



SMARTWORK
The Workplace Response to AIDS

THE UKRAINE COMPONENT OF AN
INTERNATIONAL HIV/AIDS WORKPLACE EDUCATION PROGRAM

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PROJECT PLAN

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LIST OF ACRONYMS

AIDS	Acquired Immune Deficiency Syndrome
ACC	American Chamber of Commerce
BRTA/LRTA	Business/Labor Response to AIDS
CCM	Country Coordinating Mechanism
HIV	Human Immunodeficiency Virus
IDU	Intravenous Drug Users
IEC	Information, Education, Communication
ILO	International Labor Organization
MOH	Ministry of Health
MOLASP	Ministry of Labor and Social Policy of Ukraine
NAC	National AIDS Center
NEC	National Employment Centers
NFTU	National Federation of Trade Unions
NPIN	National Prevention Information Network
ULIE	Ukrainian League of Industrialists and Entrepreneurs
NGO	Non-Governmental Organization
PLWHA	People living with HIV/AIDS
RC	Rotary Club
RSTU	Road Sector Trade Unions
SAAPF	Substance Abuse and AIDS Prevention Foundation
SCFY	State Committee for Family and Youth
STI	Sexually Transmitted Infection
STTU	Sea Transport Trade Unions
TAB	Tripartite Advisory Board
TOT	Training of Trainers
TUMW	Trade Unions of Medical Workers
UNAIDS	Joint United Nations Program on HIV/AIDS
UNDP	United Nations Development Program
USAID	United States Agency for International Development
USDOL	United States Department of Labor
YLC	Youth Labor Centers

PROBLEM STATEMENT AND BACKGROUND

“There are few things in life these days as globally important as responding effectively to AIDS, and talking about a global response is not just an abstract concept, it is the result of everything that is going on locally. What you are doing here is not only vital to Ukraine but to the whole world.”¹

— Peter Piot, Executive Director of the UNAIDS Program

Epidemiological Data

Since 1987, when the first case of HIV in Ukraine was identified, until February of 2002, 44,260 Ukrainians and 299 foreigners within Ukraine were officially registered as living with HIV. In a country of more than 48 million citizens, the official number of infections is relatively low; however, international and Ukrainian experts estimate that, in fact, well over 250,000 people may actually have been HIV-infected in the Ukraine.

The Ukraine is currently an epicenter of the HIV/AIDS epidemic, and is second only to Russia among Eastern European countries in terms of rate of transmission. The disease had been most commonly spread among intravenous drug users (IDUs), although recently, the disease is spreading more rapidly through sexual contact, with infections being primarily reported among heterosexuals. As a result, women are especially impacted by new infections related to sexual behavior due to their increased susceptibility for infection.

The areas most affected by the HIV epidemic, as well as drug addiction, include the regions of Donetsk (9,926), Dnipropetrovsk (8,271), Odessa (6,920), Mykolayiv (3,035), and the Autonomous Republic of Crimea (2,842). All four regions have experience an increase in infections, particularly, as a result of heterosexual transmission.

Kiev, Odessa, and Crimea are the largest regions in the Ukraine, with highly developed industrial sectors, strong medical infrastructure, and well-developed networks of transportation. In addition, in Odessa, the National Federation of Trade Unions (NFTU) has agreed to assist in the implementation of a new program to improve transportation (in seaports and automobile transport) and health care in selected regions. This region has both the highest number of HIV infected citizens in the Ukraine and local government authorities that have proven to be very supportive of a HIV/AIDS prevention and education workplace program. As such, implementing a program in the Odessa region has the potential to create noticeable improvement.

¹ Materials of Peter Piot's visit to Ukraine, www.aidsalliance.kiev.ua.

Sexually Transmitted Infection (STI) Situation

Currently, the Ukraine is experiencing an epidemic situation with STI prevalence, including syphilis, chlamydia, trichomoniasis, and gonorrhea cases. The incidence of Syphilis reached its height in 1996, with 158 infections per 100,000 people. Official Ukrainian health institutions usually treat patients with STIs on an outpatient basis, with the exception of pregnant women, children, teenagers, and marginal groups. Unfortunately, increased morbidity in rural areas is aggravated by the lack of funds for health institutions in these areas, contributing to the overall increase of STIs in the Ukraine.

Political System and Human Rights²

The Ukraine has created a legislative and regulatory basis to respond to HIV/AIDS and protect human rights, including the rights of people living with HIV/AIDS. The Ukraine is also collaborating internationally to promote knowledge exchange as it relates to experience with HIV/AIDS efforts worldwide, as well as other health protection efforts in various fields.

To ensure the comprehensive development and coordination of national action plans among various ministries, and to effectively implement HIV/AIDS prevention strategies, the National Coordination Council has been established. The Council, headed by a vice-prime-minister of the Ukraine, was established in August 1999, by Resolution of the Cabinet of Ministers of Ukraine, N. 1492. The National Coordination Council to Prevent AIDS and the National AIDS Fund are the permanent acting bodies in the Cabinet of Ministers of Ukraine.

According to Article 4 of the *Law On Prevention of AIDS and Social Protection of Population*³, “The State guarantees access, quality, effectiveness of medical examination, including anonymous testing, and will provide primary and further consultation aid.” Despite such legal guarantees, voluntary HIV testing and counseling is not currently available throughout all of the Ukraine.

Currently, the Ukrainian government advocates for employee rights, human rights, and the rights of People Living with HIV/AIDS (PLWHA) to live without discrimination; however, there are important improvements still to be made. Employees and employers must be informed, not only about the HIV/AIDS epidemic, but also about services, testing, and counseling services regulated by law. The goal of the SMARTWork project will be to increase this knowledge among individuals within the Ukrainian workplace, to reduce risky behaviors, and to decrease stigma and discrimination related to HIV/AIDS.

² The Project “Strategic Planning process in Ukraine for a National response to HIV/AIDS on 2001-2003”, Kyiv, March-May, 2000.

³ Law of Ukraine *On Prevention of AIDS and Social Protection of Population* adopted by the Verkhovna Rada of Ukraine in March 1998.

Demographic Situation in Context of the Epidemic

The HIV/AIDS epidemic may seriously affect the demographics of the Ukraine, and hence is of great concern to citizens and leaders. One area in which AIDS is likely to have a serious impact if left unchecked, is on employment, as has already been demonstrated in numerous countries throughout Africa. Even without the impact of HIV/AIDS, Ukraine has serious employment concerns, thus potentially compounding an already difficult challenge.

Unemployment, particularly hidden unemployment in the form of forced part-time work, significantly affects the standard of living. The official rate of unemployment is increasing in the Ukraine. According to sample surveys, based on ILO methodology carried out by the State Committee for Statistics of the Ukraine, the unemployment rate among the economically active population was 5.6% in 1995, 7.6% in 1996, 8.9% in 1997, and 11.3% in 1998.

In some cases, the crisis of unemployment is geographically concentrated. This has resulted in households where there is no wage earner and communities where the actual rates of unemployment and underemployment are probably higher than the reported averages. The correlation between high unemployment, alcohol abuse, domestic violence, drug abuse, and increased migration; together with movement by some women into regular or occasional commercial sex work as a survival strategy, means that there may be regions and communities which are particularly susceptible to increased disease incidence. For many people, the only way to survive has been through entering the "shadow economy," which by its nature is unregulated, unaccounted for, and often involves activities, which at the very least, are on the borderline of what is considered legal. The situation for young people and women is particularly serious.⁴

Non-Governmental Organizations (NGOs) and the Public Sector

There has been a strong push for the development of health initiatives among the Ukrainian NGO sector as a response to the HIV/AIDS epidemic. This has been actively pursued by organizations such as USAID, UNAIDS, UNDP and other international representatives who began their initial activities in this sphere in 1996.

Thanks to the educational activities and comprehensive support of these and other international agencies, there has been a substantial increase in the number of NGOs and the quality of their work on HIV/AIDS over the past four years. There are now NGOs working actively in all regions of the Ukraine to implement a variety of prevention projects.

National Federation of Trade Unions (NFTU) and Business.

The system of trade unions in the Ukraine consists of 40 unions, 26 regional representative offices, and twelve methodological and training centers. This system constitutes 14.5 million members who may be used as an existing basis for the execution of programs similar to

⁴ Social and economic impact of HIV/AIDS in Ukraine, British Council in Ukraine, www.britishcouncil.org.ua.

SMARTWork in the Ukraine. At this point, NFTU has not been as involved in the fight against HIV/AIDS in the Ukraine to the degree that would be optimal. Rather, it has been more engaged in other major employment issues, such as wage arrears, and raising the minimum wage.

The Ukrainian business sector, for the most part, has yet to identify the HIV/AIDS epidemic as an issue that needs immediate attention. As HIV/AIDS-related issues are often perceived as solely associated with drug addicts or marginal groups (mainly the unemployed), little interest or demand for workplace programs that address HIV/AIDS prevention and education has been demonstrated. Despite low levels of initiative for addressing HIV/AIDS among many labor stakeholders, the Ukrainian Union of Industrialists and Entrepreneurs has recognized the acuteness of the problems, and has shown interest in cooperation for a workplace prevention program.

The SMARTWork – Ukraine program seeks to encourage government, employers, and unions to implement programs based on social responsibility, workers rights, and economic effectiveness. Coordination of activity between government authorities, trade unions, and employers, as well as other partners, combined with well designed HIV/AIDS policies for the implementation of prevention models, appropriate informational campaigns, and effective presentation of indicators is needed for Ukrainian workplaces. Only with a consolidation of these efforts will the development of a broader solution to the problem of discrimination and stigmatization of PLWHA in workplaces be achieved.

PROGRAM APPROACH AND STRATEGY

USDOL awarded the Academy for Educational Development a USD \$9 million cooperative agreement to implement an international HIV/AIDS workplace education and prevention and program. The AED component of the USDOL program is entitled SMARTWork (Strategically Managing AIDS Responses Together), and is being implemented in six countries (Ukraine, Vietnam, Haiti, Dominican Republic, Nigeria and Zimbabwe).¹ The approach calls for working with government, labor, and employers, in a tripartite structure to implement and/or improve workplace HIV/AIDS prevention and education, and reduce stigma and discrimination through policy development and implementation of workplace programs. The program seeks to encourage both employers and unions to implement programs based on social responsibility, workers rights, and economic effectiveness.

The development goal of the SMARTWork Project in Ukraine is to reduce the rate of HIV infections as a result of workplace education and prevention programs and to ensure workplace protection and guaranteed human rights of individuals affected and infected by HIV/AIDS. Achievement of this goal depends on the achievement of the four following operational goals:

PROJECT GOAL 1: INCREASE UNDERSTANDING OF THE EXISTING WORKPLACE HIV/AIDS PREVENTION EFFORTS AND POLICIES IN KEY SECTORS OF THE ECONOMY AND PREPARATION OF COUNTRY NEEDS ASSESSMENT.

Objective 1.1: *Profile existing organizational practices (encompassing policies and programs) in a sample of major employers and unions to be targeted by the program.*

The first step to achieving this project goal will be to profile the needs of selected companies and unions in key economic sectors using the SMARTWork needs assessment methodology and tools. The profiles will also serve as an assessment for the companies and unions in terms of their feasibility to be included in the project. The results of the needs assessments will then be used by the project and its partners to encourage other companies to create workplace HIV/AIDS policies and comprehensive prevention education and support programs. An integral element of these activities will also be to address and reduce stigma and discrimination towards PLWHA.

¹ While tailored to the specific needs and circumstances of the countries and their business sectors, the Program has the following fundamental components: (1) preparation of company profiles that are representative of target sectors, serve as models for workplace intervention, and/or highlight the opportunities for organizations to establish HIV/AIDS programs and policies; (2) provision of materials that can guide and assist in the creation of workplace HIV/AIDS policies and programs; (3) working collaboratively with (and training as needed) business, labor, and other partners to establish or improve HIV/AIDS-related workplace programs and policies, principally through presentations and workshops; (4) working collaboratively with business, labor, and other partners so that they (with the project as well as necessary) will offer follow-on assistance to organizations creating workplace programs and policies; and (5) nurturing the creation of sustainable, in-country networks that can assist and encourage workplace-based HIV/AIDS programs.

The needs assessments, and workplace initiatives that follow, will occur in the Kiev and Odessa regions, since these cities have highly developed industries, serious rates of HIV infection, developed network of NGOs, free trade zones, and dense populations.

OBJECTIVE 1.2: Review country-specific studies on HIV/AIDS policies and practices that may affect workplace-related programming.

A thorough review of the existing literature and studies on HIV/AIDS and its impact on workplaces as well as prevention practices in the Ukraine and policies related to workplace discrimination in general will be carried out by the Project. A written review with essential findings will be incorporated into the Needs Assessment Report and the Country Brief.

OBJECTIVE 1.3: Identify knowledge and attitudes of workers and managers regarding HIV/AIDS and workplace-based policies and programming.

This objective will be achieved by way of conducting focus groups consisting of employees at chosen companies, enterprises and organizations as well as by way of in-depth interviews and surveys with workers and employers at the targeted enterprises. It will enable the project to identify knowledge and attitudes as well as behaviors and perception to evaluate the impact of future HIV/AIDS preventive interventions.

PROJECT GOAL 2: MOBILIZATION OF NATIONAL LEVEL TRIPARTITE EFFORT TO ESTABLISH AND EXPAND HIV/AIDS PROGRAMS AND POLICIES TO REDUCE STIGMA AND DISCRIMINATION IN THE WORKPLACE.

OBJECTIVE 2.1: Create an HIV/AIDS workplace Tripartite Advisory Board (TAB) comprised of major employer, labor, and government entities that is linked to the national coordinating mechanisms for HIV/AIDS programming.

By implementing this objective the project aims at creation of a Tripartite Advisory Board consisting of NFTU, MOLASP, NAC and ULIE representatives, business people, partner organizations, and NGOs. The MOLASP representatives have taken an active role in making meeting arrangements, facilitating activities, and arranging for program coordination. NFTU can aid in preparing presentations, forums, and events. SMARTWork will partner with several Ukrainian trade unions, namely with RSTU, STTU, TUMW, and involve them in the TAB activities and events related to the program. The TAB and project representatives will participate in the UN Theme Group and Country Coordinating Mechanism. The project will also strive to adopt a Tripartite Collaborative Agreement among the major labor, employer and other relevant organizations.

OBJECTIVE 2.2: Encourage development of—and adherence to—a national workplace policy within the framework of the HIV/AIDS national strategic plan.

Activity under this objective will focus on the development of a national HIV/AIDS policy framework (the SMARTWork Project in Ukraine will provide technical assistance to the MOLASP and other partners in pursuance of this objective).

OBJECTIVE 2.3: Strengthen the capacity of government, labor, employers, and NGOs at the national level to support workplace HIV/AIDS programs and policies, and foster linkages with other relevant HIV/AIDS programs.

The Project will have to ensure and facilitate quarterly meetings of the TAB as well as assist in the development of work plans for the majority of the signatory organizations. The project will seek to ensure that the top officials of the participating organizations are sensitized to the HIV/AIDS problem.

The activities in this regard will also be focused on providing assistance—whether directly via the project or by a partnering NGO—to educational centers in MOLASP and State Committee for Family and Youth (SCFY) in order to raise awareness about business-oriented HIV/AIDS programs among young entrepreneurs.

OBJECTIVE 2.4: Design and implement an advocacy and recognition campaign to promote workplace HIV/AIDS policies and programs.

The SMARTWork Project will promote its goals, objectives and progress through the announcement of the annual workplace award and ceremony by TAB.

It will also assure awarding of participants of seminars, training and workshops with certificates for their successful completion.

PROJECT GOAL 3: INCREASE THE NUMBER OF ENTERPRISES (INCLUDING BUSINESS, LABOR UNION, AND MINISTRY OF LABOR WORKPLACES) THAT HAVE EFFECTIVE WORKPLACE HIV/AIDS PREVENTION AND SUPPORT PROGRAMS AND POLICIES THAT SERVE TO REDUCE STIGMA AND DISCRIMINATION.

OBJECTIVE 3.1: Adapt and translate project materials to country context.

This objective is focused on adoption and tailoring of materials to the Ukrainian context. This will require the review of the existing presentations and workshops and their adaptation to the Ukrainian context.

OBJECTIVE 3.2: Initiate and engage employers in developing workplace-based prevention education programs and policies through presentations and workshops.

At least 30 presentations will be given to business groups, companies and labor groups representing a minimum of 200 enterprises with a total number of about 50,000 employees. In addition, at least 14 workshops will be held for about 200 organizations to explore the impact of HIV/AIDS on employers and to help managers and labor representatives in the development of effective policies and prevention programs for workplaces.

The presentations will highlight the critical business and social responsibility reasons for effectively responding to AIDS. The presentations will utilize data collected in the needs assessments and profiles. The key objective for presentations is to engage labor and business leaders in recognizing the need and value of workplace HIV/AIDS prevention and education programs.

After each presentation, the Country Coordinator will follow-up with stakeholders to determine the level of interest in developing a comprehensive HIV/AIDS prevention program and workplace policies for their respective companies. Participants will also receive documentation from the project to stimulate their further exploration of the subject and to provide the required information for follow up.

Workshops, unlike the oral presentations, will last two full days, and will provide an in-depth learning experience and analytical exercise for business managers and employee representatives. The process will focus on providing some of the under-lying principles and approaches for implementing workplace HIV/AIDS prevention programs and policies.

Workshops will be held on approximately a quarterly basis, though exact timing will reflect needs as expressed in presentations or by employers. Pre- and post-workshop feedback assessments will be conducted to evaluate workshops and outcomes. Following the workshop, interested participants will be encouraged to continue meeting to share their lessons of experience and to assist each other in implementing workplace programs and policies. The project will help facilitate their follow-up meetings, and will provide technical assistance, as appropriate and available. The project will track both companies and unions installing comprehensive programs as well as those that opt for programs that are less than comprehensive. It is likely that the resulting needs for technical assistance will include further TOT and peer education activities and cater to the special circumstances of the individual recipients.

OBJECTIVE 3.3: Follow-up technical assistance (TA) provided by project staff and partners to establish effective workplace HIV/AIDS prevention education programs and policies among employers.

The TA will target those employers and/or trade unions that have shown, in the workshop, a high potential for adopting workplace policies and programs. Follow-up shall ensure that either these companies and/or unions receive the TA from the project or they receive it from one of the project's key partners or consultants. The project will also encourage the creation of HIV/AIDS

workplace committees and facilitate the post-workshop meetings of groups of employers and any other type of workshop participant. Technical assistance may include a wide range of relevant topics and will be planned based on individual needs of companies and unions. Assessment of technical assistance needs will, in part, be determined through the profiling of organizations conducted under Objective 1.1. Areas for which technical assistance may be provided, include, but are not limited to: development and distribution of IEC materials, implementation of VCT programs, social marketing, policy development, and support for PLWH. As individualized plans of technical assistance are developed, they will be documented and included or amended to the annual work plan and country program plan.

OBJECTIVE 3.4: Targeted employers adopt effective workplace HIV/AIDS prevention education programs and policies.

The Project will select at least 20 large businesses or unions among the participants of the workshops and provide them with the follow on TA on prevention and support programs and strategies. They will be encouraged to utilize HIV/AIDS Workplace Committees to implement and sustain their program initiatives.

OBJECTIVE 3.5: Increase knowledge about HIV/AIDS, decrease risk behavior, and reduce stigma and discrimination among workers and managers of organizations targeted by the Project.

Much of the achievement of this objective will be accomplished through the activities conducted under Objectives 3.2, 3.3 and 3.4. The outcome of Objective 3.5 will be evaluated, in-part, through the use of KAPB and/or other evaluation instruments. In addition, baseline data gathered through the KAPB and/or other evaluation instruments will be utilized to help shape activities under Objective 3.2, 3.3, and 3.4.

OBJECTIVE 3.6: To provide assistance to Youth Labor Centers (YLC) at the SCFY and National Employment Centers (NEC) at the MOL, and to other counterparts, to enhance their knowledge about business-oriented HIV/AIDS programs.

The country has created business-training facilities aimed at creating new and young entrepreneurs. This presents SMARTWork with the opportunity to create an innovative approach to reaching both the vulnerable young adult population, and to encourage the new generation of business people to create HIV/AIDS policies and programs.

PROJECT GOAL 4: DEVELOP (AND/OR ADAPT) AND DISTRIBUTE INFORMATION, EDUCATION AND COMMUNICATIONS (IEC) MATERIALS THAT SUPPORT HIV/AIDS WORKPLACE PREVENTION EFFORTS, REDUCTION OF STIGMA AND DISCRIMINATION, AND BEHAVIOR CHANGE.

OBJECTIVE 4.1: Disseminate workplace-related materials that will increase employer participation.

SMARTWork materials, such as the Manager/Labor Leader's Guide, will be distributed not only at workshops, but will also be available via Internet (other cost-effective distribution methods will also be explored). The Project will also ensure distribution of relevant materials to the TAB members.

Several media/publication mechanisms will be used to advocate for workplace programs. Amongst them, the MOLASP produces newspapers, magazines and bulletins that will be able to publish information on SMARTWork highlights. These products will be also disseminated in employment and educational centers of other partners and counterparts.

OBJECTIVE 4.2: In coordination with key labor, business, government, and NGO partners, encourage and achieve widespread utilization of relevant IEC materials by workers.

Brochures, leaflets and posters will be identified, adapted, and/or developed to carry effective prevention messages to workers and employees. Materials will be distributed through workplace programs established under SMARTWork as well as through the tripartite partners to their constituencies.

Where effective materials already exist, such as the ILO's Code of Practice and IEC materials developed and available through resources like the BRTA/LRTA clearing house and the National Prevention Information Network (NPIN), such resources will be utilized to support programs while reducing the likelihood of duplication of efforts.

INSTITUTIONAL AND MANAGEMENT FRAMEWORK

The program will be implemented by AED's SMARTWork project office in the Ukraine, under the direction and guidance of AED/Washington and USDOL. The main government counterparts will be the Ministry of Labor and Social Policy and the National Commission on HIV/AIDS of the Cabinet of Ministries, with which Memorandums of Cooperation shall be signed.

Letters of consulting and technical support shall be arranged with the following partners: the Ministry of Health, National AIDS Center, State Committee on Family and Youth, and The National AIDS Fund. Other stakeholders, ministries, and government agencies will be kept informed about the project's execution on an ongoing basis throughout the life of the project. This will happen through a number of means, including regular meetings, presentations at national conferences, mass media, and memorandums of cooperation (e.g., with the National Federation of Trade Unions). SMARTWork will collaborate with UNAIDS, participate in UN Theme Groups and meetings, and cooperate with international projects and agencies, including: USAID and its contractors, International HIV/AIDS Alliance, British Council, Winrock International, and others.

Appropriate and relevant NGOs will also be engaged as SMARTWork partners in the Ukraine and can assist with the coordination of training workshops and providing technical assistance to companies. A group of PLWHA, "New life," will be involved as peer consultants to employees stigmatized or affected by HIV/AIDS in their workplaces.

The Tripartite Advisory Board will include not only officials from ministries and government agencies of the Ukraine, but also representatives from NGOs, businesses, as well as their associations and trade unions. The professional unions have received support from the American Chamber of Commerce (ACC) and the Rotary Club (RC), with whom joint events will also be arranged.

Responsibilities for day-to-day management will rest with the Country Coordinator. She will be assisted by the Program Associate and the Program Administrator. The Country Coordinator will report to the AED Project Director based in Washington, D.C. Administrative management of the project will be carried out jointly with the SMARTWork/AED Project in Ukraine.

A group of project consultants will assist in arrangement of seminars, training programs, and consultations to businesses and project staff. The consultants will also keep professional notes and complete reports to assist in project implementation and management.

TARGET GROUPS AND PARTNERS

The direct beneficiaries of the project will be labor, management, and the families of business that participate in the project's presentations, workshops, and other technical assistance provided directly, or by our partners. Particular sectors and companies will be targeted on the basis of the needs assessment finding.

The government's main project partners will be the Ministry of Labor and Social Policy, Ministry of Health, State Committee on Family and Youth, ULIE and the National Fund on HIV/AIDS of the Cabinet of Ministers of the Ukraine. There will also be the memorandum on cooperation signed on a tripartite basis with the NFTU (TUMW, RSTU, ATTU showed their interest to the program).

The SMARTWork Program will closely collaborate with UNAIDS and other international projects and agencies, USAID contractors, British Council, Winrock International, International HIV/AIDS Alliance, and others. SMARTWork will partner with non-governmental organizations, businesses, and professional confederations.

SUSTAINABILITY

The design and plan of the program activities will focus on raising the interest and capabilities of labor, business, government, and other relevant NGOs to undertake workplace-based HIV/AIDS policies and prevention and care programs. Workshops for business and labor groups, coupled with the increased availability to them of follow-on technical assistance (through our provision of TOT and technical assistance to partners), will enhance sustainability.

A broad base of support within Ukraine for workplace-based initiatives will be stimulated by our work with the TAB. The ideas, suggestions, methods, techniques, and informational materials developed by the TAB will be disseminated to enterprises and companies.

The project and its partners will encourage employers to create their own internal company group, as well as formal or informal coalition(s) between organizations, to establish the HIV/AIDS policies and programs they learn about as workshop participants and in the follow-on technical assistance they receive. By focusing on the sound business reasons as well as ethical demands for establishing such programs, and demonstrating their value through the company profiling process, sustainability will be strongly promoted.