

to fund the application. Award is also contingent upon signature of a letter of agreement between USDOL and relevant ministries in target countries.

A. Background and Problem Statement

1. International HIV/AIDS Pandemic

According to the International Labor Organization (ILO), over 42 million people around the world are infected with HIV. At least 26 million are workers aged 15 to 49, who are in the prime of their working lives. Typically, half of people living with HIV/AIDS (PLWHA) become infected before they turn 25 years old, acquiring AIDS and dying by the time they turn 35, leaving behind a generation of children to be raised by grandparents or by older siblings, many of whom are barely adults themselves. Although HIV/AIDS was initially viewed strictly as a health crisis, it is now acknowledged to have a severe impact on the economic and social development of affected countries. Health authorities, therefore, have recognized that a multi-sectoral approach is necessary to fully address the HIV/AIDS crisis.

Recent studies by the ILO regarding the impact of HIV/AIDS on the workforce warn of the catastrophic consequences of HIV/AIDS/STI for workers and employers worldwide. These studies project a severe decline in the size and quality of the workforce in a number of countries over the next 20 years. According to the ILO, the most affected countries in sub-Saharan Africa with prevalence rates of up to 33 percent of the adult population could lose 29–35 percent of their total workforce by the year 2020. In the case of countries with HIV/AIDS prevalence rates higher than 10 percent of the adult population, the labor force in the year 2020 will be an estimated 10–22 percent smaller than if HIV/AIDS did not exist. HIV/AIDS targets the most productive age group, hampering economic development and the workplace environment as well as workers and their families.

2. Stigma and Discrimination

Compounding the negative impact of the spread of HIV/AIDS is the fact the disease is accompanied by significant stigma and discrimination, and these factors often inhibit prevention efforts. In many cases, the discrimination and social stigmatization which greet individuals' real or perceived HIV status creates a climate of fear and denial, discouraging people from choosing responsible behavior changes, from being tested to learn one's HIV status to seeking appropriate treatment. One

fundamental precept of an effective prevention program, therefore, is the inclusion of an anti-stigma/discrimination component. Given the nature and importance of addressing these issues, faith-based efforts that seek the involvement of the broad community may be uniquely positioned to address issues of stigma and discrimination.

3. Impact on Workers and Families

In sub-Saharan Africa, where the epidemic is most advanced, skilled personnel have been lost and youth have not been able to replace their skills and experience, in part because of a lack of access to work and educational opportunities. Many women are expected to care for sick relatives and are therefore unable to maintain their jobs or work in the family's agricultural fields. Many children, particularly girls, are expected to stay home and take care of sick relatives, or to supplement the family income, rather than attend school. Some children and/or youth have been orphaned and have resorted to child labor to sustain themselves and their siblings. The pressure on affected families exacerbates already-existing problems such as poverty levels and child labor.

4. Engagement of Faith-Based And Community Organizations

On January 29, 2001, President George W. Bush issued Executive Order 13198, creating the Office for Faith-Based and Community Initiatives (FBCI) in the White House and corresponding centers for FBCI in the Departments of Labor (DOL), Health and Human Services (HHS), Housing and Urban Development (HUD), Education (ED), and Justice (DOJ). President Bush has charged these centers to identify statutory, regulatory, and bureaucratic barriers that stand in the way of effective faith-based and community initiatives, and to ensure—consistent with the law—that these organizations have an equal opportunity to compete for Federal funding and other support.

As USAID Assistant Administrator for Global Health E. Anne Peterson has stated, "USAID's HIV/AIDS programs now focus on promoting abstinence and delaying the onset of sexual activity, and when appropriate, the use of condoms." As a result, the Administration is promoting internationally a balanced "ABC" approach toward HIV/AIDS prevention ("Abstinence, Be Faithful/Behavior Change, and, if necessary, use a Condom"). This approach is based largely upon success in Uganda with this method, which has included the

participation of many faith-based organizations. Applicants should indicate how they will build upon this experience.

Faith-based and/or community-based organizations often present strong credentials to partner in our efforts to combat the spread of HIV/AIDS infections. Faith-based and community-based organizations often are trusted institutions in developing countries around the world. These organizations are often home to a large number of volunteers who bring not only the power of personal relationships to the provision of social service but also a sustained allegiance to the well-being and self-sufficiency of the participants they serve. Through this Grant, USDOL will strive to leverage these programs, resources and committed staff to effectively address HIV/AIDS in Uganda.

B. Objectives

The Grantee(s) will implement, in partnership with USDOL, a project designed to meet the following objectives:

- To promote the "ABC" method and other effective methods of HIV/AIDS prevention among workers in the workplace and in surrounding communities, in partnership with qualifying Ugandan community and/or faith-based organizations;
- To strengthen the capacity of qualifying Ugandan community and/or faith-based organizations to assess HIV/AIDS issues and to develop and implement effective strategies to combat HIV/AIDS; and
- To strengthen the financial and administrative systems of qualifying Ugandan community and/or faith-based organizations to diversify their funding sources, and to enhance their capacity to manage their resources efficiently, in order to sustain the vital services they provide to Ugandan communities.

C. Type of Work to Be Performed/Activities

The selected Grantee(s) will be responsible for developing a strategy for successfully achieving the stated objectives of the project, addressing the problems identified in the Background and Problem Statement, developing and implementing the major tasks to be accomplished as part of that strategy, tracking and reporting on progress in achieving the stated objectives, and providing any necessary related services.

D. Expected Outcomes/Project Outputs

By the end of the grant period, the project will have: