



THE REPUBLIC OF UGANDA

MINISTRY OF WATER AND ENVIRONMENT



**Water and Environment Sector
Strategy for Mainstreaming HIV and AIDS**

2017 - 2022

FOREWORD

HIV/AIDS is recognised as a cross-cutting issue in Uganda's National Development Plan 11 (2015/16- 2019/20). Mitigation measures against HIV and AIDS are among the basic interventions designed for the achievement of the Uganda vision 2040. As part of its international commitments, Uganda is implementing several decisions and resolutions including the 2011 United Nations High-Level meeting on HIV and AIDS, where member states adopted a Political Declaration on HIV and AIDS, providing a road map towards achieving the Vision of Zero new infections, Zero discrimination, and Zero AIDS related deaths.

Uganda is still experiencing severe, generalised and predominantly heterosexually transmitted HIV /AIDS epidemic. The Country's HIV and AIDS prevalence rate shot up from 6.4% in 2005 to 7.3% in 2011. Multi-sectoral approach to implementing HIV and AIDS programmes remains Government's main strategy for fighting the scourge. This is because HIV and AIDS transmission and the resultant impact of the epidemic on the country's economy and human development index are felt in many ways and in all sectors.

The activities of the Water and Environment Sector expose the sector staff to the risk of HIV transmission. Similarly, their interaction with the community also increases the communities' vulnerability to HIV infection. On the other hand, sector activities such as the provision of safe water supply within easy reach provide an opportunity for prevention of opportunistic infections and reduce the vulnerability of sector beneficiary communities to HIV infection. It is, therefore, paramount that HIV and AIDS prevention and impact mitigation strategies be mainstreamed in the sector activities in order to reduce the vulnerabilities of both the staff and the communities they interact with.

The Ministry of Water and Environment has been implementing HIV/AIDS mainstreaming programmes since 2003. HIV and AIDS mainstreaming strategy for the Water and Sanitation Sub-sector for the period 2005 – 2010 was then developed and launched. Lessons learned from this were used to develop this new strategy for the entire Ministry of Water and Environment for the period 2016 – 2021.

The goal of this new strategy is to retain the capacity and increase the productivity of the Water and Environment Sector by reducing its susceptibility and vulnerability to HIV and AIDS. The new strategy document is aligned to the National HIV and AIDS Strategic Plan 2015/2016 – 2019 /2020. It also provides guidance for mainstreaming HIV and AIDS in all sector departments, agencies, and stakeholders in the Local Governments, the private sector, NGOs, and CSOs.

I call upon all the sector departments, agencies, and stakeholders to plan and allocate budgets for implementation of the mainstreaming activities as per the guidance in this strategy



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MINISTER OF WATER AND ENVIRONMENT

LIST OF ACRONYMS

| | |
|--------|---|
| AIC | AIDS Information Centre |
| AIS | AIDS Indicator Survey |
| ASOs | AIDS Support Organisations |
| ARVs | Anti-Retroviral |
| BCC | Behavior Change Communication |
| CAO | Chief Administrative Officer |
| CBO | Community Based Organization |
| CBMS | Community Based Management System |
| CDO | Community Development Officer |
| CCD | Climate Change Department |
| DACC | District AIDS Coordination Committee |
| DEA | Directorate of Environmental Affairs |
| DFOs | District Forest Officers |
| DHI | District Health Inspector |
| DHMT | District Health Management Team |
| DHO | District Health Officer |
| DP | Development Partners |
| DWO | District Water Officer |
| DWD | Directorate of Water Development |
| EIA | Environmental Impact Assessment |
| ENR | Environment and Natural Resources |
| FBOs | Faith Based Organisations |
| FPO | Focal Point Officer |
| FSSD | Forest Services Support Department |
| GDP | Gross Domestic Product |
| GOU | Government of Uganda |
| GTZ | German Technical Co-operation |
| HA | Health Assistant |
| HBC | Home Based Care |
| HCT | HIV Counselling and Testing |
| HRM | Human Resource Management |
| H/Q | Head Quarters |
| IEC | Information Education Communication |
| ILO | International Labour Organization |
| IT | Information Technology |
| ITWA | International and Transboundary Water Affairs |
| LG | Local Government |
| MACA | Multi-Sectoral Approach to Control HIV/AIDS |
| MoGLSD | Ministry of Gender, Labour and Social Development |
| MoH | Ministry of Health |
| MoU | Memorandum of Understanding |
| MPS | Ministerial Policy Statement |
| MWE | Ministry of Water and Environment |

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| NDP | National Development Plan |
| NSP | National Strategic plan |
| OoP | Office of the President |
| OIs | Opportunistic Infections |
| OVC | Orphans and Vulnerable Children |
| PEAP | Poverty Eradication Action Plan |
| PLHIV | Persons Living with HIV |
| PMCT | Prevention of Mother to Child Transmission |
| POs | Private Operators |
| PPD | Policy and Planning Department |
| RWSD | Rural Water and Sanitation Department |
| SMC | Safe Male Circumcision |
| SPR | Sector Performance Report |
| UNMA | Uganda National Meteorological Authority |
| TASO | The AIDS Support Organization |
| TSUs | Technical Support Units |
| UAC | Uganda AIDS Commission |
| UPHOLD | Uganda Programme for Human and Holistic Development |
| UWASNET | Uganda Water and Sanitation NGO Network |
| UWSD | Urban Water and Sewerage Department |
| VCT | Voluntary Counselling and Testing |
| WMC | Wetland Management Committees |
| WMZ | Water management Zones |
| WFP | Water for Production |
| DWRM | Directorate of Water Resources Management |
| WESLD | Water and Environment Sector Liaison Department |
| WQMD | Water Quality Management Department |
| WRPR | Water Resources Planning and Regulatory |
| WSCs | Water and Sanitation Committees |
| WSDFs | Water and Sanitation Development Facility |
| WSS | Water and Sanitation Sector |
| WURD | Water Utilities Regulatory Department |

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EXECUTIVE SUMMARY

Introduction

The Second National Development Plan (NDPII) 2015/16 -2019/20 requires all sectors to mainstream HIV/AIDS in government programmes and projects during Planning, implementation, monitoring and evaluation. The Ministry of Water and Environment [MWE] developed and launched its first HIV/AIDS mainstreaming strategy in 2005, for the period 2005-2010. During the process of implementation, many achievements and challenges were recorded which have led to the revision of the strategy. The purpose of this new strategy is to provide the Ministry of Water and Environment and stakeholders in the Local governments, NGOs /CSO and private sector with strategic guidelines for strengthening HIV/AIDS mainstreaming programs as mandated by the revised National HIV/AIDS Strategic plan NSP (2015/16-2019/20) and NDP II.

The strategy identifies existing sector activities / programmes that put sector actors / implementers and beneficiaries at risk of HIV transmission implicitly or explicitly as well as those that help to alleviate the effects of HIV/AIDS infection such as reduction of opportunistic infections and stigma. It also outlines strategies and measures of mainstreaming HIV/AIDS in the sector.

Rationale for Mainstreaming HIV/AIDS in the Water and Environment Sector

The Water and Environment sector activities undertaken by various departments and divisions expose staff to the risk of HIV infection. In addition, their interaction with the community also increases the communities' vulnerability to HIV infection. Provision of safe water supply also provides an opportunity for prevention of opportunistic infections. Reduction of the distance to collecting water and firewood reduces the vulnerability of sector beneficiary communities to HIV infection. It is, therefore, paramount that HIV/AIDS prevention and impact mitigation strategies be mainstreamed in the sector activities in order to reduce the vulnerabilities of both the staff and the communities they interact with.

Strategy Goal

The goal of this strategy is to retain the capacity and increase the productivity of the Water and Environment Sector by reducing its susceptibility and vulnerability to HIV/AIDS.

Strategy Objectives

This strategy is presented with five major objectives, as follows:

- (a) To reduce vulnerabilities to HIV transmission among MWE staff, stakeholders and beneficiary community members.
- (b) To Strengthen coordination for HIV mainstreaming in the sector
- (c) To create opportunities for care and support to the affected;
- (d) To strengthen partnerships with key stakeholders for effective implementation of HIV/AIDS activities within the water and the environment sector.
- (e) To build capacity for mainstreaming HIV/AIDS prevention and care services in the sector.

Financing of the Strategy

The Implementation of HIV/AIDS activities has a financial implication on the sector, therefore all sector departments / agencies, CSO and private sector are required to plan and budget to mainstream HIV/AIDS activities. The government through the Ministry of Finance, Planning

and Economic Development [MFPEd] provides guidelines for all Ministries, Departments and Agencies (MDA) to integrate HIV/AIDS in their annual work plans and budget. MWE will adhere to these guidelines to make the implementation of this strategy a reality. In addition, the donor counterpart funding to all the sector projects will be required to integrate HIV/AIDS activities.

Coordination Mechanism

There will be an overall Ministry HIV/AIDS Focal Point Officer [FPO] to coordinate all the HIV/AIDS initiatives in the sector. Each department / agency will have a focal point person who will lead the mainstreaming efforts in the department/agency. The job descriptions of FPOs will be reviewed to include this responsibility and will be appraised on their performance.

Monitoring and Evaluation

A logical framework is included in the annex of this strategy to guide the implementation, monitoring and evaluation process. In addition HIV/AIDS mainstreaming activities will be reported by all department/agencies annually and integrated into the annual Sector Performance Report [SPR].

Mainstreaming of HIV/AIDS by Departments/ Agencies

A number of strategic actions are indicated in the strategy to guide the HIV/AIDS mainstreaming process. These, focus on reduction of infection, care for the infected and strengthening institutional structures and capacity building. The detailed actions are indicated in the document.

1.0 INTRODUCTION

1.1 Background

This strategy is designed to guide HIV/AIDS mainstreaming initiatives within the Water and Environment sector and specifically within activities undertaken by sector departments, semi-autonomous agencies, NGOs/ CSOs, and the private sector. The strategy further targets the sector Local Government players /stakeholders and service beneficiary communities. It emphasises continued collaboration between the Water and Environment sector and other key public and private stakeholders including Local Governments, CBOs, and NGOs for the purpose of effective mainstreaming. The HIV/AIDS issues identified in the strategy are prioritised within the day to day operations of the water and environment sector and in the formation of annual or operational plans for the water and environment sector. The first HIV/AIDS Strategy targeted only the Water and Sanitation Sector (WSS) and was implemented for the period 2005 -2010. After a successful review of the first strategy, MWE has developed a second strategy running for the period 2015 -2020. This is aligned to the revised National HIV/AIDS Strategic plan NSP (2015/16-2019/20). The new strategy provides directions for the water and environment sector in the development and implementation of HIV/AIDS programs over the period 2016 to 2021. However, it takes account of the WSS strategy context, the successful initiatives that have so far been undertaken and the responses that are necessary to address emerging issues. The strategy provides the framework under which separate mechanisms may be developed to reprioritise existing resources or may lead to additional support, based on priorities identified within the strategy.

1.2 Legal and Policy Framework

The Government of Uganda has various policy and legal Framework that gives mandate to line ministries and other actors to mainstream HIV/AIDS some of which are explained below.

1.2.1 Vision 2040 and the National Development Plan (NDP 11) 2015/16-2019/20

HIV/AIDS is recognised as a cross-cutting issue in the Uganda National Development Plan [NDP], and mitigation measures against HIV are among the basic interventions designed for the achievement of the Uganda vision 2040. Within the context of the NDP, the fight against HIV/AIDS requires a multi-sectoral approach and has to be an integral part of the sectoral efforts aimed at poverty eradication and overall development activities in Uganda. The NDP mandates all sectors to mainstream HIV/AIDS within their sector plans.

1.2.2 Sustainable Development Goals (SDGs)

At the global level, Sustainable Development Goal 3, the overarching goal on health issues, seeks to ensure healthy lives and promote well-being for all at all ages. Target 3.3 states, “By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases”. To appreciate the significance of SDG 3.3, we must reflect on the achievements and the lessons learned from Millennium Development Goal (MDG) 6, which aimed at combating HIV & AIDS, malaria, and other diseases. MDG 6 had two key HIV targets: halting and beginning to reverse the spread of HIV by 2015, and to achieve, by 2010, universal access to treatment for HIV & AIDS.

1.2.3 National HIV Prevention Strategy (2015/16-2020/2021)

This strategy embraces the combination of prevention approaches as recommended by the National HIV Strategic Plan [NSP] (2015/16 -2020/21) under the four component thematic areas of prevention, care and treatment, Social support and health systems strengthening. The MWE strategy is designed in line with NSP.

1.2.4 The Uganda Gender Policy (2007)

The strategy has also been developed in light of the Uganda Gender Policy (2007) which calls for the elimination of all forms of gender-related discrimination and marginalisation as regards access to care support and service delivery in all sectors.

1.2.5 The National Policy on HIV/AIDS and the World of Work (2007)

In addition to ensuring that the world of work is free of stigma and discrimination on the basis of HIV status, the National policy on HIV/AIDS and the World of Work direct that HIV/AIDS prevention, management and mitigation activities are implemented in all work environments. This strategy, therefore, is also in response to this policy.

1.3 Situation Analysis of HIV/AIDS in Uganda and the Water and Environment Sector

With a high HIV prevalence rate (18%) in the early 1990s, Uganda was one of the countries worst hit by the HIV/AIDS epidemic. Concerted efforts underscored by the spirited political commitment and a multi-sectoral approach successfully brought down the HIV prevalence to 6.4% by 2005. In the following years, adult HIV prevalence stabilized at 6-7% between 2005 and 2011. In 2011, the country witnessed a resurgence of the epidemic with the HIV prevalence rising to 7.3% among adults aged 15-49 years (AIDS Indicator survey 2011).

HIV/AIDS has impacted on the social and economic development of Uganda and has proved to be a major obstacle to the government's effort of poverty eradication. HIV/AIDS has created a heavy demand on the national health services while, at the same time, devastating the country's economy. HIV/AIDS is estimated to annually reduce GDP up to 2%. Uganda's burden of HIV stands at an estimated 1.6 million people who are living with HIV/AIDS with an estimated rate of new infections at 154,589 in 2012 (AIS 2011).

A study by the Ministry of Public Service (2000) indicates that many employees die at the age of 38. The study estimates that HIV/AIDS-related expenditure rose from 89.1 million shillings in 1995 to 3.0 billion in 1999. The public service study revealed indirect costs due to HIV/AIDS among public servants as loss of person hours and experience, need to train new staff, re-deployment of staff to replace sick or dead workers, and hiring new personnel. In terms of job performance, public servants have less concentration, may overburden colleagues who have to help them, lose commitment to work, fail to meet deadlines, have less output, may lose teamwork and give poor customer services.

The Ministry of Water and Environment has been implementing the water and sanitation sector HIV/AIDS strategy 2005-2010 in line with the National policy on HIV/AIDS and the world of work, that mandates all Ministries to mainstream HIV/AIDS through their policies and activities. MWE strategies contributed to the District Development Plans where HIV and AIDS issues were

given prominence. A significant number of Staff were trained in HIV and AIDS mainstreaming and some key partnerships were established for HIV control. At the moment, HIV/AIDS is incorporated into the Ministerial policy statements, budget framework papers, sector performance reports, annual reports as well as quarterly district reports. To strengthen the MWE HIV/AIDS response, the Ministry must ensure that all departments have trained and motivated focal persons, roll out a workplace policy and design effective interventions that would reduce the vulnerabilities of the staff (see table 1 below) and communities to HIV/AIDS.

Table 1: Some of the HIV Transmission Risks Created by MWE Activities

| | Activity | Risk Factor |
|---|--|---|
| 1 | Siting and Construction of new Water and sanitation facilities | <p>Community members interact with the workers in construction camps who are perceived to have money</p> <p>Contractors and extension workers may stay away from home for a long period which may tempt them to have extra-marital sex.</p> <p>MWE staff are perceived by the surrounding community to be financially better off hence an opportunity to get money from them through sexual relations hence posing the risk of HIV transmission.</p> <p>Site accidents may also expose staff, contractors, and communities to HIV infections.</p> |
| 2 | Community Sensitization activities on water and sanitation, integrated water resources management, environment, forests, wetlands and climate change | MWE staff and community members interact and socialise, hence exposing each other to the risk of HIV infection. |
| 3 | Follow up activities including supervisory work | Verification of water and sanitation facilities , follow up on ENR implementation activities; water quality monitoring etc. Keeps MWE staff away from their families and make them more vulnerable to engaging in extra- marital affairs, consequently leading to HIV infection. |
| 4 | Level of responsibility or support supervision | Exposure of supervisors to supervisees. The difference in income and status between staff increases vulnerability among supervisors and supervisees. Volunteers, trainees, and other support staff are equally vulnerable. |
| 5 | Meetings, Workshops and Seminars | Networking, socialization during meetings and staying far from home for many days may lead sector staff to engage in risky sexual practices. |
| 6 | Annual events such as sanitation week, World Water Day, World Wetlands Day, World Forest and Meteorological Day etc. | Such events expose MWE staff to more social interaction with the communities and stakeholders that may attract social relations leading to HIV transmission. |
| 7 | Disaster management /response under water and sanitation | Exposure to communities and development partners poses a risk of HIV transmission as affected communities are easily lured into sex given that they are in dire need of basic necessities. |

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| 8 | Community Led Total Sanitation [CLTS] activities. | Exposes MWE staff and communities to risk of HIV infection due to the perceived financial advantages that MWE staff have over communities. |
| 9 | Collecting water from point water sources. | Water collectors may get attracted to each other in the course of fetching water and posing the risk of HIV transmission. |
| 10 | Procurement activities | MWE staff and clients may be exposed to HIV infection as some client or staff may be lured into offering sexual favours in order to win contracts. |
| 11 | Recruitment /Interviews | Recruitment / interviews expose both the staff and the job seekers to the risk of HIV/AIDS infection as some job seekers may offer sex in order the to get the jobs. |
| 12 | Collection of firewood from forests | Women and children collect fire wood from forests which are far distances hence exposing them to risky sexual advances, defilement, and rape. |
| 13. | Issuing permits | Issuing environmental permits, water abstraction permits etc. may expose the client and sector staff to the risk of HIV infection as some clients or staff may engage in sexual activities during permit issuing process. |

2.0 ENTRY POINTS IN MAINSTREAMING HIV/AIDS IN THE SECTOR

2.1 Introduction

Mainstreaming HIV/AIDS initiatives in the sector does not necessarily call for undertaking standalone HIV/AIDS related activities. It simply involves working within the existing activities with strategies that explicitly or implicitly target HIV/AIDS. The entry points for mainstreaming HIV/AIDS in the departments, deconcentrated structures, semi-autonomous agencies and local governments are as indicated below

2.2 Finance and Administration Department

This department is responsible for financial as well as personnel management at MWE. The human resource section of this department will play a vital role in HIV mainstreaming in the sector by ensuring the following:

- Identification and management of workplace behaviour, conduct or practices which perpetuate HIV transmission and discriminate against or alienate workers with HIV/AIDS
- Ensuring that stigma and discrimination on basis of HIV status is eliminated from the work station
- Monitoring the impact of HIV/AIDS mitigation measures at the workplace
- Ensuring that HIV/AIDS affected staff access care, treatment and support
- Ensuring that workplace information and education programmes for combating the spread of the epidemic will be made available.
- The HRMD will explain and respond to questions about the workplace HIV/AIDS policy.

2.3 Water and Environment Sector Liaison Department

The Water and Environment Sector Liaison department has been spearheading the mainstreaming of HIV/AIDS initiatives in the sector. The department is the home of the software working group, responsible for coordinating the development of community mobilization guidelines, strategies, and manuals. The community mobilization guidelines prepare and empower communities to manage and maintain water and environment resources in a sustainable manner. The division incorporated HIV/AIDS issues in the community mobilization guidelines specifically the participatory toolkit for water supply and sanitation. The participatory methodologies used in community mobilization provide information and knowledge on HIV; identify factors that make sector staff and water users vulnerable to HIV and to identify activities for HIV/AIDS care and support.

Strategically, this department will;

- Develop and disseminate HIV mainstreaming guidelines to sector staff.
- Build capacity of LGs (both District and Town Council staff) to mainstream HIV/AIDS initiatives in water, environment, hygiene and sanitation activities.
- Build the capacity of MWE deconcentrated structures [TSUs, WMZ and WSDFs] to mainstream HIV/AIDS so as to effectively support district water offices and local governments to mainstream HIV/AIDS.
- Coordinate the sensitizing and training of MWE employees

2.4 Rural Water and Sanitation Department

The Rural Water and Sanitation Department works through LGs to effectively deliver water and sanitation services to communities. It scrutinises district work plans and advises them accordingly.

With the technical guidance of the Social Scientists, the Department in liaison with the LGs, guides and oversees community mobilisation efforts for new and old water facilities including boreholes, protected springs, and piped water systems. The provision of safe water contributes to good health of communities and more especially to People Living with HIV/AIDS (PLHIV) as it significantly reduces their susceptibility to acquiring water borne related diseases e.g. diarrhoea, dysentery, and bilharzia; it, therefore, contributes to the reduction of opportunistic infections for people with HIV/AIDS.

The Rural Water and Sanitation Department interfaces with the community mainly through the community-based maintenance system (CBMS). The CBMS emphasizes community responsibility for management of the installed water facilities, with the rural department, districts and sub-counties providing backup support to communities. The CBMS is therefore very critical in mainstreaming HIV/AIDS at the grass-root level. The backup support activities in form of community mobilization, sensitization, training and monitoring visits provide an opportunity for mainstreaming HIV/AIDS initiatives in communities.

2.5 Water for Production Department:

Water for Production is mandated with the provision of water for crops; livestock; wildlife; aquaculture and rural industries. The Department of Water for Production undertakes community mobilization activities before and after the construction of water facilities. This provides an avenue for mainstreaming HIV/AIDS initiatives to beneficiary communities. The provision of water for production facilities provides an opportunity for communities, including PLHIV to improve their production levels and nutrition. In this way, the sector will empower the affected households and communities to increase their income, fight poverty thereby contributing to the reduction of the threat of vulnerability to the effects of HIV/AIDS.

2.6 Urban Water Supply and Sewerage Department

Urban Water Supply and Sewerage Department (UWSSD) targets small towns of Town Council status that are gazetted under the Local Governments Act (1997) as well as other towns that currently have a population exceeding 5000 people.

HIV prevalence is highest among urban dwellers than the rural populations. The activities of the UWSD which ensure a reliable water supply to the population in urban communities consequently result into the improved health of people more so those affected by HIV. The department will, therefore, ensure improved access to safe water in the urban settings with consequent reduction of transmission of waterborne diseases to those infected with HIV. The department will strategically build the capacity of its staff to be able to sensitize the community to adhere to good hygiene and sanitation practices. The department will also ensure adherence to design and construction of sanitary facilities with different stances for both males and females to reduce the vulnerability of either sex. In addition, condoms will be availed in sanitary facilities.

2.7 Water Utility Regulation Department

The regulation department is responsible for setting, monitoring and enforcing water service standards. The department is also responsible for reviewing requests and proposals for new tariffs, and adjustment of existing tariffs among others. The department awareness raising activities provide an opportunity for mainstreaming HIV/AIDS activities. The department will, therefore, integrate HIV/AIDS awareness messages into its efforts to keep the stakeholders and the public informed about service performance and activities of the service providers through information dissemination. While monitoring consumers complaints, will ensure that PLHIV water-related complaints are attended to while their rights to water access and use are not abused as well.

2.8 Water Resource Planning and Regulation Department

This department is responsible for implementing the provisions of the Water Act that relate to regulating water abstraction and discharge of waste water into the environment. It does this through water use allocation (abstraction and wastewater discharge), and water service regulation (drilling, construction, dam safety, easement). More often, this department sends officers to the field to meet with communities during their regulation campaigns. The regulation meetings and campaigns provide an opportunity for sensitizing members of the community. The water resource planning and regulation staff will be equipped with knowledge about HIV and AIDS. HIV prevention services will be made available.

2.9 Water Resource Monitoring and Assessment Department

This department is responsible for compliance monitoring and enforcement of water laws, review of Environmental Impacts Assessment reports related to water and awareness raising and information dissemination. The water resource monitoring teams will be equipped with knowledge about HIV prevention and prevention services will be made accessible. HIV will also form part of the information disseminated by this department.

2.10 Water Quality management department

This department is responsible for ensuring high-quality standards of water for consumption in the country. This department will strategically ensure that all the staff are sensitized about the role of safe water in the improvement of the quality of life of individuals affected by HIV in addition to ensuring that the staff are aware of HIV prevention and care.

2.11 International and Trans-boundary water affairs department

This department promotes transboundary regional cooperation for equitable and reasonable utilization of the shared water resources through active participation in programs and activities which foster proper management of the resources. The awareness, capacity and confidence building activities for trans-boundary water resource management, undertaken by the department provide an opportunity for integrating HIV prevention, care and support activities for both the department staff and the partners including communities. The department will identify a focal point person to spearhead the HIV mainstreaming activities of the department.

2.12 Wetlands Management Department (WMD)

The Wetlands Management Department (WMD) is mandated to manage wetland resources and its goal is to sustain the biophysical and socio-economic values of the wetlands in Uganda for present and future generations. Wetlands are a source of livelihood to many Ugandans and hence directly contribute to National Development Plan, vision 2040 and attainment of the Sustainable Development Goals. Districts have Wetland Action Plans [WAPs] that feed into District Development Plans. Strategically, these plans will be reviewed to include HIV mainstreaming activities specifically community sensitization and dissemination of I.E.C materials. The communication strategy and materials should demonstrate how wetland preservation is beneficial to the community including PLHIV through the provision of medicinal herbs, materials for crafts, fishing grounds, and water which improve their health and social-economic wellbeing.

2.13 Forest Sector Support Department (FSSD)

FSSD's role is set out in the National Forest Plan, and its capacity is being strengthened to oversee forest sector development. The functions of the FSSD contribute to the achievement of the national goal stated as follows; *'An integrated forest sector that achieves sustainable increases in the economic, social and environmental benefits from forests and trees by the people of Uganda, especially the poor and vulnerable'*. This department through its identified focal point person will strategically sensitize its entire staff about their vulnerabilities to HIV as they accomplish their activities. It will ensure that the staff have access to HIV prevention services.

2.14 Environment Sector support Department

The Environment Sector Support department is mandated with policy guidance, standard setting, regulation, coordination, inspection, monitoring, resource mobilization, and technical backstopping in issues related to environment management. This department is responsible for supporting other sectors and departments to integrate environment related issues into their programs. The department staff interacts with both the community and other department staff which exposes them to HIV. Strategically, the department will ensure the creation of HIV awareness among the staff as well as ensuring availability of prevention services, including condoms and I.E.C materials at all their sites. The department will also identify and support an HIV/AIDS focal point person to coordinate all HIV mainstreaming activities.

2.15 Climate Change Department (CCD)

The main objective for the establishment of the CCD was to strengthen Uganda's implementation of the United Nations Framework Convention on Climate Change (UNFCCC) and its Kyoto Protocol (KP). Among other key functions is to coordinate and guide on the education, training, and public awareness programmes on climate change, consistent with Article 6 of the Convention. These education sessions provide an opportunity for integrating HIV/AIDS messages which will help ensure improved awareness about the disease.

2.16 Policy and Planning Department

The policy and planning department is responsible for improving sector performance in service delivery through sector capacity development as well as monitoring and evaluation of all sector programs and activities. It also coordinates the development of sector ministerial policy statements, plans, and budgets. The above activities provide an avenue for ensuring that HIV/

AIDS strategies are integrated into sector policies and plans and budgets. The department also plays an oversight role i.e monitoring and evaluation of the implementation of this strategy.

2.18 Uganda National Meteorological Authority (UNMA)

Uganda National Meteorological Authority (UNMA) is responsible for establishing and maintaining weather and climate observing network; collection, analysis, and production of weather and climate information and products, (including warnings) to support social and economic development. The key sectors served by UNMA include Transport (mainly Aviation), Defence, Agriculture, Disaster Preparedness, Environmental and Water Resources Management, Tourism and Construction Industry. UNMA has four divisions one of which is responsible for the development of training and research programmes. The training and research division provides an avenue for strategically reviewing training guidelines to include HIV/AIDS as a key topic during trainings.

2.19 National Forest Authority (NFA)

The National Forestry Authority (NFA) is responsible for sustainable management of Central Forest Reserves (CFRs), the supply of seeds and seedlings, and provision of technical support to stakeholders in the forestry sub-sector. Afforestation reduces the distance moved to collect firewood which in turn reduces the vulnerability of women/men to HIV/AIDS transmission as their exposure to risk factors such as rape are reduced. It also facilitates soil erosion reduction thereby enhancing soil fertility for increased food production for better health of individuals including those affected by HIV. The NFA organizational structure has employees that are deployed both at headquarter and in the field. Strategically, all these staff will be targeted for HIV/AIDS awareness **on top** of HIV counselling and testing to establish their status. NFA will also ensure that their staff and stakeholders in field offices have access to condoms.

2.20 The National Environment Management Authority (NEMA):

NEMA is responsible for the regulatory functions and activities that focus on compliance and enforcement of the existing legal and institutional frameworks on environmental management in Uganda. NEMA oversees the implementation of all environment conservation programmes and activities of the relevant agencies both at the national and local Government level. Strategically, NEMA will integrate HIV/AIDS in the development and dissemination of I.E.C materials and guidelines for environmental management. In addition to the above, NEMA staff will be targeted for HIV/AIDS awareness raising meeting and Voluntary Counselling and Testing activities.

2.21 The National Water and Sewerage Corporation (NWSC)

NWSC is a parastatal that operates and provides water and sewerage services for large urban centres across the country including Kampala. HIV prevalence is highest among urban dwellers than the rural populations. Provision of safe water to urban dwellers results, into the improved health of people and a reduction of transmission of waterborne diseases especially among those infected with HIV/ AIDS. The department will raise staff awareness on HIV/AIDS and encourage them to undertake VCT. The department will identify a suitable staff to take lead in HIV mainstreaming. This staff will be trained in HIV/AIDS mainstreaming and will subsequently organize trainings for other staff as well as coordinate other HIV services including HCT, SMC, and condom dissemination.

2.22 Local Government

District Water and ENR Office

The District Water Officer (DWO), District Environment Officer (DEO) and District Natural Resource Officer will work closely with the District Directorate of Health Services and the District Directorate of Community Development, which is responsible for community mobilization. The DWO also has potential linkages with the District Education Office that oversees school sanitation activities. The DWO and the District ENR offices will also link with CBOs and NGOs including AIC, TASO to implement HIV mainstreaming activities. The DWO, DEO and DNRO will develop a work plan aligned with the district health strategic plan.

These offices will mainstream HIV/AIDS in the following activities;

- Review the contractors BOQs for the inclusion of HIV/AIDS prevention and mitigation activities.
- Community mobilisation and sensitization of water and environment activities will integrate HIV/AIDS mainstreaming initiatives
- Rainwater harvesting by targeting women groups most of whom are widows. Some of the groups targeted are formed by NGOs, which already have a complementary partnership between the private sector-NGOs and the Water Supply and Sanitation sector. Community mobilisation for tree planting, wetland conservation and sustainable use, climate change mitigation and any other ENR activities
- Integration of HIV/AIDS initiatives in District Development plans and budgets

Sub-county/village level

The water and environment services extend up to the sub-county/village level through extension workers and environment committees. The extension workers are responsible for mobilising and training local communities for hygiene and sanitation improvements, and community management of water supply and sanitation as well as environment conservation and sustainable management. They are also responsible for assisting rural communities and growth centres to analyse their water and environment problems, and find solutions. ,

In addition, the extension workers also co-ordinate and supervise Water and environment work being undertaken in sub-counties. Strategically, the extension workers will support the DWO and ENR officers to supervise adherence to HIV mainstreaming strategies by the contractors and other stakeholders in the community. They will also play a vital role in the sensitization of the water and sanitation as well as environment committees. They will also-disseminate I.E.C materials to the community. The extension workers are crucial in mobilising the community for water, sanitation and environment activities and in ensuring that the views of all categories of people including PLHIV, women, and children are considered.

2.23 De-concentrated structures in Water and Environment Sector

Technical Support Units (TSUs), Water Management Zones [WMZ], Water and Sanitation Development Facilities [WSDF] and Regional Wetland offices that are established regionally are responsible for developing the capacity of districts and monitoring the implementation of sector activities at that level. They also provide stakeholder advocacy, coordination, and support activities. Strategically, these structures will incorporate HIV/AIDS in the above-mentioned activities at the Local Government level.

2.24 Private Sector

The private sector is increasingly assuming the roles of implementation of water and environment activities. The private sector has been engaged more often through contracts in implementing sector activities. Strategically, the private sector will be pre-conditioned to include HIV activities in their bids for water support services. The private sector will actively participate in the provision of supplies including condoms, and services including HCT at their construction sites.

2.25 Non-governmental Organisations (NGOs)

The Non-Governmental Organisations [NGOs] play a significant role in expanding access to the water and environment sector services. The Sector NGOs will mainstream HIV / AIDS during the implementation of their activities. The sector will collaborate with relevant NGOs to provide financial, technical and logistical support to facilitate the MWE HIV/AIDS strategy implementation. The NGOs will also contribute to capacity building activities for the HIV/AIDS strategy implementation as well as active participation in the community mobilization for HIV prevention care and support services coordinated by MWE. Strategically, the NGOs in districts will incorporate HIV/AIDS into their activities.

They [NGOs] will also monitor the implementation of the strategy to identify the emerging issues, gaps, and challenges. Specifically, UWASNET and ENR Umbrella organisation will ensure that this strategy is implemented by all member organisations. They will disseminate and popularize it among sector NGOs/CSOs and document lessons learned. The NGOs will include HIV/AIDS implementation in their annual sector performance report.

3.0 GOAL, OBJECTIVES AND GUIDING PRINCIPLES OF THE MWE HIV /AIDS MAINSTREAMING STRATEGY

The following section highlights the rationale of HIV mainstreaming in the Water and Environment sector. It spells out the goal, specific objectives and guiding principles for effective implementation of the strategy.

3.1 Goal

The goal of this strategy is to retain the capacity and increase the productivity of the Water and Environment Sector by reducing its susceptibility and vulnerability to HIV/AIDS; and enable it to provide in a sustainable manner, water, sanitation and environmental management services to the people of Uganda, thereby contributing to poverty reduction.

3.2 Objectives

The strategy objectives include the following:

1. To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders
2. To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes;
3. To provide care and support to the infected and affected;
4. To strengthen partnerships with stakeholders for effective implementation of HIV and AIDS activities within the Water and Environment Sector.
5. To build capacity for mainstreaming HIV/AIDS in sector programmes and activities.

3.3 Guiding Principles and Assumptions

1. HIV infection is preventable, and this can be done through Information Education and Communication (IEC) for behaviour change.
2. Commitment especially from the top level management of the sector to undertake mainstreaming activities; solidarity, care, and support will guide the response to HIV/AIDS in the world of work.
3. Mainstreaming efforts will be located within existing institutional policies and structures; Advocacy, sensitisation and capacity building are vital for meaningful strides in mainstreaming.
4. HIV/AIDS Focal Point officers (FPO) will be well-trained, motivated to carry out mainstreaming activities including IEC campaigns at the workplace, and provide basic counselling to those employees in need.
5. Workplace information and education programmes for combating the spread of the epidemic will be made available.
6. HIV infection will not cause termination of employment in the same way as other debilitating conditions.

7. A distinction between two domains in mainstreaming: the internal domain or workplace, where staff risks and vulnerabilities are addressed; and the external domain, where the effects of the sector activities and strategies in view of the conditions presented by HIV/AIDS are addressed will be maintained.
8. Strategic partnerships based on comparative advantage cost effectiveness and collaboration will be developed.
9. The gender dimensions of HIV/AIDS will be fully recognized and will guide the mainstreaming. More equal gender relations and the empowerment of women are vital to the successful prevention of the spread of HIV infection and enablement of women to cope with HIV/AIDS. Successful implementation of the existing sector Gender Strategies will be central to achieving this target.

4.0 STRATEGIC ACTIVITIES FOR MAINSTREAMING HIV/AIDS

This section highlights the strategic interventions by objective that will be undertaken by the Ministry of Water and Environment and stakeholders for an effective HIV/AIDS response among the sector staff, stakeholders and beneficiary communities they interact with.

Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders

Strategic activities

- Identify vulnerability factors of HIV transmission for sector staff and stakeholders with regard to the sector activities by conducting sensitisation workshops, research etc.
- Design and implement prevention strategies /actions to mitigate the identified vulnerabilities.
- Conduct workshops to provide information about HIV risk reduction among the sector staff and stakeholders
- Provide staff and stakeholders including beneficiary communities' access to HIV/AIDS counselling, testing, and other related health care services.
- Provision of prevention technologies including condom distribution and safe male circumcision among staff and stakeholders/ beneficiary community members.
- Design and print and disseminate I.E.C materials for HIV/AIDS prevention and care.

Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes

Strategic activities:

- Establish and sustain a MWE HIV/AIDS Committee that meets regularly.
- Plan and budget for HIV/AIDS activities in all sector departments, agencies and among all stakeholders
- Identify a focal point officer to spearhead and coordinate HIV mainstreaming in all sector departments, agencies, and stakeholders.
- Develop, review and implement sector specific HIV/AIDS mainstreaming policies, strategies, and activity work plans.
- Monitor the implementation of HIV/AIDS mainstreaming activities.
- Conduct inter-departmental, agency and stakeholder HIV/AIDS program review meetings to share experiences and best practices
- Conduct workshops to disseminate HIV/AIDS mainstreaming activities to the sector staff
- Conduct national sector HIV/AIDS review workshops/ activities to share experiences and lay strategies for improvement.
- Design sector HIV/AIDS programme monitoring and reporting framework.
- Carry out periodic HIV/AIDS strategy reviews for improvement and also research to assess the impact of sector HIV/AIDS mainstreaming programmes.

- Resource mobilisation and allocation within the SWAP approach and monitoring and evaluation of sector activities shall take cognisance of HIV/AIDS mainstreaming concerns

Objective 3: To. Provide Care and support to the infected and affected

Strategic Activities:

- Support and refer HIV-positive staff for treatment to relevant agencies.
- Sensiti and create awareness on adherence to ARV drugs for those who are HIV positive.
- Organize and Conduct work-based campaigns on HIV/AIDS care, behaviour change and elimination of stigma and discrimination.
- Provide nutritional education and counselling to staff and stakeholders with HIV/AIDS.
- Provide psychosocial support to staff and stakeholders with HIV/AIDS.
- Promote protection of legal, ethical and social rights of staff and stakeholders with HIV/AIDS.
- Include a budget for care, support, and treatment for staff who have HIV/ AIDS.

Objective 4: To strengthen partnerships with key stakeholders for effective implementation of HIV/ AIDS activities within the Water and Environment Sector.

Strategic activities:

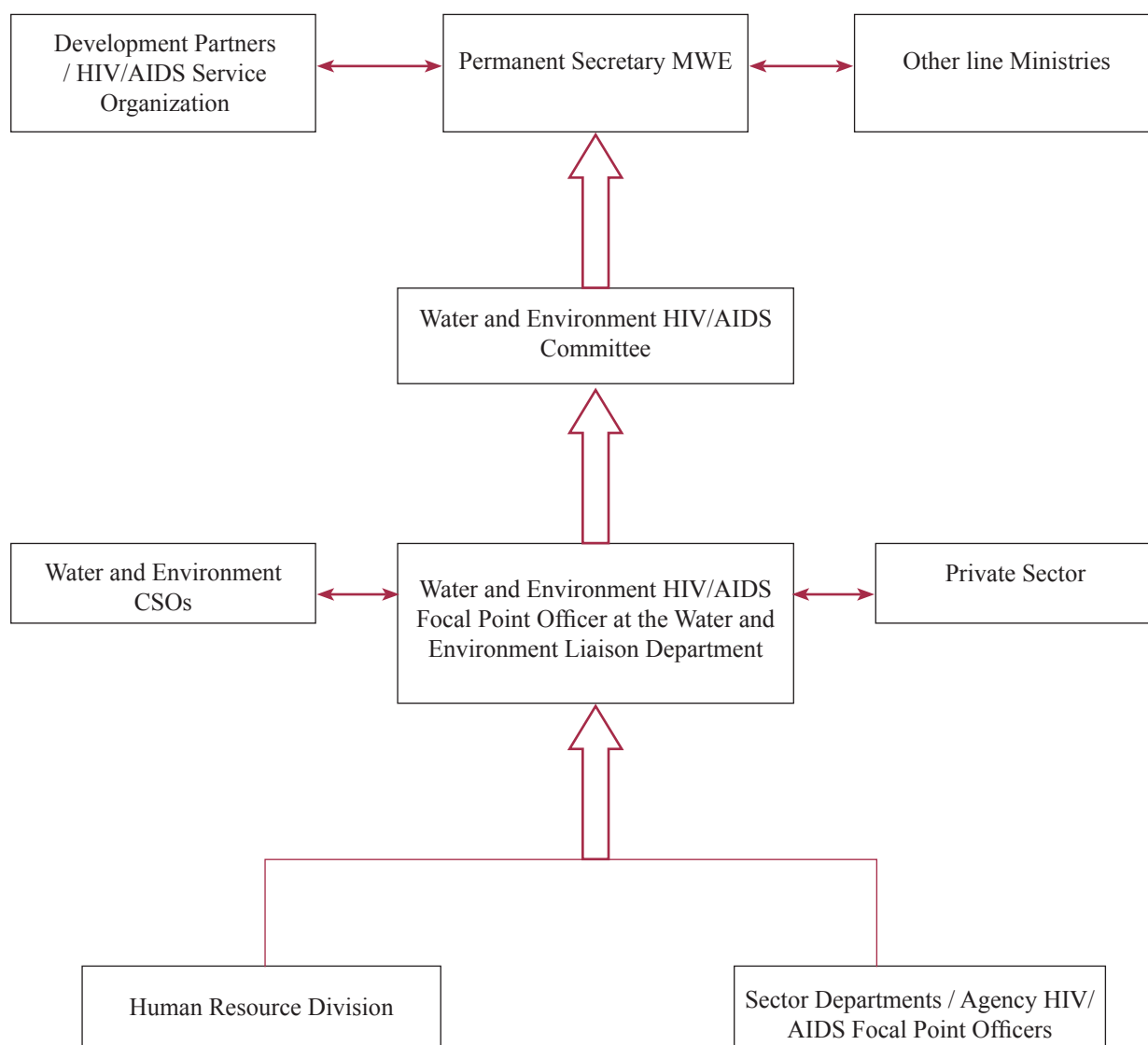
- Establish and strengthen partnerships with AIDS Service Organisations
- Collaborate with UWASNET ,the ENR sub-sector and umbrella organisations to empower sector NGOs to mainstream HIV/AIDS activities in their programmes.
- Establish effective and efficient coordination and collaboration with the Line Ministries, Departments and Agencies HIV/AIDS programmes.

Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities

Strategic activities

- Train Sector staff in mainstreaming HIV/AIDS in sector plans, implementation, monitoring, and evaluation
- Orienting Focal Point Officers in coordinating and spearheading HIV/AIDS mainstreaming activities in their respective departments
- Develop and review sector specific HIV/AIDS capacity development and training materials.
- Promote exchange programmes to improve performance.

5.0 HIV/AIDS MAINSTREAMING COORDINATION IN MWE



The roles of the MWE HIV/AIDS Committee

- Coordination of HIV/AIDS activities of MWE
- Resource mobilization for HIV/AIDS activities of MWE
- Monitoring and evaluation of HIV/AIDS activities in MWE

The roles of the Water and Environment HIV/AIDS Focal Point Officer

- To provide overall leadership to HIV/AIDS activities in MWE
- Coordination of the departmental HIV/AIDS focal point persons
- Build the capacity of all departments and sector Local Governments to mainstream HIV/AIDS in their programmes
- Managing HIV/AIDS partnerships between MWE , CSOs ,Private sector and other HIV/AIDS service agencies/ organisations
- Representing MWE in matters relating to HIV/AIDS as and when necessary

The roles of the Sector Department / Agency HIV/AIDS Focal Point Officers

- Provide leadership in mainstreaming HIV/AIDS programmes in the department
- Provide overall coordination of HIV/AIDS activities in the department
- Develop, implement and monitor departmental HIV/AIDS work plans and budgets
- Provide technical support for mainstreaming HIV/AIDS in their departments
- Document and submit HIV/AIDS periodic activity reports

The roles of the Human Resource Division

- Ensure that HIV/AIDS prevention, management and mitigation activities are present in the workplace.
- Ensure that stigma and discrimination on basis of HIV status is eliminated from the workstation
- Design and effect measures to combat HIV within the workstations
- Ensure that the impact of HIV/AIDS is mitigated and monitored within the workstations
- Plan and budget to implement Care, treatment and support services for staff infected and affected by HIV/AIDS within the workstations
- Ensure that workplace information and education programmes for combating the spread of the epidemic is made available.

The roles of the Private Sector

- Will ensure inclusion of HIV activities in their bids for sector support services
- To actively participate in HIV /AIDS mitigation / prevention activities such as the provision of supplies including condoms, awareness campaigns, and services including HCT at their construction sites.

The roles of UWASNET, ENR Umbrella Organisation/ NGO/CSOs

- Partners with MWE for HIV prevention, care and support
- Mainstream HIV/AIDS in their activities
- Build the capacity for member organisations to mainstream HIV/AIDS in their activities

Role of Development Partners and HIV/AIDS Service Organisations

- Partners with MWE for HIV prevention, care and support
- To provide technical backstopping in HIV/AIDS programming at MWE

6.0 FINANCING OF THE STRATEGY

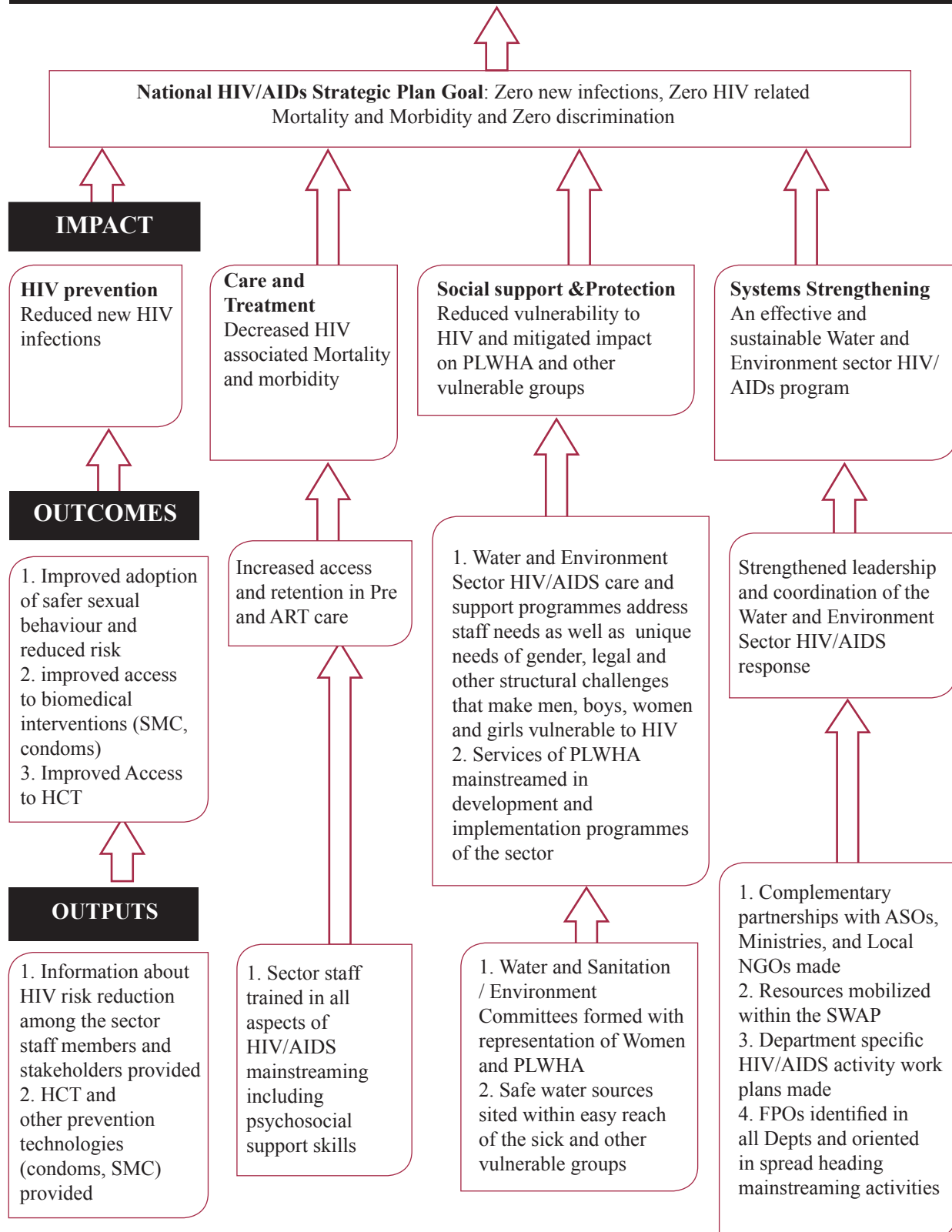
The Implementation of HIV/AIDS activities has a financial implication on the sector, therefore all sector departments / agencies, CSO, and private sector are required to plan and budget to mainstream HIV/AIDS activities. The government through the Ministry of Finance, Planning and Economic Development [MFPED] provides guidelines for all Ministries, Departments and Agencies (MDA) to integrate HIV/AIDS in their annual work plans and budget. MWE will adhere to these guidelines to make the implementation of this strategy a reality. In addition, the donor counterpart funding to all the sector projects will be required to integrate HIV/AIDS activities.

7.0 MONITORING AND EVALUATION

Monitoring and Evaluation of the HIV/AIDS strategy will be undertaken using the developed indicators against each of the outputs. Periodic collection of data against each of the indicators will support the tracking of the performance of the sector. Monitoring and evaluation will be undertaken at all implementation levels of the Water and Environment sector Departments, agencies, Local Governments, CSOs and private sector. All HIV/AIDS activities undertaken will be incorporated into periodic activity reports.

8.0 RESULTS FRAMEWORK FOR THE HIV/AIDS MAINSTREAMING APPROACH IN THE WATER AND ENVIRONMENT SECTOR

UGANDA VISION 2040: A TRANSFORMED UGANDA SOCIETY FROM A PEASANT TO A MODERN AND PROSPEROUS COUNTRY WITHIN 30 YEARS



9.0 ANNEX: LOG FRAME - MWE

| Objective | Output | Indicator | MOV/Data Source | Assumptions |
|---|---|--|---------------------------------------|--|
| Water and Environment Sector Liaison Department | | | | |
| Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders | Regular HIV sensitization sessions conducted for staff and stakeholders to create awareness and to identify vulnerability to HIV transmission in sector work. | Number of HIV sensitization sessions conducted | Activity Reports | Availability of funds |
| | 1.2 HCT sessions, SMC, and other health care services organised for staff and stakeholders at workplace | Number of staff given HCT | Activity reports | Willingness of staff and stakeholders to receive services |
| | 1.3. HIV /AIDS IEC materials developed, printed and disseminated to staff and stakeholders to enhance prevention, care, and support | Number of IEC materials developed printed and disseminated | Copies of printed IEC materials | Fund availability |
| Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes | 2.1 MWE HIV/AIDS committee established and meeting regularly | HIV/AIDS committee in place | Minutes of committee meetings | Depts./agencies appoint FPO |
| | 2.2 Department /agency HIV/AIDS budgets developed | Number of departments with HIV/AIDS Budgets | HIV/AIDS budget allocation in the MPS | Willingness of managers to budget for HIV/AIDS initiatives |
| | 2.3 HIV/AIDS Focal Officers appointed and active in all departments | Number of Dept. with FPO | Activity reports of FPO | |
| | 2.4 HIV/AIDS FPOs and key staff oriented to provide technical leadership in mainstreaming activities. | Number of FPOs oriented | Workshop Reports | |
| | 2.5. HIV/AIDS prevention materials that include IEC materials, manuals, peer education, condom; etc. produced and disseminated. | Number of I.E.C, condoms, materials, manuals produced and disseminated | Copies of the materials | Availability of funds |

| | | | | |
|---|--|--|---|---|
| <p>Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes</p> | <p>2.6 HIV/AIDS monitoring and reporting formats designed</p> <p>2.7 National and District level planning and implementation of HIV/AIDS Strategy monitored.</p> <p>2.8 Quarterly and annual HIV/AIDS activity reports produced and integrated into the annual Sector Performance Report [SPR]</p> <p>2.9 National and departmental / agency HIV/AIDS Review workshops conducted</p> | <p>Reporting and monitoring Formats in place</p> <p>% of districts with HIV mainstreamed in their w/plans</p> <p>Number of depts. with HIV/AIDS in SPR</p> <p>Number of review workshops conducted</p> | <p>Monitoring reports</p> <p>Technical supervision reports</p> <p>HIV/ AIDS in the SPR</p> <p>Review workshop reports</p> | |
| <p>Objective 3: To Provide Care and support to the infected and affected</p> | <p>3.1 HIV positive staff referred to relevant agencies for treatment</p> <p>3.2 Sensitisation conducted to create awareness for the infected on adherence to ARV at the workplace</p> <p>3.4 HIV/AIDS counselling, testing and nutritional education provided at the workplace.</p> <p>3.5 Sensitisation conducted to create awareness on behaviour change and elimination of stigma.</p> | <p>Number of HIV positive staff referred</p> <p>Number of people sensitised</p> <p>No. of staff counselled and tested</p> <p>Number people of sensitised</p> | <p>List of staff referred</p> <p>Report of sensitisation events</p> <p>Reports of the counselling sessions</p> <p>Sensitisation reports</p> | <p>Willingness of staff to test and to live positively</p> <p>Availability of funds</p> <p>Availability of funds and willingness of staff to test</p> |

Water and Environment Sector Liaison Department

| | | | | |
|---|---|--|--|--|
| <p>Objective 4: To strengthen partnerships with stakeholders for effective implementation of HIV/AIDS activities within the Water and Environment Sector</p> | <p>4.1 ASOs including e.g. AIC, TASO, Mild May, Uganda Cares etc engaged to offer preventive, care and support to the staff and sector institutions.</p> <p>4.2. Collaboration made with UWASNET and Environmental Umbrella organisation to empower sector NGOs/ CSO to mainstream HIV/AIDS activities in their programmes</p> <p>4.3 Effective and efficient collaboration and coordination established with UAC, Line Ministries, Departments and Agencies</p> | <p>Number of ASOs providing support to MWE</p> <p>Number of collaboration events</p> <p>Number joint activities undertaken</p> | <p>MOUs</p> <p>Reports of the events</p> <p>Report of activities</p> | <p>ASOs willingness to collaborate</p> <p>Availability of funds</p> |
| <p>Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities</p> | <p>5.1 Capacity of sector Departments, stakeholders, Local Governments in mainstreaming HIV/AIDS in sector programmes and activities built through workshops and relevant programmes.</p> <p>5.2 Departmental and Agency HIV/AIDS FPOs oriented and trained in coordination and spearheading HIV/AIDS mainstreaming activities in their respective institutions.</p> <p>5.3 Sector Specific HIV/AIDS capacity development and training materials e.g. trainer's manual and mainstreaming guidelines, handbooks and other relevant documents developed and reviewed.</p> | <p>Number staff and stakeholders trained</p> <p>Number of FPOs oriented and trained</p> <p>Number of trainers manual guidelines and , handbook developed</p> | <p>Training Reports</p> <p>Training reports</p> <p>Copies of the manuals and guidelines, handbooks etc</p> | <p>Availability of funds</p> <p>Availability of funds</p> <p>Fund availability</p> |

Directorate of Water Development

Rural Water Supply and Sanitation Department

| Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders | 1.1 Sensitisation on HIV/AIDS prevention and stigma management done to sector stakeholders during mobilisation process for water and sanitation at all levels in the Local Governments. . 1.2 Dissemination of sector HIV/AIDS, IEC materials done to LGs at all levels 1.3 HIV/AIDS prevention strategies that include condom distribution and safe male circumcision availed and communicated at all levels among sector LG staff and stakeholders. | Number of people sensitized Number of IEC materials distributed Number of beneficiaries of the service | Sensitization/ Mobilization reports Distribution list Beneficiaries list | Capacity of district built to mainstream HIV IEC materials developed Capacity built for LG staff and collaboration with ASO done |
|---|---|--|--|--|
| <p>Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes</p> <p>2.1 HIV/AIDS FPOs identified and trained to coordinate HIV/AIDS activities 2.2 Work plan and budgets drawn for specific HIV/AIDS activities in RWSSD. 2.3. Guidelines and By-laws for community based management of water and sanitation that promote and protect the rights and interests of persons and families infected and affected by HIV/AIDS are developed and disseminated. 2.4 HIV positive men and women involved in selection of technology, siting and decision making on community contribution for water and sanitation facilities. 2.5 HIV/AIDS activities in the sector Local governments monitored / supervised and technical back stopping provided</p> | | FPO available and competent HIV/AIDS budget and activities in RWSSD in place Number of districts with byelaws that protect the affected persons % WSC with HIV/AIDS positive representative % of districts monitored by MW | List of FPOs in MWE HIV/AIDS budget in MPS CBMS Byelaws SPR SPR/ Quarterly reports | FPOs identified and appointed Funds availability Byelaws inacted HIV positive member willing to disclose their HIV status Availability of funds. |

| | | | | |
|--|--|---|--|---|
| <p>Objective 3: To provide Care and support to the infected and affected</p> | <p>33.2 HIV/AIDS Counselling and testing services provided to staff and water and sanitation service beneficiary communities and stakeholders during community meeting, facility construction and commissioning.</p> <p>3.3 Nutritional education provided for the staff and PLHIV in the Department, LGS and community</p> | <p>Number staff and beneficiaries counselled and tested</p> <p>Number of people receiving education</p> | <p>Activity reports</p> <p>Activity report</p> | <p>Willingness of staff and community to undergo VCT</p> <p>Availability of funds</p> |
| <p>Objective 4: To strengthen partnerships with key stakeholders for effective implementation of HIV/AIDS activities within the Water and Environment Sector.</p> | <p>4.1 Collaboration made with UWASNET and Environmental NGO/CSO for the purpose of mainstreaming HIV/AIDS in sector NGO /SCO programmes in the Local governments.</p> <p>4.2 Collaboration made with District HIV/AIDS Focal Officer [DFO], District health departments and other relevant institutions to facilitate HIV/AIDS mainstreaming in the sector local government programmes.</p> <p>4.3 HIV/AIDS mainstreaming implementation monitored in the LGs</p> | <p>Number of service organizations with whom relationship is established</p> <p>% of Districts and DFO with whom collaboration has been made</p> <p>% of district monitored</p> | <p>MOUs</p> <p>Reports on collaboration</p> <p>Monitoring reports</p> | <p>Willingness of CSOs to partner with NGOs</p> <p>Availability of funds</p> |
| <p>Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities</p> | <p>5.1 Staff trained to communicate strategies and methods of HIV/AIDS prevention, care and support</p> <p>5.2 Relevant sector LG staff trained in integrating HIV/AIDS in their programmes</p> <p>5.3 Sector specific HIV/AIDS manuals, guidelines and reporting formats disseminated</p> | <p>No. of staff trained</p> <p>Number of districts trained</p> <p>% of districts that have received manuals, guides and formats</p> | <p>Training reports</p> <p>Training reports</p> <p>Dissemination reports</p> | <p>Availability of funds</p> <p>Availability of funds</p> |

| Water for Production | | | | | | |
|---|--|--|---------------------------------------|--|--|--|
| Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders | 1.1 HIV/AIDS messages disseminated during mobilisation process for water for Production facilities [valley tanks and dams, irrigation schemes, etc.] | No. of people sensitised | Sensitisation reports | Budget provided for this activity | Work plan and budget in place | |
| | 1.2 HIV/AIDS prevention communication and information disseminated through various channels addressing the concerns of PHAs delivered to both men and women. | Number of people reached by the various channels | Activity reports | Budget available | Budget available | |
| | 1.3 HIV/AIDS IEC materials and condoms availed and at all levels. | Number of IEC materials and condoms distributed | Distribution list / records | HIV/AIDS mainstreamed in the activity | HIV/AIDS mainstreamed in the activity | |
| | 1.4 WFP staff sensitized on HIV/AIDS care and support | Number of people sensitised | Activity report | HIV/AIDS mainstreamed in the project implementation | HIV/AIDS mainstreamed in the project implementation | |
| | 1.5 HIV prevention services such as safe male circumcision, counselling and testing provided at all levels of the project circle to staff and stakeholders | Number of people benefiting from the services | Activity report | | | |
| Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes | 2.1 Detailed plan and budget drawn for specific HIV/AIDS activities in WFP Department | % Budget allocation for HIV/AIDS | MPS | Mangers willing to allocate fund for HIV/AIDS activities | Mangers willing to allocate fund for HIV/AIDS activities | |
| | 2.2 By-laws for community based management of WFP facilities that promote and protect the rights and interests of persons and families infected and affected by HIV/AIDS are developed and disseminated. | Number WSCs with byelaws favouring PLHIV | Activity reports | Capacity of LG built to mainstream HIV/AIDS | Capacity of LG built to mainstream HIV/AIDS | |
| | 2.3 HIV/AIDS incorporated in guidelines, tools and manuals for WFP activities | No. of Guidelines, tool, manual with HIV/AIDS incorporated | New guidelines with HIV/AIDS messages | | | |
| Objective 3: To Provide Care and support to the infected and affected | 3.1 Information on care and support services provided to service beneficiaries and stakeholders during community mobilisation for WFP facilities. | No. of people who have received info and seeking for support | Activity reports | HIV/AIDS integrated in WFP activities | HIV/AIDS integrated in WFP activities | |
| | 4.1 Water for production staff trained and equipped with skills to enable them mainstream HIV/AIDS in their activities. | No. of staff trained | Activity report | Budget provided for activity | Budget provided for activity | |

| Urban Water Supply Department | | | | | |
|---|---|---|---|---|-----------------------|
| Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders | 1.1 Communities sensitized on HIV/AIDS at different levels of project implementation | No. of Pple sensitised | Sensitization/ mobilization reports | Availability of funds | |
| | 1.2 Toilet facilities designed and constructed with stances separated for men and women | No. stances for male and females | Monitoring reports | Availability of funds | |
| | 1.3 HIV/AIDS IEC materials and condom availed to UWSS stakeholders' e.g. WSSBS, POs and Contractors | No. IEC materials and condoms distributed | Activity reports | Availability of funds | |
| | 1.4 UWSS staff sensitized on HIV/AIDS prevention and care support | No. of staff Sensitised | Activity report | Availability of funds | |
| Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes | 2.1 HIV/AIDS FPO identified and trained to coordinate and spearhead HIV/AIDS activities in the department | Presence of FPO | List of FPO | Capacity of staff built in budgeting for HIV/AIDS | |
| | 2.2 Detailed plan and budget drawn for specific HIV activities for UWSS. | Fund allocation for HIV/AIDS activities | MPS | Availability of funds | |
| | 2.3 HIV/AIDS information integrated in hygiene and sanitation training guidelines | % of hygiene and sanitation guidelines with HIV/AIDS messages | Guidelines with HIV/AIDS messages | Monitoring reports | Availability of funds |
| | 2.4 The Water and Environment Sector HIV/AIDS Strategy popularized in the department and Town Councils. | % of staff and stakeholders aware about the strategy | Monitoring reports | Monitoring reports | Availability of funds |
| | 2.5 UWSS Popular version of the HIV strategy produced | popular version developed | Popular version in place | Popular version in place | Availability of funds |
| | 2.6 Periodic reports on HIV/AIDS activities produced and integrated in the Annual SPR for UWSSD | % of reports from Urban Water Authorities [UWA] that include HIV/AIDS | % of reports from Urban Water Authorities [UWA] that include HIV/AIDS | Activity reports | Availability of funds |
| Objective 3: To provide Care and support to the infected and affected | 3.1. HIV testing, counselling and care to WSD staff, Urban water authorities staff and communities provided | No. staff who have receive, counselling, testing and care | Activity reports | Funds available | |

| | | | | |
|---|---|--|--|---|
| <p>Objective 4: To promote partnerships with key stakeholders for effective implementation of HIV/AIDS activities within the Water and Environment Sector.</p> | <p>4.3 Collaboration established with HIV/AIDS service providers to implement activities in the town councils/boards</p> | <p>No. ASOs with whom collaboration has been made</p> | <p>Minutes of meeting</p> | <p>NGOs agree collaborate and support the department</p> |
| <p>Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities</p> | <p>5.1 HIV/AIDS integrated in new and revised hygiene and sanitation sensitisation and training manual /guidelines 5.2 UWSS staff and stakeholder trained in mainstreaming HIV/AIDS in their projects</p> | <p>Sanitation guidelines with HIV/AIDS messages % of UWSS projects that mainstream HIV/AIDS</p> | <p>Copy of manual / guide with HIV/AIDS messages Project reports /SPR</p> | <p>Funds available Willingness to mainstream HIV/AIDS</p> |
| <p>Water Utility Regulation Department</p> | | | | |
| <p>Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders</p> | <p>1.1 HIV/AIDS prevention initiatives that include IEC materials , sensitisation, condoms availed to town water authority 1.2 HIV /AIDS IEC materials disseminated by WSSBS and stakeholders such as POs 1.3 I.E.C for HIV prevention and care developed and disseminated 1.4 HIV/AIDS prevention and stigma management messages disseminated to department staff.</p> | <p>% of WA that have received sensitization, IEC materials % WSSB/POs that have disseminated IEC materials No. of IEC materials produced and disseminated No. of staff that have received the messages</p> | <p>Quarterly reports Activity report Copy of the IEC materials List of staff who received messages</p> | <p>Funds available Funds available</p> |

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| <p>Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes</p> | <p>2.1 HIV/AIDS FPO identified and trained to coordinate HIV/AIDS activities and resources accordingly.</p> <p>2.2 Detailed plan and budget drawn for specific HIV activities</p> <p>2.3 HIV/AIDS mainstreaming messages incorporated in regular meetings of the water board members in small towns and RGC</p> <p>2.4. Periodic reports on HIV/AIDS activities produced and integrated in the annual SPR of WURD</p> | <p>One FPO in place</p> <p>Work plan and budget in place</p> <p>% of Board meeting that include HIV/AIDS</p> <p>% of reports that integrate HIV/AIDS</p> | <p>Activity report</p> <p>MPS</p> <p>Minutes of meetings</p> <p>SPR with HIV/AIDS messages from WURD</p> | <p>Willing FPO identified</p> <p>Managers willing to allocate budget</p> <p>Meetings held</p> |
| <p>Objective 3: To provide Care and support to the infected and affected</p> | <p>3.1 HIV/AIDS counselling, testing and care to Water Authorities and communities provided</p> | <p>No of people counselled and provided with care</p> | <p>Activity report</p> | <p>Fund available</p> |
| <p>Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities</p> | <p>Training of department staff in HIV /AIDS mainstreaming</p> | <p>Number of staff trained</p> | <p>Training reports</p> | <p>Funds available</p> |

Directorate of Water Resources Management

Water Quality Management Department (WQMD)

| Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders | 1.1 The vulnerability factors of staff in the WQMD identified | List of staff participating in the assessment | Vulnerability assessment report | Budget available | | | |
|---|---|--|---|---|--|--|--|
| | 1.2 HIV/AIDS mainstreaming messages incorporated in regular WQMD meetings at all levels 1.3 HIV/AIDS prevention initiatives that include IEC materials and condom availed to staff and stakeholders WQMD staff sensitized on HIV/AIDS prevention, stigma management, care and support | No. of staff sensitised No. of IEC and Condoms distributed No. of staff sensitised | Minutes /report of meetings Distribution list Activity report | Same as above | | | |
| Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes | 2.1 Department HIV/AIDS Focal person identified | FPO in place | List of FPOs | Willingness of managers to allocate budget | | | |
| | 2.2 An HIV/AIDS budget and activity plan for the WQMD developed and implemented | Amount of budget allocation | MPS | | | | |
| | 2.3 HIV/AIDS mainstreamed in new and revised district guidelines for implementing WRM | Guidelines in place with HIV/AIDS messages | Guidelines with messages In place | Capacity built to mainstream HIV / AIDS in guidelines | | | |
| | 2.4 Regular HIV/AIDS implementation / review meetings for the department conducted. | No. of participants of the meetings | Minutes /report of meetings | Funds available | | | |
| | 2.5 HIV/AIDS implementation monitored and reported regularly and integrated in annually in the SPR | Monitoring reports | Activity reports | Same as above | | | |
| Objective 3: To provide Care and support to the infected and affected | 3.1 HIV/AIDS counselling and testing sessions organized for staff in collaboration with relevant AIDS service departments and agencies | No. of staff counselled and tested | Activity report | Staff willing test | | | |
| | 3.2 HIV/AIDS stigma management messages disseminated to department staff | No. of staff sensitised | Activity report | | | | |

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| <p>Objective 4: To Promote and strengthen partnerships with key stakeholders for effective implementation of HIV/AIDS activities within the Water and Environment Sector.</p> | <p>4.1 Linkage established with HIV/AIDS service providers to offer HIV services to staff.</p> | <p>No. staff receiving services</p> | <p>MOUs</p> | <p>Partnering organizations identified and accept to collaborate</p> |
| <p>Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities</p> | <p>5.1 HIV/AIDS integrated in the training of districts on WRM</p> <p>5.2 HIV/AIDS issues incorporated in campaigns and trainings at community levels.</p> <p>5.3 HIV/AIDS integrated in the training material for training districts in water resources management.</p> <p>5.4 Department specific I.E.C materials for HIV prevention and care developed and disseminated.</p> | <p>No. WRM participants trained</p> <p>No. of Community members trained</p> <p>No. participants who have attended training</p> <p>No. of people who have receives IEC material.</p> | <p>Training reports</p> <p>Training report</p> <p>Copy of the training material</p> <p>Copy of the IEC material</p> | <p>Fund available</p> <p>Fund available</p> <p>Fund available</p> <p>Fund available</p> |
| <p>Water Resources Monitoring and Assessment (WRMA)</p> | | | | |
| <p>Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders</p> | <p>1.1 The vulnerability factors of staff in the WRMA identified</p> <p>1.2 HIV/AIDS prevention initiatives that include IEC and condoms available and distributed to staff and stakeholders</p> <p>1.3 HIV/AIDS mainstreaming messages incorporated in regular WRMA meetings at all levels</p> <p>1.4 WRMA staff sensitized on HIV/AIDS prevention and care support</p> <p>1.5 HIV/AIDS prevention and stigma management messages disseminated to department staff</p> | <p>List of staff participating in the assessment</p> <p>No. of condoms and IEC materials distributed</p> <p>No. of participants of the meetings</p> <p>No. staff sensitised</p> <p>No. of staff sensitised</p> | <p>Vulnerability assessment report</p> <p>Distribution list</p> <p>Minutes of the meeting</p> <p>Activity report</p> <p>Activity report</p> | <p>Funds available</p> <p>same as above</p> |

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| <p>Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes</p> | <p>2.1 Department HIV/AIDS Focal Point Officer identified</p> <p>2.2 HIV/AIDS mainstreamed in district guidelines for implementing WRMA</p> <p>2.3 An HIV/AIDS budget and activity plan for the WRMA developed and implemented</p> <p>2.4 Regular HIV/AIDS implementation meetings held in WRMA</p> <p>2.5. HIV/AIDS implementation monitored and reported regularly and integrated annually in the SPR</p> | <p>FPO in place</p> <p>Guidelines in Place</p> <p>Amount of Budget allocation</p> <p>No. of meetings held</p> <p>Monitoring reports</p> | <p>List of FPOs</p> <p>Copy of guidelines</p> <p>MPS</p> <p>Minutes of meetings</p> <p>SPR</p> | <p>Staff Capacity build to mainstream HIV/AIDS</p> <p>Willingness of managers to allocate budget</p> |
| <p>Objective 3: To provide Care and support to the infected and affected</p> | <p>3.1 Counselling and testing sessions organized for staff in collaboration with professional agencies</p> <p>3.2 HIV/AIDS positive staff referred to HIV/AIDS Service organisations</p> | <p>No. of staff counselled and tested</p> <p>No. staff referred</p> | <p>Activity reports</p> <p>Referral records</p> | <p>Staff willing to disclose sero status</p> |
| <p>Objective 4: Promote and strengthen partnerships with key stakeholders for effective implementation of HIV/AIDS activities within the Water and Environment Sector.</p> | <p>4.1 Linkage established with HIV/AIDS Service organisation such as AIC, TASO etc. to offer HIV/AIDS services to staff.</p> | <p>No. of collaborating agencies.</p> | <p>MOUs</p> | <p>Partners agree to collaborate and support the department</p> |
| <p>Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities</p> | <p>5.1 Training of district on integration of HIV/AIDS in WRMA conducted</p> <p>5.2 HIV/AIDS issues incorporated in campaigns and training at community levels for WRMA.</p> <p>5.3 /AIDS integrated in the guidelines/manuals for training in WRM</p> | <p>No. people trained</p> <p>No. community members trained</p> <p>Guidelines/ manuals available</p> | <p>Training reports</p> <p>Report on trainings</p> <p>Copy of manual</p> | <p>Funds availability</p> |

| Water Resources Planning And Regulation (WRPR) | | | | |
|---|--|--|---------------------------------|------------------------------------|
| Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders | 1.1 The vulnerability factors of staff in the WRPR identified | Number of people who participated in the assessment | Vulnerability assessment report | Funds available |
| | 1.2 HIV/AIDS mainstreaming messages incorporated in regular WRPR meetings at all levels | No. participants attending the meeting | Minutes of meeting. | |
| | 1.3 HIV/AIDS prevention initiatives that include IEC materials and condoms availed to staff and stakeholders | No of condoms and IEC materials distributed | Distribution list | |
| | 1.4 WRPR staff sensitized on HIV/AIDS prevention and care support | No. staff sensitised | Activity report | Funds available |
| | 1.5 HIV/AIDS prevention and stigma management messages disseminated to department staff | No. staff sensitised | Activity report | |
| Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes | HIV/AIDS Focal Point Officer appointed for WRPR Department | FPO available | List of FPOs | |
| | An HIV/AIDS budget and activity plan for the WRPR developed | Amount of budget allocation for HIV/AIDS | MPS | Managers willing to include budget |
| | HIV/AIDS mainstreamed in district guidelines for implementing WRPR | Guidelines inclusive of HIV/AIDS initiatives available | Copy of guidelines | |
| Objective 3: To provide Care and support to the infected and affected | Regular HIV/AIDS implementation meetings held in the Department | No. of meetings held | Minutes of meeting | Funds available |
| | 3.1 HIV /AIDS Counselling and testing sessions organised for staff in collaboration with professional agencies | No. of staff counselled and tested | Activity reports | Staff willing to test |
| | 3.2 HIV/AIDS positive staff referred to HIV/AIDS Service organisations | No. of staff referred | Referral list | |

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| <p>Objective 4: Promote and strengthen partnerships with key stakeholders for effective implementation of HIV/AIDS activities within the Water and Environment Sector.</p> | <p>4.1 Linkages established with HIV/AIDS agencies to offer HIV services to staff</p> <p>4.2 Coordination established with the MWE H/Q for effective implementation and coordination of Department HIV/AIDS activities</p> | <p>No. of partnerships established with Agencies</p> <p>No. of coordination meetings attended</p> | <p>MOUs</p> <p>Minutes of meetings</p> | <p>HIV/AIDS agencies accept to collaborate</p> |
| <p>Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities</p> | <p>5.1 Training of district on WRPR and HIV/AIDS conducted</p> <p>5.2 HIV/AIDS issues incorporated in campaign and training at community levels.</p> <p>5.3 HIV/AIDS integrated in the guidelines/manuals for training in WRPR</p> | <p>No. of Participants</p> <p>No. of community members trained</p> <p>Guideline/ manual inclusive HIV/AIDS available</p> | <p>Training reports</p> <p>Training report</p> <p>Copy of manual/ guidelines</p> | |
| <p>International and Trans-boundary Water Affairs (ITWA)</p> | | | | |
| <p>Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders</p> | <p>1.1 vulnerability factors of staff in the ITWA identified</p> <p>1.2 HIV/AIDS prevention initiatives that include IEC materials and condoms available and distributed to staff and stakeholders</p> <p>1.3 ITWA staff sensitized on HIV/AIDS prevention and care support</p> <p>1.4 HIV/AIDS prevention and stigma management messages disseminated to department staff</p> | <p>No. staff who participated in the assessment</p> <p>No. of IEC materials and condoms distributed</p> <p>No. of staff sensitised</p> <p>No. of staff sensitised</p> | <p>Vulnerability assessment report</p> <p>Distribution list</p> <p>Activity report</p> <p>Activity report</p> | <p>Funds available</p> |

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| <p>Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes</p> | <p>2.1 HIV/AIDS FPO identified 2.2 An HIV/AIDS budget and activity plan for the ITWA developed 2.3 HIV/AIDS mainstreamed in district guidelines for implementing WRM 2.4 Regular HIV/AIDS implementation meetings held. 2.5 HIV/AIDS implementation monitored and reported regularly and integrated annually in the SPR</p> | <p>FPO in place Amount of funds allocated District Guidelines include HIV/AIDS Number of meeting organised % of districts reporting on HIV/AIDS</p> | <p>List of FPOs PMS Copy of District Guidelines Minutes of meetings SPR</p> | <p>Managers willing to allocate funds Funds available Funds available</p> |
| <p>Objective 3: To provide Care and support to the infected and affected</p> | <p>3.1 Counselling and testing sessions organized for staff with professional agencies 3.2 HIV/AIDS positive staff referred HIV/AIDS Service organisations</p> | <p>No. of staff counselled and tested No. of staff referred</p> | <p>Activity reports Referral list</p> | <p>Staff willing to test</p> |
| <p>Objective 4: Promote and strengthen partnerships with key stakeholders for effective implementation of HIV/AIDS activities within the Water and Environment Sector.</p> | <p>4.1 Linkage established with HIV/AIDS service providers to offer HIV services to staff 4.2 Linkage established with the MWE H/Q for effective implementation and coordination of Department HIV/AIDS activities</p> | <p>No of partnerships established No. of coordination meetings attended</p> | <p>MOUs Minutes of meetings</p> | <p>Funds available</p> |
| <p>Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities</p> | <p>5.1 Training of district on ITWM and HIV/AIDS 5.2 HIV/AIDS issues incorporated in campaign and training at community levels. 5.3 HIV/AIDS integrated in the guidelines/manuals for training in ITWA</p> | <p>No. of participants No. of Participants Guidelines / Manuals include HIV/AIDS</p> | <p>Training reports Training report Copy of manual / guidelines</p> | <p>Funds available Funds available</p> |

| Objective | Output | Indicator | MOV | Assumptions |
|---|---|---|--------------------------|-----------------------------------|
| Directorate of Environmental Affairs | | | | |
| Wetlands Management Department | | | | |
| Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders | 1.1 HIV/AIDS prevention initiatives that include IEC materials and condoms made available and distributed to staff and stakeholders | No. of condoms and I.E.C materials distributed | Distribution list | Funds available |
| | 1.2 HIV and AIDS messages incorporated in wetland school clubs activities | % of wetland school clubs that have incorporated HIV/AIDS | Activity reports and SPR | Funds available |
| Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes | 2.1 FPO identified to lead HIV mainstreaming in the WMD | FPO in place | List of FPOs | Funds available |
| | 2.2 Districts Wetland Action Plans reviewed to include HIV and fed into District Development Plans. | % of District Developments Plans incorporate HIV/AIDS | SPR | Funds available |
| | 2.3 An HIV/AIDS budget and activity plan for the WMD developed. | Amount of budget allocation for HIV/AIDS | MPS | Manager willing to allocate funds |
| | 2.4 Regular HIV/AIDS implementation meetings held. | No. of meetings held | Minutes of meetings | Funds available |
| | 2.5 HIV/AIDS implementation monitored and reported regularly and integrated annually in the SPR | % of districts reporting on HIV/AIDS | SPR | Funds available |
| Objective 3: To provide Care and support to the infected and affected | 3.1 Counselling sessions organized for staff with professional agencies | No. of staff counselled | Activity reports | Staff willing to test |
| | 3.2 HIV/AIDS positive staff referred to HIV/AIDS Service organisations | No. of people referred | Referral List | |

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| <p>Objective 4: Promote and strengthen partnerships with key stakeholders for effective implementation of HIV/AIDS activities within the Water and Environment Sector.</p> | <p>4.1 Linkage established with HIV/AIDS service providers to offer HIV services to staff</p> <p>4.2 Linkage established with MWE H/Q for effective implementation of HIV/AIDS programmes</p> | <p>No. of partnerships established</p> <p>No. of coordination meetings attended</p> | <p>MOUs</p> <p>Minutes of meetings</p> | <p>Capacity built mainstream HIV/AIDS</p> |
| <p>Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities</p> | <p>5.1 HIV/AIDS issues incorporated in campaigns and trainings of staff and community members.</p> <p>5.2 HIV/AIDS integrated in the manuals and guidelines for training of staff and community level stakeholders.</p> | <p>No. of people trained</p> <p>No. people</p> | <p>Training reports</p> <p>Training report</p> | <p>Capacity built mainstream HIV/AIDS</p> |
| <p>Environment Sector Support Department(ESSD)</p> | | | | |
| <p>Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders</p> | <p>1.1 ESSD entire staff sensitized about their vulnerabilities</p> <p>1.2 HIV/AIDS prevention initiatives that include IEC materials and condoms available and distributed to staff and stakeholders.</p> <p>1.3 Community sensitized on HIV/AIDS during environment sensitization meetings at all levels including the local environmental Committee members</p> <p>1.4 HIV and AIDS messages incorporated in environmental sensitisation and training programmes at all levels</p> | <p>No. of staff sensitized</p> <p>No. of condoms and IEC materials distributed</p> <p>No. of people sensitised</p> <p>No. of environmental sensitisation and training that include HIV/AIDS</p> | <p>Dept. awareness and training reports</p> <p>Distribution list</p> <p>Sensitization reports</p> <p>Training programmes/ timetable</p> | <p>Funds available</p> <p>Capacity built to mainstream HIV/AIDS</p> |

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| <p>Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes</p> | <p>2.1 FPO identified to lead HIV mainstreaming in ESSD</p> <p>2.2 HIV and AIDS messages incorporated in Environment Impact Assessment guidelines [EIA]</p> <p>2.3 An HIV/AIDS budget and activity plan for the ESSD developed</p> <p>2.4 Regular HIV/AIDS implementation meetings held.</p> <p>2.5 HIV/AIDS implementation monitored and reported regularly and integrated in annually in the SPR</p> | <p>FPO in place</p> <p>% of EIA reports that include HIV/AIDS</p> <p>Amount allocated for HIV/AIDS</p> <p>No. of meetings held.</p> <p>% of districts reports that include HIV/AIDS</p> | <p>List of FPOs</p> <p>Copy of the guidelines</p> <p>MPS</p> <p>Minutes of meetings.</p> <p>SPR</p> | <p>FPO identified and capacity built.</p> |
| <p>Objective 3: To provide Care and support to the infected and affected</p> | <p>3.1 Counselling sessions organized for staff with professional agencies</p> <p>3.2 HIV/AIDS positive staff referred HIV/AIDS Service organisations</p> | <p>No. of staff counselled.</p> <p>No. of referral made</p> | <p>Activity reports</p> <p>Activity reports</p> | <p>Staff willing to test</p> |
| <p>Objective 4: Promote and strengthen partnerships with key stakeholders for effective implementation of HIV/AIDS activities within the Water and Environment Sector.</p> | <p>4.1 Linkage established with HIV/AIDS service providers to offer HIV services to staff</p> | <p>No of partnerships established</p> | <p>MOUs</p> | <p>Partners willing to offer services</p> |
| <p>Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities</p> | <p>5.1 HIV/AIDS issues incorporated in campaign and training at community levels.</p> <p>5.2 HIV/AIDS integrated in manuals and guidelines for training of staff and community level.</p> | <p>No. of staff trained</p> <p>% of trainings that include HIV/AIDS</p> | <p>Training reports</p> <p>Copy of manuals and guides</p> | <p>Training and community meetings held</p> <p>Manuals developed/ reviewed</p> <p>Funds available</p> |

| Forest Sector Support Department (FSSD) | | | | |
|---|---|--|------------------------------------|---|
| <p>Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders</p> | <p>1.1 FSSD entire staff sensitized about their vulnerabilities</p> | <p>No. of staff sensitized</p> | <p>Department training reports</p> | <p>Funds available</p> |
| | <p>1.2 HIV/AIDS prevention initiatives that include IEC materials and condoms availed and distributed to staff and stakeholders</p> | <p>No. of IEC materials and condoms distributed</p> | <p>Distribution list</p> | |
| | <p>1.3 Stakeholder communities sensitized on HIV/AIDS</p> | <p>No. of people sensitised</p> | <p>Activity report</p> | |
| | <p>1.4 HIV / AIDS messages incorporated in FSSD sensitisation and training programmes at all levels</p> | <p>No. of people sensitised</p> | <p>Activity report</p> | |
| <p>Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes</p> | <p>2.1 FPO identified to lead HIV mainstreaming in FSSD</p> | <p>FPO in place</p> | <p>List of FPOs</p> | <p>Manager willing to allocate funds</p> |
| | <p>2.2 An HIV/AIDS budget and activity plan for the FSSD developed</p> | <p>Amount allocated for HIV/AIDS</p> | <p>MPS</p> | |
| | <p>2.3 Regular HIV/AIDS implementation meetings held</p> | <p>No. of meetings held</p> | <p>Minutes of meetings</p> | <p>Funds available</p> |
| | <p>2.4 HIV/AIDS implementation monitored and reported regularly and integrated in annually in the SPR</p> | <p>% of districts that have reported on HIV/AIDS</p> | <p>SPR</p> | |
| <p>Objective 3: To provide Care and support to the infected and affected</p> | <p>3.1 Counselling and testing sessions organized for staff and stakeholders in collaboration with professional agencies</p> | <p>No. of staff counselled and tested</p> | <p>Activity reports</p> | <p>Staff willing to test</p> |
| | <p>3.2 HIV/AIDS positive staff referred to HIV/AIDS Service organisations</p> | <p>No. of people referred</p> | <p>Referral report</p> | |
| <p>Objective 4: Promote and strengthen partnerships with key stakeholders for effective implementation of HIV/AIDS activities within the Water and Environment Sector.</p> | <p>4.1 Linkage established with HIV/AIDS service providers</p> | <p>No. of partnerships established</p> | <p>MOUs</p> | <p>Partners willing to offer services</p> |
| | <p>4.2 Linkage established with MWE H/Q for effective coordination and implementation of programmes</p> | <p>No. of coordination meetings attended</p> | <p>Minutes of meetings</p> | |

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| <p>Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities</p> | <p>5.1 HIV/AIDS issues incorporated in campaign and training at community levels. 5.2 HIV/AIDS integrated in manuals and guidelines for training of staff and community level.</p> | <p>No. of staff trained No. of manuals developed/ reviewed with HIV/AIDS messages</p> | <p>Training reports Copy of manual and guide</p> | <p>Manuals developed/ reviewed Funds available</p> |
| <p>Uganda National Meteorological Authority (UNMA)</p> | | | | |
| <p>Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders</p> | <p>1.1 UNMA entire staff sensitized about their vulnerabilities 1.2 HIV/AIDS prevention initiatives that include IEC materials and condoms available and distributed to staff and stakeholders 1.3 Stakeholder communities sensitized on HIV/ AIDS at all levels 1.4 HIV and AIDS messages incorporated in UNMA sensitisation and training programmes at all levels</p> | <p>No. of people sensitised No. of IEC materials and condoms distributed No. people sensitised No. of training programmes with HIV/AIDS messages</p> | <p>Activity report Distribution list Activity report Training programme/ time table</p> | <p>Funds available Funds available Funds available</p> |
| <p>Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes</p> | <p>2.1 FPO identified to lead HIV mainstreaming in UNMA 2.3 An HIV/AIDS budget and activity plan for the FSSD developed 2.4 Regular HIV/AIDS implementation meetings held in UNMA</p> | <p>FPO in place Amount of funds allocated No. of meetings held</p> | <p>Sensitization report MPS Minutes of meetings</p> | <p>FPO identified Funds availability</p> |
| <p>Objective 3: To provide Care and support to the infected and affected</p> | <p>3.1 Counselling and testing sessions organized for staff with professional agencies 3.2 HIV/AIDS positive staff referred to HIV/AIDS Service organisations</p> | <p>No. of staff counselled and tested No. of staff referred</p> | <p>Activity report Referral report</p> | <p>Staff willing to test</p> |

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| <p>Objective 4: Promote and strengthen partnerships with key stakeholders for effective implementation of HIV/AIDS activities within the Water and Environment Sector.</p> | <p>4.1 Linkage established with HIV/AIDS service providers to offer HIV services to staff</p> <p>4.2 Linkage established with MWE H/Q for effective coordination and implementation of programmes</p> | <p>No. of partnerships established</p> <p>No. of coordination meetings attended</p> | <p>MOUs</p> <p>Minutes of meetings</p> | |
| <p>Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities</p> | <p>5.1 HIV/AIDS issues incorporated in campaign and training at community levels.</p> <p>5.2 Training guidelines reviewed to include HIV/AIDS as a key topic for discussion</p> | <p>No. of staff trained</p> <p>No. of people trained</p> | <p>Training reports</p> <p>Reviewed guidelines with HIV/AIDS messages</p> | <p>Funds available</p> |
| <p>Climate Change Department (CCD)</p> | | | | |
| <p>Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders</p> | <p>1.1 HIV integrated into Climate change education sessions to ensure improved awareness about the disease</p> <p>1.2 HIV/AIDS prevention initiatives that include IEC materials and condoms available and distributed to staff and stakeholders</p> <p>1.3 CCD staff sensitized about their vulnerabilities</p> <p>1.4 Communities sensitized on HIV/AIDS and climate change at all levels</p> | <p>No. of education sessions integrating HIV/AIDS</p> <p>No. of IEC materials and condoms distributed</p> <p>No. of staff sensitised</p> <p>No. of people sensitised</p> | <p>Training reports</p> <p>Distribution List</p> <p>Sensitization report</p> <p>Activity report</p> | <p>Funds available</p> <p>Funds available</p> |

| | | FPO in place | List of FPOs | Managers willing to allocate funds |
|---|---|--|--|--|
| <p>Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes</p> | <p>2.1 FPO identified to lead HIV mainstreaming in CCD</p> <p>2.2 An HIV/AIDS budget and activity plan for the CCD developed</p> <p>2.3 Regular HIV/AIDS implementation meetings held at CDD</p> <p>2.4 HIV/AIDS implementation monitored and reported regularly and integrated in annually in the SPR.</p> | <p>Amount of funds allocated</p> <p>No. of meetings held</p> <p>% of stakeholders reporting HIV/AIDS</p> | <p>MPS</p> <p>Minutes of meetings</p> <p>SPR</p> | <p>Managers willing to allocate funds</p> |
| <p>Objective 3: To provide Care and support to the infected and affected</p> | <p>3.1 Counselling and testing sessions organized for staff in collaboration with professional agencies</p> <p>3.2 HIV/AIDS positive staff referred to HIV/AIDS Service organisations</p> | <p>No. of staff tested</p> <p>No. of staff referred</p> | <p>Activity reports</p> <p>Referral report</p> | <p>Staff willing to test</p> |
| <p>Objective 4: Promote and strengthen partnerships with key stakeholders for effective implementation of HIV/AIDS activities within the Water and Environment Sector.</p> | <p>4.1 Linkage established with HIV/AIDS service providers to offer HIV services to staff</p> <p>4.2 Linkage established with MWE H/Q for effective coordination and implementation of programmes</p> | <p>No. of partnerships established</p> <p>No. of coordination meetings attended</p> | <p>MOUs</p> | <p>HIV/AIDS agencies willing to collaborate and offer free services to staff</p> |
| <p>Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities</p> | <p>5.1 HIV/AIDS issues incorporated in campaigns and trainings at community levels.</p> <p>5.2 CCD training guidelines reviewed to include HIV/AIDS as a key topic for discussion</p> | <p>No. of People trained</p> <p>No. of training guides with HIV</p> | <p>Training reports</p> <p>Training guides with HIV/AIDS</p> | <p>Funds available</p> |

| National Forest Authority (NFA) | | | | | | |
|---|---|---------------------------------------|---------------------------|---|-----------------------------------|--|
| <p>Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders</p> | <p>1.1 NFA staff sensitized about HIV/AIDS at all levels</p> | <p>No of staff sensitized</p> | <p>Department reports</p> | <p>Availability of funds</p> | | |
| | <p>1.2 Condoms availed to NFA staff and stakeholders</p> | | | | <p>No. of condoms distributed</p> | <p>Distribution list</p> |
| | <p>1.3 HIV/AIDS IEC materials distributed to staff and stakeholders</p> | | | | <p>IEC materials distributed</p> | <p>Distribution list</p> |
| | <p>1.4 Community sensitized and HIV and AIDS messages incorporated in NFA sensitisation and training programmes at all levels</p> | | | | <p>No of people sensitised</p> | <p>Training programmes/ time table</p> |
| <p>Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes</p> | <p>1.1 FPO identified to lead HIV/AIDS mainstreaming in NFA</p> | <p>FPO in place</p> | <p>List of FPOs</p> | <p>Availability of funds</p> | | |
| | <p>1.2 An HIV/AIDS budget and activity plan for the NFA developed</p> | | | | <p>Amount of funds allocated</p> | <p>MPS</p> |
| | <p>1.3 Regular HIV/AIDS implementation meetings held by NFA</p> | | | | <p>NO. of meetings held</p> | <p>Minutes of meetings</p> |
| <p>Objective 3: To provide Care and support to the infected and affected</p> | <p>3.1 Counselling sessions organized for staff in collaboration with professional agencies.</p> | <p>No. of staff tested</p> | <p>Activity reports</p> | <p>Staff willing to test</p> | | |
| | <p>3.2 HIV/AIDS positive staff referred HIV/AIDS Service organisations.</p> | | | | <p>No. of referrals</p> | <p>Referral report</p> |
| <p>Objective 4: Promote and strengthen partnerships with key stakeholders for effective implementation of HIV/AIDS activities within the Water and Environment Sector.</p> | <p>4.1 Linkage established with HIV/AIDS service providers to offer HIV services to staff</p> | <p>No of partnerships established</p> | <p>MOUs</p> | <p>HIV/AIDS agencies agree to collaborate and support the sector.</p> | | |
| | <p>4.2 Linkage established with MWE H/Q for effective coordination and implementation of programmes.</p> | | | | <p>No. of meetings attended</p> | <p>Minutes of meetings</p> |

| Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities | 5.1 HIV/AIDS issues incorporated in campaigns and trainings at community levels. 5.2 NFA training guidelines reviewed to include HIV/AIDS as a key topic for discussion | No. of staff trained No. of guidelines reviewed with HIV/AIDS messages | Training reports Copy of the guidelines | Funds available |
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| National Environment Management Authority (NEMA): | | | | |
| Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders | <p>1.1 NEMA staff sensitized about HIV and HIV/AIDS IEC materials disseminated at all levels</p> <p>1.2 HIV/AIDS prevention initiatives that include IEC materials and condom available and distributed to stakeholders.</p> <p>1.3 NEMA stakeholders sensitized on HIV/AIDS</p> <p>1.4 HIV and AIDS messages incorporated in NEMA sensitisation and training programmes at all levels</p> | <p>No of IEC materials disseminated and people sensitised</p> <p>No. IEC materials and condoms distributed</p> <p>No. of people sensitised</p> <p>No. of training programmes integrating HIV/AIDS messages</p> | <p>Department reports</p> <p>Distribution list</p> <p>Activity report</p> <p>Activity report</p> | <p>Capacity built to mainstreaming HIV/AIDS</p> <p>Funds available</p> |
| Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes | <p>2.1 HIV /AIDS FPO for NEMA identified and trained</p> <p>2.3 An HIV/AIDS budget and activity plan for the NEMA developed</p> <p>2.4 Regular HIV/AIDS implementation meetings held in NEMA</p> <p>2.5 HIV/AIDS implementation monitored and reported regularly and integrated in the annual SPR.</p> | <p>FPO in place</p> <p>Amount allocated for HIV/AIDS</p> <p>No. of meetings held</p> <p>No. of districts / stakeholders reporting HIV/AIDS</p> | <p>List of FPOs</p> <p>MPS</p> <p>Minutes of meetings</p> <p>SPR</p> | <p>Managers willing to allocate funds</p> <p>Time allocated for meetings</p> <p>Capacity built to mainstream HIV/AIDS</p> |

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| <p>Objective 3: To provide Care and support to the infected and affected</p> | <p>3.1 Counselling sessions organized for staff in collaboration with HIV/AIDS service organisations / agencies</p> <p>3.2 HIV/AIDS positive staff referred to HIV/AIDS Service organisations</p> | <p>No. of staff counselled</p> <p>No. of referrals made.</p> | <p>Activity reports</p> <p>Referrals report</p> | <p>Staff willing to test</p> |
| <p>Objective 4: Promote and strengthen partnerships with key stakeholders for effective implementation of HIV/AIDS activities within the Water and Environment Sector.</p> | <p>4.1 Linking with HIV/AIDS service organisation to provide HIV services to staff</p> <p>4.2 Linkage established with MWE H/Q for effective coordination and implementation of programmes</p> | <p>No of partnerships established</p> <p>No. of coordination attended</p> | <p>MOUs</p> <p>Minutes of meetings</p> | <p>HIV/AIDS service providers agree to collaborate and support the sector</p> |
| <p>Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities</p> | <p>5.1 NEMA training guidelines reviewed to include HIV/AIDS as a key topic for discussion</p> <p>5.2 HIV/AIDS IEC materials developed and disseminated along the NEMA guidelines.</p> | <p>No. of people trained with the guidelines</p> <p>No. of IEC materials developed and disseminated</p> | <p>Copy of the training guidelines</p> <p>Copy of the IEC materials</p> | <p>Funds available</p> <p>Funds available</p> |
| <p>National Water and Sewerage Corporation (NWSC)</p> | | | | |
| <p>Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders</p> | <p>1.1 HIV/AIDS prevention initiatives that include IEC and condoms made available and distributed to staff and stakeholders</p> <p>1.2 NWSC staff sensitized about HIV/AIDS at all levels</p> <p>NWSC stakeholders sensitized on HIV/AIDS</p> <p>HIV and AIDS messages incorporated in NWSC sensitisation and training programmes at all levels</p> | <p>No. of IEC materials and condoms distributed</p> <p>No. of people sensitised</p> <p>No. of people sensitised</p> <p>No. of people trained</p> | <p>Distribution list</p> <p>Activity report</p> <p>Activity report</p> <p>Activity report</p> | <p>Funds available</p> |

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| <p>Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes</p> | <p>FPO is identified to lead HIV mainstreaming in the NWSC</p> <p>An HIV/AIDS budget and activity plan for the NWSC developed</p> <p>Regular HIV/AIDS implementation meetings held in NSW</p> <p>HIV/AIDS implementation monitored and reported regularly and integrated in the annual SPR.</p> | <p>FPO in place</p> <p>Amount allocated for HIV/AIDS</p> <p>No. of meetings held</p> <p>No. of water authorises / boards that have reported on HIV/AIDS implementation</p> | <p>List of FPOs</p> <p>MPS</p> <p>Minutes of meetings</p> <p>Activity report</p> | <p>Mangers willing to allocate funds</p> |
| <p>Objective 3: To provide Care and support to the infected and affected</p> | <p>3.1 Counselling sessions organized for staff in collaboration with HIV/AIDS service organisation / agencies</p> <p>3.2 HIV/AIDS positive staff referred to HIV/AIDS Service organisations/agencies</p> | <p>No. of staff counselled</p> <p>No. of referrals made</p> | <p>Activity reports</p> <p>Referral List</p> | <p>Staff willing to test</p> |
| <p>Objective 4: Promote and strengthen partnerships with key stakeholders for effective implementation of HIV/ AIDS activities within the Water and Environment Sector.</p> | <p>4.1 Linkage established with HIV/AIDS service Organisations /agencies to provide services to staff</p> <p>4.2 Linkage established with MWE H/Q for effective coordination and implementation of HIV/AIDS activities in the sector</p> | <p>No of partnerships established</p> <p>No. of coordination meetings attended</p> | <p>MOUs</p> <p>Minutes of meetings</p> | <p>HIV/AIDS service providers agree to collaborate and support NWSC</p> |
| <p>Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities</p> | <p>HIV/AIDS issues incorporated in campaign and training at community levels.</p> <p>HIV/AIDS included in all NWSC training /capacity building activities, staff orientation, industrial training and training guidelines.</p> | <p>Number of people trained</p> <p>No. of people trained</p> | <p>Training reports</p> <p>Training report</p> | <p>Funds available</p> |

MWE Human Resource Management Division

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| <p>Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders.</p> | <p>1.1 Staff sensitized on work ethics 1.2 Adherence to working hours 1.3 Timely salary posting</p> | <p>No. of staff sensitised on work ethics. No. of staff adhering to working hours No. of months with timely salary posting</p> | <p>Activity reports Personnel reports Pay role</p> | |
| <p>Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes</p> | <p>2.1 HRM HIV/AIDS FPO appointed to lead mainstreaming in the Division 2.2 Budget and activity plan for HIV/AIDS included in the HRM Division 2.3 HIV/AIDS mainstreaming tasks incorporated into job description of FPOs 2.4 Performance appraisals incorporate HIV/AIDS activity implementation 2.5 Condom distribution points established in each department</p> | <p>FPO in place Amount allocated for HIV/AIDS Number of staff with HIV/AIDS roles incorporated in their job descriptions No. of appraisal forms with HIV/AIDS Condom dispensers in place</p> | <p>List of FPOs MPS Personal files Personal files Condom dispensers in place</p> | <p>Managers willing to allocate funds. Capacity to mainstream HIV/AIDS in HRM Dept. Built</p> |
| <p>Objective 3: To provide Care and support to the infected and affected</p> | <p>3.1 Counselling is undertaken and staffs are encouraged to declare their HIV/AIDS status. 3.2 Care and support for infected and affected staff made available</p> | <p>Number of staff counselled Number of HIV positive individuals supported</p> | <p>Counselling reports Support report</p> | <p>Staff willing to disclose Funds available</p> |

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| <p>Objective 4: Promote and strengthen partnerships with key stakeholders for effective implementation of HIV/AIDS activities within the Water and Environment Sector.</p> | <p>4.1 MWE linked to organizations like AIC, TASO, Mild May Centre, for complementary partnerships to provide HCT, care and support.</p> <p>4.2 MWE website updated to include HIV and AIDS information and opportunities for partners</p> | <p>Number of ASOs supporting the Ministry</p> <p>Updated website</p> | <p>MOUs</p> <p>Website updated</p> | <p>HIV/AIDS agencies accept to collaborate and support the ministry</p> |
| <p>Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities</p> | <p>5.1 Awareness building meetings conducted for all MWE staff to build common understanding on HIV/AIDS issues.</p> <p>5.2 HIV/AIDS included in the HRM regular meetings, staff orientation, industrial training and any other capacity building programmes</p> | <p>No. of awareness meetings conducted for staff</p> <p>No of meetings</p> | <p>Meeting minutes</p> <p>Minutes of meetings</p> | <p>Staff attend the meetings</p> |

MWE Policy and Planning Department

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| <p>Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders.</p> | <p>1.1 Policy and Planning Department [PPD] staff sensitised about HIV/AIDS. 1.2 PPD stakeholders sensitized on HIV/AIDS. 1.3 HIV and AIDS messages incorporated in PPD and training programmes</p> | <p>No. of staff sensitised No. of people sensitised No. training programmes integrating HIV/AIDS messages</p> | <p>Activity report Activity report Activity report</p> | <p>PPD staff capacity built Funds available</p> |
| <p>Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes</p> | <p>2.1 FPO is identified to lead HIV mainstreaming in the PPD 2.2 HIV/AIDS IEC materials disseminated alongside PPD training manuals and guidelines. 2.3 An HIV/AIDS budget and activity plan for the PPD and entire MWE developed. 2.4 Regular HIV/AIDS implementation meetings held in PPD</p> | <p>FPO in place No. of IEC materials disseminated Amount of funds allocated No. of meetings held</p> | <p>List of FPOs Distribution list MPS Minutes</p> | <p>Managers allocate funds</p> |
| <p>Objective 3: Promote and strengthen partnerships with key stakeholders for effective implementation of HIV/AIDS activities within the Water and Environment Sector</p> | <p>3.1 Linkage established with MWE FPO for effective coordination and implementation of HIV/AIDS activities in the sector</p> | <p>No. of coordination meetings attended</p> | <p>Minutes of meetings</p> | |
| <p>Objective 4: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities</p> | <p>4.1 HIV/AIDS issues incorporated during sector LG planning and budgeting process. 4.2 HIV/AIDS included in all PPD training /capacity building activities, staff orientation, industrial training and training guidelines.</p> | <p>No. of budget process meeting held with HIV/AIDS incorporated No. of orientations/ trainings held with HIV/AIDS incorporated</p> | <p>Meeting reports Training/ orientation reports</p> | <p>Availability of funds Capacity of staff in PPD in mainstreaming HIV/AIDS improves</p> |

District Local Government

| | No. IEC materials and condoms distributed | Distribution list | District capacity built to mainstream HIV / AIDS |
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| Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders | 1.1 HIV/AIDS prevention initiatives that include IEC materials and condoms available and distributed by District Water and ENR offices to staff and stakeholders 1.2 Adequate water facilities provided within easy reach for communities 1.3 Communities sensitised to follow safe water chain and practicing hand washing 1.4 HIV/AIDS prevention and stigma management messages incorporated within mobilization processes of communities 1.5 District ENR offices intensify programmes to increase tree planting and reduce environment degradation to reduce distance in search of fire wood and other environmental products. | SPR SPR SPR SPR | District capacity built to mainstream HIV / AIDS Availability of funds Data collected Data collected Availability of Funds |
| Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes | 2.1 Guidelines and procedures to address the concerns of men and women living with HIV/AIDS within the sector in local governments established 2.2 Rights and interests of persons and families infected and affected by HIV/AIDS included in the by-laws for CBMS, Wetland Management Committees etc. 2.3 Representatives of PLHIV are included in the WSC, Wetland Management Committees, Environment Committees, etc. 2.4 HIV/AIDS issues included by districts in the bids for water development and EIAs. | SPR reports SPR SPR SPR | W/plans are funded and implemented Data is collected Data is collected Data is collected Data is collected |

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| Objective 3: To provide Care and support to the infected and affected | 3.1 HIV/AIDS counselling and testing conducted for district Water and ENR office staff and stakeholders in collaboration with the District Health Department or relevant HIV/AIDS service organisations | No. of DWO and ENR offices that have conducted counselling and testing | District quarterly reports | Data collected |
| Objective 4: Promote and strengthen partnerships with key stakeholders for effective implementation of HIV/AIDS activities within the Water and Environment Sector. | 4.1 Private sector contractors to be involved in sensitisation and training of communities about HIV/AIDS during construction of water facilities and implementation of ENR programmes. 4.2 Collaboration made with the relevant HIV/AIDS service organisation agencies within the district and with MWE H/Q where necessary to facilitate implementation of programmes/activities | No. of private agencies supporting DWO and ENR office HIV training No. of collaborations | MOUs District quarterly reports | Data collected Data collected |
| Objective 5: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities | 5.1 Stakeholder Community sensitization for HIV prevention, care and support done by DWOs and ENR officers | No. of people reached | District quarterly reports | Data collected |
| Sub county/Divisions | | | | |
| Objective 1: To reduce vulnerabilities to HIV transmission among the sector staff and stakeholders | HIV/AIDS prevention initiatives that include IEC materials and condoms made available and distributed to staff and stakeholders Communities sensitised to follow safe water chain [SWC] and practice hand washing [HW] HIV/AIDS prevention and stigma management messages incorporated within mobilization/ sensitisation processes of communities for water, sanitation and ENR. | No. of condoms and IEC materials distributed % of communities practicing SWC and HW No. of sub counties that have incorporated HIV/AIDS in mobilization trainings. | Activity reports Activity reports Activity reports | Data collected Data collected Data collected |

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|---|--|--|-----------------------------------|---|
| <p>Objective 2: To strengthen coordination for HIV and AIDS mainstreaming in the sector programmes</p> | <p>2.1 Rights and interests of persons and families infected and affected by HIV/AIDS included in the by-laws for CBMS, wetland management committees [WMC], Environment committees EC, etc</p> <p>2.2 Representatives of PLHIV be included in the WSC, WMC, EC, etc</p> | <p>No. of districts with bye laws protecting the affected</p> <p>% of Committees with representative of PLHIV</p> | <p>Copy of byelaws</p> <p>SPR</p> | <p>Communities implement the byelaws</p> <p>PLHIV disclose their HIV status</p> |
| <p>Objective 3: Promote and strengthen partnerships with key stakeholders for effective implementation of HIV/AIDS activities within the Water and Environment Sector.</p> | <p>3.1 Partnership established with local NGO / CBOs providing HIV/AIDS services to deliver relevant services to the communities.</p> | <p>No. of districts that have established partnerships</p> | <p>SPR</p> | <p>Data collected</p> |
| <p>Objective 4: To build capacity for mainstreaming HIV/AIDS in sector programmes and activities</p> | <p>4.1 HIV/AIDS prevention and stigma management messages incorporated within mobilization process with communities in all sector programmes.</p> <p>4.2 Sub county extension staff encouraged to use participatory approaches in community mobilisation, ensure that the rights and interest of persons infected and households affected by HIV/AIDS are protected and promoted in all sector programmes.</p> | <p>No. of districts that have incorporated HIV/AIDS</p> <p>% of PLHIV reporting satisfaction and dissatisfaction</p> | <p>SPR</p> <p>SPR</p> | <p>Data Collected</p> <p>PLHIV willing to disclose status</p> |