



Evaluation Summaries

Evaluation: HIV/AIDS Workplace Education

Quick Facts

Country: Ghana

Final Evaluation: October 2006

Mode of Evaluation: Independent

Technical Area: HIV/AIDS

Evaluation Management:

Evaluation Team: Mr. Bob Ransom, external evaluator, and Mr. Anthony Adu-Baffour, national consultant

Project Start: August 2003

Project End: June 2007

Project Code: GHA/03/50/USA

Donor: The United States (500,000 US\$)

Keywords:

Background & Context

Summary of the project purpose, logic and structure

The ILO began this three-year HIV/AIDS Workplace Education Project in Ghana in 2003. The Project is part of a grant awarded by the US Department of Labor (USDOL) to the ILO in 2002 to develop a programme for HIV/AIDS prevention education and workplace policy in partnership with Family Health International (FHI). The intended beneficiaries of the programme are workers and their families both in the formal and informal sector. Indirectly, enterprises also benefit from the impact of prevention programmes as the reduction of the spread of HIV/AIDS reduces absenteeism and loss of workers as well as costs of recruitment and training. The ILO programme strategy is to

work with business, labour, and government leaders to develop their awareness of the existing and growing danger of HIV/AIDS, and to assist them to address it in the workplace. The strategy includes information and awareness raising campaigns, as well as technical assistance to business, labour, governmental and NGO groups. This assistance includes the design of Behaviour Change Communication (BCC) materials to increase the capacity of stakeholders to support workplace-based HIV/AIDS policies and programmes, and to induce behaviour change among workers.

Present situation of project

The project has helped to facilitate the finalization of the tripartite National Workplace HIV/AIDS policy, which was subsequently endorsed by the government.

It further mainstreamed HIV/AIDS policies and training into several ministries, educational institutions and private businesses and produced and disseminated a video film about the project entitled "Saving Lives, Protecting Jobs".

Purpose, scope and objectives of the evaluation

The purpose of the final evaluation was to: assess the strengths and weaknesses of the project as implemented and conclude whether the project fully met the immediate and sub immediate objectives. It also documented lessons learned, success stories, and best practices in order to maximize the experiences gained through project implementation.

Methodology of evaluation

The Evaluation Team included a document review, a pre-trip consultation with the USDOL Project Manager and Evaluation Coordinator, and ILO Programme Management Team (PMT) staff by conference call. The Evaluation Team conducted individual interviews with the members of the Project Advisory Board (PAB), the National Project Coordinator (NPC) and with representatives of selected participating public institutions and private enterprises.

Main Findings & Conclusions

All key project stakeholders confirmed the relevance of the project strategy to the situation in Ghana. The generic ILO/USDOL HIV/AIDS Programme Strategic Framework was modified early in the project to reflect the specific situation of Ghana and was subsequently used to guide project implementation. The strategic framework focuses on the formal “workplace” and not enough on “the world of work”, namely informal sector small-scale traders, producers, and service providers who comprise an estimated 80% of those working in Ghana. The project fostered the finalization and adoption by the Government and dissemination of a National Workplace HIV/AIDS Policy. The Policy was finalized through tripartite discussions: Government/Employers/Workers, and reflects the key principles of the ILO Code of Practice on HIV/AIDS and the World of Work. All project partners confirmed and praised the effectiveness and efficiency of project management and implementation. The NPC is perceived as responsive to and supportive of the PAB and active in carrying out the Plan of Action of the project. Key informants identified the dynamism of the NPC as one of the major factors contributing to the success of the project. The NPC had access to high-level officials and management of the participating government institutions and private enterprises, and was able to obtain their commitment to the project. This contributed directly to the effective implementation of project activities within the

participating institutions and enterprises. The NPC is actively implementing the recommendations of the Sustainability Workshop organized by the project.

Sustainability

Although the participating enterprises contacted appear capable and committed to sustain their HIV/AIDS workplace education, care and support activities, the public institutions and the partner organizations do not. The latter have not allocated sufficient human and financial resources to ensure a continuity of workplace HIV/AIDS education and prevention efforts within their own ministries or organizations or to support efforts by their members. The recommendations of the sustainability workshop appear to be appropriate, but require action and active follow-up by project management, particularly in the preparation of new project proposals. The new business coalition against HIV/AIDS may be able to provide leadership and generate resources to support workplace as well as general “world of work” initiatives, and was cited by many key informants as the best option for ensuring continuity of the activities initiated by the project.

Monitoring and evaluation

The monitoring mechanisms of the project appear to have been effectively used, and the Performance Monitoring Plan (PMP) was used for the initial Baseline Survey, the final Impact Assessment and for periodic reporting by the participating institutions and enterprises.

Linkages with other HIV/AIDS initiatives

All project partners reported that the project was working in conformity with the National HIV/AIDS Strategic Framework and was maintaining good linkages with the Ghana AIDS Commission and with other HIV/AIDS programmes in the country.

Recommendations & Lessons Learned

Important lessons learned

Two major lessons learned were identified. First, when there is top-level corporate commitment for workplace HIV/AIDS education, prevention, care and support programmes, they are funded, they “happen”

and they are effective. Thanks to the ILO/USDOL project and other efforts, major enterprises in Ghana appear to recognize that HIV/AIDS workplace prevention efforts make good business sense, are in the self-interest of the enterprise and have been put in place. The second lesson learned is that for “World of Work” HIV/AIDS education and prevention efforts to be effective, more attention needs to be paid to informal sector workers and operators. The ILO/USDOL project and the ILO Decent Work Pilot Programme in Ghana have demonstrated, by working with trade associations, ways of reaching individual workers, traders and vendors, small scale service-providers and producers who work for themselves. This strategy needs to be tested further.

Conclusions

The ILO/USDOL HIV/AIDS Workplace Education Project in Ghana has achieved positive results that need to be extended to additional private sector enterprises, and to more public sector institutions in the country. Examples of good practice need to be documented and disseminated. The strategy employed by the project is solid and the project has involved the main stakeholders. The Development and Immediate Objectives of the project have been achieved in the participating institutions and enterprises. There is now a need for the project partners to more fully institutionalize their workplace HIV/AIDS education activities. Most importantly, efforts need to be made to reach more informal sector operators through their trade associations. The new Business Coalition holds promise of providing major leadership in Ghana’s ongoing workplace HIV/AIDS education and prevention efforts, and should be assisted technically and financially by the ILO to do so.