

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



Quarterly Report
Period: January 1, 2012 – March 31, 2012

Contract No: GHH-1-00-07-00059-00
Task Order No: GHH-1-02-07-00059-00

Submitted to USAID/Zambia
April 30, 2012



USAID
FROM THE AMERICAN PEOPLE



ZAMBIANS AND AMERICANS
IN PARTNERSHIP TO FIGHT HIV/AIDS

Table of Contents

Acronyms	i
I. Executive Summary	1
II. Program Overview	1
SHARe II Project Purpose	1
SHARe II Vision.....	1
SHARe II Mission.....	1
SHARe II Project Goal.....	1
SHARe II Project Objectives	2
III. Summary of Project Results	Error! Bookmark not defined.
IV. Activities Undertaken During the Quarter by Objective	1
Objective 1: Strengthen and Expand Leadership Involvement in HIV/AIDS and Improve the Policy and Regulatory Environment	1
1. Strengthen and Expand Leadership Involvement	1
<i>SHARe II Concept Paper on HIV/AIDS Leadership</i>	1
<i>Identifying Stakeholders and Agreeing Mechanisms of Collaboration</i>	1
<i>HIV/AIDS Leadership Support to Traditional Leaders</i>	2
<i>HIV/AIDS Leadership Support to Members of Parliament (MPs)</i>	8
<i>HIV/AIDS Leadership Support for Influential Opinion-Leaders</i>	9
<i>Development of a HIV/AIDS Leadership Training Manual</i>	9
<i>HIV/AIDS Leadership: Collaboration and Coordination</i>	9
<i>Support to Local NGO-Partner ZINGO</i>	10
2. Improve the Policy and Regulatory Environment	11
<i>Revision of the National HIV/AIDS/STI/TB Policy of 2005</i>	11
<i>Formulation of the National Alcohol Policy</i>	11
<i>Formulation of the National HIV/AIDS Workplace Policy</i>	12
<i>Amendment of the Employment Act: Support to the Labor Department</i>	13
<i>Tracking the Status of HIV/AIDS Policies in the Public Sector: Support to PSMD</i>	14
<i>Legal Guide for Non-Parliamentarians Participation in the Law Making Process</i>	14
<i>Technical Support towards Improving the Capacity of the Judiciary and Law Enforcement to Appropriately Manage HIV-related Cases</i>	15
<i>Technical Support to NAC and GIDD in Gender Mainstreaming</i>	17
<i>HIV-Related Advocacy Activities Undertaken</i>	18
<i>HIV-Related Cross-Cutting Activities Undertaken</i>	20
<i>Support to Local NGO-Partners ZARAN and TALC</i>	21
Objective 2: Strengthen organizational and technical capacity of coordinating structures to sustain the HIV/AIDS response.....	22
1. Strengthen the capacity of NAC to coordinate the national response.....	22
<i>Support to NAC in the Development of the District Coordination Toolkit</i>	22
<i>Support to NAC in Development of The DATF Tool kit and Sub-Granting Manual</i>	23
2. Strengthen capacities of PATFs & DATFs to coordinate the provincial and district level response..	24
<i>Technical Support to DATF and PATF Organizational Capacity Assessments (OCA)</i>	24
<i>DATF Certification Process Pilot</i>	26
<i>Support to DATF Strategic and Operation Planning Processes</i>	27
<i>Support to PATFs and DATFs in orientation</i>	28

3. Strengthen the capacity of civil society organizations to coordinate HIV/AIDS response in their sector	28
<i>Support to the Network of Zambian People Living with HIV – NZP+</i>	28
Objective 3: Strengthen and Expand Workplace HIV/AIDS Programs	29
<i>Engaging Leadership for an Enhanced Workplace-based HIV/AIDS Response</i>	30
<i>Implementing the SHARe II HIV/AIDS Workplace Programs Core Package</i>	31
1. Expand and replicate efforts in the private sector including small, medium and large-scale businesses, and the informal sector	32
<i>The Tourism HIV/AIDS Public-Private Partnership</i>	32
<i>Private Sector Small, Medium and Large Businesses, and Informal Sector Programs</i>	34
2. Expand and replicate efforts in the public sector including continued support and expansion to additional line ministries	36
<i>Government Reform of Public Sector Line Ministries</i>	36
<i>Workplace HIV/AIDS Policy Review for SHARe II Partner Ministries</i>	37
<i>Gender and Sexuality in HIV/AIDS (GESHA) and Positive Action by Worker (PAW)</i>	37
<i>Ministry of Home Affairs Workplace HIV/AIDS Programs</i>	38
<i>Ministry of Finance and National Planning Workplace HIV/AIDS Programs</i>	40
<i>Ministry of Commerce, Trade and Industry Workplace HIV/AIDS Programs</i>	41
<i>Ministry of Information, Broadcasting and Labor Workplace HIV/AIDS Program</i>	41
<i>Ministry of Agriculture and Livestock Workplace HIV/AIDS Program</i>	41
<i>Ministry of Justice Workplace HIV/AIDS Program</i>	42
<i>Ministry of Transport, Works, Supply and Communications Workplace HIV/AIDS Program</i>	43
Objective 4: Strengthen collaboration and coordination of HIV/AIDS activities with the GRZ, USG funded partners, and other stakeholders	44
1. Support Joint Planning with and Buy-in of Programs of HIV Implementers and Stakeholders to GRZ Plans and Strategies	44
<i>Support to NAC Coordination of the National HIV/AIDS Response</i>	45
V. Monitoring and Evaluation	45
M&E Support Activities to the SHARe II Secretariat Units	45
M&E Support to SHARe II Partners	46
VI. Finance and Administration	46
Contract Award, Planning & Budgeting	46
SHARe II 2012 and 2013 Targets	46
SHARe II Work-Plan	47
Staffing and Recruitment	47
<i>Key Personnel</i>	47
<i>Other Local Hire Staff</i>	47
Procurement: Vehicles and Equipment	48
<i>Project Vehicles</i>	48
<i>Computers and IT requirements</i>	48
Sub-Partners	48
<i>Local Sub Partners: ZHECT, ZINGO, LEAD-Program Zambia, ZARAN</i>	48
VII. Appendices	1
Appendix I: SHARe II Results Framework	1
Appendix II: SHARe II December 2011 – April 2012 Approvals Tracking	2

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	JSI Research & Training Institute, Inc.
IGA	income-generating activity
IMSF	Inter-Ministerial Stakeholders Forum
IR	Intermediate Result
KAP	knowledge, attitudes and practices
LAZ	Law Association of Zambia
LBF	Lower Business Forum
LTA	Livingstone Tourism Authority
MOAL	Ministry of Agriculture and Livestock
MC	male circumcision
MCP	multiple and concurrent partners
MOCTA	Ministry of Chiefs and Traditional Affairs
MOCTI	Ministry of Commerce, Trade and Industry
M&E	monitoring and evaluation
MOHA	Ministry of Home Affairs

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

I. 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

During the January 1, 2012 to March 31, 2012 quarter, 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 capacity assessments (CCA) and community development action planning leadership (CoDAP) aimed at fostering appropriate community plans and action, based the understanding that HIV/AIDS is a developmental issues and that addressing

Figure 1: SHARe II project objectives

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. Fourteen 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 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 OCA-cert 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 OCA-cert 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 revitalize the public sector response to HIV/AIDS, which is still sub-optimal.

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

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 AIDS Law Research and Advocacy Network (ZARAN); Zambia Interfaith Networking Organization on HIV (ZINGO); and Zambia Health Education and Communication Trust (ZHECT).

SHARe II Project Purpose

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

SHARe II Vision

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

SHARe II Mission

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

SHARe II Project Goal

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

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

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

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

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

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

SHARe II Project Objectives

To achieve success toward realizing these IRs, SHARe II has the following four 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

III. Activities Undertaken During the Quarter by Objective

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

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

I. Strengthen and Expand Leadership Involvement

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

SHARe II Concept Paper on HIV/AIDS Leadership

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

Identifying Stakeholders and Agreeing Mechanisms of Collaboration

SHARe II identified most of its key HIV/AIDS leadership stakeholders during the first year of program implementation, in 2011. The process is however an ongoing one, as other stakeholders are identified and come on board. During this quarter, SHARe II made contact with representatives from the United Church of Zambia (UCZ) and the Seventh Day Adventist (SDA) Church. This is in preparation for SHARe II's expansion of the SHARe II scope of work to other church bodies that are not part of ZINGO. SHARe II will work directly with leaders in these

church bodies, as part of its scope of work to increase HIV/AIDS leadership among religious leaders. Further meetings will be held with senior church leaders during the next quarter to concretize the plans and make arrangements for training them in correct and appropriate HIV/AIDS messaging and advocacy, and equipping them to provide visible HIV/AIDS leadership at the national and congregation level.

HIV/AIDS Leadership Support to Traditional Leaders

SHARe II works with the traditional leadership in Zambia to strengthen their leadership of chiefdom level HIV/AIDS responses, and to equip them to act at national level as a key advocacy voice for the people of Zambia on issues of HIV/AIDS. SHARe II works with traditional leadership at two levels: at national level through the National Royal Foundation of Zambia (NRFZ) and at individual chiefdom-level to build leadership capacities in 35 selected chiefdoms.

National Royal Foundation of Zambia (NRFZ): Although no formal contact was made with NRFZ this quarter, SHARe II continued to maintain a relationship with some of the 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 are members of the NRFZ. Most of these chiefs belong to provincial chapters of the NRFZ. It is important for SHARe II to support the NRFZ as they are a Civil Society group and watchdog that came into being at the time 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 and there is currently a good and cordial relationship between the two groups. However, it has been a challenge to work very closely with the NRFZ because they do not have a Secretariat and their members span the breadth of the country. SHARe II does not have adequate funding to help the NRFZ set up a Secretariat as they had requested. After brainstorming SHARe II plans to propose to the NRFZ Executive Committee that they set up a Secretariat at one of the NRFZ member's palaces in the chiefdoms, especially around Lusaka. The Secretariat could be on a rotational basis, by member chiefdoms. We believe that this is a more sustainable solution to this particular issue.

SHARe II Package of Support to the Chiefdoms: SHARe II provides a package of HIV interventions tailored to the needs of each chiefdom, which 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 issues including correct HIV messaging, leading advocacy, addressing issues of gender and HIV, putting in place 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 providing training in gender and HIV/AIDS for other leaders;
- Strengthening community HIV coordination mechanisms by linking the chiefdom response to the national efforts through district-level coordination structures; and

-
- Economic strengthening support to informal sector workers in the chiefdoms, through combined HIV and entrepreneurship training, to increase individual/household economic resiliency to HIV.

Meeting with the Minister of Chiefs and Traditional Affairs and her Team: During this quarter, SHARe II made a presentation to the Ministry of Chiefs and Traditional Affairs on its work in the chiefdoms, which was attended by the Minister, the PS, and the Heads of Departments in the Ministry. The Minister, Hon Inonge Wina MP, was delighted that the SHARe II's program was in line with the Government's plans of working with chiefs to bring development to the remote areas of the country. She indicated that more money would be put towards the program so that the other chiefdoms that SHARe II is not reaching could also benefit from the work started by SHARe II. However, during the same quarter, there was more GRZ restructuring and Hon Inonge Wina MP was moved to the new Ministry of Gender, and Hon Kabanshi MP took over as the Minister of Chief and Traditional Affairs. It is unclear how this change will affect collaborative agreements that were underway. SHARe II plans to pay a courtesy call on the new Minister, who has already shown a keen interest in meeting with the SHARe II team. She had earlier expressed interest for SHARe II to work with the chiefdom in her constituency. Also during the quarter under review, SHARe II was invited by the Ministry of Chiefs and Traditional Affairs to make a presentation at the House of Chiefs to the 27 female traditional leaders in the country, on HIV/AIDS and SHARe II's work with the traditional leaders. SHARe II was one of three presenters invited; the other two were Women for Change and Program against Malnutrition (PAM).

Expansion of Chiefdom Intervention: While SHARe II initially planned to work with 30 chiefdoms across the country, the figure has now increased to 35 in response to the high demand for extending the HIV/AIDS leadership work to other chiefdoms. SHARe II gets frequent requests from MPs and chiefs to assist them in conducting community capacity assessments and action planning in their chiefdoms. Most of these requests are from those that have heard or seen the benefits of work that is going on in the chiefdoms supported by SHARe II. Although SHARe II would like to expand and work with these chiefdoms, it is not possible to accommodate all requests due to financial and human resource constraints. SHARe II is careful to ensure the quality of work is not compromised – this could happen if too many chiefdoms are supported.

SHARe II Approach to Initiating Chiefdom Support: In terms of approach, the entry-point for SHARe II interventions in the chiefdoms is 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) and a chiefdom capacity assessment (CCA) that assesses leadership capacities and competencies to lead HIV/AIDS responses, and also assesses community capacities and competencies to implement and participate in HIV/AIDS programs. The two processes require the involvement of the chief, the village headmen, 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, and with this understanding, are more committed to supporting HIV/AIDS interventions. Because the process is participatory, the chiefdoms are guided to define their own problems and assisted to come up with their own locally relevant solutions. A key success of these two processes is gaining leadership understanding of the structural factors, such as poverty and gender inequalities, that drive HIV/AIDS and helping them to come to a realization that they have to act at the

structural level to deal with these factors. In addition, they understand the need to act at other levels to support behavior change to prevent HIV transmission and promote greater uptake of HIV-related services. As a result of SHARe II work, it is easier for other HIV implementers and other development partners to work in these chiefdoms because they are primed and ready to improve on their own, and they also understand the value of technical assistance and partnerships in achieving their own strategic goals.

Chiefdom Capacity Assessment (CCA) and Community Development Action Planning (CoDAP) for Chiefdoms: During this quarter, SHARe II carried out 11 CCAs and FGDs with community members in chiefdoms across six provinces. Analyses and reports from these chiefdoms reflect a similar pattern.

Focus Group Discussions: The FGDs have revealed a reasonable understanding of HIV/AIDS issues by the communities, but when probed further, there is a distinct gap between knowledge and behavior, indicating the challenges people face in translating knowledge into appropriate behavior change. One example is on the issues of stigma and discrimination, which are still quite prevalent in some of these communities. When asked if HIV positive people and those with AIDS are stigmatized or discriminated against in their community, the answer is almost always “no”. As one community member commented, “we do not discriminate against our own children or relatives”, and this is a very widely held view. When probed further on whether they would use the same cup that an HIV positive or a person with AIDS uses, then they will quickly say “of course no, because you can get HIV infection”. Myths and misconceptions about HIV/AIDS are still prevalent in most of these communities. This, together with a strong belief in witchcraft, especially in the Luapula Province, can prevent people from seeking HIV/AIDS services. However, paradoxically, HIV Testing and Counseling are widely accepted in most of the rural chiefdoms SHARe II works in, and the demand for ART and other services is high. It is important that our traditional leaders, especially chiefs, are enlightened and educated about HIV/AIDS, so that they can encourage some of the helpful health-seeking behaviors, provide leadership to discourage harmful beliefs and practices, and help to dispel myths and misconceptions, with confidence.

Community Capacity Assessments: 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, measuring the following aspects of the chiefdom: Governance; Management systems and practices; Financial management and practices; Sustainability; Information Systems; Performance management; Service delivery; and HIV/AIDS leadership and response management.

The CCA is a time for self-reflection and self-analysis for the chiefdom and calls for honesty in answering the questions because interventions depend on the answers provided. The traditional leaders, the chiefs and village headmen/women, in most of these chiefdoms are capable people and are able to express themselves well and articulate issues that affect them very clearly. Some of these are retired workers; civil servants or those from the private sector and their experiences add value to the process. This is a huge plus because some of these chiefdoms have significant developmental challenges and will need the knowledge, skill-sets and experience of its people to improve. Most of the chiefdoms assessed so far (16 chiefdoms) scored low in most of the parameters listed above. Almost all scored very poorly in governance issues and in documentation. There is hardly any documentation of anything in these chiefdoms. Most chiefdom information and processes are passed on verbally from one generation to another. A lot has been

lost because of this gap. Surprisingly, the presence of NGOs or CBOs in the chiefdoms did not seem to affect the scoring pattern in the chiefdoms, revealing the transient nature of the impact of NGOs. Most of these chiefdoms did not have stakeholder mapping or analysis to help them coordinate the NGO activities going on in their chiefdoms. Most of them view NGO/CBO partners working in their chiefdom as 'short term visitors who do their programs and leave and then things go back to normal'.

Although the chiefdoms are endowed with natural resources and can raise substantial financial resources for their people and the development of their communities, most do not benefit from these resources or even know that the resources are theirs. The SHARe II intervention creates awareness of the resources chiefdoms have, and how they can use them properly to their benefit. In some chiefdoms, it was apparent that the chief might be the sole benefactor of income from the natural resources but does not distribute the money equitably to benefit the entire chiefdom. In such chiefdoms, SHARe II's intervention is greatly appreciated by the ordinary people as they become more aware of what is rightfully theirs, but in the odd case not by the chief who may prefer the status quo.

Community Development Action Planning: The CCA process is followed by the community development action plan (CoDAP). While the CCA opens the minds of the people and is wake-up call about the functional capacities of the chiefdom, the CoDAP is transformational. This process transforms, liberates and empowers the community almost instantly. They become more aware of what is happening around them, what natural resources are available, what they can do for themselves and how they can work with their chief to benefit from the resources that are in their chiefdom. They begin to ask questions and try to find answers to these questions. In one chiefdom where the whole chiefdom was not represented at the CoDAP and the chief was absent, the community leaders present stopped the process halfway because they felt that their chief and the headmen who were absent needed to be there; the process took place two weeks later with full participation and at the chiefdom's cost. 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.

A great and rewarding aspect of both the CCAs and CoDAPs is the commitment of the leaders to the process. What enriches the processes even more is that MPs and area Councilors have continued to be part of the chiefdom interventions. They continue to provide valuable input and contributions to the programs.

SHARe II Chiefdom Intervention: Lessons Learned in Implementation Year One

1. *Acknowledging and respecting community structures and working through these structures produces the best results:* While SHARe II brings a set of technical competencies in community planning and HIV/AIDS, the knowledge and wisdom for community organizing and solving community problems lies within the chiefdom. Respectful relationships that acknowledge and appreciate what each party brings to the table make for harmonious collaboration and produce the best results. One of SHARe II's core values is 'respectful relationships' and the practical application of this in the field in the chiefdoms has helped the project achieve great success. When Chiefdoms are treated with respect and approached respectfully, they provide invaluable process and implementation guidance. SHARe II asks for guidance from the chief and his

council throughout the processes implemented to ensure that we operate in ways that fit in with the chiefdom way of doing things. In Singani chiefdom for instance, headmen walked or cycled distances of 2 to 5 km each way every day to attend the 5-day CoDAP. When SHARe II sought guidance from the chief regarding transport allowances chief Singani responded ‘Please do not pay my headmen transport allowances. I cannot afford to pay them those allowances when you are gone. What will happen when I call them for a meeting and they refuse to come because I can’t pay them transport allowance? I would prefer that a precedent not be set that would make it difficult for my headmen and I, to manage the affairs of this chiefdom’. SHARe II did not pay the transport allowances. Implementers must be careful not to introduce practices that destroy good age-old ways of governance that promote pride in leadership, rather than dependence and expectation of compensation for carrying out leadership duties. In another example, Chief Kambwali in Luapula gave the SHARe II team a goat in appreciation of the technical support given through the CCA and CoDAP. Because the SHARe II team had done its homework, they accepted the goat - the gesture of giving a goat in this part of Zambia symbolizes tremendous respect and appreciation and refusing it would have been a sign of great disrespect. The SHARe II team later donated the goat to St Paul’s hospital for consumption by the hospital’s patients as shown in the images below.



Figure 2: SHARe II’s Dr Kalasa Mwanda (in white shirt) accepts a goat donated to SHARe II by chief Kambwali (in jeans) in a gesture of appreciation for the CoDAP TA provided, and Dr. Mwanda later donates it to St Paul’s Hospital staff for the patients

2. Chiefdoms take pride in contributing both financially and materially to their developmental processes and also take pride in ownership of both the process and final product: A key lesson learned by SHARe II is that when chiefdoms are treated as the key partner in their own developmental processes, they take pride in contributing to the success of these processes, and are quite prepared to put up with temporary discomfort in order to get the job done. The SHARe II CCA and CoDAP workshops are held in the villages, not in hotels. When needs must, any space - under a tree, a classroom, or a church hall - is used. Participants contribute materially towards their own meals by contributing foodstuffs – chickens, goats, cattle, mealie meal etc – for communal cooking and consumption. Headmen who live near the meetings venues accommodate headmen who come from afar to enable them to attend the meetings, at no cost to their colleagues. SHARe II does not have to bear all the accommodation and food

costs for the CCAs and CoDAPs; cost sharing is a central theme to these processes. Because the chiefdoms are not mere recipients in the process they truly own the processes and value the products – they participate freely, with pride and a sense of ownership, greatly enriching both process and final product.



Figure 3: Chieftainess Kanyembo (seated) and Chief Kambwali (standing) of Luapula talking together with their headmen during a CoDAP under a tree (picture 1), and CoDAP under way under a tree in Chief Singani's area, in Choma (picture 2)



Figure 4: There are many ways to carry a chicken to a CoDAP meeting – a headman in Luapula bringing a chicken in a basket (picture 1) and a headman in Chief Singani's area in Choma carrying a chicken in hand (picture 2)

3. **Zambian Chiefdoms are not only rich in natural resources, but also human resources and have the HR capacities to drive their own development:** One of the most surprising lessons learned by SHARe II is how rich the chiefdoms are in terms of people and experience. The chiefdoms have a rich fabric of experienced, talented retired workers who can contribute effectively towards achieving the intended developmental goals and who provide valuable advice to the chief and his advisors. In chief Puta's chiefdom for example, famous Zambian politician Dr. Katele Kalumba participated in the entire CCA and CoDAP processes, helping the chiefdom to frame issues and providing guidance and leadership on how the chiefdom may drive forward its developmental agenda.

4. *Involving MPs and other Civic Leaders in Community Planning Processes is the way to go:* From intervention design, SHARe II recognized the importance of including the entire chiefdom leadership unit led by the Chief and MP(s). This is a working formula – when the chief, MP, and other leaders are all present during the CCA and CoDAP they are able to understand the issues and problems of the community together and design solutions together. The greatest challenge faced thus far has been to get all the MPs to attend these planning processes. This has not always been possible as the processes sometimes take place when Parliament is sitting. In almost all chiefdoms, councilors and other civic leaders attended and contributed to the CoDAP process. They listened to the concerns of the people and gave their input right there, and above all, they now understand what the community is going through and the challenges they are facing, making it easier for them to advocate on behalf of the communities they serve on HIV/AIDS and other developmental issues.



Figure 5: The Natende Walushiba (Source of Sovereign authority) from Chief Puta's area, Dr Katele Kalumba (in white shirt) explaining the chiefdom structure during the CCA (pic 1) and Hon Austin Milambo (standing), MP in Chief Shakumbila's area taking part in the CoDAP (pic 2)

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

Concept Paper on Working with CAPAH-Zambia:

During the quarter under review SHARe II held a meeting with some of the CAPAH-Zambia executive members to discuss collaboration on the HIV/AIDS response from a leadership perspective. A concept paper outlining SHARe II – CAPAH-Zambia collaboration was finalized during the quarter, and shared with and accepted by CAPAH-Zambia. Collaborative activities that focus on the following will begin during the next quarters:

- Support for a workplace HIV/AIDS programs for MPs at parliament
- CAPAH-Zambia MPs will advocate for increased local resource allocation to HIV/AIDS.
- CAPAH-Zambia MPs will make a deliberate effort to provide visible political HIV/AIDS leadership to promote HIV prevention and greater uptake of HIV-related services.

HIV/AIDS Leadership Support for Influential Opinion-Leaders

Zambia Association of Musicians (ZAM): Building on the success of the predecessor SHARe project that worked very successfully in the HIV/AIDS response with influential young opinion leaders, especially musicians, SHARe II is working with musicians to get them more organized so that mainstreaming of HIV/AIDS into their music and performances can become a more organized activity so that they can become an integral partner in the HIV/AIDS response in Zambia.

During the previous quarter, SHARe II worked with ZAM to help them to come up with their first strategic plan. During the quarter under review, SHARe II, working together with the executive members of ZAM reviewed their strategic plan and are making final edits to it in preparation for the strategic plan launch. Elections for a new ZAM executive committee were conducted this quarter and almost the entire executive was re-elected. SHARe II will work with the musicians to enable them reach out to their members and audiences with HIV/AIDS messages that impact positively on the HIV/AIDS response.

Development of a HIV/AIDS Leadership Training Manual

SHARe II is building the capacity of leaders to understand and address issues of HIV/AIDS to enable them reach out to their constituencies with correct messages and to enable them to lead by example. We also expect that as capacity is built, it will enable leaders to identify local community resources and/or advocate for more local national resources towards the HIV/AIDS response. In order for the leaders to do this, they need to have a basic understanding of the HIV/AIDS epidemic in Zambia and the HIV/AIDS response, and require training in other related areas, including HIV messaging, advocacy, issues of gender as it relates to HIV as well as HIV-related stigma and discrimination. A key aspect of SHARe II support is sustainability and ensuring that communities build skills and capacity that will enable them to initiate and sustain local development. SHARe II is developing training manual and curriculum that will cover some of these topics, building on the HIV/AIDS Leadership Messages already developed, to ensure correct and consistent messaging, across all leadership categories. The manual will be translated in the main Zambian local languages so that it can be used to train traditional leaders in the chiefdoms.

The manual is currently undergoing peer review by SHARe II staff. We expect that it will be finalized during the next quarter and sent to USAID for concurrence to print.

HIV/AIDS Leadership: Collaboration and Coordination

Collaboration with USG and other Partners in the Chiefdoms: During the quarter under review SHARe II explored further areas of collaboration with other partners. SHARe II continued to work with District planners and councilors in the chiefdoms. Before any CCA or CoDAP is undertaken, SHARe II holds briefing meetings with the District Development Coordinating Committee (DDCC) members to build consensus and get their buy-in. SHARe II is building strong relationships with other implementers in the chiefdoms. Other USG-funded and non-USG-funded NGOs and CBOs are invited to attend CoDAPs, so that all chiefdom development partners are on the same page and buy into the chiefdom strategic development plans.

Support to Local NGO-Partner ZINGO

The Zambia Interfaith Networking Group on HIV/AIDS (ZINGO) is an umbrella organization that works with faith mother bodies to coordinate the faith-based HIV/AIDS response. SHARE II recognizes the importance and strategic position of faith-based organizations in the fight against HIV/AIDS. 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. The following activities were supported during the quarter under review

Completion of the HIV/AIDS Leadership Messages toolkit development: Last year, ZINGO adapted the Leadership Toolkit developed by SHARE to suit religious leaders. During this quarter, the mother bodies reviewed the work done in readiness for concurrence from USAID. The Islamic Supreme Council and the four Christian mother bodies provided quotations from the Holy Koran and the Bible and these were inserted into the manual. Printing of the manual will commence once concurrence has been obtained from USAID.

Training of religious leaders in the use of the adapted HIV/AIDS Leadership toolkit: During the quarter under review, 15 religious leaders from different mother bodies were trained in the use of the adapted HIV/AIDS Leadership Toolkit. More leaders will be trained in the next quarter so that they can reach out to their congregants with appropriate HIV/AIDS messages

Follow-up for the mother bodies trained in Advocacy and Gender mainstreaming: During this quarter, the ZINGO Project Officer-HIV/AIDS Leadership made supportive supervision visits to the mother bodies to assess how they were carrying on gender mainstreaming and advocacy within their churches. The mother bodies had begun to actively engage in the HIV/AIDS response. Some of the religious leaders trained from the Evangelical Fellowship of Zambia (EFZ) contributed to the development of a Pastoral Letter on HIV/AIDS that was circulated to different churches.

Selected Results: Table 1 shows selected Results from SHARE II HIV/AIDS Leadership Work

Table 1: Task 1. Strengthening and expanding HIV/AIDS Leadership - FY12 Quarter 1 Selected Results

Indicator	Number Reached				Targets	
	Quarterly			Cumulative	Cumulative	
	Male	Female	Total		N	%
1.2 Capacity building for HIV/AIDS leadership			753	753	2,660	28%
Traditional Leadership			753	753	2,600	29%
Chiefdoms Reached			11	11	16	69%
• Community Capacity Assessments (CCA)	761	153	914	914		
• Community Development Action Planning (CoDAP)	608	145	753	753		
Other Influential Opinion-leaders (musicians, sportsmen etc.)			0	0	60	0%
1.3 Leaders trained in HIV/AIDS Advocacy/Messaging			15	15	195	8%
Traditional Leaders					70	
Religious Leaders			15	15	90	15%
Political Leaders			15	15	35	
Other Influential Opinion-leaders					0	

2. Improve the Policy and Regulatory Environment

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

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

SHARe II is the National HIV/AIDS/STI/TB Council (NAC) technical support lead in the process for the review and revision of the National HIV/AIDS Policy of 2005. This area represents a key Task I deliverable for SHARe II and an important deliverable for the national HIV/AIDS response.

In previous quarters we reported that SHARe II submitted the concept paper on the National HIV/AIDS/STI/TB policy revision to the National HIV/AIDS/STI/TB Council (NAC) and the Ministry of Health (MOH). We also reported that the roadmap we presented to NAC and MOH was going to inform the step-by-step policy review process.

During the last quarter, SHARe II, at the request of NAC, formally presented the concept note to the NAC team to discuss in detail what each step of policy development entails. As a result of this presentation, NAC requested SHARe II to provide technical support and assistance related to the composition of and development of guidelines for the policy revision national steering committee, and the composition of and guidelines for the national stakeholders' forum.

During the quarter under review, SHARe II developed a summarized guide to NAC, which clearly explains the different task teams that are required in an assignment of this magnitude. The summary guide also clearly explains the roles and responsibilities of these task teams and the proposed frequency of meeting. With such a guide, coupled with a well thought out concept paper, there is every reason for NAC to embark on a smooth process of policy review with the full participation of key stakeholders.

Going forward, SHARe II will support NAC to convene a meeting for the national steering committee and conduct orientation training on policy formulation steps and the roles and responsibilities of each task team. The rate of progress on the National HIV/AIDS/STI/TB Policy has to some degree been affected by leadership changes at NAC. We hope the pace will pick up now that the new DG has started working.

Formulation of the National Alcohol Policy

SHARe II is the lead technical support partner to Ministry of Health (MOH) in its process to draft the Alcohol Policy. Following completion and closing of open stakeholders inputs to the policy the next steps for MOH were two-fold: I. Circulate the draft policy to the public sector ministries to

define their sectoral responsibilities, and 2. Table the policy before Cabinet for approval. These two last steps are closed government-only activities, and although SHARe II can support the processes, it cannot participate.

The national alcohol policy is an important document for the HIV/AIDS response because it addresses one of the key drivers of the HIV epidemic. In Zambia, its development has taken a long time for several reasons which have been discussed in past reports, but most notably due to the change in government and the subsequent restructuring of the public sector.

In the previous quarter, it was stated that the process of developing the national alcohol policy had reached the last procedural stage, which would involve the public sector defining their sectoral responsibilities after which a Cabinet memo would be prepared for possible approval. We also reported that this, however, could not take place because the government was still re-aligning ministries. This alignment meant that some ministries changed names and some departments were transferred from one ministry to another.

In view of this reality, SHARe II approached the MOH and proposed a different approach to the section that addresses sectoral responsibilities. SHARe II proposed that instead of highlighting sectoral responsibilities ministry by ministry, it would be better to group ministries according to economic sectors. Even if ministries are re-aligned, the economic sectoral responsibilities do not significantly change, which will allow the policy formulation process to proceed. The MOH agreed with this proposal and has proceeded with the process based on this new way of viewing sectoral responsibilities. A date for the public sector meeting has been set. The meeting is scheduled to take place in May 2012, and will be chaired by the Cabinet Office Directorate of Policy. This meeting will mark the end of input into the policy, which should then be ready for presentation to Cabinet with a cabinet memo when Parliament resumes sitting in August 2012.

Formulation of the National HIV/AIDS Workplace Policy

A key activity for SHARe II is to provide support to NAC in the formulation of the National HIV/AIDS Workplace Policy. However, by the time SHARe II was awarded in November 2010, the formulation process had already commenced and was well under way, under the leadership of the then Ministry of Labor, Sports, Youth and Gender (MLSYG). A consultant had been hired to work on the policy and the policy was already in the process of being written. SHARe II made efforts to get engaged in the process during the previous quarters. Of concern, the policy was being formulated without open stakeholder input and without a clear roadmap. SHARe II has engaged into policy formulation process through its HIV/AIDS advisory role to the Department of Labor-ZFE-Unions tripartite. SHARe II technical advising resulted in the formation of a national steering committee to provide guidance to the policy development process, and provision of space and opportunity for broader stakeholder input to the process. This means that the policy formulation process now no longer depends on the inputs of one consultant, but is a more inclusive consultative process with inputs from many stakeholders.

During the previous quarter, SHARe II participated in three review meetings two of which were with the national steering committee and one was the national consensus meeting. During the national steering committee meetings the MLSYD has requested SHARe II to lead the process of developing the National HIV/AIDS Workplace Policy implementation plan.

During the quarter under review the department of Labor was moved from MLSYD to the Ministry of Information, Broadcasting and Labor (MOIBL). SHARe II participated in and took the lead in two important activities. The first activity was the development of the section wherein all necessary terms were defined. The second was the counter-checking of the congruence of the policy with other policies and pieces of legislation. Some of these documents include the current Industrial and Labor relations Act, the Employment Act and General Order and Procedures of the Civil Service in Zambia. SHARe II completed the work and the policy document was finalized during the quarter. A Cabinet memo for approval of the policy has since been prepared awaiting presentation as soon as Cabinet is able to sit when Parliament resumes sitting in August 2012.

Amendment of the Employment Act: Support to the Labor Department

SHARe II was consulted and requested by the Ministry of Labor and Social Security (MLSS), later the Ministry of Labor, Sport, Youth and Gender (MLSYD), and now the Ministry of Information, Broadcasting and Labor (MOIBL), through its support to the MOIBL-ZFE-Unions tripartite, to review the proposed Employment Act (Cap 268) to strengthen it further, before it could finally be submitted to the appropriate committee by the Ministry. The Employment Act (Cap 268) is one of the laws that require amendment. Upon review by SHARe II, it was quickly evident that HIV/AIDS provisions were not included in the proposed Act, and SHARe II requested that the process be broadened to involve other legal partners, but the Ministry explained that this was not possible. The SHARe II team made its reviews expeditiously, under the technical leadership of its legal team, and proposed HIV/AIDS provisions to be included.

During the previous quarter, SHARe II was called upon by the Ministry to review the final draft of the Employment Act. The project had the opportunity to read the draft Act in its entirety and give further input. One of the new inclusions is the proposition for every workplace to develop workplace HIV/AIDS policies and implement workplace HIV/AIDS and programs. If this submission will be approved by Parliament, then workplace HIV/AIDS programs will become an integral part of the core mandates of all places of work. This will include, at an operational level, HIV/AIDS work being provided with a budget line and hence greatly assist in achieving the sustainability we envision for workplace-based HIV/AIDS programs. The second inclusion is the proposition that the Employment Act includes a clause that categorically states that there shall be no testing for HIV as a precondition for employment. This means that where HIV is included as part of the normal medical examination it will not be used a condition to deny an individual employment on the basis of their HIV status.

The next steps towards the reviewing of the Act will involve stakeholders participating at the level of the select committee. Since SHARe II cannot make a formal submission to the select committee, it will continue giving technical support to the Tripartite-Plus committee consisting of GRZ (represented by MOIBL); Employers (represented by the Zambia Federation of Employers – ZFE); and Employees (represented by the Zambia Congress of Trade unions and the Federation of Free Trade Unions in Zambia). The role of SHARe II in this high level committee is and will remain to provide continuous, timely, and sound HIV/AIDS-related technical advising and support. SHARe II will continue monitoring developments related to this work and provide updates.

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

A major gap in the HIV/AIDS response in Zambia is the poor performance of the public sector in fully responding to the HIV/AIDS epidemic. SHARe II is providing support towards re-vitalizing the public sector response in a number of ways including providing HIV/AIDS leadership capacity building and support, providing support in HIV-related policy development, and support in implementing workplace-based HIV/AIDS programs in eight ministries.

From a policy technical support angle, the SHARe II Project works with all line ministries and selected private sector institutions to develop, monitor and evaluate their workplace policies on HIV/AIDS. In order to effectively and efficiently achieve this task, during the previous quarter SHARe II developed a policy-tracking tool, which is meant to assess which workplaces have a policy on one hand and the quality of the said policy on the other, against preset standards.

In view of the almost completed over-arching National Workplace HIV/AIDS Policy, the Public Service Management Division (PSMD) has committed to work with SHARe II to support the public sector with policy review. SHARe II and PSMD have agreed on a mechanism for reviewing all workplace policies in the public sector in preparation for aligning them with the National Workplace HIV/AIDS Policy when it is completed and approved. Part of this includes the development of a template that will guide policy review and alignment.

During the quarter under review, working with the PSMD and the workplace HIV/AIDS programs coordinator at NAC, SHARe II embarked on a meta-analysis exercise of all HIV/AIDS workplace policies in the public sector. The purpose of this exercise is to come up with a detailed assessment of the status of all policies with a view to having vital information, which will form a critical building block of policy revision in the public sector. Works involving analysis of up to six workplace HIV/AIDS policies from the 10 departments of the Ministry of Home Affairs advanced very considerably during the quarter. We expect that the SHARe II team will be through with the meta-analysis of the eight SHARe supported ministries within the second quarter of 2010, and then proceed with giving support to the remaining line ministries in subsequent quarters.

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

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

Consultation and stakeholder input to this document is now complete. We expect to have a final version of the Legal Guide for submission to USAID for final edits and comments, and concurrence to print by June 2012.

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

Integrating of HIV/AIDS into the Legal Curricula: Stemming from the deliberations of the legal and policy stakeholder meetings that are held on a quarterly basis, the strategy of improving the capacity of legal practitioners to manage HIV/AIDS related cases through the mainstreaming of HIV/AIDS into the curricular of legal studies has gained momentum. During the previous quarter SHARe II held consultative meetings with institutions of higher learning where law is studied at various levels, towards this end.

During the quarter under review, SHARe II facilitated a five-day workshop at which heads of legal studies from the National Institute of Public Administration (NIPA), University of Lusaka, Cavendish University Zambia, the Zambian Open University, Livingstone International University of Tourism Excellence and Business management (LIUTEBM), the Zambia Institute of Advanced legal Education (ZIALE) and the training officer from the Judiciary went through draft materials which highlight the different steps and necessary content for effective mainstreaming of HIV/AIDS, Human Rights, and Gender into their curricular. SHARe II took advantage of this training to highlight aspects of curriculum analysis and principles of curriculum assessment, which takes into consideration the needs of students in the era of HIV/AIDS.

The training has generated a lot of interest among institutions of higher learning, which have immediately embarked on activities tailored towards active mainstreaming of HIV into their curricula. NIPA has already created a committee and a Focal Point Person to spearhead two concurrent processes. In the first process, NIPA is planning to embark on a standalone Diploma Course in HIV/AIDS Law within the faculty of legal studies. In the second process, NIPA has embarked on a serious mechanism of ensuring that HIV/AIDS, Human Rights and Gender are mainstreamed in almost all courses being offered by the college. The other institutions of higher learning i.e. University of Lusaka, Cavendish University Zambia, the Zambian Open University, LIUTEBM, the Zambia Institute of Advanced legal Education will either be introducing new modules or mainstreaming HIV/AIDS, Human Rights and Gender into existing courses and topics. This is an important and exciting development because it means that once mainstreaming has been actualized, all legal graduates from these institutions will have developed their skills and competencies to be able to contribute efficiently and effectively to the justice system in Zambia.

Opportunity for South-to-South Collaboration and Collaboration with US-based Universities and Colleges: The unprecedented interest which has been displayed by institutions of higher learning for legal studies has led SHARe II to consult further and learn from institutions and organizations which have experience in this kind of work. Through this research, we have learned that there are opportunities for south-to-south collaboration and for collaboration with US-based institutions of higher learning. During the next quarter, SHARe II will be exploring the feasibility of linking the Zambian institutions of higher learning interested in integrating HIV/AIDS, Gender and Human

Rights with Harvard Law School, and with universities in South Africa and Uganda that have successfully undertaken such integration.

Training in-service Judiciary Legal Practitioners in Appropriate HIV-related Case-

Management: SHARe II has been having discussions with the Judiciary on how to best implement this support. A key sticking point is the payment of sitting allowances to attend training, which are reportedly part of the conditions of service for the Zambian Judiciary, but which SHARe II is contractually unable to pay.

During the last quarter, through much consultation and advocacy, SHARe II and the Judiciary had reached an agreement where sitting allowances will either be waived or paid by the Judiciary, and SHARe II was waiting for official communication to this effect, in order to begin its planned activities in this area, which have been significantly delayed by the negotiations. During the quarter under review, the Judiciary finally gave concurrence to SHARe II to undertake the training. The first batch of magistrates will be trained during the next quarter in May 2012 by the SHARe II legal team and local NGO partner ZARAN.

Training of the Police in HIV/AIDS Practical Aspects of Adducing Evidence and Prosecution

of Counterfeit Crimes: The Zambia Police Service, through their Director of Training, has been attending the SHARe II facilitated quarterly meetings for legal and policy practitioners. Therefore, when they organized a workshop for 34 officers drawn from across the country to deal with issues of the Law of Intellectual Property and Copyrights, Counterfeit and Cybercrime, they extended an invitation to SHARe II to facilitate in some sessions. Upon studying the program, the SHARe II legal team proposed some amendments to the program by requesting to take two days to address HIV/AIDS-related issues in line with counterfeit crimes, and permission was granted. Three HIV/AIDS related counterfeit crimes were discussed, as summarized below:

Counterfeit Crimes involving antiretroviral drugs (ARVs): In Zambia, fake ARVs have already been identified and retrieved from the local market. This is a very serious crime with serious consequences on the PLHIV population who might purchase these ARVs and take them, even though they are not efficacious. Therefore, the police have a very critical role to play in ensuring that when they are called upon by any section of society to investigate any suspicious drugs, they do their work efficiently and effectively, because this is an issue of life and death.

Counterfeit Crimes involving fake condoms: Condoms are meant to be the first physical barrier to protect sexual partners from the transmission of both HIV and other sexually transmitted infections. Condoms must be of the right quality and must be stored appropriately. However, fake condoms have been spotted on the Zambian market and they are a real danger to society because they will not offer the required protection. It was discussed that the police need to increase their cooperation with the Consumer Protection Commission of Zambia and thoroughly investigate all suspect condoms in order to protect the general public from accessing the fake condoms that carry a risk of HIV infection.

Counterfeit crimes involving fake milk formula: Research has shown that for a baby who is born HIV negative and is exclusively fed on milk formula (i.e. not breastfed), the chance of HIV transmission is reduced to barely zero. However, this is an expensive route and not many Zambians can afford it. However, for those who can afford, it is the surest way of not infecting the baby. Unfortunately some Zambian shops have stocked fake milk formula for babies. Fake milk has the potential to

cause diarrhea, does not possess the required nutritional value and may even contain potentially harmful chemical substances. It is a danger to the lives of babies who may depend on them. The police play a critical role in ensuring that the perpetrators of such crimes are not only brought to book, but that all such crimes are prevented from occurring in our society.

Planned Future Trainings: Satisfied with its experiences thus far with SHARe II, the Zambia Police Service Command has requested support to build its capacity, which is in line with the SHARe II strategic plan to build the capacity of the Police, at pre-service and in-service levels, to better enforce HIV/AIDS related laws and crime prevention. The next national training has been set for 10-14 June 2012.

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

Development and strengthening of leadership in the fight against HIV/AIDS is a key deliverable area for SHARe II. The ongoing work in chiefdoms where the project is already facilitating the development of strategic development plans that have mainstreamed HIV/AIDS issues is revealing critical areas that require our further intervention. It must be appreciated that Zambia follows a dual legal system where both customary law and civil law are administered concurrently. While civil law is written and standardized in its application, customary law is not and it may differ from place to place depending on the traditional beliefs and customs of a given ethnic group of people. In carrying out our work in selected chiefdoms, we have learnt three things regarding customary law. The first is that there are times when some aspects of customary law may actually fuel the further spread of HIV. The second lesson is that though unwritten, there are many provisions within customary law, which are protective and/or mitigate the socioeconomic impact of HIV/AIDS. The third observation is that although the substantive as well as procedural aspects of customary law are not written there are certain Acts within the legal system which recognize the existence of traditional structures and guide some of their functions. However, the degree of understanding and the extent of operationalization of these provisions vary from place to place. In some chiefdoms, traditional leaders have never seen the Chiefs Act, the Village Act and indeed any other Acts of Parliament that may be invoked as they apply to customary law.

In order to ensure that traditional leaders understand the provisions of the Acts mentioned above SHARe II has developed a module to be included to the HIV/AIDS Leadership Training Manual that addresses provisions within these Acts which have the potential to either increase HIV infection, prevent effective treatment or aggravate the socio-economic impact of those infected and affected. This module is aimed at streamlining the role of traditional leaders in the fight against HIV/AIDS at local level. The module reviews several pieces of legislation that have a bearing on HIV/AIDS, including the Deceased Brother's Widows Act Cap 57; the Chiefs Act Cap 287 of the Laws of Zambia; and the Registration and Development of Villages Act Cap 289 of the Laws of Zambia. Once traditional leaders are trained using these materials, they will be able to understand how they can be better leaders in the era of HIV/AIDS and how they can be advocates for the rights of and on behalf of their subjects living with or affected by HIV/AIDS.

Technical Support to NAC and GIDD in Gender Mainstreaming

During the quarter under review, as part of ongoing GRZ restructuring of the public sector, the Gender in Development Division (GIDD) which was until two months ago, working under the supervision of Cabinet Office, was upgraded into a full Government Line Ministry, the Ministry of

Gender (MOG), with a full Cabinet Minister, Deputy Minister and a more strengthened Directorate level. One of the key mandates of the new Ministry is to spearhead and coordinate the systematic process of engendering all government programs. Because there is a very close relationship between gender imbalances, gender-based violence and gender-based sexual violence on one hand and HIV/AIDS on the other, the new Ministry has placed HIV/AIDS mainstreaming into gender work on a high priority list.

Technical Support to the First Gender Quarterly Meeting: During the quarter under review MOG held its first quarterly meeting aimed at putting in place an effective mechanism through which the Ministry will coordinate all gender-related work. At the meeting the SHARe II Team was tasked to provide technical leadership in the development of a reporting template. Unlike in the past when there was neither a format nor a consistent structure in the manner stakeholders presented their reports, with the help of SHARe II, the new Ministry now has a reporting template which was developed and adopted in a democratic and participatory manner. A sample of the template is provided in *Appendix IV* with some explanatory notes.

Piloting the Gender Score Card at Chiefdom Level: During the quarter under review, SHARe II engaged the Ministry of Gender to establish the extent to which the Gender Scorecard can be applied at community level. It has since been resolved that since SHARe II is working in selected chiefdoms, SHARe II will pilot the applicability of this score card at that level. Results emanating from this activity will be of great support to the chiefdom leaders, and to development stakeholders involved in gender-related activities as well. Going forward, SHARe II will discuss the feasibility of integrating the scorecard into the already ongoing chiefdom work and evaluations.

HIV-Related Advocacy Activities Undertaken

The SHARe II Project with all its local partners is engaged in a lot of work that requires advocacy. For example, in their work with the Prisons Service, which requires reaching inmates with HIV-related information and services, the workplace team had to carry out fresh advocacy to the Prisons Authority on behalf of inmates for their inclusion into workplace programs; the coordinating structures team undertook a lot of advocacy work on behalf of District AIDS Task Forces (DATFs) to the National HIV/AIDS/STI/TB Council in order for NAC to make certain imperative provisions that DATFs require to be in place in order for them to function efficiently and effectively; and the leadership team, as they go about their work with traditional, political and religious leaders requires advocacy skill. Because of the breadth of the advocacy scope of work, it became necessary for members of staff at SHARe II to undergo an in-house training aimed at building their knowledge and skills in advocacy work for HIV. The advocacy training was conducted at SHARe II by a team of project facilitators. A total of 38 members of staff including representatives from SHARe II local NGO partners ZINGO, TALC, and LEAD Zambia were trained in HIV/AIDS related advocacy work.

The key deliverable of this workshop was that 38 participants, drawn from SHARe II and its partners ZHECT, ZINGO, LEAD and extended to TALC, were equipped with knowledge and skills on how to undertake strategic advocacy interventions in their line duty. At the end of the four-day training technical staff was asked to develop their own advocacy plans related to their work and to report any successes back as feedback to the completed course. Below, we share a few examples of how successful the advocacy training has been:

Advocacy for the Removal of the ‘Buy me I am as Hot as your Girlfriend’ Nando’s Advert from Kabulonga Girls High School: A SHARe II Workplace HIV/AIDS Programs Manager, who also used to be a teacher, successfully advocated for the removal of an advertisement billboard from Kabulonga Girls high School which was reinforcing harmful gender stereotyping. Gender imbalance and inequity is one of the key drivers of the HIV/AIDS epidemic in Zambia.

Description of the Issue: Fast food chain Nando’s had erected a billboard which was advertising chips and chicken meals and it had the following accompanying words: “Buy me, I am as hot as your girlfriend” within the Kabulonga High School grounds. The advert struck a discordant note with one of the SHARe II Workplace Programs HIV/AIDS Managers

What was done: The SHARe II manager undertook an informal verbal survey that found that the young female students within the school interpreted the advert as meaning if they were “hot” then they could make money from their looks and bodies. Because these interpretations were counterproductive to the HIV/AIDS fight by encouraging young men and women to regard women as a commodity that can be bought as easily as a plate of chips and chicken, the SHARe II Manager petitioned the Director of Standards at the Ministry of Education Headquarters who in turn persuaded the Minister of Education to write a letter to the Head Teacher of the school requesting the removal of the billboard. The Head Teacher had a meeting with the management of Nando’s notifying them about the concern from citizens and the Government.

Result: The billboard and message have since been removed and a check at Nando’s revealed that they are developing a more palatable advert to replace the previous contentious one.

Advocacy for Development of a One-Stop DATF Guide: During the quarter under review, the SHARe II Coordinating Structures Team successfully advocated for the “One Stop DATF Guide”

Description of the Issue: Since inception, DATFs have never had a detailed manual to guide their functions. There have been several attempts by different NAC technical support partners to develop piecemeal sets of guidelines, which are meant to help in this area. However, these efforts have always fallen short the desired result, because each partner tried to push their guides as the best and in the end the DATFs were often left confused without clear guidelines. The irony has been that most national level structures particularly those who have funded some of these piecemeal publications always felt that the DATFs had received what they needed to function well when in fact not.

What was done: A concept note explaining the purpose and benefits of a DATF guide was developed and using targeted advocacy shared with key decision-makers in NAC and with selected stakeholders.

Results: NAC immediately initiated the development of the DATF management guide, under NAC overall leadership. SHARe II has provided technical leadership throughout this process, with input from all NAC partners – the DATF management guide has now reached printing stage.

Advocacy for Mainstreaming of HIV/AIDS, Gender and Human Rights into the Curricular of Legal Studies in Selected Institutions of Higher Learning: The SHARe II legal team used advocacy strategies to obtain buy-in from legal institutions of higher learning to mainstream HIV/AIDS into legal curricula.

Description of the issue: HIV/AIDS is a truly multisectoral condition that requires the participation of all players and institutions, including the administration of justice by both the courts and law enforcement agencies. Law enforcement officers, Magistrates and lawyers play a critical role in the administration of justice in this country. With a 14.3% prevalence rate among adults aged 15-49, the chances of HIV-related court cases being brought to court is very high. Accordingly, in order to ensure that HIV/AIDS is never an impediment to the Zambian justice system, SHARe II has been holding regular working meetings of legal and policy practitioners to discuss HIV/AIDS issues pertinent to their work. In one of these meetings, a discussion topic examined how institutions of higher learning with legal training programs are not engaged at all in Zambia's HIV/AIDS response.

What was done: In order to engage institutions of higher learning so that HIV/AIDS becomes integrated into the pre-service training curricula, thereby providing a multiplier effect through production of HIV/AIDS-competent legal graduates, SHARe II engaged heads of departments from selected institutions of higher learning where lawyers are trained. This was done by developing and implementing an advocacy plan, including visiting heads of institutions individually and then meeting with them as a group.

Results: The National Institute of Public Administration (NIPA) is contemplating starting a standalone diploma course in HIV/AIDS Law targeting magistrates and other legal practitioners. NIPA is also in the process of mainstreaming HIV/AIDS into all courses being offered at the institution. The Zambian Open University, University of Lusaka and Cavendish University Zambia have also shown willingness to mainstream HIV/AIDS into their legal studies.

HIV-Related Cross-Cutting Activities Undertaken

Training for Positive Action by Workers (PAW) on the Rights of Workers Living with HIV: PAW is a workplace initiative of the SHARe project. SHARe II has continued strengthening and facilitating the expansion of PAW. For the most part, PAW has concentrated efforts on ensuring that HIV positive workers receive moral and professional support from other workers and employers alike. With more people being put on life-saving ART people are living longer and leading better quality lives including in the world of work. This improved scenario calls for a different set of strategies with which to respond to new challenges. The new set of strategies include maintenance of workers on optimal ART adherence, observation of the rights of HIV positive workers and their families, and discussions to improve workers' health insurance schemes in the light of HIV. As PLHIV live longer, the issue of human rights, particularly in the place of work becomes even more important. The SHARe II legal team conducted training for 25 PAW their rights as workers living with HIV in the place of work. The topics discussed included the law of confidentiality, privacy and voluntary counseling and testing, willful transmission of HIV, and access to promotions, further training, and other work-related opportunities.

Evangelical Fellowship of Zambia – EFZ Religious Leadership Development: During the quarter under review, at the invitation of the Evangelical Fellowship of Zambia (EFZ) and in support of local NGO partner ZINGO, the SHARe legal team was invited to assist in the training of 33 religious leaders on how they can more effectively address issues of HIV/AIDS and Human Rights as they affect the church. It was learnt that the church is addressing a lot of human rights, gender and HIV related issues and that at times religious leaders were handicapped on how to manage some complicated issues they come across. The SHARe II team, used its HIV/AIDS, gender and human rights package of support, to train religious leaders on how they can receive,

counsel and make appropriate referrals when faced with complicated issues bordering on HIV/AIDS, gender and human rights abuse. The EFZ has invited the legal team to conduct a full day's workshop on HIV/AIDS, gender and human rights among a wider group of their clergy.

Support to Local NGO-Partners ZARAN and TALC

Supportive Supervision and Guidance to ZARAN: During the previous quarter, SHARe II undertook an extensive review and streamlining of the ZARAN scope of to ensure that it continues to be in line with what SHARe II requires. ZARAN is working with USG funding for the first time and has needed much guidance and supervision to ensure that all activities undertaken contribute to SHARe II project deliverables, and adherence to financial and admin rules and regulation. This has been a difficult lesson for ZARAN who are accustomed to near-total freedom in how they spend the funding they manage to secure from other sources to support programs. During the quarter under review, SHARe II assisted ZARAN to finalize its SHARe II work-plan. During the next quarter ZARAN will begin to train selected members of the Judiciary in HIV-related case management, working under supportive supervision from SHARe II. Thereafter they will undertake training on their own.

Technical Support to Treatment Advocacy and Literacy Campaign (TALC): A one-day retreat was held between TALC and SHARe II. The purpose of the retreat was to give an opportunity to the two organizations to understand each other better with a view of developing collaborative efforts in common areas of interest. It became apparent that there is a lot of common ground between TALC and SHARe II, including but not limited to advocacy work in chiefdoms, DATFs and workplaces. SHARe II plans to provide institutional capacity building to TALC to assist it in growing as an organization and also in growing its HIV/AIDS technical capacities. TALC will also be expected to contribute to SHARe II deliverables under Task I. During the next quarter more work will be done to move the process of collaboration forward with the expectation that collaborative work will begin in Quarters 3 and 4 of 2012.

Selected Results: Selected Results from SHARe II Policy and Regulatory environment work are shown below in *Table 2*

Table 2: Task 1. Improving the Policy and Regulatory Environment - FY12 Quarter 1 Selected Results

Indicator	Number Reached			Progress to Targets		
	Quarterly		Total	Cumulative	Cumulative	
	Male	Female			Number	%
1.7 Training in HIV-related case management				14	300	5%
Judiciary	8	6	14	14	14	
Law enforcement officers						
1.8 Number of HIV-related Laws supported and moved at least two stages			0	0	10%	0%
Amendment/Repeal Processes Supported			2	2	5	40%
Laws moved at least two stages or enacted			0	0	5	0%
1.9 Number of HIV-related Policies supported and completed			0	0	25	0%
National Policies Supported			3	3	3	7%
Line Ministry Workplace Policies Supported			6	6	19	32%
Other HIV-related Policies Supported			0	0	3	0%

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 both 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, through provision of technical assistance including supporting expansion of successful evidence-based interventions and use of best practices across sectors, and advising on the most efficient and effective use of resources.

I. Strengthen the capacity of NAC to coordinate the national response

The mandate of NAC is to coordinate the multi-sectoral HIV/AIDS response in Zambia, including coordinating efforts within the public, private and civil society sectors as outlined in the National AIDS Strategic Framework 2006-2010. SHARe II's support to NAC is provided through a package of technical assistance including availing technical advisors, through participation in NAC management meetings, directorate-specific program planning and evaluations, theme groups and working groups, and through close direct coordination between SHARe II and NAC staff.

As much as possible, SHARe II ensures that project activities supported NAC priorities outlined in NAC's strategic and annual plans. A key component of SHARe II support to NAC focuses on building the capacities of NAC, PATFs and DATFs to coordinate the national response.

Support to NAC in the Development of the District Coordination Toolkit

In the previous quarter, SHARe II assisted NAC in the development of a toolkit consisting of different management guidelines. SHARe II also developed a draft DATF management handbook on which the draft DATF OCA-Certification standards are to be based.

During the quarter under review, SHARe II provided technical assistance to NAC in harmonizing and merging information from the draft DATF Management Handbook and the draft Coordination Toolkit to come up with one set of comprehensive guidelines which will be the official reference guide for DATF operations once completed. SHARe II also facilitated a validation meeting of the toolkit with district and provincial stakeholders. The end-users validated the draft document and said it was relevant and suitable for the purposes for which it was developed. The DACAs especially felt that the 'one stop shop' draft coordination toolkit was one of the most helpful guidelines the DATFs have ever had. The OCA-Certification standards were also refined in line with the DATF Coordination Toolkit that has since been re-titled as 'District Coordination Guidelines'. The draft District Coordination Guidelines will undergo final NAC design and branding, with the expectation of dissemination to DATFs in quarter two of 2012.

Support to NAC in Development of The DATF Tool kit and Sub-Granting Manual

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

During the previous quarter, SHARe II was invited to be a key participant at a workshop to review PATF and DATF operational guidelines and develop a sub-granting manual to fill a felt gap by NAC, in coordination management at decentralized levels particularly the DATF. SHARe II used lessons learned under SHARe to provide technical input to the review process and to developing the sub-granting manual.

During the quarter under review, SHARe II, working in conjunction with NAC and other partners participated in drafting the sub-granting manual, and in developing terms of reference for a consultant to carry out fiduciary assessment of the local authority. During the next quarter, there will be a validation of the draft sub-granting manual by stakeholders and procurement of consultancy services for fiduciary assessment of the selected 12 pilot councils (Lusaka, Kafue, Kabwe, Kapiri-Mposhi, Ndola, Kitwe, Mongu, Sesheke, Livingstone, Mazabuka, Mansa and Nchelenge. NAC is seeking to contract a consultant to carry out a fiduciary risk and institutional capacity assessment of the proposed 12 DATFs and their 12 local authorities as part of the requirements for implementing the community HIV/AIDS granting mechanism which will include assessments of financial management systems, human resource and procurement capacity of the 12 local authorities and the respective PATFs and DATFs, and sub-district local authority development coordination structures. It will also consider the fiduciary risk of the Constituency Development Funds (CDF) and consequently the HIV/AIDS community granting mechanism. The criteria for the selection of these districts is explained in the table below:

Table 3: Pilot Phase I Priority Districts for the Community Response Sub-Grant Program

#	Province	District	Rationale
1	Lusaka	Lusaka	High HIV disease burden
2		Kafue	
3	Central	Kabwe	High HIV disease burden
4		Kapiri Mposhi	Low coverage, peculiar upward trend
5	Copperbelt	Ndola	High HIV disease burden
6		Kitwe	
7	Western	Mongu	Low coverage, peculiar upward trend
8		Sesheke	
9	Southern	Livingstone	High HIV disease burden
10		Mazabuka	
11	Luapula	Mansa	Low coverage, peculiar upward trend
12		Nchelenge	

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

SHARe II provides enhanced and accelerated technical support to strengthen the capacity of PATFs and DATFs to coordinate decentralized responses being cognizant of the fact that coordinated activities at the provincial and district level are crucial for a successful response to the epidemic. The activities carried out are discussed below:

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

Providing technical support to carry out annual capacity assessments (OCAs) still remains the key activity for strengthening PATF and DATF performance. OCAs help the PATFs and DATFs to assess levels of performance in key systems and mandate areas, and based on the results to develop and implement performance improvement plans. The OCA is a self-assessment processes therefore the performance is dependent on the collective objectivity of the DATF in its measurement of its functional capacity. During the previous quarter, SHARe II in collaboration with NAC completed the organizational capacity assessments in the few remaining districts.

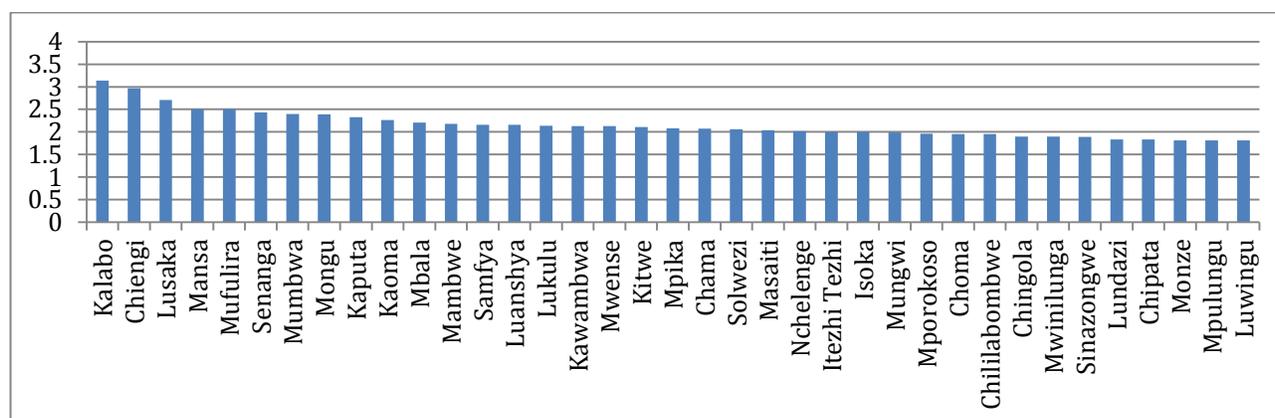


Figure 6: DATF OCA Score rankings – positions 1 to 37

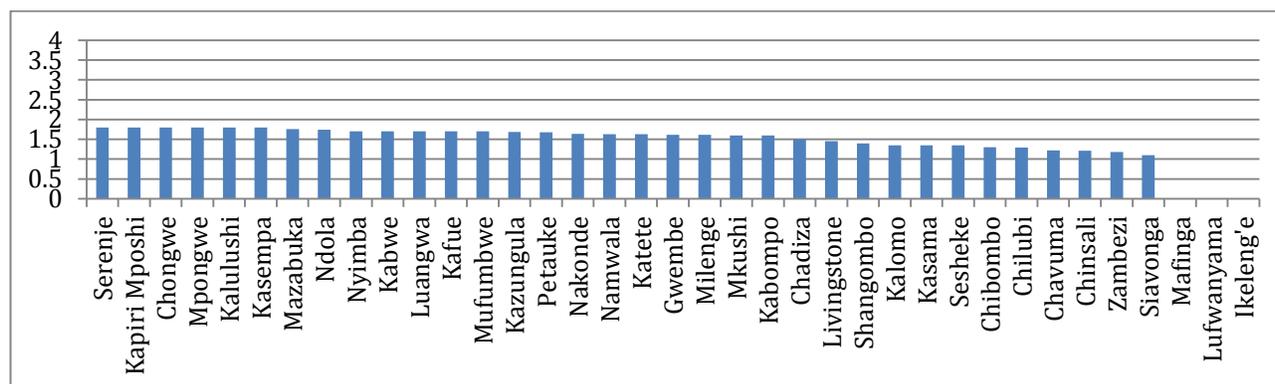


Figure 7: DATF OCA Score rankings – positions 38 to 71

During the quarter under review, SHARe II analyzed the results of the baseline OCA. The summary findings of the guided self- capacity assessments conducted in the 71 District AIDS Task Forces (DATFs) as decentralized structures for the coordination and management of the

HIV/AIDS response in Zambia are presented above. The 2011/2012 OCAs will serve as a baseline in a series of capacity assessment exercises planned for mid-project (2013) and end line (2015). The OCA used is a process for assessing and improving HIV/AIDS coordination and HIV/AIDS program integration and assesses seven functions: Governance Capacity; Management Systems & Practices; Financial Management; Sustainability Systems; Information Management Systems; Mainstreaming; and Performance Management Systems. *Figure 6* and *Figure 7* show the self-assessed functional capacities of the 71 out of 74 DATFs assessed. Overall, DATFs' performance averaged 3.14 out of a possible 4. The range was very wide with Kalabo DATF indicating that a strong organizational capacity foundation is in place and minimal technical support is needed for the DATF to reach a high level of functionality, while Siavonga DATF at 1.10 out of 4 indicating weak organizational capacity with massive technical support needed for to reach high functionality.

Other in-depth OCA analyses established that from all the assessments conducted countrywide, quite a good number of DATFs had good scores in components one to five (Governance Capacity, Management Systems & Practices, Financial Management, Sustainability Systems, and Information Management Systems). However, it should be noted that although overall scores in these components were good, there are still issues within the subsections of these components, which need serious attention, some of which (e.g. DATF Financial Audits) are beyond DATF capacity. Scores in the last two components (Mainstreaming and Performance Management Systems) were generally very low across the board.

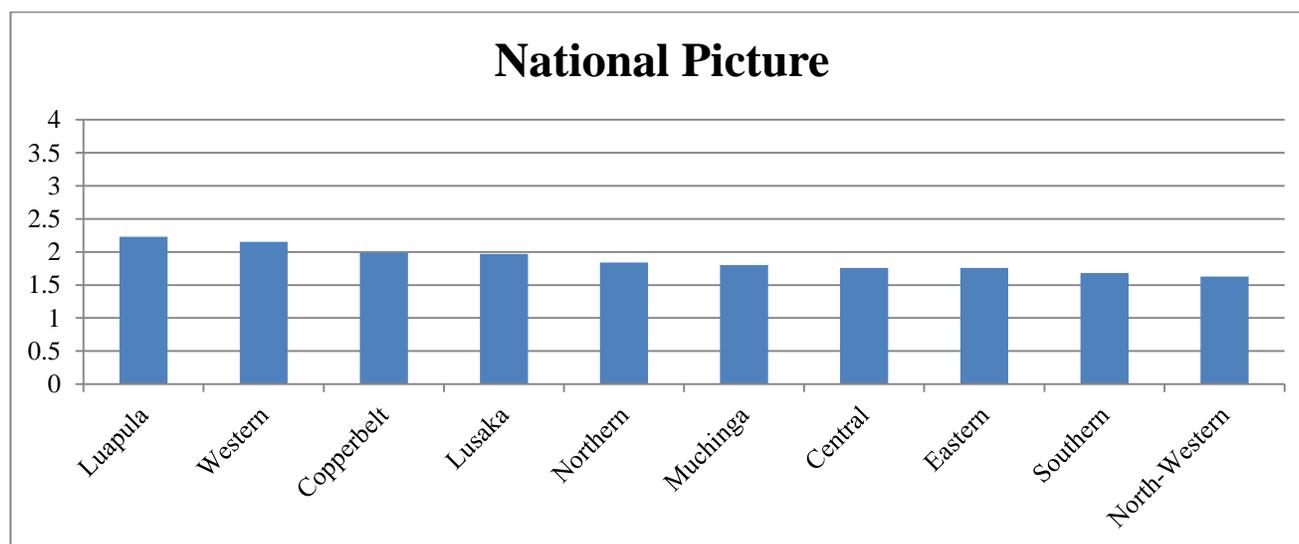


Figure 8: Provincial OCA Score Averages

At provincial level, districts in Luapula province scored the highest on the aggregate (2.23 out of 4) while those in Northwestern province were last with an aggregate score of 1.63 out of 4. The national aggregate is essentially a presentation of provincial averages. It should be noted from the onset that districts such as Mafinga, Ikeleng'e and Lufwanyama where OCAs were not conducted due to either non-existence or non-functionality of the DATF, were not included in the computation of the provincial averages (technical support was provided to initiate formation of DATFs in Mafinga and Ikeleng'e and to rejuvenate the Lufwanyama DATF). As shown in *Figure 8*, Luapula province had the best self-assessed performance level at 55.75% (2.23/4) followed by

Western province at 53.75% (2.15/4) while the Northwestern province was last with a performance level of 40.75% (1.63/4).

DATF Certification Process Pilot

During the previous quarters, SHARe II was working on refining the OCA-certification (OCA-cert) standards. During the quarter under review, SHARe II in collaboration with NAC finalized the DATF OCA-cert standards, using the DATF Coordination guidelines as the benchmark of performance. In addition, during the quarter SHARe II and NAC agreed on selection criteria for districts that would participate in the OCA Certification pilot program. From the original 13 DATFs, Kazungula was dropped due to its' weak DATF structure and the absence of a DACA. NAC included four other DATFs (Lusaka, Kitwe, Ndola, and Solwezi) based on high HIV prevalence and also because these DATFs have been earmarked for initial rollout of DATF sub-granting by NAC and partners. The total number of districts that will participate in the pilot OCA-cert program are 15: Livingstone, Kalomo, Choma, Namwala, Sinazongwe, Mazabuka, Kafue, Lusaka Chongwe, Kabwe, Kapiri Mposhi, Mkushi, Kitwe, Ndola and Solwezi. The OCA-cert program is very timely, as it will assist to operationalize the utilization of the District Coordination Guidelines.

DATF OCA-cert Orientation: During the quarter under review SHARe II also held a two-day orientation program to the OCA Certification standards. Forty -five participants drawn from the fifteen pilot districts attended the orientation program. The districts participant were either the DACA and/or DATF Chairperson, and where the DACAs or DATF Chairperson were unavailable, the District Planning Officer. Two PACAs from Lusaka and Southern provinces also attended the orientation and two external OCA-cert assessors identified by NAC. The external assessors came from NAC partner organizations namely Development AID from People to People (DAPP) and Southern African Aids Trust (SAT). NAC was represented by a number of officers including the Director for Multi-sectoral Response.

The purpose of this first activity was to orient district and provincial participants and external assessors on the OCA-cert concept and standards, and how to operationalize the draft district coordination tool kit. The meeting also availed the external assessors the chance to meet the group of participants from the DATFs they will later visit during the external assessment part of the pilot OCA-cert process in September 2012, interact with them and hear their views. Ideally the external assessment team should consist of about ten people, the orientation had targeted five but only two turned up, so SHARe II in collaboration with NAC will identify other partners as assessors including government ministries such as Ministry of Health and Ministry of Local Government and Housing – these ministries are integral to this process, as hosts of HIV coordination activities or beneficiaries of good coordination. Involving the public sector also ensures that a core group of external assessors will always be available – important for sustainability and ownership.

The two-day orientation program provided clarification on the standards and what was expected of the DATFs during the pilot program and at the end. It also provided a forum for further validation of the information in the draft district coordination tool kit as a wider number of end users gave their input into what should be included and how the information should flow. The two-day orientation agreed that more external assessors be identified and trained in time for their

first OCA –certification assessment in September 2012. SHARe II was also tasked to prepare and develop draft “External Assessment Guidelines” before the end of June 2012.

DATF OCA-cert Initial Assessment: Following the successful OCA-cert orientation conducted by SHARe II and NAC in Choma, DATF OCA-cert initial assessment was done in fifteen pilot districts. This activity was the initial guided initial assessment conducted in all the 15 districts by a team of facilitators drawn from SHARe II and NAC. The aim was to establish baseline on the situation in the fifteen DATFs regarding compliance with the standards. The activity also provided a forum for the facilitators to provide on the spot technical assistance on identified gaps in coordination and management of the HIV/AIDS response.

Preliminary results show that most districts are not complying very well with set standards that have been grouped in eight categories: Governance & Leadership, Coordination of District Response, Administrative Management, Human Resources Management, Performance Response Management, and Simultaneous Mainstreaming of cross cutting issues in all sectors, Financial Management and Monitoring and Evaluation.

During the initial assessments the facilitators also identified major issues that impact DATF compliance with standards because these are not under the control of the DATFs. Some of the major issues are as follows: Non-audit of DATF accounts and High DACA turnover. These issues were noted by NAC for action. The comprehensive report on the OCA-cert initial assessment results will be provided in the next quarter

Support to DATF Strategic and Operation Planning Processes

The 2011-2015 National Strategic Framework (NASF), the National Operational Plan (NOP) and the Monitoring and Evaluation Plan are in place to guide the national HIV/AIDS response. The implementation of NASF at the local level is coordinated through the Provincial AIDS Task Forces (PATFs) and District AIDS Task Forces (DATFs). Although Zambia has a generalized HIV/AIDS epidemic, the epidemic shows geographic heterogeneity and differs from region to region and district to district, particularly in terms of prevalence and risk factors. Given this situation and with SHARe II support, NAC has revised original plans to implement the NASF at local level and agreed instead to allow each district to develop its own HIV/AIDS strategic plan to enable them to be more responsive to local needs

Having finalized the District HIV/AIDS Strategic Planning and District Operational Planning templates and guidelines, in quarter three of 2011, SHARe II assisted NAC in training of 13 DATFs in the development of strategic and operational plans using the draft district strategic and operational guidelines. In quarter four of 2011 SHARe II tracked progress of the various districts in the development of their strategic plans and also gave technical assistance to other DATFs that had not participated in the training as part of TA during the baseline OCA process. These DATFs were also provided with electronic copies of the templates on District HIV/AIDS Strategic Planning and District Operational Planning templates and guidelines.

During the quarter under review, SHARe II together with NAC has continued to offer technical support to DATFs to help them develop evidence based strategic plans that have relevant programs that will contribute positively to the HIV/AIDS Response in their respective areas.

Fourteen (14) DATFs (eight from 13 trained pilot districts and six out of 61 that were not trained but received technical support during 2011 OCA exercise) have since submitted their draft Strategic plan copies and SHARe II has provided feedback. The fourteen completed draft strategic plans from the fourteen districts now await the District Development Coordination Committee (DDCC) and Local Authority for technical approvals and ratifications, respectively.

Support to PATFs and DATFs in orientation

After the United Nations Volunteer program on HIV/AIDS that supported the Districts AIDS Coordination Advisors (DACAs) ended in 2009, the transition of staff from UNDP to NAC was long and resulted in high staff turnover, due to uncertainties about job security. This resulted in the recruitment of new personnel with different professional backgrounds and with little or no experience in the HIV/AIDS response management and coordination, and has significantly weakened the capacity of DATFs to coordinate and manage district HIV/AIDS responses.

In the previous quarters, SHARe II working with NAC started developing the PATF and DATF Orientation guidelines to help to train and orient DACAs and PACAs in their HIV/AIDS response coordination roles and responsibilities. Information from this package has since then been incorporated into the District Coordination Guidelines which now has all the necessary information needed to orient the PATFs, DATFs and other district stakeholders. This orientation is scheduled to commence in the coming quarters when the District Coordination Guidelines are rolled out to the DATFs.

3. Strengthen the capacity of civil society organizations to coordinate HIV/AIDS response in their sector

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

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

Currently, NZP+ and by extension a large proportion of the PLHIV response is under threat because the organization has no funding, is quite unable to manage itself, and its public image is poor and so dented that it has lost the goodwill of many potential donors. However, in spite of this situation, NZP+ remains a critical stakeholder in the fight against HIV/AIDS.

During the previous quarter SHARe II received and reviewed the draft strategic plan that the NZP+ re-submitted in the month of December 2011. During the quarter under review, SHARe II assisted NZP+ to complete their strategic plan. SHARe II forwarded the draft Strategic Plan to USAID and also requested for concurrence to print the document. Concurrently SHARe II oriented NZP+ on how to develop their operational plan and is providing ongoing technical support in the development process. We expect that the operational plan will be completed during the next quarter.

Selected Results: Selected Results from SHARe II Coordinating Structures work are shown below in Table 4.

Table 4: Task 2. Strengthen HIV/AIDS Coordinating structures - FY12 Quarter 1 Selected Results

Indicator	Number Reached			Progress to Targets		
	Quarterly		Total	Cumulative	Cumulative	
	Male	Female			Number	%
2.1 Number of organizations provided with TA for HIV-related institutional capacity building			16	16	75	21%
2.2 Proportion of supported organizations that are able to meet a defined organizational performance benchmark			0	0%	75%	0%
2.3 Number of organizations that have written and implemented referral networks (According to Baseline OCA Reports)				27/74	50%	36%
2.4 Number of organizations that have written and implemented M&E procedures (According to Baseline OCA Reports)				0/74	50%	0%
2.5 Number of individuals trained in HIV-related institutional capacity building	26	16	42	42	300	14%

Objective 3: Strengthen and Expand Workplace HIV/AIDS Programs

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

A key lesson learned from SHARe I 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.

Engaging Leadership for an Enhanced Workplace-based HIV/AIDS Response

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.

Public Sector HIV/AIDS Leadership: SHARe II spent very significant time in meetings and discussions with ministry management teams and PSMD to re align the workplace programs to incorporate a core package of services and establish a better coordination mechanism of the program. PSMD has agreed to conduct support supervision activities with the SHARe II workplace program as a way of building capacity in their team to strengthen quality of service for the programs. This will be done in the current SHARe II supported ministries and the activity costs will be co-shared with SHARe II.

SHARe II conducted a planning and technical support meeting with the 22 Focal Point Persons (FPPs) in the SHARe II-supported ministries to agree on the implementation and coordination strategies for effective implementation of the program. It was agreed at the meeting that the FPPs need to be better acquainted with the SHARe II implementation strategies, and participate in some of the trainings in order to understand peer educator implementation challenges and skills gaps. To this effect SHARe II started conducting management sensitization meetings in order to bring the management up to speed with implementation and capacity issues in their workplace HIV/AIDS programs.

During the quarter under review, the senior managements of the Ministry of Agriculture and Livestock (MOAL) and the Ministry of Commerce Trade and Industry (MCTI), with all six of its statutory bodies, were sensitized on HIV/AIDS and the role of management in supporting the program and service providers. The Directors who attended the meeting agreed: to bring the issues discussed to the attention of their Ministers and Permanent Secretaries in the respective ministries for a further discussion and to plan how they would integrate and mainstream HIV/AIDS programming into the core mandates; and to establish roles that management will play to hold the program officers assigned to manage HIV/AIDS accountable. It was observed that the main reason for failure of workplace HIV/AIDS programs is the lack of senior management involvement and leadership. It was then agreed that SHARe II should support training of some members of senior management from all the ministries in peer education so that they can reach out to their peers, as senior management is often left out of workplace programs even though they also need them.

Public Service Management Division (PSMD): During previous quarters, SHARe II reported on technical support provided to PSMD efforts for establishing a full time position for the Public sector HIV/AIDS coordinator, which had been endorsed by the Secretary to the Cabinet and was waiting for legislation when parliament resumes sitting. We hope this will happen soon after Parliament resumes sitting in August 2012.

Zambia Federation of Employers: A memorandum of understanding (MoU) has been signed between SHARe II and ZFE. In the MoU ZFE agrees that they will coordinate the private sector HIV/AIDS program, a role that the defunct Zambia Business Coalition was supposed to do but

which has since been transferred to ZFE, while SHARe II will provide technical support to ZFE to be able to carry out its HIV/AIDS mandate with its members. SHARe II has supported the federation to complete its chapter on HIV/AIDS in the strategic plan and to develop an operation plan as well. During the quarter under review, the plans were submitted to the Board during their annual general meeting and have been accepted. The federation is now arranging for a stakeholders meeting with their members to share the plans and also review the HIV/AIDS activities in the member companies. The review meeting would have taken place during the quarter, but had to put off due to some industrial unrest on the Copperbelt and some difficulties they faced with government. The meeting is now planned for the next quarter. The department of Labor, the Zambia Congress of Trade Unions, National AIDS Council and the International Labor Organization were among the stakeholders that participated in the development of both the strategic and operational plans. The federation is very happy with the support received from SHARe II in building their skills and capacity and strengthening the coordination of the HIV/AIDS program both within the federation and its overall program with stakeholders.

Implementing the SHARe II HIV/AIDS Workplace Programs Core Package

SHARe II is cognizant of 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, in readiness for pretesting. SHARe II has also operationalized the Global Health Initiatives (GHI) principals and included other health-related topics in its training materials, with related expansion to its menu of services provided, where this is applicable. The operationalization of the GHI principals is a win-win for SHARe II and workplace HIV/AIDS programs; it will help to break the monotony of discussing HIV all the time as programs will now also focus on other health related issues such as family planning, nutrition and gender.

During the quarter under review, the Peer Education training manual was pretested and is now in its final stage. The pretest involved 21 focal point persons and HIV/AIDS committee members from SHARe II supported public sector partners. Following the pretest, SHARe II has conducted peer educator trainings in both the public sector and private sector. The manual will be sent to USAID for concurrence to print in the coming quarters.

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

- **Structural interventions:** Comprising formulation of workplace HIV/AIDS policies and leadership/senior management support to increase buy-in and support for programs.
- **Behavioral Interventions:** Comprising of Information and skills training aimed at increasing access to and uptake of HIV testing and counseling (T&C), male circumcision, PMTCT, and ART and condoms; decreasing number of sexual partners, particularly multiple and concurrent partners; supportive HIV disclosure and positive living and dignity; increasing

number of sexual acts that are protected by condoms; 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 aspect will be social mobilization for HIV/AIDS prevention and HIV-related service uptake and extending services to defined workplace communities.

I. Expand and replicate efforts in the private sector including small, medium and large-scale businesses, and the informal sector

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

The Tourism HIV/AIDS Public-Private Partnership

Peer Educator Training among Livingstone Tourism HIV/AIDS PPP Partners: All the partners in Livingstone that SHARe II has successfully re-engaged among the PPP partners, (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 groups of new peer educators. SHARe II supported training of **31** peer educators in these businesses to help with peer education within their workplaces. A few of them sent their staff only to the first phase of the peer educator training and are looking for opportunity for their staff to complete the training. Jolly boys backpackers, Waterfront, and Zambezi Nkuku are the ones that still need to have their staff complete the training. The Sun Hotels International, Protea hotel, the River club, David Livingstone hotel and Wasawange staff were sensitized on HIV/AIDS related information during the reporting period with the involvement of their managements. Protea hotel management in Livingstone was very happy with the program and asked SHARe II if they could link up with the Lusaka office (headquarters) to have a similar program extended to all Protea hotels. SHARe II has since made contacts with the Protea hotel headquarters to discuss possible recruitment on the tourism PPP. The Sun Hotels International has reorganized their program with the appointment of a new committee to help coordinate the program.

Extension of Programs to Defined Outreach Communities: In the period under review, the defined PPP outreach communities of Simoonga, Sinde, Sekute and Mukuni have been re engaged. Following community HIV/AIDS and health assessments, SHARe II has trained **64** Community mobilizers in community mobilization strategies for HIV care, prevention and treatment from these communities. All the people trained were selected by the community leadership who pledged to support the mobilizers at community level through leadership participation in the programs. Two groups of mobilizers were trained to address different aspects of the program in the community. One group has both community mobilization and facilitation skills while the other group only received training in community mobilization. The group comprises community leaders, teachers and community members. Some of the members, after the intervention by SHARe II, are

now living openly with HIV, to help de-stigmatize HIV/AIDS in their communities. Some of the PPP partners have activities in Simoonga and Sinde and have assigned some of their own peer educators to help in HIV/AIDS sensitization meetings with the basic school in Simoonga and the community school in Sinde. The peer educators from the River club and Namad travel and Tours trained by SHARe II are attached to these communities and work closely with the community mobilizers. Among the community mobilizers trained are two teachers from Mukuni village, one head teacher from Simoonga and two teachers from Sinde communities and an Environmental health technician from the MOH who will work as team leaders for the community mobilizers and provide leadership to the team since they are respected community members.

Expansion of Tourism HIV/AIDS PPP outside Livingstone – Support to Wilderness Safaris (WSZ): SHARe II continues to work with Wilderness Safaris in the Kafue North and Luangwa South National Parks. WSZ has been helping to link SHARe II project to other tourism businesses in these areas by sharing their experience of SHARe II-supported workplace HIV/AIDS programs. They have been able to share their program benefits from their relationship with the SHARe II program. WSZ are now re locating to Livingstone and will close their Lusaka office. During the quarter under review, SHARe II supported WSZ with HIV/AIDS sensitization meetings with 15 children drawn from the communities surrounding the camps who are brought into the parks for a dual conservation and HIV/AIDS program. The children go back to their parents and communities and share their experiences working in wildlife conservation and HIV/AIDS knowledge. This program is aimed at encouraging children to take an interest in wildlife conservation and providing an opportunity for early HIV prevention interventions.

Recruitment of Additional Tourism HIV/AIDS PPP Partners: SHARe II has made contact with a number of tourism businesses in Mfuwe and Lower Zambezi. In the next quarter, SHARe II will be holding recruitment, meetings with the businesses in these areas. In the Lower Zambezi, SHARe II will work with the Conservation Lower Zambezi (CLZ) to mobilize the tourism businesses in the lower Zambezi. CLZ supports ZAWA and the local tourism businesses in providing training and working with the local community on anti-poaching activities. SHARe II will mainstream HIV/AIDS into these ongoing programs. In Mfuwe, SHARe II is working with ZAWA and the community resource boards to coordinate work with the tourism businesses to start HIV/AIDS programs in the businesses and the surrounding communities.

Livingstone Tourism Association (LTA): SHARe II's work with the Tourism HIV/AIDS Public – Private partnership in Livingstone has been strengthened the involvement of the LTA in coordinating the tourism partners in Livingstone. During the last quarter discussions with the LTA had reached advanced stage for a possible grant to implement services in the smaller 'mom and pop' tourism businesses employing three-ten people and to help coordinate the Tourism HIV/AIDS response. During the quarter under review LTA submitted a proposal to SHARe II requesting for support to carry out this work. The proposal includes implementing peer education and HIV/AIDS sensitization meetings among its members, and supporting them with referral linkages for specialized HIV/AIDS services. SHARe II will continue working with the large and medium-sized LTA members and also provide technical support and mentorship to the LTA for the small and informal tourism businesses. SHARe II will present the LTA proposal and scope of work to USAID for concurrence to sub-grant during the next quarter.

Zambia Wildlife Association (ZAWA): SHARe II held a management meeting with ZAWA management and discussed HIV/AIDS programming with the Association. Management noted that the number of deaths and sicknesses have been on the upswing of late and are concerned about the re-emergence of HIV/AIDS. It was reported that there are a lot of adherence issues to ART in the camps - some ART clients stop taking their treatment when they begin to recover and feel better. ZAWA requested for technical assistance from SHARe II to help build appropriate skills to deal with the problem. One of the affected areas is Chunga camp, which is situated in the Kafue National Park and has little access to HIV/AIDS services. Training activities are planned for the next quarter to help build capacity of ZAWA to respond to the HIV/AIDS challenge among its workforce. However the Livingstone based office has been doing well on their HIV/AIDS program as peer educators conduct sessions with staff when they pass through the office or when they are being given assignments for patrol.

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

In strengthening the HIV/AIDS workplace programs in the Private sector, SHARe II works with LEAD Program - Zambia Ltd (LEAD) and Zambia Health Education and Training Trust (ZHECT). LEAD focuses on the informal sector and ZHECT focuses on large to medium-sized enterprises.

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

Staff Recruitment and Training: In the period under review, LEAD worked on its staff capacity and embarked on recruiting a Health Specialist and Project Accountant. Interviews have been conducted and we expect staff to be hired during the next quarter. LEAD received technical support from SHARe II in training the 14 LEAD master trainers in HIV/AIDS program management and education as part of strengthening the LEAD technical team. The training also involved staff from UTH responsible for the VCT kits and staff from Mwaroky lifesavers who provide HIV Testing and Counseling services for LEAD.

Program Implementation: LEAD implemented its BizAIDS model in Southern, Luapula, North Western, Northern and Central Provinces.

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

During the quarter under review SHARe II 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 officers were trained by SHARe II in HIV/AIDS training and peer education skills to support their skills in facilitating effective HIV/AIDS programming in the workplace. ZHECT carried out the following activities:

Training and Re-training of Peer educators: During the period under review, ZHECT conducted Peer Education training for Lusaka Water and Sewerage Company and trained 14 Peer educators to engage their peers in health education and HIV/AIDS prevention.

Workplace HIV/AIDS Program Implementation: Trained ZHECT Peer Educators have been reaching out to peers and the communities around the workplaces. During the period under-review the peer educators were able to reach 1,457 through small group and one to one discussions.

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

Providing HIV Testing and Counseling (T&C) Services: ZHECT provided counseling and testing services in the workplaces and surrounding communities and referred those that need follow up services after counseling to referral centers near the workplaces. In the period under review 362 people were counseled, tested and received their test results.

Peer Review Meetings: Peer educators and Workplace Program Coordinators from Kateshi Coffee and Kalungwishi Sugar Company, Taj Pamodzi Hotel, Local Superannuation Fund and Kafue Sugar held peer review meetings in their respective district of Kasama and Lusaka. The review meetings provide for cross-learning by updating HIV/AIDS information and skill-sets, as well servicing as a support group where the successes and challenges that the peer educators face when implementing the workplace programs. Collective solutions to improve are provided.

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

SHARe II Technical Support to LEAD and ZHECT: SHARe II supported ZHECT in reviewing their program technical approach to workplace HIV/AIDS and wellness programming and in winning the confidence of the management of the enterprises with which they work. SHARe II also worked with ZHECT to conduct baseline surveys in these companies or enterprises so that the enterprises have evidence-based HIV/AIDS intervention responses. ZFE has also agreed to work with ZHECT in providing workplace HIV/AIDS programs to its members.

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. SHARe I supported implementation of workplace HIV/AIDS programs in four out of 23 line ministries. A key lesson learned from this experience is that the lack of a public sector HIV response strategy and related policies are significant barriers to the response. Additionally, public sector workplace HIV programs that did not have committed management struggled, whereas those that did thrived. SHARe II leverages SHARe I success in supporting the Inter-Ministerial Stakeholders' Forum (IMSF), and supporting the 22 line ministries to mainstream HIV into their plans and programs. Additionally, the launch of the Strategy for the Prevention and Mitigation of HIV in the Public Service in 2009 and the availability public sector HIV funding from the Global Fund are building blocks for sustainable and effective public sector workplace programs.

The new approach of discussing program implementation first with management and ensuring their commitment and buy-in is paying dividends in energizing public sector workplace HIV/AIDS programs. Another positive development is that management in these ministries has agreed to the decision that workplace HIV/AIDS programs should be run by a committee rather a person – a best practice transferred from the internal SHARe II workplace HIV/AIDS program to partner programs. The committees will be representative, drawing from both management and other workers, and also involving people living with HIV. Additionally, PSMD is actively pushing the agenda of establishing a strong and technical coordinating mechanism in the public sector so that HIV/AIDS is given the right attention – this bodes well for the public sector HIV/AIDS response. The Ministry of Finance and National Development (MOF) has agreed to help ensure the use of HIV/AIDS funds allocated to the ministries for its intended purpose and is working with PSMD to develop a reporting mechanism for HIV/AIDS work.

Government Reform of Public Sector Line Ministries

With the change of Government in September, the public sector is still undergoing some significant reforms. The new government has decided to trim down the number of ministries. SHARe II has been working with ten ministries, but the reforms have merged some of these ministries and therefore increased the scope and breadth. Additionally the merged ministries are still trying to settle their management structures and this is causing a delay in establishment the HIV/AIDS workplace programs in those ministries. SHARe II is helping the ministries to establish the HIV/AIDS response structures to get the programs going.

Nonetheless program implementation continued during the period under review, with 38 peer educators trained from the public sector to complement the existing number of peer educators. The turnover of peer educators is very high and it is difficult for the public sector to retain peer educators for a long time due to frequent staff transfers, particularly at sub-management levels. Restructuring of the public sector after the September 2011 elections has continued. This is affecting the workplace program negatively as some of the ministry departments have their budgets with one ministry while their activities and administration is transferred to another ministry. Additionally senior managers and staff are focused on internal re-organization, and have

put some aspects of program implementation, including HIV/AIDS programs, on the back burner. Finally there is the challenge of establishing new relationships and having to re-sell the programs, when key managers with whom good relationships have been formed are moved elsewhere.

Workplace HIV/AIDS Policy Review for SHARe II Partner Ministries

During the quarter SHARe II continued to review the workings and characteristics of some of the new partner public sector ministries so as to best determine the required technical support activities and make these relevant to the needs of the ministries. The review indicated that all the ministries need their workplace HIV/AIDS policies revised because they are outdated; the policy reviews will provide opportunity to incorporate the required core package of services. SHARe II has agreed with the partners to conduct OCAs to assess program structures and implementation plans. Some of the findings of the OCAs will help in the formulation of the workplace policies.

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

The implementation of the GESHA program in the predecessor SHARe program led to greater success for public sector workplace programs. GESHA allowed open discussion of 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 the cultural environment. GESHA has assisted workplaces and communities to develop HIV interventions that are relevant to their local situations to address these drivers and come up with collective and individual actions to reduce HIV vulnerability. The 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 cultural standard-bearers.

Gender and Sexuality in HIV/AIDS (GESHA) Program: Elements of the GESHA program have already been integrated into the peer education program and thus helping in expanding the program to several workplaces. Peer educators now have a more comprehensive approach in the delivery of HIV/AIDS education and have opened up discussions on the drivers of the HIV epidemic in Zambia, including Multiple Concurrent Sexual Partnerships (MCP), Alcohol abuse, and sexual violence against women and girls, in the context of the gender, sexuality and the cultural environment and therefore assist workplaces and communities to develop HIV interventions that are relevant to their local situations in addressing these drivers.

During the quarter under review gender support teams in the Zambia Police Service and the Zambia Prison Service comprising officers and their spouses received training to facilitate implementation of the GESHA program. These two departments of uniformed staff in the Ministry of Home Affairs are most at risk populations and using the GESHA strategy has worked very well in the past. Management of these departments have identified Copperbelt, Lusaka, Livingstone, Chipata, Kabwe and Solwezi as potential areas where the program will have impact. The Focal Point Persons from the two departments have in the period under review attended GESHA program sensitization meetings. A deliberate approach to include selected women leaders in the camps in the peer educator training was introduced to help build their capacity and familiarize them to the workplace HIV/AIDS programs.

In the Prison Service, selected high-population prisons have been chosen for piloting a modified GESHA program aimed at training inmates discussing sexuality, tattooing practices and gangs in the context of HIV/AIDS. The program aims at building skills for assertiveness in decision-making concerning sexual coercion and peer pressure. SHARe II has already discussed with the Prison management and four prisons have been assigned: Katombola reformatory school for juvenile offenders in Livingstone, the Kabwe-based prisons, Kamfinsa, and Chimbokaila prisons.

Positive Action by Workers (PAW): All the public sector ministries that SHARe II has engaged have provided lists of staff who are openly living with HIV/AIDS and are also willing to undergo training in the PAW strategies in order to develop skills for engaging other staff in HIV/AIDS care, prevention and treatment. Due to high demand, SHARe II has segmented these groups into districts and training is being provided at district level instead of bringing them into central training facilities. The three-day training meetings are working well and are cost-effective as the program can incorporate more people in the training. The PAW training manual has been pretested and completed. The PAW team is working on finalizing the document during the next quarter.

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

The Managers, Program Coordinators and key staff from these organizations participated in



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

SHARe II PAW TOT and peer supporter trainings. The PAW curriculum was used in these trainings. The training discussed topical issues including Multiple Concurrent Partnerships, the role of Male Circumcision in HIV transmission prevention, the role of HIV treatment for prevention, dealing with stigma and discrimination, and role of HIV positive

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

Ministry of Home Affairs Workplace HIV/AIDS Programs

The Ministry of Home Affairs (MHA) comprises several departments namely: National Registration and Passports; Drug Enforcement Commission; Immigration Department; Zambia Prison Service; Zambia Police Service; Police Complaints Authority; Commission for Refugees; and the MHA

Headquarters. This forms a total Ministry population of 20,248 staff in addition to 16,000 prison inmates. MHA has a new PS. Much like previously, management is worried that the death rate in the Ministry is beginning to rise and they report that most of these deaths are HIV-related. Management has requested SHARe II to hold sensitization meetings for its senior staff before working with the rest of the staff begins. The idea is to get management support by getting managers to appreciate what goes on in the HIV/AIDS peer education program and how they can support the program. A meeting to this effect is planned for the next quarter.

Support to the 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 workplace HIV/AIDS activities. The police management including the secretariat has changed. There is a new, Inspector General of Police, and a new Medical Director and new National Coordinator for the HIV/AIDS secretariat. During the quarter, SHARe II engaged with the new management, and the transition has been fairly smooth. The new management has welcomed SHARe II to work with the service and provide the needed support and skills in HIV/AIDS programming. The new management has asked SHARe II to focus on the more at risk segment of their staff in the mobile department of the police. During the quarter under review, SHARe II held a workshop for all the new management and HIV/AIDS coordinators (**28 people**) in the service to review their program activities and obtain their buy-in. The meeting was helpful as it allowed the Service to plan together and harmonize their activities. They also established a reporting mechanism for a better program coordination.

Support to Zambia Prison Service Workplace HIV/AIDS Programs: The Zambia Prison Service acknowledges that HIV is a serious health threat for Prison population in the country, and presents significant challenges for Prison and Public Health authorities and government. HIV/AIDS complicates and exacerbates already poor prison conditions, such as overcrowding and poor nutrition. The current inmate population in the Zambian Prisons is 16000 – 17000 and 40% of this population comprises inmates on remand. During previous quarters SHARe II supported the development of strategic and operational plans for the Health Services Directorate.

During the quarter under review, SHARe II supported the Prison Service to complete its strategic and operational plans for the health directorate. Implementation of some activities in the operational plan began during the quarter. The activities being carried are in the following major categories: intensifying prevention, intensifying treatment, mainstreaming the gender and sexuality approach into the on-going HIV/AIDS interventions, mitigating the socio-economic impact of HIV/AIDS, strengthening decentralization and mainstreaming of HIV/AIDS, monitoring, evaluation, research and advocacy through the prisons' HIV/AIDS Advisory Committee. With regard to implementation of SHARe II-supported workplace HIV/AIDS activities with prison inmates, implementation will begin during the coming quarters, now that SHARe II has been assigned prisons to focus on. SHARe II through its legal and policy component has planned a review meeting on legal issues related to prison populations including supporting conjugal rights for prison inmates, as a way of introducing legally sanctioned condom distribution in the prisons. This will take place during the next quarter

Support to the Immigration Department: The immigration department is the fourth largest department in the Ministry and covers most of the Zambian borders. Like their colleagues in the Zambia Prison Service and Zambia Police Service, Immigration Department border staff lives in

camps, albeit smaller ones. SHARe II has had discussions with the department management to develop a strategy for reaching out to staff along the border towns of Livingstone, Nakonde, Chilibombwe, Chirundu, Siavonga, Kasumbalesa and Chipata. The HIV/AIDS program is currently weak in the department due to lack of a program coordinator. SHARe II has discussed the importance of the program with both the management of the department and that of the ministry. A senior staff has since been appointed to coordinate the program alongside a PLHIV person who has been pushing the program to do something in the past. The focal point person for the ministry is working closely with the department to improve its HIV/AIDS programming. During the quarter under review and following SHARe II discussions on the state of the program, management has now appointed a senior officer to oversee the workplace HIV/AIDS program. SHARe II provided an initial training to the new committee as a way of acquainting them to the program. The new team looks motivated and we look forward to an active program. The activities will be implemented in collaboration with the Police and the Prison Services to provide for cross learning.

Support to the Drug Enforcement Commission (DEC): The HIV/AIDS program has had challenges in this department because the local management was not supportive to the program. Although resources were available to run the program, the moneys often got returned to the treasury. There has been frequent change in coordinator's office and this has not helped the program at all. There is however now new management at DEC, which is more sympathetic to the workplace HIV/AIDS program. During the quarter under review DEC attended a sensitization meeting for all the senior staff in the MHA and its departments at the request of the permanent secretary. SHARe II has planned follow-up meetings with DEC management in the next quarter to review current interventions and plan the way forward.

Support to the National Registration and Passports Department: This is third largest department and covers all districts. SHARe II will work with the headquarters in Lusaka and some selected provincial headquarters. SHARe II initial discussions with management went on very well. The department has a good working workplace HIV/AIDS program but need technical support to ensure technical soundness. The department has a lot of young and highly mobile staff. Unlike the Zambia Police Service and Zambia Prison Service staff, staff in this department does not live in camps. Peer Education therefore becomes the most suitable approach for workplace HIV/AIDS program implementation. SHARe II and the MHA will seek to intensify peer education to ensure quality HIV/AIDS programming. This is planned for upcoming quarters.

Ministry of Finance and National Planning Workplace HIV/AIDS Programs

In the period under review, SHARe II has worked with the ministry in sensitizing **22** staff on HIV/AIDS. The Ministry has taken a slightly different approach and has planned a series of HIV sensitizations and invited SHARe II to conduct sensitization meetings with staff drawn from various departments and involving staff across the ranks using their own local resources. There are several such meetings arranged over lunch where staff comes together to discuss HIV/AIDS and SHARe II is providing technical support. In building the ministry's capacity to conduct HIV/AIDS education sessions with staff, SHARe II has trained some peer educators in the ministry as well for peer-to-peer outreach.

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

The Ministry of Commerce, Trade and Industry (MOCTI) has five statutory bodies namely: Competition and Consumer Protection Commission; Zambia development Agency; Weights and Measures Agency; Citizens' Economic Empowerment Commission; Patents and Companies Registration Agency; and Zambia Bureau of Standards. The ministry and its board have a committee on HIV/AIDS that incorporates the coordinators from the boards. During the last quarter SHARe II provided training to the 23 program coordinators from the Ministry headquarters and the statutory bodies on HIV/AIDS program management and coordination. All the boards and the ministry headquarters were represented at the training. The teams went back to their respective organizations to mobilize staff that will be trained as peer educators in 2012. During the quarter under review, SHARe II conducted a program sensitization meeting on HIV/AIDS programming with 18 senior managers of both the ministry and its boards, which the Permanent Secretary (PS) attended. The team was sensitized HIV/AIDS and its impact on quality of life and on productivity, and how workplace programs can help bridge the gap to improve business productivity and reduce the negative effects of HIV/AIDS on workers. The PS noted that it is very important for the Ministry to take the program seriously. He also encouraged his team to participate in peer education trainings so that senior staff are also taught about HIV/AIDS prevention and treatment and care strategies. The boards have now started organizing their workplace HIV/AIDS programs and getting HIV/AIDS teams in place

Ministry of Information, Broadcasting and Labor Workplace HIV/AIDS Program

Government has continued its reform program on the ministries and their departments and this has caused some problems in terms of effective engagement of the leadership in these ministries to take up the HIV/AIDS program activities. The department of labor has been moved from the ministry of Labor, Gender, Youth and Child development to Information and Broadcasting. With this kind of restructuring, budgets and funds take time to follow the department to its new Ministry and as such many programs, HIV/AIDS programs included, remain unfunded for some time. SHARe II held a meeting with the MOFBL Focal Point Person and PSMD to see how the programs can continue in spite of this challenge. PSMD advised that SHARe II maintains its links with the Department of Labor and continue its technical support to the workplace HIV/AIDS program while working out whether or not to expand the program to the rest of the Ministry. A decision was made during the quarter that SHARe II would implement the program into the whole Ministry of Information, Broadcasting and Labor and discontinue the program with the Ministry of Youth, Sport and Child Development, as they were not in the original ministries assigned to SHARe II. The Department of Labor is important for all SHARe II workplace HIV/AIDS programs because it represents government in the tripartite meeting and regulates the other stakeholders to work within the established labor laws, including in the area of HIV/AIDS. In addition the department has asked SHARe II to help work with the ministry on some of the labor laws and policies to strengthen HIV/AIDS legislation on labor issues. They department has also requested SHARe II to help in developing a more robust and responsive internal workplace program.

Ministry of Agriculture and Livestock Workplace HIV/AIDS Program

The Ministry of Agriculture and Cooperatives has been merged with the Ministry of Livestock. The ministry has a large distribution of staff throughout the country. However SHARe II will work

closely with the Ministry headquarters and the provincial capitals on the workplace HIV/AIDS program. During our initial meeting with management, they indicated that they want to strengthen the agriculture extension workers/ HIV/AIDS workplace program since these operate from far-flung areas where access to HIV/AIDS information is scarce. Another area of concern is the HIV/AIDS work with the fishing industry in the Ministry, which they have noted is a high sexual risk behavior occupation, and would like support to combat this. SHARe II worked with the ministry to visit some of these areas of concern in Mongu. SHARe II is looking at ways and strategies that will help provide effective programs for these populations. The GESHA is program is one of the strategies that SHARe II will employ in addressing these challenges, alongside the peer education program.

During the quarter under review, SHARe II held a management meeting with 14 senior managers of the ministry to run them through the workplace HIV/AIDS program implementation strategy as well as sharing some technical information on HIV/AIDS. Although the Permanent secretary did not attend the meeting, he sent most of the senior members of his management team to the meeting. The meeting resolved that some members of the senior management team be trained as peer educators, but that the training be shortened or be phased to allow for busy work schedules. The Focal Point Person was also asked to present an activity work plan and minutes (with recommendations) of the meeting to management so that it can be tabled before the Minister and Permanent Secretary.

Ministry of Justice Workplace HIV/AIDS Program

As the case is for all ministries, the period since September 2011 has been an extremely busy one for the Ministry of Justice (MOJ) and SHARe II has not yet had an opportunity to meet with its senior management. However discussions with the HIV/AIDS Focal Point Person (FPP) have been held, and through the FPP, the Ministry has requested that SHARe II include the Judiciary in its support to the Ministry's workplace HIV/AIDS program. SHARe II has already been in touch with the Judiciary, and plans are under way to strategize how the workplace program will impact on the Judiciary workforce. Due to the nature of the Judiciary departments the SHARe II workplace program is working collaboratively with the SHARe II Legal and Policy unit to ensure a coordinated approach and implementation strategy that equip the judiciary with necessary skills and information to assist in their adjudication of HIV-related cases, while at the same time to work on building staff capacity to address HIV/AIDS in their own lives.

During the quarter under review, the SHARe II workplace HIV/AIDS programs team met with the senior management team of the Ministry and discussed program implementation and coordination issues. The ministry has never had a good HIV/AIDS program because the leadership has never been sensitized in HIV/AIDS and was not very clear about the value of the program. Following the meeting, the Ministry undertook the following activities: Mobilized internal resources for training of peer educators; formed an HIV/AIDS committee; sent two senior managers, including the Focal Point Person to a training in peer education by SHARe II, as part of building the coordination and implementation capacity of the team. The program will be scaled-up in the coming quarters

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

The two ministries of Works and Supply and Transport and Communication were merged into one, after September 2011. The Ministry is largely based in Lusaka with a small staff in the districts and provinces. SHARe II had initial engagement meetings with both of them before they were merged to agree strategy for implementation of workplace HIV/AIDS programs.

During previous quarters an introductory meeting with new Ministry was held, where it was agreed that SHARe II would support the headquarters workplace HIV/AIDS program. It was also agreed that SHARe II would provide technical support for the implementation of the Transport Department workplace HIV/AIDS program and also provide technical support in implementation of the Road Contractors workplace HIV/AIDS program of the new Department of Works and Supply. Currently the Transport Department has a workplace HIV/AIDS policy and the Ministry superintends over its coordination and supervision, but a committee comprising of transport sector stakeholders does program implementation. The Road Contractors' workplace HIV/AIDS program is meant to get all contractors working with the Departments of Works and Supply to incorporate an HIV/AIDS component for the casual workers they employ and the Ministry provides checks and balances. However they need specific HIV/AIDS programming skills to be able to do this and have asked SHARe II to help facilitate this aspect. The Ministry has however agreed that the work should continue even though the HIV/AIDS office is undergoing restructuring.

During the quarter under review, SHARe II held meetings with the new senior management team to discuss and plan how the HIV/AIDS programs will be coordinated and implemented. The ministry will work as a unit but maintain the departmental focus of the HIV/AIDS activities to address both the internal Ministry workplace HIV/AIDS program and external HIV/AIDS mainstreaming through the Road and Transport sectors. As their initial HIV/AIDS leadership gesture, the senior management through the Permanent secretary (PS), has asked the HIV/AIDS committee to distribute condoms in all the offices (including the senior management teams' offices) in addition to distributing them in the rest rooms, so that those who are shy to pick up condoms from the rest rooms can access them in their own offices.

SHARe II will work with both departments of the ministry using different implementation strategies, as their mandates are different. For example, the department of Transport and Communication has a large private sector component (the transport sector) and SHARe II is engaging the sector in order to capture this vulnerable population of workers. SHARe II will provide technical skills in HIV/AIDS programming for most at risk populations to the transport department of the ministry who has an overall role of coordinating and regulating the transport sector. On the other hand, the department of Works and Supply coordinates the road sector programs in which a lot of unskilled staff and casual workers are hired along the road networks. The department coordinates the HIV/AIDS program in the sector and will need appropriate skills to be able to do this. SHARe II will continue equipping appropriate staff with the necessary skills to run the program, in addition to the Peer Educators trained during the quarter under review.

Selected Results: Selected Results from SHARe II Workplace HIV/AIDS programs work are shown below in *Table 5* below:

Table 5: Task 3. Strengthen and Expand Workplace HIV/AIDS Programs – selected SHARe II FY12 Quarter 1 results

Indicator	Number Reached			Progress to Targets		
	Quarterly		Total	Cumulative	Cumulative	
	Male	Female			Number	%
P7.1.D Number of People Living with HIV/AIDS (PLHIV) reached with a minimum package of Prevention with PLHIV	13	18	31	31	2,000	2%
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	295	391	686	686	100,000	1%
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	131	116	247	247	30,000	1%
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	70	90	160	160	8,000	2%
P11.1.D Number of individuals who received Testing and Counseling (T&C) services for HIV and received their test results	219	207	426	426	20,000	2%
P11.1.D Positive Results	32	37	69	69		

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

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

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

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

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

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, 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 regular and improved communication.

Support to NAC Coordination of the National HIV/AIDS Response

During the previous quarter SHARe II developed and submitted a concept paper on the implementation of the HIV/AIDS Stakeholders Forum. During the previous quarter, SHARe II followed-up with NAC to work on next steps – NAC has not yet made a decision on this. SHARe II will continue following up when a new NAC DG is place. This will take place next quarter.

IV. Monitoring and Evaluation

During the quarter under review, the M&E team members continued to provide on-going support to the technical teams and partners and began analysis on the baseline survey data. Quarter activities are described below:

M&E Support Activities to the SHARe II Secretariat Units

The M&E team provided support for technical activities including reinforcing the proper use of the data collection forms for activity tracking, analyzing the baseline data collection efforts and providing support in general monitoring and evaluation as well as development of pre and post tests for monitoring all trainings activities conducted by SHARe II.

The M&E Unit continues to pilot and refine the project data management system, which aims to improve SHARe II's efficiency in data and program management. The database was used during the work planning process for 2012 and it is expected that the system will be fully operational in the upcoming quarter, because the SHARe II's computer network and server has been installed.

The M&E Baseline data entry and data cleaning for the employees Knowledge Attitudes and Practices (KAP) and HIV Focal Point Persons Situation Analysis (SA) was concluded in January 2012 and analysis of the data is ongoing. The data 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 during the next quarter. Data analysis of the qualitative baseline data collection of focus groups for SHARe II's work with the chiefdoms is ongoing.

Support to the Task I Legal and Policy team during the quarter included providing Results Based Management (RBM) training during the consultative workshop of mainstreaming HIV/AIDS into the curricular/syllabi of key legal institutions of higher learning.

In order to improve and monitor the quality of data from focus group discussions (FGD), the M&E team trained the Task 1 Leadership team on how to conduct FGDs and also is doing quality assurance visits to the chiefdoms to observe and participate in data collection. An enhanced evaluation model is being developed to evaluate SHARe II's work in the chiefdoms.

The M&E team accompanied the Task 2 Coordinating Structure team during their DATF management Certification Orientation training and pilot that were conducted in Southern province to provide facilitation for the M&E sections of the training. The M&E team also worked with the Task 2 team to revise the supportive supervision tool for DATFs. The tool has since been accepted by NAC.

The Task 3 developed pre and post-tests for the peer education trainings with the support from the Monitoring and Evaluation team. The M&E team further worked together to establish the reporting channels for the three communities, Sekute, Simoonga and Mukuni in Livingstone under the private - public partnership (PPP) activities.

M&E Support to SHARe II Partners

LEAD: SHARe II supported LEAD in training the trainers and the counselors in SHARe II PEPFAR indicators and the partner data collection tools. This was very important because LEAD Zambia is the only partner that is collecting data on behalf of SHARe II from the informal sector.

ZARAN: The M&E team provided support to ZARAN as they develop their training curriculum - efforts are ongoing.

ZINGO: The M&E team provided support to ZINGO to review their draft Strategic Plan 2006-2011 evaluation report.

ZHECT: SHARe II worked closely with ZHECT during the quarter under review in ensuring accurate and timely data collection for the SHARe II project.

V. Finance and Administration

Contract Award, Planning & Budgeting

JSI received a modification to the SHARe II Task Order dated 31 January 2012, which increased the obligated funds from \$5,950,000 by a further \$5,950,000, to \$11,900,000 to fund the project through December 2012.

SHARe II 2012 and 2013 Targets

The SHARe II proposed targets for 2012 and 2013 were submitted on January 17, 2012. Official USAID approval of the SHARe II proposed targets has not yet been received.

SHARe II Work-Plan

SHARe II submitted the annual workplan for the year-ended December 31, 2012 to USAID on December 15, 2011. Approval of the workplan has not yet been received from USAID. The workplan assumes that the current obligated funding will run through December 2012 and activities are being implemented on this basis, in accordance with the submitted annual workplan, pending approval or any formal communication from USAID.

Staffing and Recruitment

Key Personnel

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

Other Local Hire Staff

The local staff changes during the quarter are summarized below:

Drivers: A final driver joined the project during the period under review and an additional driver was also recruited following the handing back of one vehicle from ZARAN into the SHARe II managed fleet (see below).

Office Assistant: The second office assistant was hired during the period. Prior to this SHARe II had sub-contracted cleaning services but subsequently reverted to the original plan of hiring a full time member of staff who can carry out office cleaning as well as other duties.

Legal Manager and Policy Manager: Groy Shauma, Legal Manager joined SHARe II during the reporting period despite the fact that a salary approval request for a more appropriate remuneration package for his position is still pending with the Contracting Officer. Mr. Shauma was hired on the basis of the reduced salary package that was approved by the CO. No suitable candidates have yet been identified for the Policy Manager position and the search for a suitable candidate continues.

Advocacy and Community Mobilization Manager & Gender Integration Manager: A request for approval to combine these two positions into one Gender and Advocacy Manager is pending with the Contracting Officer. A potential candidate was found for the proposed revised position and the necessary approval requests were submitted to USAID during the period. However subsequently the candidate withdrew her application and SHARe II withdrew the approval request from USAID. The search for a suitable candidate continues.

Communications and Documentation Manager: Whilst interviews have been conducted during the period no suitable local candidates have been identified for this position. However JSI has identified a suitable intern, Deanna Tollefson from the US, and is planning to hire this intern for a six-month period from June to December 2012 to work with SHARe II on documentation and communication, while the search for a permanent employee continues. This internship is largely funded from JSI overhead. SHARe II is also now advertising for a local Zambian intern to work with Deanna for the same period. It is hoped that with adequate support, the two working together will be able to accomplish much of the pending and planned documentation work. It is

also hoped that if a good local intern is found he/she may be trained up to become a suitable candidate for the full time position at the end of the internship.

Procurement: Vehicles and Equipment

Project Vehicles

The vehicle allocated to ZARAN was handed back in to the SHARe II fleet during the period. This was following discussions and finalization of the ZARAN workplan for the year where it was determined that the level of activities did not justify fulltime use of the vehicle (ZARAN's level of effort on SHARe II is ~12%). To ensure fulltime use of the vehicle on SHARe II activities, it was decided by both SHARe II and ZARAN that the vehicle was better situated and managed by SHARe II but on the understanding that the vehicle and a driver would be made available for all ZARAN-SHARe II activities.

Computers and IT requirements

SHARe II servers, computers and local area network IT equipment and other equipment were delivered and successfully installed during the period. Items pending delivery at the end of the reporting period include the telephonic system and one large multi-function copier due to delayed lead-time by end suppliers from time of ordering. During March 2012, the telephonic system arrived in country and it would appear that during the 18 days whilst goods were held by customs, as the paperwork for clearing was being finalized at USAID, some items were stolen. Whilst SHARe II will not be financially liable for stolen items, it is likely that further delays are expected before all equipment is in place. (A full report from the supplier is pending once they have followed up with shippers and clearing agents.)

Sub-Partners

Local Sub Partners: ZHECT, ZINGO, LEAD-Program Zambia, ZARAN

All 2012 sub-grants to partners ZINGO, LEAD, ZHECT, and ZARAN were finalized and signed during the reporting period. Funding to all four partners has been advanced, and implementation of program activities is ongoing.

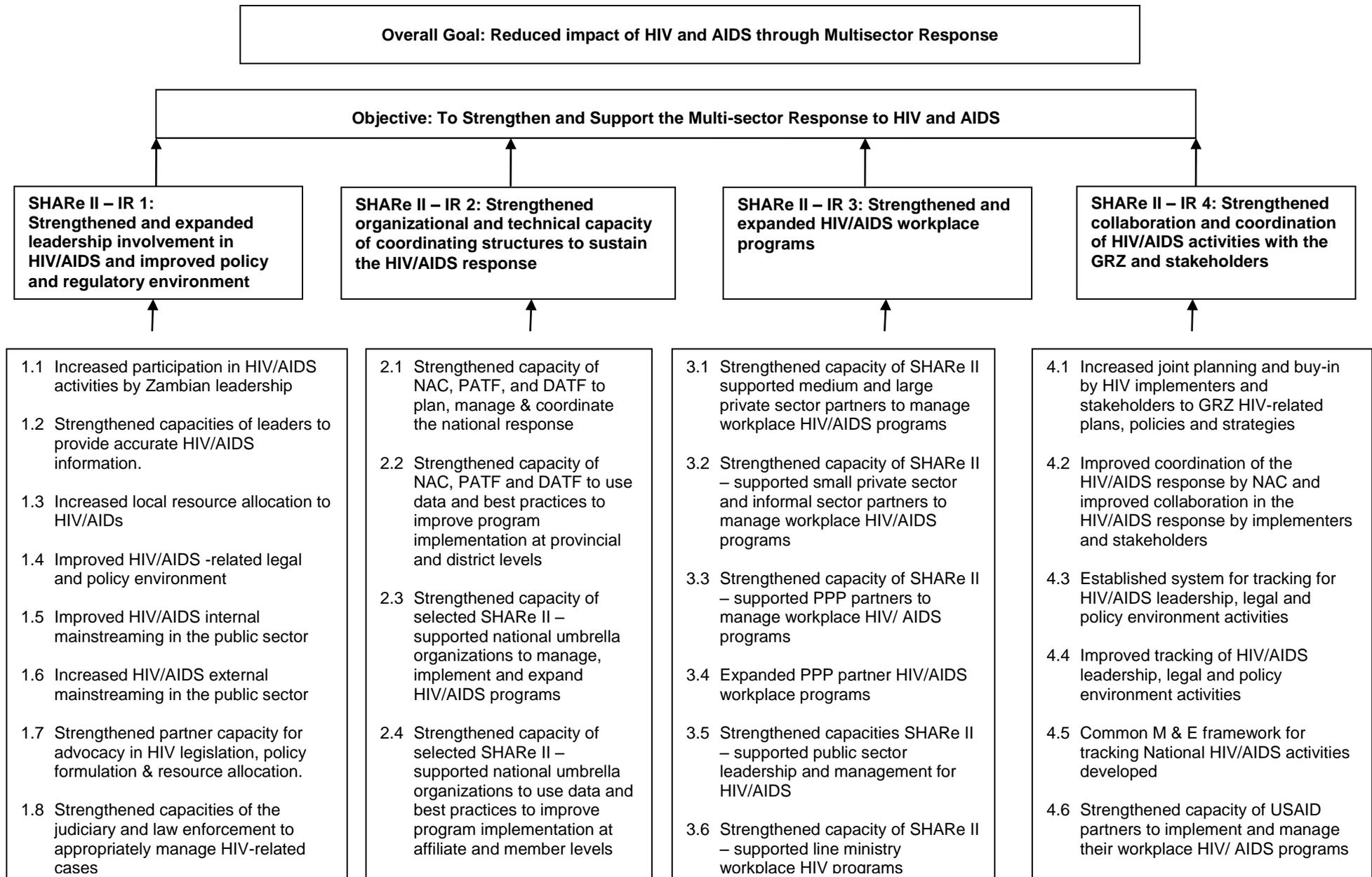
All computer and IT equipment approved in the sub-partners budgets were procured and delivered to partners during the period.

Financial management reviews to follow up on issues raised in the earlier reviews conducted in the previous quarter have been scheduled to be conducted by SHARe II finance and admin team in the next quarter for all four partners.

Much discussion has been taking place between the prime partners, ZHECT and USAID regarding the outstanding ZHECT audit (in accordance with the USAID "Guidelines for Financial Audits Contracted by Foreign Recipients (Guidelines)," and advice from the RIG office has been provided. Whilst plans are being made to ensure this will take place as soon as possible, as at the end of the reporting period, audit work had not yet been approved to start.

VI. Appendices

Appendix I: SHARe II Results Framework



Appendix II: SHARe II December 2011 – April 2012 Approvals Tracking

Summary of SHARe II requests for USAID Approval and Concurrence

As at 20-Apr-12

Number	Description	Date Submitted to USAID	Approval/ Authorization Received	Status	Tracking (Days)	Responsible	Awaiting	Days Pending
44	Submission of SHARe II 2012 Workplan	15-Dec-11		Awaiting USAID Approval		COTR	USAID Approval	127
45	Staff Salary approval request Legal Manager	9-Jan-12	17-Jan-12	Lower salary than requested approved	8			NA
46	Staff Salary approval request Legal Manager - resubmitted	17-Jan-12				CO	CO Approval	94
47*	Request to combine Advocacy and Gender from two into one position.	31-Jan-12		Reminder sent 5 March 2012		CO	CO Approval	80
48*	Request for approval to create one additional leadership manager position	31-Jan-12		Reminder sent 5 March 2012		CO	CO Approval	80
49*	Staff Salary approval request Gender and Advocacy Manager - resubmitted	31-Jan-12	5-Mar-12	Candidate withdrew application and JSI withdrew salary request	34			NA
50	Request to revise SHARe II salary scale and implement performance based increments per JSI SHARe II policy	29-Feb-12	5-Mar-12	Approved	5	CO		NA
52	Travel approval request for Mary Schwartz 13-26 Mar	29-Feb-12	5-Mar-12	Approved	5	CO		NA
53	Request for approval to purchase generator	1-Mar-12	6-Mar-12	Approved (request for quotes on 2 Mar 2012 submitted by SHARe II on 5 Mar 2012)	5	CO		NA

* included in same request letter

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

Appendix IV: Ministry of Gender Stakeholders Quarterly Report Form

Ministry of Gender Stakeholders' Quarterly Report Form						
Name of Institution Reporting:						
Quarter Covered:						
Strategic Objective from the National Gender Strategic Plan:						
Gender related Institutional Objective	National Target	Institutional Annual Target	Institutional Quarterly Target	Actual Quarterly Results	Key activities conducted	Challenges/ Comments

Name of Institution: Name of the organization that carried out a given set of activities.

Quarter covered: Quarter under review.

Strategic Objective from the National Gender Strategic Plan: This is taken from the national Gender Strategic Plan. This is intended to help MOG to know how many stakeholders are buying into each the different strategic objectives. In this way, it will be possible to even identify objectives, which are not being operationalized at all. Furthermore, when the time comes to undertake expenditure tracking, it will be much easier to know the cost of programs, objective by objective.

National Target: This is drawn from the National Monitoring and Evaluation Plan for gender

Institutional Annual Target: Yearly target set by each individual institution - a subset of the national targets from the national gender plan

Institutional Quarterly Target: Obtained by dividing institutional yearly targets into quarters

Actual results: these are the output results, which the different institutions have achieved as a result of carrying out a set of key activities

Challenges: Issues or developments that might negatively impact on the process of carrying out key activities thereby preventing optimal realization of results.

Comments: Any additional comments to report, which may include positive developments that have impacted positively on the execution of activities for a given objective.