



SUPPORT TO THE HIV/AIDS RESPONSE in ZAMBIA II (SHARE II) PROJECT:

**Annual Report, FY 2013
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GLOSSARY

AIDS	Acquired Immunodeficiency Syndrome
ART	Anti-Retroviral Therapy
CAPAH	Coalition of African Parliamentarians against HIV & AIDS
CATF	Community AIDS Task Force
CDF	Constituency Development Fund
CSO	Civil Society Organization
DACA	District AIDS Coordination Advisor
DATF	District AIDS Task Force
DBWMA	Deceased Brother's Widow's Marriage Act
GRZ	Government of the Republic of Zambia
HIV	Human Immunodeficiency Virus
HR	Human Resources
ICOZ	Independent Churches of Zambia
IR	Intermediate Result
JSI	John Snow, Inc.
LEAD	LEAD Program—Zambia
LTA	Livingstone Tourism Authority
M&E	Monitoring and Evaluation
MHA	Ministry of Home Affairs
MOH	Ministry of Health
MOF	Ministry of Finance
MP	Member of Parliament
MTR	Mid-Term Review
NAC	National HIV/AIDS/STI/TB Council
NASF	National AIDS Strategic Framework
NGI	PEPFAR Next Generation Indicators
NZP+	Network of Zambian People Living with HIV/AIDS
OD	Organizational Development
PAC	Provincial AIDS Coordination Advisor
PATF	Provincial AIDS Task Force
PEPFAR	President's Emergency Plan for AIDS Relief
PLHIV	Person/People Living with HIV and AIDS
PMTCT	Prevention of Mother to Child Transmission
PPP	Public-Private Partnership
PSMD	Public Services Management Division
SHARe II	Support to the HIV/AIDS Response in Zambia II
SO	Strategic Objective
TA	Technical Assistance
USAID	United States Agency for International Development
USG	United States Government
ZAM	Zambian Association of Musicians
ZARAN	Zambia AIDS Law Research and Advocacy Network
ZAWA	Zambia Wildlife Authority
ZHECT	Zambia Health and Education Communication Trust
ZINGO	Zambia Interfaith Networking Organization
ZP	Zambia Police Service
ZPS	Zambian Prisons Service

EXECUTIVE SUMMARY

The five-year United States Agency for International Development (USAID)-funded Support to the HIV/AIDS response in Zambia II (SHARe II) Project was designed by USAID to address the four broad project objectives shown in *Figure 1* below.

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;
Objective 4:	Strengthen collaboration and coordination of HIV/AIDS activities with the GRZ, USG funded partners, and other stakeholders

Between October 1, 2012 and September 30, 2013, the following activities were implemented:

In **HIV/AIDS Leadership Programs**, SHARe II continued working with chiefs and traditional leaders to increase their HIV/AIDS leadership and messaging through capacity building support in planning for development in order to alleviate poverty, a key driver of HIV/AIDS in Zambia. SHARe II also provided HIV/AIDS leadership and messaging training and technical support and platforms for HIV/AIDS leadership. The chiefdoms are beginning to see the results of their efforts, through increased HIV-

Figure 1: SHARe II project objectives

related service uptake by their people and through increased development activities by community members and external stakeholders. SHARe II also worked with other leaders; SHARe II-trained musicians have been conducting HIV/AIDS messaging outreach in schools and other venues, and SHARe II-trained religious leaders have been reaching out to their congregants in the Copperbelt.

In **Policy and Regulatory Environment Programs**, SHARe II has continued working to promote a supportive legislative environment, including support to implement the Anti Gender-Based Violence Act; technical support to amend the Prisons Act to make conditions for inmates more humane and supportive to HIV prevention; technical and funding support towards the repeal of the Deceased Brother's Widow's Marriage Act; technical assistance towards the development of subsidiary legislation for the NAC Act; and technical and funding support towards the formulation and/or review of the national policies on gender, alcohol, development and budgeting, education and investment. SHARe II has also made progress on implementation of workplace HIV/AIDS and wellness policies at Zambian line Ministries, with 17 Ministries on board during the period under review. Training in HIV-related case-management with police officers (in-service and pre-service) and court magistrates was also supported. The Zambian Prisons Service also engaged SHARe II during this period for curriculum development.

In **Coordinating Structures Programs**, SHARe II and NAC oversaw an endline Organizational Capacity Certification for 15 pilot District AIDS Task Forces (DATFs) that had been engaged in 2011. Each DATF demonstrated marked improvement from baseline. Additionally, SHARe II partnered with NAC to roll out the District Coordination Toolkit to

all 72 DATFs through district orientations. Orientation meetings included DATF members, local government officials and key local stakeholders. SHARe II assisted the Network of Zambian People Living with HIV/AIDS to hold its Annual General Meetings, including support to modify its Constitution and train incoming Board members, and to improve its financial and management systems.

Under its **Workplace HIV/AIDS Programs**, SHARe II continued its work in the private, public and informal sectors, establishing partnerships with affiliates of the Zambia Congress of Trade Unions and Zambia Federation of Employers who have been brought on board to help coordinate workplace HIV/AIDS programs on behalf of their affiliates. SHARe II supported GESHA and PAW programs in the public service (including ministries, the Police Service and the Prison Service) and began training peer educators for the informal sector (in Lusaka-based markets). SHARe II's partnership with the Livingstone Tourism Association has included peer education trainings at partner workplaces and in defined outreach communities in Livingstone.

Specific activities under each task are outlined below.

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/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.

ACTIVITIES UNDERTAKEN, BY OBJECTIVE

Objective 1: 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.

1.1 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 authority, influence, 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.

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 provides a package of HIV interventions tailored to meet the needs of each of SHARe II's partner 35 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 process and a participatory strategic planning process for chiefdom development and poverty-reduction that mainstreams HIV as a developmental issue;

- 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/AIDS 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/AIDS 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.

SHARe II technical support processes assist local communities to integrate HIV/AIDS into their developmental plans, programs and activities, thus ensuring that current and future local and external resources are used to address HIV/AIDS, where appropriate. A key aspect of the SHARe II support processes is assisting chiefdoms in mapping out stakeholders and forming strategic linkages to address HIV/AIDS and to foster development.



Figure 2: Community Capacity Assessment at Nalolo Chiefdom in Senanga District, November 2012

Community Capacity Assessment and Community Development Action Planning

In the period under review, SHARe II conducted community capacity assessment (CCAs) and community development action planning (CoDAP) processes in Lwambi chiefdom in Senanga District and Macha chiefdom in Choma District. As of October 2013, SHARe II has facilitated the CCA/CoDAP process in 24 chiefdoms.

Chiefdoms that have undergone these two processes approach HIV/AIDS very differently than before—they understand what they have to do and why, in order to respond appropriately to HIV/AIDS in their chiefdoms, and with this understanding, are more committed to supporting HIV/AIDS interventions. Because the processes are participatory, the chiefdoms are guided to define their own problems and assisted to come up with their own locally relevant solutions, contributing to sustainability in both development and HIV/AIDS programming.

Building the Capacity of Traditional Leaders to Reach Out to their Communities

Many of the key drivers of HIV/AIDS in Zambia—including multiple concurrent partnerships, low and inconsistent condom use, low rates of male circumcision and vulnerability among certain marginalized groups—are based on deep-seated cultural factors, such as the acceptability of multiple partners for men or of gender-based violence against women. SHARe II recognizes that traditional leaders, as cultural standard-bearers, are in the best position to influence their people to discard harmful practices or adopt beneficial practices.

SHARe II has developed its *HIV/AIDS Leadership Talking Points for Zambian Leaders* to equip Zambia's leaders to reach their constituencies with correct and effective HIV/AIDS messages. These talking points have been finalized and, in the period under review, were approved by USAID for use. SHARe II takes advantage of every meeting with leaders to help them understand the Zambian HIV/AIDS epidemic and their roles and responsibilities in the national HIV/AIDS response. SHARe II also uses the platform of the development planning processes in the chiefdoms to train traditional leaders in HIV/AIDS leadership and messaging; trained leaders then reach out to their target audiences, which include community men and women, youths, young men and women about to get married and young girls undergoing initiation rites.

Social Mobilization Activities during Traditional Ceremonies

SHARe II realizes the importance that traditional ceremonies play in the lives of Zambians, especially those living in chiefdoms.

Traditional ceremonies are a time for reflection for the people in the chiefdoms and a time to showcase the tradition, customs and beliefs within the chiefdom: to themselves, to their children (the future leaders of the chiefdom),



Figure 3: Dr. Guy Scott, the Republican Vice President, at the launch of the 2012-2016 Chikanta Development Strategic Plan

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, during this reporting period, SHARe II sought out opportunities to work with the chiefs and other chiefdom leaders to mainstream HIV/AIDS in traditional ceremonies.

In November 2012, SHARe II worked with Chief Chikanta of Kalomo District to launch the chiefdom's 2012 -2016 strategic plan. This was the first strategic plan to be launched under SHARe II. The strategic plan launch was followed by the Lwiindi ceremony of the Tonga people of Chikanta chiefdom. His Honor, the Vice President of the Republic of Zambia, Dr. Guy Scott, was the guest of honor at the launch, and praised the people of Chikanta for coming up with such a clear, comprehensive tool that can be used to develop the chiefdom.

SHARe II also attended the Mukuni Lwiindi Traditional Ceremony of the Toka-Leya people of Southern Province. SHARe II supported the Munokalya Mukuni Royal establishment in its efforts to integrate HIV/AIDS messaging in the Lwiindi traditional ceremony. The chief took this occasion as an opportunity to address his people on the key drivers of HIV infection in

Zambia. During the ceremony, HTC and other health services were offered, demonstrating how traditional ceremonies present an opportunity for chiefdom leaders and others to reach out to large crowds with HIV/AIDS sensitization messages and health services.



Figure 4: Honorable Prof. Nkandu Luo, Minister of Chiefs and Traditional Affairs, officially launches the Munokalya Mukuni Development Strategic Plan 2013-2017

In September 2013, Chief Mukuni, joined by the First Lady of the Republic of Zambia, the Zambian Minister of Chiefs and Traditional Affairs and the Mission Director of USAID-Zambia, along with a number of other dignitaries, launched the *Mukuni Chiefdom Development Strategic Plan 2013-2017*. As described by Dr. Susan Brems, Mission Director of USAID-Zambia, the strategic plan will help the community drive its own development: “Worldwide experience has shown time and again that development can never be ‘delivered’ to a community,” she remarked after the presentation of the strategic plans. “No government or other entity can say, ‘We will bring you health’, or ‘We will bring you education’. Rather, development has to be constructed by the people themselves.”

Improve Chiefdoms’ Ability to Effectively Utilize Current Resources and Increase Access to Additional Resources

Over the past year, traditional leaders in many SHARe II partner chiefdoms have been directly supporting and promoting behavior change for HIV prevention through HIV messaging campaigns, while chiefdom stakeholders identified during strategic planning have been engaged and are providing HIV interventions such as HTC and VMMC within the chiefdom. From a development perspective, a key outcome of chiefdoms’ marketing efforts

is financial commitment from partners to operationalize strategies outlined in the chiefdom development strategic plans. For example, during the reporting period:

- A Chinese mining firm built a conference facility for the Chisunka chiefdom, and in the Shimukunami chiefdom, the chieftainess mobilized K240,000 (approximately \$46,000) from community members and stakeholders to build a laboratory to upgrade the Shimukunami Basic School to a high school.
- Two Swedish investors were in Bwile chiefdom for its 2013 Builile traditional ceremony and witnessed the launch of the chiefdom’s development strategic plan. Upon seeing the plan, the couple—which was building a tourism lodge in the chiefdom—decided to concurrently undertake a biomass project to generate backup power for the chiefdom’s main hospital, due to the unreliability of electricity in the chiefdom. The chief has also, based on the strategic plan, engaged stakeholders to form a community radio station. The Bwile chiefdom will have a 30 percent stake in both of these ventures to invest in improving the living standards of the chiefdom’s people. Furthermore, the local authority from Chiengi has adopted the Bwile Chiefdom Development Strategic Plan as the sub-district plan.
- In August, Chief Cooma (Singani) presented on the chiefdom’s strategic plan to the Republic of Korea at a meeting focusing on the New Village Movement. The government asked for copies of the strategic plan, to emulate locally and to examine areas of potential funding and cooperation. Chief Cooma, having identified the United Nations Development Programme as a potential partner in natural resource conservation, also applied for—and received—funding for a project to plant trees in his chiefdom, which has suffered from adverse weather conditions and poor rainfall patterns in the recent past, as part of the strategy for environmental management.

The following case study demonstrates how Chief Chikanta brought agricultural, financial and health services to his chiefdom, drawing on stakeholders identified during the strategic planning process.

Case Study: Addressing Poverty and HIV/AIDS—Chief Chikanta Brings Agricultural, Financial, and HIV-related Services to his Chiefdom

In 2011, when SHARe II staff first visited Chief Chikanta’s chiefdom, the chiefdom was like most others in Zambia: grappling with high poverty levels, widespread illiteracy, poor agricultural productivity, high HIV rates, gender inequalities and other challenges, and with no roadmap to address these challenges. A week later, Chief Chikanta and a group of chiefdom residents—with technical support from SHARe II—began creating a formal document outlining strategies to bring Chikanta’s people out of poverty. The *Chikanta Chiefdom Development Strategic Plan 2012-2016*, officially launched in November 2012, identified agriculture as the economic mainstay of the chiefdom, but noted that productivity was hampered by poor access to fertilizer/inputs, agricultural technologies, and markets.

The Chief, drawing on the strategic plan, organized the first-ever Chikanta agricultural and health fair in May 2013, to give local farmers access to products and resources that could improve their crop yields, incomes, and health, on their doorsteps. To the chiefdom’s amazement, nine agricultural companies responded to the Chief’s call, bringing fertilizer, seeds, pesticides and other goods for display and sale; some decided to open up shop in the chiefdom!

The thousands of farmers—men and women—who came to the fair received information on how they could improve agriculture production through modern farming methods; a bank brought financial services, allowing local farmers to open accounts with a minimum balance of only K10 (~\$1.90); and recognizing the impact that HIV/AIDS has had on his people and his chiefdom’s development, Chief Chikanta invited SHARe II to provide HIV testing and counseling services at the fair.

As Chief Chikanta later remarked at a World Bank meeting on rural development where he was keynote speaker, “we villagers are not afraid of hard work – partner with us to improve our roads, electrify our rural areas, and guide us on the ‘how-to’ – then leave the rest to us and we will work hard to drive our development.” With help from their chief, SHARe II, and agricultural/financial companies that weren’t afraid to make the long drive to the chiefdom on bad roads, Chikanta farmers can now get even more out of their hard work, and a prosperous and HIV-free Chikanta is a realistic goal.



Figure 5: SEEDCO setting up shop in the chiefdom for the Chikanta agricultural fair

HIV/AIDS Leadership Support for Influential Opinion-Leaders

SHARe II recognizes that HIV/AIDS leaders and champions come from different walks of life and can speak to different audiences. The magnitude of the HIV/AIDS epidemic requires that SHARe II engage leaders, role models and champions at every level (national and community) and provide them with appropriate messages backed by current science and evidence, in order to ensure correct and consistent messaging and effective leadership.

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

During the reporting period, SHARe II—working with the Executive of the Coalition of African Parliamentarians against HIV/AIDS (CAPAH)—held meetings with the Minister of Health, the Minister of Finance and their Permanent Secretaries to advocate for increased budgetary allocation towards health. The budgetary allocation for health in the approved 2013 budget was increased by 45 percent from the 2012 budget. Although this increase is not entirely attributable to SHARe II and CAPAH's advocacy, the two organizations did play an important role in highlighting the importance of increased local funding to the national HIV/AIDS response.

Collaborating with Zambia Association of Musicians (ZAM)

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

At the beginning of the reporting period, ZAM worked with SHARe II to sensitize 7,748 pupils in HIV/AIDS in 15 selected schools in Lusaka. The program was successful, and the Ministry of Education requested ZAM and SHARe II to extend the program to other schools. SHARe II has also seen the trained ZAM members discuss HIV/AIDS at others platforms where they are invited to perform, including wedding ceremonies, church services and other community gatherings.



Figure 6: Musician "B-Flow" doing HIV/AIDS messaging prior to the Mukuni strategic plan launch

Subsequently, SHARe II trained 13 additional musicians, actors, TV presenters and others in HIV/AIDS messaging so that they could articulate HIV/AIDS messages accurately and confidently. Each artist came up with action plans on HIV/AIDS activities that they wanted to engage in. These SHARe II-trained HIV/AIDS champions have used various platforms to deliver appropriate HIV/AIDS messages at strategic plan launches, road shows sponsored by stakeholders such as Zamtel, the UNWTO conference and musical concerts held at higher institutions of learning. Some of the musicians have also produced CDs that talk about issues of condom use, male circumcision and HIV prevention.

HIV/AIDS Leadership Support for Religious Leaders

SHARe II is working to build HIV/AIDS leadership capacities for religious leaders at two levels: 1) SHARe II works with theological colleges and Bible schools in Zambia to help them integrate HIV/AIDS into their existing curricula, an activity that addresses an identified major

gap in Zambia's HIV/AIDS response: the poor HIV/AIDS competence of many in-service religious leaders, and 2) SHARe II also works with select groups of in-service religious leaders to build capacities in correct and appropriate HIV/AIDS messaging and in HIV/AIDS advocacy. This work enables these leaders to reach to their congregants with increased and appropriate HIV/AIDS messaging and leadership, and also enables religious leaders with national platforms to increasingly provide visible HIV/AIDS leadership at the national level.

The expected outcome of these two activities is that trained and knowledgeable religious leaders will increasingly provide HIV/AIDS leadership in their houses of worship and in the national dialogue, and will take a stand to address the causes and effects of the HIV/AIDS epidemic, including gender inequality, power relations, denial, shame, guilt, stigma and the many forms of discrimination experienced by those living with and/or affected by HIV.

Inclusion of HIV/AIDS in the Curriculum for Theological Training Institutions

During the reporting period, SHARe II engaged representatives from 13 theological colleges and Bible schools throughout Zambia to develop a common curriculum that integrates HIV/AIDS, with the expectation that each college will later adapt this curriculum to suit specific doctrinal and other needs. In order to reduce costs and facilitate logistics for meetings, two groups, one based in Lusaka and the other on the Copperbelt, worked on the curriculum; the curricula were merged when the two groups met together in Lusaka, in collaboration with a consultant from the World Council of Churches. SHARe II also developed a facilitator's manual to be used in conjunction with the curriculum. At least four of the training institutions have started using this draft curriculum as of September 2013.

In-service HIV-related Training for Religious Leaders:

SHARe II sub-grantee Zambia Interfaith Networking Group on HIV/AIDS (ZINGO) is an umbrella organization that works with religious mother bodies to coordinate the faith-based HIV/AIDS response. At the start of the reporting period, SHARe II through ZINGO held a religious leaders' breakfast meeting at the Baha'i Center in Lusaka. The meeting was attended by over 66 senior religious leaders as well as the executive heads and board members of the ZINGO-affiliated mother bodies and the principals/academic deans of religious colleges and learning institutions. The meeting was followed by an orientation meeting on HIV/AIDS messaging talking points for leaders.

In early 2013, drawing on the support from the religious leaders' breakfast, SHARe II trained a dedicated group of 9 ZINGO members with medical and/or health backgrounds as trainer-of-trainers. The team of nine integrated the scientifically-grounded information they received from SHARe II with the scriptures of their respective faiths and, grounding their teachings in a SHARe II-developed leadership messaging toolkit, trained 302 religious leaders from 60 congregations (48 Christian and 12 Muslim) in Kitwe and Ndola.

A SHARe II requirement was that each congregation should have at least five leaders trained, including the Pastor and four other leaders from the youth ministry, the women's ministry and the men's ministry, and also preferably the pastor's wife as well, to ensure total leadership buy-in. As of September 2013, the core group of 300 trained leaders from these congregations had reached out to 2,448 congregants in their churches with appropriate and correct HIV/AIDS messages.

Selected Results

Selected Results from SHARe II's work to strengthen and expand leadership in the HIV/AIDS sector are shown below in Table I

Table I. Task I. Strengthen and Expand Leadership Involvement

Indicator	2013 APR (Oct 2012-Sept 2013)		Cumulative LOP Progress, as of APR 2013	Planned Activities for FY 2014
	Target	% Achieved		
1.1 HIV Leadership Talking Points	Cumulative target through Yr3 has been met. Talking points developed and being used for training (Concurrence received in December 2012)			Printing & translation is pending
1.2_ HIV Leadership Capacity Development (CD)	80	75%	3170 of 2420 leaders participated in capacity development; 131% reached of FY 2013 cumulative target	Capacity development progress as planned
1.2_Train HIV Leadership Training	970	29%	608 of 1225 leaders trained; 50% reached of FY 2013 cumulative target	Trainings planned for FY 2014
1.3 HIV-related curriculum integration into Theological Schools	3	167%	5 of 3 schools have currently implemented curriculum; 167% reached of FY 2013 cumulative target	Curriculum in process of being finalized

1.2 Improve the Policy and Regulatory Environment

The goal of achieving universal access to HIV prevention, treatment, care and support in Zambia cannot be attained in a sub-optimal HIV-related policy and regulatory environment. In an optimal policy and regulatory environment, there is minimal stigma towards and discrimination against PLHIV and those affected by the pandemic; the leaders speak openly about HIV/AIDS and support HIV programming; and the laws and policies make it easier for implementers of HIV-related services to offer their services freely and objectively. While some ground has been towards a policy and regulatory environment that is favorable and conducive for a well-coordinated national HIV/AIDS response, much more needs to be done in Zambia because the absence and/or presence of certain national laws and policies has the potential to decelerate the nation's response to HIV/AIDS.

Critical areas that work against the national HIV/AIDS response include the non-existence of specific laws regarding HIV/AIDS to provide clear and specific guidance for the national HIV/AIDS response, the existence of certain laws that increase the vulnerability of segments of Zambian society to HIV and the lack of commitment by the state to a predictable funding allocation in the national budget for HIV/AIDS services.

Lack of HIV/AIDS, gender and human right training for persons in the legal and law enforcement fields has hindered progress. Law enforcement officers, particularly the police, remain pivotal in the fight against vices such as defilement, rape and other gender-based violence. Unfortunately, the standard curriculum of the police, who are the first point of contact for victims wish to seek justice in such cases, has not sufficiently prepared officers to effectively handle the task at hand. Local court magistrates, likewise, deal with the bulk of HIV/AIDS-related cases; historically, however, they have had insufficient training and knowledge about HIV/AIDS, gender and human rights and how to handle HIV-related cases, leading to lack of standardization in case management and sometimes to miscarriage of justice.

Movement of HIV/AIDS-related Legislation

In 2010, within a few months of project start-up, the SHARe II Legal and Policy team embarked on an intensive environmental scan of all 26 volumes of Zambian law to identify those laws and policies that had a bearing on the national HIV/AIDS response. Of the 32 pieces of legislation identified, six were selected for having the greatest impact on HIV/AIDS in Zambia and were prioritized for specific intervention by the SHARe II team: 1) Anti-Gender Based Violence Act, 2) Prisons Act, 3) Deceased Brother's Widow's Marriage Act, 4) NAC Act, 5) Employment Act and 6) Industry and Labor Relations Act. In addition, SHARe II works on other laws and policies which affect the HIV/AIDS response, such as the National Alcohol Policy, Education Policy and Gender Policy.

Anti Gender-Based Violence Act (AGBVA)

The Anti-Gender Based Violence Act (AGBVA) was passed in April 2011. However, the Act was passed without an accompanying policy and without subsidiary legislation to provide procedural guidelines for implementation. As such, the operationalization of the Act has proved to be challenging in some aspects. During the reporting period, SHARe II provided technical input into the process of developing subsidiary legislation by the Ministry of

Gender for the AGBVA. As part of its technical contributions, SHARe II ensured that the proposed operational measures in the subsidiary legislation integrate HIV/AIDS.

Prisons Act, Cap 97

During the reporting period, with pressure and advocacy from Coalition of African Parliamentarians against HIV/AIDS (CAPAH), the Zambia Prison Service made a formal request to the ZLDC to consider amending some aspects of the Prisons Act that negate the effective implementation of HIV/AIDS services. SHARe II was among the technical support partners requested to review the Act and provide input. Specifically, SHARe II's technical support was in three key areas, namely advocating for: 1) the inclusion of adequate dietary and nutritional support for PLHIV inmates; 2) consideration of non-custodial sentencing for PLHIV who are showing signs of AIDS; and 3) consideration of non-custodial sentencing for perpetrators of non-serious misdemeanors to reduce risk of exposure to HIV in prison.

Deceased Brother's Widow's Marriage Act (DBWMA), Cap 57

The Deceased Brother's Widow's Marriage Act of 1929 states that *"No marriage heretofore or hereafter contracted between a man and his deceased brother's widow within Zambia or without, shall be deemed to have been or shall be void or voidable, as a civil contract, by reason only of such affinity."* This law therefore provides an exception to the laws against bigamy and incest for a surviving brother who wishes to contract a marriage with his deceased brother's widow, even if the surviving brother is already married—legalizing widow inheritance. The law opens the door for coercing widows into marriage at a time when they might be most vulnerable to such coercion, having just lost their spouse.

In the third quarter of the year, SHARe II organized and supported a working retreat for key stakeholders and obtained critical endorsement and support from MPs and the Zambia Law Development Commission (ZLDC)—which has a Parliamentary mandate to conduct research and make recommendations on the amendment or removal of weak and/or archaic legislation and on development of new laws that are responsive to changing needs of Zambian society—for the repeal of the DBWMA. At the retreat, SHARe II and the stakeholders developed concrete strategies and clear activities with specific time frames which they could use collectively to repeal the Act.

The following quarter, SHARe II and ZLDC co-hosted a stakeholders' consultative workshop, the first step in the roadmap for the repeal of the DBWMA, to get buy-in from a wider group of policy and legal stakeholders for its repeal. At this meeting, it was recommended that SHARe II and ZLDC conduct a feasibility study across the country to gauge support for either repeal or maintenance of the DBWMA, from key informants and other Zambians.

NAC Act

At the start of the year, SHARe II engaged NAC on the need to initiate the development of subsidiary legislation for the National HIV/AIDS/STI/TB Act No. 10 of 2002 (NAC Act) through the Ministry of Health, the sponsoring ministry, to give the Act the operational measures and legislation it currently lacks and empower NAC to be a more effective coordinator of the national HIV/AIDS response.

Subsequently, SHARe II provided technical support to NAC for developing a Statutory Instrument (SI) for the NAC Act, by helping NAC identify the key stakeholders who will be critical at different stages of developing the law. SHARe II also developed a concept note that outlined the process for developing subsidiary legislation through a SI, and submitted it to NAC.

National Alcohol Policy (NAP)

During the reporting period, SHARe II, as the lead technical advisor, continued providing technical and funding support to the Ministry of Health (MOH) in the development of the National Alcohol Policy. The process of developing this policy has generated unprecedented interest among stakeholders who want to play their part to reduce the devastating effects of alcohol-related harm on Zambian society. The policy was presented to the Ministerial Advisory Committee (MAC) for comments before it could be submitted to Cabinet for its approval. SHARe II and the MOH Policy team made changes suggested by the MAC and re-submitted the policy for consideration.

Subsequently, the Ministry of Health approved a request from SHARe II to develop a NAP Policy Implementation Plan (PIP); in the second half of the year, SHARe II supported, financially and technically, a workshop to develop the PIP, with 15 line Ministries in attendance, to provide sectoral input and guidance.

National Gender Policy

During the reporting period, SHARe II provided input into Zambia's draft National Gender Policy, in order to address the absence of a policy to go with AGBVA, at the request and invitation of the Ministry of Gender and Child Development. The revised policy was circulated by the Ministry and was subsequently waiting for final approval by Cabinet.

SHARe II's input focused on ensuring that the policy mainstreams or integrates HIV/AIDS with gender issues. SHARe II strengthened the Ministry's situational analysis by elaborating on the relationship between gender imbalance and HIV/AIDS, specifically introducing a stand-alone section on HIV/AIDS within the gender paradigm; developing a key, measurable objective related to HIV/AIDS within the policy; and ensuring that every objective and their proposed measures had mainstreamed issues of HIV/AIDS. SHARe II also contributed to the arrangement of the draft policy and development of a section on how the policy would be implemented through institutional arrangements.

Other Policies

In the second half of the year, SHARe II advised the Government of Zambia on the three additional policies highlighted below:

First, SHARe II took advantage of a call to stakeholders by the Ministry of Finance (MOF) for input on a draft of the National Development and Budgeting Policy, which gave SHARe II the opportunity to present HIV/AIDS as a key development issue. SHARe II met the MOF Director of Planning and Budgeting and submitted a position paper which 1) highlighted how HIV/AIDS impacts Zambia's development and 2) made suggestions on how national planning

and budgeting can be used to sustainably integrate HIV/AIDS into development plans, budgets and programs.

Secondly, SHARe II provided technical support to the Ministry of Education to provide inputs to the National Education Policy which was under review. The analysis revealed that the National Education Policy did not address HIV/AIDS as a fundamental educational issue. SHARe II developed a position paper which highlighted opportunities for the Ministry to strengthen the HIV/AIDS response in the education sector and included suggestions for responding to wellness issues beyond HIV/AIDS.

Finally, SHARe II held meetings with the Zambia Development Agency (ZDA) and the Citizenship Economic Empowerment Commission (CEEC) to discuss the role of HIV/AIDS capacity building and gender in investment as they review the National Investment Policy.

Workplace HIV/AIDS and Wellness Policies for Zambian Line Ministries

	Stage of Policy Development/ Line Ministry	Nothing Done Yet	Situation Analysis	Draft Zero	Pre-final Draft	Final Draft
1.	Ministry of Agriculture and Cooperatives				x	
2.	Ministry of Commerce, Trade and Industry					x
3.	Ministry of Communications, Transport and Works and Supply			x		
4.	Ministry of Community Development, Mother and Child Health			x		
5.	Ministry of Defense	x				
6.	Ministry of Education, Science, Vocation and Early Child Education					x
	Ministry of Energy & Water Development <i>* In the period under review, this Ministry was merged with the Ministry of Mines</i>	<i>n/a</i>				
7.	Ministry of Finance and National Planning					x
8.	Ministry of Foreign Affairs		x			
9.	Ministry of Gender and Child Welfare	x				
10.	Ministry of Health		x			
11.	Ministry of Home Affairs			x		
12.	Ministry of Information and Broadcasting Services			x		
13.	Ministry of Justice			x		
14.	Ministry of Labor and Social Security		x			
15.	Ministry of Lands		x			
16.	Ministry of Local Government and Housing		x			
17.	Ministry of Mines, Environment and Water Development		x			
18.	Ministry of Tourism and Arts	x				
19.	Ministry of Youth and Sports		x			

Table 2: Status of HIV/AIDS Workplace Policy Development in the Public Sector

During the reporting period, SHARe II and the Public Services Management Division (PSMD), which oversees government Ministries, continued working with 17 Ministries (subsequently 16, as the Ministry of Energy was combined with the Ministry of Mines) as part of their joint initiative to develop workplace wellness and HIV/AIDS policies. Many of these Ministries have already shown progress in terms of their development of policies around workplace wellness, including HIV/AIDS. The current status of each Ministry is presented in Table 2 above. Seven ministries—Agriculture and Cooperatives; Commerce, Trade and Industry; Communications, Transport, Works and Supply; Education; and Finance; Home Affairs; and Information and Broadcasting—made progress on their policies within the period under review.

SHARe II has initiated an innovative way of integrating workplace wellness activities into the HIV/AIDS programming of the public sector by evolving from developing stand-alone HIV/AIDS to holistic workplace wellness activities.

This has been attained by training key HIV/AIDS activities implementers from line Ministries in a step-by-step workplace wellness policy development process. Selected participants (mostly from HR and planning departments) undergo a week-long training which introduces them to the fundamental principles of developing HIV/AIDS and wellness policies; SHARe II then catalyzes each invited Ministry to develop a draft HIV and wellness workplace policy and supports them to each develop a roadmap towards completion of their HIV/AIDS and wellness workplace policies.

By the end of the year, the SHARe II policy team had trained the PSMD and 20 line Ministries—all except the Ministry of Defense—in this workplace wellness package.

Case Study: Packaging HIV/AIDS Differently—from Stand-alone HIV/AIDS to Broad-based Workplace Wellness Policies/programs in the Public Sector

HIV/AIDS has been a priority for health actors in Zambia over the past few decades. However, there has been another trouble epidemic emerging in Zambia: According to the WHO, non-communicable diseases (NCDs)—such as diabetes, heart disease and cancer—now account for more than 28% of all deaths in Zambia, and are expected to continue to rise. This places a significant burden on the country, through increased health care costs, disability, loss of productivity and premature death. Zambia, with 14.3% adult HIV prevalence, is doubly affected; HIV infection exacerbates the progression of NCDs.

SHARe II has been supporting workplace HIV/AIDS programs and formulation of HIV/AIDS policies in Zambian Ministries. However, it was clear to SHARe II that purely-focused HIV/AIDS programs were not meeting the needs of workplaces, and were facing resistance from both employees and management. HIV/AIDS was no longer seen to be the emergency it once was; program beneficiaries now perceived it to be almost at par with other health conditions, in terms of priority.

In June 2013, SHARe II and the PSMD agreed to broaden the scope of their policies and programming and incorporate general wellness into its workplace programs—rather than just HIV/AIDS—to address the growing epidemic of NCDs, other health conditions and the perceived “HIV/AIDS fatigue” among employees.

Taking a “do-it-yourself” approach, SHARe II guided each Ministry to formulate its wellness policy and design and implement its own customized wellness program. A surprising outcome was that Ministries still recognized that HIV prevention, care, treatment and support are important aspects of wellness programs; they did not need prompting to include HIV/AIDS into their wellness policies and programs. The PSMD has greatly assisted by compelling each Ministry to budget for workplace wellness. Not only has SHARe II’s integrated approach breathed new life into workplace HIV/AIDS programs; these programs, dressed differently, are now guaranteed financial sustainability.

Support the Judiciary and Law Enforcement Agencies to Improve Management of HIV/AIDS-related Cases

SHARe II works with the Ministry of Justice and law enforcement agencies to improve management of HIV/AIDS related cases. In order to maximize gains, SHARe II has employed a multipronged approach in this area: for both the law enforcement and the judiciary, SHARe II is targeting in-service workers/institutions (the police service and courts) as well as pre-service trainees/institutions (the police academy and institutions of higher legal learning) as part of its technical and training support. Integrating HIV/ AIDS in the curricula of legal institutions of higher learning and law enforcement training academies is intended as a more sustainable solution to the current challenges that law enforcement and legal systems are facing in their handling of HIV-related cases, with the expectation that law enforcement officers and lawyers will enter into service with some degree of HIV/AIDS competency.

Mainstreaming HIV/AIDS, Gender and Human Rights into Pre-Service Training for Law Enforcement Officers

In the period under review, SHARe II used lessons learned during a pilot to improve its training for police officers in HIV/AIDS, gender and human rights as well as HIV/AIDS-related intellectual property and counterfeit crimes. SHARe II partnered with the Zambia Police Service (ZP) Training Directorate and the police colleges at Lilayi in Lusaka, Kamfisa in Kitwe and Sondela in Kafue to roll out its training to 373 police recruits. The training was very well received, and the police command requested that SHARe II complete the Kamfinsa training by training the remaining 139 recruits, which SHARe II agreed to do.

In-service Law Enforcement Trainings with the Zambia Police Service

At the start of the year, the ZP Directorate of Training invited SHARe II to participate in training a group of in-service officers and professionals at Lilayi and Kamfinsa Police Training Schools. SHARe II trained these 306 officers, consisting of 241 male and 65 female officers, in HIV-related case management, with a focus on human rights, stigma and discrimination.

Subsequently, the ZP formally requested SHARe II to expand the course and provide more in-depth instruction to the recruits. Zambia Police Service management deemed the course an important contributor to a healthy police service in Zambia, and noted that they would like to see it taught in all police training academies. To ensure the sustainability of the program over time, SHARe II provided train-the-trainer support in course facilitation to faculty at police academies.

Developing a Standardized Curriculum for the Zambia Prison Service (ZPS)

The Zambia Prisons Service is a unique public institution serving a group of people—prison inmates—whose HIV prevalence is estimated to be twice the national average. SHARe II provides HIV-related technical assistance to the ZPS in a number of areas, including implementing workplace-based wellness and HIV/AIDS programs for staff, supporting HIV/AIDS programs for prison inmates and serving as a member of the Prison HIV/AIDS Advisory Committee (PAAC) as the lead technical adviser on HIV/AIDS legal and policy issues.

During the reporting period, when the Zambia Prison Service Commissioner learned of the support that SHARe II provides the police academies, he requested that SHARe II also support the ZPS in integrating HIV/AIDS, gender and human rights into its training curriculum. Graduates of the Prisons Service training institution who go through this curriculum will be well-positioned to provide the necessary support to inmates, and will make useful contributions to the ZPS's existing workplace HIV/AIDS and wellness programs.

Building the Capacity of the Judiciary to Manage HIV/AIDS Cases

SHARe II, in collaboration with the Ministry of Justice, has been training court magistrates in HIV-related case management, including gender-based violence, underage marriages, labor laws and the rights of people living with HIV. In the absence of specific HIV/AIDS laws in Zambia, these trainings aim to standardize and improve the handling and adjudication of HIV-related cases brought before the Zambian courts by including information on relevant cases in Zambia as well as comparative case analyses from other countries in the region.

Over the past year, SHARe II trained 154 Local Court Magistrates, bringing the total magistrates trained to 432, including 291 Local Court Magistrates and 141 Subordinate Court Magistrates. With this addition, SHARe II has managed to train all but 13 Subordinate Court Magistrates in the country.

Integrating HIV/AIDS into Curriculum of Pre-Service Legal Institutions

During the reporting period, SHARe II worked with the National Institute for Public Administration (NIPA), which offers full legal training to pre-service magistrates, to integrate HIV/AIDS, gender and human rights into legal studies. After several meetings, workshops and retreats, NIPA and SHARe II undertook a three-day workshop that reviewed the final course outline and validated the course training materials.

Strengthen Capacity of Key Leadership to Advocate for Improved HIV/AIDS Policies and Laws

Chiefs and other traditional leaders have the authority to amend customary laws and to provide traditional guidance and leadership to influence behavior and social norms that affect the response to the HIV/AIDS epidemic. They are powerful allies in the HIV response because of their ability to discourage behaviors such as early marriage, gender-based violence, property-grabbing from widows and orphans, sexual cleansing after the death of a spouse and the practice of multiple concurrent partnerships, 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.

During the reporting period, SHARe II supported three chiefdoms in developing leadership declarations on HIV/AIDS aimed at improving the chiefdom HIV/AIDS policy and regulatory environment: Mwansakombe (signed in August 2013), Kambwali and Chisunka (signed in September 2013).

Case Study: Galvanizing Traditional Leaders to Improve the Local HIV/AIDS Policy and Regulatory Environment

Traditional leaders in Zambia are the custodians of cultural practices: They have the power to either perpetuate them or eliminate them. Some cultural practices, such as sexual cleansing of widows, virginity testing of girls at puberty and early marriages, not only infringe on human rights; they also spread HIV. However, cultural transformation advocates must approach traditional leaders/structures with respect in order to achieve the desired change.

Cognizant of this and of the bidirectional link between poverty and HIV in Zambia, SHARe II respectfully engages chiefdoms leaders and their people, initially by assisting them to address poverty by planning for development; during planning, they are encouraged to collectively identify cultural determinants of HIV transmission in their communities, including factors that undermine the position of women. Over time, having built trust and rapport, SHARe II then encourages chiefdoms to define and implement locally-relevant solutions to HIV/AIDS.



Figure 7: A Mwansakombe chiefdom resident commenting during public debate on decrees and declarations

In a practical example of policy articulation and implementation at the chiefdom level, some SHARe II partner chiefdoms, with technical assistance from SHARe II, have gone a step further, formally outlawing harmful behaviors through collective leadership decrees. For example, Mwansakombe chiefdom has banned early and forced marriages; now, any parent found marrying off a child, boy or girl, is punished by chiefdom authorities and also reported to the police. As headman Mwita stated, “We have seen a decline in early marriages because the chief does not tolerate early marriages now, so most parents are now afraid to marry off their children at an early age.”

Mwewa chiefdom has developed by-laws to support implementation of its development strategic plan, making antenatal care and services compulsory for all pregnant women, with consequences for both the women and their male partners; chiefdom residents testify that this by-law helps them know their HIV status and protects babies from HIV infection. Decrees from other chiefdoms regulate alcohol brewing/consumption, and address medical male circumcision, and cervical cancer screening.

With SHARe II’s support, traditional leaders are acknowledging that cultural practices in their communities can impact HIV/AIDS transmission, and are taking structural-level steps to help their people change behavior.

Selected Results

Selected Results from SHARe II’s Policy and Regulatory work are shown in Table 3 below.

Table 3. Task 1. Strengthen and Expand Leadership Involvement

Indicator	2013 APR (Oct 2012-Sept 2013)		Cumulative LOP Progress, as of APR 2013	Planned Activities for FY 2014
	Target	% Achieved		
1.12a Bills and legislation advancing through legislative process & support of implementation as appropriate and requested (if passed)	4	50%	2 of 5 pieces of legislation advanced; 40% reached of FY 2013 cumulative target Support provided for other pending pieces of legislation	Support provided for other pending pieces of legislation
1.12b Policy advancing through development process	1	200%	3 of 2 policies advanced; 150% reached of FY 2013 cumulative target	Support provided for other pending policies
1.13a HIV Law and Policy related pre-service trainings	800	65%	518 of 1150 individuals trained; 45% reached of FY 2013 cumulative target	Trainings planned for subsequent quarters
1.13b HIV Law and Policy related in-service trainings	475	110%	909 of 1175 individuals trained; 77% reached of FY 2013 cumulative target	Trainings planned for subsequent quarters
1.16 Sectorial Policies developed and operationalized	10	170%	17 of 12 ministries and CSOs developing workplace HIV/AIDS policies; 142% reached of FY 2013 cumulative target	Support continues to draft and operationalize policies

Objective 2: Strengthen 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 the public and private sectors, in selected umbrella civil society organizations and in selected chiefdoms to coordinate, manage and implement the national and community-level HIV/AIDS responses. This is done through provision of technical assistance including supporting expansion of successful evidence-based interventions and use of best practices across sectors, as well as advising on the most efficient and effective use of resources.

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

The mandate of the National AIDS Council (NAC) is to coordinate the multi-sectoral HIV/AIDS response in Zambia. SHARe II's support to NAC is provided through a package of technical assistance, including provision of technical advisors, coordination between SHARe II and NAC staff and participation in NAC management meetings, directorate-specific program planning, evaluations and relevant theme group and working group meetings.

During the reporting period, SHARe II undertook several activities with NAC. In collaboration with NAC, the UN Joint Team (UNJT) and the CSH project, SHARe II facilitated a meeting to harmonize the partners' 2013 technical support plans to NAC. SHARe II also assisted NAC to develop its 2014 work plan and supported NAC to carry out JMTR field work by providing input during the planning process, then providing resources such as technical staff, vehicles and financial support for the JMTR itself.

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

SHARe II provides technical support to strengthen the capacity of District AIDS Task Forces (DATFs) and Provincial AIDS Task Forces (PATFs) to coordinate decentralized responses, recognizing that coordinated activities at the provincial and district level are crucial for a successful response to the epidemic.

Support for DATF Organizational Capacity Certification (OCC) Process

The SHARe II-developed DATF Organizational Capacity Certification (OCC) process promotes and supports DATF management performance improvement through an external and independent accreditation process. In October 2011 (baseline), trained independent assessors objectively evaluated each DATF to determine eligibility for certification.

During the reporting period, SHARe II collaborated with NAC to perform an endline DATF OCC, including working with NAC to identify and train external assessors. SHARe II developed the Guidelines for External Assessors and Process Facilitators and taught the assessors a standardized approach to conducting certification assessments across the country. Furthermore, they were introduced to the District Coordination Toolkit and OCC standards before participating in a mock assessment of the Monze DATF where the

practiced what they learned in the orientation. The 7 trained assessors demonstrated considerable skill in the required tasks and enthusiasm for the exercise.

The external assessors were divided into three groups for the OCC itself, which took place in February 2013; each group was accompanied by SHARe II and NAC. Data were collected during this participatory process through interviews, observations and document reviews to gauge compliance with performance standards. All DATFs demonstrated improvement in performance between baseline and endline, as demonstrated in Figure 6:

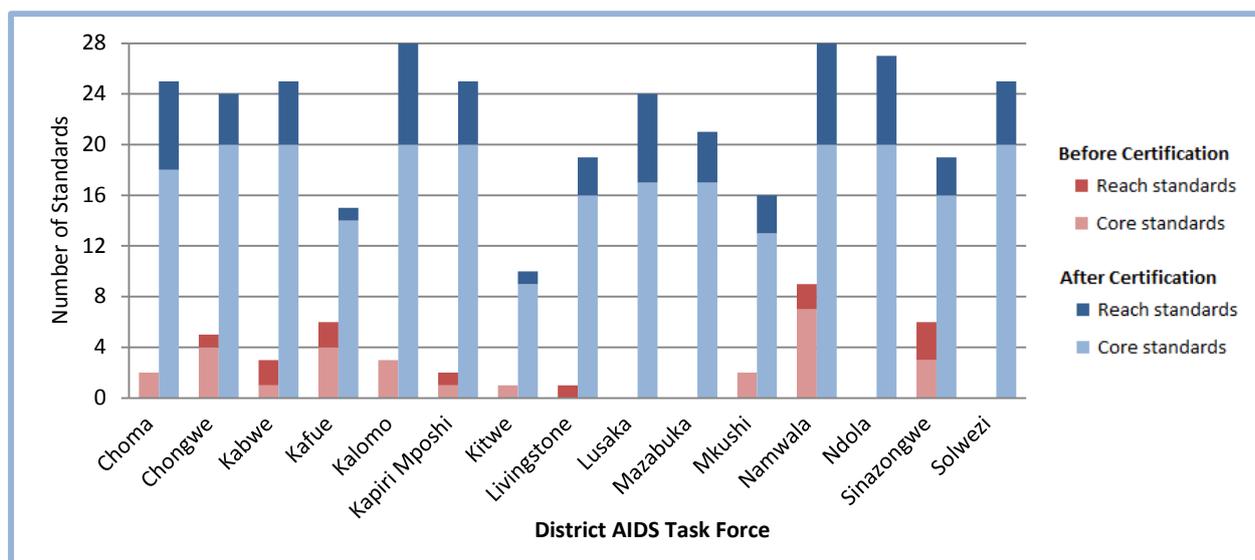


Figure 8: Core and reach standards met by DATFs: baseline and endline

To share lessons learned between high-performing and under-performing DATFs, SHARe II collaborated with NAC to facilitate an exchange visit program for DATFs in the OCC pilot program to provide a forum for peers to share best practices on achieving certification performance standards. The forum specifically provided an opportunity for high-performing DATFs to showcase their strategies for success and for struggling DATFs to learn how they could adopt such strategies. The four DATFs involved in this exchange program were: 1) Livingstone and Namwala DATFs and 2) Ndola and Kapiri DATFs.

Support to NAC on Orientation of Key District Stakeholders

SHARe II provides technical assistance to DATFs to coordinate, monitor and advocate for an improved HIV/AIDS response at the district level. The *District Coordination Toolkit*, developed in 2012 through a partnership of SHARe II, NAC and other stakeholders, provides a comprehensive guidance on the DATF mandates and provides various tools needed by DATFs to effectively



Figure 9: The SHARe II PATF/DATF Manager orients Kaoma district officials using the District HIV/AIDS Coordination Toolkit

coordinate the district-level HIV/AIDS response, including step-by-step management guidelines, training resources, and tools to ensure that DATFs can carry out their mandates.

During the reporting period, SHARe II worked with NAC to facilitate the orientation of key district stakeholders in all 72 districts. These orientation meetings included DATF members, local government officials and key local stakeholders, in order to foster effective working relationships, particularly in relation to DATF institutional linkages. SHARe II staff also trained each DATF in how to use and develop district HIV/AIDS strategic plans, annual operational plans and monitoring and evaluation plans. At the end of the assessments, SHARe II guided each participating group to create performance improvement action plans.

Case Study: Speaking the Same Language—Empowering DATFs with the District Coordination Toolkit

In 2010, coordination of the district HIV/AIDS response in Zambia's districts was challenged by a lack of direction and lack of standardization. Each of the 72 DATFs was using a different set of guidelines; many external partners were offering technical assistance, but no single entity was standardizing the requirements nationally. The multiple unique technical support packages from partners led to fragmentation in programming and reporting.

In 2011, SHARe II called together representatives from each DATF, NAC and technical support partners; over the next year, they developed the District Coordination Toolkit, a single document that meets the needs of both DATFs and their partners and empowers DATFs by giving them one language to speak with each other and with partners.

The toolkit explicitly explains DATFs' roles and responsibilities and provides step-by-step management guidelines, training resources and tools to ensure that DATFs can effectively carry out their mandates, as well as templates and examples of reporting forms and data collection tools to ensure data is collected regularly and correctly, and managed well.

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: for the first time, DATFs can speak one language. As the Isoka DACA, Mr. Mabvuto Mhone, explained, "*It is encouraging to see our technical 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.*"

District orientations, held by SHARe II and NAC, help ensure each DATF's compliance to the new set of uniform standards by building working relationships that support HIV/AIDS efforts and strengthening monitoring and evaluation capabilities. Each DATF completes a hands-on baseline assessment and develops a performance improvement action plan, which is to be carried out with technical assistance from SHARe II and NAC.

Both DATFs and local leaders have found the orientations useful, as they highlight ways in which agencies and local authorities can work together. "*I was just hearing of DATF, but never knew that it linked to the local authority or what it was actually doing in the district,*" said His Worship the Mayor of Chililabombwe, after the orientation in his district. "*This training has really been beneficial.*" Nationally, the NAC has also observed a change for the better. "*For the first time ever, DATFs no longer call NAC for reporting assistance,*" explained Nachilima Musukuma, NAC HR Director, "*yet they deliver complete activity reports the first time around!*"

Provide Support to DATFs and PATFs to Mobilize, Administer and Manage Resources

SHARe II technical support assists coordinating structures to mobilize, administer and manage resources, ensuring that local and external resources are mobilized and used to address and coordinate the HIV/AIDS response. Throughout the reporting period, DATFs have been seeing results from their improved abilities to mobilize resources.

In addition to SHARe II's district orientations, which provide guidance on resource mobilization, the SHARe II Policy and Legal team also supported a number of District Councils to write by-laws to apportion 5-10% of their annual budgets to fund HIV/AIDS response in their districts, setting the stage for a nationwide effort. Further SHARe II-supported orientations have focused on resource mobilization, including through public-private partnerships, memoranda of understanding with business enterprises and funding from Constituency Development Funds (CDFs).

Case Study: Districts Leverage Local Funds for their HIV/AIDS Response

At its annual conference in July 2013, the Local Government Association of Zambia signed the landmark Nakonde Declaration, which pledges that Zambian local authorities will commit 5% of their funding from CDFs to HIV/AIDS and gender-related activities. This declaration is a big step forward for local HIV/AIDS responses: With increasingly erratic central NAC funding disbursements to DATFs, HIV/AIDS response coordination in most districts had faltered.

In 2012, with SHARe II's guidance, the Luanshya and Isoka districts were first to allocate a portion of their CDFs to their DATFs, and as momentum in local resource mobilization through CDFs built, it culminated into the Nakonde Declaration in 2013, with all 72 SHARe II partner local authorities on board. The declaration represents a major shift because in the past, CDFs have predominantly been used in non-health areas, such as construction of schools. It also represents a milestone in SHARe II's work to increase district ownership of local HIV/AIDS responses.

SHARe II's support to local authorities and DATFs has led to establishment of sustainable local resource-bases for district HIV/AIDS responses. In a letter to SHARe II, the Provincial AIDS Coordination Advisor from Muchinga Province wrote: "*[Y]our continued support to the multisectoral response has really started to yield results as accessing funds from CDF for HIV/AIDS response was something that the DATFs had overlooked... SHARe II orientations of key district authorities in DATF roles and mandates have enhanced ownership and buy-in support of the District HIV/AIDS Responses by district authorities. This is of great importance as it is beneficial to many DATFs in the province who are now making efforts to access CDF following the Nakonde declaration.*"

At least 11 districts were able to access local funds during the reporting period. Since the Nakonde Declaration, CDFs around the country have released at least K424,000 (over \$80,000) to eleven DATFs for HIV/AIDS work. For example, because of SHARe II's input, the Isoka District DATF was able to receive K54,000 from the district's CDF to support people living with HIV and orphans and vulnerable children, while the Mansa DATF obtained K30,000 for HIV/AIDS work in the Muchinka community.

Over the past year, SHARe II has also provided technical assistance to DATFs to sign Memoranda of Understanding with businesses to access private-sector impact mitigation funds. For example, the Mbala DATF signed an MOU with a contractor working on construction of a road between Nakonde and Mbala, the Kitwe DATF worked with the Roads Development Agency on impact mitigation plans for roads constructed in its district, and the Kalulushi DATF signed an MOU with a contractor to conduct HIV/AIDS awareness and sensitization activities for its employees.

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

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 begun under SHARe, SHARe II has continued to work with civil society organizations to improve their institutional capacity to coordinate, manage and implement the national HIV response. In the period under review, the primary civil society organization which SHARe II assisted was the Network of Zambian People Living with HIV/AIDS.

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

The Network of Zambian People Living with HIV/AIDS, established in 1996, aims to improve the lives of Zambians living with HIV/AIDS by pursuing support for, communication with and representation of PLHIV. The NZP+ network consists of almost 100,000 people nationwide in over 4,500 local support groups, coordinated by district-level chapters.

During the reporting period, SHARe II primarily assisted NZP+ to prepare, and then host, its Annual General Meeting (AGM). Preparations included technical assistance in the area of governance, helping NZP+ leverage funding from the UNDP to hold the AGM and orientation of would-be Board members. The AGM was held in September 2013, at which the SHARe II Legal and Policy team guided the amendment of a revised NZP+ Constitution the election of a new Board; SHARe II oriented all the new NZP+ Board members.

SHARe II also assisted NZP+ to prepare for an extensive pre-award capacity assessment exercise that Churches Health Association of Zambia (CHAZ) conducted to determine NZP+'s readiness to receive Global Fund money it had applied for, and worked with NZP+ to re-draft the MoU that guides collaboration between the two organizations.

One focus of SHARe II's work with NZP+ involves ensuring funding sustainability by assisting NZP+ to mobilize resources from other organizations. During the reporting period, SHARe II held a financial assessment, focused on determining NZP+'s readiness to absorb financial support from potential funding organizations as well as strengthening the organization's financial planning, management and reporting systems; SHARe II also conducted an initial assessment to ascertain compliance with management standards developed by SHARe. SHARe II's consistent systems strengthening and technical assistance to NZP+, during the previous year, resulted in growing buy-in from various stakeholders.

Case Study: NZP+ Renaissance—SHARe II as a Catalyst for Change

For years, the functioning of NZP+ support groups and chapters had been hampered by poor management at the national level; the organization had no long-term plans, few financial resources and inadequate management systems. The network's public image was generally negative, which led to a loss of goodwill from key stakeholders, reducing its external funding and—consequently—its functioning, further alienating donors. As the fortunes of NZP+ declined, so too did the overall effectiveness of the national HIV/AIDS response.



Figure 10: Attendees at the 2013 NZP+ General Assembly discuss proposed changes to the draft NZP+ Constitution, September 2013

As one of the NZP+'s technical support partners, SHARe II assisted NZP+ to conduct a capacity assessment; develop and launch its strategic plan; develop and review its operational plans as well as administrative and financial manuals; and jointly review its constitution. As a result of this technical assistance, NZP+ has improved its financial, management and administrative functioning; increased its credibility with stakeholders; and provided a stronger national voice for people living with HIV/AIDS in Zambia.

Shortly after the strategic plan launch, Standard Chartered Bank donated 15 computers to the organization, and the Global Network of People Living with HIV provided it with £3,000 (approximately \$1,950) for project proposal development. Over the following months, two more organizations donated volunteer staff—an M&E officer and a finance assistant—to work at NZP+. These donations and commitments represent a large shift for the network,

which had seen funding from stakeholders dry up over the course of the previous few years; they demonstrate growing confidence in the network.

These milestones have in turn enabled NZP+ to attract financial and technical support from other stakeholders. In addition to donating staff time to NZP+, UNDP gave \$50,000 towards the group's Annual General Meeting, which was held in September 2013.

Thanks to the support of SHARe II, provided at a critical juncture in NZP+'s history, the network is becoming more effective at both coordinating the work of its district chapters and soliciting support from external organizations. "SHARe II has done a lot for this organization," said Mr. Nsanzya. "This organization had almost reached a point of no return.... [SHARe II] have really done wonders to make sure we stayed alive." And as Fred Chungu, NZP+ Capacity Building Officer, remarked, "Changing organizational behavior takes time. But we know now we can do it."

Selected Results

Selected results from SHARe II's work with coordinating structures are shown in Table 4.

Table 4. Task 2. Strengthen organizational and technical capacity of coordinating structures

Indicator	2013 APR (Oct 2012-Sept 2013)		Cumulative LOP Progress, as of APR 2013	Planned Activities for FY 2014
	Target	% Achieved		
2.1_ Coordinating Structures Capacity Building of Institutions	5	100%	74 of 80 organizations provided TA; 93% reached of FY 2013 cumulative target	To work with additional 6 PATFS
2.1_ Coordinating Structures Capacity Development	500	268%	2774 of 1000 individuals participated in capacity development; 277% reached of FY 2013 cumulative target	Individuals will be from the 6 identified PATFs
2.1_Train Individuals trained in HIV/AIDS-related institutional capacity development	645	98%	811 of 1145 individuals trained; 71% reached of FY 2013 cumulative target	Trainings planned for Y4
2.1_ NAC Staff Mentoring to Build Institutional Sustainability of NAC	12	133%	16 of 12 staff equipped to provide technical support; 133% reached of FY 2013 cumulative target	Ongoing support provided

Objective 3: Strengthen and Expand Workplace HIV/AIDS Programs

SHARe II works with both the public and private sectors to expand access to workplace programs and strengthen linkages and referral systems with community-level partners and implementers. Through this work, SHARe II and its partners can expand access to HIV prevention, care, support and treatment services—for employees, dependents, and defined outreach communities—to reduce HIV-related employee absenteeism and ultimately contribute to increased productivity.

Workplace HIV/AIDS programs that include appropriate linkages to care and treatment services have resulted in significant improvements in general employee health and reductions in absenteeism in many workplaces. This has led to a switch in priorities by many workplaces to have more integrated health programs that address HIV and other related issues, and to also have workplace HIV/AIDS extended employees' families and defined outreach communities (where most of the workers live).

The core programs that SHARe II implements in its partner sites include the basic peer education and outreach program, the Gender and Sexuality in HIV/AIDS (GESHA) program, and the Positive Action by Workers (PAW) program; all provide/support information and skills training for HIV prevention, increasing access and uptake to HIV/AIDS services, and linkages to HIV care, treatment and support. SHARe II also provides technical and funding support towards the development of wellness and HIV/AIDS workplace policies.

SHARe II has continued to work with ZHECT in building their HIV/AIDS technical and organizational capacity to implement HIV/AIDS programming for the private sector. SHARe II also supports LEAD Zambia Ltd to work with informal businesses in selected chiefdoms and communities.

Peer Education

Carefully selected and trained volunteer peer educators and other lay providers are the implementation backbone of SHARe-supported workplace HIV/AIDS programs. Peer educators are the key to successful workplace HIV/AIDS programs, and through peer-to-peer interactions, they implement AB and other prevention education, promote condom use, refer for STI management, create awareness on sexual and gender-based violence, promote partner reduction and create referral links to HTC and ART.

In defined outreach communities, trained community mobilizers and program facilitators provide services through individual, couple and family-centered counseling; refer/link clients to additional services and monitor and track clients to ensure that they act on referrals and receive services; and provide follow-up and adherence support. Selecting peer educators who are willing to take on this additional work is critical, as is providing support and incentives for their retention in the program.



Figure 11: A peer educator performs a condom demo during group HIV sensitization at a migrant workers' camp at Kafue Sugar-Nampundwe



Figure 12: Staff and spouses at Chunga Camp in Kafue National Park listen intently to a GESHA facilitator during a discussion on the HIV drivers in Zambia

Gender and Sexuality in HIV/AIDS (GESHA) Program

The GESHA program allows open discussions on the drivers of the HIV epidemic in Zambia, including MCPs, alcohol abuse and sexual violence against women and girls, in the context of the gender, sexuality and cultural environment in Zambia. GESHA has assisted workplaces and communities to develop HIV interventions that are relevant to their local situations to address these drivers and generate collective and individual actions to reduce HIV vulnerability. The workplace thus provides a safe haven where discussions on

gender, culture and sexuality can openly take place among workmates, couples and community members, without fear of sanctions from cultural standard-bearers.

Positive Action by Workers (PAW) Program

PAW, established under the predecessor SHARe project, is the first-ever support group for Zambian public sector workers who are living openly with HIV. In an environment where stigma and discrimination are still very prevalent and disclosure of positive HIV status is still very rare, PAW is groundbreaking, shattering the silence surrounding HIV infection in Zambia. It challenges the status quo of low disclosure of positive HIV status by openly showing the face of HIV in the workplace. PAW shows that workers living with HIV are friends and colleagues and that workers living with HIV are as productive as other workers.

Access to HIV/AIDS Services

Linkage to services is integral to SHARe II workplace HIV/AIDS programs. Individuals who access HTC and test positive are linked to HIV care/treatment services such as ART and PMTCT and to PLHIV support groups. Those who test negative are linked to HIV prevention services and condom, as appropriate, while men who test negative are additionally linked to VMMC services.

1. Expand and Replicate Efforts in the Private Sector (including Small, Medium and Large-scale Businesses) and the Informal Sector

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

Support to the Zambia Federation of Employers (ZFE) and the Zambia Congress of Trade Unions (ZCTU)

An effective coordination strategy is very important in ensuring workplace HIV/AIDS programs success in meeting their mandates and objectives. SHARe II has taken on a number of medium and large ZFE enterprises to implement workplace programs directly as part of a larger effort to build ZFE's capacity and strengthen the technical resources it has for HIV/AIDS mobilization. SHARe II has also engaged the ZCTU to reach unionized employees throughout Zambia.

In the period under review, SHARe II brought together all the affiliate members of the Zambia Congress of Trade Unions (ZCTU) to an engagement workshop that discussed the role of the Trade Unions in fighting HIV/AIDS and their mandate to work collaboratively with the Zambia Federation of Employers (ZFE) in ensuring effective workplace HIV/AIDS and wellness programs. One of the ZCTU affiliate unions, the National Union of Plantations, Agriculture and Allied Workers (NUPAAW), worked with SHARe II to engage and mobilize farmers in the Mkushi farm block to support workplace HIV/AIDS and wellness programs for their workers, most of whom are migrant workers. Ten farms partnered with NUPAAW and SHARe II to train 20 peer educators and to support the implementation of workplace HIV/AIDS programs through peer education.

Additionally, two ZFE member companies, SABMiller and Dunavant, invited SHARe II to support their workplace wellness programs and drafted MoUs with SHARe II. SHARe II subsequently facilitated technical skills development for workplace HIV/AIDS and wellness programming among staff and management at these organizations, training 27 peer educators at SABMiller, 18 at Dunavant and 16 peer educators from Zambia State Insurance (a ZFE member company).

Case Study: An Unlikely Partnership—Trade Unions, Employers and Farm Employees Join Hands to Fight HIV

Known for its rich agricultural soils and reliable rainfall, Mkushi District's farming block attracts job-seekers from far away. However, migration and the farm laborer lifestyle pose a significant risk for those who work on the numerous large-scale farms: Many of the male migrant farm workers use their hard-earned incomes to find sexual partners in the nearby villages. This combination of stress, alcohol, poverty and unprotected sex with multiple partners facilitates HIV transmission, and HIV infection rates are high among farm workers.

In the past in Mkushi, the Zambia Congress of Trade Unions (ZCTU)—which represents most workers on the large farms—was almost always left out of conversations about HIV/AIDS; as a result, most of the HIV-related programs that had been implemented were not very sustainable and ended when the technical support partners left the area. In February 2013, SHARe II staff convened the trade union and its affiliate members in an engagement workshop to discuss their potential role in fighting HIV/AIDS as well as the importance of working collaboratively with employers.

A month later, one of the ZCTU-affiliated unions that had attended the meeting, NUPAAW, approached the Mkushi Farmers Association (MFA)—a group of owners of large-scale farms—to ask for support for HIV/AIDS and wellness programs for farm workers. The MFA was quick to agree to partner with the union on this initiative. SHARe II, the union and the

employers worked collaboratively to support the training of 20 farm workers from 10 farms to conduct peer HIV/AIDS education among their fellow employees.

All of the stakeholders contributed to this effort either directly or in kind: SHARe II and NUPAAW funded and facilitated this workshop, while the MFA gave the farm workers time off to attend the workshop and provided them transport to and from the training venue. At the workshop closing day ceremony, the General Secretary of NUPAAW acknowledged that it was so rare to have a union-employer partnership where both parties were on the same page. He thanked SHARe II for helping NUPAAW recognize that unions and employers can work together for the benefit of employees, in a partnership that extends beyond negotiating salaries and working conditions.

As a demonstration of management support for the program, farm owners who sent their workers to the training have allocated time during the workday for peer educators to conduct HIV/AIDS and wellness activities among their employees. Perhaps even more importantly, SHARe II has helped set a foundation for further cooperation between the union and employers on issues related to workplace health and safety.

Support to the Tourism HIV/AIDS Public-Private Partnership

The Tourism HIV/AIDS PPP seeks to establish, enhance and expand HIV/AIDS workplace programs within private sector tourism businesses. In addition, it seeks to increase social mobilization for HIV/AIDS in Livingstone, in collaboration with the GRZ and other partners. The Tourism HIV/AIDS PPP programs take comprehensive HIV/AIDS workplace programs to over 3,000 workers and HIV/AIDS social mobilization to 150,000 Livingstone residents.

Implementing Workplace HIV/AIDS Programs in PPP Businesses

At the start of the reporting period, SHARe II obtained concurrence from USAID to sub-grant to the Livingstone Tourism Association (LTA)—an association of tourism-related businesses and enterprises that is linked to the Tourism HIV/AIDS PPP—to implement workplace-based HIV/AIDS programs in the small and informal tourism businesses in Livingstone through peer education and community social mobilization activities.

Thirteen tourism businesses were recruited and began implementing workplace HIV/AIDS programs with SHARe II technical support. The businesses came up with a small budget to support the coordination of their workplace HIV/AIDS program activities. Additionally, SHARe II and the Zambia Wildlife Authority (ZAWA) management identified three national parks, and their head offices, in which to implement workplace HIV/AIDS programs. SHARe II has trained peer educators who are currently implementing programs. Additionally, in response to the expressed needs of ZAWA staff, SHARe II is actively implementing the GESHA program for ZAWA personnel.

SHARe II and the LTA also conducted sensitizations on various health-related issues such as hypertension, nutrition, effects of alcohol abuse and cervical cancer with its Livingstone-based PPP partners and their defined outreach communities of Mukuni and Simoonga. For example, SHARe II supported and facilitated a cervical cancer screening exercise with technical support from CIDRZ for Tourism HIV/AIDS PPP partners in Livingstone which screened 205 women, 25 of whom were found with lesions that needed treatment

Case Study: Everybody Counts and Every HIV Infection Averted Counts— HIV/AIDS Sensitization for Zambia’s Livingstone’s Sex Workers

Livingstone city is the heart of Zambia’s tourism industry, shares a busy border with neighboring Zimbabwe and is an important stopping point on a major international trucking route; because of all these factors, and the high poverty levels in the surrounding communities, Livingstone is home to a significant commercial sex trade—which is illegal in Zambia. This creates a very potent mix for HIV transmission and, subsequently, adult HIV prevalence in Livingstone is alarmingly high at 28%: almost twice the national rate of 14.3%.

In August 2013, Livingstone co-hosted the annual conference of the United Nations World Tourism Organization (UNWTO); because of an influx of both conference attendees and sex workers into the city during that time period, SHARe II decided to engage sex workers to provide HIV/AIDS information and distribute condoms during the two weeks leading up to the conference. To reach this population, SHARe II collaborated with LTA, whose HIV outreach staff approached sex workers in several parts of town, gave the women condoms and information about HIV and STIs and issued a word-of-mouth invitation to access more information and condoms at a one-day sensitization on HIV/AIDS and STIs.

Even though they were fearful of arrest, twenty women attended the meeting, which focused on HIV and STI information, prevention and treatment; the importance of condom use even for those who are already HIV positive; promotion of health-seeking behavior; and assertiveness in negotiations with clients. SHARe II also invited female staff members from a government clinic to build links between the sex workers and local health services, so that the women would be less afraid of accessing HIV-related care, treatment and support.

Onsite HIV testing and counseling was provided at the HIV sensitization meeting and ten of the sex workers decided to test for HIV; all ten tested positive, and were referred to the government clinic. After the HIV sensitization meeting, the attendees began sharing the information they had learned with their colleagues and applying their new knowledge about both potential risks and possible safeguards. Importantly, they also passed on information about where to access HIV-related services, including condoms, to their colleagues.

SHARe II, through its partner LTA, has been following up with some the sex workers who remained in Livingstone after the UNWTO conference. The women reported that they were now insisting on condom use for every sexual encounter and were taking measures to prevent other STIs. They have also begun reporting to the clinic regularly for check-ups and for condoms, and were referring their friends for HIV-related resources and education. *“The training has changed our lives and the way we conduct the business,”* one participant reported. *“From that day we have been cautious about any man who comes to us for sex... after discussions on the dangers of unprotected sex and diseases, they are able to use condoms.”*

HIV/AIDS Interventions in PPP-Defined Outreach Communities

Successful workplace HIV/AIDS programs have led to improvements in general employee health and reductions in worker absenteeism in many Tourism HIV/AIDS PPP workplaces supported by SHARe II. This success has led to an expansion of priorities and a desire by many workplaces to have more integrated health programs that address HIV and other

related health issues. Additionally, many workplaces recognize the benefit of workplace HIV/AIDS programs for their workers and would prefer that these programs also reach workers' families and, where possible, defined communities where they draw their worker from. with the rationale being that community health affects worker health and impacts business. SHARe II, working with the Tourism HIV/AIDS PPP partners, has extended workplace HIV/AIDS programs to the four defined outreach communities of Simoonga, Mukuni, Sinda and Sekute.

In the reporting period, SHARe II worked with community mobilizers in the outreach communities to reach 14,214 people with HIV prevention messages, including 3,047 community members with individual and/or small-group level preventative interventions that were primarily focused on abstinence and/or being faithful. SHARe II also provided 25 bicycles to Mukuni and 27 to Simoonga community mobilizers to enable them reach out to the wider community and provided supportive supervision to upgrade the skills of the community mobilisers in three PPP-defined outreach communities.

Additionally, the LTA—with technical support from SHARe II—conducted a community mobilization training workshop for participants drawn from communities that supply services to the tourism businesses in Livingstone, including curio market members. Most of these were drawn from the two PPP-defined outreach communities in Simoonga and Mukuni. Participants received training in participatory learning methods to help them work with their communities and peers to influence perceptions and behaviors that affect the spread of HIV.

Prior to the 2013 UNWTO conference (held in Livingstone) and the Mukuni chiefdom traditional Lwiindi ceremony, SHARe II and the Livingstone Tourism Association did two full trainings of 30 community mobilizers and 30 peer educators in the Livingstone area. Twelve of these mobilizers and peer educators were recruited to conduct sensitization in Livingstone city and the Mukuni chiefdom, reaching over 2,000 people.

HIV/AIDS Workplace Programs in the Informal Sector

During the period under review, SHARe II built on its existing relationships with the Lusaka District Council and the Ministry of Agriculture and Livestock to engage five Lusaka-based markets in HIV/AIDS prevention: Chaisa, Chachacha (City Centre), New Soweto, Lilanda and Chelston. In the fourth quarter, SHARe II trained 52 peer educators and program coordinators in these markets, and the peer educators are successfully engaging fellow marketeers as well as customers in HIV/AIDS prevention programs within the markets.

2. Expand and Replicate Efforts in the Public Sector

HIV/AIDS Programming in Line Ministries

The SHARe II Workplace team supports the HIV/AIDS Legal and Policy Team to develop workplace wellness and HIV/AIDS policies for Zambian line Ministries. All the public sector Ministries supported by SHARe II have introduced the PAW program at the workplace to attract workers living with HIV/AIDS to openly join the fight against HIV/AIDS and stigma in the workplace. PAW programs in the Ministries provide skills training and support for engaging other staff in HIV/AIDS prevention, care and treatment.

In the period under review, SHARe II held several activities with the line Ministries, including training Lusaka and Chipata PAW peer supporters from the Ministry of Home Affairs, capacity-building for seven Lusaka- and Chongwe-based PAW members at the Ministry of Agriculture and Livestock and a sensitization on HIV/AIDS drivers and first aid at the Ministry of Finance.

SHARe II also sensitized 180 recruits who had graduated from the Immigration Department on HIV/AIDS prevention strategies and their role on encouraging HIV/AIDS prevention in the service. Additionally, SHARe II and the Ministry of Agriculture and Livestock conducted a GESHA training for 30 couples (reaching 60 individuals) at the Zambia College of Agriculture at the Ministry. A GESHA facilitation team was formed to reach and sensitize other couples. Finally, the Ministry of Information and Broadcasting invited SHARe II to talk about gender and sexual harassment in the workplace.

Zambia Police Service Workplace HIV/AIDS Programs

The Zambia Police Service (ZP) is the biggest department in the Ministry of Home Affairs and has been the most active in implementing HIV/AIDS workplace activities. In response to the Inspector General of Police's request for SHARe II to extend its technical support to the police training institutions and camps, SHARe II's work now reaches out to 11,500 ZP employees in selected divisions. To make the program more effective and responsive to the needs of the participating institutions, the in-service program is being conducted both in the workplace and the camps, and involves uniformed officers and their spouses.

During the reporting period, SHARe II conducted sensitizations for multiple groups within the ZP. In the first half of the year, SHARe II conducted a sensitization for recruits at Lilayi, Sondela and Kamfisa training schools. These meetings aimed to ensure that by the time recruits graduate, they have received sufficient information on HIV/AIDS to promote prevention in their personal and professional spheres. SHARe II also scaled up its GESHA program to the TAZARA Police camps in Mpika and conducted general HIV/AIDS sensitization and peer education in the camps.

In the second half of the year, HIV/AIDS coordinators in the Zambia Police Service were trained in the use of the GESHA training guide so that they could facilitate the program with confidence. The participants were drawn from the HIV/AIDS workplace program, the health department and the gender desk of the police. Apart from building facilitation skills and confidence, the training was also meant to establish "HIV/AIDS and gender champions" in the police service. This work was connected to the Police Victim's Support program that links HIV/AIDS to gender and sexuality.

SHARe II also held GESHA sensitization meetings at the TAZARA police camp in Kapiri Mposhi, and—in collaboration with ZP staff—conducted a supportive supervision tour of camps in the Copperbelt Province. During the visit, the team provided technical support to GESHA facilitators; met with commanding officers; discussed challenges in data collection and reporting with service providers, such as peer educators and GESHA facilitators; conducted a data verification exercise; and checked on overall program implementation.

Finally, SHARe II provided a PAW peer supporter capacity strengthening training involving 34 police officer and spouses, conducted performance appraisals for PAW peer educators and supported action plans to link them the NZP+ district chapters.

Zambia Prison Service Workplace HIV/AIDS Programs

SHARe II activities with the Zambia Prison Service (ZPS) during the reporting period included supporting staff and inmates with sensitizations, PAW groups, peer education, GESHA training and policy advocacy through the PAAC.

In the first half of the year, ZPS recruited a medical officer in line with recommendations in the strategic plan; supervised peer educators in the prison system; commemorated World AIDS Day with inmates at the Livingstone Prison; conducted general sensitization on HIV/AIDS to staff in the camps, offices and stations; engaged people living with HIV through PAW groups; and improved its strategic information management. ZPS and SHARe II also supported PLHIV through PAW groups, which were extended to prison inmates with high levels of uptake; reviewed the Prisons Act; and provided supportive supervision and M&E technical support to the ZPS.

By the end of the year, with SHARe II technical support, the ZPS completed working on the structure for its Health Directorate, which coordinates the HIV/AIDS programs. SHARe II and ZPS hosted a GESHA training workshop for prison officers and spouses at two prisons on the Copperbelt; supported trained peer educators at Mongu Central Prison to hold meetings with 467 inmates, of whom 105 went for HTC; trained 26 inmates at Namuseche Prison in Chipata; and held HIV/AIDS sensitization meetings for inmates in all the Kabwe BD Lusaka based prisons.

The SHARe II Legal and Policy and Workplace teams participated in planning committee meetings of the Prisons HIV/AIDS Advisory Committee (PAAC), which advises the GRZ on HIV/AIDS in prisons. At these meetings, participants reviewed the domestication of Southern African Development Community (SADC) Regional Minimum Standards on communicable diseases among prison inmates, and SHARe II made recommendations to the ZPS on amendments to the Prisons Act. SHARe II subsequently supported the hosting of a high-level meeting for CAPAH, organized by the PAAC, to sensitize members of parliament on current prison health conditions and the SADC Regional Minimum Standards. The meeting was officially opened by His Honor the Vice President Dr. Guy Scott and was chaired by the African Union Special Rapporteur on Prisons and Conditions of Detention in Africa, Commissioner Med S.K Kaggwa of Uganda.

Case Study: Leadership Behind Bars—Inmates at Zambia’s Maximum Security Prison Join the Fight against HIV

Mukobeko Maximum Security Prison is home to Zambia’s most dangerous criminals. Inside the prison’s 30-meter walls, high-risk behaviors such as sharing needles and razors, tattooing and unprotected anal sex are commonplace. Such behavior poses a very high risk for HIV transmission, particularly in Zambia’s prisons where the HIV prevalence is estimated to be 27.4%, almost twice the national average. Further, inmates living with HIV face poor living conditions, inadequate nutrition and inconsistent availability of antiretroviral medications.

Through a partnership with Zambia Prisons Service (ZPS), SHARe II has been supporting HIV/AIDS programs/activities for prison staff and inmates at Mukobeko prison, offering HIV sensitization, HIV testing and counseling, and support for staff and inmates living with HIV. In order to increase the sustainability of its inmate program, SHARe II trained 25 inmate peer educators, who serve as a point of first contact for inmates who need information about HIV, who are concerned about their HIV status or who are living with HIV and require special assistance.



Figure 13: Inmates at Mwembeshi Prison participate in a SHARe II-led peer education HIV/AIDS program

The peer educators speak with fellow prisoners about the value of knowing one's HIV status, the importance of treatment adherence and safe sexual practices, and notify the captains about any inmates who may need to be referred for treatment or exempted from hard labor.

The program demands empathy, confidentiality, discipline and cooperation from the peer educators; administrators at Mukobeko believe it has been successful both at supporting inmates on HIV-related issues, and at reforming the peer educators' social and health behaviors. In recognition of their work, administrators conferred blue wristbands—which function as symbols of authority in the prison—to all the trained inmates, giving them greater power to influence change in the prison. Peer education work also counts towards considerations for presidential pardons!

By recruiting and training peer educators from different cells within the Mukobeko prison walls, SHARe II has not only found a way to reach this very isolated and very high HIV-risk population, but is also assisting the ZPS in its rehabilitation of some of Mukobeko's inmates—a win-win situation.

Selected Results

Selected results from SHARe II's work to strengthen and expand workplace HIV/AIDS programs are shown in Table 5 below.

Table 5. Task 3. Strengthen and expand workplace HIV/AIDS programs

Indicator	2013 APR (Oct 2012-Sept 2013)		Cumulative LOP Progress, as of APR 2013	Planned Activities for FY 2014
	Target	% Achieved		
P7.1.D Number of PLHIV reached with a minimum package of Prevention with PLHIV (PwP) interventions	1000	107.8%	5775 of 4000 PLHIV reached; 144% reached of FY 2013 cumulative target	Sensitization ongoing
P8.1.D Number of the targeted population reached with individual and/or small group level preventive interventions	65,000	49.5%	220,825 of 195,000 individuals reached; 113% reached of FY 2013 cumulative target	Sensitization ongoing, will bring in Market populations
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	10,000	37.9%	57,832 of 55,000 individuals reached; 105% reached of FY 2013 cumulative target	Efforts to scale up work in religious groups and Sensitization ongoing
P8.3.D Number of MARP reached with individual and/or small group level interventions	17,765	60.2%	44,984 of 30,765 MARP reached; 146% reached of FY 2013 cumulative target	Sensitization ongoing
P11.1.D Number of individuals who received Testing and Counseling (T&C) services for HIV and received their test results	25,000	43.8%	70,887 of 65,000 individuals received testing and counseling; 109% reached of FY 2013 cumulative target	Testing and Counseling ongoing, will bring in Market populations

Objective 4: Strengthen collaboration and coordination of HIV/AIDS activities with the GRZ, USG funded partners, and other stakeholders

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

As Zambia has a mature HIV/AIDS epidemic that has stabilized at a very high HIV prevalence rate 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. 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 and other key stakeholders in the response—including donors, NGO implementing partners, civil society, the private sector and the public sector.

SHARe II provides technical assistance to the GRZ through NAC to improve collaboration and coordination of the HIV/AIDS response across multiple partners and stakeholders. These efforts include providing support for joint planning; developing and maintaining a monitoring system that tracks the leadership, legal and policy environment; strengthening coordinating structures' activities; and improving monitoring and evaluation for national HIV/AIDS activities. SHARe II also provides support to United States Government (USG)-funded bilateral partners to implement workplace wellness programs.

Supporting NAC to establish and coordinate a partnership forum

SHARe II is supporting NAC in optimizing its coordination and management mandates through the establishment of a stakeholders' forum. During the reporting period, NAC and SHARe II developed a concept paper called "Optimizing National HIV/AIDS/STI/TB Council (NAC) Coordination and Management of the National HIV/AIDS Response through Stakeholder Forums." This paper proposes a one-day forum which is intended to bring together a wide range of governmental and non-governmental players in the HIV/AIDS response in Zambia, including PLHIV.

NAC welcomed this idea and convened a first preparatory meeting to review the concept. At this meeting, it was resolved that a technical committee be instituted that is inclusive of Pillar Chairpersons, to develop terms of reference that are agreed upon by all key stakeholders. SHARe II and NAC subsequently drafted terms of reference and established a steering committee for the stakeholders' forum.

Support to NAC to develop a common national Monitoring and Evaluation Framework

During the reporting period, SHARe II submitted a concept note to NAC on a proposed M&E framework and conducted two meetings with the Monitoring and Evaluation Specialist and MIS developer at NAC to discuss the concept note and how to operationalize it.

Support to USG Bilateral Partner Workplace Programs

During the reporting period, SHARe II launched its workplace wellness program for USG-funded partners. A preliminary meeting in September attracted 16 participants representing 10 organizations. During this meeting, participants drafted the program charter, mission and vision; discussed the various types of wellness programs; and shared tools for establishing and implementing wellness programs. With these efforts, the number of partners being supported by SHARe II in establishing workplace wellness has risen from six in the second quarter to nine in the third quarter.

Establish and Maintain a Mechanism for Tracking Leadership, Legal and Policy Environment Strengthening and Coordinating Structures Coordinating Activities

SHARe II provides technical assistance to improve NAC's reporting of structural HIV/AIDS interventions and is working to develop and maintain a monitoring system that will track leadership, legal and policy environment strengthening, coordinating structures strengthening activities. This activity includes developing a shared tracking and monitoring system to allow for cross-program reporting, sharing and learning.

Over the past year, SHARe II finalized its review and revision of the leadership, legal and policy environment strengthening, and coordinating structures indicators it is tracking through its project database. These were presented to USAID for approval as part of the SHARe II revised monitoring and evaluation plan.

Selected Results

Selected results from SHARe II's work to strengthen collaboration and coordination of HIV/AIDS activities with the GRZ, USG funded partners, and other stakeholders are shown in Table 6 below.

Table 6. Task 4. Strengthen and expand collaboration and coordination of HIV/AIDS activities

Indicator	2013 APR (Oct 2012-Sept 2013)		Cumulative LOP Progress, as of APR 2013	Planned Activities for FY 2014
	Target	% Achieved		
4.3 HIV activity monitoring system	-	-	SHARe II is piloting indicators on behalf of USAID	Ongoing piloting
4.4 NAC state of the HIV/AIDS response meetings	1	100%	Cumulative target through FY 2013 achieved	SHARe II has obtained NAC concurrence

Monitoring and Evaluation

SHARe II M&E activities ensure the collection, analysis and storage of quality data, and support the timely reporting and adequate utilization of project information in order to improve SHARe II's ability to effectively implement activities. SHARe II also provides technical assistance on M&E to its sub-partners and to other project partners to strengthen their M&E activities and reporting.

In the period under review, SHARe II supported a mid-term review (MTR), which was conducted by John Snow, Inc. and Initiatives Inc. staff, and included two weeks of in-country work. The purpose was to review the performance and the progress of implementation of the SHARe II project, which was at its mid-point, towards agreed project deliverables. The MTR report was shared with JSI, Initiatives, Inc and SHARe II staff and was submitted to USAID/Zambia.

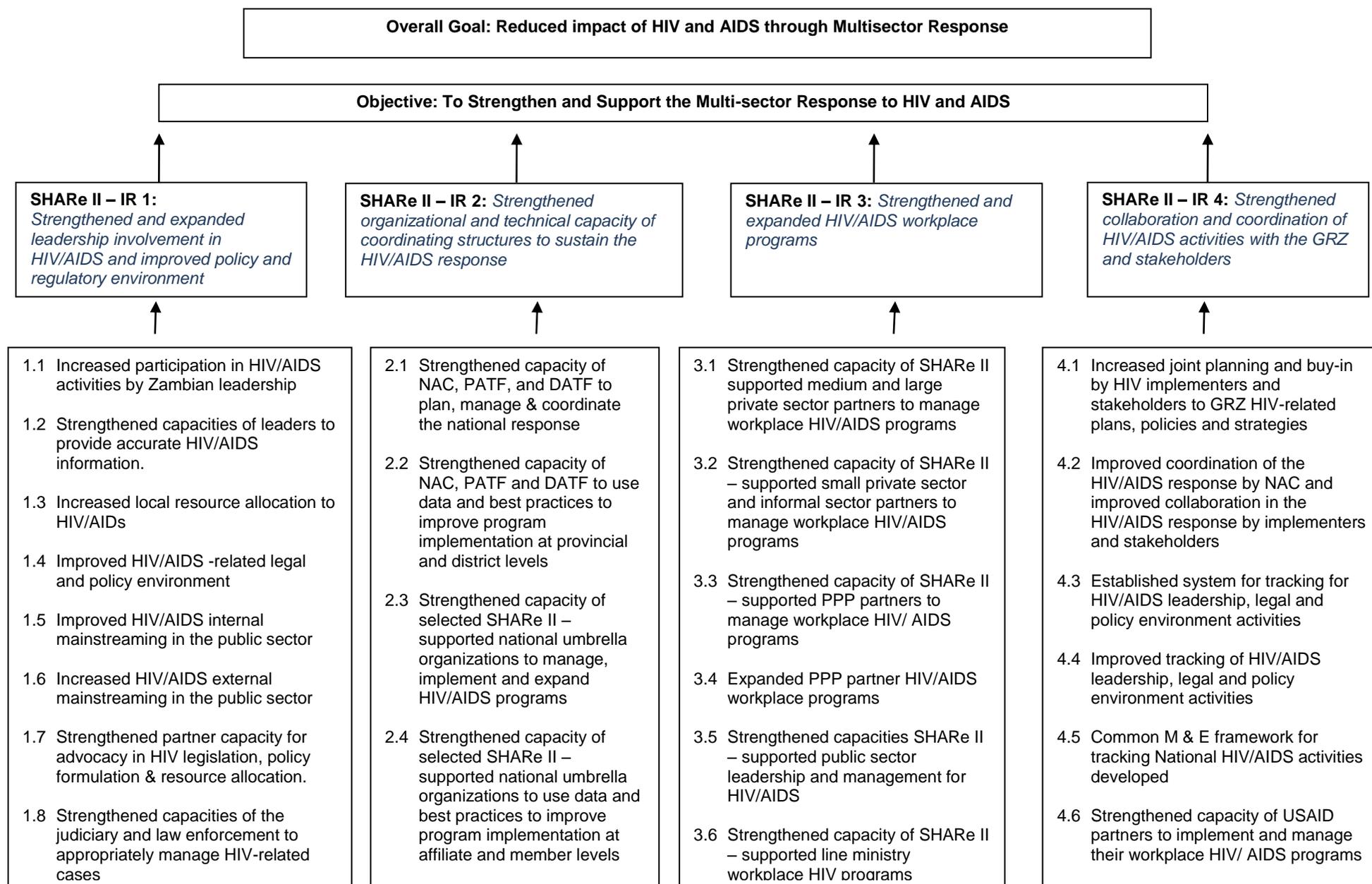
The team designed and began to implement a quasi-experimental evaluation that uses mixed qualitative and quantitative methods to evaluate SHARe II's Leadership work in the chiefdoms. The M&E unit also provided support to the Leadership team by evaluating the school-based musician-led sensitization intervention which took place in the previous quarter. The M&E team developed an evaluation tool which used pre- and post-activity data collection to measure students' knowledge and perceptions of HIV before and after the intervention. Analysis has been conducted and results were presented internally.

Support to the 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 worked closely with the Coordinating Structures team to continue supporting the M&E training conducted with the DATFs and PATFs from the 15 OCA certification pilot districts in the formulation and development of M&E plans, which were given to the SHARe II M&E unit for editing.

SHARe II updated partners' skills in data collection and reporting, and documentation of SHARe II-supported activities for the Ministry of Home Affairs, its biggest public sector partner. This was done through an M&E workshop for regional/divisional HIV/AIDS coordinators from both Zambia Police and Prisons Services, and also as part of SHARe II supportive supervision visits to the service providers. SHARe II staff also visited the Livingstone Tourism Association, a new sub-partner of SHARe II, to review the development of indicators and provide technical assistance in developing frameworks for the association's data collection, data management, and reporting.

Additionally, the Zambia Prisons Services headquarters in Kabwe were visited to review the M&E system and provide technical assistance in data collection, data management and reporting. Subsequently, the M&E unit, in collaboration with the Zambia Police Service and the Zambia Prisons Service, finalized and rolled out a reporting system which not only captures PEPFAR data but also captures other health indicators which are in their scope of work.

APPENDIX: SHARE II RESULTS FRAMEWORK





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