 2: Capacity of tripartite- plus constituents strengthened to implement workplace HIV and AIDS interventions in prevention and access to treatment, care and support

¹ International Labour Organization (2011), Programme and Budget for the Biennium 2012–13. Geneva: International Labour Organization

² International Labour Organization (2011), Programme and Budget for the Biennium 2012–13. Geneva: International Labour Organization.

Immediate objective 3: Knowledge on effective HIV responses and strategies strengthened among constituents and other stakeholders to plan evidence-based world of work interventions on HIV and AIDS.

Immediate Objective 4: Improved knowledge on access and effect of social protection schemes on the informal economy workforce, including PLHIV households.

ILOAIDS technical specialists and other senior officials in headquarters managed the project with support from sub-regional offices. At field level, HIV technical specialists, national coordinators and ILO HIV focal points managed and implemented country activities. ILOAIDS monitored the project progress, together with other ILO collaborating units and programmes. Tripartite constituent representatives, as well as civil society groups such as those of people living with HIV (PLHIV), had significant roles in the design and implementation of project activities in the countries

Present Situation of the Project

Project specific country actions were implemented under IO1 and IO2 depending on country needs. Actions included the development and adoption of policy and regulatory frameworks at national, sectoral and/or company level. Capacity strengthening was provided to implement various elements of ILO Recommendation N° 200, including reduction of stigma and discrimination, access to HIV prevention, care and support and Voluntary Confidential Counselling and Testing (VCT). The Global Products correspond to IO3 and IO4.

Purpose, scope and clients of the evaluation

The main objectives of the evaluation were to:

- 1) Assess the methodological approach which was applied for the -
 - Capacity building of national constituents plus
 - Strengthening of regulatory frameworks as stated in the target Country Programme Outcomes (CPOs)
 - Implementation of workplace programmes
- 2) Review existing budget information on use of funds to determine the value added of donor resources to the achievement of the Global products and CPOs selected at the beginning of the partnerships.

- 3) Assess alignment of the interventions with the P&B for the Biennium 2012-2013 3, Social Protection Floor (SPF) and the Decent Work Country Programmes (DWCPs).
- 4) Assess whether the interventions are aligned with ILO relevant Conventions and the ILO Recommendation on HIV and AIDS in the workplace, 2010 (no.200).⁴
- 5) Assess the progress to promote knowledge dissemination, design a sustainability strategy and manage risks.
- 6) Review gender-based needs and concerns of women and men targeted by the project.
- 7) Assess how activities can have impact on an HIV and AIDS as well as any measurable results to date.
- 8) Assess how the project has leveraged other funds at the country level
- 9) Identify project contributions made to the ILOs internal learning processes.

The key evaluation clients are:

- Norway as donor of the project
- ILO as executor of the project
- Project management and staff

Country visits were made to Indonesia, Kenya, South Africa, Democratic Republic of Congo, South Africa and Guatemala. Interviews were conducted with key tripartite stakeholders, ILO staff and civil society representatives. An online survey covering all countries was implemented while documentation analysis rounded out the methodology.

Evaluation Limitations

The selection of the case study countries was necessarily limited due to resource constraints. Nevertheless, a substantial investment was made to ensure that a good proportion of countries were selected using valid criteria. The online form was used to try to provide a comprehensive overview of other countries not visited.

³ International Labour Organization (2011), Programme and Budget for the Biennium 2012–13. Geneva: International Labour Organization

⁴ General Conference of the International Labour Organization, (2010), Recommendation 200: Recommendation concerning HIV and AIDS and the world of work. Adopted by the Conference at its Ninety-Ninth Session, Geneva, 17 June 2010. Geneva: ILO.

Main Findings & Conclusions

The project design is very relevant to the strategy outlined in the Programme and Budget (P&B) 2012–13 and the CPOs. The project design was sufficiently flexible to allow for increased relevance to the P&B 2012–13 and the country programme outcomes over time. Each project element is closely related to more than one P&B Outcome, beyond Outcome 8 that is specifically targeting HIV and AIDS.

The project design was well aligned, formed a good strategic fit and was valid to contribute to the implementation of ILO Recommendation 200, to ILO Conventions relevant to HIV and AIDS, and the P&B 2012-2013. All of the project actions were linked to various components of ILO Recommendation 200. ILOAIDS focused the localisation of the “What Works” Global Product in Africa because it is the region highest affected by HIV and AIDS. The intention to research different realities materialized with a choice of countries, which combined a wide geographic distribution across Africa and included countries with different types of epidemic (generalized, concentrated and low). The number of country case studies for the Social Protection Global Product could have been larger to allow for more potential for extrapolation of results.

The relevance of the design concept of using Norway Ministry of Foreign Affairs funding for seed money input into critical areas to achieve CPOs was proven during project implementation.

The project outputs were effective in supporting the achievement of the P&B Strategic Outcomes and Country Programme Outcomes. Though final details on project outputs were not available, the evaluator was able to determine through a triangulated data analysis approach that the project achieved the expected outputs.

The evaluator noted that substantial results were attained in important areas in a comparatively short time. Tripartite- plus stakeholders were usually not, however, very aware of the source of the funding. This lack of awareness is understandable because of the way the project funding was integrated with support from other sources of technical and financing input.

The *quality* of the actions to meet the CPOs is very good. The Global Products are useful to gain an

understanding of the subjects included in the research but will be most important when their recommendations are implemented in the countries. The Global Products did already contribute to social dialogue as a result of the involvement of tripartite constituents plus. In the case of the social protection study, the involvement of PLHIV was also important.

Capacity strengthening was provided in the form of training, guidance during meetings, and direct technical support while developing strategies and plans. This methodological system of combining different approaches to strengthen capacities was very effective as they complemented and reinforced each other.

The project was effective in the development of regulatory frameworks, i.e., legislation and policies among ILO constituents in participating countries. A tripartite methodological approach was used in all instances with a role for PLHIV in most instances. This approach resulted in good results within the limited project implementation period.

Project country actions have been very effective in supporting the CPOs and ultimately the P&B 2012-2013 outcomes 8.1 and 8.2. Though funding resources per country were very limited, they were well targeted to support key areas to improve the situation on HIV in the world of work.

Gender was adequately addressed in the Global Products and implementation of the actions, though the evaluator does not have access to sex disaggregated data for the country actions and cannot confirm this in detail. Vulnerable and key populations at risk such as those with disabilities, Lesbian, Gay, Bisexual and Transgender (LGBT) were mostly only considered in a limited manner.

The project’s technical resources were generally used efficiently, particularly given the limited available human resources. Management coordination was sometimes challenging due to the low staffing levels, organisation of structures and actual roles of staff. The donor resources provided through the project clearly added value to the achievement of the Global Products and CPOs.

Financial resources were used efficiently to maximise the effectiveness of the actions. Seed money was well targeted and used efficiently. Financial disbursement processes could have been more streamlined to ensure that actions could be

implemented more quickly to take advantage of the momentum and motivation of stakeholders to engage in the actions.

The project does not have an overall written sustainability implementation strategy but the Global Products and Country Actions were designed to enhance future sustainability of existing impact and enhance future impact. Tripartite constituents plus and development partners—especially UN—were included in planning and/or discussions on future directions of actions. Individual country actions were designed to achieve sustainability.

Due to capacity strengthening and the development of legal/policy frameworks at different levels, there are good opportunities for effective sustainability in the future though much depends on available technical and financial resources.

Recommendations & Lessons Learned

Main recommendations and follow-up

1. Seed money should continue to be strategically allocated to support actions at national as well as at downstream level, i.e. “downstream” direct interventions targeted at population groups or economic sectors.
2. Replicate and develop additional mechanisms to increase focus on HIV in the world of work among informal economy workers.
3. Develop guide on mainstreaming HIV in the world of work into other relevant programmes.
4. Develop a guide on mainstreaming HIV in overall wellness programmes
5. Organise testing through workers organisations, mobile clinics and as an integrated component in wellness testing. Involve organisations of PLHIV is also helpful as they can encourage workers to be less afraid of the stigma.
6. Develop strategies and actions for linking HIV in the world of work actions even more closely with other labour rights
7. Continue to improve the knowledge base on HIV in the world of work. Expand the number of countries for both Global Products.
8. Develop systems to implement the recommendations from the Global Products on Social Protection and HIV in the world of work, and the “What works” studies.
9. Use a social networking approach to stimulate stakeholders at enterprise level and among tripartite constituents to share experiences. Develop a legal data system of case studies,
10. Continue to refine human resource management system to allocate fully country dedicated ILOAIDS staff in high priority countries.
11. Review and contribute to general ILO discussions on streamlining approval systems for financial disbursements at country level for small scale funding mechanisms similar to the project evaluated.
12. Regardless of the funding mechanism modality, there should be indicators at project level to transparently capture and measure and report specific results and draw conclusions at midterm and end of project.

Important lessons learned

13. Data on project outputs and indicators of projects that include logical frameworks 5, needs to be available for the monitoring and evaluation of projects that support larger organisation outcomes, such as the ILO Programme and Budget outcomes.
14. Studies on access of PLHIV to social protection can be useful if recommendations are implemented at country level.
15. Organising VCT through workers organisations, mobile clinics and as an integrated component in wellness testing are important and useful additional approaches.
16. Where countries are undertaking actions to formalise informal enterprises, which often include organising them into associations and cooperatives, ILOAIDS can more effectively and efficiently channel its resources than in situations where this is not yet being undertaken.

⁵ or similar planning and reporting mechanisms