Dear readers,

Welcome to the first edition of our newsletter covering the activities and achievements under the Sida funded programme for HIV/AIDS prevention and impact mitigation in the world of work in Sub-Saharan Africa.

It is our hope that the newsletter will provide a dynamic forum for exchange of information, views and ideas for all of us involved in the programme to more fully know the different parts of it, and learn from each other’s good practices and challenges.

In the coming issues of the newsletter we will continue to share information on programme activities, and also feature special events, topical issues, interviews and lessons learned.

Focus

National Project Coordinators at the International AIDS conference

Lelissa Chalchissa (Ethiopia), Joseph Ajakaye (Nigeria) and Paulo Romao (Mozambique) will attend the 12th International AIDS Conference taking place 3 - 8 August 2008 in Mexico City. Lelissa and Joseph will also present their abstracts on:

- Empowering agricultural cooperatives to drive the HIV/AIDS response in rural areas
- Beyond donor funding to sustainability: integrating transport sector response into the national strategic responses on HIV/AIDS - lessons from South Africa

Mid-term evaluation

The mid-term evaluation of the programme is currently proceeding and will be on-going until October. Many of us will be contacted and interviewed to answer questions to assist in the evaluation. The evaluation will assess the effectiveness of the programme and its relevance within the different countries and in the context of the ILO’s Decent Work Agenda. It will also assess the integration of HIV/AIDS in the other ILO departments’ programmes and priorities, thus providing recommendations on how to improve performance and ensure sustainability.

Our evaluation manager Amrita Sietaram (ACTRAV) is working to make sure the evaluation follows a participatory approach and at the same time to ensure the integrity of the evaluation process and the final product.

The evaluator will conduct field visits in Mozambique and South Africa where she will meet stakeholders and national partners.

Better Legal Compliance

The tripartite workshop for judges on decent work for persons with HIV/AIDS and with disabilities in Dar es Salaam in May 2008 was a successful event leading to fruitful upgrading of knowledge and exchange between the participants on key legal issues pertaining to HIV/AIDS and disabilities. The event was opened by the Chief Justice of the United Republic of Tanzania, who gave a very motivating speech on the role of justice in the HIV/AIDS response.

Another workshop for judges took place in Lubumbashi, DRC in July which turned out to be a success for the 25 French-speaking magistrates of the Katanga Province, where prevalence is higher compared to the rest of the country. Jane Hodges (DIALOGUE) explained that the programme hears again and again from judges that they need more knowledge on the issues around workplace discrimination based on real or perceived HIV status. To have a workshop module that gets labour courts to use international labour standards and the 2001 Code of Practice in the reasoning of judgements has been an eye opener for workshop participants. There is also a ‘procedures’ module, that looks at practical courtroom issues, like facilitating hearings and burden of proof; it has become a real favourite in the workshops, Jane has noted.

Around 160 law enforcers to date have been through the workshops, and in several countries follow-up training for labour court staff is run on magistrates’ own initiatives. A knowledge-sharing network among them is starting to emerge so it appears that the Sida programme really helps to facilitate better legal compliance.

On the research side, the Digest of good legislative practice relating to HIV/AIDS in selected African countries is being disseminated by ILO partners: a short paper summarizing its findings was presented at the Cape Town International Industrial Relations Association (IIRA) African Congress in January 2008, and has been chosen to be reprinted in the Congress’s published proceedings. Read the full Digest at: http://www.ilo.org/public/english/dialogue/ifpdi/al/downloads/papers/digest.pdf

Issue number 1, August, 2008
SUBREGIONAL JUDGES WORKSHOPS SPONSORED BY RAF/05/59/SID

4. English-speaking Africa on Decent Work for Persons with HIV/AIDS & with Disabilities, Dar es Salaam (in partnership with PEPDEL)

NATIONAL JUDGES WORKSHOPS SPONSORED BY RAF/05/59/SID

1. Malawi, Sept. 2006
2. Zimbabwe, Nov. 2006
4. URT, Sept. 2007 (non-programme countries, but at their request)
5. Cameroon, Sept. 2007
7. DRC, July 2008

INFORMAL ECONOMY

A case study on innovative HIV/AIDS responses in the informal sector is being developed. A number of initiatives run by cooperatives, community-based organisations and micro small and medium enterprises have been reviewed and a small number will be selected and presented in a Working Papers Series. The study will highlight achievements and challenges in working in the informal sector and it is expected that this will represent a contribution to the exchange of experiences when responding to HIV/AIDS in the informal economy.

A toolkit for the informal economy is also being developed. The toolkit will consist of different components oriented to mitigate the effects of HIV/AIDS in the informal sector.

Benin

Dr Idohou reports on the progress in Benin: Preparations to establish a tripartite committee for the informal sector programme took place in July. A baseline study for this was also launched to collect data for monitoring and evaluation purposes.

The UNDAF technical committee also held a meeting to discuss the monitoring mechanism of the 2009–13 framework for Benin, where Dr Idohou participated providing inputs for a world of work perspective.

Dr Moucharafou Idohou

Cameroon

The ILO Sub-Regional Office for Central Africa in Yaoundé participated in drafting the proposal for the Global Fund round 8.

Joseph Kemmegne reports that the technical capacity of the Sida programme on mobilising cooperatives and the informal sector was utilised to prepare and consolidate a comprehensive proposal for the world of work, addressing HIV/AIDS. In this way the strategies as well as the achievements made by the programme were integrated into the proposal and thus allowing a scale up of activities in the informal economy.

Here are some details on the development of the proposal which included:

- Recruitment of a consultant through funds from ILOAIDS;
- Organisation of a tripartite workshop to build consensus around the proposal;
- Finalisation of the proposal jointly with CARE Cameroon.

The gaps related to the epidemic and world of work, that were not addressed in this proposal will be brought forth and included in the proposal for round 9.

A number of important steps for this process are recommended by Joseph, such as the continuation of advocacy in the CCM for a better knowledge and understanding of a private sector approach in order to broaden the spectrum of actors in the national response. He suggests that we should increase efforts to strengthen the capacity of our partners so as to enable these to develop and implement a proposal for the GF as principal recipients, and not merely as a target group.

Joseph Kemmegne

Ethiopia

Eskedar Nadeen reports on the programme in Ethiopia and gives us a brief on the latest developments that include:

- the peer educators’ manual currently being prepared in Amharic and also translated into Afan Oromo for wider usage by the peer educators in the target area; the HIV/AIDS Handbook for Entrepreneurs and the six start and improve your business (SIYB) manuals to be printed in 1000 copies each;
- a leadership awareness creation workshop took place earlier on for people in key decision making positions in the targeted cooperatives; and lastly
- a peer educators training for cooperative members took place at the beginning of July – 50 persons took part in the training.

Cooperative members are receiving consistent support from their leadership in terms of addressing HIV/AIDS at the workplace and mainstreaming HIV/AIDS in the cooperative union. The commitment and participation of cooperative members with regards to the above is obvious. Further, there are emerging possibilities of building the capacity of more peer educators through training, and the prospect of using the technical and financial support of the programme is in process. In July a meeting was held with the Technical Working Group to discuss activities undertaken and to plan for the coming months.

Eskedar mentions that through these processes the lessons learnt include, on the leadership side:

- Leadership buy-in is important in starting and guiding the development of the workplace programme;
Peer educators need encouragement in the planning of monitoring and evaluation of their activities. This is critical as it creates ownership and contributes to the sustainability of the program.

Transport Sector
On the transport sector side, we are really heading in the right direction with our response. The corridor programmes are being established as a part of the sectoral response at the national level.

South Africa
Strengthening the response through coordination and monitoring. The transport sector HIV/AIDS strategic plan for 2007-2011 and outcome 9 of the Sida programme seeks to improve coordination of HIV initiatives among transport stakeholders in South Africa. In pursuing this outcome, the programme together with the monitoring and evaluation task team of the National Coordinating Committee on HIV/AIDS in the transport sector developed a draft monitoring and evaluation plan with the intention of strengthening coordination, monitoring and evaluation of HIV/AIDS initiatives within the sector.

A monitoring and evaluation workshop was organized by the programme on 23rd – 25th July 2008, to strengthen the capacity among transport stakeholders on monitoring and evaluation and to solicit recommendations and suggestions on how to make monitoring and evaluation tools user friendly for all stakeholders. Twenty participants from different private companies, labour unions, national and provincial departments of transport attended the workshop.

The major output of the training was a draft monitoring and evaluation workplan that will be submitted to Minister of Transport for approval. In the interim, the reporting format developed will be used for collecting information about the implementation of HIV/AIDS activities in the transport sector.

Zimbabwe
Colly Masuku reports on the activities in Zimbabwe and says that they are continuing with great enthusiasm. The capacity building plan for the road, rail and air transport sub-sectors is currently being implemented, and at the enterprise level peer educators are supported to be able to respond to the increasing demand for counselling, information and support.

At sectoral level, efforts have so far been concentrated in ensuring the implementation of the HIV/AIDS policy for the road transport sector within the context of the existing national strategic plans. Technical advice has been and continues to be provided on up-scaling the road transport sector response to the epidemic through the implementation of prevention and impact mitigation activities along a selected number of road corridors. A direct result of this process was the support provided by the programme to the Government in the enactment of a new statutory instrument (SI 64 of 2008) to facilitate HIV/AIDS related inspection at the workplace.

The programme continues to implement a media support component which hinges on the achievement of two principal objectives. The first is adequately disseminating project results amongst strategic partners through the wide use of media – TV, radio, newspapers, etc. The second objective of the media component is to disseminate key HIV prevention messages. This objective is being vigorously pursued at the enterprise level through the development of tailor-made education materials for the different transport modes.

Currently attempts are being made to insert HIV information into boarding passes. Information about the programme is already being printed in the Air Zimbabwe in-flight magazine. This two-pronged approach has produced great impact and should therefore further strengthen the project.

Colly Masuku

CIARIS
The CIARIS Learning and Resources Centre on Social Inclusion (www.ciaris.org) workspace for the Sida programme is continuously being updated and most of our core documents, reports and workplans, can easily be found under the “File list”, sorted under the different “Tags” according to subject. There are also a number of “wikis” - the forums where everything about the different components can be shared and discussed. We encourage you to engage in the discussions on the wikis.

The e-learning modules are being developed further and later in the year, we plan to engage the SADC in this kind of training on HIV/AIDS and social exclusion.

Our new colleague in Tanzania, Ms Tulanoga Matimbiwi

CIARIS We are very pleased to introduce the newly-recruited National Project Coordinator in Tanzania, Ms Tulanoga (Tula) Matimbiwi who will work closely with Philippe Vanhuynegem and his team in the ILO Dar es Salaam Office on this specific project.

Tulanoga has extensive experience in social policy, gender and HIV/AIDS and has previously worked with micro-finance and bilateral institutions as well as international NGOs. Tula says that she is very happy to join this programme and the ILO as a whole, and is inspired to learn more in working with the multilateral institutions. This way she hopes she can contribute to eradicating poverty and managing the spread and impact of the pandemic. Welcome to the team, Tula!
### AGENDA
Meetings, workshops and training taking place under the programme:

<table>
<thead>
<tr>
<th>Month</th>
<th>Events</th>
</tr>
</thead>
<tbody>
<tr>
<td>August</td>
<td>- National judges training in Benin.</td>
</tr>
<tr>
<td></td>
<td>- <strong>CoopAfrica</strong> Technical workshop on Tools development, Nairobi</td>
</tr>
<tr>
<td>September</td>
<td>- International Labour Standards training for judges and lawyers with a dedicated HIV session, at the International Training Centre Turin (ITC), Italy.</td>
</tr>
<tr>
<td></td>
<td>- Malawi National Symposium on the draft HIV/AIDS legislation that will bring together all judicial officers who handle labour disputes; the Malawi Law Commission &amp; Ministries of Labour &amp; Justice.</td>
</tr>
<tr>
<td>October</td>
<td>- Subregional judges’ training in Ethiopia.</td>
</tr>
<tr>
<td></td>
<td>- Benin/Burkina Faso/Togo judges training.</td>
</tr>
<tr>
<td></td>
<td>- TOT on SYB, Ethiopia</td>
</tr>
<tr>
<td>November</td>
<td>- National judges’ training in Togo.</td>
</tr>
</tbody>
</table>

### THE PEOPLE
A list of the people working on the Sida programme under the components and countries:

**Transport sector** *(Immediate objective 1: Increased knowledge on HIV/AIDS and more responsible attitudes to risk behaviours of men and women workers and their families, help limit the spread of HIV/AIDS)*
- GENEVA: Ms Margherita Licata (ILO/AIDS)
- MALAWI: Ms Kittie Gondwe
- MOZAMBIQUE: Mr Alfredo Munguambe
- SOUTH AFRICA: Mr Letsholo Mojanaga, Mr Joseph Ajakaye
- ZIMBABWE: Mr Colly Masuku

**Informal economy** *(Immediate objective 2: Improved working conditions and status of affected women and men working in targeted informal settings)*
- BENIN: Dr Moucharafou Idohou
- CAMEROON: Mr Joseph Kemmegne
- ETHIOPIA: Ms Eskedar Nadew
- GENEVA: Ms Margherita Licata (ILO/AIDS), Ms Julia Fält (ILO/AIDS)
- MOZAMBIQUE: Mr Paulo Romao
- TANZANIA: Mr Philippe Vanhugneyem, MsTulanoga Matimbwi

**Better legal compliance** *(Immediate objective 3: Enhanced compliance with the legal and policy framework by ILO constituents)*
- GENEVA: Ms Jane Hodges (DIALOGUE)
- GENEVA: Ms Julia Fält (ILO/AIDS)

*For further information, comments and recommendations on this newsletter please contact Julia Fält: faldt@ilo.org*