

**ILO PILOT HIV WORKPLACE PROGRAMME FOR ENTERPRISES:
DATA TRACKING TABLE FOR ENTERPRISES**

Indicator		BASELINE 1 Jul 2013	31 Aug 2013	31 Oct 2013	31 Dec 2013			
IMPROVED WORKPLACE HIV/AIDS POLICIES OR GUIDELINES								
1. Is there a written HIV/AIDS policy								
2. # and % of workers to whom HIV/AIDS policy was clearly communicated								
3. Does the current policy incorporate the principles of the National HIV workplace policy or the ILO HIV/AIDS Code and ILO Recommendation No. 200	Dialogue between management and labour							
	No stigmatization/discrimination on basis of real or perceived HIV status							
	Reasonable Accommodation as long as medically fit for employment							
	No denial of employment							
	Healthy work environment							
	Medical confidentiality							
	No termination on the basis of real or perceived HIV status							
	Same opportunities/benefits as other workers							
	Gender equality							
	HIV/AIDS prevention program							
Narrative analysis of data:								
INCREASED AVAILABILITY OF QUALITY HIV/AIDS WORKPLACE SERVICES								
1. Are the following HIV/AIDS services available in or through the workplace	HIV/AIDS education							
	Condom availability							
	STI treatment information service							
	VCT information service							
	Care and support information service							
	Other (list)							
Narrative analysis of data:								

DATA TRACKING TABLE FOR ENTERPRISES Cont'd

Indicator	BASELINE 1 Jul 2013	31 Aug 2013	31 Oct 2013	13 Dec 2013			
INCREASED CAPACITY OF WORKPLACE TO IMPLEMENT COMPREHENSIVE HIV/AIDS POLICY/PROGRAMS ON A SUSTAINED BASIS							
1. Is there an HIV/AIDS focal point?							
2. Does the workplace have a collaborative agreement with an external HIV/AIDS resource person or organization or a full-time HIV/AIDS coordinator?							
3. Is there a specific budget for implementation of HIV/AIDS programs?							
4. Is HIV/AIDS integrated into existing OSH/HR training programs?							
5. Is there a mechanism to address alleged violations of policy provisions?							
Narrative analysis of data:							
INCREASED LEVELS OF WORKPLACE COLLABORATION AND COMMITMENT BY LABOUR AND MANAGEMENT							
1. Have worker representatives been consulted in the design and/or implementation of HIV/AIDS policy in the workplace?							
2. Is there an active joint committee addressing HIV/AIDS issues?							
3. Has the company allocated official working hours to HIV/AIDS education programme implementation during the last six months?							
Narrative analysis of data:							