

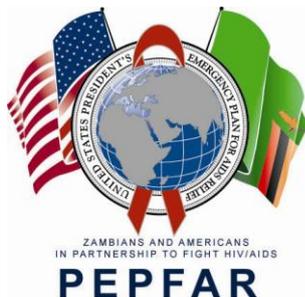
# **SUPPORT TO THE HIV/AIDS RESPONSE IN ZAMBIA II (SHARe II)**



**Quarterly Report**  
**Period: October 1 2012 – December 31, 2012**

**Contract No: GHH-1-00-07-00059-00**  
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## Acronyms

|        |  |
|--------|--|
| AB     | Abstinence, Be faithful                                  |
| AIDS   | Acquired Immunodeficiency Syndrome                       |
| ART    | Anti-Retroviral Therapy                                  |
| CA     | Cooperative Agreement                                    |
| CAPAH  | Coalition of African Parliamentarians against HIV & AIDS |
| CBA    | Cost-Benefit Analysis                                    |
| CBO    | Community-Based Organization                             |
| CDC    | Centers for Disease Control and Prevention               |
| CHAMP  | Comprehensive HIV/AIDS Management Program                |
| COP    | Country Operating Plan                                   |
| CT     | Counseling and Testing                                   |
| DATF   | District AIDS Task Force                                 |
| DCoP   | Deputy Chief of Party                                    |
| FAWEZA | Forum for African Women Educationalists in Zambia        |
| FAZ    | Football Association of Zambia                           |
| FBO    | Faith-Based Organization                                 |
| GBV    | Gender-Based Violence                                    |
| GDA    | Global Development Alliance                              |
| GRZ    | Government of the Republic of Zambia                     |
| HIV    | Human Immunodeficiency Virus                             |
| HMIS   | health management information system                     |
| HOC    | House of Chiefs  |
| HR     | Human Resources  |
| JSI    | John Snow Inc.   |
| IGA    | Income-Generating Activity                               |
| IMSF   | Inter-Ministerial Stakeholders Forum                     |
| IR     | Intermediate Result                                      |
| KAP    | Knowledge, Attitudes and Practices                       |
| LAZ    | Law Association of Zambia                                |
| LBF    | Lower Business Forum                                     |
| LTA    | Livingstone Tourism Authority                            |
| MOAL   | Ministry of Agriculture and Livestock                    |
| MC     | Male Circumcision  |
| MCP    | Multiple and Concurrent Partnerships                     |
| MOCTA  | Ministry of Chiefs and Traditional Affairs               |
| MOCTI  | Ministry of Commerce, Trade and Industry                 |
| M&E    | Monitoring and Evaluation                                |
| MOHA   | Ministry of Home Affairs                                 |
| MOYS   | Ministry of Youth and Sports                             |
| MOF    | Ministry of Finance                                      |

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|          |   |
|----------|---|
| MP       | Member of Parliament                                    |
| MOTWSC   | Ministry of Transport, Works, Supply and Communications |
| MOBL     | Ministry of Information, Broadcasting and Labor         |
| MOG      | Ministry of Gender                                      |
| NAC      | National HIV/AIDS/STI/TB Council                        |
| NARF     | National HIV/AIDS Reporting Framework                   |
| NASF     | National AIDS Strategic Framework                       |
| NGO      | Nongovernmental Organization                            |
| NRFZ     | National Royal Foundation of Zambia                     |
| OCC      | Organizational Capacity Certification                   |
| OD       | Organizational Development                              |
| OHPS     | Other Policy Analysis and System Strengthening          |
| OVC      | Orphans and Vulnerable Children                         |
| PATF     | Provincial AIDS Task Force                              |
| PC       | Palliative Care   |
| PEP      | Post-Exposure Prophylaxis                               |
| PEPFAR   | President's Emergency Plan for AIDS Relief              |
| PLHIV    | People living with HIV                                  |
| PMTCT    | Prevention of mother-to-child transmission              |
| PPP      | Public-private partnership                              |
| SHARe    | Support to the HIV/AIDS Response in Zambia              |
| SHARe II | Support to the HIV/AIDS Response in Zambia II           |
| SO       | strategic objective                                     |
| SSCI     | Seed Certification and Control Institute                |
| TOR      | Terms of Reference                                      |
| USAID    | United States Agency for International Development      |
| USG      | United States Government                                |
| ZAWA     | Zambia Wildlife Association                             |
| ZBCA     | Zambia Business Coalition on HIV/AIDS                   |
| ZDHS     | Zambia Demographic and Health Survey                    |
| ZSBS     | Zambia Sexual Behavior Survey                           |
| ZHECT    | Zambia Health and Education Communication Trust         |
| ZINGO    | Zambia Interfaith Networking Organization               |
| ZWAP     | Zambia Workplace HIV/AIDS Partnership                   |

## I. Executive Summary

The five-year United States Agency for International Development (USAID)-funded Support to the HIV/AIDS response in Zambia (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 |

During the October 1, 2012 to December 31, 2012 period, the quarter under review, SHARe II undertook full-scale project implementation.

In **HIV/AIDS Leadership Programs** SHARe II provided technical support to increase HIV/AIDS leadership including providing technical assistance to selected SHARe II focus chiefdoms in community development action planning leadership (CoDAP) and operational planning aimed at fostering appropriate community

**Figure 1.** SHARe II project objectives.

actions, based on the understanding that HIV/AIDS is a developmental issue and that addressing HIV/AIDS must be part of any sustainable chiefdom development agenda; defining and agreeing a framework with the Coalition of African Parliamentarians against HIV/AIDS – Zambian Chapter (CAPAH-Zambia) for technical support in HIV/AIDS leadership; and training religious leaders in HIV-related advocacy and correct and consistent HIV/AIDS messaging. Eighteen out of 35 focus chiefdoms have completed the CCA and CoDAP processes. The next key phase for these fourteen is training of leaders in HIV/AIDS advocacy and in correct and consistent HIV/AIDS messaging so that these leaders can provide much needed HIV/AIDS leadership at the local and national levels. SHARe II has put in place an implementation schedule for CAPAH-Zambia that will ultimately not only contribute to moving forward selected legal and policy processes, but also to increased local resource allocation to HIV/AIDS and health. Religious leaders trained in HIV/AIDS leadership by SHARe II will contribute to the fight against HIV-related stigma and discrimination in the church and in the general community, and are expected to be a powerful advocacy voice on behalf of Zambians living with HIV and those affected by HIV.

In **Policy and Regulatory Environment Programs** SHARe II worked closely with government structures and institutions, and other key stakeholders to contribute to efforts to improve the policy and legal environment in Zambia to improve protections for people living with HIV (PLHIV) and those affected by HIV/AIDS. Activities undertaken include support to advance review and formulation processes for the National HIV/AIDS/STI/TB Policy, the National Alcohol Policy, the National Workplace HIV/AIDS Policy; training support for Zambia Police Services (ZPS) for training in-service senior law enforcement officers in the appropriate handling of counterfeiting cases that have a bearing on HIV/AIDS such as counterfeit anti-retroviral drugs (ARVs), counterfeit condoms, and fake infant formula; and technical support towards integrating HIV/AIDS into the training curricula of legal institutions of higher learning. The National HIV/AIDS/STI/TB Policy is in its initial

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stages of review. SHARe II wrote the concept paper that is guiding the review process, and is assisting in constituting the various policy review committees and writing the guidelines for the committees. Under SHARe II technical leadership and MOH overall leadership, the National Alcohol Policy is almost complete with only public sector inputs remaining before tabling before Cabinet through a cabinet memo. The National Workplace HIV/AIDS Policy is complete and is only awaiting approval by Cabinet. Training activities for both the Judiciary and law enforcement in appropriate HIV-related case management is a currently ongoing activity aimed at standardizing and improving handling and adjudication of HIV-related cases brought before the Zambian courts, in the absence of a specific HIV/AIDS law. Integrating HIV/AIDS in the curricula of legal institutions of higher learning is intended as a more sustainable solution to the current challenges the legal system is facing in handling HIV-related cases, with the expectation that lawyers would come into service already HIV/AIDS-savvy.

In **Coordinating Structures Programs** SHARe II strengthened the capacities of HIV/AIDS coordinating structures to coordinate, manage, and implement national and community-level HIV/AIDS responses through technical assistance. Support provided to coordinating structures in the public sector and to selected umbrella civil society organizations included support to implement an Organizational Capacity Assessment (OCA) and certification process for the District AIDS Task Forces (DATFs) that assesses institutional capacities and quality of service provision, thus allowing for continuous improvement; providing technical support to the DATFs in development of strategic and operational plans that are responsive to local epidemics; and providing technical support to the Network of Zambians Living with HIV/AIDS (NZP+) to finalize its strategic plan. The Organizational Capacity Certification (OCC) is an external review and evaluation that measures DATF performance using a set of pre-defined performance benchmarks or standards that also measure quality of services provided. Because the OCC is not a self-assessment, but rather uses external assessors, it is excellent both for measuring and comparing performance across DATFs, and for tracking trend within each DATF, from baseline. We expect that certification will provide an incentive for DATFs to improve performance in order to be certified. Currently, NZP+ and by extension a large proportion of the PLHIV response is under threat because the organization has no funding, is unable to manage itself, and its public image is badly dented. The strategic plan is one in a series of TA activities aimed at reviving NZP+.

Under its **Workplace HIV/AIDS Programs** SHARe II expanded access to programs in public, private, and informal sector workplaces, and fostered linkages and referral systems with community-level partners and implementers to increase access to HIV prevention, care, support and treatment services for employees, dependents and where feasible, and to defined outreach communities to reduce HIV-related employee absenteeism and death, and ultimately contribute to improved productivity. Specific activities undertaken include training of Peer Educators in both the public and private sectors; expansion of the Tourism HIV/AIDS Public Private Partnership outside Livingstone to the Lower Zambezi and Mfuwe; and advocacy and technical support to the public sector to obtain management buy-in into workplace HIV/AIDS programs as a strategy to re-vitalize the public sector response to HIV/AIDS, which is still sub-optimal.

SHARe II activities, results, and achievements are discussed in more in the main report.

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## II. 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 AIDSLaw 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.

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

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### III. Activities Undertaken During the Quarter 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.

##### **I. Strengthen and Expand Leadership Involvement**

SHARe II works with political, traditional, religious, and other influential opinion-leaders (musicians, sportsmen, etc.) using tailored packages of interventions to increase their leadership and participation in HIV/AIDS on two main levels. At the structural level, SHARe II provides technical support to leaders to enable them to deal with structural factors that increase HIV vulnerability and hamper the HIV/AIDS response, including providing technical support to leaders to formulate and enact appropriate HIV/AIDS-related policies and laws; technical guidance for providing leadership to change harmful socio-cultural practices and norms; and advocacy support to increase local resource allocation for the national HIV/AIDS response. SHARe II also works with leaders at the behavioral level to build skills and competencies to use their 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.

##### **SHARe II Concept Paper on HIV/AIDS Leadership**

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

##### **Identifying Stakeholders and Agreeing Mechanisms of Collaboration**

SHARe II identified most of its key HIV/AIDS leadership stakeholders during the first year of program implementation in 2011. The process is, however, an ongoing one, as additional stakeholders are identified and come on board. During this quarter, SHARe II worked with one new chiefdom among the 35 chiefdoms we intend to work with. This is the Lwambi (Nalolo) Chiefdom of Her Royal Highness the *Litunga la Mboela* of Senanga District, Western Province. In addition, eleven theological colleges began working with SHARe II to draft the HIV/AIDS curriculum to be used in theological schools.

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## HIV/AIDS Leadership Support to Traditional Leaders

SHARe II works with traditional leaders in Zambia to strengthen their leadership of chiefdom-level HIV/AIDS responses and to equip them to act at the national level as key advocates for the Zambian people on HIV/AIDS issues. SHARe II works with traditional leaders at two levels to build leadership capacity: the national level through the National Royal Foundation of Zambia (NRFZ) and the chiefdom level through SHARe II's Package of Support to the Chiefdoms, which is implemented in 35 chiefdoms.

**National Royal Foundation of Zambia (NRFZ):** SHARe II continues to maintain a relationship with members of the NRFZ through its 35 partner chiefdoms. Zambia has 287 chiefdoms and of these, 260 are male-headed chiefdoms and 27 are female-headed chiefdoms; nearly all chiefs and chieftainesses are members of the NRFZ, with most belonging to provincial chapters of the NRFZ. It is important for SHARe II to support the NRFZ because the NRFZ is a civil society group that was created when the House of Chiefs was weak and not functioning optimally. The leader of the House of Chiefs is a member of the NRFZ Executive Committee, which contributes to the cordial relationship maintained between these two groups. However, it has been a challenge for SHARe II to work closely with the NRFZ because it does not have a secretariat and its members span the breadth of the country. Furthermore, SHARe II has inadequate funding to help the NRFZ establish a secretariat as initially requested. Instead, SHARe II will propose to the NRFZ Executive Committee that they should consider requesting a member chiefdom to host their secretariat, drawn from chiefdoms that most would view as geographically central. The secretariat could be hosted on a rotational basis among these chiefdoms. SHARe II believes this is a more sustainable solution that addresses NRFZ's lack of a secretariat rather than establishing a secretariat in Lusaka with no long-term plans for operational funds to support it after the conclusion of the SHARe II project.

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

- Identifying chiefdom priorities through a community capacity assessment 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.

**Expansion of the Chiefdom Intervention:** Although SHARe II initially planned to work with 30 chiefdoms across Zambia, it is now working with 35 chiefdoms, and it continues to receive

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many requests from chiefs and MPs to extend the HIV/AIDS leadership work to even more chiefdoms. Most of these requests come from those who have heard or seen the benefits of work in chiefdoms supported by SHARe II. Although SHARe II would like to expand and work with all chiefdoms, it is not possible due to financial and human resource constraints. SHARe II has now worked with 20 chiefdoms from nine out of the ten provinces of Zambia. SHARe II also wants to ensure the quality of its work is not compromised by taking on more chiefdoms than it can manage.

**SHARe II Approach to Initiating Chiefdom Support:** The entry-point for SHARe II interventions in the chiefdoms is two-fold: 1) a chiefdom capacity assessment (CCA) that assesses leadership capacities and competencies to lead HIV/AIDS responses and community capacities and competencies to implement and participate in HIV/AIDS programs and 2) a participatory development and poverty-reduction strategic-planning process that mainstreams HIV/AIDS as a developmental issue (*poverty is a key driver of HIV/AIDS in Zambia*). The two processes require the involvement of the chief, the village headpersons, religious leaders, the area member of parliament, and other influential leaders in the chiefdom. Some aspects of the CCA require the participation of ordinary community members as well. Chiefdoms that have undergone these two processes approach HIV/AIDS very differently – 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.

A key success of these two processes is that chiefdom leaders gain an understanding of the structural factors that drive HIV/AIDS, such as poverty and gender inequalities, and eventually come to the realization that they must act at the structural level to address these factors in order to mitigate the chiefdom's problems with HIV/AIDS. In addition, the leaders learn there is a need to act at multiple levels to support behavior change that prevents HIV transmission and promotes greater uptake of HIV-related services. As a result of SHARe II work, it is easier for other HIV implementers and development partners to work in these chiefdoms because the local leaders are primed, ready, and willing to take the initiative to improve on their own, and they understand the value of technical assistance and partnerships in achieving their own strategic goals.

**Chiefdom Capacity Assessment (CCA), HIV/AIDS Focus Group Discussion (FGDs) and Community Development Action Planning (CoDAP) for Chiefdoms:** During this quarter, SHARe II carried out one CCA and one CoDAP in Western Province. FGDS were done in four chiefdoms: Mwanakombe, Kanyembo, Mwamba and Kambwali.

Chiefdom Capacity Assessment (CCA): The objectives of the CCA are to establish chiefdom baseline capacity, to assist chiefdoms to identify areas in need of improvement, and to prioritize problems and issues in the chiefdom by assessing the following parameters: governance; management systems and practices; financial management and practices; sustainability; information systems; performance management; service delivery; and HIV/AIDS leadership and response management. The CCA is a time for self-reflection and self-analysis for the chiefdom. It calls for honesty in answering all questions because interventions depend on the answers provided. The CCA is the foundation on which the CoDAP is based as the gaps identified in the CCA are addressed in the CoDAP. The traditional leaders, the chiefs, and village headmen/women are normally highly competent people, able to clearly and coherently express themselves and articulate issues that affect them. Some of these people

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are retired workers – civil servants or those from the private sector – and their experiences add value to the process. This is advantageous because some of these chiefdoms have significant developmental challenges and need the knowledge, skill-sets and experience of all their people to improve.

During this quarter, one chiefdom went through the CCA process – Lwambi (Nalolo) chiefdom in Senanga District of Western Province. This is a large chiefdom covering the whole district of Senanga. Some participants walked for three days to attend the CCA and CoDAP meetings. It was the first time that headmen from different areas of the chiefdom met together to discuss issues of development in the chiefdom. This chiefdom scored very low in most of the parameters, but even though it is poor and underfunded, the chieftainess continues to ‘think big’. She dreams of bringing development to her chiefdom and is very willing to listen to and get ideas from her people. The chiefdom scored very poorly in the area of governance because issues of land, land management, and land use are very sensitive topics in this part of Zambia. Land cannot be sold and title deeds are not given to those that own land, which makes it difficult for commercial investors to invest in the chiefdom. This issue has resulted in the chiefdom having very few financially viable stakeholders. However, there is enormous potential for growth in the chiefdom. It was encouraging to find that with regards to documentation, the chiefdom, as well as the rest of the Barotse Royal Establishment (BRE), has done better than others in having documented important events and how the royal establishment functions. This is not surprising because the chiefdom is near the first mission school that was established by the Paris Missionary Society (PMS), a missionary organization from France that set up mission schools in Western Province. As a result, a number of people in the chiefdom have received their education from these mission schools. The missionaries also managed to document the history and important events of the area. In addition, the chiefdom has an abundant supply of water from the Zambezi River, which floods the plains every year leaving a rich alluvial soil that is conducive for growing crops. The water can also be harnessed to irrigate crops, meaning the chiefdom has great potential for exporting crops grown there, in particular rice, to neighboring countries, which could generate revenue for the chiefdom year-round.

Community Development Action Planning (CoDAP): During the quarter under review, one CoDAP was conducted in the Lwambi (Nalolo) chiefdom, bringing the total number of CoDAPs completed under SHARe II to eighteen (18). The CCA and CoDAP were combined, due to long distances that people had to travel to come to the CoDAP workshop, so that people do not have to travel twice over such long distances and harsh terrain. Despite the political climate in the province, the CoDAP process went well without any incidence, partly because the chieftainess was eager to see the process through. The chieftainess inspired the people and encouraged her indunas (senior headpersons) to take the program seriously because it could help bring development to the district and the chiefdom. As a result, although the CoDAP began slowly, it gained momentum as people became more interested in the process and increasingly comfortable with each other. SHARe II found it gratifying to see the change in the participants’ attitudes and eagerness to participate and be part of the whole process.

Follow-up and Operational Planning: No operational plans were conducted this quarter, but SHARe II did make follow-up visits to twelve chiefdoms: Singani, Mukuni, and Sekute in Southern Province; Mwandi in Western Province; Nkomeshya and Bunda Bunda in Lusaka Province; Mwamba in Northern Province; and Kanyembo, Kambwali, Mwansakombe, Chisunka and Bwile in Luapula. The purpose of the follow-up visits was to find out how the

chiefdoms have performed since the strategic planning process was completed and to collect missing data and information to complete the strategic plan write-ups. This also provided an opportunity for the data collection team to interview the headmen for the chiefdom evaluation study that SHARe II is currently implementing.

**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 and to showcase the tradition, customs and beliefs within the chiefdom – to themselves, to their children (the future leaders of the chiefdom), 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 quarter, SHARe II sought out opportunities to work with the chiefs and other chiefdom leaders to mainstream HIV/AIDS in traditional ceremonies.

Launch of the Chikanta Strategic Plan during the Lwindi Traditional Ceremony: This quarter SHARe II worked with Chief Chikanta of Kalomo 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 Tonga people of Chikanta chiefdom’s Lwindi ceremony. His Honor, the Vice President of the Republic of Zambia, Dr. Guy Scott, was the guest of honor at the launch, who praised the people of Chikanta for coming up with such a clear, comprehensive tool that can be used to develop the chiefdom. He indicated that their plans were in line with the current GRZ’s policy of decentralization and its focus on development from the bottom-up, such as through the development of villages.

Many other governmental, political, and civic leaders also attended the launch. The launch was a great opportunity for the chiefdom to showcase and sell their strategic plan to potential stakeholders that might be interested in supporting specific activities. In particular, it was an opportunity for Chief Chikanta to inspire other chiefs with whom SHARe II works to follow through with their own strategic planning process. The specific chiefs with whom Chief Chikanta shared information were Senior Chief Nkomeshya Mukamambo II of Chongwe, Senior Chief Mwamba of Kasama, Senior Chief Puta of Chiengi and Chieftainess Mwape of Nyimba. Other Southern Province chiefs also attended the launch. In addition, the headmen and hundreds of people from Chikanta chiefdom came to witness the launch of their strategic plan.



**Figure 2.** Dr. Guy Scot, the Republican Vice President, at the launch of the 2012-2016 Chikanta chiefdom strategic plan.

Lastly, the strategic launch was an opportunity for celebration and learning for all people in the chiefdom. Apart from the many congratulatory speeches given, speeches also served to educate the people more on issues of HIV/AIDS. In addition to celebratory dancing and singing, there were also health services made available to all people at the event for free. For example, CIDRZ provided cervical cancer screening services, Latkings provided mobile CT services and the Society for Family Health provided information on voluntary medical male circumcision services.

Finally, Chief Chikanta thanked both the GRZ and the United States Government for their support to the chiefdom, and Zamtel gave Chikanta chiefdom K5 million towards the launch of the strategic plan.



Figure 3. Mukanzubo dancing queens deliver the strategic plan to Zambian Vice President, Dr. Guy Scott, in style.

#### Lwiindi Ceremony of Chief Mukuni of the Toka-Leya people of Southern Province:

During this quarter, SHARe II attended the Mukuni Lwiindi Traditional Ceremony. SHARe II supported the royal establishment in its efforts to integrate HIV/AIDS messaging in the Lwiindi traditional ceremony. Like the previous Lwiindi ceremonies, this particular one was marked by a recount of the history and cultural heritage of the Toka-Leya people of Senior Chief Mukuni. The chief took this occasion as an opportunity to address his people on the key drivers of HIV infection in Zambia. During the ceremony, VCT and other health services were offered, showing again how traditional ceremonies present an opportunity to reach out to large crowds with HIV/AIDS sensitization messages and health services.



Figure 4: Chief Mukuni speaks about HIV/AIDS during the annual Lwiindi Ceremony.

#### SHARe II Chiefdom Intervention: Selected Results in Year One

By end of December, 2012, SHARe II completed one year of program implementation in the chiefdoms. Results that can be attributed to SHARe II's interventions and technical support to the chiefdoms are beginning to emerge:

1. **Traditional leaders use their newly acquired HIV/AIDS knowledge to address issues of HIV/AIDS at traditional ceremonies:** Chiefs who attended the SHARe II-led HIV/AIDS messaging training are using their newly acquired skills to personally sensitize their chiefdoms on HIV/AIDS at every opportunity they get. They use traditional ceremonies, chiefdom meetings, and other opportunities to discuss different aspects of HIV. A telling example can be seen in a speech given by Chief Mukuni, who had attended SHARe II's HIV/AIDS messaging training. Three quarters of the chief's speech addressed the issue of HIV/AIDS and encouraged subjects and other listeners to collectively work towards HIV prevention and for greater uptake of HIV-related services for those who are HIV positive. Similarly, Chief Chikanta, in his speech at the launch of

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his chiefdom's strategic plan, discussed issues of HIV/AIDS with his people and encouraged them to go for male circumcision, VCT, and cervical cancer screening.

2. ***Bwile chiefdom mainstreams HIV/AIDS into the Bwile traditional ceremony.*** The Bwile people of Luapula Province celebrate an annual festival commemorating their history, specifically their triumph over adversities, such as hunger, crocodiles, and hostile tribes. Dr. Katele Kalumba, Zambia's former Minister of Finance and also a senior headman in Bwile chiefdom who attended SHARe II's HIV/AIDS messaging training, galvanized the chiefdom's leaders to incorporate HIV/AIDS messaging into the Bwile traditional ceremony. Although the other headmen initially resisted the idea, they eventually realized that such an intervention was necessary for the chiefdom's survival – and speaking about overcoming HIV/AIDS fit the festival's theme of overcoming adversity perfectly. Therefore, for the first time, Senior Chief Puta, Dr. Kalumba, and other leaders used the Bwile traditional ceremony to encourage and equip the people of Bwile chiefdom to overcome HIV/AIDS as they had overcome earlier adversaries. They creatively used allegory to encourage and promote behavior change for HIV prevention, condom use, medical male circumcision, and greater uptake of HIV-related services including HIV testing and counseling (HTC), ART, and PMTCT.
  
3. ***Members of Parliament and traditional leaders in Shakumbila chiefdom unite for development and the fight against HIV/AIDS:*** SHARe II recognizes the important role that both the traditional and political leaders, led by the chief and Members of Parliament, respectively, play in any chiefdom's advancement. Both groups have the concerns of their people at heart, and they desire development for their chiefdom/constituency, but collaboration between these groups of leaders is often lacking. Shakumbila chiefdom has demonstrated, however, that these leaders can work together, and in doing so, they become a stronger force that can advocate for and bring resources and development to the chiefdom. Through the CoDAP process, Shakumbila's traditional and political leaders have united for the first time to work towards the chiefdom's development. The two MPs from Shakumbila have been involved with the strategic plan development process from the beginning, working side by side with the chiefdom's traditional leaders. They understand the issues and challenges faced by the people in the chiefdom and they, together with the chief, are working towards improving the lives of the people through advocacy and providing leadership in developmental programs. Both groups understand that HIV/AIDS cannot be tackled without addressing issues of development, so the two groups are working together towards eradication of not only HIV/AIDS but other developmental challenges, such as poverty, lack of roads, insufficient agricultural inputs and other developmental issues. A corollary of the CoDAP process is that the community now knows it needs to hold its leaders accountable, having participated in the chiefdom CoDAP process and being fully in support of the plan for development of their chiefdom. One very notable thing that has happened in this community since SHARe II started working with them is the community's resolve to initiate things and provide leadership on issues that they would have before waited for someone else to do. An example of this is how one of the headmen organized a medical male circumcision camp in his area in support of HIV prevention. This campaign saw sixty-one men and boys become circumcised in just three days – a first in this traditionally non-circumcising land where MC had never before been accepted and men once looked down on other circumcised men.

4. **Community Development Action Planning Process Pushes Mwape Chiefdom into Self-reliance:** The Mwape chiefdom, located in Nyimba of Eastern Province, epitomizes the hard-to-reach chiefdoms that have not seen much development despite the rich surroundings (e.g. the immense wildlife sanctuary surrounds the chiefdom, offering great potential for tourism-related development). Mwape chiefdom has already started to make strides in its development because of the developmental strategic plan SHARe II helped the chiefdom to create. Participating in the CoDAP process renewed Mwape chiefdom's commitment to development, convincing Mwape residents that they need not always wait for GRZ to do things for them, but rather they could initiate their own development programs. For a long time the chiefdom needed an office where the chief and indunas could work from and hold meetings, and a courthouse where cases that need adjudication could be heard and handled. The chiefdom was aware that this need was there, and they were waiting for GRZ to help them to build the office space and courthouse. In the past they would have continued to wait for government to come and assist them construct these buildings, but now the people of Mwape chiefdom have decided to make the construction happen. After their CoDAP process, they embarked on an ambitious exercise of molding bricks for the required offices and courthouse. Everybody, including the chieftainess, became involved in this exercise. The women of Mwape broke stones for brick molding and building while the men built kilns and tended to kilns to ensure the bricks were properly baked. Chieftainess Mwape traveled from village to village encouraging her people and reminding them of their chiefdom's vision of development. As a result, the people of Mwape molded 86,000 bricks – far more than what was required for the offices and courthouse. The GRZ took note of this initiative and has undertaken to provide matching resources to facilitate the construction.

The CoDAP transforms, liberates, and empowers community leaders, sometimes instantaneously. They become increasingly aware of their individual and communal worth, what natural resources are available in their chiefdom, what they can do to improve their chiefdom and their people, and how they can work with their chief to benefit from their chiefdom's resources and develop the chiefdom. The CoDAP is a people-driven and participatory process. It is the chiefdom's ideas, experiences, and expectations that are defined through the CoDAP, and the process and product are proudly owned and valued by the participants. Mwape chiefdom and indeed the other chiefdoms SHARe II has worked with can attest to this.

### **SHARe II Chiefdom Intervention: Selected Lessons Learned in Year One**

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

#### **1. Exchange visits between chiefdoms motivates chiefs to do better:**

The Chikanta launch was an eye-opener for the other chiefs who attended, who are also intending to launch their own chiefdom's strategic plans. After the Chikanta launch the other chiefs were determined to insure that their strategic plans were finalized and started making preparations for their strategic plan launches as well. They appreciated the way the event was organized and what Chief Chikanta had established since SHARe II started working with him,



**Figure 5.** Senior Chief Puta and Senior Chieftainess Nkomeshya Mukamambo II at the Chikanta strategic plan launch.

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including the village's museum and the computer center he has built. From the feedback and requests that SHARe II has received, it seems clear that witnessing the Chikanta strategic plan launch encouraged them all to do more when they returned to their chiefdoms.

2. ***Acknowledging and respecting community structures and working through these structures produces the best results:*** While SHARe II brings a set of technical competencies in community planning and HIV/AIDS, the knowledge and wisdom for organizing communities and solving community problems lies within the chiefdom. Respectful relationships that acknowledge and appreciate what each party brings to the table create harmonious partnerships and ultimately produce the best results. One of SHARe II's core values is 'respectful relationships'. Putting this to practice in the chiefdoms has enabled the project to achieve great success. SHARe II has found when chiefdom leaders are treated with respect they contribute invaluable guidance and support to the CCA and CoDAP processes and take ownership of the results. SHARe II asks the chief and the royal council for continued guidance throughout the intervention to help the traditional leaders become leaders of their own developmental programs and to demonstrate to the community that SHARe II seeks to implement the intervention in line with local culture and knowledge.
3. ***Chiefdoms take pride in their development and the overall development process, including their financial, material, and intellectual contributions:*** SHARe II learned that when chiefdoms are treated as the key partner in their own development, they take pride in contributing to the success of the development processes and are prepared to withstand temporary discomfort in order to get the job done. For example, SHARe II has made cost sharing a central theme to its chiefdom projects, giving communities the responsibility of hosting the CCA and CoDAP workshops. Instead of being held in a hotel, these workshops are held in the villages in any space the participants see fit (e.g. under a tree, in a classroom, or in a church hall). Participants take responsibility for providing and cooking their own meals, contributing foodstuffs, like chickens, goats, cattle, and/or mealie meal, for communal cooking and consumption. Participants also host other participants to help those coming from far away attend and not be hindered by accommodation costs; for example, headpersons living near the meeting venue frequently house headpersons who come from afar. Because the chiefdoms are active participants – not merely recipients – in the CCA and CoDAP, they truly own the processes and value the products. As such, they participate freely, with pride and a sense of ownership, which greatly enriches both the process and final product. This also allows SHARe II to utilize its funds to support more projects, as it does not have to bear the hosting costs for the CCA and CoDAP processes.
4. ***Zambian chiefdoms have rich human resources that give them the capacity to drive their own development:*** One of the most surprising lessons SHARe II learned is how rich chiefdoms are in terms of people and experience. The chiefdoms have a wealth of experienced and talented workers (current or retired) who can contribute effectively towards achieving the intended developmental goals and provide valuable advice to the chief and his advisors. For example, in Bwile chiefdom, famous Zambian politician Dr. Katele Kalumba participated in the entire CCA and CoDAP processes. His knowledge, expertise, and experience – gained from working both in and out of the chiefdom – helped the chiefdom frame its key development issues. He was also able to provide

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cultural-specific guidance and leadership on how the chieftom may drive forward its developmental agenda.

5. ***Involving MPs and other civic leaders in community planning processes is critical for success:*** SHARe II has long recognized the importance of including the entire chieftom leadership unit – both traditional and political leaders, led by the Chief and the MP(s), respectively – in the CCA and CoDAP processes. When the chief, MP(s), and other leaders are all present during the CCA and CoDAP they are able to maximize their individual and joint understanding of issues and problems facing the community and design the most effective, holistic solutions. The involvement of civic leaders also creates greater opportunities for advocacy and support from outside the chieftom. For example, in almost all chieftoms, civic leaders, such as district commissioners and councilors, have attended and contributed to the CoDAP process. They listened to the concerns of the people and lent their assistance through their knowledge and input. Even more importantly, though, the civic leaders gained a better understanding of the challenges the chieftoms faces making it easier for them to advocate on the chieftom’s behalf for HIV/AIDS and other developmental issues.
6. ***Involving MPs in chieftom development processes is challenging and requires innovation:*** SHARe II has found it challenging to ensure the chieftom’s MPs attend the CCA and CoDAP processes. Sometimes it is not possible for the MPs to attend because Parliament is in session. Some MPs do not attend because they have never undertaken developmental planning and do not view these developmental planning processes as a priority. To overcome this difficulty, SHARe II has developed a strategy that draws these MPs into the work occurring in their constituencies. SHARe II either visits the MPs in Lusaka when Parliament is in session or invites them to the SHARe II office. In these meetings, SHARe II discusses progress in the work being done in their respective chieftoms through the CoDAP process and asks the MPs for their views and input on this work. This approach has galvanized these politicians to become more involved in the chieftom’s developmental planning process.

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

In this quarter SHARe II working with CAPAH Executive held meetings with the Minister of Health and 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. Indications from the policy and planning directorate at the Ministry of Health suggest that domestic funding for the facility-based budget for HIV testing and treatment through ART is also likely to increase by almost 200 percent by the end of 2013.

### **HIV/AIDS Leadership Support for Influential Opinion-Leaders**

***Collaborating with Zambia Association of Musicians (ZAM):*** SHARe II has built on the 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 ZAM musicians to take the initiative to mainstream HIV/AIDS into their music, and thus become an integral partner in the HIV/AIDS response in Zambia.

With the assistance of SHARe II, the ZAM executive committee held an action planning meeting for 2013. One of the main HIV/AIDS activities ZAM plans to undertake this year is to continue the in-school sensitization program. ZAM worked with SHARe II to sensitize pupils

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in HIV/AIDS in some 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. ZAM is currently looking for other partners to help them fund this program so that they can reach more pupils. In addition, it is gratifying to see the SHARe II-trained ZAM members rise to occasion and discuss HIV/AIDS at any forum they are provided: wedding ceremonies, church services, or at any gathering where they might find themselves.

### **HIV/AIDS Leadership Support for Religious Leaders**

#### ***Inclusion of HIV/AIDS in the curriculum for theological training institutions:***

Consultative meetings with theological colleges continued this quarter. SHARe II met 15 principals and deans of the following eleven theological training schools from Lusaka, Copperbelt and North-Western provinces: Lutheran Seminary, Lusaka; UCZ Theological College, Kitwe; Mindolo Ecumenical Foundation, Kitwe; Trans Africa Theological College, Kitwe; Living Waters Global Churches, Kitwe; Theological College of Central Africa, Ndola; Kaniki Bible University College, Ndola; Justo Mwale Theological College, Lusaka; Baptist Theological Seminary of Zambia, Lusaka; St Dominic's, Lusaka; and the Evangelical Bible College of Mfumbwe.

The objectives of the training were to:

- Identify HIV/AIDS gaps that exist in the curriculum of theological training institutions.
- Discuss ways of strengthening pre-service HIV/AIDS training in theological training institutions so that religious leaders graduate already well-versed in how to handle HIV-related issues in their pastoral work.
- Provide an update on the HIV/AIDS epidemic in Zambia.

Some gaps identified by the participants included how culture and tradition inhibits many clergy from delivering sermons that incorporate HIV/AIDS, the general lack of knowledge many clergy have on HIV/AIDS, and the institution's lack of follow-up on graduates to assess how they are performing in the field was also identified as a gap. The participants are working in two groups to develop a curriculum that helps address these gaps. One group is in Lusaka and the other on the Copperbelt. Both groups will meet in April 2013 to create a single, combined curriculum.

### **Development of an HIV/AIDS Leadership Toolkit and Manual**

SHARe II has developed the *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 during the quarter under review, they were approved by USAID for use. They will now be translated into local languages and distributed to all the leaders whom SHARe II has trained and those who SHARe II will train in the future. To accompany the HIV/AIDS talking points, SHARe II has also developed the *HIV/AIDS Leadership Manual and Toolkit*, which includes tools to build skills and competences in different areas of HIV/AIDS leadership, such as advocacy, resource mobilization, gender issues, and stigma and discrimination. The manual also includes a new chapter on HIV/AIDS leadership in the context of Zambian law.

### **HIV/AIDS Leadership: Collaboration and Coordination**

***Collaboration with USG and other Partners in the Chiefdoms:*** During the quarter under review, SHARe II explored areas in which it could further collaboration with other partners. At every opportunity it has, SHARe II invites local partners to work together with its staff and

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beneficiaries. The CCA, CoDAPs and operational planning sessions are good opportunities to get partners to participate so that all chiefdom development partners are on the same page and buy into the chiefdom strategic development plans. As mentioned earlier, during the Chikanta strategic plan launch, CIDRZ, SFH and local NGO partner Latkings provided services in cervical cancer screening, voluntary male circumcision services, and counseling and testing services, respectively.

### **Support to Local NGO-Partner ZINGO**

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

SHARe II has continued to hold regular meetings with ZINGO to discuss program implementation, and ZINGO has continued to support the Mother Bodies by providing training in HIV/AIDS messaging, advocacy, and leadership. A key component of ZINGO's scope of work under SHARe II is building HIV/AIDS leadership competencies among religious leaders in Zambia. During the period under review, ZINGO held a religious leaders' breakfast meeting at the Baha'i Center in Lusaka. The meeting was attended by over 66 senior religious leaders and, in addition, the executive heads and board members of Mother Bodies and the principals/academic deans of religious colleges and learning institutions. The meeting was graced by the Minister of Foreign Affairs, Honorable Given Lubinda MP. The key note address was given by Dr. Reverend John McAuley of the Centre for Disease Control and Prevention (CDC) who spoke on the role religious leaders have in prevention of HIV/AIDS in Zambia. Other speakers included representatives from the National AIDS Council (NAC) Board, the SHARe II Chief of Party, and the ZINGO Board Chairman. The meeting was followed by an orientation meeting on HIV/AIDS messaging talking points for leaders from selected groups affiliated to the faith Mother Bodies.

**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 1. Task 1. Strengthen and Expand Leadership Involvement - FY13 Quarter 1 Selected Results.**

|  | FY2013 Q1<br>(Oct-Dec 2012)               |        |       | LOP                                       |        |            |
|--|---|--------|-------|---|--------|------------|
|  | Male                                      | Female | Total | N   | Target | Progress % |
| <b>1.1 Standardized leadership talking points developed and translated into five local languages</b>   | Concurrence given for Printing from USAID |        |       | Concurrence given for Printing from USAID |        |            |
| <b>1.2aInst</b> Number of leadership institutions (chiefdoms, CAPAH and Religious leaders, Musicians) provided with TA for HIV-related institutional capacity building.  |   |        | 1     |   |        |            |
| <b>1.2bCAinst</b> Number of leadership institutions provided with SHARe II's core package of HIV-related institutional capacity building (including Capacity Assessment, Strategic and Operational Planning, Training and Supportive Supervision).         |   |        | 1     |   |        |            |
| <b>1.2bCA</b> Capacity building comprising Community Capacity Assessment (CCA) provided to different leaders, disaggregated by type of leader  | 20  | 6      | 26    |   |        |            |
| <b>1.2cSP</b> Capacity building comprising Community Development Action Planning (Strategic Planning) provided to different leaders, disaggregated by type of leader   | 107                                       | 27     | 134   |   |        |            |
| <b>1.2dOP</b> Capacity building to develop operational plans provided to different leaders, disaggregated by type of leader  |   |        |       |   |        |            |
| <b>1.2eTrain</b> Leaders (disaggregated by categories) are trained in any of the following aspects of HIV:<br>- HIV/AIDS Messaging<br>-advocacy<br>-issues surrounding PLHIV<br>gender issues  | 18  | 5      | 23    | 247                                       | 200    | 124 %      |
| <b>1.2eTrainPP</b> Trainings evaluated using pre and posttests to demonstrate change in knowledge.   |   |        |       |   |        |            |
| <b>1.2.fSupp</b> Increase the engagement of leaders in the response to HIV/AIDS based on set criteria using Checklist(s).<br><b>1.2gProd</b> Number of HIV related documents including strategic, operational and M&E plans, toolkits, and other products. |   |        |       |   |        |            |

## 2. Improve the Policy and Regulatory Environment

The achievement of universal access to HIV prevention, treatment, care, and support, which has been verbalized by successive Ministers of Health in Zambia, cannot be actualized in a sub-optimal policy and regulatory environment. In an optimal policy and regulatory environment, there is minimal stigma towards and discrimination against PLHIVs and those affected by the pandemic; the leadership of the different societal sectors speak openly about HIV/AIDS and both laws and policies make it easier for implementers of HIV-related services to offer their services freely and objectively without fear or favor. While some effort has been made in the recent past to ensure that the policy and regulatory environment remains favorable and conducive for a well-coordinated national HIV/AIDS response, much more needs to be done as Zambia continues to harbor laws and policies that have the potential to decelerate the nation's response to HIV/AIDS.

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Critical areas that negate the national HIV/AIDS response include the non-existence of either a policy or policy guideline regarding HIV/AIDS and the lack of commitment by the state to a predictable funding allocation in the national budget for HIV/AIDS services. Addressing these issues would set in motion a clear-cut journey with specific milestones towards increasing the domestic funding of the national HIV/AIDS response with each subsequent budget.

In addition, lack of HIV/AIDS, gender, and human right training for persons in the legal field has hindered progress for achieving an optimal policy and regulatory environment. Law enforcement officers, particularly the police, remain pivotal in the fight against vices such as defilement, rape, and other gender-based violence. Unfortunately the curriculum of the police, who are the first point of contact when victims wish to seek justice in such cases, does not sufficiently prepare officers to effectively handle the task at hand. Local court magistrates, likewise, deal with the bulk of HIV/AIDS-related cases. Although they are not qualified to handle such cases and are expected to refer them to the Subordinate Court which usually commits them to the High Court, the most appropriate court for sentencing purposes, local magistrates need knowledge about HIV/AIDS, gender, and human rights to recognize that sex offenders are a danger to society, particularly in the era of HIV/AIDS. As such, local court magistrates, as the first contacts in the journey for justice, particularly in rural and peri-urban areas, must be trained to recognize the gravity of defilement, rape, and GBV-related cases so that they transfer these cases to the higher courts and not pass rushed judgments that inadequately address the crimes at hand.

Having said this, SHARe II had two priorities to address under *Sub-Task 1.2* in the quarter under review: (1) to work with Members of Parliament in the advocacy of increased funding to MOH, and (2) to mainstream HIV/AIDS, gender, and human rights into pre-service police training by building on lessons learned from pilot exercise in previous quarters. The highlights from the past quarter are presented below.

### Technical Support to Leaders in HIV/AIDS Advocacy

In July 2012, an important resolution was made at a retreat held for the Zambian Chapter of Parliamentarians against HIV/AIDS (CAPAH): CAPAH would engage both the Minister of Health and the Minister of Finance to advocate for increased allocation towards the health component in the 2013 budget. At the same retreat it was agreed that all CAPAH Members of Parliament would support an increased health budgetary allocation because this in turn would lead to an increase in the HIV/AIDS domestic funding (up from the current 15%).

Working with the CAPAH Executive, SHARe II participated in meetings with both the Minister of Health and the Minister of Finance and their respective Permanent Secretaries, as planned during the Chaminuka retreat, to advocate for increased budgetary allocation towards health. It was encouraging to find that even before this visit; the Ministry of Finance was already contemplating increasing the funding allocation for health programs.

It is gratifying that the budgetary allocation for health in the approved 2013 budget was increased by 45 percent from the 2012 budget. Indications from the policy and planning directorate at the Ministry of Health suggest that domestic funding for the facility-based budget for HIV testing and treatment through ART is also likely to increase by almost 200 percent by the end of 2013. The complication which MOH currently faces is how to help facilities quantify services and package costs so that they can be appropriately priced. In this way it will be possible to apportion HIV/AIDS services related costs and report on the MOH's true percentage of HIV/AIDS budgetary allocation.

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

In the last quarter, SHARe II reported that it had trained the police command and their regional commanders in issues of HIV/AIDS, gender, and human rights. SHARe II also reported that it further trained provincial commissioners and police officers responsible for counterfeit crimes in HIV/AIDS related intellectual property and counterfeit crimes. Furthermore, it was reported that as a strategy towards building sustainability within the police service, SHARe II had success piloting the viability of mainstreaming HIV/AIDS, gender, and human rights as well as HIV/AIDS-related counterfeit crimes into pre-service training.

In the period under review, SHARe II has used lessons learned during the previous quarter's pilot phase to improve the impartation of knowledge and skills to police officers in HIV/AIDS, gender and human rights as well as HIV/AIDS-related intellectual property and counterfeit crimes. SHARe II has now partnered with the Zambia Police Service Training Directorate and the police colleges at Lilayi in Lusaka, Kamfisa in Kitwe and Sondela in Kafue to roll out the training to police recruits who are in their last phase of training. SHARe II planned to train 300 police officer recruits, but ended up training a total of 373, or 124% of the initial goal for the quarter.

Ultimately, the training was received very well, and as a sign of commitment, the police command requested that SHARe II complete the Kamfisa training by taking the remaining 139 recruits through the course, which SHARe II was preparing to do in early 2013.

## **Mainstreaming HIV/AIDS, Gender and Human Rights into Curriculums at Institutions of Higher Learning**

SHARe II continued to prepare NIPA, Zambia Open University, University of Lusaka, Cavendish University Zambia, and the Zambia Institute of Advanced Legal Education (ZIALE) for the integration of HIV/AIDS, gender, and human rights issues into their curriculum. In the quarter under review, SHARe II specifically engaged these institutions to prepare for 2013 when more activities, including the orientation of coordinators in these institutions, will occur. The above-mentioned institutions remain motivated to ensuring that the mainstreaming of HIV/AIDS, gender, and human rights issues gains more momentum in the coming year.

## **Development of Tracking and Monitoring System for HIV-Related Legislation**

SHARe II has been monitoring the progress which legislators are making in moving forward legal reforms for selected pieces of legislation. To track these movements, SHARe II has found it necessary to implement a scientifically designed tracking tool with clear steps. Without such a methodology, it is easy to lose track of what stage the legal process has reached, particularly because legal reform can be lengthy and nonlinear. One of SHARe II's predetermined deliverables, therefore, is not only to track changes in selected laws, but to also develop a tracking tool for these identified pieces of HIV-related legislation.

In the quarter under review, SHARe II has completed the development of this excel-based tool and transferred and integrated all information collected thus far into it. In the next quarter, SHARe II will share the tool with USAID and seek concurrence. Going forward, SHARe II will orient the new Policy and Planning Director at NAC with the tool so that he/she can learn how to be actively involved in monitoring policy progression and legal

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advocacy. Working with NAC will ensure continuation and sustainability of the exercise once the SHARe II project closes in 2015.

### **Movement of Legislation**

For much of the quarter under review, Parliament debated the national budget. Through the SHARe II tracking system it was realized that Parliament had not discussed any of the bills SHARe II was tracking, so the status of these bills remained largely unchanged from the previous quarter. As a result, SHARe II has re-submitted the tracking picture which was submitted in the last quarter. (Shown in Appendix 2)

### **Development of Tracking and Monitoring System for HIV-related Policies**

SHARe II has been monitoring the progression of the development of the National HIV/AIDS Workplace Policy in the public sector. Like pieces of legislation, the effective tracking of policies demands for a comprehensive tracking tool without which objectivity is lost. Therefore, it was imperative that SHARe II develop a tool that could be used to track how line ministries develop policies. The tool has since been developed by SHARe II and during the course of the project life; SHARe II will orient NAC and PSMD on how they can use this tracking tool in the future. In the next quarter SHARe II will share the tool with USAID and seek concurrence. This tool is effectively being used to track the three national policies namely the national HIV/AIDS/STI/TB Policy, the over-arching National HIV/AIDS Workplace Policy and the National Alcohol Policy.

In terms of status, there have not been any changes in the three national policies being supported by SHARe II. While the validation of the consultant's report on the HIV/AIDS/STI/TB Policy evaluation was done, the other two draft policies remain at the stage where we are waiting for the signing of the Cabinet Memo by responsible ministers.

On a quarterly basis, SHARe II, supports NAC and PSMD to host a policy development coordination meeting for all HIV/AIDS focal point persons in the public sector. It is during this meeting that line ministries present their feedback on how far they have gone towards completion of either developing or reviewing their policies. SHARe II then uses the tracking tool to document the status of policy development.

The table below provides the status of the extent to which line ministries have evolved their workplace policies at the end of this reporting period. (i.e Q1 2013: 31 December 2012)

**Table 2. Extent to which line ministries have evolved workplace policies:**

| Stage of Policy Development/<br>Line Ministry |  | Nothing Done Yet | Situation Analysis | Draft Zero | Pre-final Draft Policy | Final Draft Policy |
|---|--|------------------|--------------------|------------|------------------------|--------------------|
| 1.  | Ministry of Agriculture and Cooperatives                           | Q2               | Q3;Q4              | Q1         |                        |                    |
| 2.  | Ministry of Commerce, Trade and Industry                           | Q2               |                    | Q3;Q4;Q1   |                        |                    |
| 3.  | Ministry of Communications, Transport and Works and Supply         | Q2               | Q3;Q4              | Q1         |                        |                    |
| 4.  | Ministry of Community Development, Mother and Child Health         | Q2               | Q3;Q4              | Q1         |                        |                    |
| 5.  | Ministry of Defense  |                  |                    |            |                        |                    |
| 6.  | Ministry of Education, Science, Vocation and Early Child Education | Q2               | Q3;                | Q4;Q1      |                        |                    |
| 7.  | Ministry of Energy and Water Development                           | Q2               | Q3;Q4;Q1           |            |                        |                    |
| 8.  | Ministry of Tourism and Arts                                       | Q3;Q4;Q1         |                    |            |                        |                    |
| 9.  | Ministry of Finance and National Planning                          | Q2               | Q3                 | Q4;Q1      |                        |                    |
| 10.   | Ministry of Foreign Affairs  | Q2               | Q3;Q4;Q1           |            |                        |                    |
| 11.   | Ministry of Gender and Child Welfare                               | Q2; Q3; Q4; Q1   |                    |            |                        |                    |
| 12.   | Ministry of Health   | Q2;Q3            | Q4;Q1              |            |                        |                    |
| 13.   | Ministry of Home Affairs   | Q2               | Q3;Q4;Q1           |            |                        |                    |
| 14.   | Ministry of Information and Broadcasting Services                  | Q2               | Q3; Q4;Q1          |            |                        |                    |
| 15.   | Ministry of Justice  | Q2               | Q3                 | Q4;Q1      |                        |                    |
| 16.   | Ministry of Labor and Social Security                              | Q3               | Q4;Q1              |            |                        |                    |
| 17.   | Ministry of Lands  | Q2               | Q3;Q4;Q1           |            |                        |                    |
| 18.   | Ministry of Local Government and Housing                           | Q2               | Q3;Q4;Q1           |            |                        |                    |
| 19.   | Ministry of Mines, Environment and Natural Resources Development   | Q2               | Q3;Q4;Q1           |            |                        |                    |
| 20.   | Ministry of Youth and Sports                                       | Q2               | Q3;Q4;Q1           |            |                        |                    |

### Development of the Alcohol Policy Implementation Plan (APIP)

The National Alcohol Policy is officially completed, and is now just waiting for the Minister to write a Cabinet Memo to make the policy a formal public document. At this stage, the progression of the policy is outside of SHARe II's hands.

However, having established that most policies remain unimplemented because they lack a specific implementation plan, SHARe II is supporting the Ministry of Health to ingest, digest and internalize notions of developing an Alcohol Policy Implementation Plan (APIP). The purpose of the APIP is to ensure that key stakeholders are identified, their roles and responsibilities quantified, and their duties outlined through timed key activities. The APIP will be a coordination mechanism that, when developed, will articulate plans of action, identify resources, and plan the means of monitoring and evaluation for key activities.

### Development of the National HIV/AIDS Workplace Policy Implementation Plan

In the previous reporting period, SHARe II reported that we assumed a key technical leadership role to ensure that the National HIV/AIDS Workplace Policy was technically sound

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and implementable. SHARe II reported that, like the National Alcohol Policy, this policy was equally before the responsible minister for the signing of the Cabinet Memo.

The issue of implementing the policy remains critical to realizing its goals and objectives. SHARe II realizes that it is crucial, therefore, to develop a policy implementation plan through which key activities of the stakeholders identified in the policy can be documented and both their targets and indicators agreed upon. In so doing, it will become possible to evaluate the extent of policy related work in the workplace as an entity.

In this regard, SHARe II, the Ministry of Labour and the Zambia Congress of Trade Unions are developing plans on how best to develop an implementation plan in the first quarter of 2013. A national steering committee has since been proposed subject to approval by the Ministry of Labour.

### **Support HIV/AIDS, Gender, and Human Rights Mainstreaming in Public Sector, Private Sector, and Civil Society**

A key activity SHARe II conducted under this subsection was to give valuable input into Zambia's draft gender policy. The Ministry of Gender and Child Development approached SHARe II to contribute to the ongoing national gender policy review. SHARe II's input focused on ensuring that the policy has managed to mainstream 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 its proposed measures had mainstreamed issues of HIV/AIDS. Finally, 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.

**Selected Results:** Selected Results from SHARe II's Policy and Regulatory environment work are shown in Table 3.

**Table 3. Task 1. Improving the Policy and Regulatory Environment - FY13 Quarter 1 Selected Results.**

|  | FY20113 Q1<br>(Oct-Dec 2012) |        |       | LOP |        |            |
|--|------------------------------|--------|-------|-----|--------|------------|
|  | Male                         | Female | Total | N   | Target | Progress % |
| <b>1.11</b> Number of judiciary and law enforcement officers trained in HIV-related case management curriculum developed by SHARe II   | 210                          | 163    | 373   | 806 | 2000   | 40%        |
| Judiciary Training   |                              |        |       |     |        |            |
| Law Enforcement Training   | 210                          | 163    | 373   |     |        |            |
| <b>1.11PP</b> Number of leadership institutions (chiefdoms, CAPAH and Religious leaders, Musicians) provided with SHARe II's core package of HIV-related institutional capacity building (including Capacity Assessment, Strategic and Operational Planning, Training and Supportive Supervision). |                              |        |       |     |        |            |
| <b>1.12a</b> Percent of the identified HIV-related pieces of legislation that have advanced at least two levels from baseline in the legislation process. The Domestic Violence bill passed. (Pieces of legislation reduced to 22)   |                              |        |       | 2   | 3      | 67%        |
| <b>1.12b</b> Number of the identified HIV-related policies having advanced at least two levels from baseline.  |                              |        |       |     |        |            |
| <b>1.13</b> Percent of public sector ministries that have workplace HIV/AIDS policies  |                              |        |       |     | 20     | 0%         |
| <b>1.14</b> Percent of public sector ministries that have workplace HIV/AIDS policies, plans and programs that mainstream gender. There are currently 20 sectoral/line Ministries  |                              |        |       |     | 20     | 0%         |
| <b>1.15</b> Percent of supported mother bodies that have HIV/AIDS policies   |                              |        |       |     | 5      | 0%         |
| <b>1.16Prod</b> Number of HIV related documents including strategic, operational and M&E plans, toolkits, and other products.  |                              |        |       |     |        |            |

## **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.

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## I. 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, primarily through coordinating efforts within the public, private, and civil society sectors as outlined in the *National AIDS Strategic Framework 2011 – 2015*. 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 groups and working groups meetings..

As much as possible, SHARe II ensures that project activities support NAC priorities as outlined in NAC's strategic and annual plans. A key component of SHARe II support to NAC focuses on building the capacities of NAC, the Provincial and District AIDS Task Forces (PATFs and DATFs respectively) to coordinate the national and sub-national response. During the quarter under review, SHARe II carried out the following activities:

### Identification of External Assessors

SHARe II is working with NAC and fifteen (15) DATFs to pilot a DATF Organizational Capacity Certification (OCC) process, which empowers DATFs to improve and objectively demonstrate their capacity to coordinate the district-level HIV/AIDS response.

In the quarter under review, SHARe II collaborated with NAC to develop a ten-point criterion to identify external assessors for the DATF external OCC. Two of the primary criteria for selection of assessors were (1) the assessor's familiarity with the mandates of the DATF, the District Development Coordination Committee (DDCC), and NAC and the key priorities of the coordination of the national HIV/AIDS response, and (2) strong knowledge and experience related to one or more of the areas covered in the certification standards, such as governance and leadership, coordination of the district response, administrative management, human resources management, performance management, financial management, monitoring and evaluation, and cross-cutting issues. Other criteria considered include computer literacy, interpersonal communication skills, ability to collaborate with a team, ability to think analytically, and willingness to spend time on the OCC process. Based on the above criteria, NAC identified ten organizations from many in the public, private, and civil society sectors from which to recruit external assessors. Namely; the Ministry of Health, Ministry of Local Government and Housing, Ministry of Community Development, Mother and Child Health, Office of the Auditor General, Public Service Management Division (PSMD), Development Aid from People to People in Zambia (DAPP), AFRICARE, World Vision- STEPS-OVC, SAT, and VSO.

Support to NAC in the finalization of the draft guidelines for external assessors and process facilitators

To prepare DATFs for external assessment, in the previous quarter SHARe II shared, received, and incorporated feedback from staff to develop the 'Guidelines for External Assessors and Process Facilitators'. These guidelines are prepared to guide external assessors' involvement in the DATF OCC process. Additionally, the key objective of the guidelines is to standardize the OCC process in the Zambia sub-national HIV and AIDS response coordination and management. The DATFs and external assessors will use the *District*

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*Coordination Toolkit* and the *DATF Guidelines for External Assessors and Process Facilitators* to prepare for or carry out the assessments objectively.

In the quarter under review, SHARe II continued to lend support to NAC towards the finalization of the *Guidelines for External Assessors and Process Facilitators*. SHARe II shared the guidelines with NAC for approval. Feedback was received and incorporated into the final version of *Guidelines for External Assessors and Process Facilitators*. The draft document awaits presentation to the SHARe II COP once lessons learnt from the pilot have been incorporated for approval and USAID concurrence before being printed.

### **Orientation of External Assessors on DATF Organizational Capacity Certification (OCC) Process**

In the quarter under review, SHARe II continued to ensure that its project activities support NAC's various initiatives to improve the capacity and performance of provincial and district-level coordinating structures. Among these initiatives is the DATF management OCC which aims to spur DATF management performance through an external and independent accreditation process.

SHARe II has continue to support NAC to train external assessors on the DATF OCC process. External assessors were systematically taught a standardized approach to conducting certification assessments across the country. They were also given assessment materials and told what to look for when conducting external assessments, thus forming the basis for a transparent and credible DATF certification process. Furthermore, assessors 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 seven (7) trained assessors demonstrated considerable skill in the required tasks and enthusiasm for the exercise. However, the assessors were not available to conduct assessments in December 2012; consequently assessments where scheduled to take place between mid-January and mid-February 2013.

## **2. Strengthen capacities of PATFs & DATFs to coordinate the provincial and district level response**

Recognizing that coordinated activities at the provincial and district level are crucial for a successful response to the HIV/AIDS epidemic, during this quarter, SHARe II continued to provide enhanced and accelerated technical support to strengthen the capacity of PATFs and DATFs to coordinate the decentralized HIV/AIDS response.

During the quarter under review, SHARe II specifically carried out the following activities:

### **Support to NAC on Orientation of Key District Stakeholders**

In the quarter under review, SHARe II worked with NAC to facilitate the orientation of key district stakeholders in fourteen (14) districts. The key participants from the DDCC were the district commissioners, town/ council secretaries, the district Director of Health, district planners, district community development officers plus, and selected heads of departments at the district level – all key gatekeepers for local development initiatives. These orientation meetings aimed to broaden the understanding of key district stakeholders on the use of the *District Coordination Toolkit*, and methods of HIV/AIDS coordination. It also strived to orient districts on ways to foster effective working relationships, particularly in relation to DATF

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institutional linkages, and how to use and develop district HIV/AIDS strategic plans, annual operational plans, and monitoring and evaluation plans.

Lessons learned from this activity indicated that the value the key gatekeepers placed on DATFs as a sub-committee of the DDCC cannot be overemphasized. More and more district authorities have realized that HIV/AIDS is a developmental issue, and if no measures are taken to deal with it, development efforts will be crippled. The majority of gatekeepers expressed appreciation for the orientation and said it catalyzed their support to the DATF-led HIV/AIDS coordination efforts.

### **DATF Certification Process Pilot**

In the quarter under review, SHARe II, in collaboration with NAC, continued to provide technical assistance to the 15 pilot DATFs to help them implement action plans that address gaps in achievement of OCC standards highlighted in initial assessments. Additionally, SHARe II offered on-the-spot technical support to DATFs and provided mentorship to the PACAs, who are key to sustaining the process of organizational capacity development among DATFs.

### **DATFs Exchange Visits**

Besides the provision of technical support, SHARe II collaborated with NAC to facilitate an exchange visit program between high-performing and under-performing DATFs in the OCC pilot program. The purpose for these exchange visits was 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. It also provided a platform for the exploration and sharing of new ideas.

The four DATFs involved in this exchange program, were: (1) Livingstone and Namwala DATFs and (2) Ndola and Kapiri DATFs. In Southern Province, Livingstone DATF members visited Namwala DATF, which had achieved close to 90% of their standards. The two-day exercise enabled the DATFs to exchange documents for peer review. It also provided Livingstone DATF the chance to visit the highly-organized Namwala DATF office and discuss with people who had participated in improving the Namwala DATF management systems, so as to motivate the Livingstone DATF in its pursuit to attain OCC. Likewise, the Ndola DATF of the Copperbelt Province visited Kapiri Mposhi DATF in Central Province, which had performed well in the OCC process.

A variety of lessons were learned from these two exchange visits. SHARe II learned that DATFs can mentor each other in the development of necessary documents to meet the certification performance standards. In addition, furthermore it was noted that it is much easier for DATFs in rural areas to have full participation in DATF program activities than their counterparts in urban areas due various distractions and busy schedules that DATF members in urban areas usually have.

### **Engagement of PATFs in Institutional Strengthening**

SHARe II ensures that project activities support NAC priorities as outlined in NAC's strategic and annual plans. A key component of SHARe II support to NAC focuses on building the capacities of PATFs to coordinate the district response in their respective provinces. In the quarter under review, SHARe II worked with NAC to facilitate the engagement of two PATFs in institutional strengthening of the Copperbelt and Lusaka PATFs. The purpose of this

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activity was to establish a baseline of the operational capacity of the Copperbelt and Lusaka PATFs and develop capacity building plans. Overall, this engagement revealed that the two PATFs need intense institutional strengthening if they are to supervise the DATFs as required by their mandate, as they were found with challenges in their coordination and response management systems.

### **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 national umbrella civil society organizations, associations, and chiefdoms to improve institutional capacity to coordinate, manage, and implement the national HIV response by offering a package of support that includes facilitating organization capacity assessments (OCA) and providing technical assistance based on OCA findings to improve capacities.

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

The Network of Zambian People Living with HIV/AIDS (NZP+) is a national organization for the nation's people living with HIV/AIDS. Established in 1996, NZP+ aims to improve the quality of life for PLHIV by pursuing support for, communication with, and representation of PLHIV. NZP+ is a non-governmental organization registered under Section 7(l) of the Zambian Societies Act. NZP+ has grown from a group of 28 members in 1996 into a national network of approximately 90,000 PLHIV (3,500 support groups) in all 72 districts of Zambia.

Currently, NZP+ and, by extension, a large proportion of the PLHIV response is under threat because the organization has no financial resources, inadequate management systems, and a negative public image which have together led to the loss of goodwill from donors. However, in spite of this situation, NZP+ remains a critical stakeholder in the fight against HIV/AIDS.

During the quarter under review, meetings were held with the NZP+ National Secretariat staff to discuss how SHARe II could provide assistance to further strengthen NZP+ in 2013. The discussions revealed the need to review the NZP+ constitution and strengthen the NZP+ board and secretariat, amongst other activities. SHARe II also assisted NZP+ 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. Results of the assessments are still being awaited.

## Support to the Independent Churches of Zambia (ICOZ)

During the quarter under review, SHARe II facilitated the development process for the first ever strategic plan for the Independent Churches of Zambia (ICOZ). ICOZ is one of the church mother bodies that form the Zambia Interfaith Network Group on HIV/AIDS (ZINGO). The strategic plan development process gathered data through focus group discussions (FGDs) and in-depth interviews with key informants which in turn was presented to ICOZ key leaders, ICOZ leaders identified and prioritized strategic issues and agreed on the road map for the finalization of the ICOZ strategic plan.



Figure 6. ICOZ bishops gathered with SHARe II to identify, select, and prioritize strategic issues to be included in the next ICOZ strategic plan.

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

Table 4. Task 2. Strengthening capacity of coordinating structures - FY13 Quarter 1 Selected Results.

|   | FY2013 Q1 (Dec-Oct 2012) |        |       | LOP   |        |            |
|---|--------------------------|--------|-------|-------|--------|------------|
|   | Male                     | Female | Total | N     | Target | Progress % |
| *2.1aInst Number of organizations provided with TA for HIV-related institutional capacity building.   |                          |        | 19    | 94    | 150    | 63%        |
| *2.1bCAInst Proportion of supported organizations that are able to meet defined organizational performance benchmarks.                        |                          |        | 0     | 0     | 75%    | 0          |
| 2.1bCA Number of supported individuals from supported organizations that are able to meet a defined organizational performance benchmark      |                          |        | 0     |       |        |            |
| 2.1cSP Number of supported individuals from supported organizations who have been provided with capacity building for strategic planning.)    | 10                       | 8      | 18    |       |        |            |
| 2.1dOP Number of supported individuals from supported organizations who have been provided with capacity building for operational planning.   |                          |        | 0     |       |        |            |
| *2.1eTrain Number of individuals trained in HIV-related institutional capacity building areas (see table of institutional capacity building). | 65                       | 34     | 99    | 244   | 1500   | 16%        |
| *2.2 Number of organizations that have written and implemented referral networks.   |                          |        | 0     | 27/74 | 50%    | 72%        |
| *2.2.fSupp Number of organizations that have written and implemented M&E procedures   |                          |        | 0     | 15/74 | 50     | 40%        |
| 2.1gProd Number of HIV related documents including strategic, operational and M&E plans, toolkits, and other products.                        |                          |        | 1     |       |        |            |

*\*The cumulative training numbers are indicative of the trainings that were conducted by the SHARe II coordinating structures team.*

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## **Objective 3: Strengthen and Expand Workplace HIV/AIDS Programs**

Under Objective 3, SHARe II will expand access to workplace programs in the public, private, and informal sectors and foster linkages and referral systems with community-level partners and implementers to expand access to HIV prevention, care, support and treatment services for employees, dependents and, where feasible, to defined outreach communities, to reduce HIV-related employee absenteeism and ultimately contribute to increased productivity.

A key lesson learned in implementing workplace HIV/AIDS programs is that management buy-in is a critical ingredient for successful workplace HIV/AIDS programs. Accordingly, a key aspect of the SHARe II approach is to obtain senior management buy-in for workplace HIV/AIDS programs both in the public and private sectors. SHARe II aims to support sustainable HIV/AIDS workplace programs and has engaged strategic partners towards this goal including the Zambia Federation of Employers (ZFE), Public Sector Management Division (PSMD), Zambia Congress of Trade Unions (ZCTU), line ministries leaders and private sector CEOs to improve leadership engagement and involvement in the HIV/AIDS response.

### **Implementing SHARe II HIV/AIDS Workplace Programs Core Package**

SHARe II recognizes the dynamic nature of the HIV/AIDS epidemic and the key advancements in the field of HIV/AIDS, including new science on treatment for HIV prevention and the benefits of treating the HIV positive partner in discordant couples irrespective of CD4 count. SHARe II workplace HIV interventions therefore need to be scientifically grounded in order to be relevant and effective. In the previous quarters, SHARe II finalized its training curriculum, handbook and manual that takes into account new scientific information and advances in the field of HIV/AIDS. The materials are currently being tested and should be finalized in the next quarter.

SHARe II has also implemented the Global Health Initiatives' (GHI) principles and included other health-related topics in its training materials, with related expansion to its menu of services provided, where applicable. The operationalization of the GHI principles is a win-win for SHARe II and workplace HIV/AIDS programs; it will break the monotony of discussing only HIV all the time as programs will now also focus on other health related issues such as family planning, nutrition, and gender inequities. The SHARe II core package of workplace-based HIV/AIDS services comprises:

**Behavioral Interventions:** Information and skills training aimed at increasing access to and uptake of HIV testing and counseling (T&C), male circumcision, PMTCT, ARTs, condoms; decreasing number of sexual partners, particularly multiple and concurrent partners; supportive HIV disclosure, positive living, and dignity; reduction in alcohol and substance abuse, gender-based violence (GBV), and HIV-related stigma and discrimination.

**Biomedical Interventions:** Provision of or referral to male circumcision services, HIV care and treatment services, and ART, PMTCT and male circumcision (MC).

A key component of SHARe II's workplace program will be social mobilization for HIV/AIDS prevention and HIV-related service uptake and extending these services to defined workplace communities.

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

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

### **Support to the Zambia Federation of Employers (ZFE)**

An effective coordination strategy is very important in ensuring workplace HIV/AIDS programs success in meeting their mandates and objectives. SHARe II has effectively brought ZFE up to speed in mobilizing its members in their review and subsequent development of programs for HIV/AIDS prevention, care, treatment, and support. To support ZFE in its coordination role, the SHARe II workplace program has taken on a number of medium and large ZFE enterprises to implement workplace programs directly. This effort is part of the larger effort to build ZFE's capacity and strengthen the technical resources it has for HIV/AIDS mobilization which, at the moment, is lacking – and has been a major complaint of the private sector. ZFE has already held several meetings with their Lusaka and copper belt-based members to examine their HIV/AIDS programming activities and agree on areas to receive technical assistance from SHARe II. Currently the challenge that ZFE faces is how to accelerate this work with its members, as there are numerous companies needing support and ZFE lacks the resources, specifically the workforce, to support this immense task. With SHARe II technical support, ZFE has employed two staff, one of whom is assigned the coordination role of the HIV/AIDS program with ZFE members. ZFE is spearheading development of a technical working committee comprised of HIV/AIDS coordinators from the large enterprises to help coordinate its programs. The coordinators will receive training from SHARe II in HIV/AIDS programming and coordination skills to help them implement the program.

In this period under review SHARe II worked with ZFE to consolidate plans to engage these companies in the implementation of the workplace HIV/AIDS programs. Through ZFE, SHARe II has made initial engagement contacts with Zambeef Zambia, Radison Blue hotel, Airtel, and Professional Life Insurance. In addition, request letters have also been sent to Barclays Bank, Standard Chartered Bank, Pamodzi Hotel, Zambia Revenue Authority, Armguard Security Ltd, Good Time Steel Company Ltd, Hotel and Tourism Training Institute Trust, National Airports Corporation, National Housing Authority, Spar Zambia Ltd, Zambian Breweries PLC, and Zambia National Building Society, and ten farms from the Mkushi farm block. During the gender activism week ZFE, with technical support from SHARe II, mobilized ZAMANITA to sensitize their employees on issues of gender and human rights and their impact on women and children. To strengthen the coordination of activities, ZFE members will meet in the next quarter to share experiences and review HIV/AIDS programming activities. In addition, ZFE will hold an annual meeting to review workplace HIV/AIDS programming with the senior management of participating companies. This meeting will be attended by selected company management teams, ZFE, ZCTU and affiliate trade unions and representatives from the Ministry of Labor.

### **Support to the Zambia Congress of Trade Union (ZCTU)**

In the private sector, SHARe II has held meetings with the Zambia Congress of Trade Unions (ZCTU) to decide on collaboration strategies to support workplace HIV/AIDS interventions

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among its Unions and employee constituencies so that the unions could improve their support for employees through HIV/AIDS mobilization and programs for other health-related issues. This is in line with the Decent Work Program espoused by the Ministry of Labor and the International Labor Organizations (ILO).

In the quarter under review, ZCTU and SHARe II worked on modalities for implementing this work. In future quarters, SHARe II's work will concentrate on building ZCTU capacity to integrate its services with ZFE and the local company workplace HIV/AIDS programs so that they are not seen as rivals but rather complementary organizations. ZCTU has clustered its strategy for HIV/AIDS by addressing its membership at three levels, namely:

- ZCTU secretariat and the managements of its member unions to address policy and incorporation of HIV/AIDS into their strategic and operational plans;
- The trade union's branch chairperson to coordinate the implementation of the workplace programs within their constituencies and provide technical and materials support to the shop stewards; and
- The trade union's provincial shop stewards (union representatives at different workplaces) to address HIV/AIDS skills and program development issues including workplace HIV/AIDS programming.

In addition to engaging ZCTU, SHARe II has already established a working relationship with one of the ZCTU affiliate unions, the National Union of Plantations, Agriculture and Allied workers (NUPAAW), to engage farmers in the Mkushi farm block. Ten farms are already participating in the program. In 2013, SHARe II will provide technical support to ZCTU to work on a strategy for HIV/AIDS and wellness programs promotion and advocacy, while also facilitating collaborative efforts between ZFE and ZCTU aimed at promoting good health-seeking behaviors among workers.

### Support to the Tourism HIV/AIDS Public-Private Partnership

**Proposed Support to the Livingstone Tourism Association (LTA):** SHARe II's work in Livingstone is growing rapidly and must be extended to the informal sector that is not covered by the PPP activities. SHARe II has identified the LTA to engage the small and informal tourism businesses in Livingstone to provide HIV/AIDS education through peer education and community social mobilization activities. SHARe II sees an opportunity of improving and sustaining this work by linking the LTA to the district health office and the health centers situated in some of the defined outreach communities for the tourism PPP. This linkage will provide technical expertise to strengthen the LTA's ability to coordinate the HIV/AIDS programs among their member institutions with local support from the district health office. This aligns with the GRZ's current public health reforms and restructuring.

**Support to Livingstone Tourism HIV/AIDS PPP Partners:** The PPP partners in Livingstone (Kubu crafts, Tongabezi, Tujatane Community School, the River Club, Bush Tracks Africa, Wasawange Lodge and Tours, Sun Hotels, David Livingstone Hotel, Protea Hotel, Rainbow Tours Safaris, Wonder Bake, Susie and Chuma, and Wilderness Safaris) have been re-engaged and peer educators have been trained. These will each out to a workforce population of 8,769. In making the peer education program more dynamic in responding to the staff's social and education needs, SHARe II is working with the PPP members to diversify their messages by including a variety of health programs in their activities.

In the period under review the PPP partners have been busy with preparations for the United Nations World Tourism Organization Conference (UNTWO) which is due August 2013. This

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slowed down some of the workplace HIV/AIDS programs but SHARe II continued to support the PPP partners in intensifying discussions on HIV prevention strategies and more assertive decision making skills development for their staff. However some selected partners worked very well as evidenced by the following:

- The Sun International Hotel focused greatly on addressing male circumcision and cervical cancer, as the peer educators noted they had already discussed HIV/AIDS in depth, and staff wanted to learn more about other health issues. SHARe II had much correspondence with the peer educators to answer questions and provide guidance on the discussions.
- The Kubu Crafts workplace program advanced significantly as the discussions moved from mere talk about HIV/AIDS to reflective discussions on individual knowledge and personal behaviors related to HIV/AIDS. One man who had been living with HIV/AIDS but afraid to seek help from the organization shared his status with management and his peers. These discussions have led to a friendlier environment for discussing HIV/AIDS in the company.
- With support from SHARe II technical staff in Livingstone, Susie and Chuma transitioned from being complacent about their HIV/AIDS workplace program to establishing vibrant monthly meetings to discuss relevant health and wellness issues.
- The Tongabezi Lodge and Tujatane community school HIV/AIDS program has blended well with the school and community in disseminating HIV/AIDS programs. The school children and the peer educators (teachers) work with the community where the children perform dramas and music to disseminate HIV/AIDS messages to peers and parents.
- The River club was a key ally with one of SHARe II's defined outreach communities in Simoonga, supporting the school and community in mobilizing resources for the school, police post, and the health center.
- The David Livingstone Hotel has traditionally had a robust HIV/AIDS workplace program. In the quarter under review, however, they decided to expand their program as they aspired to challenge gender equity issues in the light of HIV/AIDS. Peer educators demonstrated against what they deemed to be abuse of the hotel's female workers, and through their actions, they had a manager terminated. The hotel has continued to serve as a prime example of an institutions with an active workers' union that is able to mobilize staff through the workplace HIV/AIDS program to attend program activities
- Wasawange Lodge and Tours saw an increase in staff participation in meetings on HIV/AIDS issues. Through the work of peer educators, one staff has been assisted in beginning HIV treatment.
- Since Wilderness Safaris moved their head office to Livingstone, they have reorganized. In the period under review they made arrangements with SHARe II to ensure that all their staff all attended a sensitization meeting on HIV/AIDS and other health issues.

- Jolly Boys Back Packers is a low budget safari company that draws many young travelers. SHARe II spent much time with the peer educators to educate not only the staff but also the guests passing through the facility on HIV/AIDS programs.

**Extending Programs to Defined Outreach Communities in Livingstone:** SHARe II has trained 64 community mobilizers from the Simoonga, Mukuni, Sinde and Sekute communities in effective community mobilization strategies for HIV prevention, care, treatment, and support. The community mobilizers will reach out to an estimate population of 8,078 people across these four communities.

In the quarter under review, the mobilizers worked to sensitize community leaders about the negative impact of traditional marriage counseling on young people, especially girls, in the light of HIV/AIDS, gender-based violence (GBV) and early marriage and sought to strengthen the communities’ understanding of the links between culture, sexuality, and HIV/AIDS, and how all three components influences peoples’ sexual health practices.

For example, in the Simoonga community, it was evident cultural practices encouraged early sexual debut, resulting in high numbers of pregnancies in young adolescents. The program therefore targeted traditional birth attendants, traditional marriage counselors (Alangizi) and headmen to rethink and review traditional practices and teachings in their communities in light of HIV/AIDS. Through these meetings, girls at Simoonga basic school participated in the ‘Girls for Change’ campaign, in which they signed, and were daily challenged to uphold, a declaration which read: “I will not have any more sex until I finish school”. Girls from grades 7 to 9 successfully achieved their goal; whereas eleven girls became pregnant in 2011, there were zero pregnancies among the pupils in 2012. To celebrate this achievement, the community worked with the school to conduct a special graduation ceremony for the thirty-one girls on December 3, 2012. This colorful ceremony was attended by parents, teachers, and some of the neighboring lodge owners who provide employment and other support to many in the village. During this ceremony, Mr. Peter Jones, the owner of the River Club Lodge, pledged to pay for electrification of two blocks of classrooms. Although the community was very excited to attend the graduation event, the real excitement revolved around having participated in the SHARe II gender and sexuality program and the strides the community had made in promoting abstinence amongst their youth.



(Left) Figure 7: Triumphant, girls at Simoonga Basic School show off their certificates confirming participation in the “Girls of Change” campaign.  
 (Top) Figure 8: Students from Simoonga Basic School dance at their graduation ceremony to celebrate their success.

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During this reporting period, SHARe II worked with the trained community mobilisers in the three PPP defined outreach communities to conduct HIV/AIDS sensitization meetings, reaching 3,802 people with HIV prevention messages. The team also reached out to 1,494 community members with individual and or small group level preventative interventions that are primarily focused abstinence and/or being faithful. Seventy individuals also received testing and counseling (TC) services.

**Support to the Luangwa Safaris Association (LSA) Tourism HIV/AIDS PPP:** In the quarter under review, thirteen tourism businesses were recruited and began implementing workplace HIV/AIDS programs with SHARe II technical support. The businesses have a strong sense of team and synergy and have come up with a small budget to support the coordination of their workplace HIV/AIDS program activities. The following companies/institutions are part of the LSA Tourism HIV/AIDS PPP: Kafunta Lodge, Norman Carr Safaris, South Luangwa Conservation Society, Chipembele lodge, Tribal Textiles, Kiboko Safaris, Croc Valley Lodge, Mfuwe Lodge, Robin Pop Safaris, Shenton Safaris, Bakabaka Ltd, Flatdogs Lodge, Lion Camp, Kakumbi Community Resource Board (CRB), and the local Zambian Wildlife Authority (ZAWA) office.

SHARe II has worked with trained peer educators and the LSA to sensitize staff on the impact of HIV/AIDS on the local community. Among the issues the peer educators addressed were myths and misconceptions, such as the failure of expectant mothers to deliver at the health facility for fear that they will get HIV. This is a common myth held by many in the local community that puts many babies at risk for contracting HIV as they are not delivered by health personnel. Peer educators from the Kakumbi CRB are working with communities to address this problem.



**Figure 9:** Staff at Kapani Lodge in Mfuwe are excited to participate in the SHARe II-led HIV/AIDS sensitization meeting.

### **Extension of LSA Tourism HIV/AIDS PPP Program to Mfuwe Defined Outreach**

**Community:** The communities around South Luangwa have very limited access to HIV/AIDS services and limited employment opportunities – the only employment available is at the tourist lodges – so it was vital to extend the LSA Tourism HIV/AIDS PPP Program to benefit the communities where the workers in the lodges and their families live. SHARe II played a vital role in this extension, transferring HIV/AIDS programming skills to local organizations and partnering with these local organizations to extend HIV/AIDS programs to the communities around South Luangwa. This effort is already enabling the people to make more informed decisions about HIV prevention and to more easily access HIV-related services. To maximize its impact and insure its sustainability, the program has been linked to the local District Health Office (DHO), which is also supported by the local lodges who have attached a volunteer medical officer to it. Through this mechanism the program shows signs of sustainably promoting health seeking behaviors among the residents and reducing high levels of infection due to unprotected sex and multiple concurrent sexual partnerships (MCPs).

**Support to the Zambia Wildlife Authority (ZAWA):** ZAWA has been very helpful in supporting SHARe II activities with the tourism businesses, especially in linking SHARe II with the defined outreach communities in Mfuwe, while, in turn, SHARe II continues to strengthen

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the ZAWA workplace HIV/AIDS programs. During the quarter under review, SHARe II and the ZAWA management identified three national parks, and their head offices, with concentrated ZAWA staff in which to implement SHARe II's HIV/AIDS workplace programs: Kafue, Mosi-O-Tunya and South Luangwa. SHARe II has trained peer educators in all the parks to discuss HIV/AIDS, and these peer educators have since engaged staff in discussing HIV/AIDS. Moreover, in response to the expressed needs of ZAWA staff, SHARe II is also actively implementing the GESHA program for ZAWA personnel. The ZAWA management feels the need for these workplace programs is invaluable because prior to SHARe II's intervention, there was an upswing in the number of employee deaths and prolonged absenteeism in its parks/offices, except the Livingstone office. The desired state for all ZAWA partner areas is to reach the level of the Livingstone ZAWA office, which reports that death rates and illnesses have drastically decreased, partly due to a successful and vibrant workplace HIV/AIDS program. SHARe II will continue to support ZAWA partner offices in building their capacity to respond to the HIV/AIDS challenges among its workforce in the coming quarters.

**Recruitment of Additional Tourism HIV/AIDS PPP Partners:** SHARe II has recruited more companies from Livingstone and Lusaka to participate in HIV/AIDS workplace programs, while some organizations even took the initiative to approach SHARe II and ask to receive its HIV/AIDS workplace programs. In particular, the Radisson Blue Hotel, Chrisma Hotel in Livingstone, and Courtyard Hotel approached SHARe II and asked for their staff to be trained as peer educators, which SHARe II has agreed to do in the upcoming quarter. In the period under review, SHARe II worked with these organizations to consolidate the program strategies and coordination mechanisms, so that the training of peer educators and sensitization meetings with staff can be conducted in the upcoming quarter.

### **Private Sector (Small, Medium and Large Businesses) and Informal Sector Programs**

SHARe II works directly with selected workplaces and also through local NGO partners, LEAD Program - Zambia Ltd (LEAD) and Zambia Health Education and Training Trust (ZHECT), to strengthen the HIV/AIDS workplace programs in the private sector. LEAD focuses on HIV/AIDS workplace programs in the informal sector and ZHECT focuses on such programs in the medium to large-sized enterprises in the formal sector. In the next quarter, SHARe II will directly take on some informal and formal workplaces to increase the number of organizations in the private and informal sector reached with HIV/AIDS workplace programs. SHARe II will also work to expand HIV/AIDS programs into markets in Lusaka and Livingstone, including those at the main bus terminus in Lusaka.

**LEAD Workplace HIV/AIDS Programs:** LEAD Zambia Ltd is working with the informal businesses in selected chiefdoms and communities. In the quarter under review SHARe II continued to provide technical support to the program in building its capacity to address health related problems within their BizAids model for the informal sector.

During the period under review, the program conducted a total of nine BizAIDS training workshops in Mungwi, Samfya, Chikankata and Kalomo districts. HIV/AIDS sensitization meetings and CT accompanied the training workshops, with 13,199 individuals being reached with small group level preventive interventions and 4,729 individuals receiving CT services. The LEAD program team also conducted HIV sensitization to 1,106 school youth through individual and or small group level preventative interventions that were primarily focused on abstinence. A total of 233 individuals who tested positive were referred to local health centers for ongoing consultations and management.

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The SHARe II workplace team continued to provide technical support to the LEAD program to ensure that the sensitization meetings and CT services were technically sound and relevant to the audience. However, LEAD did encounter the following challenges during this quarter:

- Long distances to referral centers for some people who tested positive. Due to the distance and lack of funds, many people found it difficult to access CD4 count services and ARTs.
- Lack of support groups in some areas. Social stigma around HIV/AIDS continued to exist as HIV/AIDS interventions and programs in some areas remained weak.
- Early marriages in some communities hindered girls from receiving adequate education.

**ZHECT Workplace HIV/AIDS Programs:** 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. ZHECT's workplace program works with the formal private sector and includes mines, farms and a variety of production companies. In the previous quarters, ZHECT had a variety of performance challenges, but with guidance from SHARe II, ZHECT changed its implementation strategy and strengthened its presence within the companies. ZHECT worked closely with the peer educators they trained and significant time mentoring them and providing on the spot supportive supervision. The team also worked closely with the management of the companies to mobilize staff for HIV/AIDS sensitization meetings.

During the period under review, ZHECT provided technical support to implement workplace programs in 19 organizations. The activities carried out included training of peer educators, development of HIV and AIDS workplace policy, conducting sensitization meetings, providing HIV counseling and testing services, and encouraging males to go for circumcision and females to go for cervical cancer screening.

Recruitment of new partners: ZHECT introduced Barrick Lumwana Mines to its HIV/AIDS workplace programs for the first time. Although their relationship is still being formalized, ZHECT implemented low level activities with the mine and participated in the commemoration of the 2012 World AIDS Day, conducting sensitization meetings in the communities of the three chiefdoms surrounding the mine. ZHECT also identified Kalumbila Mine as an opportune workplace to engage in its HIV/AIDS program. It has held an initial meeting with the owners of the company in Ndola (First Quantum Mining Company), and the partnership agreement is to be signed in the next quarter.

Policy development: ZHECT provided technical support to its partners programs and assisted them in developing HIV/AIDS wellness programs and policies. For example, ZHECT conducted a policy development workshop for Hotel Edinburgh and ZAFFICO, which 13 participants attended.

Training and Re-training of Peer educators in Preventive Interventions: During the period under review, ZHECT conducted peer education training for fifteen peer educators who work for York Farms. The peer educators were helped to



Figure 10: ZHECT facilitators assisting ZAFFICO staff during the policy development workshop.

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develop work-plans which they submitted to their focal point person for consolidation and inclusion into one workplace plan.

**Data Quality Assessment (DQA):** SHARe II and ZHECT's M&E team conducted data quality assessments (DQAs) for all SHARe II-company supported sites, except for Lumwana Mine and Kalumbila where the programs have not yet officially started. The DQAs provided an invaluable opportunity for SHARe II to offer on-the-field technical support to peer educators and program coordinators on quality reporting, data collection, and data storage.

**Sensitization meetings:** During the period under review ZHECT staff and the peer educators used a number of methods to reach 2,936 individuals through small group and one-on-one discussions, including: drama performances, PowerPoint presentations, demonstrations, and active lectures. These individuals were reached through the following organizations: Barrick Lumwana Mine, North Western Water Supply and Sewerage Company, Kafubu Water and Sewerage Company and the Zambia Forestry and Forest Industries Corporation Limited (ZAFFICO) on the Copper-belt, Airtel Zambia, Kafue Sugar Estates, Local Authority Superannuation Fund (LASF), the Taj Pamodzi Hotel, York Farms, and the Zambia National Broadcasting Corporation.



**Figure 11:** Staff at Sable Construction Company discuss the importance of CT during a sensitization meeting



**Figure 12:** ZHECT leads a small-group discussion with people living around the Kateshi Coffee Company.

**Reaching out to Most at Risk Populations (MARPs):** Although MARPs suffer the biggest brunt of the HIV epidemic in many parts of the world, they represent only a fraction of those accessing public services. Some of the organizations that ZHECT works with in the SHARe II project employ migrant workers, a MARP. Out of the 2,363 people ZHECT reached with HIV/AIDS messages during the period under review, 1,511 were migrant workers (MARPs). Most of these migrant workers were reached through ZAFFICCO. The program was much appreciated, with one person even saying, "Since the beginning when people began coming to give information on HIV and AIDS, we have never had an elaborate session like the one provided by ZHECT. It's the first time I have seen an overwhelming response on the uptake of VCT. Please continue coming because you will save many lives in this area if you do."

**Condom Promotion and Support:** One of the major activities that ZHECT performs in the project is to distribute both male and female condoms for workplaces and their surrounding communities. The trained peer educators are responsible for dispensing condoms to co-workers, but until recently, the numbers of dispensed condoms that peer educators distributed were not adequately reported. During the period under review, ZHECT introduced a system of distribution, and dispensing of condoms that allowed for accurate and timely reporting. The participating companies have appointed peer educators who are

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responsible for the procurement of condoms from ZHECT or DHMTs and dispensing them to people in need. Distributors will submit figures of condoms dispensed to the focal point person who will include the information on the monthly report submitted to ZHECT. Through this new system, a total of 56,000 male and 8,000 female condoms were distributed to SHARe II supported workplaces.

Reaching out to individuals with counseling and testing (CT) services for HIV: In the quarter under review, ZHECT continued providing counseling and testing services to the various workplaces and defined outreach communities in which it worked. It provided CT to 563 males and 332 females and referred those that need follow up services to referral centers near their workplaces or homes.

Conduct Peer Review Meetings: In improving the quality of the HIV/AIDS prevention programs, ZHECT supported peer review meetings attended by peer educators from organizations where DQAs were conducted. These meetings helped the service providers learn how to use the M&E tools and ensure that they understand the PEPFAR language. They also looked at communicating HIV/AIDS information to all stakeholders as well as assisting focal point persons and peer educators develop quantitative and segmented work plans that enable them report according to deliverables.

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

The public sector response to HIV/AIDS in Zambia has been extremely slow and lackluster. The predecessor SHARe project supported implementation of workplace HIV/AIDS programs in four (4) out of 23 line ministries. A key lesson learned from this experience is that the lack of a public sector HIV response strategy and related policies are significant barriers to achieving a successful national HIV/AIDS response. Additionally, public sector workplace HIV programs that did not have committed management struggled, whereas those that did thrived. SHARe II leverages SHARe success in supporting the Inter-Ministerial Stakeholders' Forum (IMSF) and supporting the 21 line ministries to mainstream HIV/AIDS into their plans and programs. Currently, SHARe II is supporting the implementation of workplace HIV/AIDS programs in eight (8) ministries and eight (8) statutory boards out of the 21 line ministries.

In the period under review SHARe II intensified contact with the HIV/AIDS and gender focal point persons (FPP) in each Ministry and provided TA in developing strategies that are dynamic enough to adapt to structural changes over time, including the formation of teams from among staff and management, so that even in times of transition, staff remain able to implement programs.

SHARe II's support to the Inter-Ministerial Stakeholders' Forum (IMASF) that mainstreams HIV/AIDS into the plans and programs of all 22 line ministries is helping sharpen the programs' focus. In addition to the IMASIF, SHARe II worked on a program to bring the program coordinators in the eight (8) supported ministries for a peer review meeting every quarter. This meeting provides an opportunity for these ministries to share program implementation experiences and challenges so that there is cross-fertilization of lessons learned among the public sector. SHARe II has learned that the frequency of contact with management in the ministries and continual support to the focal point persons on the implementation of the program ensures their commitment and buy-in, and in doing so, it has

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also continued to pay dividends in energizing the public sector's workplace HIV/AIDS programs.

Although PSMD has staffing challenges to be able to coordinate the public sector HIV/AIDS workplace program, they have continued to actively push the agenda of establishing a strong and technical coordinating mechanism in the public sector so that HIV/AIDS is given appropriate attention. SHARe II has jointly planned support supervision activities with PSMD to the districts and will work with the local Provincial AIDS Coordinating Advisors (PACA) and the District AIDS Advisors' (DACA) offices in coordinating the local public sector workplace HIV/AIDS programs. With technical support from SHARe II, all eight (8) partner Ministries are making progress on their workplace HIV/AIDS policies.

### **Public Sector HIV/AIDS Leadership Support**

In the quarter under review, SHARe II finally engaged all the partner management teams in the public sector to realign their workplace programs to incorporate a core package of services and establish better coordination mechanisms. The HIV/AIDS focal point persons and program coordinators have been participating in the IMASIF meetings to review their implementation strategies and learn from each other. SHARe II is currently working with PSMD to establish their footing in the coordination mechanisms at provincial and district levels with existing NAC structures. In the next quarter PSMD will hold joint supervisory visits with SHARe II to public sector workplaces in the provinces as part of creating linkages to PATFs and DATFs for better coordination of programs.

**Government Reform of Public Sector Line Ministries:** There has been a pause on the restructuring of public sector line ministries, and SHARe II hopes that this will help the ministries have time to implement the HIV/AIDS programs. SHARe II has continued to engage high-level leadership and management to elicit support and ensure sustainable programs.

**Meetings with Partner Ministries' HIV/AIDS FPPs:** Meetings were held with HIV/AIDS FPPs for the Ministries of Agriculture and Livestock and the Ministry of Transport, Works, Supply and Communication to plan for 2013 HIV/AIDS activities for their respective Ministries.

**Ministry of Transport, Works, Supply and Communications Workplace HIV/AIDS Program:** Two ministries are merged together in this program, serving a HQ staff population of 2,638. SHARe II technical staff supports the workplace HIV/AIDS program, which will maintain the departmental focus needed to address the needs of the entire Ministry. The Ministry has departments with high numbers of young and/or mobile staff, so it has prioritized HIV/AIDS sensitization. The ministry in collaboration with SHARe II has begun an aggressive HIV/AIDS sensitization program with staff as part of it rolls out its workplace HIV/AIDS program. The middle management of the Departments of Works and Buildings was targeted with HIV/AIDS prevention activities with the view that they will pass this information on to their subordinates with whom they supervise in the districts and project areas. Two 2-day HIV/AIDS sensitization meetings were held to provide this training. These sensitization meetings provided basic information on HIV/AIDS, multiple and concurrent sexual partnerships, sexually transmitted infections and ARTs.

**Ministry of Agriculture and Livestock Workplace HIV/AIDS Program:** SHARe II was saddened that the Ministry lost its focal point person during the quarter under review. However, management discussions on the best way to effectively carry out HIV/AIDS workplace programs in the Ministry continued as they appointed a new point person to take

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charge of the Ministry's workplace program. In particular, SHARe II and the ministry have agreed to extend their work to the cooperatives and markets managed by the ministry as part of the external mainstreaming of the HIV/AIDS activities. Most of the Ministry staff working in the districts interface with communities through the cooperatives and markets frequently, so it is important to address HIV/AIDS from this end as well. SHARe II will also work with the ministry in the next quarter to address the fishing sector's HIV/AIDS problems, specifically in selected fishing camps of Mambova in Kazungula, Nsafya, Mpulungu, and the Kafue flats. To address this, SHARe II will train peer educators among the extension workers of the Ministry to help provide support through external mainstreaming.

**Ministry of Information and Broadcasting Workplace HIV/AIDS Program:** The Ministry comprises Zambia National Information services, Zambia National Broadcasting services, Zambia Daily Mail, and Times of Zambia. However, at this time SHARe II is only working with the Ministry's head office and the Zambia Information Service as the other departments work as statutory boards and have independent management from the mother body. In the period under review, the ministry, with SHARe II technical support, held a family fun day for all staff that was attended by senior management in the ministry. In addition, SHARe II provided information through a sensitization meeting on HIV/AIDS and male circumcision.

**Ministry of Home Affairs Workplace HIV/AIDS Program:** The ministry is comprised of several departments, namely the National Registration and Passports, Drug Enforcement Commission, Immigration Department, Prison Service, Police Service, Police Complaints Authority, Commission for Refugees, and Headquarters. Together, this Ministry forms a total population of 20,248 staff in addition to 16,000 inmates. In the period under review activities focused much on the following departments.

**Zambia Police Service Workplace HIV/AIDS Programs:** The Zambia Police Service (ZPS) is the biggest department in the Ministry 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 9,825 officers in selected divisions. In the period under review, the program continued to provide the following services:

- Sensitization meetings to 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.
- Gender and sexuality discussions among officers and their spouses (GESHA program). These discussions focus on improving sexual health communication in homes and disease prevention (e.g. HIV/AIDS, STIs, and cervical cancer sensitizations). There has been a notable change in the perceptions, attitudes, and behaviors among staff and their spouses who participate in the discussions. After GESHA sessions, they practice better health seeking behaviors and engage in more open discussions. Facilitation teams have been formed in each division to help with the sensitization meetings. SHARe II is confident that the police are now well able to conduct their training sessions with minimal external supervision.
- General sensitization meetings on HIV/AIDS to staff in the camps offices and station. This has continued to be one of the more common activities in the police service, and its success continued throughout the reporting period, as these sensitization meetings directly contributed to more people openly revealing their HIV status.

- Engagement of people living with HIV has become increasingly successful as more people join PAW groups.
- Improvement and reorganization of strategic information management. This has been key for the service. SHARe II will continue to support the development of a simple monitoring and evaluation system and tools in the upcoming quarter.

Zambia Prison Service Workplace HIV/AIDS Programs: With SHARe II support, the Zambia Prison Service completed working on the strategic and operational plans for the health directorate and obtained consensus from all senior staff and many external stakeholders. The service has been planning to launch and disseminate the strategic plan in the next quarter, depending on the availability of funds. This has led to the establishment of providers among staff assigned to specifically deal with HIV-related issues affecting inmates. During the quarter the prison service has carried out the following activities:

- Recruitment of a medical officer in line with recommendations in the strategic plan. This officer will work as deputy director in the health directorate.
- Supervision of peer educators in the prison system. There were renewed efforts at supporting the peer educators, who sensitize and provide information to their fellow inmates. In doing so, the work of peer educators was more consistently monitored against the written information.
- Provision of information and services to inmates. Peer educators have been working very well with fellow inmates to provide information and services on HIV/AIDS. Through peer educators, inmates receive HIV/AIDS education almost every day during lock up times.
- Commemoration of World AIDS day with inmates. World AIDS day was commemorated at the Livingstone Prison where inmates had an opportunity to interact with prison and the Ministry of Home senior officials. The prison head traveled to Livingstone to commemorate the day with inmates in Livingstone at which time the peer educators also provided HIV/AIDS information.
- General sensitization meetings on HIV/AIDS to staff in the camps, offices and station. General HIV/AIDS sensitization has continued to be a common activity in the prison service, contributing to more people living openly with their HIV status.
- Engagement of people living with HIV. Increased numbers of people living with HIV have joined the PAW groups, and thus become better engaged with living positively and supporting HIV/AIDS efforts in the prison service.
- Improvement and reorganization of the strategic information management. This has been a key for achieving success in the prison service. SHARe II will further support this development by creating simple monitoring and evaluation systems and tools for the prison service during this next quarter.

Immigration Department: The immigration department is the fourth largest department in the ministry and covers most of Zambian borders. Following SHARe II discussions on the state of the HIV/AIDS workplace program, this department's management has now appointed a senior officer to oversee the workplace HIV/AIDS program. In the period under review, the department graduated 180 recruits. These graduates were all sensitized on HIV/AIDS prevention strategies and their role on encouraging HIV/AIDS prevention in the service.

***Ministry of Finance and National Planning Workplace HIV/AIDS Programs:*** In the period under review, SHARe II continued providing support to staff sensitizations on HIV/AIDS within this Ministry. During the reporting period, the Ministry finished conducting and analyzing a baseline survey regarding their workplace HIV/AIDS policy and has since drafted

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the first copy of the policy. SHARe II provides technical support by reviewing the draft of the policy; this draft is now pending approval from the Ministry management. The ministry has planned to support health and wellness programs in the next quarter and SHARe II will facilitate the meetings and linkages with other service providers to get these programs running and sustain them.

**Ministry of Commerce, Trade and Industry Workplace HIV/AIDS Programs:** The Ministry of Commerce, Trade and Industry (MCTI) has five statutory bodies: the Competition and Consumer Protection Commission; the Zambia Development Agency; the Weights and Measures Agency; the Citizens' Economic Empowerment Commission; the Patents and Companies Registration Agency; and the Zambia Bureau of Standards. The ministry and its board have an HIV/AIDS committee that incorporates the coordinators from the boards. With SHARe II technical support, the ministry now utilizes funds allocated to HIV/AIDS activities unlike in previous years when the money could be returned to the treasury. In this quarter, the ministry used this money to hold a sensitization meeting for all staff on issues of drugs, sexual harassment, and HIV/AIDS at the work place. SHARe II worked with the drug enforcement commission to facilitate the meeting. Senior members of the ministry mingled with junior workers, and the resulting discussions were very helpful for creating awareness on the legal issues and ill effects of drugs, sexual harassment, and HIV/AIDS.

### 3. Gender and Sexuality in HIV/AIDS (GESHA) and Positive Action by Worker (PAW)

#### Gender and Sexuality in HIV/AIDS (GESHA) Program

The implementation of the GESHA program in the predecessor project, SHARe, led to greater success for public sector workplace programs. GESHA allowed 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 provides a safe haven where discussions on gender, culture, and sexuality can openly take place between workmates, couples, and community members, without fear of sanctions from standard cultural bearers.

**Zambia Police Service and Zambia Prison Service GESHA Programs:** The GESHA program currently caters for police and prison staff and spouses living in the Copperbelt towns and provincial headquarters. To make the program more effective and responsive to the needs of the participating institutions, the program is being conducted both in the workplace and the camps, and it involves uniformed officers and their spouses, although unmarried people can also participate. The program is carried out by various groups within the workforce and camps, namely:

- The Policewomen Network comprising police female officers working on gender equity issues in the service. They work with female officers to enforce assertive behaviors and competitiveness at work in order to overcome barriers that hinder their progress in the police force. These activities began in Lusaka and are not being scaled up to the other areas. For example, the police and head office have established a gender department that coordinates all the work on gender and development. The GESHA program is helping provide skills for improving sexual health communication

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and assertiveness to challenge male dominance and the perceived male masculine behaviors that can be detrimental to overall health and wellbeing.

- Nkwazi Police Women Club, comprising female spouses of police officers in the camps, brings women together to address health and business related issues. The GESHA program is providing skills in assertiveness in sexual decision-making, safer sex negotiation skills, and HIV prevention including improved sexual health communication between couples.
- GESHA Support and Facilitation Teams, comprising uniformed officers and their spouses, facilitates gender and sexuality discussions and education and coordinates the GESHA information sharing forum in the various camps. This group has been engaging the police community in the camps, bringing together the officers and their spouses to discuss a variety of issues ranging from HIV/AIDS and sexuality to gender and cultural influences on behaviors.

### Positive Action by Workers (PAW) Program

PAW, established under the predecessor SHARe project, is the first-ever support group for 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 our friends and colleagues and that workers living with HIV are as productive as other workers.

All the public sector ministries supported by SHARe II have introduced the PAW program. PAW strategies continue to attract more workers living with HIV/AIDS to openly join the fight against HIV/AIDS and stigma in the workplace. PAW provides skills training and support for engaging other staff in HIV/AIDS care, prevention, and treatment. Due to the high demand for PAW training by workers living with HIV, SHARe II has segmented these groups into districts, and training is being provided at the district level instead of at central training facilities.

In the period under review, follow-ups were made to the PAW contact persons to discuss ways of further strengthening PAW members' engagement and participation in the HIV activities within workplaces. PAW members in the various sites were very instrumental in activities by sensitizing their constituencies in the workplace HIV/AIDS programs. For example, PAW members in the Ministry of Home Affairs are working as key facilitators in the training of recruits in HIV/AIDS within the police force. With SHARe II support they have been able to train a total of 600 new police recruits.

For another example, in the department of Immigration, lunch time discussions have intensified, with new members being enrolled. PAW members were also involved in training a total of 184 new staff by the end of November 2012. Overall, the members in all the districts intensified the 'Reach to Serve and Save' approach. In this approach, PAW members individually reached out to other people they know to be HIV positive, discussing issues of reproductive health needs for PLHIVs, adherence to treatment, proper nutrition, and correct condom use. This approach was not only seen as a service by PAW members, but also as a way to save lives of those who were in denial about their HIV status, many of whom were linked to services, like treatment, for the first time because of PAW.

**Selected Results:** Selected Results from SHARe II's work to strengthen and expand HIV/AIDS Workplace Programs are shown in Table 5 below.

*Table 5. Task 3. Strengthening and Expanding Workplace HIV/AIDS Programs - FY13 Quarter 1 Selected Results (PEPFAR indicators)*

|  | FY2013 Q1 (Oct-Dec 2012) |        |        | LOP     |        |            |
|--|--------------------------|--------|--------|---------|--------|------------|
|  | Male                     | Female | Total  | N       | Target | Progress % |
| <b>P7.1.D Number of People Living with HIV/AIDS (PLHIV) reached with a minimum package of Prevention with PLHIV (PwP) interventions</b>  | 94                       | 152    | 246    |         |        |            |
| <b>P8.1.D Number of the targeted population reached with individual and/or small group level preventive interventions that are based on evidence and/or meet the minimum standards required</b>  | 9,929                    | 9,602  | 19,531 | 151,255 | 8,000  | 1891%      |
| <b>P8.2.D Number of the targeted population reached with individual and/or small group level preventive interventions that are primarily focused on abstinence and/or being faithful, and are based on evidence and/or meet the minimum standards required</b> | 1,067                    | 1,024  | 2,091  |         |        |            |
| <b>P8.3.D Number of MARP reached with individual and/or small group level interventions that are based on evidence and/or meet the minimum standards required</b>  | 631                      | 150    | 781    |         |        |            |
| <b>P11.1.D Number of individuals who received Testing and Counseling (T&amp;C) services for HIV and received their test results</b>  | 3,347                    | 2,956  | 6,303  |         |        |            |

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

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

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

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 on the one hand and other key stakeholders in the response including donors, NGO implementing partners, civil society, the private sector, and the public sector.

SHARe II believes that some of the current coordination and management challenges in NAC are related to inadequate communication with donors, implementers, GRZ, and other

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players. We will support NAC to host regular stakeholder meetings (2-3 times per year) at the national level and in selected focus districts to provide updates on the state of the national and local HIV/AIDS responses, respectively, and gather input from participants to help improve performance. The expected result from this support is that donors, implementers, and other key players in the response at both national and sub-national levels will become more aware of the policy, strategic, and operational expectations and milestones of NAC in the HIV/AIDS response and align their policies, strategies, and action plans to NAC through joint planning and improved communication.

### **Support to NAC Coordination of the National HIV/AIDS Response**

SHARe II continued to follow up with the NAC Director General on the status of the concept paper regarding implementation of the HIV/AIDS Stakeholders Forum that SHARe II developed and submitted to NAC.

Building on the NAC Organizational Capacity Assessment (OCA) which was conducted between 2008 and 2010 under the predecessor SHARe project, NAC developed a secretariat strategic plan in 2011. However, there was no accompanying annual operational plan for 2011, so the 2012 plan could not be approved by the Joint Financing Agreement (JFA) in time for execution of the planned activities. During this quarter, SHARe II had the privilege of offering technical advice to NAC as they and some selected key stakeholders prepared the results based annual operational plan for 2013. The operational plan is now ready for presentation to the JFA. It is envisaged that if this plan is effectively and efficiently operationalized, it will facilitate effective coordination of the national response with NAC offering strategic oversight.

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

During the reporting period, SHARe II continued drafting a concept note for this aspect of its scope of work. This work is pending as NAC reorganizes so that the appropriate key players can be identified.

### **Support to USG Bilateral Partner Workplace Programs**

SHARe II continued to draft a concept paper and propose collaborative activities that will strengthen workplace programs among USG partners. In the next quarter, SHARe II will share the concept note with USAID and other USG partners and get consensus on the proposed activities.

## **IV. Monitoring and Evaluation**

During the quarter under review, the Monitoring and Evaluation (M&E) team continued to provide on-going support to the technical teams and partners while also continuing analysis on the baseline survey data. The quarter's activities are described below:

### **M&E Support Activities to the SHARe II Secretariat Units**

The M&E team has provided support for technical activities, including collecting and analyzing baseline data collected in the chiefdoms, PLHIV support groups, and workplaces; providing support in general monitoring and evaluation; and implementing and analyzing a pre- and post-

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test for the school-based musician-led sensitizations conducted in fifteen local, secondary schools in Lusaka.

The M&E team has designed and begun to implement a quasi-experimental evaluation that uses mixed qualitative and quantitative methods to evaluate SHARe II's Task I Leadership work in the chiefdoms. Data collection commenced in October and is ongoing. So far KAP baseline data has been collected from a total of 13 out of 19 target chiefdoms. It is anticipated that due to the rainy season, data collection will need to continue in the upcoming quarter. Preliminary data analysis will be conducted and summary findings will be shared with the relevant teams. Analysis of the qualitative baseline data on chiefdom focus group discussions (FGDs) is ongoing.

The M&E unit also provided support to the HIV/AIDS 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 to collect data on the students' knowledge and perceptions of HIV. Analysis has been conducted and a written report is being developed.

Support to the HIV/AIDS Legal and Policy team during the quarter 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 HIV/AIDS Coordinating Structures (CS) 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 Monitoring and Evaluation plans. The trainings were designed to help the DATFs meet the Monitoring and Evaluation Performance standard, which is a requisite to achieving certification. The DATFs developed M&E plans, which the SHARe II M&E unit is now editing.

The M&E team also provided support to the Workplace HIV/AIDS Programs team. The Zambia Prisons Services (ZPS) headquarters in Kabwe were visited to review the M&E system and provide technical assistance in data collection, data management, and reporting. Additionally, the M&E team continued working with the Zambia Police service, specifically revising the reporting format for the Zambia police service to make it more user-friendly and enable it to capture key information. The proposed reporting format has been sent to the ZPS HIV/AIDS secretariat for their comments and approval. In addition, the M&E team is drafting the Knowledge, Attitudes, and Practices (KAP) and HIV Focal Point Persons Situation Analysis (SA) reports based on data that were collected from selected private and public sector workplaces in all districts apart from Luapula and Western provinces. Data analysis and a draft report will be completed and submitted.

The M&E unit continues to refine the project data management system, which aims to improve SHARe II's efficiency in data and program management. The data management system is comprised of multiple data sources, including a project database used to track program implementation as well as PEPFAR databases used to collect PEPFAR indicators from both internal and external data submitters. An M&E unit staff meets with each technical team monthly and with sub-partners quarterly to verify the activities that have taken place as well as identify any support needed for upcoming activities.

To ensure SHARe II collects and maintains accurate data, the M&E unit staff is also responsible for conducting Data Quality Assessments (DQAs), which have been integrated

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into the ongoing work plan. During the quarter, DQAs were conducted with sub-partners ZHECT and LEAD by internal SHARe II technical teams. The DQAs were conducted in workplaces based in Northern, North Western, and Copperbelt provinces. In addition, SHARe II conducted DQAs in the Livingstone based PPP communities, specifically in Simonga, Sekute and Mukuni Communities.

### **M&E Support to SHARe II Partners**

In the period under review, SHARe II continued using the PEPFAR indicator database, which was shared with SHARe II's partners. This has enhanced the quality and accuracy of data the partners send on a monthly basis to SHARe II. The SHARe II M&E team also holds quarterly meetings with each partner to review the performance on various indicators on which they are reporting. SHARe II has also been offering monthly database trainings to LEAD and ZHECT in Access 2010 since last quarter. This training will conclude in the next quarter.

**LEAD:** The SHARe II M&E team conducted a Data Quality Assessment (DQA) of LEAD data.

**ZARAN:** The SHARe II M&E team evaluated the judiciary training in HIV-related case management through pre and post-tests.

**ZINGO:** SHARe II has continued providing support to ZINGO on how to report on PEPFAR indicators (P8.1D and P8.2D).

**ZHECT:** SHARe II continued to work closely with ZHECT to improve systems and ensure accurate and timely data collection. DQAs were conducted in the workplaces in Northern, Copperbelt, and North Western provinces

## **V. Finance and Administration**

### **Contract Award, Planning & Budgeting**

JSI SHARe II Task Order obligation was \$11,900,000 as at the end of this reporting period, 31 December 2012 which was expected to fund the project through January 2013. Before finalizing this report on the 23 January 2013, a modification was received which obligated a further \$1,999,999.99. Total obligated funds are now expected to fund the project through April 2013 and a further obligation of funds is expected in March 2013

### **SHARe II Work-Plan**

The entire SHARe II team was involved in work-planning activities during the quarter under review. SHARe II finalized the annual workplan for the year-ended December 31, 2013 and submitted to USAID on December 15, 2012. Approval of the workplan has not yet been received from USAID. The workplan assumes that sufficient funds, in line with the approved budget, will be obligated by the end of March 2013. In the meantime, activities will continue through January as proposed in the submitted workplan.

### **Staffing and Recruitment**

#### **Key Personnel**

All key personnel remain in post and no changes in key personnel are envisaged in the near future.

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## Other Local Hire Staff

SHARe II is proposing the following changes and additions to the current local hire staffing plan to be effective February 2013, although recruitment procedures are expected to commence in January 2013:

*Advocacy and Community Mobilization Manager & Gender Integration Manager:* These positions, originally described as two positions in the technical proposal, are to be combined as one: the gender and advocacy manager.

*Leadership Manager:* SHARe II proposes to recruit an additional fulltime person to assist with work under the Leadership component of the project.

*Communications and Documentation:* The internship for the both the US intern and the local hire intern working on communications and documentation will end in February 2013. Whilst the internship has worked successfully, SHARe II does not feel confident in being able to recruit a full time local hire able to handle the entire workload of this position effectively. As such, SHARe II proposes to work with JSI Boston to look for another US intern to assist in this area.

*Policy Manager and Second Legal Manager:* In the area of Policy and Regulatory Environment the policy manager position still remains vacant, so renewed efforts to re-advertise and recruit for this position will now take place. An additional legal manager is also required to take on some of the work that was formerly handled by sub-partner ZARAN, which will no longer be implementing policy and legal work for SHARe II.

*Informal Sector Program Support Officer:* SHARe II has not been able to identify a suitable local NGO sub-partner able to carry out some of the workplace program activities within the informal sector, particularly the markets. Thus SHARe II proposes to employ a fulltime staff member to directly supervise informal sector workplace program activities.

*Drivers:* Should SHARe II purchase an additional two vehicles as proposed to support the added level of program activity carried out directly by the project, an additional two drivers will be required.

## Procurement: Vehicles and Equipment

### Project Vehicles

SHARe II will request for Contracts Officer Approval to purchase two additional vehicles in 2013. These are already provided for in the approved SHARe II budget.

### Generator

The office generator has been purchased and installed but is still awaiting ZESCO to connect it to the three phase power required to run the generator.

### VAT Relief from Local Purchases

SHARe II continues to use the Local Purchase Order (LPO) Book issued by ZRA to obtain VAT relief from local purchases, submitting all its used LPOS and books to ZRA. The system appears to be working except that it does not extend VAT relief to sub-partners. As such, additional VAT costs on most sub-partner purchases are currently unavoidable. USAID guidance on this matter has been requested.

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## **Sub-Partners**

### **Local Sub Partners: ZHECT, ZINGO, LEAD-Program Zambia,**

SHARe II engaged in discussions with all sub-partners to define the scope of work and review detailed budgets for all sub-grants for the year ending December 2013. These were finalized and approved on or before 1 January 2013. Work carried out by these three sub-partners is continuing.

### **Former Local Sub Partner: ZARAN**

SHARe II reached a mutual agreement with ZARAN that due to the staffing, funding and management changes occurring in ZARAN, the organization would not have the capacity to effectively carry out SHARe II activities and the required scope of work during 2013. As such, SHARe II has decided to implement these activities directly for the time being. The previous grant with ZARAN closed as of December 31, 2012.

### **Proposed Sub-Grant Livingstone Tourism Association**

SHARe II has submitted a proposal to sub-grant to the Livingstone Tourism Association, to USAID for approval. The approval is still outstanding, pending further discussion with the COR.

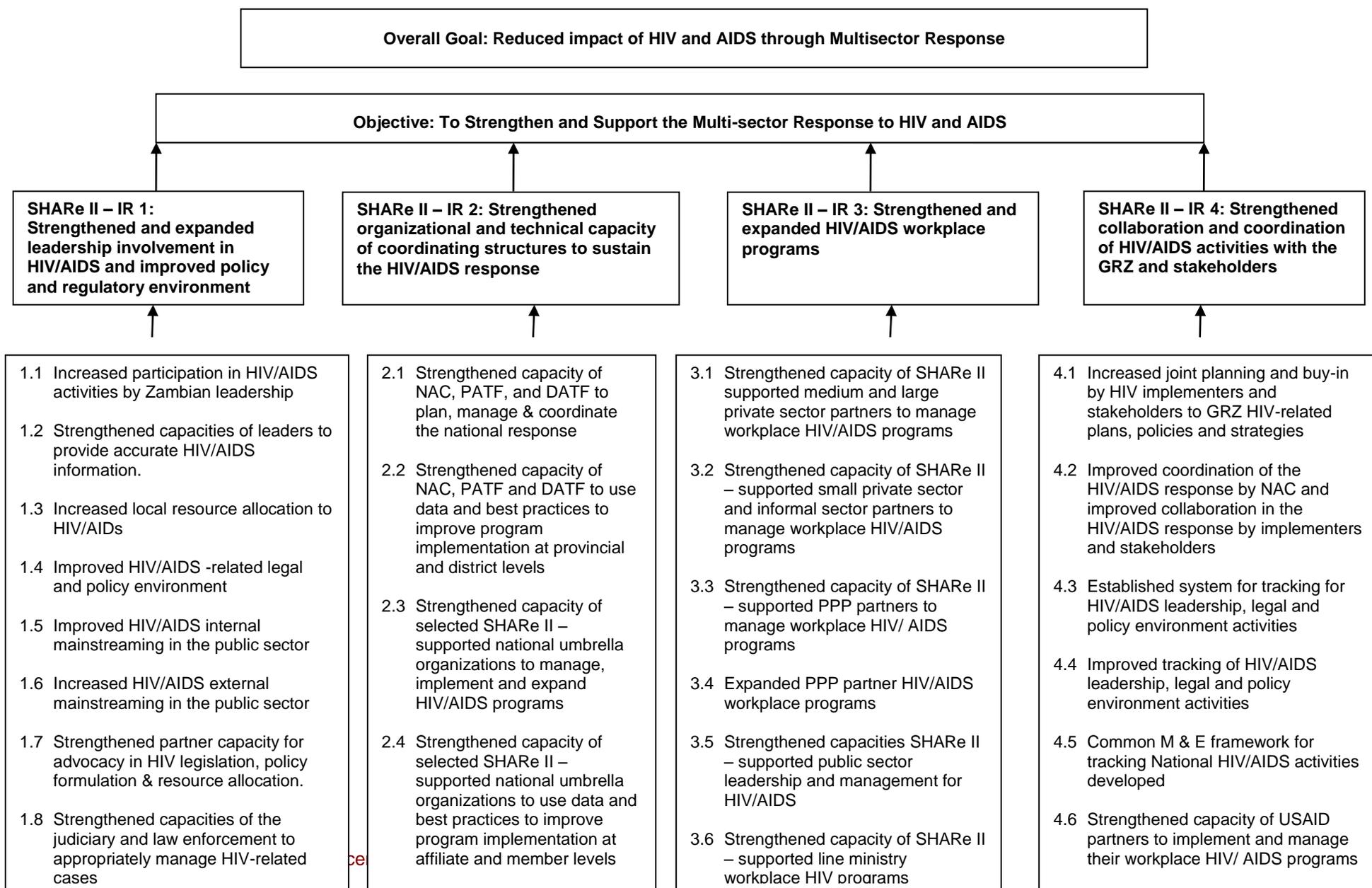
## **Sub Partner Audits**

Audits contracted in accordance with the USAID “Guidelines for Financial Audits Contracted by Foreign Recipients (Guidelines)” were completed in this period for both ZINGO and ZHECT. SHARe II has yet to provide formal comments and feedback on the draft audit report for ZHECT issued December 2012. The final audit report for ZINGO was issued in January 2013.

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## Appendices

## Appendix I: SHARe II Results Framework



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

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

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