

# ILAB TECHNICAL COOPERATION PROJECT SUMMARY

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<b>PROJECT TITLE</b>	ILO/USDOL International HIV/AIDS Workplace Education Program in Botswana
<b>REGION/COUNTRY</b>	Botswana
<b>PROJECT DURATION</b>	May 2004- September 2013
<b>FUNDING LEVEL</b>	FY 04-07, \$3,065,801 (portion of a sub-regional HIV/AIDS program); FY 07, \$200,000 (PEPFAR); FY 08, \$200,000 (PEPFAR); FY 09, \$500,000 (PEPFAR); FY 10, \$400,000.
<b>PROBLEMS TO BE ADDRESSED</b>	Botswana has the highest prevalence of HIV/AIDS in the world (26%). The HIV/AIDS pandemic is not just a public health problem, but it is also an employment and labor problem. The pandemic is an employment problem because it strikes people in the prime of their working years, and the illness and death stemming from the pandemic are causing employers to lose a significant percentage of their workforce. Replacing those workers and the skills they possess comes at a significant cost to employers. HIV/AIDS is also a labor issue with because people living with HIV/AIDS often face discrimination in the workplace, such as the threat of job loss or of not being hired for a new job. Fear of this kind of discrimination, in addition to general fear and social stigmatization, often lead workers to avoid voluntary counseling and testing services or to seek out treatment, further exacerbating the pandemic and inhibiting traditional prevention and education efforts from reducing the infection rate.
<b>PROJECT OBJECTIVES</b>	The objectives of this project are to 1) reduce HIV/AIDS risk behaviors among the employees of targeted enterprises and their families, and 2) reduce employment discrimination against persons living with HIV/AIDS. This project targeted the tourism and construction sectors and the primary schools associated with them.
<b>SUMMARY OF ACCOMPLISHMENTS</b>	<ol style="list-style-type: none"><li>1. The project has reached over 8351 people through workplace education activities.</li><li>2. 19 of the 21 partner enterprises have adopted HIV/AIDS workplace policies, and all have increased the availability of quality HIV/AIDS workplace services, such as education about prevention, discrimination, and care, voluntary testing information, and support services, among other things.</li><li>3. All national labor inspectors were trained on mainstreaming HIV/AIDS, gender issues, and child labor into inspection protocols.</li><li>4. 100% of partner enterprises have a collaborative agreement with an external HIV/AIDS resource organization or have hired a full time HIV/AIDS coordinator to facilitate a sustainable response to the epidemic, and 90% have actually given their enterprise-level HIV/AIDS response program a budget.</li></ol>
<b>PARTNER ORGANIZATIONS</b>	International Labor Organization
<b>CONTACT INFORMATION</b>	Office of Trade and Labor Affairs Division of Trade Agreement Administration and Technical Cooperation (202) 693-4900