



Submission Form

To
Management Committee for the UN Central Fund for Influenza Action

Meeting No: 5	Date of Meeting: 20 February 2008
Item No: 200801	Programme / project: Avian Influenza and the Workplace in Indonesia: Combating the disease through increased awareness, enhanced information-sharing and closer adherence to occupational health and safety best practices
To: Management Committee for the UN CFIA	Date of Submission: 11 January 2008
From: UN / Eligible Partner Participating Organisation ILO International Labor Office	Contact: Telephone number, email Peter van Rooij +62 21 391 3112 ext. 102 vanrooij@ilo.org Djoa Sioe Lan +62 21 391 3112 ext. 105 sioelan@ilo.org Alternates: Geneva Headquarters: Donato Kiniger-Passigli +41 22 799 6834 kiniger@ilo.org New York Office: Amber Barth +1 212.697.0150 barth@ilo.org
National Authority <input type="checkbox"/> Endorsement <input type="checkbox"/> Comments (mandatory if no endorsement)	Contact: Telephone number, email Mr. Adjat Darajat, Head, OSH Centre, Dept. of Manpower and Transmigration +62 21 424 6335

Proposed submission, if approved would result in:	Proposed submission resulted from:
<input type="checkbox"/> Continuation of existing programme/project	<input type="checkbox"/> National Authorities request
<input checked="" type="checkbox"/> New programme/project	<input checked="" type="checkbox"/> UN Agency/eligible Partner initiative within UN Consolidated Action Plan
<input type="checkbox"/> Other (explain)	<input type="checkbox"/> NGO or other agency Request
	<input type="checkbox"/> Other (explain)
Programme/project Title:	
Avian Influenza and the Workplace in Indonesia: 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 in Indonesia	
Category of project: Joint programming	
Amount of CFIA funds requested for Proposed Programme/project: \$250,000	
Amount of indirect costs requested: 7%, \$16,000	

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 favourable 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 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 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.

The ILO also 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, information sharing and the promotion of sound preventive behaviour.

Stemming from this conference, the ILO submitted several proposals, which were 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, totalling US\$ 2,450,000 has not received any funding from donors. As a result, the ILO appealed to the Central Fund for Influenza Action for funding of a pilot project in Thailand.

On July 16, 2007, the CFIA Management Committee approved the ILO Avian Influenza and the Workplace for the total requested amount of USD 250,000.² Shortly thereafter, on August 29th a mission led by ILO/CRISIS in Bangkok gathered partner agencies (FAO, WHO, IOM, and UNSIC), successfully receiving their endorsement, and devised a work plan jointly with the ILO Sub-regional Office in Bangkok, which became primarily responsible for project implementation. The mission marked the official launch of the “ILO Avian Flu and Workplace” project.

Funds were allocated to the project in November 2007. Since then, the project is progressing along according to the work plan. The ILO and IUF finalized and signed a letter of agreement for their mutual cooperation. IUF regional staff visited Thailand twice to assist with the selection and orientation of personnel. Researchers and project staff were identified and are in place, and a project office was opened. Initial mapping activities have started. A training session for the researchers on avian flu issues/OHS good practices will take place at early February 2008.

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, imperilling 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.

¹ Official ILO Document: GB297/19/5

² Note on project on avian flu and the workplace presented at a briefing session at the ILO Governing Body in November 2007.

Indonesia Scenario: Avian Flu and the Workplace

In the case of Indonesia, Avian Flu was found in the following provinces: Banten, North Sumatera, West Sumatera, Riau, South Sumatera, Lampung, Jakarta, West Java, Central Java, East Java, Bali and South Sulawesi. In total there were 124 people who suffered from Avian Flu, 102 of whom passed away. This represents a fatality rate of 80 percent, the highest in the world³. The victims were mostly general public who were in contacts with fowls that died suddenly. There has not been any victim among animal husbandry workers, breeders, doctors, nurses or other healthcare workers. The aforementioned victims normally raised around 5-10 fowl around their dwellings. Larger animal husbandries have, in general, advanced bio-security and were less affected by Avian Flu. As a result, more emphasis should be given to informal sector and micro and small enterprises (SMEs).

Despite a basic structure of a pandemic preparedness plan now being compiled for Indonesia, pandemic preparedness still remains very poor in the country. MoH, WHO and other members of Indonesia's National Avian Influenza Committee (KOMNAS) are planning a pandemic simulation for Bali in March 2008.⁴ Several programmes/projects are already on going in Indonesia, among others information sharing, case management, care control (WHO/Dept of Health), participatory disease surveillance and response (USAID/FAO), policy on technical advice (AUSAID), training of volunteers from the community to enhance community participation (Community Based Avian Flu Control - USAID/local Red Cross), campaigns (UNICEF/Aisyah), and communication programmes (Japan Trust Fund). USAID organizes regular meetings among these organizations that organize programme/projects on avian flu for information sharing purposes. Despite a basic structure of a pandemic preparedness plan now being compiled for Indonesia, pandemic preparedness still remains very poor in the country⁵.

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 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 disease⁶.

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

³ OCHA Indonesia Humanitarian Update – December 2007

⁴ OCHA Indonesia Humanitarian Update – December 2007

⁵ Indonesia Humanitarian Update – December 2007

⁶ ILO 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.

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 in Indonesia - 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 APEC Pandemic Flu Planning Guide for SMEs undertaken by APEC member economies as well as making full use of the Centre 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 behaviour 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 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. Special attention will be given to non-medical workers (excluding doctors and nurses who are targeted by WHO) in healthcare centres, such as cleaning service, drivers, those working in the kitchen and laundry. The scope of the project will include informal economy workplaces as well (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.

Objectives:

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:

Activities:

- 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 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
- Analyse 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:

Activities:

- 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:

Activities:

- Collect appropriate workplace data to identify gaps in information sharing and disseminate appropriate tools and publications
- 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

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

Activities:

- 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 behavioural 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 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 Neighbourhood Development for agricultural communities (WIND)
- Develop an action-checklist, low-cost improvement examples as part of the training programme and materials

Project Outputs

1. To establish network and infrastructure, and designate a National Coordinator and support team;
2. To map informal workers and home-based raising of fowl in selected provinces of Indonesia and determine how many workers are employed and gather information on

- employment patterns (numbers of permanent and temporary workers, gender breakdown, etc.);
3. To provide an overview of occupational safety and health (OSH) conditions in the workplace and find whether workers have any awareness about H5N1;
 4. To assess the Government national plan and how far it involves trade unions and poultry employers and their organisations;
 5. To organize and implement awareness raising/capacity building workshops for workers on OSH and avian flu issues in the poultry sector;
 6. To establish workable mechanisms at plant level for training workers on avian flu and other OSH related issues;
 7. To participate in national workshops to consolidate national action plans on avian flu;
 8. To devise an awareness-raising training module on the prevention of AI and conduct one training at the national level and conduct ten similar trainings at the provincial, district and plant levels;
 9. To hold seminars for fifty representatives of the government, employers and workers at the national level participated in the awareness-raising;
 10. To gather the participation of representatives of the government, employers and workers at the provincial, district and plant levels in the trainings and to replicate training at their respective level;⁷
 11. To train local trainers, unionists, and village leaders with commitment to conduct further training sessions;⁸
 12. To conduct site visits to target areas were project conducted.

Outcomes:

1. Research paper giving an overview of Indonesian informal sector and SMEs;
2. Identified activists in workplaces trained in awareness raising and OHS aspects of avian flu;
3. Sustainable trade union training mechanisms in the workplace;
4. Preparation of trade unions for participation in tripartite mechanisms for the development of national action plans;
5. Awareness on AI among the target workers in the formal and informal sector;
6. Change of behaviours among the target workers in the formal and informal sector;
7. Local trainers trained under the supervision of local trade unions, employers association, government

3. Project Implementability

	2008	2009
<i>Estimated commitments (\$)</i>	<i>0.175</i>	<i>0.075</i>
<i>Estimated disbursements (\$)</i>	<i>0.175</i>	<i>0.075</i>

⁷ Estimated that 500 representatives will participate.

⁸ Estimated training of 500 trainers, which will hold two workshops with attendance of at least 30 people reaching a total of approximately 30,000 workers and self-employed.

4. Evaluation of Proposals

Provide concise summary evaluation of proposal against:

	<i>General principles and selection criteria</i>	
(a)	Must be explicitly based on the UN Consolidated Action Plan (UNCAPAH),	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"/>

*Filled in on behalf of
Lead Agencies by CIA Advisor
J. M. White
20/2/08*

Recommendations: UN Organizations that have lead responsibilities for the objectives of the UN CAP

FAO: No comments submitted

WHO: Overall objectives are sound but given the context of the highest risk for exposure in Indonesia to backyard poultry, more emphasis could be given to how to use the workplace to promote messages for safe handling of poultry in the home. The program would have to be tailored to the specific work environment; the risk to health workers is quite different to the risk to poultry workers.

UNDP: No comments submitted

UNICEF - comment applying to all project proposals that fall under obj 5 (particularly 200803 IOM): Any agency that is planning to work on specific population groups on behavior change communication (BCC) and social mobilization around AI and PI needs to ensure that their work does not duplicate work that is underway or being planned by other UN agencies on aspects of BCC and social mobilization. Particularly, work done in 2006/7 such as extensive baseline research and proto-type development at the country level should be used to capitalize and jump-start the work planned. One way to capture this is to add a section in the proposal that outlines past and on-going communication work in the country and how the proposed plans address existing gaps.

5. REVIEW BY SECRETARIAT

Check on Programme/Project Proposal Format Contents

- Cover sheet (first page) Yes No
 Logical Framework with indicators of success and timelines (*Workplan*) Yes No not required (< \$500.000)

 Programme/Project Justification Yes No
 Programme/Project Management Arrangements Yes No
 Risks and Assumptions Yes No
 Budget Yes No
 Progress Report (for supplementary funding only) Yes No

 Implementability

The project has clearly defined deliverables: information for the workplace; collection of best practices; prevention campaigns and training seminars

<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 needs with existing level of funding.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
(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*

Project proposal submission criteria have been fulfilled. **See Section 4, Evaluation of Proposals, for comments by the lead agencies, WHO & UNICEF.**

This proposal covers: outputs 5.1.2 and 5.2.4 (as well as Objectives 2, 3 and 4) of the UN Consolidated Action Plan for which ILO has been unable to find funding.

6. Decision of the Management Committee for the UN CFIA

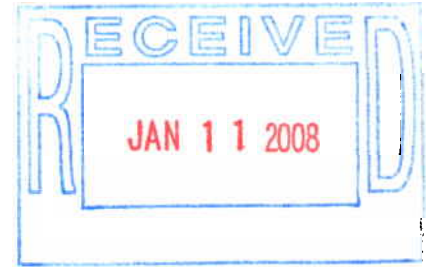
- Approved content and budget as submitted**
- Approved for a total budget of \$250,000.00**
- Approved with modification/condition on content**
- Deferred**
- Rejected**

Reason/Comments

7. Action taken by the Executive Coordinator, Multi-Donor Trust Fund Office, UNDP

- Project consistent with provisions of the UNDP Administrative Agent-Participating UN and Non-UN Organization's Memorandum of Understanding and Letter of Agreement with donors (if applicable)**

Appendix A



CFIA PROJECT DOCUMENT COVER SHEET

<p>Participating UN or Eligible Partner Organisation:</p> <p>ILO</p>	<p>UN CAP objective:</p> <p>Objective 2: sustaining livelihoods Objective 3: human health Objective 4: coordination of national, regional and international stakeholders Objective 5: public information</p>
<p>Programme/Project Manager:</p> <p>Name: Peter van Rooij +62 21 391 3112 ext. 102 vanrooij@ilo.org Djoa Sioe Lan +62 21 391 3112 ext. 105 sioelan@ilo.org</p> <p>Alternate: Donato Kiniger-Passigli +41 22 799 6834 kiniger@ilo.org Amber Barth +1 212.697.0150 barth@ilo.org</p>	<p>UN or Eligible Partner Organization that has lead responsibilities for the objective of the UN CAP Name(s): FAO – WHO – UNDP -UNICEF</p> <p>Address:</p> <p>Telephone:</p> <p>E-mail:</p>
<p>Programme/Project Title:</p> <p>Avian Influenza and the Workplace in Indonesia</p> <p>Programme/Project Number: CFIA/A-7</p>	<p>Programme/Project Country and Location:</p> <p>Indonesia Provinces: West Java, Banten, Central Java, East Java, and Bali</p>
<p>Programme/Project Description:</p> <p>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 behaviour in the workplace</p>	<p>Total Programme/Project Cost: US\$250,000</p> <p>CFIA: US\$250,000 Government Input (if relevant): Other: Total: US\$250,000</p> <p>Programme/Project Duration:</p> <p>One year with possible extension Estimated start up date: April 2008</p>

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:

1. Mobilize tripartite constituents to provide workplace information and education to employers and workers on occupational health and safety to support behavioural 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 behavioural change in the workplace
4. Leverage tripartite partners to collect first hand, up to date information on risks and control measures to promote preventive behaviours at the workplace;
5. Disseminate information on best practices for prevention and response to APEC member economies, national institutions and employers and workers

UN organization that has lead responsibilities for the objective of the UN CAP Review Date:
13 February 2008

Secretariat Review Date: 25 January 2008

Management Committee Approval Date: 20 February 2008
Total Approved Amount: \$250,000.00



Appendix B

Programme/project Justification

Background

The ILO submitted several proposals, which were 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, totalling US\$ 2,450,000 has not received any funding from donors. As a result, the ILO appealed to the Central Fund for Influenza Action for funding of a pilot project in Thailand.

On July 16, 2007, the CFIA Management Committee provisionally approved the ILO Avian Influenza and the Workplace for the total requested amount of USD 250,000. Shortly thereafter, on August 29th a mission led by ILO/CRISIS in Bangkok gathered partner agencies (FAO, WHO, IOM, and UNSIC), successfully receiving their endorsement, and devised a work plan jointly with the ILO Sub-regional Office in Bangkok, which became primarily responsible for project implementation. The mission marked the official launch of the “ILO Avian Flu and Workplace” project, and the project is now in its fourth month. Having gained the initial support of the CFIA for a similar project in Thailand, we solicit further support for the project in Indonesia, as the project design exhibits both sustainability and the ability to be replicated. It is intended to use the project in Indonesia to exemplify that this project can be easily adapted and implemented in other parts of the world. The particular focus group of the Indonesian project is the informal sector, which differentiates it from the formal sector focus of the project in Thailand.

The proposed project “Avian Influenza and the Workplace in Indonesia - 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 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.

Programme/project approach

The project will focus on information sharing through a course of training seminars on the promotion of sound preventive behaviour 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 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.

Target Group:

Special attention will be given to workers in healthcare centres, such as cleaning service, drivers, those working in the kitchen and laundry are also included as target groups. The scope of the project will also include informal economy workplaces (micro enterprises, home workers, street vendors, small construction sites, etc. Thus target groups can be summarized in the following two categories:

1. Formal Economy
 - a. Target non-medical hospital workers such as workers doing the laundry, cleaning service, cooks, drivers, etc. (doctors and nurses are the target groups of WHO);
 - b. Target factory workers because it is very common for them to raise fowl and other animals in/around their homes for additional income or as pets, which may bring risks on AI. The target areas that are initially proposed are industrial areas with a lot of informal as well as formal economy such as factories.
2. Informal Economy—The majority of avian flu victims came from family dwellings that raise 5-10 fowl.
 - a. Reach the informal economy via the formal economy (targeting factory workers that raise fowl for additional income);
 - b. Mapping out informal workers, identifying groups, and understanding how they are organized;
 - c. Information sharing through radio campaigns.

In regards to the formal economy, ILO will work with the trade unions and employers' associations, with whom strong relationships have been forged and who are very supportive of the project (See Appendix E-- Letter from the Union Representative of the Confederation of Indonesian Trade Union). The target beneficiaries will be members of the employers' association, trade union leaders, and representatives of the unions as well as employers who are members of the OSH Committee at the plant level. The beneficiaries will be requested to convey the knowledge further to their members through trainings. In regards to informal workers, they will be identified and targeted by making use of the database of employers' associations (that also organises activities for micro enterprises, home-based industries and SMEs), and the data of the State Ministry of Cooperatives and SMEs.⁹

Geographic regions:

Despite extensive circulation of virus in the country, the geographic focus of project has been narrowed down to the following five provinces: West Java, Banten, Central Java, East Java, and Bali. The following rationale was used in selecting the provinces:

- These areas are the hardest hit by AI in terms of death cases (West Java 25, Banten 21, Central Java 8, East Java 5, which represents a total of at least 59 out of 98 deaths in Indonesia);
- There are a lot of chicken farms/chicken movement from one point and/or one island to another;

⁹ Eight years ago, ILO Jakarta conducted a project entitled "Workers Education Assistance in Strengthening Trade Union Support for Workers in the Informal Sector in Selected ASEAN Countries". At that time, they identified informal workers. Even though the data has changed since then, it can serve as a basis and model in mapping out the informal sector.

- Many people commute daily from one town to another for work, i.e. from agriculture communities to the bigger cities (there are risks of the transfer of AI viruses from one area to another);
- There are a lot of formal as well as informal economic activities, hence the project can target both;
- Unions as well as the employers' organisations (APINDO) in these areas are quite strong and active, so we have good partners to work with;
- In the case of Bali: there are movements of chicken to and from other islands; there are risks of AI considering that there are different types of animals raised in one farm, such as pigs, chicken, ducks.

Project materials and outputs:

In responding to the urgency of the project and the design of the initial project (being able to easily replicate it in other regions), the project will make use of the two following documents currently being developed for a similar project in Thailand:

1. Work Improvement in Neighbourhood Development (WIND) programme
2. Work Improvement in Small Enterprises (WISE) programme

These documents will be adapted to the local context and translated in the respective language. This is important to be able to illustrate that this project can be replicated in other parts of the world where AI is a threat. 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.

Project Outputs

1. To establish network and infrastructure, and designate a National Coordinator and support team;
2. To map informal workers and home-based raising of fowl in selected provinces of Indonesia and determine how many workers are employed and gather information on employment patterns (numbers of permanent and temporary workers, gender breakdown, etc.);
3. To provide an overview of occupational safety and health (OSH) conditions in the workplace and find whether workers have any awareness about H5N1;
4. To assess the Government national plan and how far it involves trade unions and poultry employers and their organisations;
5. To organize and implement awareness raising/capacity building workshops for workers on OSH and avian flu issues in the poultry sector;
6. To establish workable mechanisms at plant level for training workers on avian flu and other OSH related issues;
7. To participate in national workshops to consolidate national action plans on avian flu;
8. To devise an awareness-raising training module on the prevention of AI and conduct one training at the national level and conduct ten similar trainings at the provincial, district and plant levels;
9. To hold seminars for fifty representatives of the government, employers and workers at the national level participated in the awareness-raising;

10. To gather the participation of representatives of the government, employers and workers at the provincial, district and plant levels in the trainings and to replicate training at their respective level;¹⁰
11. To train local trainers, unionists, and village leaders with commitment to conduct further training sessions;¹¹
12. To conduct site visits to target areas were project conducted.

Outcomes:

1. Research paper giving an overview of Indonesian informal sector and SMEs;
2. Identified activists in workplaces trained in awareness raising and OHS aspects of avian flu;
3. Sustainable trade union training mechanisms in the workplace;
4. Preparation of trade unions for participation in tripartite mechanisms for the development of national action plans;
5. Awareness on AI among the target workers in the formal and informal sector;
6. Change of behaviours among the target workers in the formal and informal sector;
7. Local trainers trained under the supervision of local trade unions, employers association, government

Partnerships:

This project is based on the explicit recognition that employers' and workers' organisations, 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 behaviour. This project make use of the expertise of the ILO Regional Office for Asia and the Pacific Region, based in Bangkok, and the field structure of the ILO Office in Jakarta. The ILO will be supported by the field structures of Public Services International (PSI), affiliate workers' organizations and will also work in conjunction with the CDC. Accordingly, the project will involve the cooperation of the following actors:

Tripartite partners at the National Level:

All initial tripartite partners have been briefed on project proposal and consulted. The following tripartite partners have expressed interest in project:

1. Government support: Central Government, *Pusat Keselamatan dan Kesehatan Kerja, Departemen Tenaga Kerja dan Transmigrasi / Occupational Safety and Health Centre, Department of Manpower and Transmigration, and the National Commission of Avian Influenza*

¹⁰ Estimated that 500 representatives will participate.

¹¹ Estimated training of 500 trainers, which will hold two workshops with attendance of at least 30 people reaching a total of approximately 30,000 workers and self-employed.

2. Employers' organization: *Asosiasi Pengusaha Indonesia (APINDO)* / Indonesian Employers Association
3. Workers' organizations:
 - Konfederasi Serikat Pekerja Seluruh Indonesia (KSPSI)* / Confederation of All Indonesia Workers Unions
 - Konfederasi Serikat Buruh Sejahtera Indonesia (KSBSI)* / Confederation of Indonesia Welfare Workers Union
 - Konfederasi Serikat Pekerja Indonesia (KSPI)* / Confederation of Indonesian Trade Union (See Appendix E-- Letter from the Union Representative of the Confederation of Indonesian Trade Union)
4. Social partners: Muhammadiyah (strong Muslim NGO), local and informal leaders of communities, i.e. religious leaders, village heads, etc.

Initial consultations with Indonesian Employers Association and Trade Unions has gathered their initial support, however, further action will not be taken until project secures funding.

International level:

-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.

Moreover, this 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.

Partner Agencies:

Initial consultations have been held with international organizations that provided support to the *Government* of Indonesia Pandemic Preparedness Plan (OCHA, UNDP, UNICEF, UNDSS, UNHCR, IOM, UNFPA). Thus, a cursory stocktaking exercise of avian flu interventions has been conducted. Specific consultations has been held and support has been gathered from the following partner agencies:

1. UN, Dr. Jonathan Agranoff, UN Avian Influenza Coordinator
2. FAO, Mr. Sonny Inbaraj Krishnan, Information Officer, Avian Influenza Control Programme
3. WHO, Dr. Marlinggum Silitonga, AI National Surveillance Response
4. UNICEF, Ms. Susan Dayne, AI Communication Specialist
5. WFP, Mr. Marc Nielson, AI Focal Point
6. IOM, Dr. Jaime Calderon, Senior Migration Health Advisor

ILO Jakarta was present at a UN Country Team meeting on Avian Influenza and Pandemic Influenza, which was held on January 30, 2008. Dr. David Nabbarro, the UN System Senior Coordinator for Avian and Human Influenza, was present. At this meeting, each participating

agency gave a report. ILO representatives presented this potential project and pointed out the subsequent inter-agency cooperation that this would entail. Dr. Nabarro was pleased that the project would reach out beyond the workplace to include the informal economy. ILO Jakarta plans to organize a meeting with agencies and institutions that are conducting activities in avian influenza in order to gather information, network, and prevent overlaps in interventions. Contact has been made with USAID, AusAID, and Indonesian Red Cross.

Monitoring and Evaluation:

The establishment of a National Advisory Committee or National Steering Committee is necessary to monitor outcomes as well as to secure/strengthen ownership. Regular and close monitoring on the direct and indirect target groups is important to follow up on developments as well as to identify obstacles if any, so that direct correction and intervention could be made. The ILO, through the Project Manager and technical units/specialists concerned, will prepare and submit six-month progress reports, including financial reports. The National Project Coordinator and project team would visit previously trained workers and look at improvements and changes in behaviours. Achievement workshops will also be held to gather trainees together to share experiences.

Management arrangements

Upon (conditional) approval of funding, a team will be formed and partner agencies will be consulted to collaborate in the implementation of the project. The project team will define activities, finalise the workplan (See Appendix D—Tentative Workplan), determine final geographic area, and project objectives. The consultation with partner agencies is essential to analyse coordination issues, address overlaps, and define measurable outputs and indicators of success.

Establishment of a National Advisory Committee or National Steering Committee is necessary to monitor outcomes as well as to secure/strengthen ownership. Regular and close monitoring on the direct and indirect target groups is important to follow up on developments as well as to identify obstacles if any, so that direct correction and intervention could be made. The project would be managed by ILO Jakarta with the support of ILO/CRISIS. In addition, ILO Sub-regional will provide inputs through its OSH specialist. The project will run for a period of one year.

Analysis of risks and assumptions

The following factors, which are unlikely to occur, could pose as *Risks/Challenges* to the project:

- Lack of good health facilities
- Extensive movement of virus in the country
- Government cooperation and/or capacity
- Short duration of the project
- Need of additional budget to sustain the activities and reach other areas
- Establishment of an informal workers union

Assumptions:

- Financial support for AI
- Sustainability of investment
- Change of behaviours-- emphasis on empowerment of stakeholders
- Target officials of the Ministry of Health and the Ministry of Agriculture have been trained by WHO and FAO, respectively.

Appendix D
TENTATIVE WORK PLAN—to be validated

Activities	Timeline (in months)											
	1	2	3	4	5	6	7	8	9	10	11	12
1. Establishing a project office and assigning staff and consultants	X											
2. Conducting research for mapping informal sector or home-based raising of fowl												
3. Reviewing existing training materials		X	X									
4. Collecting OSH good practices			X	X								
5. Organizing national consultation workshop with workers and employers and informal economy				/								
6. Adapting and developing new training materials and disseminating them to partner agencies				/	/							
7. Testing training materials					X	X	X					
8. Organizing national level workers' seminar												
9. Training local trainers on OSH							/	/				
10. Publicizing project activities in the National Safety Month of Indonesia and the World Safety Day								/	/			
11. Training by trained trainers								X	X	X	X	X
12. Following up trainees								X	X	X	X	X
13. Organizing awareness raising/capacity building workshops for workers												/
14. Conducting national tripartite achievement workshop with policy recommendation												/
15. Evaluating project achievements												/
Lead responsibility : ILO Jakarta Office												
Lead responsibility : employers association and trade unions												
Joint responsibility												

Appendix E

Letter from the Union Representative of the Confederation of Indonesian Trade Union

01/02/2008 14:36

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MULTIPLUS MAMFANG

PAGE 01



KONFEDERASI SERIKAT PEKERJA INDONESIA (KSPI)
CONFEDERATION OF INDONESIAN TRADE UNION (CITU)

Plaza Basmar Lantai 2 Jl. Mampang Prapatan 166, Jakarta 12760, INDONESIA

Telepon : (62-21) 7989005, 7982140, Fax. (62-21) 7989005

e-mail : kapi_citu@cbn.net.id

Bank Mandiri KCP Jakarta Iskandarsyah; a/c 128-00-042260-6

BRI Cabang Warung Buncit; a/c 0341-01-000317-308

Jakarta, 31 Januari 2008.

Nomor : 09/KSPI/2008

Alamat:

Yth,
Mr. Alan Boulton / Ibu Sioe Lan

ILO Jakarta Office
Menara Thamrin Level 22
Jl. M.H. Thamrin Kav. 3
Jakarta 10250

Hal : Penyuluhan Wabah Flu Burung

Dengan hormat,

Selubungan dengan wabah flu burung yang menampakkan Indonesia dalam

rangking teratas dalam resikonya, kami KSPI merasa perlu menghimbau ILO

Jakarta untuk berinisiatif mengambil bagian dalam pendidikan/penyuluhan

menengah dampak yang semakin meluas akibat flu burung.

Demikian harapan kami, atas perhatian dan bantuan ILO Jakarta dalam hal ini,

kami haturkan banyak terima kasih.

DEWAN EKSEKUTIF NASIONAL
KONFEDERASI SERIKAT PEKERJA INDONESIA

[Signature]
Drs. H. Thamrin KSPI Presiden
H.M. Rusli Yumas Sekretaris Jenderal

CONFEDERATION OF INDONESIAN TRADE UNION (CITU)
Etc.

No. : 09/KSPI/1/2008

Jakarta, 31 January 2008

Mr. Alan Boulton/Ms. Sioe Lan
ILO Jakarta Office
Etc.

Subject: Awareness raising on Avian Influenza

Dear Sir,

Considering the serious situation on Avian Influenza which puts Indonesia on the top rank in its risks, we, the Confederation of Indonesian Trade Union would herewith like to request that the ILO takes an urgent initiative to take part in provision of awareness raisings/education on the prevention of Avian Influenza to the workers of Indonesia, especially as the virus is now all over the country.

Thank you for your kind attention and assistance.

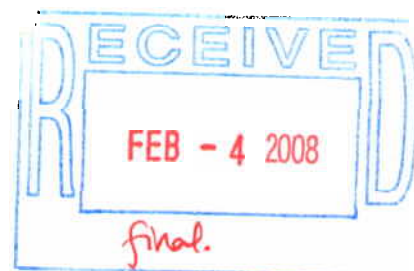
NATIONAL EXECUTIVE BOARD
CONFEDERATION OF INDONESIAN TRADE UNION

Drs. H. Thamrin Mosii
President

H.M. Rusli Yunus
Secretary General

Appendix C

THE PROGRAMME/PROJECT BUDGET - ILO



CATEGORY	ITEM	UNIT COST	NUMBER OF UNITS	TOTAL COST
1. Personnel • including staff and consultants				130,500
Sub-total				
2. Contracts • including companies, professional services, grants				30,000
3. Training				25,000
4. Transport				
5. Supplies and commodities				0
6. Equipment				7,500
7. Travel				28,000
8. Miscellaneous				13,000
SUB-TOTAL				234,000
9. Management Support (7%)				16,000
TOTAL				250,000