

**1. COVER PAGE**

Country Eritrea

**Project Title:**

**UNDAF Outcome(s)/Indicator(s):** Establish workplace based prevention and care programs in key national economic and social sectors and the private sector

**Expected Outcome(s)/Indicator(s):** HIV & AIDS workplace policies and programmes run by 80% of ministries and large companies by 2011

**Expected Output(s)/ Annual Targets:**

- Stakeholders fully involved in programme implementation
- Male and female trainers on OSH and HIV/AIDS graduated
- OSH & HIV/AIDS unit and documentation centre established
- HIV/AIDS and OSH committees established and representatives nominated
- HIV/AIDS and OSH workshops and training programmes conducted at workplaces
- Labour Factory Inspectors and Health Workers Trained
- Situation analysis on HIV/AIDS in the informal sector of Tesseney and its environs conducted
- Principles of ILO Code of Practice translated

**Implementing agency:** National Confederation of Eritrean Workers (NCEW)

**Co-partners:** Eritrean Federation of Employers (EFE) and Ministry of Labour and Human Welfare (MLHW)

**Brief Description**

This project is an extension to the previous HIV/AIDS intervention programme in the workplace, which was run from September 2006 to September 2007. It aims to extend the coverage of the target groups in the formal and informal sector workers, and follow-up of the 42 workplaces that have already been reached by the previous joint programme. The specific aim of the program is to strengthen the national partners' activities to effectively tackle the issues of HIV/AIDS and Organizational Safety Health (OSH) at the formal and informal sectors through having dedicated leadership, knowledgeable trainers, strong OHS and HIV/AIDS unit and committees, well-organized training and documentation centre, and well-tailored HIV/AIDS and OSH programmes at all levels. This project will be turned to joint programme to the fact that ILO, UNAIDS and other participating agencies realized their commitments.

Programmer Period: 2007-2011  
 Programmer Component: \_\_\_\_\_  
 Project Title: HIV/AIDS Intervention Programme in the Workplace, Phase Two  
 Projected ID: 00053184  
 Project Duration: 2009-2011  
 Management Arrangement: NIM

Total Budget	<u>500,000 USD</u>
Allocated resources:	_____
• Government	_____
• Regular	_____
• Other	_____
○ Donor	_____
○ Donor	_____
○ Donor	_____
• In kind contributions	<u>15,000 USD</u>
• Unfunded budget:	<u>-</u>

Signature

Name/Title

Date

Agreed by (NCEW) Tekeste Baire, G/secretary, 5 Feb 2009

Agreed by (UNDP) TIBLEZ ARAIA Tiblez Araia



## **2. Background/Context and Situation analysis**

### **Background/context:**

This project is an extension to the HIV/AIDS intervention programmes in the workplace where UNDP and ILO were the UN participating agencies, and the National Confederation of Eritrean Workers (NCEW) was the implementing partner and Employers Federation of Eritrea (EFE) and Ministry of Labour and Human Welfare (MLHW) Co-partners. With the support of the previous joint programme which was run from September 2006 to September 2007, the NCEW has developed HIV/AIDS workplace policy and guidelines, Occupational Safety and Health (OSH) training material, and translated Community Capacity Enhancement Process (CCEP) into Tigrinya and Arabic. A new strategy that helps in the coordination of activities of the OSH and HIV/AIDS has also been developed that focus on enhancing workers' awareness and participation by strengthening training programs in negotiations and collective bargaining agreements.

The above documents were developed through several consultative tripartite workshops and meetings conducted at all regions and trade union basis. Tripartite workshops on strengthening OSH and HIV/AIDS prevention and the importance of establishing OSH/HIV/AIDS committees at the workplace level were also conducted. Workplace awareness raising programs on OSH, HIV/AIDS and the importance of establishing OSH/HIV/AIDS committees at workplace level had been carried out. Training programmes for health and safety committees and TOT for health and safety representatives at enterprise levels were also conducted

During all the training and awareness raising programs, sessions on negotiation, and collective bargaining with respective exercises on how to include safety and health as well as HIV/AIDS issues in collective agreements were appropriately addressed. Through this strategy, 42 workplaces have established their joint OSH/HIV/AIDS committees at the workplace and have nominated their respective OSH/HIV/AIDS representatives, and run training programs and workshops to integrate OSH/HIV/AIDS in collective agreements and to make achieved results sustainable.

### **Situational Analysis**

Eritrea's HIV/AIDS infection showed different dimensions during the last two decades. According to NATCoD report, cumulative AIDS cases are about 26,000 in 2007. The HIV prevalence trend among pregnant women (attending ANC) in the country is declining, with extrapolated national adult prevalence falling from 2.41 % in 2003, to 2.38 % in 2005 and to 1.33% in 2007. The ANC sero surveys identified a high rate of HIV infection among young single women in the age range of between 20 and 34 years. Urban dwelling and unemployed women with a secondary level education show infection rate that is higher than most other women in the study.

The preparation of the Eritrean National Strategic Plan, 2008 – 2012, is now nearing completion after due consultation and discussions with broad stakeholders. The need for coordinated multi-sectoral intervention programs was thus one of the basic strategic areas of the NSP.

The workplace has been identified as a unique entry point where people are already organized for another objective and reaching out to them in an empowering way to provide catchment's areas for other programs targeting the general population. Whereas the 2003 sentinel data indicates that people's nature of work has a major influence on their vulnerability for HIV/AIDS, including those professions that are generally considered to be of low risk, the country is yet to implement major workplace based HIV/AIDS activities consistent with the recommendations of the ILO.

As indicated above, 42 workplaces have established their joint OSH/HIV/AIDS committees at the workplace and have their respective OSH/HIV/AIDS representatives. However, these workplaces represent a small portion of the formal and informal workplaces.

One of the high-risk target groups that fall within the formal and informal sectors are mobile construction workers and long distance transport workers. A survey in Eritrea conducted in the second quarter of 2006 for assessing the HIV prevalence rate in truck drivers reveals that from 300-sample collection, the rate of prevalence was 7%. According to the survey, long distance truck drivers deported from Ethiopia have an average HIV infection rate almost three times the rate of the general population.

In Eritrea, there are a great number of private transport workers and many of which do not belong to unions. Eritrea has not yet ratified ILO Convention 153. This leaves drivers vulnerable to exploitation by employers in terms of long driving hours and poor working conditions.

Outputs (Give corresponding indicators and baselines)	Key deliverables and Responsible UN Agency	Reference to Agency priority or Country Programme	Implementing Partner	Key indicative activities	Resource allocation and indicative time frame			
					Y1	Y2	Y3	Y4
<ul style="list-style-type: none"> <li>Stakeholders fully involved in programme implementation</li> <li>Male and female trainers on OSH and HIV/AIDS graduated</li> <li>OSH &amp; HIV/AIDS unit and documentation centre established</li> <li>HIV/AIDS and OSH committees established and representatives nominated</li> <li>HIV/AIDS and OSH workshops and training programmes conducted at workplaces</li> <li>Labour Factory Inspectors and Health Workers Trained</li> <li>Situation analysis on HIV/AIDS in the informal sector of Tesseney and its environs conducted</li> <li>Principles of ILO Code of Practice translated</li> </ul>	<p>Programme on coordination developed</p> <p>Male and female trainers on OSH and HIV/AIDS graduated</p> <p>OSH and HIV/AIDS Training programmes developed and run</p>	<p>HIV/AIDS workplace policies and programmes run by 80% of ministries and large companies by 2011</p>	<p>NCEW</p> <p>NCEW</p>	<ul style="list-style-type: none"> <li>Identify stakeholders</li> <li>Identify trainers and organize training workshop</li> <li>Identify female and male TOT trainees</li> <li>Identify and recruit trainers</li> <li>Develop tailored training materials</li> <li>OSH and HIV/AIDS committees established</li> <li>Organize TOT programmes on HIV/AIDS and OSH</li> <li>Organize HIV/AIDS and OSH training programmes at enterprise levels</li> </ul>	9000	5500	5500	57,500
<p><b>Indicators:</b></p> <ul style="list-style-type: none"> <li>Number of male and female trainers trained</li> <li>Number of HIV/AIDS and OSH policies and practices formulated, adopted, and developed</li> <li>Number of HIV/AIDS committees established.</li> <li>Number of workers trained on HIV/AIDS prevention and OSH</li> </ul>	<p>Training Programmes for Labour Factory Inspectors and Health Workers developed</p> <p>HIV/AIDS important programmes and events organized</p> <p>NCEW national and regional training centre and documentation centre strengthened</p>		<p>MLHW &amp; MOH</p> <p>MOH/UNDP</p> <p>NCEW</p>	<ul style="list-style-type: none"> <li>Organize training for Labour Factory Inspectors and Health Workers</li> <li>Support to World AIDS Day organized at national level and other events</li> <li>Preparation of the required specifications</li> <li>Sourcing of the required equipment (computers, printers, chairs, tables, shelves...) conducted</li> <li>Selection and award of supplier</li> <li>Documentation system designed</li> </ul>	0	20,000	10,000	10,000

	Principles of ILO Code of Practice translated into Tigrigna		NCEW	<ul style="list-style-type: none"> <li>Identify translator</li> <li>Printing and dissemination</li> </ul>	10,000	0	0
<b>Baseline</b> <ul style="list-style-type: none"> <li>HIV/AIDS and OSH unit and documentation centre not fully operational</li> <li>40 enterprises established HIV/AIDS and OSH committees</li> </ul>	Monitoring & review		NCEW	▪	10,000	6000	4000
	TOTAL BUDGET FOR EACH YEAR						

## The Annual Work Plan (AWP) Monitoring Tool

CP Component Responding to HIV/AIDSImplementing Partner National Confederation of Eritrean Workers

EXPECTED CP OUTPUTS and indicators including annual targets	PLANNED ACTIVITIES <i>List all activities including M&amp;E to be undertaken during the year towards stated CP outputs</i>	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET			
		Q1	Q2	Q3	Q4		Source of Funds	Budget Description	Amount USD	
Stakeholders fully involved in programme implementation	<ul style="list-style-type: none"> <li>▪ Identify trainers</li> <li>▪ organize TOT</li> <li>▪ Organize tripartite training workshops</li> </ul>	X	X	X	X	NCEW	UNDP	72100	Training workshops	9000.00
Male and female trainers on OSH and HIV/AIDS graduated	<ul style="list-style-type: none"> <li>▪ Identify female and male TOT trainees</li> <li>▪ Identify and recruit trainers</li> <li>▪ Develop tailored training materials</li> <li>▪ Arranging Venue/stationery</li> <li>▪ Transportation (vehicle) provided</li> </ul>	X	X	X	X	NCEW	UNDP	72100	Training programmes and workshops	10,000.00
HIV/AIDS and OSH committees established and representatives nominated and training programmes at workplaces organized	<ul style="list-style-type: none"> <li>• Establish new HIV/AIDS and OSH committees and follow up the existing ones</li> <li>• Organize HIV/AIDS and OSH training programmes at enterprise levels</li> </ul>	X	X	X	X	NCEW	UNDP/ILO	72100	Training programmes and workshops	37,500.00

NCEW Training Centre, OSH & HIV/AIDS unit and documentation centre strengthened	<ul style="list-style-type: none"> <li>▪ Preparation of the required specifications</li> <li>▪ Sourcing of the required equipment (computers, printers, desks, shelves...)</li> <li>▪ Selection and award of supplier</li> </ul>	X	X	X	X	X	NCEW	UNDP	72200/72800	Equipment and furniture	230,000.00
Labour Factory Inspectors and Health Workers Trained	<ul style="list-style-type: none"> <li>▪ Organize training for Labour Factory Inspectors and Health workers</li> </ul>	X	X	X	X	X	NCEW, EFE, MoLH	ILO	72100	Training programmes	0
Situation analysis on HIV/AIDS on the informal sector conducted in Tesseney and its environs	<ul style="list-style-type: none"> <li>▪ Conduct assessment and analysis on young women working on Tea shops, Bars, Restaurant, hotels, etc. and people migrating from the Sudan and organize workshops</li> </ul>	X	X	X	X	X	NCEW/MOH Gash Barka	UNDP	72100	National consultant, cost of travel, workshops	10,000.00
Principles of ILO Code of Practice translated	<ul style="list-style-type: none"> <li>▪ Identify translator</li> <li>▪ Printing and dissemination</li> </ul>	X	X	X	X	X	NCEW, EFE, MoLH	ILO		Translation	0
Important HIV/AIDS national events organized	<ul style="list-style-type: none"> <li>• Support to World AIDS Day observed at national level and other events</li> </ul>	X	X	X	X	X	NCEW/MOH	UNDP	74500	World AIDS Day events	10,000.00
	Monitoring/field visits and review	X	X	X	X	X	NCEW/UNDP	UNDP	71600	Monitoring and review	10,000.00
Total Budget											316,500.00

<p><b>Indicators:</b></p> <ul style="list-style-type: none"> <li>▪ Number of male and female trainers trained</li> <li>▪ Number of HIV/AIDS and OSH policies and practices formulated, adopted, and developed</li> <li>▪ Number of HIV/AIDS committees established.</li> <li>▪ Number of workers trained on HIV/AIDS prevention and OSH</li> </ul>								
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	Assessing project progress every quarter through Financial Reports				
	Conducting monitoring visits every two weeks				
	Reviewing and revising AWP				
TOTAL					