

SIERRA LEONE WORK PLACE POLICY ON HIV/AIDS ACTION PLAN

NATIONAL HIV/AIDS SECRETARIAT

AUGUST 2008

FOREWORD

The National HIV/AIDS Secretariat in collaboration with the Sierra Leone Labour Congress is pleased to make this Action Plan available to all workplaces for responding to HIV/AIDS. We believe it is the first comprehensive Action Plan on HIV/AIDS in the World of Work, and the need for such a Plan has never been greater.

While recent reports indicate positive signs of HIV to have stabilized in Sierra Leone from 1.53 % in 2005 to 1.49% in 2008, yet many Sierra Leoneans living with HIV are not taking advantage of the treatment services that are offered at no cost.

By affecting people in their prime of their productive lives (20 – 39 years) as indicated from various surveys, HIV impacts directly on the world of work. The survival of this group, which constitutes the nation's work force, is critical to the socio-economic development of our country, Sierra Leone.

As part of the multi-sectoral approach to HIV and AIDS prevention, care, support and treatment, workplaces have a key role to play in scaling up HIV prevention, care, support and treatment. Yet few organizations have developed comprehensive workplace policies and programmes addressing HIV prevention, care, support and treatment. Several workplaces have set up HIV Committees and are engaged in adhoc workers education programmes. There is still need for a comprehensive action on HIV and AIDS as a workplace issue.

To achieve our national commitment toward Universal Access to HIV prevention, care, support and treatment and the Target for the Millennium Development Goal on HIV/AIDS, there is need for collaboration and support of the tripartite constituents in the development and implementation of innovative strategies to prevent and mitigate the impact of HIV and AIDS. This Action Plan developed from the National Workplace Policy on HIV and AIDS, serves as a guide for Employers, Workers and their representatives in the design and implementation of HIV programmes at sector and enterprise level as well as to monitor and evaluate HIV and AIDS responses in the world of work. Regard this Action Plan as belonging to all Sierra Leonean workers and our development partners, who continue to invest in the health of our people.

Finally, we want to offer on behalf of the National HIV/AIDS Council and its Secretariat our thanks to the ILO/AIDS, the Global Fund and our numerous bi and multilateral development partners.

“Together we can make a difference and Together we can stop AIDS in Sierra Leone”

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ACRONYMNS

SLLC	=	Sierra Leone Labour Congress
SLEF	=	Sierra Leone Employers' Federation
M&E	=	Monitoring and Evaluation
MOLSSIR	=	Ministry of Labour, Social Security and Industrial Relations
MOHS	=	Ministry of Health and Sanitation
MOSWGCA	=	Ministry of Social Welfare, Gender and Children's Affairs
NAS	=	National HIV/AIDS Secretariat
PLHIV	=	People Living with HIV and AIDS
UNFPA	=	United Nations Population Fund

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1.0 Background

Sierra Leone is populated by a little over 5 million people according to the December 2004 Population and Housing Census. It is youthful population that is growing at the rate of 2.7% per annum. Women account for about 51% of the total population. With a persistently high Total Fertility Rate of over 6, this has largely contributed to the youthful nature of the population.

Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome (HIV/AIDS) is considered by the Government as a potential development threat. From the first officially reported HIV case in 1987, the pandemic continues to spread at an alarming rate. The adult HIV prevalence has increased from 0.9% in 2002 to 1.5% in 2005. Also, the results of the first antenatal prevalence study in 2004 reported an overall national prevalence of 3.4%. These more reliable figures regarding HIV prevalence in the country, further demonstrate the urgent need for assistance to control or rapidly stem a potential post conflict epidemic.

Nearly 85% of new HIV infections in Sierra Leone are reported from the most productive 15 – 49 years of age brackets. It is, therefore, necessary to develop policies and programmes to protect the Sierra Leonean working population from this epidemic. The National HIV/AIDS Policy of the Government of Sierra Leone stresses that HIV/AIDS is a multi-sectoral development problem that impacts negatively on all sectors of society, as well as on individuals, families and communities and therefore warrants all sectors of society to be actively involved in HIV prevention activities.

HIV/AIDS hits the world of work in numerous ways. It has shown its maximum impact on 15-49 years age group, the segment to which most of active workers belong. This qualifies it to be a workplace issue not only because it affects labour and productivity, but also because the workplace has a vital role to play in the wider struggles to limit the spread and effects of the epidemic. HIV/AIDS threatens the livelihoods of many workers and those who depend on them - families, communities and enterprises. In doing so, it also weakens national economies.

Since 2001, Government continues to recognize HIV/AIDS as a multi-sectoral development problem that requires collaborative partnership to respond to its negative impact on all sectors as well as on individuals, families and communities. Through this collaborative partnership, Government formulated and established the National HIV/AIDS Policy and the National HIV/AIDS Secretariat in 2002. Similarly, the Government and its tripartite constituents have recognized that the workplace can play a vital role in limiting the spread and effects of the HIV and for that reason committed themselves to formulating a National Workplace Policy on HIV/AIDS, based on the principles of the principles of the national HIV/AIDS Policy and the ILO Code of Practice on HIV/AIDS and the world of work.

The development of a National HIV/AIDS Policy and National Workplace Policy and programmes however, need to be guided by a consistent national framework, aimed at providing guidelines for addressing HIV/AIDS-specific issues. With respect to the National HIV/AIDS Policy, a National Strategic Framework 2006 – 2010 and a National Monitoring and Evaluation Framework has been developed to guide the response. Regarding the National HIV/AIDS Workplace Policy, this is absent. Need exist to translate the broad guidelines of the National HIV/AIDS Workplace Policy workplace policy into specific actions/activities.

The development of the HIV/AIDS Workplace Action Plan involved a number of tripartite consultative meetings held with various stakeholders in the country. The stakeholders included Government Ministries, Departments and Agencies, Workers' Association, the Employers Federation, development partners including UN Agencies and the NGO community.

1.1 Situation and Response to HIV/AIDS at the Workplace

From the assessment conducted from the establishment of the National HIV/AIDS Secretariat in 2002 to-date not much workplace initiatives are involved in the fight against HIV/AIDS. The public sector (Ministries, Departments and Agencies) have put in place structures to respond to the epidemic within their respective domains. Management Teams and Focal Points have been established to manage HIV/AIDS issues in their respective departments. The have engaged in workers education programmes etc.

The Employers' Federation happens to be the weakest link of the tripartite partners in the world of work. However, there are some employing agencies that have vibrant programme targeting their employees.

The Sierra Leone Labour Congress has tried on an ad-hoc basis to reach out to its members with HIV/AIDS prevention information through their study-cycle programme. Currently, the organization is a sub-recipient of the Global Fund Round 6 grants. The grant is to capacitate the union to mobilize their membership to prevent the spread of HIV/AIDS.

2.0 GOAL, OBJECTIVES AND GUIDING PRINCIPLES

2.1 Goal

The goal of the Action plan is to provide a framework that would contribute to the reduction of HIV/AIDS in the world of work and on its adverse consequences through the enhancement of workplace prevention, treatment and care interventions

2.2 Objectives

By the end of 2012, the following objectives are to be achieved:

1. An Enabling Environment which Promote Workplace responses to HIV/AIDS would have been created
2. Reduction in new HIV Infections among Sierra Leonean Workers through the Promotion of Workplace prevention programme to HIV/AIDS
3. Zero tolerance to employment-related stigma and discrimination
4. Improved care, support and treatment for workers living with HIV and AIDS
5. Tripartite and Bi-partite constituents active in HIV/AIDS Workplace responses
6. Adequate Resources mobilized for Workplace responses to HIV/AIDS
7. Research, Monitoring and Evaluation of Workplace responses to HIV/AIDS become an integral part of the national response

2.3 Guiding Principles

The guiding principles of the Action Plan will be based on the following ten principles of the ILO Code of Practice on HIV/AIDS and the world of work, which is in line with the Government of Sierra Leone HIV/AIDS policy and is also endorsed by the National HIV/AIDS Council in Sierra Leone:

- i) A Work Place Issue: HIV/AIDS is a workplace issue because it affects the workforce, and because the workplace can play a vital role in limiting the spread and effects of the epidemic.
- ii) Non-discrimination: There should be no discrimination or stigmatization against workers on the basis of real or perceived HIV status.
- iii) Gender Equality: Workplace initiatives should attempt at establishing more equal gender relations and the empowerment of women
- iv) Healthy Work Environment: The workplace should minimise occupational risk, and should be adapted to the health and capabilities of workers.
- v) Social Dialogue: HIV/AIDS workplace activities should hinge on cooperation and trust between Employers, workers and the Government, where appropriate, with the active involvement of workers infected and affected by HIV/AIDS.
- vi) HIV/AIDS screening shall not be required of job applicants or persons in employment. .
- vii) No worker shall be asked to disclose his/her HIV status or HIV-related personnel information.
- viii) HIV infection shall not be a cause for termination of employment.
- ix) Workplaces should promote prevention efforts through information and education, and support for behaviour change.
- x) Infected workers are entitled to affordable health services and to benefits from statutory and occupational schemes.

KEY RESULT AREAS:

1. HIV/AIDS Workplace Initiative become an integral part of the National Response
2. Increased knowledge on STIs/HIV/AIDS among workers
3. Improved Health Seeking Behaviour among workers
4. Enhanced occupational safety towards exposure to potentially infectious blood and blood products
5. Improved Access to Condoms and VCCT
6. Non discriminatory work environment
7. Improved Access to treatment, care and support
8. Increased Resources targeted at Workplace Responses
9. Improved availability of information relating to workplaces and interventions in respect of HIV/AIDS

KEY INDICATORS

The indicators may include the following:

Process indicators

- (i) The number of enterprises or institutions with workplace HIV/AIDS policies
- (ii) The number of enterprises or institutions which have included HIV/AIDS in their organizational strategic plans
- (iii) The proportion of enterprise or institutions budgets allocated to and used for HIV/AIDS programmes
- (iv) The number of enterprises or institutions with employee assistance programmes to meet the needs of infected employees
- (v) The number of enterprises or institutions with active HIV/AIDS programmes
- (vi) Number of employees trained
- (vii) Number of operational VCCT Centres established
- (viii) Number of employees undertaking voluntary counseling and testing
- (ix) The number of employees receiving various types of treatment
- (x) The number of outreach programmes implemented
- (xi) Number of workplace-based support groups for people living with HIV/AIDS
- (xii) Number of condoms distributed

Outcome indicators

- (i) Number of employees seeking treatment for STIs from appropriate sources
- (ii) Number of line managers participating in workplace HIV/AIDS programmes
- (iii) Number of reported incidences of stigmatization and discrimination
- (iv) Number of employees coming out to disclosing their HIV status
- (v) Number of workplace support groups

Impact indicators

- (i) Number of cases of sexually transmitted infections
- (ii) Level of knowledge and awareness of HIV/AIDS issues
- (iii) The number of deaths through HIV-related illness

OBJECTIVE 1: To Create an Enabling Environment which Promote Workplace responses to HIV/AIDS

Key Result Area	Activities	Partners	Outputs	Time Frame
1.0 HIV/AIDS Workplace Initiative become an integral part of the National Response	1.1 Promote the establishment of HIV/AIDS Management Teams and Focal Points in workplaces	SLLC/SLEF/MOLSSIR/NAS	Management Teams/Focal Points in Place	Ongoing
	1.2 Promote Sectoral Workplace Policy Formulation for organized workplace settings	SLLC/SLEF/MOLSSIR/NAS	Sectoral Policies Formulated and Popularized and Implemented	Ongoing
	1.3 Advocate for the Review of Labour Laws to incorporate HIV/AIDS issues	SLLC/SLEF/MOLSSIR/NAS/Bar Association/MOJ	Labour Laws Reviewed	2009
	1.4 Advocate for the promulgation of a Bill for HIV/AIDS Prevention, Care and Support	SLLC/SLEF/MOLSSIR/NAS/Bar Association/MOJ/Parliament	Bill for HIV/AIDS Prevention Promulgated	2008
	1.5 Train Lawyers, Magistrates and Judges on the implementation of the Act	SLLC/SLEF/MOLSSIR/NAS /Bar Association/MOJ	Enhanced Capacity of the Judiciary to handle Cases on HIV/AIDS	2009
	1.6 Advocate for the Ratification of ILO Conventions among some of the labour related issues	SLLC/SLEF/MOLSSIR/NAS/Bar Association/MOJ/Parliament	Outstanding International Labour Conventions Ratified	2009
	1.7 Encourage programmes that address sexual and gender-based violence at workplaces	SLLC/SLEF/MOLSSIR/NAS	Reduction in Sexual and Gender-Based violence in Workplaces	Ongoing
	1.8 Promote non-discriminatory practices and policies at workplaces	SLLC/SLEF/MOLSSIR/NAS	Improved Policy and Organizational Framework that accommodate the views and practices of workers	Ongoing
	1.9 Advocate for Tripartite Representation on the National HIV/AIDS Council	SLLC/SLEF/MOLSSIR/NAS	Tripartite Constituents represented on the NAC	2008

OBJECTIVE 2: To Ensure a reduction of New Infections among Sierra Leonean Workers through the Promotion of Workplace responses to HIV/AIDS

Key Result Area	Activities	Partners	Outputs	Time Frame
2.1 Increased knowledge on STIs/HIV/AIDS among workers	2.1.1 Encourage Workplaces to undertake Behavioural Studies among their Employees	SLLC/SLEF/MOLSSIR/NAS	Behavioural Database on Employees established	Ongoing
	2.1.2 Promote awareness raising campaigns on STIs/HIV/AIDS at Workplaces on: - VCCT - Risky Behaviours - Roles and Responsibilities - Universal Precautions - Universal Access	SLLC/SLEF/MOLSSIR/NAS	More workers reached with STIs/HIV/AIDS information	Ongoing
	2.1.3 Encourage Workplaces to institute regular health talks to their employees	SLLC/SLEF/MOLSSIR/NAS/ Bar Association/MOJ/Parliament	More workers reached with STIs/HIV/AIDS information	Ongoing
	2.1.4 Encourage Workplaces to Develop/Adapt and Distribute Gender-sensitive IEC/BCC Materials	SLLC/SLEF/MOLSSIR/NAS/MOIB	Gender mainstreamed in HIV/AIDS Awareness raising materials	Ongoing
	2.1.5 Encourage Workplaces to train Trainers, Peer Educators	SLLC/SLEF/MOLSSIR/NAS/	Workplaces capacity enhanced to deliver STIs/HIV/AIDS information	Ongoing
	2.1.6 Encourage collaborative information exchange among workplaces	SLLC/SLEF/MOLSSIR/NAS/	Collaborative Networks established among workplaces	Ongoing
	2.1.7 Encourage Tripartite Constituents to Develop Education Materials on HIV/AIDS for workers	SLLC/SLEF/MOLSSIR/NAS/	Resource Materials produced	Ongoing

OBJECTIVE 2 To ensure a reduction of New HIV Infections among Sierra Leonean Workers through the Promotion of Workplace responses

Key Result Area	Activities	Partners	Outputs	Time Frame
2.2 Improved Health Seeking Behaviour among workers	2.2.1 Conduct workshops on STIs/ HIV/AIDS i) Provide information on STIs/HIV/AIDS i) Discourage employees from high risk behaviour.	SLLC/SLEF/MOLSSIR/NAS	Increased knowledge on HIV prevention	Ongoing
	2.2.2 Empower male workers to be aware of the issues and risks involved and encourage them to take the responsibility for their role in preventing HIV/AIDS	SLLC/SLEF/MOLSSIR/NAS	Male workers empowered to take informed decisions regarding their health	Ongoing
	2.2.3 Empower women workers to understand their rights both within the workplace and outside	SLLC/SLEF/MOLSSIR/ MOSWGCA/NAS/ Other Stakeholders	Women empowered to advocate for their rights	Ongoing
	2.2.4 Provide access for employees to public health facilities.	SLLC/SLEF/MOLSSIR/ MOHS/NAS/ Other Stakeholders	Increased usage of Health Facilities	Ongoing
	2.2.5 Improve access to established counseling facilities	SLLC/SLEF/MOLSSIR/ MOHS/NAS/ Other Stakeholders	Increased uptake of VCCT	Ongoing
	2.2.6 Provide information on available community or home-based support	SLLC/SLEF/MOLSSIR/ MOHS/NAS/Other Stakeholders	Increased use of Home-based Facilities	Ongoing

OBJECTIVE 2 To ensure a reduction of New HIV Infections among Sierra Leonean Workers through the Promotion of Workplace responses

Key Result Area	Activities	Partners	Outputs	Time Frame
2.3 Preventing occupational exposure to potentially infectious blood and blood products and managing referral.	2.3.1 Develop and implement guidelines on preventing occupational exposure to potentially infectious blood and blood products	SLLC/SLEF/MOLSSIR/ MOHS/NAS/ Other Stakeholders	Universal infection control measures strengthened and Implemented	2009
	2.3.2 Strengthen Factory Inspectorate Unit and OSH Unit of the Ministry of Health and Sanitation	MOLSSIR/MOHS/ NAS/ Other Stakeholders		2009
	2.3.3 Provide appropriate information and access to services to all employees who have been occupationally infected/exposed.	SLLC/SLEF/MOLSSIR/ MOHS/NAS/ Other Stakeholders	Appropriate information and services for employees who have been occupationally exposed in place.	Ongoing
	2.3.4 Provide safety gear and appropriate equipment to all personnel working in a hazardous area, cleaning and safe disposal of medical waste.	SLLC/SLEF/MOLSSIR/ MOHS/NAS/ Other Stakeholders	Strengthened capacity to monitor workplaces	Ongoing
	2.3.5 Train all first-aiders and Health and Safety Representatives	SLLC/SLEF/MOLSSIR/ MOHS/NAS/ Other Stakeholders		Ongoing
	2.3.6 Enforcement of the health and safety regulations and universal precaution	SLLC/SLEF/MOLSSIR/ MOHS/NAS/ Other Stakeholders		Ongoing

OBJECTIVE 2 To ensure a reduction of New HIV Infections among Sierra Leonean Workers through the Promotion of Workplace responses

Key Result Area	Activities	Partners	Outputs	Time Frame
2.4 Improved Access to VCCT services	2.4.1 Develop an inventory of all VCCT services at workplaces and the community	SLLC/SLEF/MOLSSIR/ MOHS/NAS/ Other Stakeholders	Increased uptake of VCCT services	Ongoing
	2.4.2 Design strategies to promote the value of VCCT	SLLC/SLEF/MOLSSIR/ MOHS/NAS/ Other Stakeholders		Ongoing
	2.4.3 Provide information to workers on VCCT services in the workplace/ surrounding community	SLLC/SLEF/MOLSSIR/ MOHS/NAS/ Other Stakeholders		Ongoing
	2.4.4 Establish VCCT Centres at key places of work	SLLC/SLEF/MOLSSIR/ MOHS/NAS/ Other Stakeholders		Ongoing
	2.4.5 Advocate for Extension of the operational hours of VCCT Centres	SLLC/SLEF/MOLSSIR/ MOHS/NAS/ Other Stakeholders		Ongoing
	2.4.6 Mobilize Workers for VCCT on specific days (Labour Day, World AIDS Day etc.)	SLLC/SLEF/MOLSSIR/ MOHS/NAS/ Other Stakeholders		Ongoing
	2.4.7 Undertake mobile VCCT to workplaces	SLLC/SLEF/MOLSSIR/ MOHS/NAS/ Other Stakeholders		Ongoing
	2.4.8 Advocate for time-off for workers to access VCCT services	SLLC/SLEF/MOLSSIR/ MOHS/NAS/ Other Stakeholders		Ongoing
	2.4.9 Promote shared confidentiality	SLLC/SLEF/MOLSSIR/ MOHS/NAS/ Other Stakeholders		Ongoing

OBJECTIVE 2 To ensure a reduction of New HIV Infections among Sierra Leonean Workers through the Promotion of Workplace responses

Key Result Area	Activities	Partners	Outputs	Time Frame
2.5 Promoting correct and consistent use of condoms	2.5.1 Educate workers on the: - Importance of Condoms in saving Lives - correct and consistent use of condoms	SLLC/SLEF/MOLSSIR/ MOHS/UNFPA/CARE NAS/ Other Stakeholders	Increased usage of condoms	Ongoing
	2.5.2 Establish Condom pick-up points at workplace, preferably the Focal Point Offices			Ongoing
	2.5.3 Ensure that Workplaces make available condoms for their workforce			Ongoing
	2.5.4 Ensure that Workplaces monitor Condom use among their employees			Ongoing
	2.5.5 Pilot distribution and use of female condom for female employees			Ongoing

OBJECTIVE 3 To Reduce employment-related stigma and discrimination

Key Result Area	Activities	Partners	Outputs	Time Frame
3 To create a non discriminatory work environment	3.1 Encourage PLHIVs representation on Workplace Management Teams for HIV/AIDS	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders	Reduced employment and societal-related stigma	Ongoing
	3.2 Encourage workplace to review their Human Resources Policies and Practice that are discriminatory to workers already infected	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders		Ongoing
	3.3 Promote the education on the rights and responsibilities of workers and employers	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders		Ongoing
	3.4 Establish Tripartite PLHIV support groups in workplaces	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders		Ongoing
	3.4 Reinforce education of the workforce on basic facts about HIV/AIDS and its impact on the workforce and society in general.	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders		Ongoing
	3.5 Establish grievance procedure and strong penalty for cases of discrimination	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders		Ongoing
	3.6 Promote confidentiality on employees status and testing	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders		Ongoing
	3.7 Encourage the formation of tripartite support groups for PLHIVs	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders		Ongoing
	3.8 Train PLHIVs as Trainers and use them in education and awareness programmes	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders		Ongoing
3.9 Organize annual congress meeting of PLHIVs	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders	Ongoing		

OBJECTIVE 4: To provide care, support and treatment for workers living with HIV and AIDS

Key Result Area	Activities	Partners	Outputs	Time Frame
4.0 Improved Access to treatment, care and support	4.1. Establish Workplace Support Groups of PLHIVs	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders	Increased Access to Treatment	Ongoing
	4.2 Scaling up of education and awareness programmes on treatment.	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders		Ongoing
	4.3 Initiate a public private sector partnership to pilot treatment	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders		Ongoing
	4.4 Motivate enterprises to collaborate with hospital and community based treatment programmes	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders		Ongoing
	4.5 Design strategies of reaching out to mobile workers and targeting the small or hard to reach workplaces.	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders		Ongoing
	4.6 Encourage Training Programmes for PLHIVs on Drug Adherence, Nutrition and Positive Living	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders		Ongoing
	4.7 Encourage the Ministry of Health to formulate a National Policy and Guidelines on Nutrition	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders		Ongoing
	4.8 Advocate for workplaces to provide dietary support to PLHIVs	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders		Ongoing
	4.9 Convene annual meeting of PLHIVs	SLLC/SLEF/MOLSSIR/MOHS / NAS/ Other Stakeholders		Ongoing

OBJECTIVE 5: To mobilize Resources for Workplace responses to HIV/AIDS

Key Result Area	Activities	Partners	Outputs	Time Frame
5.0 Increased Resources targeted at Workplace Responses.	5.1 Organize fund raising meeting of Business Houses towards workplace responses	SLLC/SLEF/MOLSSIR/ NAS/ Other Stakeholders	Scaled-up Workplace responses	Ongoing
	5.2 Advocate for Unions to set aside a certain percentage of Union Dues for HIV/AIDS Activities	SLLC/SLEF/MOLSSIR/ NAS/ Other Stakeholders		Ongoing
	5.3 Advocate for Workplaces with Health Budget to set aside a certain percentage of the funds for HIV/AIDS Activities.	SLLC/SLEF/MOLSSIR/ NAS/ Other Stakeholders		Ongoing
	5.4 Encourage workplaces to create a budget line for HIV/AIDS prevention activities	SLLC/SLEF/MOLSSIR/ NAS/ Other Stakeholders		Ongoing

OBJECTIVE 6: To strengthen capacity for monitoring and evaluation of workplace responses responses to HIV/AIDS

Key Result Area	Activities	Partners	Outputs	Time Frame
6.0 Research, Monitoring and Evaluation of workplace responses become an integral part of the national response.	5.1 Strengthen the capacity of the tripartite constituents to develop M&E workplans	SLLC/SLEF/MOLSSIR/ NAS/ Other Stakeholders	Scaled-up Workplace responses	Ongoing
	5.2 Establish a tripartite M&E Technical Working Group for Workplaces	SLLC/SLEF/MOLSSIR/ NAS/ Other Stakeholders		Ongoing
	5.3 Advocate for the allocation of atleast 10% of the HIV budget to monitoring	SLLC/SLEF/MOLSSIR/ NAS/ Other Stakeholders		Ongoing
	5.4 Quarterly meetings of Workplace M&E Technical Working Group	SLLC/SLEF/MOLSSIR/ NAS/ Other Stakeholders		Ongoing
	5.5 Conduct studies on various on various HIV and AIDS issues as it affects workplaces	SLLC/SLEF/MOLSSIR/ NAS/ Other Stakeholders		Ongoing
	5.6 Monitor the implementation of the the National Workplace Policy	SLLC/SLEF/MOLSSIR/ NAS/ Other Stakeholders		Ongoing