



Submission Form
To
UN Management Committee for the Central Fund for Influenza Action

To be completed by the Secretariat of the Management Committee	
Meeting No: 3	Date of Meeting: 12 July 2007
Item No: 200706 - CFIA/A-2	Avian Influenza and the Workplace

(To be completed by the Participating Un or eligible Partner Organisation)

To: UN Management Committee for the CFIA	Date of Submission: 22 July 2007
From: UN / Eligible Partner Participating Organisation ILO	Contact: Telephone number, email Donato Kiniger-Passigli +41 22 799 6834 kiniger@ilo.org Alternate: Amber Barth 212.697.0150 barth@ilo.org
National Authority <input type="checkbox"/> Endorsement <input type="checkbox"/> Comments	Contact: Telephone number, email
Proposed submission, if approved would result in: <input type="checkbox"/> Continuation of existing programme/project <input checked="" type="checkbox"/> New programme/project <input type="checkbox"/> Other (explain)	Proposed submission resulted from: <input type="checkbox"/> National Authorities request <input checked="" type="checkbox"/> UN Agency/eligible Partner initiative within UN Consolidated Action Plan <input type="checkbox"/> NGO or other agency Request <input type="checkbox"/> Other (explain)
Programme/project Title: Avian Influenza and the Workplace: Combating the disease through increased awareness, enhanced information-sharing and closer adherence to occupational health and safety best practices ----- Referred to as : Avian Influenza and the Workplace	
Category of project: Joint programming	
Amount of CFIA funds requested for Proposed Programme/project: 250,000	
Amount of indirect costs requested: 7%	

1. Background

With workers and employers facing the possibility of a catastrophic pandemic, the ILO has launched efforts to combat the effects of Avian Influenza on livelihoods and health and safety in the workplace. Its unique tripartite structure places it in an extremely favorable position to address the concerns of governments, employers and workers regarding the threats posed by the disease.

Since 2005, several ILO departments, along with major trade unions, employers, and partner UN agencies, have been developing policies and plans on Avian Flu. The virus, though currently limited in its effects on human health, threatens to mutate into an easily transmissible form that could spread throughout the world. The ILO's goals are therefore twofold: first, to grapple with the current effects of Avian Flu in the workplace and promote practices that can limit its spread, and second, to encourage preparedness in case of a pandemic.

Avian Flu is considered a work-related disease for those persons who might be exposed to the virus while carrying out their professional activities. With regard to preventive action, issues of workers' rights and occupational safety and health are particularly relevant to the ILO's field of operations. In addressing the challenges posed by Avian Flu, the ILO has sought to leverage its tripartite structure.

The ILO hosted a technical workshop, "Avian Flu and the Workplace: Preparedness and Response", on 27 September 2006. This conference marked the first occasion to discuss Avian Flu in the context of employment and brought together representatives from several international organizations including, the International Organization of Employers, and two major trade unions along with ILO experts. As a whole, participants agreed that the ILO's response should focus on: protection of livelihoods, respect for international health regulations, and information-sharing and the promotion of sound preventive behavior.

Stemming from this conference, the ILO submitted several proposals which have been included in the Consolidated Action Plan for Contributions of the UN System and Partners, launched in Bamako in December 2006. The ILO component of the appeal, totaling US\$ 2,450,000 has not yet received any donor funding. The ILO became a member of the UN Central Fund for Influenza Actions, the mechanism through which un-earmarked donor support could be channeled to participating agencies.

The ILO Governing Body, at its 297th Session of November 2006, approved the report and conclusions of the "Technical Workshop on Avian Flu and the Workplace: Preparedness and Response". The report concludes that with regard to preventive action, issues of workers rights and occupational safety and health are particularly relevant to the ILO's field of operations. Thus there is a need for capacity building and ensuring that efficient mechanisms and infrastructures are in place to combat the Avian Flu at the workplace and in times of possible pandemics. Governments and the social partners with the assistance of the international organizations should have appropriate structures in place in the advent of a pandemic. Information campaigns will also be a key tool in succeeding against the adverse outcomes of the Avian Flu. The workplace can be enlisted as an important instrument to inform the employers, workers and the general public of precautionary measures and best practices¹.

¹ Official ILO Document: GB297/19/5

In recent months, it has become clear that the discovery of a single infected animal can unleash dramatic economic consequences. Demand for poultry products can plummet, imperiling the livelihoods of producers and poultry sector employees. In economic terms, since 2003 the poultry sector has suffered tremendous losses of up to US\$10 billion, due to the killing of infected livestock worldwide. The threat of a pandemic further weakens the already delicate structure of trade and livelihoods for those who work in this industry. However, in the advent of a pandemic, adverse impacts on livelihoods are not limited to poultry workers alone. The World Bank estimates that a 20% decline in tourism transportation and other key services would also occur. Furthermore, it is believed that in relative terms, the losses in developing countries are estimated to be twice as much compared to developed countries. These figures point to a major shift away from the achievement of the Millennium Development Goals, in particular reducing by half the proportion of people living on less US\$1 a day. As a result, a wide range of workers from farm employees to government inspectors need training on how to best protect themselves and their families from contamination in the workplace and how to respond in the advent of a pandemic.

Information sharing, capacity building and training are fundamental components for ensuring that efficient mechanisms are in place to combat Avian Flu in the workplace and in times of a possible pandemic. The ILO has established regulatory frameworks and has gained valuable experience in tackling other diseases such as HIV/AIDS in the workplace. Evidence suggests that success in combating the spread of such diseases in the world of work is greatest when applying a comprehensive approach including through measures on prevention, research, information sharing, adaptation of good practices, training and capacity building in order to help governments, employers and workers support efforts to control the disease².

Information campaigns geared towards workers remains a key tool for succeeding in the battle against the pandemic. An increasing number of countries have adopted transparency regarding information on Avian Flu and have used public awareness campaigns as tools to address preparedness. However, the workplace continues to be one of the most crucial areas where information sharing is needed as it provides the most direct line of communication to inform employers, workers and the general public of precautionary measures and best practices. This notion was endorsed at the 14th Asia-Pacific Economic Cooperation (APEC) meeting in November 2006, whereby leaders and ministers affirmed their commitment to the implementation of an 'APEC Action Plan on Prevention and Response to Avian and Influenza Pandemics' and called for increased capacity building efforts. Thus, information sharing has been consensually endorsed as a key tool in pre-pandemic preparedness and also in helping to mitigate the spread of the disease.

2. Purpose of Proposed Programme/Project

The proposed project "Avian Influenza and the Workplace - Combating the disease through increased awareness, enhanced information-sharing and closer adherence to occupational health and safety best practices" would contribute to achieving the objectives outlined in the *Consolidated Action Plan for Contributions of the UN System*. It would also contribute to facilitating wider UN response to the epidemic in APEC member economy countries by reaching the most vulnerable members of society. The proposed project will complement the work of the

²ILO being the UN agency with the responsibility for the world of work, a similar comprehensive approach has been followed by ILO's Global programme on HIV/AIDS in the world of work. This programme operates on the basis of tripartite consensus, an established code of practice on HIV/AIDS and key principles.

APEC Pandemic Flu Planning Guide for small to medium enterprises (SMEs) undertaken by APEC member economies as well as making full use of the Center for Disease Control and Prevention (CDC) recommendations on a Community Strategy for Pandemic Influenza Mitigation. It is expected that through the implementation of this project, Governments and development partners will be able to continually utilize this information sharing technique to reach larger segments of society and ultimately sustain livelihoods.

The project will focus on information-sharing through a course of training seminars on the promotion of sound preventive behavior and on care and support services in the workplace. Based on the existing ILO frameworks and Conventions relating to health and safety in the workplace, this shall be achieved through the strengthening of an enabling institutional environment, partnerships with tripartite constituents as well as with the CDC and APEC member economy countries. The project will target many small and medium enterprises (SMEs) which intend to develop their own emergency plan to protect their workers from Avian-Flu pandemic. Participatory, action-oriented training programmes for assisting SMEs in preparing their emergency plans will be developed by using already tested models. An action-checklist, with low-cost improvement examples, will be developed as part of the training programme and materials. The scope of the project will possibly be expanded to informal economy workplaces (micro enterprises, home workers, street vendors, small construction sites etc). Moreover, the project can assist the government agencies, and other stakeholders to work together and develop clear national strategies to support workplace level efforts. The ILO has been assisting many countries to develop national OSH programmes by promoting inter-ministerial and tripartite cooperation in line with the new ILO Promotional Framework on Occupational Safety and Health Convention (No 187, 2006). These practical experiences at national policy level will be applied for this project.

Tutorials and other training materials will be developed and translated for local usage. Also, a communication campaign will be established and launched for target countries and local communities, building upon the joint work conducted by APEC member economies on training SMEs to mitigate the spread of Avian Flu.

Outputs of the project specifically aim to achieve the objectives identified in the *Consolidated Action Plan for Contributions of the UN System* and will complement the work carried out by the CDC and APEC on Avian Flu preparedness.

Objective 2 of the Action Plan addresses the issue of livelihoods impacted by Avian Flu. In this regard, it is important to closely monitor the labour markets in affected regions with special attention given to workers who are directly affected. Thus, the following actionable points will be addressed:

- Compile first hand information, provide support for monitoring efforts and disseminate information on the impact of Avian Flu on livelihoods, employment and related topics which could also serve as a basis for future work in addressing pressing challenges related to the disease
- Conduct awareness and prevention campaigns to employers and frontline workers on the contamination hazards in the workplace
- Promote continued capacity building of workers' and employers' associations by identifying best practices for mitigating health and livelihood related hazards in the workplace

- Analyze the prospective role of social security systems in livelihood protection, through where relevant, health care (integrated with Occupational Safety and Health systems, OSH) and unemployment provision

Objective 3 of the Action Plan deals with health hazards that the human population faces as a direct result of Avian Flu. The issue of workers rights is fundamental to mitigating the spread of the disease. In discussions with union representatives, it has been highlighted that very little protection exists for frontline workers, health workers and labour and food inspectors as well as awareness about their rights at work. This objective fundamentally requires the promotion of ILO international standards and technical guidelines dealing with occupational safety and health and will require the following actionable points:

- Promote safer working conditions in the poultry sector and to provide up-to-date information on vital hazards and best practices
- Enhance and develop systems for the protection of frontline workers, health workers and food inspectors through training seminars
- Prepare and disseminate technical information from international and national sources to provide guidelines for the prevention of Avian Flu transmission at the workplace

Objective 4 accentuates the need for harmonizing the actions undertaken by different governments and agencies in tackling Avian Flu. In this regard, it is imperative that governments, employers' and workers' organizations be engaged in this collaborative process. The following actionable points will be addressed:

- Collect appropriate workplace data to identify gaps in information sharing and disseminate appropriate tools and publications³
- Set-up effective consultative procedures between social partners whereby emphasis is placed on social dialogue
- Improve coordination for policy development and knowledge sharing on Avian Flu in the workplace amongst and between partners
- Build capacity amongst employers and workers organizations to ensure their effective participation in national and international teams developing action plans
- Develop clear national strategies to support workplace level efforts in cooperation with government agencies and other stakeholders.⁴

Objective 5 stresses the need for providing timely and relevant information to key decision makers as well as promoting behavioral change amongst people at risk of contracting Avian Flu. Towards this end, the following actionable points will be addressed:

- Collect, disseminate and exchange information produced by UN agencies, APEC member economies, and the CDC on risks and best practices for addressing occupational safety and health issues relating to Avian Flu
- Promote behavioral changes in areas of sanitation, processing of poultry products and safety for front line workers
- Develop participatory, action-oriented training programmes for assisting SMEs and informal economy workplaces such as micro enterprises, home workers, street vendors

³ *Handbook for Practitioners, Social Dialogue in the Health Services*

⁴ The ILO has been assisting many countries to develop national OSH programmes by promoting inter-ministerial and tripartite cooperation in line with the new ILO Promotional Framework on Occupational Safety and Health Convention (No 187, 2006). These practical experiences will be applied in this project.

and small construction sites in preparing their emergency plans by using existing models developed by the ILO such as the Work Improvements in Small Enterprises (WISE) and Work Improvement in Neighborhood Development for agricultural communities (WIND).

- Develop an action-checklist, low-cost improvement examples as part of the training programme and materials

The project will be implemented in some APEC member economy countries and will specifically involve the cooperation of the following partners:

National level

- Governments
- Employers/workers organizations (with the support of regional and projects offices)

International level

-ILO jointly with IUF (International Union of Food, agricultural, Hotel, Restaurants, Catering, Tobacco and Allied Workers' Associations), PSI (Public Services International Unions) and ILO constituents in other sectors e.g. the International Transport Workers Federation, as appropriate and as required by the development of the UN Consolidated Action Plan.

-The Project will avail itself of the technical and logistic support of the **ILO Asia and the Pacific Regional Department**. Collaboration with other UN agencies and offices (**FAO, WHO and UNSIC**) will be developed.

-International organizations such as **APEC** and the **CDC** will serve as key partners in this project.

3. Evaluation of Proposals

This project is based on the explicit recognition that employers' and workers' organizations, including sectoral organizations, can play a critical role in the implementation of the UN Action Plan and contribute to strategy development and practical activities.

Action at workplaces is a key element in preventing the spread of the disease. ILO standards and health and safety practices represent an essential tool to counteract the effects of a possible outbreak of the disease.

The ILO will mobilize its tripartite constituents in compiling information, providing support to monitoring efforts and offering, disseminating and exchanging up-to-date information on risks and control measures at the workplace, thus promoting a preventive behavior. This project will avail itself of the expertise and field structure of the ILO Regional Office for Asia and the Pacific Region, based in Bangkok. The ILO will be supported by the field structures of IUF and PSI, affiliate workers' organizations and will also work in conjunction with the CDC.

	<i>General principles and selection criteria</i>	
(a)	Must be explicitly based on UN Consolidated Action Plan (UNCAP).	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(b)	Must support national strategies.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

(c)	Must promote and ensure national ownership,	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(d)	Must demonstrate UN's comparative advantage for specific intervention ,	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(e)	The organization must have the appropriate system to deliver the intervention,	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(f)	The UN response must be effective, coherent, context-sensitive, cost-efficient and the outcomes, sustainable,	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(g)	Must avoid duplication of and significant overlap with the activities of other actors,	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(h)	Must use strategic entry points that respond to immediate needs and yet facilitate longer-term improvements,	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(i)	Must build on existing capacities, strengths and experience,	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(j)	Must promote consultation, participation and partnerships.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

Project Implementability

	2007	2008
<i>Estimated commitments (\$mill)</i>	150	100
<i>Estimated disbursements (\$mill)</i>	100	150

4. Review by Secretariat

Check on Programme/Project Proposal Format Contents

- | | |
|---|---|
| <input type="checkbox"/> Cover sheet (first page) | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| <input type="checkbox"/> Logical Framework with indicators of success and timelines | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (not required <\$500.000) |
| <input type="checkbox"/> Programme/Project Justification | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| <input type="checkbox"/> Programme/Project Management Arrangements | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| <input type="checkbox"/> Risks and Assumptions | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| <input type="checkbox"/> Budget | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| <input type="checkbox"/> Progress Report (for supplementary funding only) | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (not required) |

Provide concise summary assessment against:

Implementability

According to the secretariat the project is technically implementable. There are clear measurable deliverables: information for the workplace, prevention campaigns, training programmes etc.. Some of the outputs could be more measurable.

<i>General criteria for prioritisation</i>		
(a)	Must be in line with UN Consolidated Action Plan	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(b)	Recipient Organization is unable to meet high or urgent priority	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

	needs with existing level of funding.	
(c)	Need to address high priority activities that have significant impact, and by nature must address seasonal or timing imperatives and considerations.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(d)	Supports activities that are likely to improve the overall situation at national and local levels.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(f)	Does not overlap with other ongoing programmes	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

Overall review of programme submission

This proposal covers the outputs 5.1.2 and 5.2.4 (and to a lesser extent ILO outputs under objectives 2, 3 and 4) in the UN Consolidated Action Plan for which ILO has been unable to find funding.

5. Decision of the UN CFIA Management Committee

- Approved content and budget as submitted**
- Approved for a total budget of \$.....250,000**
- Approved with modification/condition on content**
- Deferred**
- Rejected**

Reason/Comments

The Management Committee approved the proposal with the following condition.
The ILO regional office in Bangkok together with the UNSIC regional office in Bangkok will have one round of discussions with WHO, FAO, UNICEF and other partners to look at the implementation of the project. The Management Committee will be informed about progress within four weeks.



CFIA PROJECT DOCUMENT COVER SHEET

Participating UN or Eligible Partner Organisation: ILO	UN CAP objective: Objective 2: sustaining livelihoods Objective 3: human health Objective 5: public information
Programme/Project Manager Name: Donato Kiniger-Passigli Alternate: Amber Barth Address: ILO Telephone: +41 22 799 6834 / +1 212.697.0150 E-mail: kiniger@ilo.org / barth@ilo.org	UN or Eligible Partner Organization that has lead responsibilities for the objective of the UN CAP UNICEF, WHO
Programme/Project Title: Avian Influenza and the Workplace Programme/Project Number: 200706- CFIA/A-2	Programme/Project Country and Location: Thailand and Indonesia *Contingent upon future funding, we intend to replicate the project in India, Brazil and West Africa - Niger, Mali, Benin
Programme/Project Description: Promote awareness and best practices on occupational health and safety issues relating to workers' rights and protection, aiming to help preventing the spread of Avian Influenza in the workplace. The project will focus on information-sharing and the promotion of sound preventive behavior in the workplace	Total Programme/Project Cost: CFIA: US\$250,000 Government Input (if relevant): Other: Total:
Programme/Project Duration: One year with possible extension	
UN CAP Objective (one or more of the seven objectives) and Key Immediate Objectives: Under Objective 5: Public Information and communication to support behaviour change: Public awareness and behaviour change related to the workplace (5.1.2) and preparedness measures and behavioural change on occupational safety and health issues (5.2.4) . Objective 2, 3 and 4 also apply (see project description).	
Outputs and Key Activities: <ol style="list-style-type: none"> 1. Mobilize tripartite constituents to provide workplace information and education to employers and workers on occupational health and safety to support behavioral change in the workplace; 2. Reinforce capacity of social partners (workers and employers) to help protect frontline workers, drawing from ILO Codes of Practices and technical guidelines for inclusion in national/international action plans and to ensure application of relevant ILO Conventions; 3. Identify crucial next steps needed to promote and facilitate continued efforts in supporting behavioral change in the workplace 4. Leverage tripartite partners to collect first hand, up to date information on risks and control 	

- measures to promote preventive behaviors at the workplace;
5. Disseminate information on best practices for prevention and response to APEC member economies, national institutions and employers and workers

Recommendations UN organization that has lead responsibilities for the objective of the UN CAP:

UNICEF:

- Further explanation on the additional value and significant impact with this project is recommended - the proposal seems to be drawing significantly on the work done to date by APEC.
- Since the proposal's objective is to promote awareness and best practices on occupational health and safety of workers, the outputs and activities should be specifically linked to awareness, risk perception and behaviours rather than only dissemination of best practices.
- There is no reference to how the communication activities will be monitored and outcomes measured at the end of the one year period.

WHO: No reply.



- measures to promote preventive behaviors at the workplace;
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WHO: No reply.



THE PROGRAMME/PROJECT BUDGET

CATEGORY	ITEM	UNIT COST	NUMBER OF UNITS	TOTAL COST
1. Personnel • including staff and consultants				150,000
2. Contracts • including companies, professional services, grants				
3. Training				40,000
4. Transport				
5. Supplies and commodities				
6. Equipment				5,000
7. Travel				32,500
8. Miscellaneous				5,000
9. Management Support** (indirect)				17,500
TOTAL				\$250,000

