

SUPPORT TO THE HIV/AIDS RESPONSE IN ZAMBIA II (SHARe II)



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Acronyms

AB	Abstinence, Be Faithful
AIDS	acquired immunodeficiency syndrome
ART	anti-retroviral therapy
CA	cooperative agreement
CAPAH	Coalition of African Parliamentarians against HIV & AIDS
CBA	cost-benefit analysis
CBO	community-based organization
CDC	Centers for Disease Control and Prevention
CHAMP	Comprehensive HIV/AIDS Management Program
COP	Country Operating Plan
CT	counseling and testing
DATF	District AIDS Task Force
DCoP	Deputy Chief of Party
FAWEZA	Forum for African Women Educationalists in Zambia
FAZ	Football Association of Zambia
FBO	faith-based organization
GBV	gender-based violence
GDA	Global Development Alliance
GRZ	Government of the Republic of Zambia
HIV	human immunodeficiency virus
HTC	HIV testing and counseling
HMIS	health management information system
HOC	House of Chiefs
HR	human resources
JSI	JSI Research & Training Institute, Inc.
IGA	income-generating activity
IMSF	Inter-Ministerial Stakeholders Forum
IR	intermediate result
KAP	knowledge, attitudes and practices
LAZ	Law Association of Zambia
LBF	Lower Business Forum
LTA	Livingstone Tourism Authority
MOAL	Ministry of Agriculture and Livestock
MC	male circumcision
MCP	multiple and concurrent partners
MOCTA	Ministry of Chiefs and Traditional Affairs
MOCTI	Ministry of Commerce, Trade and Industry
M&E	monitoring and evaluation

MOHA	Ministry of Home Affairs
MOYS	Ministry of Youth and Sports
MOF	Ministry of Finance
MP	Member of Parliament
MOTWSC	Ministry of Transport, Works, Supply and Communications
MOBL	Ministry of Information, Broadcasting and Labor
MOG	Ministry of Gender
NAC	National HIV/AIDS/STI/TB Council
NARF	National HIV/AIDS Reporting Framework
NASF	National AIDS Strategic Framework
NGO	nongovernmental organization
NRFZ	National Royal Foundation of Zambia
OD	organizational development
OHPS	Other Policy Analysis and System Strengthening
OVC	orphans and vulnerable children
PATF	Provincial AIDS Task Force
PC	palliative care
PEP	post-exposure prophylaxis
PEPFAR	President's Emergency Plan for AIDS Relief
PLHIV	people living with HIV
PMTCT	prevention of mother-to-child transmission
PPP	public-private partnership
SHARe	Support to the HIV/AIDS Response in Zambia
SHARe II	Support to the HIV/AIDS Response in Zambia II
SO	strategic objective
SSCI	Seed Certification and Control Institute
TOR	terms of reference
USAID	United States Agency for International Development
USG	United States Government
ZamAction	Zambia Action against HIV/AIDS
ZAWA	Zambia Wildlife Association
ZBCA	Zambia Business Coalition on HIV/AIDS
ZDHS	Zambia Demographic and Health Survey
ZSBS	Zambia Sexual Behavior Survey
ZHECT	Zambia Health and Education Communication Trust
ZINGO	Zambia Interfaith Networking Organization
ZWAP	Zambia Workplace HIV/AIDS Partnership

I. Program Overview

The USAID-funded Support to the HIV/AIDS Response in Zambia II (SHARe II) project was signed on November 9, 2010 for a five-year period extending through November 4, 2015. SHARe II is implemented by John Snow Inc. (JSI) and partners: Initiatives Inc.; LEAD Program-Zambia; Zambia AIDS Law Research and Advocacy Network (ZARAN); Zambia Interfaith Networking Organization on HIV (ZINGO); and Zambia Health Education and Communication Trust (ZHECT).

SHARe II Project Purpose

The purpose of the SHARe II project is to support and strengthen the multi-sector response to HIV and AIDS and contribute to USAID/Zambia's achievement of its Country Development Cooperation Strategies (CDCS), specifically *Development Objective 3 or DO 3: Human Capital Improved through IR 3.2 Health Status Improved*, to reduce the impact of HIV/AIDS through Multi-Sector Response, and ultimately, the attainment of GRZ's vision of a 'nation free from the threat of HIV/AIDS'. SHARe II builds upon successes, innovations and best practices, including those from SHARe I, and works through strategic coalitions and partnerships with the National AIDS Council (NAC) and other stakeholders to support Zambia's HIV/AIDS response efforts, and thus contributing towards the attainment of Zambia's vision of a 'nation free from the threat of HIV/AIDS'.

SHARe II Vision

The SHARe II Vision is an enabling environment that supports an equitable and sustainable HIV/AIDS multi-sectoral response at all levels.

SHARe II Mission

The SHARe II Mission is to serve as a catalyst in the development of a sustainable HIV/AIDS multi-sectoral response at all levels, through innovative leadership involvement, an improved policy and regulatory environment, effective structures for coordination, collaboration and technical support, and enhanced workplace programs, to reduce the impact of HIV/AIDS in Zambia.

SHARe II Project Goal

SHARe II's Goal is to support the GRZ's vision of "a nation free from the threat of HIV/AIDS," working in partnership with the NAC and other GRZ agencies and institutions, cooperating partners, and other stakeholders and partners, to contribute to efforts to reduce and mitigate the impact of HIV/AIDS in Zambia.

The SHARe II project addresses the following Intermediate Results (IRs) under USAID/Zambia's Country Development Cooperation Strategies (CDCS) 2011 -2015, specifically Development Objective 3 or *DO 3 - Human Capital Improved*:

USAID DO3 Human Capital Improved: Human capital is a multi-dimensional concept that merges the knowledge, skills, and capabilities that people need for life and work. It refers to education and health levels as they relate to economic productivity, and is a crosscutting constraint in Zambia, that must be addressed holistically rather than as discrete interventions. Human capital requires an educated populace that is able to make sound decisions that affect the health and welfare of families, and a healthy populace that is able to participate fully in education and economic opportunities.

USAID IR 3.2 Health Status Improved: Improved health status reduces household and government expenditures on health care, freeing resources for more productive investments thus contributing to human capital as well as rural poverty reduction;

USAID Sub IR 3.2.2 Health Systems and Accountability Strengthened: USAID/Zambia activities to improve health systems and accountability will include improving human resource capacity and management, drug logistics, monitoring systems, and capacity to conduct research and develop new interventions; and

USAID Sub IR 3.2.3 Community Health Practices Improved: USAID/Zambia assistance activities will work with community organizations to reach citizens and increase their knowledge of preventive behaviors and healthy practices.

SHARe II Project Objectives

To achieve success toward realizing these IRs, SHARe II has the following four USAID-assigned project objectives or tasks:

- Objective 1: Strengthen and expand leadership involvement in HIV/AIDS and improve the policy and regulatory environment;
- Objective 2: Strengthen organizational and technical capacity of coordinating structures to sustain the HIV/AIDS response;
- Objective 3: Strengthen and expand HIV/AIDS workplace programs; and
- Objective 4: Strengthen collaboration and coordination of HIV/AIDS activities with the GRZ, USG funded partners, and other stakeholders.

II. Activities Undertaken During the Year, by Objective

Objective I: Strengthen and Expand Leadership Involvement in HIV/AIDS and Improve the Policy and Regulatory Environment

Through this objective, SHARe II strengthens and improves the overall HIV/AIDS response environment to enable and facilitate the scale-up of a sustained and appropriate, multi-sectoral HIV/AIDS response, through engagement, mobilization and equipping of leaders at all levels with the necessary skills to be effective change-agents, and through strengthening and supporting the enactment, formulation, and implementation of appropriate HIV/AIDS-related policies and laws.

I. Strengthen and Expand Leadership Involvement

SHARe II works with political, traditional, religious, and other influential opinion-leaders (musicians, sportsmen, etc.) using tailored packages of interventions to increase their leadership and participation in HIV/AIDS on two main levels. At the *structural level*, SHARe II provides technical support to leaders, to enable them to deal with structural factors that increase HIV vulnerability and hamper the HIV/AIDS response, including providing technical support to leaders to formulate and enact appropriate HIV/AIDS-related policies and laws; technical guidance for providing leadership to change harmful socio-cultural practices and norms; and advocacy support to increase local resource allocation for the national HIV/AIDS response. SHARe II also works with leaders at the *behavioral level* to build skills and competencies to use their vast authority and reach to enhance the HIV/AIDS response by leading efforts to discourage harmful behaviors such as multiple concurrent partnerships, gender-based violence, and property-grabbing from widows and orphans, and to promote helpful interventions such as condom use, male circumcision, couple HIV testing and counseling, PMTCT, and early entry into HIV care and treatment.

SHARe II Concept Paper on HIV/AIDS Leadership

SHARe II has written a concept paper outlining its thinking on how to involve various types of leaders in the HIV/AIDS response. This is a comprehensive write-up that categorizes the different types of HIV/AIDS leaders, how SHARe II will engage them in the HIV/AIDS response, their roles and responsibilities in HIV/AIDS, the rationale for engaging them, and the expected outcomes of their engagement.

Identifying Stakeholders and Agreeing on Mechanisms of Collaboration

SHARe II identified most of its key HIV/AIDS leadership stakeholders during the first year of program implementation, in 2011. The process is, however, an ongoing one, as other stakeholders are identified and come on board. During this reporting period, which immediately followed the 2011 elections, SHARe II engaged the new and old MPs, including those from the thirty focus chiefdoms that SHARe II will work with. SHARe II also made contact with representatives from the United Church of Zambia (UCZ) and the Seventh Day Adventist (SDA) Church. This is in

preparation for SHARe II's expansion of the SHARe II scope of work to other church bodies that are not part of ZINGO. SHARe II will work directly with leaders in these church bodies as part of its work to increase HIV/AIDS leadership among religious leaders.

SHARe II also began working with the leaders of three more chiefdoms: Senior Chief Inyambo Yeta's chiefdom of Mwandia chiefdom in Western Province; Senior Chief Ndungu of Ndungu chiefdom in Zambezi, North Western Province; and Chief Mumena of Mumena chiefdom in Solwezi in North Western Province. Community Capacity Assessments (CCAs) were done with each of these chiefdoms, and Community Development Action Planning (CoDAP) was done with Senior Chief Inyambo Yeta's Mwandia chiefdom.

At the start of the reporting period, SHARe II met with the then-Minister of Chiefs and Traditional Affairs, Hon. Inonge Wina MP, to brief her on the work SHARe II is doing in the chiefdoms and to learn about the government's focus and the direction regarding development in the chiefdoms. Following Hon. Prof. Nkandu Luo's appointment as the new Minister of Chiefs and Traditional Affairs, SHARe II met with the Prof. Luo, the Deputy Minister, and the Ministry's Permanent Secretary to provide a brief overview of the work SHARe II is doing with the chiefdoms, learn the Ministry's plans to work with traditional leaders, and determine how SHARe II and the Ministry can collaborate in future work with traditional leaders. In this meeting, the Minister expressed her sincere appreciation of SHARe II's work in the chiefdoms and gave a brief description of the Ministry's plans to work with all of Zambia's chiefdoms in the near future.

HIV/AIDS Leadership Support to Traditional Leaders

SHARe II works with traditional leaders in Zambia to strengthen their leadership of chiefdom-level HIV/AIDS responses and to equip them to act at the national level as key advocates for the Zambian people on HIV/AIDS issues. SHARe II works with traditional leaders at two levels to build leadership capacity: the national level through the National Royal Foundation of Zambia (NRFZ) and in 35 SHARe II-partner chiefdoms through a SHARe II package of support.

National Royal Foundation of Zambia (NRFZ): SHARe II has continued to maintain a relationship with some NRFZ members through SHARe II's partner chiefdoms. It has been a challenge to work very closely with the NRFZ because they do not have a Secretariat, their members span the breadth of the country, and SHARe II does not have adequate funding to help the NRFZ set up a Secretariat as they had requested. SHARe II plans to instead propose to the NRFZ Executive Committee that they set up a Secretariat at one of the NRFZ member's palaces in the chiefdoms, and the Secretariat could then rotate among member chiefdoms.

SHARe II's Package of Support to the Chiefdoms: SHARe II provides a package of HIV interventions tailored to meet the needs of each chiefdom. This includes:

- Identifying chiefdom priorities through a community capacity assessment (CCA) process and a participatory strategic planning process (Community Development Action Planning, or CoDAP) for chiefdom development and poverty-reduction that mainstreams HIV as a developmental issue. Chiefdoms that have undergone these two processes approach HIV/AIDS very differently – they understand what they have to do and why, and with this understanding, are more committed to supporting HIV/AIDS interventions. Because the

- process is participatory, the chiefdoms are guided to define their own problems and assisted to come up with their own locally relevant solutions;
- Enabling key chiefdom leaders (chief and his/her chiefdom council, and political, religious, and other influential opinion-leaders) and equipping them to provide leadership on HIV issues including correct HIV messaging, leading advocacy, addressing issues of gender and HIV, establishing local HIV impact mitigation measures, and leading efforts for community resource mobilization;
 - Improving the legal protection of women and girls by training customary law local court magistrates to appropriately handle and refer HIV-related cases and training chiefdom leaders in gender and HIV/AIDS issues;
 - Strengthening community HIV coordination mechanisms by linking the chiefdom response to national HIV/AIDS coordination efforts through district-level coordination structures; and
 - Increasing individual/household economic resiliency to HIV through combined HIV and entrepreneurship trainings aimed to provide economic strengthening support to informal sector workers.

Expansion of the Chiefdom Intervention: Although SHARe II initially planned to work with 30 chiefdoms across Zambia, it is now working with 35 chiefdoms and continues to receive many requests from chiefs and MPs to extend the HIV/AIDS leadership work to even more chiefdoms. Most of these requests come from those who have heard or seen the benefits of work in the chiefdoms supported by SHARe II. Although SHARe II would like to expand and work with these chiefdoms, it is not possible to accommodate all due to financial and human resource constraints.

Chiefdom Capacity Assessment (CCA), HIV/AIDS Focus Group Discussion (FGDs) and Community Development Action Planning (CoDAP) for Chiefdoms: During this reporting period, SHARe II carried out 15 CCAs and FGDs with community members in chiefdoms across six provinces. Analyses and reports from these chiefdoms reflect a similar pattern.

Chiefdom Capacity Assessment (CCA): The objectives of the CCA are to establish chiefdom baseline capacity; to assist chiefdoms to identify areas in need of improvement; and to prioritize problems and issues. The CCA assesses the following parameters in the chiefdom: governance; management systems and practices; financial management and practices; sustainability; information systems; performance management; service delivery; and HIV/AIDS leadership and response management. The CCA is a time for self-reflection and self-analysis for the chiefdom. It calls for honesty in answering all questions because interventions depend on the answers provided. The CCA is the foundation on which the CoDAP is based, as the gaps identified in the CCA are addressed in the CoDAP.



Figure 1: The Headpersons and Indunas who attended the Mwandi Sesheke CoDAP, in front of the Mwandi 'Kuta'

Focus Group Discussions: The FGDs have revealed a reasonable understanding of HIV/AIDS issues by the communities, but when probed further, there is a distinct gap between knowledge and

behavior, indicating the challenges people face in translating knowledge into appropriate behavior change. One example is on the issues of stigma and discrimination, which are still quite prevalent in some of these communities. When asked if HIV-positive people and those with AIDS are stigmatized or discriminated against in their community, the answer is almost always “no.” As one community member commented, “we do not discriminate against our own children or relatives.” When probed further on whether they would use the same cup that an HIV-positive person used, however, they responded “of course not, because you can get HIV infection.” Myths and misconceptions, together with a strong belief in witchcraft in some areas, can prevent people from seeking HIV/AIDS services. It is important that partner traditional leaders, especially chiefs, are educated about HIV/AIDS, so that they can encourage helpful health-seeking behaviors, provide leadership to discourage harmful beliefs and practices, and help to dispel myths and misconceptions, with confidence.

Community Development Action Planning (CoDAP): As of the end of the reporting period, SHARe II has completed 17 CoDAPs in chiefdoms. Senior Chief Inyambo Yeta’s Mwandu chiefdom, like the other chiefdoms in Western Province, is large and covers the entire district of Sesheke. The CCA process in Mwandu was at first received with suspicion from the headmen due to the prevailing political climate in the province. However, with advocacy and patient explanations and engagement, the headmen eventually realized that the process was largely apolitical and that it formed the foundation for their development planning process. The chief was an inspiration to the people and encouraged all his *indunas* (senior headpersons) to take the program seriously for it was meant for the development of the district and the chiefdom. In a demonstration of their appreciation of the support from USAID and SHARe II, the chiefdom sent a deputation to SHARe II to express their gratitude and also to apologize for their initial suspicions.

HIV/AIDS Messaging Training for Traditional Leaders: SHARe II conducted an HIV/AIDS messaging training for the chiefs/chieftainesses and their representatives from the 35 chiefdoms with which SHARe II works using the draft HIV/AIDS Leadership Talking Points as the main training tool. This training addressed the root cause of leaders’ lack of initiative or leadership in the fight against HIV/AIDS: insufficient knowledge on HIV/AIDS. For the majority of chiefs, this was the first training in HIV/AIDS messaging they had ever attended. SHARe II arranged for HTC services to be provided to the chiefs during the training sessions as their first overt demonstration of their HIV/AIDS leadership, and over 40% were counseled and tested for HIV, and received their test results. The chiefs hoped this gesture would serve as encouragement for their subjects and other Zambians to get tested and know their HIV status. Since this meeting, some of the chiefs have used their newly acquired skills to personally sensitize their chiefdoms on HIV/AIDS.

HIV/AIDS Social Mobilization Activities during Traditional Ceremonies: SHARe II realizes the importance that traditional ceremonies play in the lives of Zambians and especially those living in the chiefdoms. Traditional ceremonies are a time for reflection and to showcase the tradition, customs and beliefs of the chiefdom – to themselves, to their children (the future leaders) and to those coming from outside the chiefdom. Communities attach much importance to these ceremonies and have very deep-seated beliefs and connections to them. As such, SHARe II saw an opportunity to work with the chiefs and other chiefdom leaders to mainstream HIV/AIDS into traditional ceremonies.

During the reporting period, SHARe II worked with Senior Chief Ndungu of Ndungu chiefdom in Zambezi, Senior Chief Puta of the Bwile chiefdom, and Chief Mukuni and Chief Chikanta in Southern Province to mainstream HIV/AIDS into traditional ceremonies. With the support of Senior Chief Ndungu who had attended a SHARe II-led HIV/AIDS messaging training, SHARe II worked with community health workers who had undergone refresher training in HIV/AIDS to sensitize the people who had come to attend and/or participate in the Likumbi Lya Mize



Figure 2: Chiefs who attended the SHARe II training on HIV/AIDS messaging wait their turn for VCT in front of the testing tent

Ceremony. Similarly, HIV/AIDS messaging was successfully mainstreamed during Bwile chiefdom's traditional ceremony, which celebrates the people's ability to overcome adversity, such that the Bwile people were challenged and equipped to proactively fight the chiefdom's most fierce, latest adversity - HIV/AIDS. This is the first time HIV/AIDS messaging has been successfully incorporated into traditional ceremonies and the experience provides a best practice that can be expanded upon in other chiefdoms in the future. Chief Mukuni's speech during this year's Mukuni chiefdom Lwiindi, which was attended by Princess Anne of Great Britain and the First Lady Dr. Christine Kaseba, addressed HIV/AIDS.

Meeting with Chiefs and their Members of Parliament: SHARe II recognizes that traditional chiefs and Members of Parliament share the same constituencies and share the same concerns about development in their communities. Chiefs wield a lot of power and influence and can summon MPs to appear before them at any time. During the period under review, SHARe II invited the 30 (at that time) chiefs it worked with to a meeting to introduce the SHARe II program and requested the chiefs to invite their MPs to the meeting.

SHARe II learned that this was the first meeting that had ever brought several chiefs and MPs under one roof to discuss issues of development and HIV/AIDS in their chiefdoms and constituencies. Because chiefdom and constituency boundaries do not always neatly align, some chiefdoms, such as the Nkomeshya chiefdom of Her Royal Highness Chieftainess Nkomeshya Mukamambo II have more than one MP; Chieftainess Nkomeshya attended the meeting with all the three MPs from her chiefdom. The meeting was opened by the Deputy Minister for Chiefs and Traditional Affairs who highlighted the importance of the program and how the program was in line with government's vision of working with and developing traditional governing structures. She reminded the audience about the role that traditional leaders play as custodians of customary law and how they are able to amend laws to change social norms. She also reminded the MPs of their role of advocating in Parliament for issues that will change the lives of the people.

Senior Chief Nzamane of Mfumbeni Royal Establishment in Chipata and Chief Nalubamba of Mbeza Royal Establishment in Namwala District shared with the chiefs and MPs how their chiefdoms have benefited from working with the predecessor SHARe project. They described how the community developmental planning process was carried out in their chiefdoms, the transformation and empowerment of the communities after undergoing the participatory planning

process, and they gave specific examples of what was happening in their respective communities. Chief Mukuni of Mukuni Royal Establishment in Kazungula District and Chief Chikanta of Chikanta Royal Establishment of Kalomo District shared their views on how the current SHARe II project has worked with them, from making a community diagnosis of their current capacities to effectively handle issues of development and HIV/AIDS, to the CoDAP to find local and other solutions to the identified issues.

There was a great demand from the participants to have the program extended to all the 286 chiefdoms in the country. The Deputy Minister, who like the rest of the participants stayed for the entire duration of the meeting, assured the participants that the government will source for funding to reach all the chiefdoms. The MPs committed themselves to be part of the CCA and CoDAP processes that will take place in their respective chiefdoms.

SHARe II Chiefdom Intervention: Selected Results in FY2012

After one full year of program implementation in the chiefdoms, results that can be attributed to SHARe II's interventions and technical support to the chiefdoms are beginning to emerge:

1. ***Bwile Chiefdom Mainstreams HIV/AIDS into the Bwilile Traditional Ceremony:*** The Bwile people of Luapula Province celebrate an annual festival commemorating their history, specifically their triumph over adversities, such as hunger, wild animals, crocodiles and hostile tribes. Dr. Katele Kalumba, Zambia's former Minister of Finance and also a senior headman in Bwile chiefdom who attended SHARe II's HIV/AIDS messaging training, galvanized the chiefdom's leaders to incorporate HIV/AIDS messaging into the Bwilile traditional ceremony. Although the other headmen initially resisted the idea, they eventually realized that such an intervention was necessary for the chiefdom's survival – and speaking of overcoming HIV/AIDS fit the festival's theme perfectly.

Therefore, for the first time, Senior Chief Puta, Dr. Kalumba, and other leaders used the Bwilile traditional ceremony to encourage and equip the people of Bwile chiefdom to overcome HIV/AIDS as they had overcome earlier adversaries. They creatively used allegory to encourage and promote behavior change for HIV prevention, condom use, medical male circumcision, and greater uptake of HIV-related services including HIV testing and counseling (HTC), ART, and PMTCT. "You could see from the reaction of the crowd that it was the right thing to do," Dr. Kalumba stated, referring to the incorporation of HIV/AIDS messages into the traditional celebrations. "It is what the people needed. Because of that, people received it well." Indeed, less than two months following Bwile's traditional festival, dozens of men went for circumcision, even though circumcision is not a traditional norm in Bwile.



Figure 3: Dr. Kalumba, wearing a shirt advertising the role of male circumcision in HIV prevention, encourages people at the Bwilile Traditional Ceremony to work hard to overcome HIV

2. **Members of Parliament and Traditional Leaders in Shakumbila Chiefdom Unite to Fight HIV/AIDS and for Development:** Through the CoDAP process, Shakumbila's traditional and political leaders have united for the first time to work towards the chiefdom's development. The two MPs from Shakumbila have been involved with the strategic plan development process from the beginning, working side by side with the chiefdom's traditional leaders. They understand the issues and challenges faced by the people in the chiefdom and they, together with the chief, are working towards improving the lives of the people through advocacy and providing leadership in developmental programs. One very notable thing that has happened in this community since SHARe II started working with them is the community's resolve to start doing things and providing leadership on issues that they would have waited for someone else to do before.



Figure 5: Traditional leaders in Shakumbila and MP, Mr. Milambo (far right), feel triumphant after collaboratively drafting the chiefdom's strategic development and operational plans

An example of this is how one of the headmen organized a medical male circumcision camp in his area in support of HIV prevention, that saw 61 men and boys become circumcised in just three days. This was a first in this traditionally non-circumcising chiefdom.

"It has brought unity and oneness, and it has made us more focused because we no longer do things by impulse. We have got a plan. We know where we want to go and how to get there," said Mr. Austin Milambo, a newly-

elected MP for Shakumbila, of the chiefdom's first-ever strategic and operational planning processes. Joseph Shakauma, a village headman in Shakumbila, laughed as he remembered: "[Before] we simply thought [the MP] was going to do everything for us: Go and find the projects, bring the money, bring the equipment - we were just sitting in our chairs! [These processes] have opened up our minds to know that we are able to do something ourselves rather than just sitting idly, not knowing what to do next." Joseph beams, as he explains that the planning processes have bred confidence among villagers. "We know where we are going and what we need to do to get there."

3. **CoDAP Pushes Mwape Chiefdom into Self-reliance:** The Mwape chiefdom, located in Nyimba District of Eastern Province, epitomizes the hard-to-reach chiefdoms that have not seen much development despite the rich surroundings. However, Mwape chiefdom has already started to make strides in development because of the developmental strategic plan SHARe II helped the chiefdom to develop, which also mainstreams HIV/AIDS. Participating in the CoDAP process convinced Mwape residents that they shouldn't always wait for GRZ to do things for them, but can initiate their own development programs.



Figure 4: Operationalizing the CoDAP - the foundation of the Mwape chiefdom's courthouse, laid on the 'foundation' of the SHARe II-supported Mwape chiefdom CoDAP process

For a long time, the chiefdom needed an office where the chief and *indunas* could work from and hold meetings, and a courthouse where cases that need adjudication could be heard and handled, but leaders were waiting for GRZ to help them to build the structures. Since the strategic planning process, the people of Mwape chiefdom have decided to make the construction happen. They embarked on an ambitious exercise of molding bricks for the required offices and courthouse and everybody, including the chieftainess, has been involved in this exercise. The women of Mwape break stones for brick molding and building and the men build kilns and tend to kilns to ensure the bricks are properly baked. Chieftainess Mwape travels from village to village encouraging her people and reminding them of their chiefdom's vision of development. As a result, the people of Mwape have already molded 86,000 bricks, far more than is required for the offices and courthouse. The GRZ took note of this initiative and has been providing matching resources to facilitate the construction.

SHARe II Chiefdom Intervention: Selected Lessons Learned in FY2012

SHARe II has learned a number of very valuable lessons in implementing the chiefdom HIV/AIDS leadership intervention that can inform other SHARe II programs and other implementers.

1. ***Acknowledging and respecting community structures and working through these structures produces the best results:*** While SHARe II brings a set of technical competencies in community planning and HIV/AIDS, the knowledge and wisdom for organizing communities and solving community problems lies within the chiefdom. SHARe II has found when chiefdom leaders are treated with respect, they contribute invaluable guidance and support to the CCA and CoDAP processes and take ownership of the results. SHARe II asks the chief and the royal council for continued guidance throughout the intervention to help the traditional leaders become leaders of their own developmental programs and to demonstrate to the community that SHARe II seeks to implement the intervention in line with local culture and knowledge.
2. ***Chiefdoms take pride in their development and the overall development process, including their financial, material, and intellectual contributions:*** SHARe II learned that when chiefdoms are treated as the key partner in their own development, they take pride in contributing to the success of the development processes and are prepared to withstand temporary discomfort in order to get the job done. For example, SHARe II has made cost sharing a central theme to its chiefdom projects, giving communities the responsibility of hosting the CCA and CoDAP workshops. Instead of being held in a hotel, these workshops are held in the villages in any space the participants see fit (e.g. under a tree, in a classroom, or in a church hall). Participants take responsibility for providing and cooking their own meals, contributing foodstuffs, like chickens, goats, cattle, and/or mealie meal, for communal cooking and consumption. Participants also host other participants to help those coming from far away attend and not be hindered by accommodation costs; for example, headpersons living near the meeting venue frequently house headpersons who come from afar. Because the chiefdoms are active participants – not merely recipients – in the CCA and CoDAP, they truly own the processes and value the products. As such, they participate freely, with pride and a sense of ownership, which greatly enriches both the process and final product. This also allows SHARe II to utilize its funds to support more projects.

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3. ***Zambian chiefdoms have rich human resources that give them the capacity to drive their own development:*** One of the most surprising lessons SHARe II learned is how rich chiefdoms are in terms of people and experience. The chiefdoms have a wealth of experienced, talented, current and retired workers who can contribute effectively towards achieving the intended developmental goals and provide valuable advice to the chief and his advisors. For example, in Bwile chiefdom, former Minister Dr. Katele Kalumba participated in the entire CCA and CoDAP processes. His knowledge, expertise, and experience – gained from working both in and out of the chiefdom – helped the chiefdom frame its key development issues. He was also able to provide cultural-specific guidance and leadership on how the chiefdom may drive forward its developmental agenda.
 4. ***Involving MPs and other civic leaders in community planning processes is critical for success:*** SHARe II has long recognized the importance of including the entire chiefdom leadership unit – both traditional and political leaders, led by the Chief and the MPs, respectively – in the CCA and CoDAP processes. When the chief, MPs, and other leaders are all present during the CCA and CoDAP they are able to maximize their individual and joint understanding of issues and problems facing the community and design the most effective, holistic solutions together. The involvement of civic leaders also creates greater opportunities for advocacy and support from outside the chiefdom. For example, in almost all chiefdoms, civic leaders, such as district commissioners and councilors, have attended and contributed to the CoDAP process. They listened to the concerns of the people and lent their assistance through their knowledge and input. Even more importantly, though, the civic leaders gained a better understanding of the challenges the chiefdoms are facing, making it easier for them to advocate on the chiefdom’s behalf for HIV/AIDS and other developmental issues. To engage MPs to attend the CCA and CoDAP processes, SHARe II meets with the MPs in Lusaka when Parliament is in session to discuss work being done in their respective chiefdoms.

HIV/AIDS Leadership Support to Members of Parliament (MPs)

Meeting with Deputy Clerk of the National Assembly: During the period under review, SHARe II held a meeting with the Deputy Clerk of the National Assembly and her team to discuss ways of engaging parliamentarians and getting their support in the HIV/AIDS response. SHARe II explained to the Deputy Clerk that the project wanted to engage MPs on three levels. First, MPs would interact with their constituencies during CCA and CoDAP meetings in their communities. Second, SHARe II would provide workplace HIV/AIDS programs to workers at Parliament, and finally, MPs – through CAPAH – would advocate for increased resource allocation to HIV/AIDS in Zambia. It was resolved at this meeting that SHARe II should hold a one-day leadership engagement workshops for MPs to discuss the state of the epidemic in Zambia, drivers of the epidemic and consequences for not getting the leaders involved. SHARe II subsequently held a meeting with some of the CAPAH-Zambia executive members to discuss collaboration on the HIV/AIDS response from a leadership perspective and finalized a concept paper outlining SHARe II – CAPAH-Zambia collaboration in the above three areas.

Briefing new MPs on HIV/AIDS and their Leadership Role in the HIV/AIDS Response: The Clerk of the National Assembly invited SHARe II to give an HIV/AIDS update to the newly-elected MPs to prepare them for work related to HIV/AIDS. MPs from various political parties attended the meeting. Notably among those who attended were the Deputy Speaker of the National

Assembly, several Ministers and Deputy Ministers, and some CAPAH members. The Chairman of NAC, Bishop Joshua Banda, made a presentation on the state of the epidemic in Zambia. SHARe II staff then presented on the drivers of the epidemic and discussed the role of MPs in the HIV/AIDS response in Zambia. The discussion that followed clearly indicated to SHARe II that there is much work to be done to equip leaders for their leadership roles in HIV/AIDS, both from a basic HIV/AIDS information point of view and in understanding their roles and responsibilities. The level of interest exhibited and the actions taken afterwards are promising: one male MP even went for circumcision with all his sons!

HIV/AIDS Leadership Support for Influential Opinion-Leaders

Collaborating with Zambia Association of Musicians (ZAM): SHARe II has built on the predecessor SHARe project, which worked successfully with influential young opinion leaders, particularly musicians, to improve HIV/AIDS leadership among Zambia's youth. SHARe II has helped organize ZAM musicians to take the initiative to mainstream HIV/AIDS into their music, and thus become an integral partner in the HIV/AIDS response in Zambia.

During the reporting period, SHARe II worked with ZAM to help them to come up with their first strategic plan, as a follow-up to the OCA held previously. The ZAM executive has shown a lot of commitment to this process and managed to raise funds to co-fund the activity with SHARe II. Final edits to the plan are being made. Elections for a new ZAM executive committee were conducted and almost the entire executive was re-elected.



Figure 6: HIV/AIDS Leaders - Popular musician B-Flow entertains pupils at Matero High School after providing HIV/AIDS sensitization

SHARe II also trained 23 ZAM musicians in HIV/AIDS leadership and peer education, equipping them with skills to reach other young people with HIV/AIDS messages. SHARe II partnered with these peer educators to carry out HIV/AIDS sensitization among fifteen schools in Lusaka, reaching an estimated 5,000 students. The sensitization was done with the full support of the Ministry of Education; the District Education Board officer even partially oversaw the activity, as she accompanied the musicians to some of the schools. The HIV/AIDS sensitization sessions proved to be very popular among students, who appreciated the candid, open discussions they were able to have with the well-informed, and well-respected, musicians. These sessions triggered so much dialogue that students continued to ask the musicians questions through SMS long after the in-class sensitization ended. The musician-led HIV/AIDS sensitization project was so successful that the Ministry of Education has requested SHARe II to expand the program to other schools.

Development of an HIV/AIDS Leadership Toolkit and Manual

During the period under review, SHARe II developed its *HIV/AIDS Leadership Talking Points for Zambian Leaders*, to equip Zambian leaders to reach their constituencies with correct and effective HIV/AIDS messages. These talking points have been finalized and were submitted to USAID for

concurrence to print. Once the talking points are approved by USAID, they will be translated into local languages and distributed to all the leaders who have been trained and those who will be trained. To go with the HIV/AIDS talking points, SHARe II developed an HIV/AIDS Leadership Manual and Toolkit, which includes tools to build skills and competences in different areas of HIV/AIDS leadership, such as advocacy, resource mobilization, gender issues, and stigma and discrimination. The manual also includes a new chapter on HIV/AIDS leadership in the context of Zambian law. SHARe II expects that as capacity is built, it will enable leaders to identify local community resources and/or advocate for more national resources for the HIV/AIDS response.

HIV/AIDS Leadership: Collaboration and Coordination

During operational planning, SHARe II worked very closely with other chiefdom stakeholders and partners who assisted in the development of the operational plans. For example, the District AIDS Coordination Advisors (DACAs) and other officials from government ministries were involved in the Shakumbila and Mukuni operational planning processes. NGOs and CBOs are invited to attend CoDAPs and operational planning, so that all chiefdom development partners are on the same page and buy into the chiefdom strategic development plans.

Support to Local NGO-Partner ZINGO

The Zambia Interfaith Networking Group on HIV/AIDS (ZINGO) is an umbrella organization that works with faith mother bodies to coordinate the faith-based HIV/AIDS response. SHARe II recognizes the importance and strategic position of faith-based organizations in the fight against HIV/AIDS. As the majority of Zambian churches and their congregants are members of one of the seven faith-based mother bodies that work with ZINGO. Therefore, a key aspect of the ZINGO scope of work under SHARe II will focus on building HIV/AIDS leadership competencies among religious leaders in Zambia.

Inclusion of HIV/AIDS in the Curriculum for Theological Training Institutions: Consultative meetings with theological schools and Bible colleges began during this reporting period. ZINGO met with the Evangelical Bible College in Mufumbwe, Zambia Agricultural College and Theological Studies (ZACTS) in Solwezi, the Living Waters Bible College in Kitwe, and the Methodist Bible College (Kafakumba Training Centre) in Luanshya to see whether these institutions have incorporated HIV/AIDS and gender issues into their curriculum. ZINGO and SHARe II will collaborate with the Curriculum Development Center to work on curriculum development.

Support to the Seventh Day Adventist (SDA) Church: Working together with Latkings Outreach, SHARe II provided HTC to 80 SDA church members who had a two-week church crusade in Lusaka. Those who tested positive were referred to HIV care services.

HIV/AIDS Sensitization for Mother Bodies: During the reporting period, SHARe II worked with ZINGO to carry out HIV/AIDS sensitization targeting the leaders of two ZINGO mother bodies: the Islamic Supreme Council of Zambia (ISCZ) and Independent Churches Organization of Zambia (ICOZ). Topics discussed included HIV/AIDS leadership among religious leaders, drivers of the epidemic, dealing with PLHIV, gender issues among faith-based organizations, and legal and advocacy issues in HIV/AIDS. HIV/AIDS knowledge levels among the religious leaders were very low, with pervasive beliefs and behaviors that indicate that HIV-related stigma and discrimination

are institutionalized and deeply entrenched in Zambian churches, even much more so than in the general communities. At the beginning of the workshop, the leaders were asked on how they felt about people living with HIV/AIDS; the majority believed it was a punishment from God and that those who have AIDS deserve what they got. Others said HIV came from the sea, where they believe evil spirits live. SHARe II will work with ZINGO to give correct messages to leaders and hope they pass this on to their congregations.

SHARe II also held a gender mainstreaming workshop for faith mother bodies in conjunction with ZINGO. Topics covered included, HIV/AIDS leadership, drivers of the epidemic, gender analysis and mainstreaming, gender and sexuality and legal aspects such HIV/AIDS and human rights. As a result of the workshop, each of the ZINGO mother bodies that participated will develop an action plan for HIV/AIDS that mainstreams gender issues for next year. Some of the religious leaders trained from the Evangelical Fellowship of Zambia (EFZ) have already contributed to the development of a Pastoral Letter on HIV/AIDS that was circulated to different churches.

Finally, in collaboration with the SHARe II Policy and Legal team, during the period under review, with technical support from SHARe II, the Independent Churches in Zambia (ICOZ) HIV/AIDS Policy was developed and sent to USAID for concurrence to print.

Advocacy Training for Districts Programs Executive Committee (DPECs): SHARe II worked with ZINGO to train 48 DPEC members in Lusaka and Kitwe. Some of the key issues that need advocacy include scaling-up HIV prevention and increased resource allocation for HIV/AIDS programs by the Zambian Government. The workshop also addressed the role of religious leaders in legal and advocacy issues.

Review of the ZINGO Strategic Plan: SHARe II provided technical support to the review of the ZINGO 2006-2011 Strategic Plan and the development of the 2012-2015 Strategic Plan. The review indicated that ZINGO resource mobilization efforts included in the 2006-2011 plan were very successful in attracting a number of partners; currently, ZINGO is implementing multiple projects worth billions of Kwacha enabling ZINGO to expand its services through its affiliates.

Completion of the HIV/AIDS Leadership Messages Toolkit: In order to adapt the Leadership Toolkit to suit religious leaders, during this reporting period, the Islamic Supreme Council and the four Christian mother bodies provided quotations from the Holy Koran and the Bible and these were inserted into the manual. Although the toolkit has not yet been officially launched, the ZINGO secretariat has already used the toolkit to train 15 religious leaders from three mother bodies, who will use the toolkit to train leaders from their respective religious institutions.

Table 1 shows the FY2012 achievements in the area of HIV/AIDS Leadership

Table 1: Strengthening and increasing HIV/AIDS Leadership – Selected FY2012 Results

Indicator	Number Reached (FY2012)				
	Male	Female	Total	Target	% Achieved
1.2 Capacity building for HIV/AIDS leadership					
Traditional Leadership					
Chiefdoms Reached			17	16	106%
• Community Capacity Assessments (CCA)	1,082	238	1,320	2,090	63%

• Community Development Action Planning (CoDAP)	964	374	1,338	2,090	64%
Other Influential Opinion-leaders (<i>Zambia Association of Musicians -ZAM</i>)	17	3	20	N/A	
Political Leaders (<i>CAPAH-Zambia</i>)	50	11	61	N/A	
1.3 Leaders trained in HIV/AIDS Advocacy/Messaging	125	49	174	195	89%
Traditional Leaders	46	7	53	N/A	
Religious Leaders	60	34	94	N/A	
Influential Opinion-leaders (ZAM)	19	8	27	N/A	

I. Improve the Policy and Regulatory Environment

Zambia's HIV/AIDS response faces many challenges regarding policy, rights, and legal issues related to HIV that must be addressed in order for the country's response to HIV/AIDS to be successful. SHARe II is keenly aware that policy and legal changes take time to implement and require GRZ ownership and leadership to be accepted and effective. SHARe II's approach to working in the HIV-related policy and regulatory environment area takes into account this valuable lesson; SHARe II works collaboratively with key stakeholders, and importantly forms respectful partnerships with GRZ counterparts in order to provide technical support to legal and policy processes to achieve program objectives.

Revision of the National HIV/AIDS/STI/TB Policy of 2005

SHARe II is providing technical assistance to the National HIV/AIDS/STI/TB Council (NAC) in the process for the review and revision of the National HIV/AIDS Policy of 2005. Previously, SHARe II submitted a concept paper on the National HIV/AIDS/STI/TB policy revision to NAC and the Ministry of Health (MOH). During the period under review, SHARe II formally presented the concept note to the NAC team to discuss in detail what each step of policy development entails. As a result of this presentation, NAC requested SHARe II to provide technical support and assistance related to the composition of and development of guidelines for the policy revision national steering committee, and creation of guidelines for the national stakeholders' forum.

A consultant was engaged by NAC to lead the policy review and formulation exercises, and SHARe II worked with NAC to ensure that the policy review process remained on course. Specifically, SHARe II worked with the NAC consultant to develop a list of key informants to be interviewed to provide information on the performance of the National HIV/AIDS/STI/TB Policy, as part of a situation analysis. In addition, SHARe II staff continued to function and facilitate as de facto specialists for NAC and the multi-sectoral HIV/AIDS response with regard to policy issues because there were no policy specialists among the staff of NAC.

Formulation of the National Alcohol Policy (NAP)

SHARe II has been the lead technical advisor to the MOH in the development of the NAP. The entire process of developing this policy has generated unprecedented interest among many stakeholders who would want to play their part to reduce the devastating effects of alcohol-related harm on Zambian society. During the period under review, the process of developing the NAP reached the last procedural stage, which would involve the public sector defining their sectoral responsibilities, after which a Cabinet memo would be prepared for possible approval.

This, however, could not take place because the government was still re-aligning ministries, whereby some departments were being transferred from one ministry to another.

In view of this reality, SHARe II approached the MOH and proposed a different approach to the section that addresses sectoral responsibilities. SHARe II proposed that instead of highlighting responsibilities ministry-by-ministry, it would be better to group ministries according to economic sectors. Even if ministries are re-aligned, the economic sectoral responsibilities do not significantly change, which will allow the policy formulation process to proceed. The MOH agreed with this proposal and proceeded with the process based on this new way of viewing responsibilities.

With support of the MOH, SHARe II produced draft copies of the NAP and circulated them to the rest of the public sector. Following their review of the draft policy, SHARe II financially and technically facilitated a consultative meeting coordinated by the Policy Advisory Committee of Cabinet Office who recommended that after final amendments suggested by the various sectors have been incorporated, the draft NAP be presented by the MOH policy unit to the Minister of Health for development of the Cabinet Memo.

Support to Civil Society Organizations against Alcohol: Although the NAP is still to be finalized and approved, it has created considerable interest among key stakeholders who have already started using some of its constituent components to prepare for its implementation and to advance implementation of ongoing activities. In the period under review, civil society organizations (CSO) which are working in the area of alcohol-related harm reduction formed a loose alliance which they called the *Zambian Alliance Against Harmful Use of Alcohol (ZAAHA)*. The main mandate of ZAAHA was to provide a platform where CSOs will share experiences and lessons learned in their different activities around alcohol. SHARe II provided technical advice to the Alliance by taking them through the entire draft policy so that they clearly understand its provisions. This important activity is in line with the NAP sectoral responsibilities for civil society, and is an important aspect of policy operationalization.

Formulation of the National HIV/AIDS Workplace Policy

A key activity for SHARe II is to provide support to NAC in the formulation of the National HIV/AIDS Workplace Policy. However, by the time SHARe II was awarded in November 2010, the formulation process had already commenced and was well under way, under the leadership of the then-Ministry of Labor, Sports, Youth and Gender (MLSYG). A consultant had been hired to work on the policy and the policy was already in the process of being written. SHARe II made efforts to get engaged in the process, but of concern, the policy was being formulated without open stakeholder input and without a clear roadmap. SHARe II has therefore engaged into policy formulation process through its HIV/AIDS advisory role to the Department of Labor-ZFE-Unions tripartite. SHARe II technical advising resulted in the formation of a national steering committee to provide guidance to the policy development process, and provision of space and opportunity for broader stakeholder input to the process.

Over the past year, SHARe II participated in three review meetings, two of which were with the national steering committee and one was the national consensus meeting. During the national steering committee meetings, the MLSYD requested SHARe II to lead the process of developing the National HIV/AIDS Workplace Policy implementation plan. To provide clarity and further

guidance, SHARe II developed and presented a concept paper on the national HIV/AIDS workplace policy implementation plan. The MLSYD then requested SHARe II to lead the process of developing the National HIV/AIDS Workplace Policy implementation plan.

Subsequently, the Department of Labor was moved from MLSYD to the Ministry of Information, Broadcasting and Labor (MOIBL). SHARe II participated in and took the lead in two important activities: The first activity was the development of the section wherein all necessary terms were defined, and the second was the counter-checking of the congruence of the policy with other policies and pieces of legislation. Some of these documents included the Industrial and Labor Relations Act, the Employment Act and General Order and Procedures of the Civil Service in Zambia. The policy document was finalized and is waiting for the signing of a Cabinet Memo.

The biggest contributing factor to delays in the signing of the Memo has been the continued shifting or realignment of the Department of Labor from Ministry to Ministry. Following the ushering-in of the Patriotic Front government in September 2011, the DOL was moved from the Ministry of Labor and Social security to the Ministry of Information and Broadcasting. Shortly thereafter, it was moved back to the Ministry of Labor and Social Security. Most the original DOL staff was re-assigned during these transitions, and are no longer with the department.

SHARe II played a critical technical leadership role to help orient the newly reconstituted Ministry staff on the National Workplace HIV/AIDS Policy and the stage it has reached in order to help ensure that the policy formulation process does not lose direction or get completely derailed. The re-circulated draft policy has since been re-finalized and presented to the Minister of Labor, who is yet to sign the Cabinet Memo to GRZ signal approval.

Tracking the Status of HIV/AIDS Policies in the Public Sector: Support to the PSMD

A major gap in the HIV/AIDS response in Zambia is the poor performance of the public sector in fully responding to the HIV/AIDS epidemic. SHARe II is providing support towards re-vitalizing the public sector response in a number of ways including providing HIV/AIDS leadership capacity building and support, HIV-related policy development, and implementing workplace-based HIV/AIDS programs in eight ministries. In view of the almost completed over-arching National Workplace HIV/AIDS Policy, the Public Service Management Division (PSMD) has committed to work with SHARe II to support the public sector with policy review.

Working with the PSMD and the workplace HIV/AIDS programs coordinator at NAC, SHARe II conducted a meta-analysis of all HIV/AIDS workplace policies in the public sector. The purpose of this exercise was to create a detailed assessment of the status of all policies, which will form a critical building block of policy revision in the public sector. This baseline formed the basis for the development of individualized technical support plans for each of the line ministry.

SHARe II also conducted a workshop for the public sector where PSMD and line ministries were oriented on the steps of HIV/AIDS policy development and how to link these policies to the draft National Workplace HIV/AIDS Policy and the National HIV/AIDS/STI/TB Policy.

Table 2 below shows the baseline status and the status of Ministry HIV/AIDS policies as of the end of the reporting period, for FY2012 Q2-Q4

Table 2: Tracking public sector workplace HIV/AIDS policy formulation review

Line	Ministry/Stage of Policy Development	Nothing Done Yet	Situation Analysis	Draft Zero	Pre-final Draft Policy	Final Draft Policy
1.	Ministry of Agriculture and Cooperatives	Q2	Q3; Q4			
2.	Ministry of Commerce, Trade and Industry	Q2		Q3; Q4		
3.	Ministry of Communications, Transport and Works and Supply	Q2	Q3; Q4			
4.	Ministry of Community Development and Social Services	Q2	Q3; Q4			
5.	Ministry of Defense					
6.	Ministry of Education	Q2	Q3	Q4		
7.	Ministry of Energy and Water Development	Q2	Q3; Q4			
8.	Ministry of Tourism and Arts	Q3; Q4				
9.	Ministry of Finance and National Planning	Q2	Q3; Q4			
10.	Ministry of Foreign Affairs	Q2	Q3; Q4			
11.	Ministry of Gender and Child Welfare	Q2; Q3; Q4				
12.						
13.	Ministry of Health	Q2; Q3	Q4			
14.	Ministry of Home Affairs	Q2	Q3; Q4			
15.	Ministry of Information and Broadcasting Services	Q2	Q3; Q4			
16.	Ministry of Justice	Q2	Q3	Q4		
17.	Ministry of Labor and Social Security	Q3	Q4			
18.	Ministry of Lands	Q2	Q3; Q4			
19.	Ministry of Local Government and Housing	Q2	Q3; Q4			
20.	Ministry of Mines, Environment and Natural Resources Development	Q2	Q3; Q4			
21.	Ministry of Science, Technology and Vocational Training	Q2	Q3; Q4			
22.	Ministry of Youth and Sports	Q2	Q3; Q4			

Mainstreaming HIV/AIDS/Gender/Human Rights into Public Sector Policies and Programs:

Human rights have been central to the response to the HIV/AIDS epidemic in Zambia. This approach initially emphasized the inclusion of, and non-discrimination against two particular risk groups, which include women and girls. However, as the landscape of the epidemic has been changing, the gender and human rights dimensions have been changing as well. Social and economic rights, including the right to healthcare; gender equality and women's human rights; and men's responsibilities and rights, are beginning to emerge within the international and local dialogue on human rights and HIV/AIDS.

Taking advantage of the ongoing policy development process in the line ministries, SHARe II collaborated with the Ministry of Gender and Child Development to conduct a two-day workshop to orient focal point persons (FPPs) from the public sector on how best they can mainstream gender and human rights into workplace HIV/AIDS policies. A key focus of the workshop was to highlight the relationship between gender inequality and HIV/AIDS, and to help clarify and build understanding of the multiple ways in which women, men and children are differently affected by

HIV/AIDS. All line ministries are using the tools shared during the orientation workshop to ensure that their policy formulation and review processes integrate gender and human rights dimensions.

Moving Selected Pieces of Legislation Forward

Legal reform in Zambia takes time and requires the involvement and participation of many stakeholders. SHARe II is working on five pieces of legislation:

1. **Employment Act:** SHARe II was consulted and requested by the then-Ministry of Labor and Social Security (MLSS), through its support to the MLSS-ZFE-Unions tripartite, to review the proposed Employment Act (Cap 268) to strengthen it further before it could be submitted to the appropriate committee by the Ministry. Upon review by SHARe II, it was quickly evident that HIV/AIDS provisions were not included in the proposed Act, and SHARe II requested that the process be broadened to involve other legal partners, but the Ministry explained that this was not possible. The SHARe II team thus proposed several HIV/AIDS provisions to be included. During the period under review, SHARe II was called upon by the Ministry to review the final draft of the Employment Act. The project had the opportunity to read the draft Act in its entirety and give further input. One of the new inclusions was the proposition for every workplace to develop and implement workplace HIV/AIDS policies and programming. If this submission is approved by Parliament, then workplace HIV/AIDS programs will become an integral part of the core mandates of all places of work. This will include, at an operational level, HIV/AIDS work being provided with a budget line and hence greatly assist in achieving sustainability for workplace-based HIV/AIDS programs. The second inclusion was the proposition that the Employment Act include a clause that categorically states that there shall be no testing for HIV as a precondition for employment. This means that where HIV is included as part of a medical examination, it will not be used to deny an individual employment on the basis of his or her HIV status. This Act, which had reached Presidential assent stage, was referred back to Parliament because of the on-going restructuring of line ministries. SHARe II will keep following up with DOL for updates on the status of this amendment.
2. **Deceased Brother's Widow's Marriage Act:** Discussions with the Zambian Chapter of African Parliamentarians against HIV/AIDS (CAPAH-Zambia) MPs and desk review in Parliamentary archives have helped SHARe II to understand the rationale behind this Act. Through preliminary discussions with some CAPAH-Zambia members and legal practitioners in the country, there is consensus that Act, which allows a man to inherit his deceased brother's widow, is a highly discriminatory that should not be part of the Laws of Zambia and indeed any progressive country. The Law is also against the spirit of the International Declaration of Human Rights and the Zambian Bill of Rights. SHARe II is working with CAPAH-Zambia and other stakeholders to have this Act repealed.
1. **The Gender-Based Violence Bill:** In March, this Bill became law and is now known as the Anti Gender-Based Violence Act No. 13 of 2011. The role of SHARe II then was to ensure that HIV/AIDS issues were included in some of the sections where it was appropriate. This was conclusively and effectively done at Committee Stage. A key gap of this Act is that it has no provisions in the Criminal Procedure Code and also has no Guidelines or Statutory Instrument (SIs) on which the Judiciary can base adjudication and penalties. SHARe II has been working collaboratively with the then-Division of Gender in Development (GIDD) and now

the Ministry of Gender and Child Welfare, together with other stakeholders, to consider mechanisms of addressing these gaps. SHARe II is providing technical leadership to a selected team of stakeholders which has been selected from the Gender Stakeholders Forum mandated to specifically advance forward the advocacy work to develop SIs which will effectively address the lack of guidelines on how to operationalize the Act. Additionally, the SHARe II chiefdom intervention in selected chiefdoms provides an opportunity to sensitize traditional leaders on the provisions of the simplified Act and to disseminate it in widely in these chiefdoms.

2. ***The Industrial and Labor Relations Act:*** According to the Ministry of Labor, this Act of Parliament is scheduled to come up for review during the sitting of this Parliament (2011 – 2015). SHARe II has taken advantage of this intention by the DOL on some pertinent HIV/AIDS issues and how they are being addressed in the diaspora, and how these might be included in the revised Act. For example, the 88th International Labor Organization Convention revised the issues of maternity, breast-feeding mothers and extension of leave in case of illness. Thus, in line with the ILO Convention recommendations, the DOL is considering the possibility of including in the Industrial and Labor Relations Act two critical provisions: The first being a consideration for an optional extension of maternity leave for HIV-positive mothers who would want to exclusively breastfeed for six months; and the second being a consideration of requiring employers to create baby-friendly workplaces where breastfeeding mothers would be allowed to have breastfeeding breaks within the work environment. SHARe II will continue providing technical advising to the review process, and will also work with CAPAH-Zambia to help move the process forward, more expeditiously.
3. ***The Prisons Act:*** The object of the Prisons Act is to provide for the establishment of a prison service to manage and control prisons. The prisons have a capacity of 4,000 but in July 2012 they held over 15,000 inmates, of whom over two-thirds were on remand, and this number has since reportedly increased. Inmates on remand are held together with convicted criminals in extremely overcrowded prisons. Apart from tuberculosis, HIV/AIDS and other sexually transmitted diseases are the most prevalent diseases among prisoners; overcrowding in prisons exacerbates the situation. The 2010 National Prisons Survey on HIV and AIDS risk behaviors and sero-prevalence showed that 4,000 of the 15,038 inmates countrywide (26.6%) were infected with HIV. while 15% had other STIs. The major risk behavior for HIV transmission in prisons was identified as unprotected sex between male inmates, tattooing, sharing of needles during drug use, and sharing of shaving instruments. Preliminary discussions have been held with the Zambia Prison Service command regarding the possibility of strengthening the Act so that the good provisions are implemented through SIs and guidelines. SHARe II has discussed the possibility of housing inmates on remand and convicts in separate prisons, and has initiated discussions for the consideration of allowing prison inmates to exercise their conjugal rights. Should inmates be allowed conjugal visits, it would be possible to legally introduce condom distribution within the prison system. The proposal that has received more support is the promotion of community service sentences for minor offences instead of custodial sentences in order to decongest the prisons. The last point has further been discussed during SHARe II-supported Judiciary trainings, to bring to the attention of adjudicators some of the challenges the Prison Service is facing and how the Judiciary can help. The Zambia Prison Service is examining these proposals and will provide guidance.

Considering that legislation takes even longer if the primary movers of legal reform (i.e. legislators) are not actively engaged, SHARe II decided to change its strategy for advancing the key HIV-related pieces of legislation it is working on. In the period under review, SHARe II organized a retreat for CAPAH-Zambia whose aim was to review selected pieces of legislation and propose how legal reform on these pieces of legislation can be taken forward. The retreat, which was officially opened by the Deputy Speaker of the National Assembly Hon. Mkondo Lungu MP, generated a lot of debate and discussions. *Table 3* below summarizes the pieces of legislation presented to the legislators, the key issues identified, and the proposed follow-on steps:

Table 3: Pieces of legislation presented to CAPAH-Zambia legislators, issues raised and proposed next-steps

Title of Piece of Legislation	Issues raised	Proposed next steps	Responsible Person	Role of SHARe II	Time Frame
<i>Anti-Gender Based Violence Act</i>	Absence of subsidiary law annex to the substantive law.	Engage Minister of Gender and Child welfare to initiate the process of developing Sis which will eventually make the Act operational.	CAPAH Chairperson	SHARe II to prepare technical notes and talking points which CAPAH will use during the meeting with Minister	Dec. 20112
<i>Deceased brother's Widow's Marriage Act</i>	It has since become obsolete law, degrades the widow, removes her rights and is a dangerous law in the era of HIV	Parliament to repeal the Act. Proposed that let it be a Government Bill in order to be repealed quickly	CAPAH Members.	SHARe II to prepare technical notes for CAPAH to present before Minister of Justice	Dec. 20112
<i>Prisons Act</i>	Sodomy, poor diet, violation of right to privacy, unconsented HIV testing and hampered access to health care in prisons.	Parliament to amend the Act to enshrine improved dietary conditions, right to access of health care and confidentiality of persons especially for PLHIV inmates.	CAPAH Members.	SHARe II to prepare technical notes with Prison Commissioner and hold a meeting with Minister of Home Affairs with CAPAH	Dec. 20112
<i>Industrial and Labour Relations Act</i>	Section 108 thereof does not include HIV status as one of the proscribed grounds for dismissal from employment.	Parliament to amend Section 108 of the Act to include HIV accordingly.	CAPAH Members.	Prepare technical notes for CAPAH to present to Minister of Labour	Dec. 20112
<i>Employment Act</i>	Rampant discrimination and stigmatization of PLHIV employees in the workplace.	“Lobby” Presidential Assent of the already approved Amendments to the Employment Act.	CAPAH Members.	SHARe II with CAPAH to meet with Minister of Labour and share resolution	Dec. 20112
<i>NAC Act</i>	The HIV/AIDS fund not active.	Need to set up and operationalize the already legally established Fund, via CAPAH Chairperson together with SHARe II meeting the Minister of Health.	CAPAH Chairperson & Dr Chanda.	Arrange for a meeting with Minister of Health together with CAPAH and NAC DG to agree on next steps	Dec. 20112
	Act has no subsidiary laws to make it operational	Propose to Minister of Health development of Sis			

This retreat was a major breakthrough in that more than fifty Parliamentarians gathered in one place to brainstorm how to reform and improve the HIV-related legal and policy environment in Zambia to make it more supportive to PLHIV, those affected by HIV/AIDS, and to HIV programming. SHARe II is currently actively engaged with the legislators on the proposed next steps. In making reference to one of the five pieces of legislation SHARe II is working on, the Deceased Brother's Widows' Marriage Act, one Legislator had this to say: *“It is amazing that in this day and era we can have such an archaic law which not only dehumanizes the widow as a person but it also strips them of the very foundation of respect and human dignity rendering them all the more susceptible to HIV infection. This law must be repealed without fail.”*

Legal Guide for Non-Parliamentarians Participation in the Law Making Process

A key gap identified through SHARe evaluations and from other external sources is that civil society in Zambia does not fully participate in policy formulation and law-making processes related to HIV/AIDS. To contribute to addressing this gap and assist civil society to become fully engaged in law-making processes and to do so at the right times, SHARe II developed a *Legal Guide for Participation in the Law Making Process in Zambia for Non-parliamentarians*. The Legal Guide provides basic and simplified information to civil society organizations and citizens on how they can actively participate in the legislative process. The main purpose for the Legal Guide will be to increase on the number of civil society organizations involved in the legal reform process in the area of HIV/AIDS in Zambia and enable them to contribute effectively to efforts aimed at improving the legal and policy environment as it relates to HIV/AIDS in Zambia.

Improving the Capacity of the Judiciary and Law Enforcement to Appropriately Manage HIV-related Cases

Integrating of HIV/AIDS into Pre-service Legal Curricula: Stemming from the deliberations of the legal and policy stakeholder meetings that are held on a quarterly basis, the strategy of improving the capacity of legal practitioners to manage HIV/AIDS related cases through the mainstreaming of HIV/AIDS into the curricula of legal studies has gained momentum.

During the period under review, SHARe II held consultative meetings with institutions of higher learning where law is studied at various levels. Subsequently, SHARe II facilitated a five-day workshop at which heads of legal studies from the National Institute of Public Administration (NIPA), University of Lusaka, Cavendish University Zambia, the Zambian Open University, Livingstone International University of Tourism Excellence and Business management, the Zambia Institute of Advanced legal Education and the training officer from the Judiciary went through draft materials which highlight the different steps and necessary content for effective mainstreaming of HIV/AIDS, human rights, and gender into their curricula. SHARe II took advantage of this training to highlight aspects of curriculum analysis and principles of curriculum assessment, which takes into consideration the needs of students in the era of HIV/AIDS.

The training generated significant interest among institutions of higher learning, which immediately embarked on activities tailored towards active mainstreaming of HIV into their curricula. NIPA has already created a committee and a focal point person to spearhead two concurrent processes. In the first process, NIPA is planning to embark on a standalone Diploma Course in HIV/AIDS Law within the faculty of legal studies. In the second process, NIPA has embarked on a serious mechanism of ensuring that HIV/AIDS, human rights and gender are mainstreamed in almost all courses being offered by the college. SHARe II has agreed that the approach needs to be broken down into phases including conceptual, planning, execution/implementation and evaluation phases. What remains now is to develop a reasonably detailed joint concept paper and activities for all these broad phases and implement them.

The unprecedented interest which has been displayed by institutions of higher learning for legal studies has led SHARe II to consult further and learn from institutions and organizations which have experience in this kind of work. Through this research, we have learned that there are opportunities for collaboration with other Southern African countries and with US-based

institutions of higher learning. SHARe II will be exploring the feasibility of linking the Zambian institutions of higher learning interested in integrating HIV/AIDS, gender and human rights with Harvard Law School and with universities in South Africa and Uganda that have successfully undertaken such integration.

Training In-service Judiciary Legal Practitioners in Appropriate HIV-related Case-Management: A key sticking point in the implementation of a training program for magistrates was the payment of sitting allowances to attend trainings, which are reportedly part of the conditions of service for the Zambian Judiciary, but which SHARe II was contractually unable to pay. At the start of the fiscal year, through much consultation and advocacy, SHARe II and the Judiciary reached an agreement where sitting allowances would be either waived or paid by the Judiciary. SHARe II received official communication to and began implementing its much-delayed planned activities near the end of the reporting period.

Since then, SHARe II, working with local NGO partner ZARAN, has trained 292 magistrates out of the planned for 300, accounting for 97% achievement. The achievement in an otherwise potentially difficult-to-work environment can be attributed to the extensive planning that was embarked on in the beginning of the year, especially the high-level buy-in that was obtained from the Judiciary. The training provided to the Judiciary is structured as follows:

- Day one of training is foundational, covering basic HIV/ADS information including transmission, prevention, and care and treatment. Stigma and discrimination, gender and human rights are also discussed in detail.
- On day two, the trainees are introduced to selected HIV-related cases from the region (such as South Africa and Uganda), and beyond (such as Canada, the United States of America and the United Kingdom) where non-discriminatory HIV/AIDS law is more advanced. The purpose of this exposure is to give the magistrates an opportunity to understand that HIV/AIDS is a legal issue and that there are cases currently in the world, which they can use as precedent to those which commonly present in the Zambian courts.
- Day three of the training is dedicated to going into the details of legal principles which might be invoked in HIV-related cases. This involves revisiting the appropriate principles of law including the Constitution, the Penal Code and the Criminal Procedure Code.
- On the last day of the training, day four, the trainees are given the opportunity to use the knowledge gained thus far by applying it to Zambian cases, both hypothetical and real. Through group discussions and plenary, they exchange ideas and knowledge on how they would have adjudicated if they had had the knowledge and skills they have now acquired.

Both the Ministry of Justice and the leadership of the Judiciary have embraced the training and assigned a dedicated Senior Human Resource Officer (HRO) to the SHARe II program in order to ensure that the program remains on course. The Judiciary has already consented to the idea of following-up with all trained magistrates in order to determine the extent to which they will be using their newly acquired knowledge in their day-to-day work. Going forward, the Judiciary is also preparing the training program to be rolled out to Local Court Magistrates.

Training of the Police in HIV/AIDS-related Counterfeit Crimes: During the reporting period, SHARe II partnered with the Zambia Police Service, through their Directorate of Training, to plan

for training senior police officers who are involved in dealing with counterfeit crimes, some of which have a bearing on the dynamics of the HIV response. SHARe II trained 109 police officers in HIV-related cybercrime, intellectual property and counterfeit crimes that negatively impact the HIV/AIDS response in Zambia, including counterfeit ARVs, condoms, and infant milk formula.

Working with the ZPS Training Directorate, SHARe II also designed a short course for law enforcement agents such as police, which highlights the negative impact of such crime and how law enforcement agents can play a pivotal role in dealing with them. The first in-service officers to undergo this pilot were a dynamic team comprising the entire Police Command including all Police Commanders at Force Headquarters (including the Deputy Inspector General) and all Regional Commissioners. At the request of ZPS high command, SHARe II is now assisting the Police Training Schools of Lilayi and Kamfisa to mainstream this course as well as Human Rights and HIV/AIDS into the training curricula of police recruits.

Support for Aligning Customary Law and Written Law in SHARe II Focus Chiefdoms

Development and strengthening of leadership in the fight against HIV/AIDS is a key deliverable area for SHARe II. The ongoing work in chiefdoms where the project is already facilitating the creation of strategic development plans that have mainstreamed HIV/AIDS issues is revealing critical areas that require further intervention. Zambia follows a dual legal system where both customary law and civil law are administered concurrently. While civil law is written and standardized in its application, customary law is not and therefore it may differ from place to place depending on the traditional beliefs and customs of a given ethnic group of people.

In carrying out SHARe II's work in selected chiefdoms, three things have been learned regarding customary law. The first is that there are times when some aspects of customary law may actually fuel the further spread of HIV. The second lesson is that though unwritten, there are many provisions within customary law which are protective and/or mitigate the socioeconomic impact of HIV/AIDS. The third is that the degree of understanding of the interactions between customary and statutory law vary considerably; for example, in some chiefdoms, traditional leaders have never seen the Chiefs Act, the Village Act or other relevant Acts of Parliament.

In order to ensure that traditional leaders understand the provisions of the Acts mentioned above, SHARe II has developed a module to be included in the HIV/AIDS Leadership Training Manual that addresses provisions within these Acts which have the potential to either increase HIV infection, prevent effective treatment or aggravate the socio-economic impact of those infected and affected by HIV/AIDS. The module reviews several pieces of legislation that have a bearing on HIV/AIDS, including the Deceased Brother's Widow's Marriage Act (Cap 57); the Chiefs Act (Cap 287); and the Registration and Development of Villages Act (Cap 289).

Technical Support to NAC and GIDD in Gender Mainstreaming

During the period under review, as part of ongoing GRZ restructuring of the public sector, the Gender in Development Division (GIDD) was upgraded as the Ministry of Gender (MOG). One of the key mandates of the new Ministry is to spearhead and coordinate the systematic process of engendering all government programs. Because there is a very close relationship between gender

imbalances and gender-based violence on one hand and HIV/AIDS on the other, the new Ministry has placed HIV/AIDS mainstreaming into gender work on a high priority list.

Training of Trainers in Gender Analysis and Mainstreaming: Previously, SHARe II developed and pre-tested the training manual for gender analysis and mainstreaming in the HIV/AIDS response. During the period under review, SHARe II finalized its validation and completing the process for the development of the manual. Using this manual, SHARe II trained 30 gender/HIV focal point persons drawn selected public sector line ministries, SHARe II partners LEAD Zambia and ZHECT, selected civil society organizations and private sector partners. These have been trained as trainers who will become change-agents to mainstream gender, HIV and human rights into sector policies, plans, programs and budgets.

Technical Support to the First Gender Quarterly Meeting: During the period under review, the MOG held its first quarterly meeting aimed at putting in place an effective mechanism through which the Ministry will coordinate all gender-related work. At the meeting, SHARe II was tasked with providing technical leadership in the development of a reporting template; in the past, there was neither a format nor a consistent structure in the manner stakeholders presented their reports. With the help of SHARe II, the new Ministry now has a new reporting template.

Piloting the Gender Score Card at the Chiefdom Level: SHARe II also engaged the MOG to establish the extent to which the Gender Score Card can be applied at community level. It has since been resolved that since SHARe II is working in selected chiefdoms, SHARe II will pilot the applicability of this score card at that level. Results emanating from this activity will be of great support to chiefdom leaders and development stakeholders involved in gender-related activities.

HIV-Related Advocacy Activities Undertaken

SHARe II with all its local partners is engaged in a variety of work that requires advocacy, such as advocacy to the Prisons Service to include inmates in workplace programs; advocacy to NAC on behalf of District AIDS Task Forces; and advocacy for traditional, political and religious leaders. Because of the breadth of the advocacy scope of work, a team of SHARe II project facilitators led an in-house training aimed at building knowledge and skills in advocacy work for HIV. A total of 38 members of staff, including representatives from SHARe II local NGO partners ZINGO, TALC, and LEAD Zambia, were trained in HIV/AIDS-related advocacy work. At the end of the four-day training technical staff was asked to develop their own advocacy plans related to their work and to report any successes back as feedback to the completed course.

Advocacy for the Removal of the “Buy Me, I am as Hot as your Girlfriend” Nando’s Advert from Kabulonga Girls High School: Fast food chain Nando’s had erected a billboard within the Kabulonga Girls High School grounds, which was advertising chips and chicken meals with the slogan: “Buy me, I am as hot as your girlfriend.” A SHARe II Workplace HIV/AIDS Programs Manager undertook an informal verbal survey that found that the female students interpreted the advert as meaning if they were “hot” then they could make money from their looks and bodies. Because these interpretations were counterproductive to the HIV/AIDS fight and reinforced harmful gender stereotyping, the SHARe II Manager petitioned the Director of Standards at the Ministry of Education Headquarters, who in turn persuaded the Minister of Education, to write a

letter to the Head Teacher of the school requesting the removal of the billboard. The billboard and message have since been removed and Nando's was developing a different advertisement.

Advocacy for Development of a One-Stop DATF Guide: Since inception, DATFs have never had a detailed manual to guide their functions. There have been several attempts by different NAC technical support partners to develop piecemeal sets of guidelines, which are meant to help in this area. However, these efforts have always fallen short the desired result, because each partner tried to push their guides as the best and in the end the DATFs were often left confused without clear guidelines. The SHARe II Coordinating Structures Team developed a concept note explaining the purpose and benefits of a DATF guide and, using targeted advocacy, shared it with key decision-makers in NAC and with selected stakeholders. NAC immediately initiated the development of a DATF management guide, under NAC overall leadership. SHARe II has provided technical leadership throughout this process, with input from all NAC partners.

HIV-Related Cross-Cutting Activities Undertaken

Training for Positive Action by Workers (PAW) on the Rights of Workers Living with HIV: PAW is a workplace initiative developed under the SHARe project; SHARe II has continued strengthening and facilitating the expansion of PAW. For the most part, PAW has concentrated efforts on ensuring that HIV-positive workers receive moral and professional support from other workers and employers. The SHARe II legal team conducted a training for 25 PAW members on their rights as workers living with HIV. The topics discussed included the law of confidentiality, privacy and voluntary counseling and testing, willful transmission of HIV, and access to promotions, further training, and other work-related opportunities.

Evangelical Fellowship of Zambia (EFZ) Religious Leadership Development: During the period under review, at the invitation of the Evangelical Fellowship of Zambia (EFZ) and with support of local NGO partner ZINGO, SHARe II was invited to assist in the training of 33 religious leaders on how they can more effectively address issues of HIV/AIDS and human rights as they affect the church. SHARe II used its HIV/AIDS, gender and human rights package of support to train religious leaders on how they can receive, counsel and make appropriate referrals when faced with complicated issues HIV-related issues. The EFZ also invited SHARe II to conduct a full-day workshop on HIV/AIDS, gender and human rights among a wider group of their clergy.

Support to Local NGO-Partners ZARAN and TALC

Supportive Supervision and Guidance to ZARAN: During the period under review, SHARe II offered technical support to ZARAN to help it develop and finalize an evidence-based work plan that has relevant programs that contribute positively to the HIV/AIDS response in Zambia. SHARe II also assisted ZARAN in the recruitment process for another legal officer who will help ZARAN deal with the impending large volume of SHARe II work and ensure they meet their deliverables under their scope of work in SHARe II. Subsequently, SHARe II undertook an extensive review and streamlining of the ZARAN scope of to ensure that it continues to be in line with what SHARe II requires. ZARAN is working with USG funding for the first time and has needed much guidance and supervision to ensure that all activities undertaken contribute to SHARe II project deliverables, and adherence to financial and admin rules and regulation.

Technical Support to Treatment Advocacy and Literacy Campaign (TALC): During the reporting period, TALC and SHARe II held a one-day retreat to give the two organizations the opportunity to understand each other better with a view of developing collaborative efforts in common areas of interest. SHARe II plans to provide institutional capacity building to TALC to assist it in growing as an organization and also in growing its HIV/AIDS technical capacities. TALC will also be expected to contribute to SHARe II deliverables under Task I.

Table 4 below shows the FY2012 achievements in the area of improving the HIV-related policy and regulatory environment

Table 4: Task I. Improving the Policy and Regulatory Environment - – Selected FY2012 Results

Indicator	Number Reached (FY2012)				
	Male	Female	Total	Target	% Achieved
1.7 Training in HIV-related case management	331	102	433	500	87%
Judiciary	212	80	292	300	97%
Law enforcement officers	119	22	141	200	71%

Objective 2: Strengthen the Organizational and Technical Capacity of Coordinating Structures to Sustain the HIV/AIDS Response

Under this objective, SHARe II strengthens the capacities of HIV/AIDS coordinating structures in both the public and private sectors, in umbrella civil society organizations, and in selected chiefdoms to coordinate, manage, and implement national and community-level HIV/AIDS responses. Activities include provision of technical assistance, including supporting the expansion of successful evidence-based interventions and use of best practices across sectors and advising on efficient and effective use of resources.

I. Strengthen the Capacity of NAC to Coordinate the National Response

The mandate of Zambia’s National HIV/AIDS/STI/TB Council (NAC) is to coordinate the multi-sectoral HIV/AIDS response in Zambia, including coordinating efforts within the public, private and civil society sectors as outlined in the National AIDS Strategic Framework 2011 – 2015. SHARe II supports NAC through providing a package of technical assistance including participating in NAC meetings, directorate-specific program planning and evaluations, theme groups and working groups. SHARe II also works to ensure that its project activities support NAC priorities as outlined in NAC’s strategic and annual plans. A key component of SHARe II support to NAC focuses on building the capacities of NAC, PATFs and DATFs to coordinate the national response.

Support to NAC in Developing and Rolling Out the District Coordination Toolkit

In the period under review, SHARe II assisted NAC in the development and rolling out of a toolkit consisting of different management guidelines. SHARe II also developed a draft DATF management

handbook on which the draft DATF OCA-Certification standards are based. SHARe II provided technical assistance to NAC in harmonizing and merging information from the draft DATF Management Handbook and the draft Coordination Toolkit to come up with one set of comprehensive guidelines which will be the official reference guide for DATF operations once completed. SHARe II also facilitated a validation meeting of the toolkit with district and provincial stakeholders. The end-users validated the draft document and said it was relevant and suitable for the purposes for which it was developed. The DACAs especially felt that the ‘one stop shop’ draft coordination toolkit was one of the most helpful guidelines the DATFs have ever had. Finally, the OCA-Certification standards were also refined in line with the DATF Coordination Toolkit that has since been re-titled as ‘District Coordination Guidelines.’

As of the end of the reporting period, the final draft of the toolkit was already in use and had been shared extensively in draft form. It was already giving direction to the DATFs on how to coordinate and manage a sustainable district multi-sectoral HIV/AIDS response:

Speaking the Same Language: Empowering DATFs through Creation of the District Coordination Toolkit

Providing technical support to the DATFs has always been challenging because they are supported by a number of influential technical support partners, each with its own package of support, and each requiring DATFs to follow its approach to doing things. As Mr. Protasio Katotobwe, a District AIDS Coordinator for Kabwe DATF, explained: “*Past technical support efforts were always difficult to follow because each partner tried to push their guides as the best and in the end the DATFs were left confused and without clear guidelines.*” This created a problem because NAC felt the DATFs had received the technical support they needed to function well, when in fact they had not. The multiple technical support packages from partners neither unified DATFs nor improved their coordination of district HIV/AIDS responses.

Applying lessons learned working with DATFs from the predecessor SHARe project, SHARe II undertook to change things. It brought together representatives from all DATFs, NAC, technical support partners, including the Joint United Nations Program on HIV/AIDS (UNAIDS) and the United Nations Development Program (UNDP), and other stakeholders, to develop and implement a toolkit for district HIV/AIDS response coordination, based on the needs the DATFs themselves expressed. This toolkit explains the DATFs’ roles and responsibilities and how they fit into the national HIV/AIDS response; provides step-by-step management guidelines, training resources, and tools to ensure DATFs can effectively carry out their mandates, including budgeting, financial management, stakeholder coordination, and proposal-writing; and provides templates and examples of reporting forms and data collection tools that ensure data is collected correctly and managed well.

Because all key players – both end-users and technical support partners – were involved in the design, the District Coordination Toolkit richly benefitted from the vast experiences and perspectives they all brought to the table, while the process of working together allowed for useful work-related relationships and networks to be formed. The toolkit has provided DATFs with the skills and guidance they need to move forward – along with a unified vision and a united technical approach – to reach DATF goals. For the first time, they can speak one language– with each other and with technical support partners. The District AIDS Coordination Advisor of Isoka,

Mr. Mabvuto Mhone, explains, “It is encouraging to see our technical partner partners speaking the same language – and it is this toolkit that ensures the same language is spoken. Such clear communication has given DATFs the support and technical guidance they have long-needed to take charge of the district-level HIV response.”

SHARe II has tracked the toolkit’s impact on local HIV/AIDS response coordination through the Organizational Capacity Assessment - Certification (OCA-Cert) program, a tool SHARe II designed to assess and monitor DATF performance using 28 standards that address eight fields ranging from leadership to financial management to monitoring and evaluation –fields that indicate how well the DATF is functioning. The District Coordination Toolkit has provided DATFs with the tools necessary to strengthen their weak areas; after using the toolkit for less than six months, participating DATFs had begun to meet an average 51% of standards, compared to 33% prior to the introduction of the toolkit.

DATFs that have seen the biggest improvements are not keeping their new skills to themselves. Because of the common language the toolkit established, DATFs have begun to train and support one another; those that improved their operations have stepped up to train weaker DATFs, using the toolkit as their guide. NAC has also observed a change for the better. “For the first time ever, DATFs no longer call NAC for reporting assistance – yet they deliver complete activity reports the first time around!” explained Nachilima Musukuma, NAC Human Resource Director.

The power this toolkit has given DATFs – the power to take charge of their own success, while giving them the language to communicate effectively with technical support partners – makes District AIDS Coordinators, like Mr. Peter Ndemena, extremely grateful for its development. “There are many organizations strengthening district responses to HIV/AIDS in Zambia,” he says, “but few can mentor DATFs as SHARe II does! The District HIV/AIDS Coordination Toolkit proves that.”



Figure 7: District AIDS Coordinators gather to learn to use the DATF Coordination Toolkit

Support to NAC in Development of the DATF Sub-Granting Manual

In April 2011, NAC—with support from the UN—commissioned a study of community sub-granting mechanisms to explore the hypothesis that there is a shortfall of funds reaching smaller community-based organizations (CBOs), despite their significant role in providing HIV-related services in Zambia, and the growing availability of financial resources for the broader civil society community. The study set out to identify what resources were flowing to CBOs and how to improve those flows, paying particular attention to the systems being used, to ensure resources reach communities through CBOs. The study confirmed that for an effective HIV/AIDS response, strengthened decentralized coordinating structures were needed.

During the period under review, SHARe II was invited to be a key participant at a workshop to review PATF and DATF operational guidelines and develop a sub-granting manual to fill a felt gap by NAC, in coordination management at decentralized levels, particularly for DATFs. SHARe II used lessons learned under the predecessor SHARe project to provide technical input to the review process and to develop the sub-granting manual and terms of reference for a consultant to carry out fiduciary assessment of the local authority.

SHARe II Support to World AIDS Day Preparation and 2011 Prevention Convention

During the period under review, SHARe II provided technical support to NAC in the preparatory meetings for the main World AIDS Day event, which took place in Mansa- Luapula Province. SHARe was represented on all the three preparation committees: IEC Committee, Resource Mobilization Committee and Activity Committee, and was chosen to chair the Resource Mobilization Committee. SHARe II also provided technical support to NAC to plan and prepare for the 2011 National HIV/AIDS Prevention conference that took place at Mulungushi International Conference Centre from November 21-25, 2011.

2. Strengthen Capacities of PATFs & DATFs to Coordinate the Provincial and District Level Response

SHARe II provides technical support to strengthen the capacity of PATFs and DATFs to coordinate the nation's decentralized HIV/AIDS response, which is paramount in helping Zambia become a nation free from the threat of HIV/AIDS.

Technical Support to DATF and PATF Organizational Capacity Assessments (OCA)

Providing technical support to carry out annual OCAs is the key activity for strengthening PATF and DATF performance. OCAs help the PATFs and DATFs assess levels of performance in key systems and mandate areas, and based on the results, to develop and implement performance improvement plans. The OCA assesses seven functions: governance capacity; management systems & practices; financial management; sustainability systems; information management systems; mainstreaming; and performance management systems. Because it is a self-assessment, performance is dependent on the objectivity of the DATF in its measurement of its capacity.

During the period under review, SHARe II and NAC completed organizational capacity assessments in 71 out of 74 districts. *Figure 9* shows the self-assessed functional capacities of the DATFs. Overall, DATFs' performance averaged 3.14 out of a possible 4. Mafinga, Ikeleng'e and Lufwanyama districts were not included due to non-functionality or lack of a DATF.

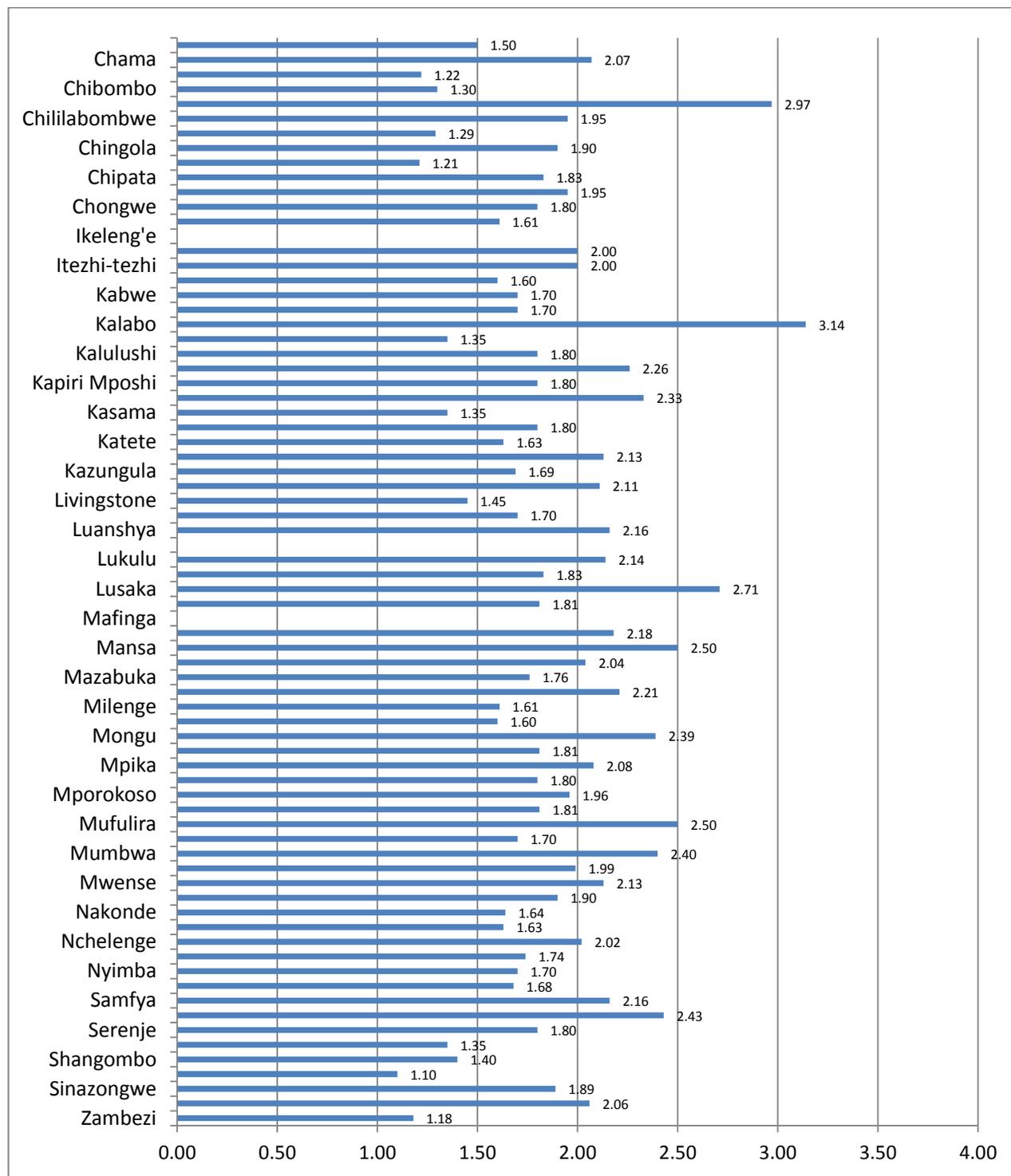


Figure 8: DATF OCA score rankings

Technical support has since been provided to initiate formation of DATFs in Mafinga and Ikeleng'e and to rejuvenate the Lufwanyama DATF.

Support to DATF Strategic and Operation Planning Processes

The 2011-2015 National AIDS Strategic Framework (NASF), National Operational Plan (NOP) and Monitoring and Evaluation Plan guide the national HIV/AIDS response in Zambia. The original NAC intention was to implement the NASF at the local level through PATFs and DATFs. However, although Zambia has a generalized HIV/AIDS epidemic, epidemiology reveals the epidemic has geographic heterogeneity, particularly in the distribution of HIV prevalence and risk factors. Given this situation, NAC, with encouragement from SHARe II, has revised its original plan; it is now asking each district to develop an HIV/AIDS strategic plan derived from the NASF but tailored to each district's unique situation so that it can be more responsive to local needs.

SHARe II assisted NAC in training 13 DATFs in the development of strategic and operational plans using the draft district strategic and operational guidelines. In the period under review, SHARe II tracked progress of the various districts in the development of their strategic plans and also gave technical assistance to other DATFs that had not participated in the training as part of TA during the baseline OCA process. These DATFs were also provided with electronic copies of the templates on District HIV/AIDS Strategic Planning and District Operational Planning templates and guidelines. As of September 30, 2012, 68% of DATFs (49 of 72), including thirteen of the fifteen DATFs in the pilot OCA certification program, had submitted drafts of strategic plans for review.

DATFs and district stakeholders regularly report that they have tremendously appreciated the process of developing strategic, operational, and M&E plans, specifically because it has given them an understanding on how these documents are interdependent and relate to each other. For example, the Livingstone DATF Chairperson said, "Initially this planning process was frightening to us... but it's amazing how easy it has turned out to be with technical support from SHARe II".

DATF OCA-Certification Pilot Process

SHARe II is working with NAC and 15 DATFs to pilot a DATF Organizational Capacity Assessment (OCA)-Certification process, which empowers DATFs to improve and objectively demonstrate their capacity to coordinate the district-level HIV/AIDS response. At the start of the review period, SHARe II and NAC finalized the DATF OCA-Certification Standards, using the DATF Coordination Guidelines as the benchmark of performance. In addition, SHARe II and NAC selected the 15 districts that would participate in the OCA-Certification pilot program.

DATF OCA-Certification Orientation: SHARe II held a two-day orientation program on the OCA-Certification standards for 45 participants drawn from the 15 pilot districts. Participants included the DACA, DATF Chairperson, or the District Planning Officer. The Lusaka and Southern Province PACAs attended the orientation as well as two external assessors identified by NAC.

The purpose of this first activity was to orient district and provincial participants and external assessors on the OCA-Certification concept and standards and how to operationalize the draft District Coordination Toolkit. The two-day orientation program provided clarification on the standards and what was expected of the DATFs during and after the pilot program. It also

provided a forum for further validation of the information in the draft Toolkit as a wider number of end users gave their input into what should be included and how the information should flow.

DATF OCA-Certification Initial Assessment: Following the successful orientation conducted by SHARe II and NAC, the DATF OCA-Certification initial assessment was done in the 15 pilot districts by a team of facilitators drawn from SHARe II and NAC. Preliminary results show that most districts are not complying very well with set standards. Some of the major issues identified included non-audit of DATF accounts and high DACA turnover.

Action Plan Implementation: SHARe II and NAC provided technical assistance to the 15 pilot DATFs in the implementation of action plans to address gaps in achievement of OCA-Certification standards that were highlighted in the initial assessments. SHARe II also assisted DATFs in revisiting and revising their action plans to reflect the standards and performance expectations they still needed to work on. *Figure 9* below shows the progress the 15 pilot DATFs have made towards OCA-certification as of August 30, 2012.

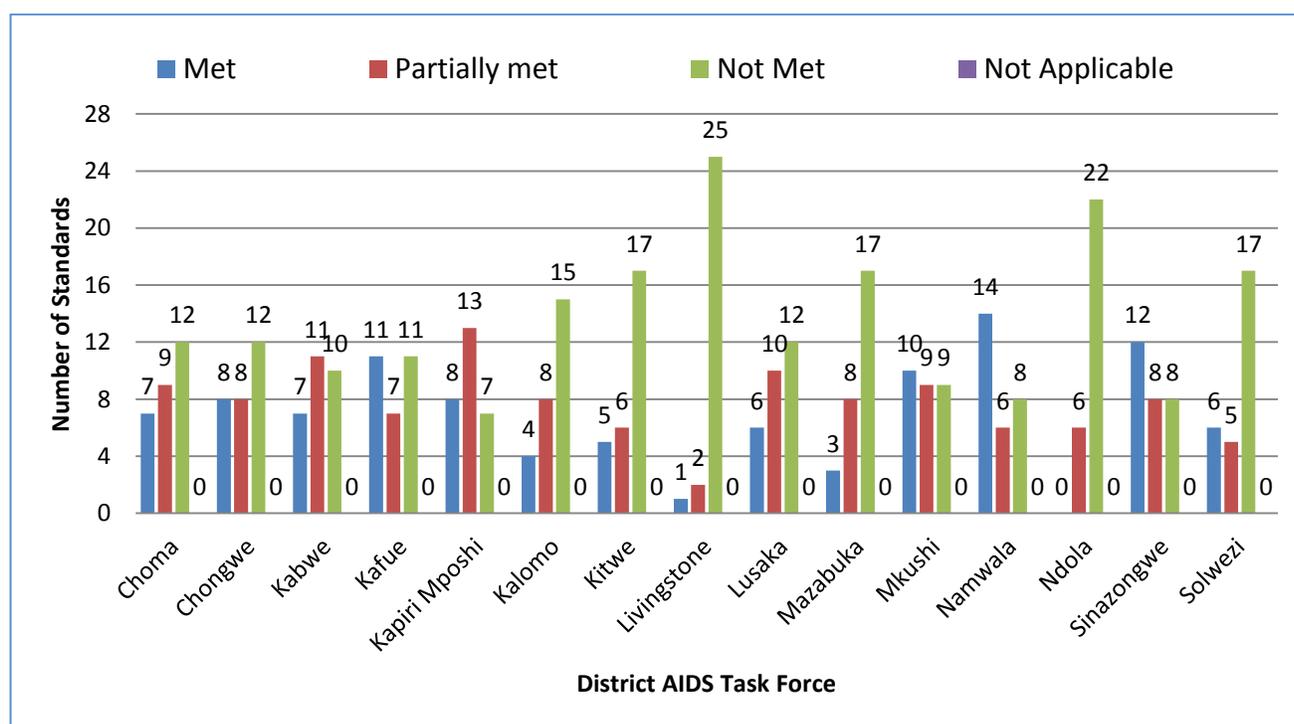


Figure 9: Results of the DATF OCA-Certification Follow-up (August 2012)

Besides provision of technical support, SHARe II engaged in an additional approach to strengthening DATF systems and collaborated with NAC to convene two regional meetings with the pilot DATFs which provided forums for DATFs to share the innovations and best practices that have helped them attain improved management performance. Overall, these gatherings had a catalytic effect on the performance of individual DATFs; DATF members were both encouraged and challenged by each other’s achievements. The forums also allowed NAC and SHARe II additional opportunities to offer on-the-spot technical support to DATFs and to provide mentorship to the PACAs, who are the key to sustaining the process of organizational capacity

development within DATFs. Furthermore, the meetings gave SHARe II and NAC an opportunity to gauge the readiness of the 15 pilot DATFs to undergo certification by external assessors.

Supporting Select DATFs to Monitor and Supervise Stakeholder Service Provision: SHARe II provided technical assistance to two DATFs in Western Province to supervise and monitor provision of HIV-related services, in collaboration with three SHARe II-supported chiefdoms. Through this support, the Maano Anti AIDS Group in Nalolo Chiefdom and Adolescent



Figure 10: Chibwelamushi traditional ceremony in Mkushi

Reproductive Health Advocates (ARHA) in Mwandu and Naliele Chiefdoms reached an estimated 15,500 people with HIV/AIDS prevention messages. Additionally, SHARe II provided technical, financial and coordination support to the Mkushi DATF so that it could offer effective leadership, coordination and management of HIV/AIDS activities during its Chibwelamushi traditional ceremony held in Mkushi and Serenje Districts in Central Province. During this activity, 1,856 people were reached with small group HIV/AIDS prevention interventions and 277 were tested for HIV and learned their HIV status.

3. Strengthen the Capacity of Civil Society Organizations to Coordinate HIV/AIDS Response in their Sector

Some of the most significant achievements in the response to the HIV/AIDS epidemic in Zambia have been made through civil society implementers. Building on work began under SHARe, SHARe II works with national umbrella civil society organizations, associations, and chiefdoms to improve institutional capacity to coordinate, manage, and implement the national HIV response. A package of support that includes support to conduct OCAs and—based on the findings—technical assistance to improve capacities, is provided to partners. Additionally, SHARe II provides quality monitoring and support through performance standards, capacity building, certification, membership and coordination with AIDS task forces, and building resource mobilization skills.

Support to the Network of Zambian People Living with HIV (NZP+)

The Network of Zambian People Living with HIV/AIDS (NZP+) is a national organization for people living with HIV/AIDS. NZP+ and, by extension, the PLHIV response, has been under threat because the organization lacks funding, practices ineffective management, and has a poor public image. As a result, NZP+ has lost the support of many potential donors. In spite of this, NZP+, as the largest association of HIV positive people in Zambia, remains a critical stakeholder in the nation's fight against HIV/AIDS. As such, in the period under review, SHARe II assisted



Figure 11: USAID Representative Ms Ky Lam gives her remarks at the NZP+ 2012-2016 Strategic Plan launch



Figure 12: Dr Joseph Kasonde, Minister of Health Launches the NZP+ 2012-2016 Strategic Plan

NZP+ to draft, then launch, its strategic and operational plans. Hon. Dr Joseph Kasonde, MP and Minister of Health, officially launched the plan. Other dignitaries in attendance were USAID Representative, Ms. Ky Lam; the Minister of Chiefs and Traditional Affairs and NZP+ Patron, Hon. Prof. Nkandu Luo, MP; and the NAC Director General Dr. Clement Chela.

Support to the Council of Churches in Zambia

SHARe II provided support to the Council of Churches in Zambia (CCZ) to review their 2010 – 2012 Strategic Plan in order to prepare a new five-year strategic plan which includes a section on HIV/AIDS, for 2013 - 2017. SHARe II guided CCZ through a strategic planning process that involved conducting in-depth interviews with key informants; leading focus group discussions with church leaders, women groups and youth; holding a key stakeholders meeting; and, finally, drafting the strategic framework.

Table 5 below shows the FY2012 achievements in the area of strengthening HIV/AIDS coordinating structures.

Table 5: Strengthen HIV/AIDS coordinating structures – Selected FY2012 Results

Indicator	Number Reached (FY2012)				
	Male	Female	Total	Target	% Achieved
2.1 Number of organizations provided with TA for HIV-related institutional capacity building			91	75	121%
2.2 Proportion of supported organizations that are able to meet a defined organizational performance benchmark			0	75%	0%
2.3 Number of organizations that have written and implemented referral networks			27/75	50%	36%
2.4 Number of organizations that have written and implemented M&E procedures			15/75	50%	21%
2.5 Number of individuals trained in HIV-related institutional capacity building	1,111	412	1,523	300	508%

Objective 3: Strengthen and Expand Workplace HIV/AIDS Programs

Under this objective, SHARe II will expand access to workplace programs in the public, private, and informal sectors, and foster linkages and referral systems with community-level partners and implementers to expand access to HIV prevention, care, support and treatment services for employees, dependents and—where feasible—to defined outreach communities, to reduce HIV-related employee absenteeism and ultimately contribute to increased productivity.

Implementing the SHARe II HIV/AIDS Workplace Programs Core Package

In the period under review, SHARe II finalized its training curriculum, handbook and manual that takes into account new scientific information and advances in the field of HIV/AIDS, in readiness for pretesting. SHARe II has also operationalized the Global Health Initiatives (GHI) principles and included other health-related topics in its training materials. The operationalization of the GHI principles is a win-win for SHARe II and workplace HIV/AIDS programs: It will help break the monotony of discussing HIV exclusively, as programs will now also focus on other health-related issues such as family planning, nutrition and gender.

SHARe II also pretested its peer education training manual with 21 focal point persons and HIV/AIDS committee members from SHARe II-supported public sector partners. Following the pretest, SHARe II conducted peer educator trainings in both the public sector and private sector. The peer education training manual will be sent to USAID for concurrence to print.

SHARe II also worked with various partner workplaces to review HIV/AIDS workplace policies and programs to ensure that they include the agreed core packages of services and meet the minimum standards of SHARe II workplace HIV/AIDS programs. It is expected that all SHARe II workplace programs will offer comprehensive HIV/AIDS services through direct provision and through referral. The SHARe II core package of workplace-based HIV/AIDS services comprises:

- **Structural interventions:** Formulation of workplace HIV/AIDS policies and leadership/senior management support to increase buy-in and support for programs.
- **Behavioral Interventions:** Information and skills training aimed at increasing access to and uptake of HTC, male circumcision, PMTCT, and ART and condoms; decreasing number of sexual partners, particularly MCPs; supportive HIV disclosure and positive living and dignity; increasing number of sexual acts that are protected by condoms; reduction in alcohol and substance abuse, GBV, and HIV-related stigma and discrimination.
- **Biomedical Interventions:** Provision of or referral to male circumcision services, HIV care and treatment services and ART, PMTCT and male circumcision.

A key aspect will be social mobilization for HIV/AIDS prevention and HIV-related service uptake and extending services to defined workplace communities.

I. Expand and Replicate Efforts in the Private Sector, Including Small, Medium and Large-scale Businesses, and the Informal Sector

SHARe II supports selected private formal and informal sector partners to implement quality workplace HIV programs with increased focus on HIV prevention. Integral to these efforts will be support for sustainability and hand-over, encouraging supported partner workplaces to increase their investment over the life of SHARe II.

Private Sector HIV/AIDS Leadership Support

Support to the Zambia Federation of Employers (ZFE): An effective coordination strategy is very important in making workplace HIV/AIDS work towards meeting their mandates and objectives. SHARe II has effectively brought ZFE to speed in mobilizing its membership in their

review and subsequent development of programs for HIV/AIDS prevention, care, treatment and support. SHARe II has finalized its plans for skills development and technical support to ZFE and has held meetings with the Federation's Lusaka-based members to look at their HIV/AIDS programming activities and agree on areas for technical assistance from SHARe II.

During the reporting period, SHARe II supported ZFE to finalize the inclusion of an HIV/AIDS section in its strategic plan. Tripartite members (ZCTU, MLYSG, and ZFE) took part in this activity, with participation from NAC and NZP+. A draft operational plan was also developed, specifying programs and activities for the next year. SHARe II is mentoring ZFE to be strategically relevant in coordinating the HIV/AIDS workplace programs among its members with the view to expanding to the entire private sector portfolio. SHARe II also signed an MOU with ZFE, in which ZFE agrees that they will coordinate the private sector HIV/AIDS program, while SHARe II will provide technical support to ZFE to be able to carry out its HIV/AIDS mandate with its members. ZFE's strategic and operational plans were submitted to the Board during their annual general meeting and have been accepted. ZFE is now arranging for a stakeholders meeting with their members to share the plans and also review the HIV/AIDS activities in the member companies.

ZFE has already mobilized some of its members to work with SHARe II on their workplace HIV/AIDS programs. For example, SHARe II through ZFE worked with ZamBeef Zambia and Professional Life Insurance management to sensitize their management and staff on HIV/AIDS and the benefits of workplace programs. The entire management (24 individuals) of ZamBeef received HIV/AIDS messages and strategies for implementing workplace programs. They also mobilized 578 of the 1,418 staff, including the middle managers and supervisors, for HIV/AIDS sensitization meetings in all the company branches in Lusaka and Chisamba.

To strengthen the coordination of activities, ZFE members will meet once every quarter to share experiences and review HIV/AIDS programming activities. In addition, ZFE has discussed prospects of having an annual meeting to review workplace HIV/AIDS programming with senior management of these companies. It is proposed that these meetings will be attended by the company management teams, ZFE, trade unions and representatives from the Ministry of Labor.

Support to the Zambia Congress of Trade Union (ZCTU): In the private sector, SHARe II has held management meetings with Zambia Congress of Trade Unions (ZCTU) to agree on the collaboration strategies for supporting workplace HIV/AIDS interventions among its Unions and Employee constituencies. This is to help support the mobilization of employees to address HIV/AIDS and other health-related issues as part of the Unions' support to employers. ZCTU has 33 partner Unions representing various employment sectors in Zambia, and the ZCTU Secretariat works with the general secretaries of these unions when they do their collective bargaining and agreements for employee conditions of service. SHARe II's technical support to the ZCTU will focus on two of ZCTU's structural levels namely:

1. ZCTU secretariat and the managements of its member unions to address policy and incorporation of HIV/AIDS into their strategic and operational plans; and
2. The trade unions' provincial shop stewards (union representatives at different workplaces) to address HIV/AIDS skills and program development issues, including workplace HIV/AIDS programming.

The need for workplace-based HIV/AIDS and wellness programs that promote good health-seeking behaviors among employees is important in preventing unnecessary disease burdens that compromise livelihoods and quality of life for workers, and increase medical and production costs for employers. The extension of support to ZCTU by SHARe II will strengthen the links between the ZFE, ZCTU and the Ministry of Labor in enforcing effective HIV/AIDS workplace programs.

In addition to engaging ZCTU, SHARe II has also worked with a ZCTU affiliate union, the National Union of Plantations, Agriculture and Allied Workers (NUPAAW) to engage farmers in the Mkushi block of farmers. In the period under review, 10 farms were engaged and 1,069 workers were sensitized with HIV/AIDS messages, with 553 staff undergoing testing and counseling and receiving their results. The Unions were in the forefront in the mobilization of workers through management and the approach worked very well. The result of the work led to some of the farms seeking closer linkages with the local DATF for ongoing support for the program.

The Tourism HIV/AIDS Public-Private Partnership

Proposed Support to the Livingstone Tourism Association (LTA): SHARe II's work in Livingstone is growing and needs to be extended to the informal sector, which is not covered by the PPP activities. SHARe II has identified the LTA to engage the small and informal tourism businesses in Livingstone to provide HIV/AIDS education through peer education and community social mobilization activities. In the period under review, discussions with the LTA reached an advanced stage for a possible grant to implement services in these smaller 'mom and pop' tourism businesses and to help coordinate the Tourism HIV/AIDS response. The LTA submitted a proposal to SHARe II requesting for support to carry out this work, then expanded the proposal into a full scope of work and asked SHARe II to support them in carrying out this work.

Support to Livingstone Tourism HIV/AIDS PPP Partners: All the PPP partners in Livingstone that SHARe II successfully re-engaged (Kubu Crafts, Tongabezi, Tujatane Community School, the River club, Bush Tracks Africa, Wasawange Lodge and Tours, Sun Hotels, David Livingstone Hotel, Protea Hotel, Rainbow Tours Safaris, Wonder Bake, Susie and Chuma, and Wilderness Safaris) now have trained peer educators who will reach out to a combined workforce population of 8,769. In making the peer education program more dynamic in responding to social and education needs of staff, SHARe II is working with the PPP members to diversify their messages by including a variety of health programs in their activities. The Sun International Hotel and Kubu Crafts have requested SHARe II to help them expand their workplace curriculum so that it is responsive to the other health needs of the workers. Additionally, Protea Hotel management in Livingstone asked SHARe II if a similar program could be extended to all Protea hotels.

Extension of Programs to Defined Outreach Communities in Livingstone: SHARe II has trained 64 community mobilizers in mobilization strategies for HIV prevention, care, treatment, and support from each of the four communities of Simoonga, Mukuni, Sinde and Sekute. The community leadership selected all the people trained and resolved to support the mobilizers at the community level to facilitate their outreach to a population of 8,078. In the period under review, the mobilisers worked with community members to sensitize them on HIV/AIDS, GBV and early marriage for girls. They reached out to 6,692 individuals with 334 of these receiving HTC and test results. The outreach program also focused on strengthening communities' understanding of the

links between some cultural practices, sexuality, and HIV/AIDS, and how this influences peoples' sexual health. Through these meetings, girls in Simoonga Basic School signed a declaration "No sex after the last one I had, until I finish school" and this seems to have worked successfully: Since the beginning of the year there has been a zero-pregnancy rate recorded at the school and none of the girls has entered into early marriage, in contrast to the situation in the previous years.

The community mobilizers have also been linked to the health facilities in their respective areas and are working closely with personnel from the District Health Management Team (DHMT) who also provide technical support and supervision. Some of the members, after the intervention by SHARe II, are now living openly with HIV, to help de-stigmatize HIV/AIDS in their communities.

Support to the South Luangwa Conservation Association (SLCA) Tourism HIV/AIDS PPP:

Thirteen tourism businesses that are part of the SLCA Tourism HIV/AIDS PPP have been recruited and have begun implementing workplace HIV/AIDS programs under SHARe II technical support: Kafunta Lodge, Norman Carr Safaris, South Luangwa Conservation Society, Chipembele lodge, Tribal Textiles, Kiboko Safaris, Croc Valley lodge, Mfuwe Lodge, Robin Pop Safaris, Shenton Safaris, Bakabaka Ltd, Flatdogs Lodge, Lion Camp, Kakumbi Community Resource Board (CRB), and the local ZAWA office. The businesses have a strong sense of team and synergy, and came up with a small budget to support the coordination of the workplace HIV/AIDS program activities.

The community around South Luangwa has very limited access to HIV/AIDS services and limited employment opportunities (other than those provided by the lodges), therefore, extension of the SLCA Tourism HIV/AIDS PPP Program to benefit the local community where the tourism workers live is greatly needed. SHARe II is partnering with the local organizations to help extend programs, enabling people to make informed decisions about HIV prevention and to access HIV-related services. Linking this work with the local District Health Office (DHO) will provide a sustainable avenue for promoting health-seeking behaviors among the residents and hence reduce high levels of infection due to unprotected sex and MCPs. The local community through their chief is also willing to participate in the programs.

Support to the Zambia Wildlife Authority (ZAWA): ZAWA has been very helpful in supporting SHARe II activities with the tourism businesses, especially in linking SHARe II with the defined outreach communities in Mfuwe, while in turn SHARe II continues to strengthen the ZAWA workplace HIV/AIDS programs. During the period under review, SHARe II had management meetings with ZAWA to strategize the operations of the program in the four national parks where SHARe II is working with ZAWA staff. It was reported that there are significant adherence issues to ART in the camps, with some ART clients stopping taking their treatment when they begin to recover and feel better.

Recruitment of Additional Tourism HIV/AIDS PPP Partners: SHARe II recruited more companies from Livingstone and Lusaka in the period under review, including the Radisson Blu, Chrisma, and Courtyard Hotels, which would like to have some of their staff trained as peer educators. Information shared by workers in the participating tourism companies is evidently being shared with staff in companies where SHARe II is not providing technical support. SHARe II has also noted that peer educators from senior management who change jobs to other companies are also influencing their new employers to start a workplace programs. The middle manager at

Radisson Blu was previously trained as peer educator at a hotel with a SHARe II-supported workplace HIV/AIDS program.

Private Sector Small, Medium and Large Businesses, and Informal Sector Programs

In strengthening the HIV/AIDS workplace programs in the private sector, SHARe II works directly with selected workplaces, and also through local NGO partners LEAD Program - Zambia Ltd (LEAD) and Zambia Health Education and Training Trust (ZHECT). LEAD focuses on the informal sector and ZHECT focuses on large to medium-sized enterprises in the formal sector.

LEAD Workplace HIV/AIDS Programs: LEAD uses the BizAIDS model, which mitigates the impact of HIV/AIDS on individuals; micro, small, and informal businesses; their employees and families; and the communities in which they operate. The model addresses three elements in providing a multisectoral response to HIV/AIDS in the targeted communities, namely: health and HIV/AIDS, business/entrepreneurial skills building, and asset protection. In addition, LEAD provides mobile HTC services including couple HTC. Individuals who test positive are referred to local hospitals or nearby health centers for additional HIV-related services.

Staff Recruitment and Training: In the period under review, LEAD worked on its staff capacity and embarked on recruiting a Health Specialist and Project Accountant. LEAD also received technical support from SHARe II in training the 14 LEAD master trainers in HIV/AIDS program management and education. The training involved staff from UTH responsible for the HTC kits, and staff from Mwaroky who provide HTC services for LEAD.

Program Implementation: LEAD implemented its BizAIDS model in Southern, Luapula, North Western, Northern and Central Provinces, including Kabwe, Kazungula, Mungwi, Mansa, and Kalomo districts. The program also conducted follow up activities on previously-trained participants and participated in the commemoration of the World AIDS Day. LEAD Program also carried out HIV/AIDS sensitization meetings in Kabwe and Zambezi. HIV/AIDS sensitization meetings and HTC went alongside the training workshops and 23,020 of the targeted population was reached with small group level preventive interventions that are based on evidence or meet minimum standards, with 8,974 individuals receiving HTC and their test results.

ZHECT Workplace HIV/AIDS Programs: During the reporting period, ZHECT continued to re-engage partners to implement workplace HIV/AIDS programs in five provinces of Zambia: Lusaka, Northwestern, Northern, Luapula and Copperbelt. At the start of the fiscal year, 15 companies were on board to work with ZHECT: Taj Pamodzi Hotel, Southern Sun Hotel-Lusaka, Lusaka Water & Sewerage Company, LASF, Kafue Sugar, Tobacco Board of Zambia, ZHECT, Kafubu Water & Sewerage Company, Chambishi Mine, Sandvick, Tazama, Kalungwishi Sugar Company, Northern Coffee Company Limited (Formerly Kasama Coffee) and Lumwana Mining Company.

ZHECT and SHARe II have since also taken on companies with large workforces, like Lumwana and Kansanshi mines, ZAFFICO, York Farm, Hotel Edinburg and North Western Water & Sewerage Companies, and conducted baseline surveys in these companies.

Programs for Most at Risk Populations (MARPS): ZHECT provides technical support in the implementation of workplace HIV/AIDS programs to companies that have migrant workers, such as seasonal workers in big commercial farms and mines. Because most of these workers interface with defined outreach communities around their workplaces, including in behaviors that increase HIV/AIDS risk such as transactional sex, SHARe II workplace HIV/AIDS programs and services are often extended to these nearby communities to prevent the further spread of HIV. During the period under review, the program reached out to workers in this target group from Kateshi Coffee Company with a package of support designed for MARPs, including provision of condoms.

Peer Review Meetings: Peer educators and workplace program coordinators from Kateshi Coffee and Kalungwishi Sugar Company, Taj Pamodzi Hotel, Local Superannuation Fund and Kafue Sugar held peer review meetings in their respective districts of Kasama

and Lusaka. The review meetings provided for cross-learning by updating HIV/AIDS information and skill-sets, and served as a support group where peer educators could share the successes and challenges that they face when implementing the workplace programs. ZHECT also conducted a peer educator training for Edinburg Hotel, Lusaka Water and Sewerage Company, and Northwestern Water Supply and Sewerage Company.

Reaching out to Senior Managers with HIV/AIDS Messages and Services: Realizing that leaders need to be empowered with knowledge and skills to enable them appreciate and offer leadership in implementing HIV/AIDS programs, ZHECT sensitized 34 managers/leaders from the Zambia National Broadcasting Corporation, Lions and Rotary Clubs of Kasama on HIV/AIDS leadership.

Informal Sector Workplace HIV/AIDS Programs - Engaging marketeers in HIV/AIDS

Education in Lusaka: In the period under review, SHARe II worked with Lusaka City Council and the Ministry of Agriculture and Livestock to extend its workplace program interventions to the Lusaka-based markets and provide intensive HIV/AIDS sensitization meetings with the marketeers and their customers. SHARe II worked in 7 markets (Chaisa, Lusaka City Center, Old Soweto, Lubama, Katambalala, Buseko) and reached out to 19,639 individuals with HIV/AIDS sensitization messages within the working environments of the marketeers. Additionally, 6,231 individuals were counseled, tested and received their results.



Figure 13: Taking HIV/AIDS services to hard to reach workplaces - ZAFFICO staff queue for VCT within the forest of Misundu

2. Expand and Replicate Efforts in the Public Sector Including Continued Support and Expansion to Additional Line Ministries

The public sector response to HIV/AIDS in Zambia has been extremely slow and lackluster. The predecessor SHARe project supported implementation of workplace HIV/AIDS programs in four out of 23 line ministries. A key lesson learned from this experience is that the lack of a public sector HIV response strategy and related policies are significant barriers to the response. Additionally, public sector workplace HIV programs that did not have committed management struggled, whereas those that did thrived. SHARe II leverages SHARe success in supporting the Inter-Ministerial Stakeholders' Forum (IMSF), and supports the 21 line ministries to mainstream HIV into their plans and programs. SHARe II is also supporting the implementation of workplace HIV/AIDS programs in 8 ministries and 8 statutory boards out of the 21 line ministries.

Implementing workplace HIV/AIDS programs in the public sector continues to be a challenge due to the frequent changes of management and re-aligning of ministries. To manage this, SHARe II has intensified contact with the HIV/AIDS and Gender Focal Point Persons (FPP) in each Ministry and provided TA in developing strategies that are dynamic enough to move with time and the frequent changes, including the formation of teams from among staff and management so that even in times of transition, staff remain to implement programs.

The approach taken by SHARe II of maintaining contact and discussing program implementation first with management and ensuring their commitment and buy-in, has continued to pay dividends in energizing public sector workplace HIV/AIDS programs. Additionally, PSMD continues to actively push the agenda of establishing a strong and technical coordinating mechanism in the public sector so that HIV/AIDS is given the right attention. With support from SHARe II, all the eight partner ministries are formulating or revising their workplace HIV/AIDS policies to provide an additional dimension of support for programs.

Government Reform of Public Sector Line Ministries

With the change of government in September, the public sector underwent significant reforms, as the new government decided to trim down the number of ministries. SHARe II originally began working with ten ministries, but the reforms merged some of these ministries and therefore increased their scope and breadth. Additionally, the merged ministries were still trying to settle their management structures and this is causing a delay in establishment the HIV/AIDS workplace programs in those ministries. Finally there was the challenge of establishing new relationships and having to re-sell the programs, when key managers with whom good relationships have been formed were moved elsewhere.

Nonetheless, program implementation continued during the period under review, with 38 peer educators trained from the public sector to complement the existing number of peer educators. However, turnover is very high and it is difficult for the public sector to retain peer educators for a long time due to frequent staff transfers, particularly at sub-management levels.

SHARe II has continued to engage high-level leadership and management to elicit support and ensure sustainable programs. SHARe II held discussions with PSMD to work out a better plan for continuing the programs despite changes in management. SHARe II is therefore working more

with the directors and departments in the ministries which are less disturbed by the reforms as these are technical officers and do remain in the departments even when ministries change.

Positive Action by Workers (PAW) Program

All the ministries that SHARe II has engaged have provided lists of staff who are openly living with HIV/AIDS and are also willing to undergo training in the PAW strategies in order to develop skills for engaging other staff in HIV/AIDS care, prevention and treatment. Due to high demand, SHARe II has segmented these groups into districts and trainings are being provided at the district level instead of bringing them into central training facilities. The three-day training meetings are working well and are cost-effective as the program can incorporate more people in the training. The PAW training manual has been pretested and will be finalized in the next reporting period.

During the period under review, SHARe II began engaging other PLHIV organizations to strengthen the workers who are positive in these organizations as well as the organizations' response to PLHIV issues. Among the organizations that have been engaged are the Zambia Network of Religious Leaders Living and Affected by HIV/AIDS (ZANERELA), the District Chapters of NZP+ and Treatment Action Literacy Campaign (TALC).

Managers, program coordinators and key staff from these organizations participated in SHARe II PAW TOT and peer supporter trainings. The training discussed topical issues including multiple concurrent partnerships, the role of male circumcision in HIV transmission prevention, the role of HIV treatment for prevention, dealing



"The PAW training has really been an eye opener for me. The information I have received has helped me to bring out my HIV/AIDS issues and fears, and empowered me to come out face-to-face with the congregants in my church, about my HIV positive status. I am now fully armed to help fight HIV-related stigma and discrimination in the church and I am humbled by the out-pouring of support from my congregants", says Anglican priest Fr. Stuart Bweupe. The HIV/AIDS fight has a new champion!

with stigma and discrimination, and the role of HIV positive status disclosure in fighting HIV-related stigma and discrimination. The trainings are already yielding results in the organizations. In ZANERELA, one of the Anglican priests that participated in the trainings was for the first time able to disclose his status during a meeting at his church and later disclosed his status to the congregation and to the general public, using public media.

Ministry of Transport, Works, Supply and Communications Workplace HIV/AIDS Program

The two ministries of Works and Supply and Transport and Communication were merged into one at the beginning of the fiscal year and the new ministry now has 2,638 headquarter staff. SHARe II had initial engagement meetings with both of them before they were merged, and continued to hold meetings with the new senior management team to discuss and plan how the HIV/AIDS programs will be coordinated and implemented. As an initial HIV/AIDS leadership

gesture, the senior management asked the HIV/AIDS committee to distribute condoms in all the offices in addition to distributing them in the restrooms, so that those who are reluctant to pick up condoms from the restrooms can access them in their own offices.

Subsequently, with SHARe II support, the Ministry reached 480 workers from government printers, buildings department, Civil Aviation department and the hostels board in Lusaka and Mongu with small group HIV interventions. The Ministry also identified transport sector workers as having an increased risk for HIV and has mobilized internal resources to address the HIV/AIDS issue in this sector.

Ministry of Agriculture and Livestock Workplace HIV/AIDS Program

The Ministry of Agriculture and Cooperatives has been merged with the Ministry of Livestock and the new Ministry has a large distribution of staff throughout the country. During an initial meeting held with management during the reporting period, they indicated that they wanted to strengthen the agriculture extension workers' HIV/AIDS workplace program since these operate from far-flung areas where access to HIV/AIDS information is scarce. Another area of concern was the HIV/AIDS work with the fishing industry in the ministry.

SHARe II held a follow-up management meeting with 14 senior managers of the ministry to run them through the workplace HIV/AIDS program implementation strategy and share some technical information on HIV/AIDS. The meeting resolved that some members of the senior management team be trained as peer educators, but that the training be shortened or be phased to allow for busy work schedules. SHARe II and the ministry also agreed to extend their work to the cooperatives and markets managed by the ministry as part of the external mainstreaming of HIV/AIDS activities. The fishing industry has been identified as affected by HIV/AIDS and the ministry has identified areas Mambova in Kazungula, Nsafya, Mpulungu, and the Kafue Flats as areas needing intensive support. SHARe II will train peer educators among the ministry's extension workers to help provide support through external mainstreaming.

Ministry of Home Affairs Workplace HIV/AIDS Program

The Ministry of Home Affairs (MHA) comprises several departments namely: National Registration and Passports, Drug Enforcement Commission, Immigration Department, Zambia Prison Service, Zambia Police Service, Police Complaints Authority, Commission for Refugees, and the MHA Headquarters. This forms a total population of 20,248 staff in addition to 16,000 prison inmates.

Gender and Sexuality in HIV/AIDS (GESHA) Program: The GESHA program allows open discussion of the drivers of the HIV epidemic in Zambia, including MCPs, alcohol abuse, and sexual violence against women, in the context of the gender, sexuality and the cultural environment. GESHA assists workplaces and communities to develop HIV interventions that are relevant to their local situations to address these drivers and come up with collective and individual actions to reduce HIV vulnerability. The program provides a 'safe haven' where discussions on gender, culture, and sexuality can openly take place between workmates, couples and community members, without fear of sanctions from cultural standard-bearers.

During the period under review, gender support teams in the Zambia Police Service and the Zambia Prison Service comprising officers and their spouses received training to facilitate implementation of the GESHA program. These two departments of uniformed staff in the Ministry of Home Affairs are most-at-risk populations and using the GESHA strategy has worked very well in the past. A deliberate approach to include selected women leaders in the camps in the peer educator training was introduced to help build their capacity and familiarize them to the workplace HIV/AIDS programs. Subsequently, SHARe II trained core teams of personnel from the Zambia Police Service to implement the GESHA program in the service. These include:

- *The Policewomen Network* comprising police female officers working on gender equity issues in the service. They work with female officers to enforce assertive behaviors and competitiveness in order to overcome barriers that hinder their progress in the service. The GESHA program gave them skills for improving sexual health communication and assertiveness to challenge male dominance and perceived male masculine behaviors.
- *Nkwazi Police Women's Clubs* comprising female spouses of police officers in the camps, which bring women together to address health and business related issues. The training provided assertiveness in sexual decision-making, safer sex negotiation skills and HIV prevention.
- *GESHA Support and Facilitation Teams* from the police camps comprising spouses of police officers working to coordinate the GESHA information-sharing forum in the various camps in Lusaka. This group engages the police community in the camps to address gender, cultural and HIV/AIDS among couples.

Zambian Police Service: SHARe also held a workshop for all the new Police Service management and HIV/AIDS coordinators (28 people) to review their program activities and obtain their buy-in. The meeting was helpful as it allowed the Service to plan together and harmonize their activities. They also established a reporting mechanism for better program coordination. Facilitation teams were formed in each division to help with the sensitization meetings and SHARe II observed that the quality of facilitation for the providers was very good. SHARe II is confident that the Police are now well able to conduct their training sessions with minimal supervision. SHARe II's work now reaches out to 9,825 officers in selected divisions.

Zambian Prisons Service: In the Prison Service, selected high-population prisons have been chosen for piloting a modified GESHA program aimed at training inmates to discuss sexuality, tattooing practices and gangs in the context of HIV/AIDS. The program aims at building skills for assertiveness in decision-making concerning sexual coercion and peer pressure. Four prisons were assigned by Prisons management for this program: Katombola reformatory school for juvenile offenders in Livingstone, the Kabwe-based prisons, Kamfinsa, and Chimbokaila prisons.

With SHARe II support, the Zambia Prison Service also completed working on the strategic and operational plans for the health directorate and obtained consensus from all senior staff and some stakeholders. The directorate is now staffed with at least 30% of the complement of staff and the HIV/AIDS coordination team has been established at all levels, with a coordinator in each region and in each prison. To support this process, SHARe II has facilitated the training of coordinators in program management and HIV/AIDS facilitation for high-risk groups such as inmates.

During the period under review, SHARe II's most at risk populations (MARPs) program in the prisons reached out to 7,168 inmates from Copperbelt based prisons. SHARe II has continued to urge the Prison Service to implement a 'weekly hygiene day' in each prison where inmates can work on their laundry and clean up cells where they sleep, which would reduce the burden of waterborne diseases. The Prison Service has acknowledged this activity, if widely implemented, can improve the living conditions of the inmates, but notes that given current GRZ resource-constraints, this would require support from stakeholders and well-wishers to donate drugs or funds for the program. The Prison Service was encouraged to share the suggestions with the stakeholders at the next Prison Advisory and Advocacy Committee (PAAC) meeting.

A Light in the Darkness: Empowering Prisoners to Stop HIV/AIDS

Get up at 5 AM in a threadbare prison uniform and head-out to the prison fields, often shoeless, to work until 2 PM. At 3 PM, return to the main prison area to eat your one meal of the day, before retiring at 4 PM into the small 70m² cell that you share with 200 other inmates – even though it was built to accommodate only 23 inmates. Here you sit until the next morning when you start all over again. This is the daily routine of a prisoner at Mwembeshi Open-air Prison, one of Zambia's twelve major facilities that primarily house persons convicted of minor misdemeanors. Due to exponential growth in the prison population, pertinent issues such as prison cell overcrowding, insufficient sanitation facilities and virtually no access to literature resources to constructively pre-occupy the inmates, exacerbate the spread of HIV/AIDS in correctional facilities like Mwembeshi.

Mwembeshi is a minimum security prison, and as difficult and mind-numbing conditions are for the inmates, they are much better than those faced by inmates in higher security prisons. The inmates seem to know this, and one can sense the high level of trust and rapport that exists between the inmates and the correctional officers. One could also sense the eagerness of the inmates to break the monotonous daily routine as they welcomed a training session provided by the visiting team from SHARe II in August 2012. SHARe II has collaborated extensively with the Zambia Prison Service to educate prisoners on HIV/AIDS and to establish prison peer-education programs for inmates. The inmate peer education program trains selected inmates who assist to ensure correct information on HIV/AIDS is passed to their fellow peers. But these inmates see an even bigger opportunity – to disseminate what SHARe II taught them about HIV/AIDS with their family and friends when they return home.

Nelson Nonde [not real name], an HIV-positive inmate, thinks the SHARe II program is one of the few 'silver linings' of his incarceration. *"We learned a lot of things about [HIV/AIDS] inside - outside there is little time for guys to come together and chat and learn about HIV/AIDS, and because of this, many [people] out there are in total darkness."* he explained after SHARe II's education session. In Nelson's view, SHARe II's prisons work was invaluable. *"We are many here,"* Nelson points out, explaining that inmates, especially in prisons like Mwembeshi, can share what they learn about HIV/AIDS with their communities when they leave prison. *"We learned something. Now we can go [out] there and teach our friends."* With four months to his release, and a wife and seven dependents waiting for him at home, Nelson declares, *"I will be a testimony to my family and friends; it is my duty now to educate them about HIV/AIDS."*

Morgan Mwansa [not real name], an HIV-negative inmate who will be released in five months, explains that he, too, will return to society with an improved understanding of HIV/AIDS that will impact how he lives and encourages others to live. “[SHARe II] is empowering us by giving us knowledge on how to take care of ourselves and our partners,” he says, explaining, “I learned I must guard my HIV-negative status.” Morgan will encourage his wife to go for HIV testing so that she too can protect her health by accessing treatment sooner, should she test positive. “It is better to know your status,” Morgan states. “If you are not tested, you may find that you get sick; you go to the witch doctor, you look for herbal medicine, but meanwhile your CD4 count is dropping, and by the time you go for HIV testing, your CD4 count is very low.” In light of this, Morgan reasserts that he and his fellow inmates will act on their new understanding of HIV/AIDS. “We are going to advise our friends out there to go for HIV testing while they are strong and healthy, so [if need be] they can start treatment.”

For the remainder of their time at Mwembeshi Prison, Nelson and Morgan will share their training on HIV/AIDS with their fellow inmates, but they look forward to return home and empower their communities with this newfound knowledge. “Without [programs like SHARe II], people would remain in darkness,” says Nelson, smiling. Now he and his fellow inmates have the power to positively contribute to society. They can help dispel the HIV/AIDS darkness - inside and outside the prison.



Figure 14: A SHARe II member of staff leads a training at Mwembeshi Prison

Support to the Immigration Department: The immigration department is the fourth largest department in the Ministry and covers most of the Zambian borders. Like their colleagues in the Zambia Prison Service and Zambia Police Service, Immigration Department border staff live in camps, albeit smaller ones. SHARe II has had discussions with management to develop a strategy for reaching out to staff along the border towns of Livingstone, Nakonde, Chilibombwe, Chirundu, Siavonga, Kasumbalesa and Chipata. Following SHARe II discussions on the state of the program, management appointed a senior officer to oversee the workplace HIV/AIDS program and SHARe II provided an initial training to the new committee as a way of acquainting them to the program. The service extended its HIV/AIDS program to the new recruits in the department and all the 180 recruits who were sensitized on HIV/AIDS prevention have been assigned jobs in different parts of the country. They will use the information they received to share with peers in the field.

Support to the National Registration and Passports Department (NRPD): The NRPD is the third-largest department in the MHA and covers all districts. SHARe II will work with the headquarters in Lusaka and some selected provincial headquarters. The department has a good working workplace HIV/AIDS program but need technical support to ensure technical soundness. Unlike the Zambia Police Service and Zambia Prison Service staff, staff in this department does not live in camps. Peer education therefore becomes the most suitable approach for workplace HIV/AIDS program implementation. SHARe II and the MHA will seek to intensify peer education to ensure quality HIV/AIDS programming.

Ministry of Finance and National Planning Workplace HIV/AIDS Programs

In the period under review, SHARe II worked with the Ministry of Finance and National Planning in sensitizing 22 staff on HIV/AIDS and trained peer educators for conducting outreach. The ministry planned a series of HIV sensitizations using its own resources, and invited SHARe II to conduct sensitization meetings with staff drawn from various departments. There are several such meetings arranged over lunch where staff come together to discuss HIV/AIDS, and SHARe II is providing technical support in building the ministry's capacity to conduct these sessions. The ministry also conducted a baseline survey to come up with a workplace HIV/AIDS policy.

Ministry of Commerce, Trade and Industry Workplace HIV/AIDS Programs

During the period under review, SHARe II provided training to the 23 program coordinators from the Ministry of Commerce, Trade and Industry on HIV/AIDS program management and coordination. The teams went back to their respective organizations to mobilize staff who will be trained as peer educators. SHARe II also conducted a program sensitization meeting on HIV/AIDS programming with 18 senior managers, which the PS attended. The team was sensitized on HIV/AIDS and its impact on quality of life and on productivity, and how workplace programs can help bridge the gap to improve business productivity and reduce the negative effects of HIV/AIDS on workers. The PS noted that it is very important for the Ministry to take the program seriously and encouraged his team to participate in peer education trainings.

Ministry of Information and Broadcasting Workplace HIV/AIDS Program

In the period under review, SHARe II held a meeting with the MOIBL focal point person and PSMD to see how the programs can continue in spite of significant restructuring of the Labor Ministry. It was decided that SHARe II would implement the program into the entire ministry. In addition, the Department of Labor asked SHARe II to help work with the ministry on some of the labor laws and policies to strengthen HIV/AIDS legislation on labor issues and requested SHARe II to help in developing a more robust and responsive internal workplace program. Subsequently, the Department of Labor was moved back to the Department of Labor and Social Security.

Ministry of Justice Workplace HIV/AIDS Program

During the period under review, SHARe II met with the senior management team of the Ministry of Justice and discussed workplace program implementation and coordination issues. The Ministry has never had a good HIV/AIDS program because the leadership have never been sensitized in HIV/AIDS and were not very clear about the value of the program. Following the meeting, the Ministry mobilized internal resources for training of peer educators, formed an HIV/AIDS committee, and sent two senior managers to a training in peer education by SHARe II, as part of building the coordination and implementation capacity of the team. SHARe II has provided supportive supervision to the peer educators as they roll-out the program.

Table 6 below shows the FY2012 SHARe II PEPFAR achievements, with the largest contributions coming from SHARe II workplace HIV/AIDS programs.

Table 6: SHARe II PEPFAR achievements - FY2012 Results

Indicator	Achieved			Target	
	Male	Female	Total	N	% Achieved
P7.1.D Number of People Living with HIV/AIDS (PLHIV) reached with a minimum package of Prevention with PLHIV	2,720	1,003	3,723	2,000	186%
P8.1D Number of the targeted population reached with individual and/or small group level preventive interventions that are based on evidence and/or meet the minimum standards required	7,367	124,357	131,724	100,000	132%
P8.2.D Number of the targeted population reached with individual and/or small group level preventive interventions that are primarily focused on abstinence and/or being faithful, and are based on evidence and/or meet the minimum standards required	6,716	31,508	38,224	30,000	127%
P8.3.D Number of MARP reached with individual and/or small group level interventions that are based on evidence and/or meet the minimum standards	26,327	1,831	28,158	8,000	352%
P10.2.D Number of individuals in the work places reached with workplace HIV programs with at least one of 4 critical components	45,447	38,401	83,820	85,000	99%
P11.1.D Number of individuals who received Testing and Counseling (T&C) services for HIV and received their test results	24,550	13,714	38,264	20,000	191%

Objective 4: Strengthen Collaboration and Coordination of HIV/AIDS Activities with the GRZ, USG-funded Partners, and other Stakeholders

Under this objective, SHARe II will provide technical assistance to GRZ through NAC to improve collaboration and coordination of the HIV/AIDS response across multiple partners and stakeholders, including providing support for joint-planning, developing and maintaining a monitoring system that will track leadership, legal and policy environment strengthening, coordinating structures strengthening activities, and support to improve monitoring and evaluation for national HIV/AIDS activities.

I. Support Joint Planning with and Buy-in of Programs of HIV Implementers and Stakeholders to GRZ Plans and Strategies

With a mature HIV/AIDS epidemic that has stabilized at a very high HIV prevalence rate, and with limited resources to manage the response, there is a high premium on efficient and effective response coordination and management to ensure quality and equitable service provision to PLHIV and those affected by the epidemic, and to break the cycle of HIV transmission and prevent new infections. To achieve this, there is need to have a clear and publicized HIV/AIDS response strategy, backed by an effective system of communication and information flow between the MOH and NAC on the one hand and other key stakeholders in the response—including donors, NGO implementing partners, civil society, the private sector and the public sector—on the other.

SHARe II believes that some of the current coordination and management challenges in NAC are related to inadequate communication with donors, implementers, GRZ and other players. We plan to support NAC to host regular stakeholder meetings at the national level and in selected focus districts to provide updates on the state of the national and local HIV/AIDS responses, respectively, and gather input from participants to help improve performance. The expected result from this support is that donors, implementers and other key players in the response, at both national and sub-national levels, will become more aware of the policy, strategic, operational expectations and milestones of NAC in the HIV/AIDS response, and align their policies, strategies, and action plans to NAC through joint planning and improved communication.

Support to NAC Coordination of the National HIV/AIDS Response

During the reporting period, SHARe II developed and submitted a concept paper on the implementation of the HIV/AIDS Stakeholders Forum. SHARe II will continue following up when a new NAC Director General is in place.

Support to USG Bilateral Partner Workplace Programs

During the period under review, SHARe II began working on an implementation framework for this aspect of its scope of work. The work will be led by the SHARe II PLHIV manager and will be implemented through a phased intervention that will begin in November 2012 with USAID partners, and later scaled up to other USG partners.

III. Monitoring and Evaluation

The fourth team member joined the unit as the M&E Specialist in July 2011. Each of the four technical task teams now has a dedicated M&E staff member assigned, acting as part of the technical team in an effort to integrate the M&E as part of all project activities.

The team also conducted a baseline survey for technical components.

M&E Support Activities to the SHARe II Secretariat Units

The M&E team provided support for technical activities including development of data collection forms for activity tracking, participating in M&E training, and preparation of data for the 2011 APR and COP processes. Additionally, the M&E team conducted additional quantitative and qualitative baseline data collection in the chiefdoms, PLHIV support groups, and workplaces; provided support in general monitoring and evaluation; and implemented and analyzed a pre- and post-test for the school-based musician-led sensitizations conducted in fifteen schools in Lusaka..

The M&E baseline data entry and data cleaning for an employee Knowledge Attitudes and Practices (KAP) and HIV Focal Point Persons Situation Analysis (SA) was concluded in January 2012. The KAP took place in selected private and public sector workplaces, with 674 KAP surveys from the various workplaces across the country and 24 surveys for the SA. This data collection effort will be supplemented by the endline SHARe KAP and SA as it used the same tool and was conducted in workplaces that continue to be supported by SHARe II and its partners. The workplaces included in the study were 8 from the public sector, 5 from private sector SHARe II directly supported and 12 from the private sector supported by ZHECT. The study was conducted in all the provinces apart from Luapula and Western.

As part of the study there were three focus group discussions (FGD) targeting PLHIV (2 for NZP+ and 1 for PAW in the public sector). Furthermore, to get more insight in the PLHIV activities and programs in the public sector, there is a structured questionnaire that will be self-administered to the focal point persons/coordinators as part of the baseline study.

The M&E team designed a quasi-experimental evaluation that uses mixed qualitative and quantitative methods to evaluate SHARe II's Task I Leadership work in the chiefdoms. The research proposal is awaiting final IRB approval for the quantitative baseline Knowledge, Attitudes, and Practices (KAP) assessment to be conducted with headmen (in local languages) from 19 Phase One chiefdoms. Data collection will run from October – December 2012. Pending additional funding, this KAP will also be piloted with households in two of the 19 chiefdoms in 2013. Analysis of the qualitative baseline data on chiefdom focus group discussions (FGDs) is ongoing.

The unit also provided support to the HIV/AIDS leadership team by evaluating the school-based musician-led sensitization intervention. The M&E team developed an evaluation tool which was used pre- and post-activity to collect data on the students' knowledge and perceptions of HIV. Analysis will be conducted and a report will be developed in the next reporting period.

Support to the HIV/AIDS legal and policy team included ensuring trainings were evaluated through pre and post training tests, revising targets, and improving the tracking tool for pieces of legislation

and policies. The M&E team also worked closely with the HIV/AIDS coordinating structures team to train the DAFTs and PATFs from the 15 OCA certification pilot districts in the formulation and development of M&E plans. The trainings were designed to help the DATFs meet the Monitoring and Evaluation Performance standard, which is a requisite to achieving certification.

For the workplace team, SHARe II visited the Zambia Prisons Services (ZPS) headquarters in Kabwe to review the M&E system and provide technical assistance in data collection, data management, and reporting. Additionally, the M&E team continued working with the Zambia Police service, specifically revising the reporting format for the Zambia Police Service to make it more user-friendly and enable it to capture key information. The proposed reporting format has been sent to the ZPS HIV/AIDS secretariat for their comments and approval.

The M&E unit continues to refine the project data management system, which aims to improve SHARe II's efficiency in data and program management. The data management system is comprised of multiple data sources, including a project database used to track program implementation as well as PEPFAR databases used to collect PEPFAR indicators from both internal and external data submitters. An M&E unit staff meets with each technical team monthly and with sub-partners quarterly to verify the activities that have taken place as well as identify any support needed for upcoming activities. To ensure SHARe II collects and maintains accurate data, the M&E unit staff is also responsible for conducting Data Quality Assessments (DQAs), which have been integrated into the ongoing work plan. DQAs were conducted with sub-partners LEAD and ZHECT (Lusaka-based organizations), and with internal SHARe II technical teams.

M&E Support to SHARe II Partners

In the period under review, SHARe II shared its PEPFAR indicator database with partners, which has enhanced the quality and accuracy of data the partners send on a monthly basis to SHARe II. The SHARe II M&E team began holding quarterly meetings with each partner to review the performance on various indicators on which they are reporting.

LEAD: The SHARe II M&E team conducted a DQA of LEAD data. The data was found to be in good order and the numbers for all indicators matched what they had submitted to SHARe II.

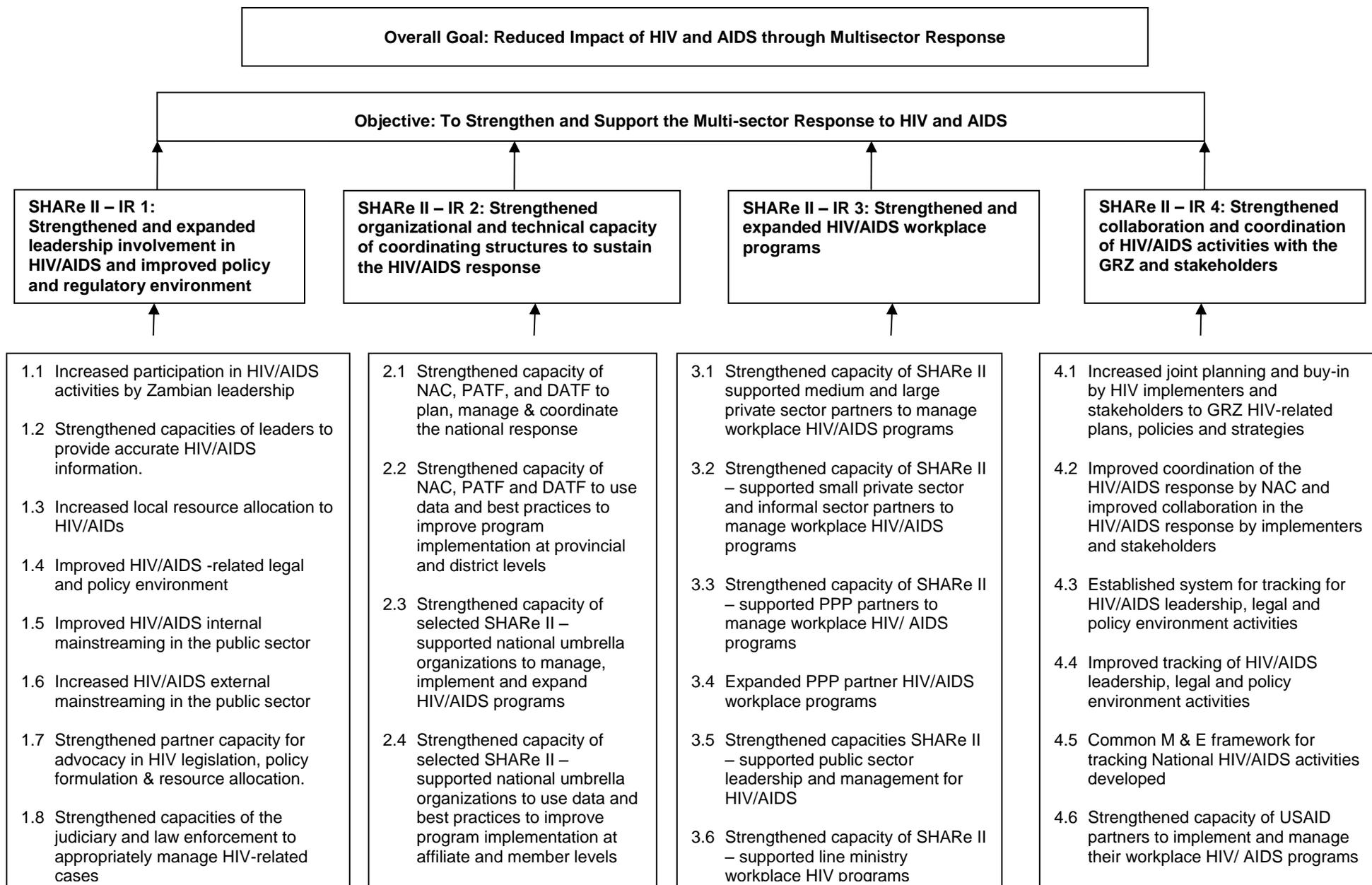
ZARAN: The M&E team provided support to ZARAN as they developed their training curriculum and evaluated the judiciary training in HIV-related case management through pre and post-tests.

ZINGO: The M&E team provided support to ZINGO to develop tools for data collection, and helped to design and conduct the ZINGO training of program managers in Results-based Management (RBM). The team also provided support to ZINGO to review their draft Strategic Plan 2006-2011 evaluation report. SHARe II continued providing extensive support to ZINGO on how to report on PEPFAR indicators (P8.1D and P8.2D).

ZHECT: SHARe II worked closely with ZHECT during the baseline data collection for the KAP and SA, in private sector companies. DQAs were conducted in the Lusaka-based workplaces that are under ZHECT and SHARe II provided technical support on site.

V. Appendices

Appendix I: SHARe II Results Framework



Appendix II: The State of SHARe II Focus HIV-Related Laws

Chart Showing Advancement of Key Pieces of Legislation through the Legislative Process from November 2010 to June 2012

Stages in Legislative Process	Pieces of Legislation				
	Employment Act, Cap 268	Deceased Brother's Widow's Marriage Act, Cap 57	Anti-Gender Based Violence Act, No 1/2011	Industrial & Labor Relations Act, Cap 269	Prisons Act, Cap 97
Presidential Assent					
Third Reading					
Report Stage					
Committee Stage					
Second Reading					
First Reading					
Preparation					
Notes:	Sent for Pres. Assent Q1 2012	Prep with CAPAH and others	Bill Passed April 2011	Prep with CAPAH and others	Prep: still internal to SHARe II