



THE REPUBLIC OF UGANDA

National Plan of Action for Implementing the National Policy on HIV/AIDS and the World of Work



**Ministry of Gender
Labour and Social
Development
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National Plan on Action for Implementing the National Policy on HIV/AIDS and the World of Work

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Foreword

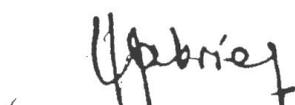
The HIV/AIDS pandemic is a global crisis and is one of the development challenges. HIV/AIDS knows no geographical or social boundaries. World over many workers at their most productive age have been affected by the AIDS scourge. HIV/AIDS has a profound impact on workers and their families, enterprises and national development initiatives. AIDS is known to hamper efforts to reduce poverty, and indeed often increases the number of people living in extreme poverty. HIV/AIDS undermines the principles of decent work, in that it reduces job opportunities for men and women and violates their rights as workers. The scourge also reduces the supply of labour and available skills, increases labour costs and reduces productivity.

The workplace, both formal and informal, is increasingly being recognized as one of the key entry points to prevent the further spread of the HIV/AIDS as well as to mitigate its adverse effects at the work place. The challenge lies in dealing with issues of stigma and discrimination, changing requirements for health care benefits, training and building institutional capacities to integrate and mainstream HIV/AIDS at the workplace, developing centres of excellence to learn from and the craving need to prevent further HIV infection among workers.

Within the framework of the national overarching policy on HIV/AIDS coordinated by the Uganda AIDS Commission, the Ministry of Gender Labour and Social Development developed the National HIV/AIDS and the World of Work Policy adopted in 2007. The policy provides the basis for the development of workplace guidelines focusing on the specific issues related HIV /AIDS at the workplace and responses.

The National Plan of Action has been developed to implement the National Policy on HIV/AIDS and the World of Work. It has been guided by the ILO Code of Practice on HIV/AIDS and the ILO Convention on Discrimination No. 111 (1958). The Plan of Action provides a unique opportunity for a wide range of stakeholders, Uganda AIDS Commission, line Ministries, the private sector led by the Federation of Uganda Employers, the workers represented by the National Organisation of Trade Unions and the Central Organisation of Free Trade Unions, the civil society organizations and the bilateral organizations donors, to influence coordinated actions in scaling up the HIV/AIDS response particularly in the labour sector.

Government commends the ILO for the technical guidance and the UN Joint Programme of Support on AIDS for the financial support as well as all the partners who participated in the development of this plan of action. I urge all partners to join the Ministry of Gender Labour and Social Development in concerted action to mitigate the impact of the HIV/AIDS in the World of Work.



GABRIEL OPIO (M.P)
MINISTER OF GENDER LABOUR
AND SOCIAL DEVELOPMENT

Acronyms

ACORD	Agency for Corporation and Research on Development
AIC	AIDS Information Centre
AIDS	Acquired Immune Deficiency Syndrome
AMICALL	Alliance of Mayors and Municipal Leaders on HIV/AIDS in Africa
ART	Anti-Retroviral Therapy
COFTU	Central Organisation of Free Trade Unions
CBA	Collective Bargaining Agreement
CDRN	Community Development Resource Network
CSO	Civil Society Organizations
FBO	Faith Based Organizations
FUE	Federation of Ugandan Employers
HCT	HIV Counselling and Testing
HIPS	Health Initiatives for the Private Sector
HIV	Human Immune-Deficiency Virus
HURNET	Human Rights Networks
IEC	Information Education and Communication
ILO	International Labour Organisation
INGO	International Non Governmental Organizations
JCRC	Joint Clinical Research Centre
MES	Ministry of Education and Sports
MEMD	Ministry of Energy and Mineral Development
MOH	Ministry of Health
MFPED	Ministry of Finance, Planning and Economic Development
MIA	Ministry of Internal Affairs
MJCA	Ministry of Justice and Constitutional Affairs
MGLSD	Ministry of Gender, Labour and Social Development
MPS	Ministry of Public Service
MTTI	Ministry of Trade, Tourism and Industry
NAFOPHANU	National Forum for People Living with HIV/AIDS Networks in Uganda
NGO	Non Governmental Organizations
NOTU	National Organisation of Trade Unions
NPA	National Plan of Action
NSP	National Strategic Plan
SAN	Stop AIDS Now
SIYB	Start and Improve Your Business
TASO	The AIDS Support Organisation
UAC	Uganda AIDS Commission
UNAIDS	Joint United Nations Programme on AIDS
UNASO	Uganda National AIDS Services Organisations
USAID	United States Agency for International Development
UWONET	Uganda Women Organization Networks
WoW	World of Work

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Executive Summary

The National Plan of Action (NPA) has been developed to implement the National Policy on HIV/AIDS and the World of Work. The prevalence of HIV among workers across different sectors of the economy is highest among the public administration which is at 16.3%, while for the hotel and restaurant sector it is at 10.3%, for sales it is 9.8%, while 8.6%, 7.4%, 7.1%, 7.0% and 6.9% for real estate, manufacturing, fishing, transport and communication and domestic employment respectively. For health and social workers the prevalence is 7.9% while education stands at 6.3%. Vulnerability causes a high risk of HIV infection among workers. Other risk factors include:

- Long hours at work, mobility and work postings that separate spouses
- Disposable income among workers, driving them into risky social and sexual behaviour.
- Poor health seeking behaviour for HIV/AIDS prevention and treatment services
- Perception that workers particularly the civil service and NGO sector are well informed about HIV/AIDS issues.
- Limited efforts and coverage of HIV/AIDS work place interventions
- Sexual exploitation, abuse, rape, and favours for promotion, training opportunities, avoidance of transfers or for better work positions / stations and job security.
- Dis-empowered junior level female workers who are submissive to sexual demands of their superiors to secure their employment status/ positions
- Low level of risk perception that HIV/AIDS is a serious problem at home and workplaces.
- The profit driven and not people centred private sector, giving low priority to the welfare of workers
- Poor and exploitative working conditions especially among plantations and large firms
- Low level of empowerment of workers who are unable to demand for their rights.

It is therefore important that workplaces join efforts for the national HIV/AIDS response. The NPA has been developed within the framework of the national policy for HIV/AIDS and the World of Work, and has the following objectives:

1. To implement measures for reducing vulnerability and risk of HIV infection at the work place
2. To develop and implement responses that will mitigate the social economic impact of HIV/AIDS at the work place
3. To institute work place measures for provision of treatment, care and support to workers infected and affected by HIV/AIDS
4. To strengthen institutional capacity of organizations to respond to HIV/AIDS at the work place

The NPA has four sectoral areas of focus, which are: The public, private, NGO sector and the Workers' Union sectors. The focus of the NPA under each sectoral area is as follows:

Public Sector

The public sector led by the Ministry of Public Service. The support to the public sector will be to strengthen their institutional capacity to deliver the following:

- To implement comprehensive HIV prevention services to public servants their family members especially those that address their vulnerability and risk factors, in each ministry department and Government Agency.
- To implement comprehensive treatment, care and support measures for public sector staff who happen to be HIV infected
- To address measures for mitigating the social – economic effects of HIV/AIDS among public sector staff affected by HIV/AIDS in each ministry department and government agency
- To support measures that will ensure that the public sector institutions are able to manage the HIV/AIDS response at the work place
- To increase advocacy for resource mobilization and allocation for HIV/AIDS workplace interventions.

Private Sector

The private sector led by the Federation of Uganda Employers (FUE). The support to FUE will be to strengthen their institutional capacity to deliver the following:

- To ensure a functional and sustainable HIV/AIDS work place for the private sector, both formal and informal economy
- To foster a collaborative arrangement between the Employers' and Workers' organizations for a common harmonised approach to HIV/AIDS management and response at the work place
- To ensure that member organizations institute measures in accordance to the minimum standards for managing the HIV/AIDS response at the workplace
- To undertake a comprehensive assessment on the nature and magnitude of impact of the HIV/AIDS epidemic in the informal sector and recommend appropriate mitigation responses.
- To support measures for rights-based approaches and legal empowerment of workers
- To increase advocacy for resource mobilization and allocation for HIV/AIDS workplace interventions

Workers' Organizations

The two labour union centres NOTU and COFTU will lead the Workers' Organizations. The support to Workers' Organizations will be to strengthen their institutional capacity to deliver the following:

- To strengthen the delivery of workers' rights and empowerment of labour union members to realise their rights including those related to HIV/AIDS
- To ensure compliance of employers to occupational safety and health measures, particularly those that reduce occupational hazards in relation to HIV/AIDS.
- To ensure negotiation of comprehensive provision for HIV prevention, care and treatment and protection of workers' rights in the Collective Bargaining Agreements (CBA)
- To ensure implementation and evaluation of CBAs
- To raise HIV/AIDS awareness and education, including HIV/AIDS services among labour union members and other workers
- To ensure meaningful participation of labour union members and other workers in implementation of HIV/AIDS workplace programmes
- To increase advocacy for resource mobilization and allocation for HIV/AIDS workplace interventions

Non Governmental Organization Sector

The NGO sector will be led by the NGO networks / forum arrangements at national level. The support to the NGO sector will be to strengthen their institutional capacity to deliver the following:

- To ensure provision of HIV/AIDS prevention, treatment, care and support services among workers within NGO organizations, including workers in the communities they serve
- To integrate issues of gender based violence and all forms of sexual abuse in the respective HIV/AIDS workplace programmes
- To enhance public-private partnerships to ensure effective delivery and access to HIV/AIDS prevention, treatment, care and support services among workers
- To increase advocacy for resources mobilization and allocation for HIV/AIDS workplace interventions

Overall, the Ministry of Gender, Labour and Social Development will lead the implementation of the NPA. The Ministry will coordinate the planning, lead the resource mobilization process as well as monitoring and evaluation and will be accountable for the plan implementation.

1 Background

1.1 Introduction

HIV/AIDS is a major work place issue and every effort is required to mobilise employers to take the fight for HIV/AIDS epidemic to all workers and at every work place. With the increase in new infection, the epidemic is outpacing actions to contain it. It is therefore important that every part of the society is mobilised to join efforts to counter the spread and impact of the epidemic. The World of Work (WoW) is well placed to greatly contribute to the efforts for containing the epidemic.

The HIV/AIDS epidemic is a threat to the effective and efficient delivery of services in the private and public sectors. It undermines the ability of private and public sector institutions to attain the goals of national development. It is therefore important that each individual takes responsibility to play an important role for the prevention, management and elimination of HIV-related stigma and discrimination from their respective workplaces. HIV/AIDS is a reality and communities are vulnerable to the disease. The workplace has a vital role to play to limit the spread and effects of the epidemic. The working population spends at least eight productive hours of the day at the work place. It is therefore important that the workplace provides an environment that facilitates the prevention, treatment, care and mitigation of the impact of HIV/AIDS among the workers and their family members. In addition, it is also important to ensure that the work places have the required capacity to effectively respond to the HIV/AIDS challenges.

Uganda developed the National Policy on HIV/AIDS and the World of Work. The policy provides the principles and a framework for mounting an optimum response to HIV/AIDS in the entire Ugandan world of work. It forms the basis for the development of workplace policy guidelines, which addresses the more specific issues related to the workplace HIV/AIDS response. The policy applies to all current and prospective employers and workers, including applicants for work, within the public and private sectors. It also applies to all aspects of work, both formal and informal.

The Ministry of Gender Labour and Social Development with the technical guidance of the ILO and with support from the Italian Government, embarked on the development of a National Plan of Action (NPA) on the implementation of the National Policy Framework on HIV/AIDS and the World of Work (WoW). The NPA describes strategies and specific activities to be undertaken by the key sectors and social partners in an effort to prevent and mitigate the socio-economic impact of HIV/AIDS on the labour force. The NPA will act as a potential tool for resources mobilization and will inform the national monitoring and evaluation framework (as aligned to the National Strategic Framework on HIV/AIDS). It also outlines the key indicators for measuring the performance and progress of implementing work place interventions.

1.2 Current Status of the HIV/AIDS Epidemic in Uganda and the World of Work

Uganda has a mature and generalized HIV epidemic affecting different segments of the population. Overall the national HIV prevalence rate is estimated to be 6.4% among the most sexually active age group of 15 – 49 years¹. Close to a million people in Uganda are living with HIV/AIDS. New infections are estimated to be on the increase. In 2007, it was estimated that a total of 135,300 people were newly infected with HIV², while 77,000 people are estimated to have died of HIV/AIDS related illness. This trend and situation implies that, the prevention efforts are not achieving the desired results, and the burden of HIV continues to grow with new infections outstripping number of deaths. Table 1 below gives the summary of the HIV/AIDS situation in the country.

Indicator	Population	December 2007
Number of People Living with HIV/AIDS	Total	940,000
	Adults	810,000
	Women	480,000
	Children <15 years	130,000
People newly infected with HIV	Total	135,300
	Adults	115,800
	Women	75,768
	Children <15 years	19,500
AIDS Deaths	Total	77,00
Uganda's Population	Total	28,000,000

Source: Estimates derived from Spectrum (UNAIDS, 2008; MOH, 2008)

Data available from the national sero - survey, shows that there is a shift from younger to older age groups. The highest prevalence for men is 9.3% among 35 – 39 years; while that for women is 12.1% among 30 – 34 years. The greatest numbers of HIV/AIDS infected people are therefore people of the working age group. In addition, the macro economic assessment study revealed that HIV prevalence among the private, business and public sectors workers as being high above the national average. Prevalence of HIV across sectors of the economy is highest among the public administration, being at 16.3% almost three times the national average. For health and social workers the HIV prevalence is 7.9% while the education sector stands at 6.3%. The HIV prevalence among commercial sectors in Uganda is as follows³:

1 Ministry of Health; Uganda HIV/AIDS Sero - Behavioural Survey 2004/05, Kampala

2 Uganda AIDS Commission 2008; National HIV/AIDS Strategic Plan for Uganda 2007/08 to 2011/12, Kampala

3 Ministry of Finance Planning and Economic Development –Jefferis, Nanyonjo et al (August, 2008) assessing the Macroeconomic impact of HIV/AIDS in Uganda, Phase II Report: Selected Studies, August 2008.

Table 2: HIV Prevalence among the commercial sectors	
Sector	Prevalence
Public Administration	16.3%
Hotel and Restaurants	10.3%
Sales	9.8%
Real Estate and Renting Business	8.6%
Manufacturing	7.4%
Fishing	7.1%
Transport & communications	7.0%
Domestic employment	6.9%

The same study also revealed that there is a higher HIV prevalence among female employers more than their male counter parts; except in a few male dominated sectors like construction and transport. The prevalence of HIV among female workers is estimated to be 7.3% while among male workers; it is estimated to be at 5.2%. Overall, of the HIV positive workers, 59 % were found to be female as compared to the 41% who were males. This shows the gender dimension of HIV/AIDS and vulnerable nature of women at their workplaces, which puts female workers at a higher risk of HIV infection. The macro economic assessment study also revealed that Uganda spends 1.7% of the total wage bill to educate and train workers to replace those who die due to HIV/AIDS.

It is estimated that by 2025, Uganda's labour force would have grown to 23.7m without the problem of the HIV/AIDS epidemic. However, because of HIV/AIDS, the labour force would be 21.6m with ART intervention and 21.4 with out ART intervention.

In the public sector, a study conducted by the Ministry of Public Service (MPS) revealed that death due to HIV/AIDS was on average at the age of 40.3 years as compared to 46.6 years for the non AIDS related deaths⁴. The death of such workers therefore happened during the prime peak of the careers of public sector workers leading to loss of critical skills and experience. Another study conducted in 2000 by MPS, also revealed that 14.2% of workers in the public service left due to HIV/AIDS, second to those are ones who left for greener pastures (32.6%). This greatly affected the capacity of the Public Service to deliver the required services, at the time when reforms for right sizing the public sector had been implemented.

The labour force is an important factor of production and economic development. There is no doubt, that the HIV/AIDS epidemic in Uganda has undermined the livelihoods of many workers and their dependants. The loss of skills and experience, threatens the productivity, competitiveness and survival of many enterprises. The informal sector, which employs the greatest number of workers in Uganda, is particularly vulnerable, because of its reliance on individuals and not systems. The death today and the failure to prevent HIV infection among workers of tomorrow, impoverishes the stock of human capital and capacity of the Ugandan economy to cope with the AIDS epidemic.

4 Government of Uganda, Ministry of Public Services, Implications of HIV/AIDS on the Public Capacity and Performance, 2003, Kampala

1.3 Context of the National Plan of Action for the Implementation of the National Policy on HIV/AIDS and the World of Work

The National Plan of Action has been developed within the framework of the National Policy on HIV/AIDS and the World of Work, which is one of the national responses to the challenge of HIV/AIDS epidemic. The objectives of the plan have been guided by the planned out puts of the national policy on HIV/AIDS and the world of work. The NPA was developed within the framework of the national overarching policy on HIV/AIDS, coordinated by the Uganda AIDS Commission (UAC). The ILO Code of Practice has also guided the NPA on HIV/AIDS and the World of Work and the ILO Convention on Discrimination N0.111. One of the indicators for the performance measurement of the national strategic plan is about workplaces that are implementing HIV/AIDS work place interventions. The development of the NPA has therefore also been developed with in the framework of the National Strategic Plan on the HIV/AIDS (NSP). The NPA will aim at ensuring that the performance measurements of the NSP on HIV/AIDS and the work place are achieved.

The NPA has also been developed bearing in mind the roles and mandates of the different sectors and line ministries. The proposed interventions in the NPA will be carried out under the policy framework and direction of the sectoral policies, and ensure that harmonization and collaboration are fostered to avoid duplications.

1.4 Process for the Development of the National Plan of Action for the Implementation of the National Policy on HIV/AIDS and the World of Work

The process of the development of the NPA was participatory and involved the following approaches:

i) Consultative meetings / workshops:

Workshops were held with the following stakeholders: workers organisations; private sector, NGO sector, and the public / government sector. During these workshops, participants discussed and presented risk /vulnerability factors; drivers of the epidemic and proposed actions among the different sectors. Draft work plans were then developed and formed the basis for further consultations.

ii) Key Informant Interviews with stakeholders

Key informant interviews were also held with key stakeholders that included leadership of: Labour Union Centres and Affiliates, Federation of Uganda Employers, Government sector that included Ministry of Public Service, Ministry of Health, Ministry of Education and Sports, and the Ministry of Gender Labour and Social Development, and Uganda AIDS Commission. Other stakeholders included NGOs, UNAIDS and Programmes implementing Work Place Interventions.

iii) Document Review

The following documents were reviewed and informed the development of the national action plan (See Appendix: References).

iv) Validation Workshop

A national level validation workshop was organized to discuss, validate and gain consensus on the plan.

Table 3: Current Efforts for HIV/AIDS Prevention, Care and Management at the Work Place			
Ministry / Institution	Interventions	Funding Source	Duration
MGLSD	National Policy on HIV/AIDS and WoW	ILO	Ended in 2006
MGLSD	Internal work place programme	MOGLSD Budget	On going
Ministry of Education and Sports (MES)	Implementation of work place program	USAID / Spear Project	Program for 5 years, started in 2008 and will end in 2013
Ministry of Local Government (MLG)	Implementation of work place program	USAID / Spear Project	Program for 5 years, started in 2008 and will end in 2013
Ministry of Internal Affairs (HQ, Police and Prisons)	Implementation of work place program	USAID / Spear Project	Program for 5 years, started in 2008 and will end in 2013
Ministry of Energy and Mineral Development	Implementation of work place program	GTZ	On going, integrated in GTZ support to the energy sector
Ministry of Public Service (MPS)	Public Service HIV/AIDS Policy		Policy implementation is yet to be rolled out
Ministry of Finance Planning and Economic Development	Treatment	GOU	Ongoing and part of the MOFPED budget
Bank of Uganda	Comprehensive Medical Scheme	Bank of Uganda	Ongoing and part of the BOU budget
Various Corporate organizations	Comprehensive Medical Schemes	Respective corporate organizations	On-going
Urban Authorities	HIV/AIDS workplace programming	AMICALL / UNDP	On-going
Health Initiatives for the Private Sector	Work place programs for the private sector	USAID	On-going
ACORD under the STOP AIDS NOW Project	Workplace programming	Consortium of Dutch NGO and Civil Society Fund (CSF)	Started in 2005 to 2010

Public Sector Programme

i) Current Situation

For the public sector, Ministry of Public Service (MPS) is mandated to develop policy, guidelines, rules and regulations on HIV/AIDS work place for the government public service and ensure implementation. The line ministries and other government agencies mobilize and implement work place HIV/AIDS policy tailored to the workers specific needs. In addition, the Ministry of Gender, Labour & Social Development (MGLSD) is mandated to develop, national policy on HIV/AIDS at the workplace and occupational safety and health standards, and ensure implementation. The national policy on HIV/AIDS at the work place was developed and to date seven Government ministries and agencies have HIV/AIDS work place interventions.

In Uganda, public sector HIV/AIDS work place interventions have mainly focused on sensitizations and condom supplies. Ministries that have accessed external support have developed work plans, including a budget for HIV/AIDS, which are being implemented. These include: MEMD, MES, MIA and MLG, which are being supported as, indicated in the table 3 above. Overall in the public sector, the work place initiatives are still very limited in coverage and reach. The public sector HIV/AIDS work place policy was developed and distributed to ministries. However there was no implementation plan developed and resources to support follow on to operationalise the policy. As a result, HIV/AIDS work place activities in the public sector are adhoc, one-time interventions, with limited reach to the staff. At the same time, even the adhoc activities are general and not focused on issues of vulnerability that are pertaining to the staff in a given ministry/sector. The IEC materials used in the public sector are obtained from MOH and are the same materials, which are used to raise awareness in the general population. Apart from MEMD, MES, MIA and MLG, no other ministry has an organized work place programme with a work plan that is being implemented. Even for the four ministries, implementation has had limited coverage, with only 42% of the workers in MES being aware of the education sector for HIV/AIDS work place policy. Overall for the MES, MIA and MLG, only 38% of the workers are aware about the existence of the HIV/AIDS work place policy guidelines. This situation is even worse with districts and field level staff. The work place HIV/AIDS policy for example in MES is not widely disseminated and not known in the schools where the problem of the epidemic is greatest.

ii) Vulnerability/ Risk Factors in the Public Sector

The documentary review and key informant interview analyzed and revealed the vulnerability and HIV infection risk factors in the public service to be as follows:

- Long hours at work, mobility and work postings that separate spouses
- Disposable income among workers, driving them into risk behaviours such as alcohol consumption and extra marital and casual sexual relationships.
- Poor health seeking behaviour for HIV/AIDS prevention and treatment services. In the MES, MIA, and MLG, 50% of males and 58% of females have tested for

HIV in the last 12 months⁵, though this is more than twice the national average. More public sector workers should have tested for HIV/AIDS given that over 90% have access to HCT services in their areas.

- Fears in seeking for HIV prevention, care, support and treatment services from public service facilities which are economically more accessible
- Perception that workers in the civil service and NGO sector (because of being professional) are well informed of HIV/AIDS prevention, treatment and care issues
- Limited efforts to provide relevant HIV/AIDS information that focuses on the vulnerability and risk factors pertaining workers in their respective work places
- Sexual abuse, rape, and sexual favours for promotion, training opportunities, for avoidance of transfers or for better work positions / stations
- Disempowered junior level female workers, making them to be submissive and give in to sexual demands of their superiors in order to secure their employment status/ positions
- Working environment that is exclusive and private among public institutions. Government institutions have no open office work stations, and this increases the risk of sexual abuse or rape while at places of work
- Increasing number of younger disempowered fresh graduates, seeking for voluntary work within the civil services, who become targets for extra marital sexual relationships by those already in employment service.
- Personal risk sexual life styles of civil service workers (23% & of males and 6% of female in MES, MIA and MLG reported having 2 or more sexual partners in the last 12 months)

Low level of risk perception that HIV/AIDS is a serious problem at home and workplaces. Only 53% of males and 49% of females in the MES, MIA and MLG believe that HIV/AIDS is a serious problem in their homes and workplaces

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Table 4: Government ministries and institutions with limited or no work place

	Ministries	Statutory Bodies
1	Ministry of Health	Uganda AIDS Commission
2	Ministry of Finance, Planning and Economic Development	National Planning Authority Uganda Revenue Authority
3	Office of the Prime Minister	
4	Ministry of Justice and Constitutional Affairs	Uganda Human Rights Commission
5	Ministry of Tourism, Trade and Industry	Uganda Electoral Commission
6	Ministry of Agriculture, Animal Industry and Fisheries	National Agricultural Research Organization
7	Ministry of Water and Environment	Uganda Investment Authority
8	Ministry of Lands, Housing and Urban Development	Uganda National Bureau of Standards
9	Ministry of Works and Transport	Uganda National Road Authority
10	Office of the President	Inspector General of Government
11	Ministry of Defence	Uganda Bureau of Statistics
12	Ministry of Gender Labour and Social Development	
13	Ministry of Foreign Affairs	
14	Ministry of East African Community Affairs	
15	Ministry of Information and National Guidance	
16	Ministry of Information and Communication Technology (ICT)	
17	Ministry of Ethics and Integrity	
Ministries with ongoing HIV/AIDS work place interventions		
1	Ministry of Education and Sports	
2	Ministry of Internal Affairs	
3	Ministry of Local Government	
4	Ministry of Energy and Mineral Development	

1.5.2 Private Sector HIV/AIDS Work Place Programme

i) Current Status

Private sector employers are required to ensure occupational safety and health standards including HIV/AIDS to all their workers. The working environment should protect workers from HIV infection as well as reducing the risk and vulnerability to HIV infection. Private sector organizations that have unionized workers are also required to ensure implementation of provisions on HIV/AIDS contained in the Comprehensive Bargaining Agreements (CBA), signed with the workers' unions. This is in addition to ensuring that the medical schemes have provisions for HIV prevention and treatment and those medical services are accessible to the workers.

The Federation of Uganda Employers (FUE) has taken initiative to ensure that member organisations have comprehensive work place HIV/AIDS Programmes. The following efforts have so far been made by FUE:

- Development of HIV/AIDS policy guidelines for employers in the private sector. The guidelines are for use by member organizations.
- The FUE now considers implementation of HIV/AIDS work place programme to be one of the criterion for meriting the employer-of-the-year award. Implementation of HIV/AIDS workplace activities is one of the key variables that are considered when making considerations for the employer of the year award.
- FUE is working with the Health Initiatives for the Private Sector (HIPS) project to support work place programmes among selected private sector organizations. This initiative is being financed by USAID.

The private sector's response is mainly focused on HIV/AIDS education, HIV Counselling and Testing (HCT), STI treatment, treatment for Opportunistic Infections (OI) and provision of ART. The study on the role of the private in preventing and testing for HIV in Uganda⁶ revealed that:

- I) 54% of the companies in the study provided HIV education (43% providing regular HIV education services)
- II) 33% provided condoms
- III) 35% provided HCT services
- IV) 27% provided full coverage of ART
- V) While STI and OI treatment depends on the company's general support for employee's medical benefits.

The same study revealed that 16.2% of the companies had written policies on HIV/AIDS at the work place and that 67.6% had general medical benefits to workers.

Overall, with support from projects like Business PART, HIPS and ILO, a lot of awareness has been raised in the business community about the threats being posed by the HIV/AIDS epidemic. As a result, the private sector is increasingly making efforts to respond to HIV/AIDS. Over 61 business enterprises are now offering HIV /AIDS prevention or

⁶ Rich Freeleya, Paul Bukuluki, and Peter Cowley, The Role of the Private Sector in Preventing and Testing HIV in Uganda, Assessing the current activities and outlook for future action, April 2004

treatment services⁷. There are over 21 companies that now offer AIDS treatment services. Several peer educators have been trained to provide HIV/AIDS education and counselling services in the private sector. Several companies now have HIV/AIDS workplace policies and programmes for their workers and family members. However, these initiatives are mainly among the multinational companies and those organizations whose headquarters requires them to address the problem of HIV/AIDS.

ii) Vulnerability/ Risk Factors for the Private Sector

The following have been analyzed to increase HIV vulnerability and risks to workers in the private sectors:

- Private sector is profit driven and not people centred. Therefore low priority is given to welfare of workers, and addressing HIV/AIDS is considered a cost burden
- Sexual exploitation of female workers by employers. The low level of empowerment of female workers makes them vulnerable to give into sexual demands of male supervisors for purposes of job security.
- Poor and exploitative working conditions especially among plantations and firms with very large establishment employing a lot of casual labour
- Low level of empowerment of workers which makes them unable to know, understand and demand for their rights
- Lack of adequate supervision and enforcement of CBA, which have provisions for HIV/AIDS service delivery to workers
- Lack of goodwill and interest by employers to implement HIV/AIDS prevention, care, support and treatment programmes at the work place
- Limited interest and capacity of government to ensure and enforce occupational health standard.

1.5.3 Labour Unions' Sector workplace programme

i) Current Status

The Labour Union Centres will be required to ensure implementation of workers' rights including those related to HIV/AIDS. This is in addition to making sure that employers comply with the occupational health and safety standards for all their workers. Labour Unions also have the mandate to negotiate for comprehensive provision for HIV prevention, care and treatment in the CBA, and as well as following up and ensuring full implementation of the agreements with the employers. Labour Unions have a duty to educate workers about HIV/AIDS and to raise awareness of workers' rights in relation to mitigating the socio-economic impact of HIV/AIDS on the workforce.

Labour Unions have been implementing on and off work place programmes on HIV/AIDS, which have tended to come to an end once external funding is phased out. NOTU and COFTU reported to be developing an HIV/AIDS work place policy, training of union leaders in HIV/AIDS, and ensuring that Collective Bargaining Agreements (CBA) have a chapter on HIV/AIDS.

⁷ Emerging Markets Group, Business PART Project Final Report, August 2007, Kampala Uganda.

ii) Vulnerability/ Risk Factors in the Labour Union Sector

These are similar to those of the private sector outlined above.

1.5.4 NGO/FBO Sector Work Place Programmes

The NGO/ FBO / CSO sector is increasingly becoming one of the major employers in Uganda. The sector therefore has a duty to ensure provision of HIV prevention, care and treatment, while addressing socio-cultural issues that pose risk and vulnerability to individuals. This is in addition to the protection against gender-based violence and all forms of sexual abuse. Building public-private partnerships through networking and collaboration with HIV/AIDS service providers is one of the strategies for ensuring access to HIV/AIDS prevention and care services for the workers and workers' family members in the NGO/FBO sector.

The NGO sector has largely been providing HIV/AIDS services to communities, with limited focus for the work place interventions. Stop AIDS Now (SAN), coordinated by ACORD is one of the ongoing HIV/AIDS work place programmes that support workers in selected NGOs. SAN is an initiative of the Dutch NGOs, aimed at providing support to partners, to manage HIV/AIDS at the work place. It is a tripartite programme that involves ACORD, CDRN, Health Need Uganda and Oxfam. ACORD is targeting 76 NGOs to promote the principle of good donor ship and governance programme, which requires integration of HIV/AIDS work place interventions into other programmes and activities of the respective NGOs. The good practices generated under the SAN programme could be shared with other donors and NGOs in an effort to expand the initiative.

2 Goals and Objectives for the Policy and National Action Plan for HIV/AIDS at the World of Work

2.1 Overall Goal of the Policy

The goal of the national policy is to provide a framework for prevention of further spread of HIV and mitigation of the social economic impact of HIV/AIDS within the world of work in Uganda. The policy has the following specific objectives and outputs:

2.1.1 Specific Objectives of the Policy

- i) To provide guidelines for employers, workers and Government on the prevention, management as well as mitigation of the impact of HIV/AIDS within the world of work
- ii) To provide regulations, guidelines for the employers, workers and the government ministries in order to eliminate stigma and discrimination on the basis of perceived or real HIV/AIDS status within the world of work
- iii) To provide a framework for monitoring and evaluating the effectiveness of measures undertaken to combat HIV/AIDS within the world of work
- iv) To provide a framework for monitoring and evaluating the impact of HIV/AIDS within the world of work
- v) To promote care, treatment and support for people living with HIV/AIDS within the world of work

2.1.2 Policy Outputs

The implementation of the policy is expected to result into the following outputs

- i. HIV/AIDS prevention, management and mitigation activities present in the world of work
- ii. Stigma and discrimination on the basis of HIV/AIDS status eliminated from the world of work
- iii. Effectiveness of measures to combat HIV monitored within the world of work
- iv. The impact of HIV/AIDS mitigation monitored within the world of work
- v. Care, treatment and support provided to people infected and affected by HIV/AIDS within the world of work
- vi. Greater qualitative knowledge and awareness on HIV/AIDS within the world of work

2.2 Objectives of the National Plan of Action for the Implementation of the National Policy on HIV/AIDS and the World of Work

The following are the objectives for the NPA for the implementation of the National Policy and the WoW:

Objective	Policy Output
To implement measures that will reduce the vulnerability and risk of HIV infection at the work place	Measures for comprehensive HIV prevention and promotion of positive behaviour in the world of work developed and implemented at the workplace
To develop and implement responses that will mitigate the social economic impact of HIV/AIDS at the work place	Socio-economic impact mitigation measures (including stigma and discrimination) to reduce negative consequences developed and implemented in the workplace
To institute work place measures for provision of treatment, care and support to workers infected and affected by HIV/AIDS	Treatment, care and support provided to people infected and affected by HIV/AIDS at the workplace
To strengthen institutional capacity of organizations to effectively and adequately respond to HIV/AIDS challenges at the work place	A workplace component to strengthen institutional capacity to adequately respond to the challenges of HIV/AIDS epidemic developed and implemented

3 Strategic Focus for the National Plan of Action for the Implementation of the National Policy on HIV/AIDS and the World of Work

3.1 Public Sector

The Ministry of Public Service developed a public sector HIV/AIDS work place policy. This is in addition to the national policy and the world of work, developed by MOGLSD. The implementation of the public sector policy has not started. The focus of the NPA will be to implement the National Policy and the World of Work and the Public Sector HIV/AIDS work place policy and ensure a functional work place programme that is able to deliver the following:

- Comprehensive HIV prevention services to staff and their family members that address their vulnerability and risk factors, in each ministry / government agency
- Comprehensive treatment, care and support measures for public sector workers who are HIV positive, in each ministry / government agency
- Measures for mitigating the social – economic effects of HIV/AIDS among public sector workers affected by HIV/AIDS in each ministry / Government Agency
- Measures for educating and empowering workers about their rights
- Measures to ensure that each ministry / government agency is able to manage and cope with the HIV/AIDS challenges

The key activities are outlined in the matrix below:

3.1.1: Plan of Action for the Public Sector			
NATIONAL PLAN OF ACTION TO IMPLEMENT THE NATIONAL POLICY FRAMEWORK ON HIV/AIDS AND THE WORLD OF WORK SOCIAL PARTNER: GOVERNMENT LINE MINISTRIES AND AGENCIES			
Policy Output One: Measures for comprehensive HIV prevention and promotion of positive behavioural in the world of work developed and implemented at the workplace			
Strategies	Activities	Key Target Outputs indicators	Partner
1.1 Mobilization of workers for HIV/AIDS prevention and risk reduction	1.1.1 Support to the Ministry of Public Service (MPS) to undertake a vulnerability and risk assessment for HIV/AIDS infection among public sector workers	Vulnerability and risk factors for HIV infection among public sector workers carried out and documented in at least 10 government ministries and five (5) statutory bodies and assessment report produced within the first four months of plan implementation,	MOH, UAC, MGLSD

	1.1.2 Support the MPS to design a Behavioural Change Communication (BCC) strategy targeting public servants sector workers based on the vulnerability and risk assessment findings	Strategy for behavioural change campaign in the public sector developed within six months of plan implementation	Line ministries MPS, MOH and UAC
	1.1.3 Support the MPS to ensure that all personnel managers in Government ministries and Institutions have developed and deliver monthly HIV/AIDS education, risk reduction and prevention services package	Package of monthly HIV/AIDS prevention services developed within the first six months of the plan implementation and delivered in at least ten (10) Government ministries and five (5) statutory bodies or institutions	MPS, MOH, UAC and MFPED
	1.1.4 Support implementation of monthly lunch hour/ internal session on HIV/AIDS education in government ministries based on the behavioural change strategy and information needs	Monthly lunch hour/ internal HIV/AIDS education sessions implemented in 10 government ministries and 5 statutory bodies and institutions by the end of the first year of the plan implementation	Line ministries, MPS, MOH and UAC
	1.1.5 Support MPS to produce and distribute simplified versions and materials on the HIV/AIDS policy and the work place, rules and regulations that protect and guard against sexual abuse, rape and gender based violence in the public services	At least 500 copies of each of the following simplified versions are produced and produced to disseminate by the end of the second year of the plan implementation: <ul style="list-style-type: none"> • Rules and regulations that guard against, sexual abuse, rape and gender based violence in the public service • HIV/AIDS public sector work place policy 	MGLSD, UAC

Policy Output Two: Socio-economic impact mitigation measures (including stigma and discrimination) to reduce negative consequences developed and implemented in the workplace			
Strategies	Activities	Key Target Output	Partner
2.1 Integrate psychosocial support and HIV/AIDS counselling at the workplace	1.1.1 Provide support to MPS to develop a care, support and psychosocial services package to be delivered to by Government ministries and institutions	Package of care, support, and psychosocial services developed and approved by the relevant policy organs by the end of the first nine months of the plan implementation	MPS, MOH, UAC and other Line Ministers
	1.1.2 Support MPS and line ministries and institutions to identify and designate providers of care, support, and psychosocial services for referral of workers in each ministry and institution.	At least 10 Government ministries and 5 statutory bodies or Institutions, each has a list of care, support, and psycho-social service providers and is made available to all employees, by the end of the first year of the plan implementation	MPS, MOH and all line ministries
	1.1.3 Support the MPS and line ministries and institutions to identify and train staff members to provide in house counselling and psycho-social support to workers in need of the services	A List of staff members in Government ministries and institutions that are trained to provide in-house counselling & psycho-social support to workers in need by the end of the 15 th month of the plan implementation	MOH, TASO and AIC

Policy Output Three: Treatment, care and support provided to people infected and affected by HIV/AIDS at the workplace			
Strategies	Activities	Key Target Output	Partner
3.1 Increase access of HIV/AIDS services to workers	3.1.1 Support the MPS to develop a policy on HIV/AIDS treatment and care for the public sector workers	Policy on HIV/AIDS treatment and care developed and passed by cabinet within the first six months of the plan implementation	MOH & MFPED
	3.1.2 Provide funding for the designed package of HIV/AIDS care, support and treatment services to workers who are in need of HIV/AIDS treatment services based on the approved policy.	Package of HIV/AIDS care, support and treatment services in place and workers educated on their entitlement by the 15 th month of the plan implementation	TASO, Joint Clinical Research Centre (JCRC)

	3.1.3 The MPS and MOH to develop and agree on a collaborative arrangement with ART service centres / providers for workers in the public sector to access the required services	Each Government Ministry and Agency, has an ART service provider identified and attached for referral of workers who need HIV/AIDS treatment services	MOH, AIC, TASO, Joint Clinical Research Centre (JCRC)
	3.1.4 Link public sector workers to facilities that provide the designed package of HIV/AIDS care, support and treatment in order to ensure accessibility of services (in terms of time, psychosocial support, confidentiality and reach)	Criteria for defining access is set by MPS and MOH by the end of the first year of plan implementation. At least 60% of the workers in the 10 ministries and 5 statutory bodies seek and attend HIV/AIDS prevention or care, or treatment services by the end of the third year of plan implementation.	MOH, AIC, TASO, Joint Clinical Research Centre (JCRC)

Policy Output Four: A workplace component to strengthen institutional capacity to adequately respond to the challenges of HIV/AIDS epidemic developed and implemented

Strategies	Activities	Key Output	Partner
4.1 Strengthen institutional / organizational capacity to develop and implement HIV/AIDS at the workplace	4.1.1 Support MPS to review and harmonize personnel policy with HIV /AIDS needs and challenges	Updated personnel management policy which is compliant with HIV/AIDS needs and challenges, produced by the end of the second year of plan implementation	ILO, MPS, OPM HR functions at organizational level, MFPED, MGLSD
	4.1.2 Support the development of annual work plans and budgets for implementation of work place interventions	Approved and funded annual work plans for HIV/AIDS work place interventions for 10 government ministries and 5 statutory bodies or institutions by the end of the 2 nd year of the plan implementation	MPS, MOH, UAC, MFPED and all line ministries
	4.1.3 Support the MPS to undertake annual review of the implementation of public sector work place HIV/AIDS interventions in ministries and institutions	Annual work place HIV/AIDS implementation status report in the public sector held in the first month of each proceeding months	MFPED, UAC, MOH and line ministries

Output Five: Coordination and Implementation Structures for the Work Place Policy and Plan Strengthened and Supported			
Strategy	Activity	Output	Partners
5.1 Disseminate the national policy framework on HIV/AIDS and the world of work and public service rules that protect the rights of workers	1.1.1 Organize a workshop of human resource personnel in government ministries and institutions to disseminate the National Policy on HIV/AIDS and the World of Work, and the Public Service HIV/AIDS Work Policy developed by MPS and reach consensus on the implementation actions for both	National Policies on HIV/AIDS at the work place disseminated and implementation action points agreed on by the end of the first 18months of plan implementation	MPS, MGLSD and Line Ministries
	5.1.2 Support Ministry / Institutional specific dissemination of the National Policy on HIV/AIDS and the World of Work, and the Public Service HIV/AIDS Work Policy, and education on the provision for protection of the rights of workers especially the female employees	<ul style="list-style-type: none"> At least 10 ministries and 5 statutory bodies have disseminated the National Policy on HIV/AIDS and the World of Work, and the Public Service Work Policy to their workers, implementation actions agreed upon by the end of the second year of the plan implementation 	MPS, MGLSD and Line Ministries
		<ul style="list-style-type: none"> At least 10 ministries and 5 statutory bodies have written down rules and procedure on workers' rights and protection mechanisms disseminated to workers, by the end of the second year of the plan implementation 	

<p>5.2 Strengthen the Coordination and Implementation of work place programmes in public, private, NGO and labour union sectors</p>	<p>5.2.1 Support the Ministry of Gender, Labour and Social Development (MGLSD), to organize quarterly review meetings with all the four sectors (Labour Unions, Private Sector, FUE, NGO Sector, and Government) to assess action and progress for the implementation of the National Policy and Implementation on HIV/AIDS and the Wow</p>	<p>Status report on actions and progress for the implementation of the policy and the plan for HIV/AIDS and the Wow produced every quarter</p>	<p>NOTU, COFTU, FUE, NGO Forum / DANIVA, MPS, UAC, ILO and UNAIDS</p>
	<p>5.2.2. Support the MGLSD to print and disseminate the national implementation plan on HIV/AIDS and the WoW,</p>	<p>Printed copies of the national implementation plan on HIV/AIDS and the WoW, by the end of the first six months of plan implementation</p>	
	<p>5.2.3 Support development of monitoring and evaluation systems and data-base for the MPS to measure the performance for the implementation of workplace HIV/AIDS activities by the public sector</p>	<p>Monitoring and Evaluation systems for the public sector developed to measure performance of the implementation of work place HIV/AIDS activities in 10 ministries and five statutory bodies or institutions by the end of the first year of the plan implementation period</p>	<p>Line Ministries</p>
	<p>5.2.4 Support to the MGLSD, to work with ILO to identify and mobilize technical assistance, to all the four sectors (Workers Unions, Private Sector, NGO Sector and Government) to ensure follow up and implementation of the policy and plan</p>	<p>Capacity needs assessment undertaken, capacity gaps identified and reports prepared by the end of the first year of plan implementation</p>	<p>NOTU, COFTU, FUE, NGO Forum / DANIVA, MPS, UAC, ILO and UNAIDS</p>
	<p>5.2.5 Support the MGLSD to organize the annual review of the policy and plan implementation</p>	<p>Annual status report on the policy and plan implementation produced by the end of the second month after the year has ended.</p>	<p>NOTU, COFTU, FUE, NGO Forum / DANIVA, MOPS, UAC, ILO and UNAIDS</p>

	5.2.6 Provision of support to MPS to facilitate the recruitment of personnel and logistics required for management, coordination, implementation, monitoring and evaluation of HIV/AIDS work place activities in the public sector	Personnel to spear head implementation of workplace HIV/AIDS activities in the public sector appointed or recruited, equipment, furniture and logistical support mobilised by the first six months of the plan implementation, to facilitate a functional office for the implementation of the workplace on HIV/AIDS	ILO, UNAIDS, MGLSD
	5.2.7 Provision of support to MGLSD to facilitate the recruitment of personnel and logistics required for management, coordination, implementation, monitoring and evaluation of the national policy and national plan of action on HIV/AIDS and the world of work	Functional office and personnel to spear head implementation of national policy and national action plan on HIV/AIDS and the world of work in place, with equipment, furniture and logistical support mobilised by the first six months of the plan implementation.	ILO, UNAIDS, MPS & MFPED

3.2 Private Sector

The private sector is a key employer in Uganda. The private sector ranges from the informal sector of single persons business, markets; to small and medium scale enterprises. It also covers large corporate organizations and multinationals; manufacturing industries, horticultural farms and large agricultural plantations. The Federation of Uganda Employers has led the HIV/AIDS workplace programming in the private sector. FUE has supported the private sector to develop and implement HIV/AIDS workplace policies and programmes. FUE still has the responsibility and a duty to mobilise the private sector employers for the HIV/AIDS workplace response. Other responsibilities include promoting social dialogue and advocacy for inclusion of HIV/AIDS workplace programmes, ensuring employers' involvement and participation in the HIV/AIDS campaign. Therefore for the private sector HIV/AIDS workplace response in the NPA will be:

- To ensure effective mobilisation and enhancement of the private sector involvement and participation in the HIV/AIDS workplace response
- To ensure that private sector organizations have functional and sustainable HIV/AIDS work place programmes for their workers covering prevention, treatment, care, support and impact mitigation.
- To foster a collaborative arrangement between the employers' organizations and workers' organizations in view of harmonising on-going HIV/AIDS workplace

initiatives and generating joint workplace programmes based on a common understanding of the HIV/AIDS needs and concerns of the workers

- To ensure that private sector organizations institute measures for managing HIV/AIDS challenges through enhancing capacity, building partnerships and collaboration
- To ensure greater understanding of the magnitude, dynamics and impact of HIV/AIDS epidemic in the informal sector, including generating appropriate response measures to manage the impact on the workforce in the informal sector
- To support measures for rights, education, gender, legal and economic empowerment of workers

The key activities are in the matrix below

3.2.1: Plan of Action for the Private Sector			
NATIONAL PLAN OF ACTION TO IMPLEMENT THE NATIONAL POLICY FRAMEWORK ON HIV/AIDS AND THE WORLD OF WORK			
SOCIAL PARTNER: Private Sector Component			
Policy Output One: Measures for comprehensive HIV prevention and promotion of positive behaviour in the world of work			
Strategies	Activities	Key Target Outputs	Partner
1.1 HIV/AIDS Mobilization, awareness raising and education campaign to reduce the vulnerability and risk of workers to HIV infection	1.1.1 Support FUE to undertake rapid assessment of worker's risk factors, gender based vulnerability and, knowledge about HIV/AIDS, attitudes, practices and magnitude of HIV/AIDS among workers, to inform the design of the HIV/AIDS prevention and education campaign for the organizations	<ul style="list-style-type: none"> • Knowledge levels, attitudes and practices of workers on HIV/AIDS established and documented in at least 50 % of FUE member organizations by the end of the plan period • Risk factors that promote HIV infection to the workers documented in at least 50% of member organizations by the end of the plan period • Recommendations for the HIV/AIDS prevention campaign among member organizations for each member organization where the assessment has been carried out 	<ul style="list-style-type: none"> • Federation of Uganda Employers • Enterprises • Labour Unions • MOH and UAC

	1.1.2 Support FUE, to work with member organizations/ enterprise to develop and implement an HIV/AIDS work place annual plan with clear targets and indicators for HIV/AIDS mobilisation, education, and prevention based on the study findings	<ul style="list-style-type: none"> Annual work plan for HIV/AIDS prevention developed by at least 50% of the FUE member organizations by the end of the plan period 	<ul style="list-style-type: none"> FUE, MGLSD, UAC, Labour Unions, Member Organisations and ILO
	1.1.3. Support FUE to undertake training of Human Resource/ Personnel Managers / Officers in HIV/AIDS programming, planning, management and implementation of the HIV/AIDS prevention programmes	At least 2 people trained from at least 50% of the FUE member organizations to manage HIV/AIDS activities in the work place, by the end of the first year of plan implementation	<ul style="list-style-type: none"> FUE, MOH, AIC, TASO & ILO
	1.1.4 Support FUE, to work with member organizations/ enterprises and workers' unions to mobilize resources for the implementation of HIV/AIDS prevention activities at the place of work	Resources secured for the implementation of HIV/AIDS activities by at least 50% of the member organization, by the end of the plan implementation period	COFTU, NOTU, MGLSD, ILO, UAC, MOH, FUE,
	1.1.5. Support FUE to hire technical services for the development and production of education materials on HIV/AIDS relevant to the organization, to inform and educate the workers on prevention and risk reduction	Materials on HIV/AIDS education produced and distributed to the workers in at least 50% of the FUE member organizations, by the end of the first year of the plan implementation	MOH, AIC, TASO and other service providers
	1.1.6 Support FUE to work with member organizations/ enterprises to work out and agree on the arrangement for the delivery of HIV education and other prevention services, with minimal negative impact on company staff time, productivity and profits	Procedure / mechanism, arrangement, and schedule for implementation and provision of HIV education prevention interventions at the work place at enterprise level agreed upon by the end of the first six months of plan implementation	FUE, Enterprises, Labour Unions and MGLSD

	1.1.7 Support personnel managers in each of the enterprises under FUE to make arrangements and provide HIV/AIDS education and prevention services at their workplaces.	Report of provision of HIV/AIDS education and prevention services to workers by at least 50% of the FUE member organizations / enterprises, produced at every end of the year of plan implementation.	FUE, Enterprises, Labour Unions , MOH and HIV/AIDS service providers
POLICY OUTPUT TWO: Socio-economic impact mitigation measures (including stigma and discrimination) to reduce negative consequences developed and implemented in the workplace			
Strategies	Activities	Key Target Output	Partner
2.1 Ensure a supportive work place environment for care, support and impact mitigation within the organization	2.1.1 Support FUE to work with company management and workers unions to develop and agree on the package of HIV/AIDS care and support services to be provided to HIV positive workers	Agreed care and support services to be provided by at least 50% FUE member organizations, agreed on by the 6 th month of the first year of plan implementation period	FUE, MGLSD, MOH Employers, UAC, and other service providers
	1.1.2 Meeting of the company management, workers unions and FUE to agree on the supportive working conditions for workers infected and affected by HIV /AIDS	Supportive working conditions and arrangements for workers infected with and affected by HIV/AIDS, written down and instituted by at least 50% of FUE member organization, by the end of the second year of plan implementation	NOTU/ COFTU, MOH, UAC, MGLSD, FUE and company management
	1.1.3 Support to FUE to follow up member organizations/ enterprises to ensure that each company commits resources to implement the agreed care and support services package to people living with HIV/AIDS	Resources budgeted for and spent on the staff who need HIV/AIDS care and support services budgeted for by at least 50% of FUE member organizations each year of plan implementation	FUE, MOH, UAC, ILO and company management

POLICY OUTPUT THREE: Treatment, care and Support provided to people infected and affected by HIV/AIDS at the workplace			
Strategies	Activities	Key Target Output	Partner
3.1 Strengthen medical schemes at the work place for increased access to HIV/AIDS care and treatment	1.1.1 Support FUE to organize a meeting with MOH, TASO and ART credited health facility to agree on a collaborative arrangement for the company workers to access the free HIV/AIDS treatment services (for those companies where ART services may be unmanageable within the company budget)	At least 50% of the FUE member organizations have an arrangement in place for access and provision of HIV treatment services by the end of the 2 nd year of plan implementation	FUE, MOH, TASO, and Development partners
	1.1.2 Review of the company's medical scheme to integrate and adequately cover workers' HIV/AIDS health needs	Package of HIV/AIDS services clearly defined in the workers' medical schemes by at least 50% of the FUE member organizations by the end the second year of plan implementation	FUE, NOTU/COFTU Labour Unions MOH and MGLSD
	1.1.3 Mobilize resources for meeting the needs for HIV/AIDS treatment for workers	Funds mobilized by at least 50% of FUE member organizations for the treatment of workers that have HIV/AIDS by the end of the second year of plan implementation	FUE, Labour Unions, MOH and UAC
POLICY OUTPUT FOUR: A workplace component to strengthen institutional capacity development to adequately respond to the challenges of HIV/AIDS epidemic			
Strategies	Activities	Key Output	Partner
4.1 Build company capacity for an effective HIV/AIDS workplace response	1.1.1 Support with FUE to work with member organizations to undertake a rapid assessment of the company's capacity for HIV/AIDS planning, management, implementation, monitoring and evaluation within the workplace	Company requirements for the implementations of an effective HIV/AIDS response at the work place, documented for at least 50% of FUE member organisations by the end of the first year of plan implementation	FUE, UAC, MGLSD ILO MOH

	1.1.2 Provide support for the implementation of action plans for institutional capacity needs based on the outcomes of the rapid assessment	Actions for capacity building of the company for effective implementation of HIV/AIDS activities at the work policy undertaken by at least 60% of the assessed organizations by the end of the plan implementation period	MGLSD, MOH, UAC Development partners and FUE
	1.1.3 Support FUE to work with the workers unions to develop annual work plans on HIV/AIDS for the company's work place programmes with targets and indicators	Joint Annual work plans for HIV/AIDS at the work place agreed and approved by 40 organizations that have unionized workers, by the end of the second year of plan implementation	FUE, NOTU/COFTU, UAC and MOH
	1.1.4 Support FUE, to undertake studies to document the impact of HIV/AIDS on the company income, profits, attrition and productivity	Studies documenting the impact of HIV/AIDS on business enterprises are carried out and reports produced by the end of the 3 rd year of the plan implementation	FUE, UAC, ILO, MOTI, MFPED, and UNDP
	1.1.5 Advocacy targeted at the company leadership and management to appreciate the challenges posed by HIV/AIDS, enabling environment for HIV/AIDS work place implementation and resource allocation	Agreement/ consensus reached with at least 50% of FUE member organizations (private companies) to take actions for the implementation of HIV/AIDS work place interventions by the first six (6) months of the first year	FUE, UAC, MGLSD, ILO, and Labour Unions, MFPED. MOTI
	1.1.6 Support FUE to provide technical support to all member organizations to develop and implement HIV/AIDS workplace Programmes with targets and indicator on an annual basis	At least 50% FUE member organizations have developed and implemented an annual work plan by the end of the third year of plan implementation	FUE, UAC, MGLSD, ILO, Member FUE Organizations and Labour Unions

	1.1.7 Support the Ministry of Gender, Labour and Social Development, to undertake a study on HIV/AIDS and the informal sector and implementation arrangements for carrying out HIV/AIDS interventions among the informal actors	Study on HIV/AIDS and the informal sector carried out and recommendations made on the structure, strategies for delivery of effective interventions and a report produced by the end of the first year of plan implementation	MGLSD, Urban Authorities, MOH, UAC, ILO, UNDP and Informal Sector Associations
	1.1.8 Support FUE to mobilise member organisations to cascade HIV/AIDS prevention, care, treatment, in their supply chain as part of the social responsibility campaign by the private sector	At least 50% of FUE member organisations have a plan and budget for cascading the HIV/AIDS to the community as part of their social responsibility	UAC, MGLSD, MOH TASO, AIC and other HIV/AIDS service providers
	1.1.9 Support development of monitoring and evaluation systems and data-base for FUE to measure the performance for the implementation of workplace HIV/AIDS activities by the private sector	Monitoring and Evaluation systems for FUE developed to measure performance of the implementation of work place HIV/AIDS activities in the private sector organizations, by the end of the first year of the plan implementation period.	FUE, ILO, UNAIDS and UAC
	1.1.10 Annual review of the implementation of the work place HIV/AIDS policy in the private sector, as well as the status of indicators and achievements	Annual review carried out one month after the end of each year of implementation, and a report documenting progress and performance in the implementation of the HIV/AIDS work place policy in the private sector produced every year.	FUE, MGLSD, MOTI, ILO, UAC, COFTU/ NOTU and development partners

	1.1.11 Provision of support to FUE to facilitate the appointment / recruitment of personnel and logistics required for management, coordination, implementation, monitoring and evaluation of HIV/AIDS work place activities in the private sector	Personnel to spear head implementation of workplace HIV/AIDS activities in the private sector appointed or recruited, equipment, furniture and logistical support mobilised by the first six months of the plan implementation, to facilitate a functional office for the implementation of the workplace HIV/AIDS	ILO, UNAIDS, UAC, MGLSD
4.2.Strengthen mechanisms for managing HIV/AIDS in the informal sector	4.2.1 Undertake a study of on HIV/AIDS and the Informal Sector, to assess its impact and responses and management arrangements in place	Study report with findings regarding magnitude of the HIV/AIDS in the informal sector, services available and implementation arrangements in place, gaps and improvements required by the end of the first year of plan implementation	ILO, UAC, MGLSD, FUE, & UNAIDS and AMMICALL Authorities,
	4.2.2 Develop a proposal for implementing work place HIV/AIDS activities in the informal sector	Proposals for improving implementation and scaling of HIV/AIDS interventions in the informal sector developed by the end of the second year of plan implementation	ILO, UAC, MGLSD, FUE, & UNAIDS
	4.2.3 Mobilization of resources to strengthening and scaling up the delivery of HIV/AIDS interventions in the informal sector	Funding for strengthening the delivery and scaling of HIV/AIDS interventions in the informal sector secured and funding agreements signed by the end of the 30 th months of the plan implementation	ILO, UAC, MGLSD, FUE, MOTI, MFPED, & UNAIDS

3.3 Workers' Organizations

The focus of the NPA will be to support the Labour Union Centres to ensure that they full fill their mandate with regard to HIV/AIDS workplace for all unionized workers. The Labour Union Centres have a great challenge of reaching out to all the unionized workers to ensure that their rights are met, through delivering comprehensive HIV/AIDS prevention, treatment care and support services. The support to Labour Unions will therefore be to strengthen their capacities in resources mobilisation, networking and collaboration, mainstreaming HIV/AIDS in CBA and implementing workplace programmes. Workers' organizations will be expected to deliver the following:

- Delivery of workers' rights and empowerment of unionized members to attain those rights related to HIV/AIDS, including addressing HIV/AIDS stigma and discrimination
- Ensure compliance of employers to the occupational health standards.
- Ensure negotiation and inclusion of comprehensive provision for HIV/AIDS prevention, care and treatment in the CBAs
- Ensure implementation, monitoring and evaluation of HIV/AIDS provisions in CBAs
- Support and sustain HIV/AIDS programmes and structures among the labour unions, through training and education on HIV/AIDS, gender and stigma reduction
- Mobilise labour unions and other workers to participate in HIV/AIDS workplace programmes

Key activities that will be implemented are outlined in the matrix below:

3.3.1 Plan of Action for the Workers' Organisations

National Plan of Action to Implement the National Policy Framework on HIV/AIDS and the World of Work				
Social Partner: Workers' Organizations: National Organization of Trade Unions (NOTU) and Central Organization of Trade Unions (COFTU)				
Policy Output One: Measures for Comprehensive HIV Prevention and Promotion of Positive Behaviour in the World of Work Implemented				
Strategies	Activities	Key Target Outputs	Responsible/Accountable Organization	Partner
1. HIV/AIDS Mobilization, awareness raising and education campaign among vulnerable sectors	1.1.1 Support to COFTU and NOTU to conduct a study on workers rights, the working environment, risk factors, gender based vulnerability, knowledge about HIV/AIDS, attitudes, practices and magnitude of HIV/AIDS among workers, to inform the design of the HIV/AIDS prevention and education campaign at work places of each of their respective member organizations	<ul style="list-style-type: none"> • Knowledge of workers' rights documented among the 40 workers' unions in the country by the end of the first year • HIV /AIDS infection vulnerability and risk factors documented for 40 labour unions documented by the end of the first year of plan implementation • Knowledge levels, attitudes and practices of workers on HIV/AIDS established and documented for the 40 workers unions, by the end of year one of plan implementation • Recommendations for the HIV/AIDS prevention campaign among member organizations made by the end of the first year of plan implementation 	NOTU & COFTU,	<ul style="list-style-type: none"> • NOTU & COFTU Central Workers unions, FUE • Makerere School of Public Health • Makerere Institute of Social Research • Technical Assistance by ILO and other Development Partners

	1.1.2 Support to NOTU and COFTU to work with respective unionized members /affiliates and their leadership to design work place HIV/AIDS education, mobilization and prevention programme and implementation plan based on the study findings, with targets and indicators	HIV/AIDS prevention programmes for each of the 40 workers unions, for promoting positive behavioural change, as well as personal and social responsibility to reduce risk of HIV infection, developed by the end of the first year of plan implementation	NOTU & COFTU,	FUE, ILO, MGLSD, MOH & Technical Assistance
	1.1.3. Support training of HIV/AIDS Focal persons for each of the respective member organizations of unionized workers in the implementation of the HIV/AIDS prevention programmes	At least 2 people trained from the 40 unionized member organizations for each of the Labour Union; in HIV/AIDS education, planning, strategic interventions, management as well as M& Evaluation by the end of the plan implementation period	NOTU & COFTU,	FUE, MGLSD, MOH, AIC and ILO
	1.1.4 Support COFTU and NOTU to work with their respective unionized members/ affiliates/ workers unions to mobilize resources and support for the implementation of their developed work plans	At least 50% of the unionized workers for each of the labour centres have developed and are implementing action plans for their respective work places by the end of the plan implementations period	NOTU & COFTU,	COFTU, NOTU, MGLSD, ILO, UAC, MOH, FUE, Development Partners

	<p>1.1.5 Meeting between the NOTU/ COFTU, Affiliates and the management / leadership of their respective enterprises to agree on modalities and forums for education of staff about HIV/AIDS and delivery of prevention services</p>	<p>Arrangements, schedules, financing and delivery of HIV prevention services to all workers for each of the 40 unionized organization/ workers' unions agreed upon with company management by the end of the first six months of plan implementation</p>	<p>NOTU & COFTU,</p>	<p>COFTU, NUTU, Affiliates and FUE</p>
	<p>1.1.6 Support each of the Labour Union Centres (NOTU and COFTU) to establish at least one HIV Counselling and Testing Centre and a mobile clinic, to provide convenient HIV testing services which are sensitive to Unionized workers</p>	<p>At least one HIV testing centre and mobile clinic established for the Labour Union Centres (NOTU and COFTU) for provision of friendly HIV testing services to unionized workers by the end of the plan implementation period</p>	<p>NOTU & COFTU</p>	<p>Ministry of Health, AIDS Information Centre, WHO and ILO</p>
	<p>1.1.7 Organize for HIV/AIDS counselling and testing for all workers in labour unions at least once a year</p>	<p>HIV/AIDS testing organized for each of the 40 labour unions at least once every year</p>	<p>NOTU & COFTU</p>	<p>Affiliates, NOTU/ COFTU AIC, & MOH</p>

Policy Output Two: Socio-economic impact mitigation measures (including stigma and discrimination) to reduce negative consequences developed and implemented in the workplace				
Strategies	Activities	Key Target Output		Partner
2.1 Review and strengthen a supportive work place environment for care, support and impact mitigation at the work place	2.1.1 Support NOTU & COFTU, to jointly work with FUE to document and agree on HIV/AIDS care, support and impact mitigations, needs and actions that should be considered at the work place	Key HIV/AIDS care, support and mitigation needs that should be considered for the work place documented for each of the 40 labour unions by the end of the first year	NOTU & COFTU and FUE	MGLSD Employers UAC
	1.1.2 Support NOTU & COFTU to work with each member organization to integrate the identified HIV/AIDS care, support and impact mitigation needs in the health and occupational safety policy for their respective organizations,	The health and occupational safety policy for each 40 labour unions, comprehensively address the identified HIV/AIDS care, support and mitigation needs by the end of the second year of plan implementation	NOTU & COFTU	FUE MGLSD UAC
	2.1.3 Support Affiliates of NOTU and COFTU to review their CBAs and integrate HIV/AIDS prevention, care, treatment and impact mitigation needs in the CBAs	All the 40 Affiliates of NOTU and COFTU have integrated HIV/AIDS in their CBAs by the end of the plan implementation period	NOTU & COFTU and Affiliates	NOTU, COFTU MGLSD, FUE and UAC
	1.1.3 Support COFTU & NOTU to provide technical backstopping to their affiliates, to integrate the HIV/AIDS in the CBAs as well as monitoring and supervision of their implementation	HIV/AIDS care and support needs are fully integrated in the CBA of all the 40 labour unions and are being implemented by the end of the plan implementation period	NOTU and COFTU	FUE, MGLSD, UAC

	<p>1.1.4 Support the Affiliates of NOTU and COFTU to review and assess the implementation of the CBAs in their respective organizations</p>	<p>Progress, challenges and lessons learnt in the implementation of CBAs documented to inform the next round of CBA negotiation for all the 40 labour unions, by the end of the plan implementation period</p>	<p>NOTU & COFTU and their Affiliates</p>	<p>NOTU, COFTU MGLSD, FUE and UAC</p>
	<p>1.1.5 Support a forum for workers for each of the NOTU and COFTU affiliates every after 3 months, to educate workers about the CBA provisions in relation to HIV/AIDS and also to educate the workers on HIV/AIDS prevention, care and treatment</p>	<p>At least 4 workers' forums a year held to educate workers about CBA provisions and on HIV/AIDS prevention, care and treatment, by each of the 40 labour unions</p>	<p>NOTU and COFTU</p>	<p>NOTU, COFTU MOGLSD, FUE and MOH or relevant NGO service provider for HIV/AIDS services</p>
<p>2.2 Promote policy, legal and business skills education and awareness at the workplace</p>	<p>2.2.1 Produce simplified and easy to read versions of the following policy and legal documents to educate workers about their rights and legal entitlements: Family succession, national HIV/AIDS work place policy, occupational safety regulations, compensation entitlements, employment law, gender and sexual reproduction rights and protection.</p>	<p>Simplified and easy to read materials on the following produced and distributed to workers in the 40 unions, by the end of the second year of plan implementation: Family succession, national HIV/AIDS work place policy, occupational safety regulations, compensation entitlements, employment law, gender and sexual reproduction rights and protection</p>	<p>NOTU and COFTU</p>	<p>COFTU, NOTU, MOGLSD, ILO, FIDA, and other service providers</p>

	2.2.2 Education of workers on legal issues (family succession, workers rights, compensations, occupational safety requirements, gender and sexual reproductive rights and protection, employment laws, etc) during meetings organized on HIV/AIDS	Materials on legal issues (family succession, workers rights, compensation, occupational health, gender and sexual reproductive rights and protection, employment laws etc) developed and distributed to workers during HIV/AIDS meetings for each of the 40 labour unions, by the end the plan implementation period.	NOTU and COFTU	FIDA, MOGLSD, ILO and legal service providers & Affiliates
	2.2.3 Support the Labour Union Centres (NOTU and COFTU) to work with their respective members of Parliament, to organize and review the HIV/AIDS Bill, and ensure comprehensive provision for legal HIV/AIDS concerns of workers in relation to employment and work places	At least one forum organized by each central labour union (NOTU and COFTU), for their respective affiliates and unionized workers to review and ensure comprehensive provisions are made about HIV/AIDS and employment	NOTU, COFTU	NOTU, COFTU, MP representing workers, MOGLSD, MOJCA, FIDA and other legal service providers
	2.2.4 Arrange weekend education sessions for workers on saving and Start and Improve Your Business (SIYB) skills	Weekend education sessions for each of the 40 workers' Unions organized once a month, and at least 40% of those who attend the sessions have initiated alternative income schemes for their families, by the end of the third year of plan implementation period	NOTU, COFTU & Affiliates	NOTU, COFTU & micro finance service providers
	1.1.5 Mobilization of credit financing for the those workers who have initiated alternative income generation schemes	At least 60% of workers who have initiated alternative income generation schemes have secured Micro Financing Credit arrangements	NOTU, COFTU & Affiliates	Employers' Orgs Enterprises, ILO (TA), MGLSD and MOFPED

2.3 Increase capacity of labour unions on social dialogue	1.1.1 Support NOTU, COFTU and their respective affiliates to formulate work place guidelines for addressing HIV/AIDS at the at company level	All the 40 labour unions have workplace HIV/AIDS guidelines to guide implementation of workplace activities by the end of the second year of the plan implementation period	NOTU, COFTU	NOTU, COFTU Labour Unions Employers' Org MGLSD, ILO (TA)
	1.1.2 Support the affiliates of NOTU COFTU to develop implementation framework on tripartite response on HIV/AIDS at the workplace	Mechanism/ arrangements for implementation of tripartite response on HIV/AIDS developed for each member organization of NOTU and COFTU by the end of the first year of the plan implementation	NOTU, COFTU & Affiliates	Affiliates, MGLSD, UAC and FUE
	1.1.3 Support COFTU, NOTU to organize regular tripartite meetings to review implementation of the workplace policies and programme among their respective affiliates	Workplace Implementation progress, best practices, challenges and lessons learnt documented for all the 40 workers unions, at every end of the year	NOTU, COFTU	FUE, MGLSD, UAC MOH, ILO

POLICY OUTPUT THREE: Treatment, care and Support provided to people infected and affected by HIV/AIDS at the workplace

Strategies	Activities	Key Target Output
3.1 Strengthen medical schemes at the work place for increased access to HIV/AIDS care and treatment	3.1.1 Support conducting of assessment and review of the provision and application of workers' medical schemes in relation to HIV/AIDS for each of the member organizations /affiliate of COFTU and NOTU.	Workplace medical schemes for workers and provision for HIV/AIDS services documented for each of the 40 labour unions or affiliate of COFTU and NOTU, to establish the strengths and gaps of such a scheme. This will be accomplished by the end of the 2 nd year of the plan implementation period.

	1.1.2 Support COFTU and NOTU to negotiate for medical schemes that adequately cover workers' HIV/AIDS health needs for each of the member organizations /affiliates	Package of HIV/AIDS services clearly defined in the workers medical scheme for each of the member organizations for COFTU and NOTU by the end of the third year of the plan implementation period
	3.1.3 Support affiliates of NOTU and COFTU to develop and print leaflets, booklets to educate their respective workers about the HIV/AIDS provisions in their medical schemes as well as to educate them about HIV prevention, care and treatment	Each member organization for COFTU and NOTU have developed and produced leaflets on the available HIV/AIDS package in their medical scheme as well as information on HIV/AIDS prevention, care and treatment by the end of the third year of the plan implementation period
Policy Output Four: A workplace component to strengthen institutional capacity development to adequately respond to the challenges of HIV/AIDS epidemic		
Strategies		Activities
4.1 Build capacity of the Labour ' Union Centres to effectively provide leadership for coordination of the HIV/AIDS workplace response	4.1.1 Conduct institutional capacity assessment for central workers' unions and their affiliates for HIV/AIDS policy, planning, management, implementation, monitoring and evaluation and resource mobilization	Institutional requirements for the implementations of an effective HIV/AIDS response at the work place, documented for each of the 40 workers' unions by the end of the first year of implementation
	4.1.2 Provide support for the implementation of the institutional capacity needs based on the identified capacity needs assessment	Action plan for institutional capacity building for NOTU and COFTU and each of their respective organizations documented and resources for its implementation mobilized by the end of the second year of the plan implementation period
	4.1.3 Support development of annual work plans for NOTU and COFTU to provide technical support and supervision of the implementation of work place HIV/AIDS activities among each of their member organizations	Annual work plans for NOTU and COFTU developed every year of the plan implementation period

	4.1.4 Support development of annual work plans for the 40 workers' unions in the country and mobilization of resources for the plan implementation	The 40 workers' unions under NOTU and COFTU have developed annual work plans and resources mobilized for their implementation by the 3rd year of plan implementation
	4.1.5 Support establishment of structures for implementation of HIV/AIDS activities within COFTU, NOTU and their affiliates based on the findings and recommendations of the institutional capacity assessment	Structures and mechanisms for implementation of HIV/AIDS activities within COFTU and NOTU and their affiliates defined by the end of the plan implementation period
	4.1.6 Support COFTU and NOTU and their affiliates to review organizational mechanisms, rules and policies for protection against sexual exploitation, abuse, rape and other forms of gender based violence	Documentation of available organizational mechanisms, rules and policies for protection against sexual exploitation, abuse, rape and other forms of gender based violence, done in all the 40 workers unions, by the end of the plan implementation period
	4.1.7 Support development of monitoring and evaluation systems and data-base for COFTU & NOTU measurement of performance for the implementation of workplace HIV/AIDS activities among workers unions	Monitoring and Evaluation systems for NOTU & COFTU developed to measure performance of the implementation of work place HIV/AIDS activities among their affiliates, by the end of the first year of the plan implementation period
	4.1.8 Training of the leadership of COFTU, NOTU and the 40 affiliated labour unions in HIV/AIDS programming, work policy implementation, mainstreaming, M&E and resource mobilization	Two leadership training workshops conducted, one for NOTU and their affiliates and also for COFTU and their affiliates, and action plan for strengthening leadership developed by the end of the second year of implementation
	4.1.9 Annual review of the HIV/AIDS work place policy and National Action Policy Implementation	Progress and performance in the implementation of the HIV/AIDS work place policy and National Action plan implementation documented by the end of each year of the plan implementation

	4.2.0 Provision of support to NOTU and COFTU to facilitate the appointment / recruitment of personnel and logistics required for management, coordination, implementation, monitoring and evaluation of HIV/AIDS work place activities in the workers union sector	Personnel to spear head implementation of workplace HIV/AIDS activities in the workers' union sector appointed or recruited, equipment, furniture and logistical support mobilised by the first six months of the plan implementation, to facilitate a functional office for the implementation of the workplace for HIV/AIDS
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3.4 NGO Sector

ACORD under the SAN project continues to support HIV/AIDS workplace programming among selected NGOs. A number of NGOs have developed and implemented isolated HIV/AIDS workplace initiatives that have benefited their workers and partner organisations. Given the broadness and variation of the NGO sector, the challenge is still great in ensuring high coverage and sustainability of HIV/AIDS workplace programming in the NGO sector. The NPA will rely on national level NGO network / forum arrangements to cascade HIV/AIDS workplace programming among the NGO sector. The NGO Forum, DENIVA, UNASO, AMICALL, NAFOPHANU, the Inter-Religious Council, CDRN, HURINET, WONET, NUDIPU and International NGOs will be brought on board to take lead in supporting advocacy, implementation and resources mobilization for HIV/AIDS workplace programming. The NPA will also rely on the enthusiasm of the NGO sector in generating and disseminating good practices on HIV/AIDS programming as a basis for enhancing capacity and expanding coverage. The NPA will focus on the following to ensure delivery of workplace HIV/AIDS programme within the NGO sector:

- Provision of HIV/AIDS prevention, care, treatment and support services among workers in the NGO sector
- Integrate issues of HIV/AIDS, workers' rights, gender based violence, equity, alcoholism, empowerment in development programmes to enhance knowledge on issues that benefit behaviour change among community partners
- Build and strengthen public- private partnerships and networking to ensure sustainable access of HIV/AIDS prevention, care, treatment and support services for workers in the NGO sector
- Generate and disseminate good practices on HIV/AIDS workplace programming
- Strengthen capacity within the NGO sector to effectively respond to the HIV/AIDS challenges at the workplace
- Ensure implementation of the NPA, including monitoring and evaluation

3.4.1 Plan of action for the NGO Sector

NATIONAL PLAN OF ACTION TO IMPLEMENT THE NATIONAL POLICY FRAMEWORK ON HIV/AIDS AND THE WORLD OF WORK SOCIAL PARTNER:NGOs /Faith – Based Organisations (NGO/FBO)				
POLICY OUTPUT ONE: Measures for comprehensive HIV prevention and promotion of positive behaviour in the world of work				
Strategies	Activities	Key Target Outputs	Responsible organization	Partner
1.1 Sensitization and awareness raising on HIV prevention	1.1.1 Support the lead NGO networks to undertake a gender and HIV/AIDS vulnerability and risk assessment of workers in the NGO sector to inform the design of behavioural change and prevention activities for the NGO, within the first four months of Plan Implementation	A report documenting gender, vulnerability as a risk factor and drive that increases the risk of HIV infection among workers in the NGO / FBO sector produced within the first four months of plan implementation	NGO Network / Forum Arrangements	MoH, UAC UNASO and ACCORD
	1.1.2 Support the lead NGO networks to design a package of HIV prevention services based on the assessment, that should be delivered to workers in the NGO sector	A package of HIV prevention services at the work place in the NGO sector developed within the first six months of the plan implementation by all the NGO networks	NGO Network / Forum Arrangements	MoH, UAC UNASO and ACCORD
	1.1.3 Support the NGO Networks to ensure that their respective members network with HIV/AIDS service providers and other relevant stakeholders to organize regular internal sessions (at least once a month), on gender and HIV/AIDS for all staff members, based on the designed HIV prevention package	At least 40% of member organizations of the NGO network / forum arrangements at national level report having monthly HIV prevention activities for their workers by the end of the plan implementation	NGO Network / Forum Arrangements	AIC, TASO, MoH, UAC, UNASO and Relevant HIV /AIDS service providers

	1.1.4 Support the NGO Networks to ensure that their respective member organisations, organize regular sessions (at least once a month), on gender and HIV/AIDS for all staff family members, based on the designed HIV prevention package	At least 40% of member organisations for each of the NGO Networks, have an organizational schedule for family members with topics to be covered on gender and HIV/AIDS	NGO network / Forum arrangements	UNASO and Relevant HIV / AIDS service providers
	1.1.5 Support the NGO Networks to ensure that their respective member organisations introduce an HIV/AIDS and gender open / straight talk corner, up dated at least once a month to provide up date and actual information to all staff members	An active corner with regular and updated information on HIV/AIDS and gender, for at least 40% of each of the NGO networks / forum arrangement at national level functioning by the end of the second year of the plan implementation period	NGO network / Forum arrangements	UNASO and Relevant HIV / AIDS service providers
	1.1.6 Support the NGO Networks to ensure that their respective network members, work with AIDS Information Centre (AIC) or Ministry of Health (MOH) to organize and provide HIV Counselling and Testing (HCT)/ VCT session for all staff and their family members at least once a year.	HCT service providers identified, and programme for HCT/VCT agreed upon and carried out at least for 40% of the members for each of the NGO networks / forum arrangements at national level by the end the plan implementation period	NGO network / forum arrangements	MOH, AIC, and other relevant HCT providers

	1.1.7 Support the NGO Networks to work with their respective member organisations and HIV/AIDS service providers to develop and produce IEC / BCC materials that are organization specific and based on the findings and outcomes of the vulnerability and risk assessment	40 % of the members for each of the NGO network / forum arrangements at national level will have produced IEC materials that meet the information needs of their workers by the end of the second year of implementation	NGO network / forum arrangements	AIC, TASO, Mohr, UAC, UNASO and Relevant HIV/AIDS service providers
	1.1.8 1.1.8 Support the NGO Networks, to train staff of their respective members as peer educators (for both work and homes) in collaboration with other CSOs.	A pull of trained peer educators from different NGOs is available to provide HIV/AIDS education to workers in the NGO sector and family members, by the end of the second year of the plan implementation	NGO network / forum arrangements	MOH, AIC, and other organizations skilled in IEC / BCC
	1.1.9 Participation and organization of activities to commemorate the World AIDS Day	At least 40% of the NGO network / forum arrangements at national level organise and participate in the activities for the commemoration of World AIDS day, every year and produce a report of the activities	NGO network / forum arrangements	AIC, TASO, MoH, UAC, UNASO and Relevant HIV/AIDS service providers
	1.1.10 Support documentation and share good practices on HIV prevention at the work place	<ul style="list-style-type: none"> • Criteria for definition and identification of good practices established by each NGO Networks the end of the first year of implementation. • Good practices documented every year 	NGO network / forum arrangements	ILO, UNAIDS and UAC

POLICY OUTPUT TWO: Socio-economic impact mitigation measures (including stigma and discrimination) to reduce negative consequences developed and implemented in the workplace				
Strategies	Activities	Key Target Output	Partner	
2.1 Integrate and align organizational human resources policies with HIV/AIDS needs and demands	2.1.1 Support the NGO Networks to work with their respective members to develop and Implement the work place policies, according to the principles stated by the ILO Code and the National Policy on HIV/AIDS and the world of work that encourage and promote non discrimination and positive living by the staff	Measures for providing a supportive working environment that is sensitive to the HIV/AIDS needs and challenges documented and adhered to by at least 40% of the members for each of the NGO Networks / forum arrangements at national level by the second year of the plan implementation	NGO network / Forum Arrangements	MOH, UNASO and Relevant HIV /AIDS service providers
	2.1.2 Support the NGO Networks, to ensure that their respective members develop and agree with staff members on organizational mechanisms for eliminating stigma and discrimination as well as promotion of positive living among staff member services	Written circulars on organizational position on stigma and discrimination services, issued by at least 40% members for each of the NGO Networks / forum arrangements at national level, by the end of the first year of plan implementation	NGO Network / Forum Arrangements	

	2.1.3 Support the NGO Networks, to ensure that their respective member organisations, to put in place working environment and arrangements that promotes seeking HIV treatment services and adherence services, as part of the organizational policies	Written circulars outlining procedures and working environment for promoting HIV/AIDS treatment and adherence, done by at least 40 % members for each of the NGO Networks at national level by the end of the first year of the plan implementation period.	NGO Network / Forum Arrangements	
	2.1.4 Support the National NGO Networks to ensure that their respective members develop an organizational care and support package, working and deployment arrangements, that are supportive to staff living with or affected by HIV/AIDS	Written package of care, support, deployment and working arrangements that are supportive to staff who living with or affected by HIV/AIDS done by at least 40% members for each of the NGO Network / Forum by the end of the first year of the plan implementation period	NGO Network / Forum Arrangements	Mildmay, TASO MOH, Health insurance schemes & other service providers NAFOPHANO
	2.1.5 Support the National NGO Networks to ensure that their respective member organisations include topics on stigma and discrimination during internal sessions on HIV/AIDS	Documented evidence that issues related to HIV/AIDS, stigma and discrimination openly discussed by workers of at least 40 % members of each NGO Network by the end of the plan implementations period	NGO network / Forum Arrangements	NAFOPHANO, TASO, Mildmay and MOH

	2.1.6 Support the National NGOs Net workers to ensure that their respective members initiate social support mechanisms such as staff saving schemes, training in entrepreneurship and business skills for all staff members	Functional staff saving scheme and programme for enhancing entrepreneurship and business skills for workers in the NGO sector initiated by at least 40% of the members for each of the National NGO Network by the end of the plan implementation period.	NGO Network / Forum Arrangements	Micro-Finance institutions Relevant Govt Institutions
POLICY OUTPUT THREE: Treatment, care and support provided to people infected and affected by HIV/AIDS at the workplace				
Strategies	Activities	Key Target Output	Partner	
3.1 Enhance access of HIV/AIDS services to workers and their families	1.1.1 Support the National NGO Networks, to work with their respective member organisations, to review existing health insurance / medical schemes to cover HIV/AIDS treatment including ART	At least 40% of members for each of the NGO Network / Forum members have a written policy to include HIV/AIDS prevention and treatment in their insurance/ medical schemes by the end of the second year of plan implementation	NGO network / Forum Arrangements	TASO, Health Insurance Providers & MOH
	1.1.2 Support the National NGO Networks to work with respective member organisations to designate service providers from where their staff and family members can seek AIDS treatment services or be referred	A list of AIDS treatment service providers from where staff members can seek treatment services or be referred, available to workers of at least 40% member organizations for each NGO Network / Forum by the end of the first year of the plan implementation period	NGO network / Forum Arrangements	MOH, UNASO and HIV/AIDS treatment service providers

	1.1.3 Support the National NGO Networks to work with respective member organisations to document working environment conditions and how the workplace promotes adherence to AIDS treatment as well as required improvements	At least 40% of the member organizations for each National NGO Networks / Forum have documented working environment and conditions for promoting adherence to AIDS treatment at work place by the end of the first year of the plan implementation period	NGO Network / Forum Arrangements	MOH, JCRC, TASO, and other service providers
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POLICY OUTPUT FOUR: A workplace component to strengthen institutional capacity development to adequately respond to the challenges of HIV/AIDS epidemic

Strategies	Activities	Key Output	Partner	
4.1 Strengthen organizational capacity to develop and implement HIV/AIDS response at the workplace	1.1.1 Support the National NGO Networks to work with respective members organisations to conduct their institutional capacity assessment for HIV/AIDS policy, planning, management, implementation, and monitoring and evaluation and resource mobilization.	Institutional capacity for HIV response at the workplace and gaps established for at least 40% members for each National NGO Network by the end of the second year of the plan implementation period	NGO network / Forum Arrangements	ILO MGLSD HR functions at organizational level
	1.1.2 Support the National NGO Networks to work with respective member organisations to integrate / mainstream workplace HIV/AIDS activities in their annual work plan and budget, monitoring and evaluation.	At least 40% member organizations for each NGO Network have work place HIV/AIDS activities included in their annual work plan and budget by the end of the three year plan implementation period	NGO Network / Forum Arrangements	MGLSD and UAC

	1.1.3 Support the National NGO Networks to work with respective member organisations to review their workplace organisational code of conduct and ensure its responsiveness to the HIV/AIDS needs, concerns and challenges	Revise the work place code of conduct with HIV/AIDS issues and concerns incorporated by at least 40% members for each of the National for the NGO Network by the end of the plan implementation period	NGO Network / Forum Arrangements	Constituencies of NGO network / forum arrangements
	1.1.4 Support National NGO Networks to work with respective member organisations to mainstream HIV/AIDS in their recruitment, induction and termination packages	HIV/AIDS induction and termination materials prepared and given accordingly by at least 40% member organizations for each of the National NGO Network by the end of the three year plan implementation period	NGO Network / Forum Arrangements	Constituencies of NGO network / forum arrangements
	1.1.5 Support the National NGO Networks to undertake advocacy for managers and staff of their member organisations to appreciate the HIV/AIDS and gender challenges and to support HV/AIDS work place programmes	Agreed actions that commit the leadership and management of at least 40% member for each of the National NGO Networks on HIV/AIDS and the work place written down by the end of the plan implementation period	NGO Network / Forum Arrangements	Constituencies of NGO network / forum arrangements

	<p>1.1.6 Support each National NGO Network to conduct an annual review of progress; share experiences; monitor the achievement of established indicators; and challenges of implementing HIV/AIDS workplace programmes and interventions in the NGO and FBO sector.</p>	<p>Annual review and evaluation carried out by each NGO Network at the end of each year of the plan implementation. A report of the annual review, documenting progress, good practices, experiences, lessons and challenges of implementing HIV/AIDS work place programme produced by each National NGO Network, one week after the annual review</p>	<p>NGO Network / Forum Arrangements</p>	<p>Constituencies of NGO network / forum arrangements</p>
	<p>1.1.7 Provision of technical and financial support to each National NGO Network to facilitate the appointment / recruitment of personnel and logistics required for management, coordination, implementation, monitoring and evaluation of HIV/AIDS work place activities in their Networks</p>	<p>Personnel to spear head implementation of workplace HIV/AIDS activities in each National NGO Network appointed or recruited, equipment, furniture and logistical support mobilised by the first six months of the plan implementation, to facilitate a functional office for the implementation of the workplace HIV/AIDS</p>	<p>NGO Network / Forum Arrangements</p>	<p>ILO, UNASO & UNAIDS</p>

4 Institutional Arrangements for the Implementation of the National Plan of on HIV/AIDS and the World of Work

4.1 The Role of the Ministry of Gender, Labour and Social Development

The Directorate of Labour in the Ministry of Gender Labour and Social Development will provide guidance and oversee the implementation of the National Plan of Action. The ministry will carry out the following

- The MGLSD, in partnership with the ILO social partners will lead the resource mobilizations processes and ensure availability of funds to effectively implement the NPA.
- The MGLSD will provide leadership for the development of annual work plans, in collaboration with the ILO social partners and other stakeholders, based on the available resources
- The MGLSD will provide leadership and capacity to ensure scheduled implementation, monitoring and evaluation of activities of the NPA
- The MGLSD will bring together the Ministry of public service, Workers' organizations, Employers' organizations and the NGO sector, to plan and review the implementation of the NPA on a bi-annual basis.
- The MGLSD will be responsible for preparing an annual report on progress of implementation of the NPA, discuss with all stakeholders as well as submitting the report to the Uganda AIDS Commission (UAC). MGLSD will also ensure that implementation of work place HIV/AIDS interventions become part of the annual review for the implementation of the national strategy on HIV/AIDS.

4.2 The Role of Public Sector Ministries, Departments and Agencies

The Ministry of Public Service will be responsible and accountable for the implementation of the NPA actions in all government ministries, departments and agencies. Specifically, the MOPS will carry out the following:

- Initiate implementation of NPA actions in all Government Ministries, Departments and Agencies
- The MOPS in partnership with the MGLSD, UAC and ILO will lead in planning of activities and resource mobilization processes, and ensure availability of regular funds implementation of the NPA in the public.

- The MPS will provide leadership and ensure that all Government Ministries, Departments and Agencies develop annual work plans and secure resources from their budgets for the implementation of planned activities
- The MPS will coordinate and bring together all government ministries, departments and agencies to plan and review the progress of implementation of the NPA in the public sector on a bi-annual basis.
- The MPS will be responsible for preparing an annual report on the progress of implementation of NPA activities in the public sector. The report will be discussed by the public sector stakeholders and submitted to the Uganda AIDS Commission (UAC) and MLGSD. The MPS will ensure that implementation of work place HIV/AIDS interventions become part of the annual review process for all the sectors.

4.3 The Role of the Workers' Organisations

NOTU and COFTU will be responsible for the implementation of the NPA among affiliate labour unions and other workers. The two central workers' Organizations will ensure that they carry out the following activities:

- Develop a common understanding with employers and employers' organizations on the needs, strategies and activities for addressing HIV/AIDS at the workplace
- Initiate implementation of NPA actions among workers' constituencies, ensuring a conducive environment for implementation
- Ensure provision of HIV/AIDS prevention, care, treatment and support services for workers through the Collective Bargaining Agreements
- Raise awareness and education on HIV/AIDS, including workers' rights among labour unions and other workers
- Ensure meaningful participation of labour unions and other workers in the implementation of HIV/AIDS workplace programmes
- Ensure participation of workers' organizations in the resource mobilization process and ensure availability of funding for the implementation of HIV/AIDS workplace programmes for the respective constituencies.
- Central workers' organizations will provide leadership and guidance to ensure that labour unions develop annual work plans, including budgets for the implementation of the planned activities.
- Central workers' organizations will provide leadership to ensure implementation, monitoring and evaluation of NPA planned activities among labour unions of workers' constituencies.
- Central workers' organizations will organise labour unions bi annually to plan and review the implementation of the NPA

- Central workers' organizations will be responsible for preparing annual report on the progress of implementation of NPA activities, discussed by the stakeholders and submitted to the MGLSD, Uganda AIDS Commission (UAC), and Parliament of Uganda.

4.4 The Role of the Employers' Organisations

The Federation of Uganda Employers will be responsible for ensuring that a supportive environment is created among employers in the private sector for the implementation of the NPA activities. FUE will carry out the following:

- Develop a common understanding with workers' organization on the needs, strategies and activities for addressing HIV/AIDS at the workplace
- Advocate for a supportive environment among private sector employers that will ensure effective implementation of HIV/AIDS workplace interventions in the NPA
- Take lead in the resource mobilization process and ensure availability of funding for the implementation of HIV/AIDS workplace programmes for the private sector
- Provide technical support to employers' to ensure establishment of structures and capacity to manage and implement HIV/AIDS work place activities in the NPA
- Provide leadership for planning, implementation, monitoring and evaluation of HIV/AIDS workplace activities in the private sector
- Take lead in the preparation of annual report on the progress of implementation of NPA activities in the private sector, discussed by the stakeholders and submitted to the MOGLSD, Uganda AIDS Commission (UAC), and Parliament of Uganda.

4.5 Role of the National Non Governmental Organisations

As recommended previously, all NGO Network/forum arrangements at the national level; The National NGO Forum, DENIVA, HURNET, WONET, NAFOPHANU, AMICALL, the Inter Religious Council, NUDIPU, UNASO, CDRN, ACORD, Ingo's (under the leadership of World Vision) will be responsible for the implementation of the NPA, among the respective constituencies in the NGO sector. The National NGO Networks / forum arrangements at the national level will be responsible for the following:

- Develop a common understanding among non-governmental organizations on the needs, strategies and activities for addressing HIV/AIDS at the workplace
- Initiate implementation of NPA actions among the NGO constituencies, ensuring a conducive environment for implementation
- Ensure provision of HIV/AIDS prevention, care, treatment and support services for workers through mainstreaming/integration of HIV/AIDS workplace into

on-going programmes. This should include confidentiality and protection against stigma and discrimination.

- Advocate for resources and commitment from leadership both within networks and constituencies for implementation of HIV/AIDS workplace interventions
- The National NGO Networks / forum or possible led NGO arrangements at national level will provide leadership to their respective constituencies to develop annual HIV/AIDS work place programmes based on the NPA, including budgets for the implementation of planned activities
- The National NGO Networks / forum will provide leadership to their respective constituencies to ensure implementation of work plans, including monitoring and evaluation of the work place interventions in the NGO sector
- Lead the process of documentation of best practices and learning from work place interventions
- Linkage and networking with other sectors with regards to service provision, learning, bench marking and sharing of information.
- The National NGO networks / forum will bring together respective NGO constituents bi-annually, to share their reports, plan and review the implementation of the NPA in the NGO sector.
- The NGO networks / forum arrangements at national level will be responsible for preparing annual reports on the progress of implementation of NPA activities in the NGO sector. The report will be discussed with the NGO sector stakeholders and submitted to the Uganda AIDS Commission (UAC) and MLGSD. They will also ensure that implementation of work place HIV/AIDS interventions become part of the annual review of NGOs.

4.6 Role of International Labour Organization (ILO)

The ILO will be the leading development partner in providing technical support and guidance for the implementation of the NPA, through the tripartite arrangement. The ILO will be responsible for the following

- In collaboration with the MGLSD, the ILO will provide technical guidance to the social partners to develop resource mobilization strategies for the implementation of NPA
- In collaboration with the MGLSD, the ILO will ensure effective implementation of the NPA, including integration of HIV/AIDS workplace indicators in the overall national monitoring and evaluation framework
- In collaboration with MGLSD, the ILO will advocate for the inclusion of HIV/AIDS workplace interventions in the national planning processes

5 Monitoring and Evaluation Arrangements for the National Plan of Action

The monitoring and evaluation of the national plan of action will be undertaken at various levels as follows:

5.1 Monitoring and Evaluation by the Ministry of Gender, Labour and Social Development

The MGLSD will lead the monitoring and evaluation of the implementation of the national policy on HIV/AIDS and the world of work. This will be based on the M&E framework as indicated in Annex 1. MGLSD will on annual basis include the M&E activities in the annual work plan for the implementation of the national policy on HIV/AIDS at the world of work. The activities to be budgeted for and implemented will be derived from the M&E framework in Annex 1

1.1 Monitoring and Evaluation by the Ministry of Public Service

The MPS will lead the monitoring and evaluation activities within the public sector, based on the outputs in the public sector work plan. Every year the ministry will include the M&E activities in the annual plan and budget and ensure that they are carried out

1.2 Monitoring and Evaluation by the Federation of Uganda Employers

The FUE will lead the monitoring and evaluation activities within the private sector, based on the outputs in the private sector work plan. The M&E activities for the private sector will be in the annual plan and budget and FUE will ensure that they are carried out

1.3 Monitoring and Evaluation by the Labour Union Centres

The NOTU & COFTU will lead the monitoring and evaluation activities within the workers union sector, based on the outputs in the workers union work plan. NOTU and COFTU will include the M&E activities in their annual plans and budgets and ensure that the activities are carried out

1.4 Monitoring and Evaluation by the National NGO Networks / Forum

The NGO networks / forum arrangements at the national level will lead the monitoring and evaluation activities within the NGO sector, based on the outputs in the NGO sector work plan. The NGO networks / forum arrangements at the national level will include the M&E activities in their specific annual plans and budgets and ensure that the activities are carried out

Annex 1:

Monitoring and Evaluation Framework for the National Plan of Action for the Implementation of the National Policy on HIV/AIDS and the World of Work

Indicator	Baseline	Target	Methodology for data collection	Frequency of data collection	Responsible Organization
<p>Objective 1: To Implement Measures for Reducing Vulnerability, Risk and Prevention of HIV Infection at the work place: Out Put Indicator: Measures for Comprehensive HIV Prevention and Promotion of Positive Behaviour in the World of Work</p>					
Vulnerability, and risk factors for HIV infection at the work place documented every two years	TBE	Enterprises of the 40 Labour Unions	KAP and Vulnerability Assessment Survey	Two Years	NOTU & COFTU in Collaboration with FUE
	3 Ministries	At least 10 Public Service Ministries and five statutory bodies	KAP & Vulnerability Assessment Survey	Two Years	MOPS
	TBE	At least 40 member organisations for each of the National NGOs Networks	KAP and Vulnerability Assessment Survey	Two Years	National NGO Networks
Workplace Programme Developed and Implemented every year	TBE	40 Labour Unions and the respective companies / Enterprises	Review of Work Place Programme and Implementation Report	Once a year	NOTU, COFTU in collaboration with FUE
	4 Ministries	10 Public Sector Ministries and 5 statutory bodies	Review of Work Place Programme and Implementation Report	Once a year	Ministry of Public Service
	TBE	At least 40% of the members of each NGOs Network	Review of Work Place Programme and Implementation Report	Once a year	National NGO Networks

Objective 2: To Develop and Implement Responses that will Mitigate the Social and Economic Impact of HIV/AIDS at the Work Place: Key Output Indicator: <i>Socio-economic impact mitigation measures (including stigma and discrimination) to reduce negative consequences developed and implemented in the workplace</i>					
Approved package of social support and impact mitigation measures and working arrangements for workers who declare their HIV status (including work schedule and deployment)	None	40 Labour Unions and corresponding companies / enterprises	Review of the approved package and its implementation	Once a year	NOTU and COFTU
	4 Ministries	At least 10 Government Ministries and five statutory bodies or public institutions	Review of the implementation of the approved package of social economic mitigation measure and working arrangements	Once a year	Ministry of Public Services
	TBE	At least 40% of the members of the National NGO Networks have an approved package of social economic and impact mitigation	Review of the implementation of the approved package of social economic mitigation measure and working arrangements	Once a year	National NGO Networks
Legal, rights and business skills education and sessions held at least 4 times a year	None	At least 4 sessions organized in a year for unionized workers in each of the 40 labour Unions, 15 Government ministries/ statutory organizations / public institutions and at least 40 % members of each National NGO network/forum arrangement.	Review of the reports for the sessions held to educate workers on human rights, legal and business skills issues	Once a year	NOTU and COFTU for the Labour Unions, and MOPS for Government Sector and National NGO Forum and DENIVA

Capacity of workers unions for social dialogue increased	TBE	CBA for all the 40 Labour Unions reviewed and HIV/AIDS social support needs incorporated	Review of the minutes for the social dialogue and review of the CBA to incorporate HIV/AIDS	Once a year	COFTU, NOTU and FUE
Objective 3: To Institute Work Place Measures for Provision of Treatment, Care and Support to Workers Infected and Affected by HIV/AIDS: Key Out Put Indicator: Treatment, care and Support provided to people infected and affected by HIV/AIDS at the workplace					
Revised and approved medical schemes to take care of HIV/AIDS needs	TBE	40 Labour Unions and corresponding companies / enterprises have reviewed the medical schemes by the end of the 3 years and incorporated HIV/AIDS	Review of implementation of the approved medical scheme that provides for HIV/AIDS	Once a year	NOTU & COFTU
	TBE	Revised and approved medical scheme, arrangements for treatment and care for workers in civil service in place by end of 2 nd year of plan implementation	Review of the progress for the revision, approval and implementation of the new scheme for the public sector workers	Once a year	Ministry of Public Service
	TBE	At least 40% members of the respective NGO networks/ Forum arrangements at the national level have revised and approved medical schemes that incorporate HIV/AIDS treatment	Rapid survey to assess medical schemes of NGOs in relation to HIV/AIDS	Once a year	NGO networks/ forum arrangements at national level

Objective 4: To Strengthen Institutional Capacity of organizations to Effectively and Adequately Respond to HIV/AIDS Challenges at the Work Place: Key Output Indicator: A workplace component to strengthen institutional capacity development to adequately respond to the challenges of HIV/AIDS epidemic					
Developed and implemented annual work plans on HIV/AIDS at the work place	None	At least each of the 40 labour unions has an approved work place annual work plan on HIV/AIDS which is funded and is being implemented	Review of the implementation of the annual workplace HIV/AIDS work plan	Once a year	COFTU and NOTU and FUE
	TBE	At least 50% of member organizations for FUE have annual HIV/AIDS work place plans being implemented	Review of the implementation of the annual workplace HIV/AIDS work plan	Once a Year	FUE
	4 Ministries	At least 15 Government ministries and statutory agencies /public institutions implementing annual HIV/AIDS work place plans	Review of the implementation of the annual workplace HIV/AIDS work plan	Once a year	MOPS
	TBE	At least 40% of members for each National NGO Network implementing annual HIV/AIDS work place plan by the end of the three years	Review of the implementation of the annual workplace HIV/AIDS work plan	Once a year	NGO networks/ forum arrangements at national level

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