

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



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Acronyms

AB	Abstinence, Be Faithful
AIDS	acquired immunodeficiency syndrome
ART	anti-retroviral therapy
CA	cooperative agreement
CAPAH	Coalition of African Parliamentarians against HIV & AIDS
CBA	cost-benefit analysis
CBO	community-based organization
CDC	Centers for Disease Control and Prevention
CHAMP	Comprehensive HIV/AIDS Management Program
COP	Country Operating Plan
CT	counseling and testing
DATF	District AIDS Task Force
DCoP	Deputy Chief of Party
FAWEZA	Forum for African Women Educationalists in Zambia
FAZ	Football Association of Zambia
FBO	faith-based organization
GBV	gender-based violence
GDA	Global Development Alliance
GRZ	Government of the Republic of Zambia
HIV	human immunodeficiency virus
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; and
Objective 4:	Strengthen collaboration and coordination of HIV/AIDS activities with the GRZ, USG funded partners, and other stakeholders

Figure 1: SHARe II project objectives

During the April 1, 2012 to June 30, 2012 period, the quarter under review, SHARe II undertook full-scale project implementation.

In **HIV/AIDS Leadership Programs**

SHARe II provided technical support to increase HIV/AIDS leadership including providing technical assistance to selected SHARe II focus chiefdoms in community development action planning leadership (CoDAP) and operational planning aimed at fostering appropriate community actions, based on the understanding that

HIV/AIDS is a developmental issue and that

addressing HIV/AIDS must be part of any sustainable chiefdom development agenda; defining and agreeing a framework with the Coalition of African Parliamentarians against HIV/AIDS – Zambian Chapter (CAPAH-Zambia) for technical support in HIV/AIDS leadership; and training religious leaders in HIV-related advocacy and correct and consistent HIV/AIDS messaging. Sixteen 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

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

Identifying Stakeholders and Agreeing Mechanisms of Collaboration

SHARe II identified most of its key HIV/AIDS leadership stakeholders during the first year of program implementation, in 2011. The process is however an ongoing one, as additional stakeholders are identified and come on board. During this quarter, six theological training institutions were added to the list of SHARe II stakeholders. These are Mindolo Ecumenical Foundation (Inter-denominational), United Churches of Zambia (UCZ) Theological College, St John's Anglican Seminary (Pentecostal Trans Africa Theological College, Assemblies of God),

Theological College of Central Africa (TCCA) run by Evangelical Fellowships of Zambia (EFZ), Kaniki Bible University College (formerly Apostolic Faith Missions only but now inter-denominational). We expect that we will collaboratively with these training institutions to ensure that graduating religious leaders are able to provide HIV/AIDS leadership to their congregants with correct and appropriate HIV/AIDS messaging.

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): SHARe II continues 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 to 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. 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.

Expansion of the Chiefdom Intervention: SHARe II initially planned to work with 30 chiefdoms across the country, but now the figure has gone up to 35. There are many requests from chiefs and MPs to extend the HIV/AIDS leadership work to other 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; the financial and human resource constraints do not allow for that. SHARe II is also 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), HIV/AIDS Focus Group Discussion (FGDs) and Community Development Action Planning (CoDAP) for Chiefdoms: During this quarter, SHARe II carried out two FGDs and two CoDAPs in three chiefdoms, across three provinces. No CCAs were conducted.

Focus Group Discussions: Two HIV/AIDS FGDs were done during the quarter under review in Chieftainess Mwape's area in Nyimba, Eastern Province and in Chief Singani's area in Choma, Southern Province. Like the previous FGDs done in other chiefdoms, the FGD revealed a reasonable understanding of HIV/AIDS issues by the community, but when probed further, there was a distinct gap between knowledge and behavior, indicating the challenges people face in translating knowledge into appropriate behavior change. Male circumcision (MC) was one of the issues discussed at great length in both chiefdoms. The two chiefdoms do not traditionally carry out MC, and it is therefore a new concept that requires a change of norms. However, with the support of the chiefs, sensitization on the benefits of medical male circumcision will start during the next quarter. 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 such as medical MC, provide leadership to discourage harmful beliefs and practices, and help to dispel myths and misconceptions, with confidence.

Community Development Action Planning: During the quarter, two CoDAPS were done in Mwape chiefdom in Eastern Province and Mwamba chiefdom in Luapula Province, bringing the total done to sixteen. In Mwape chiefdom, the District Commissioner (DC) was present during both the CCA and the CoDAP, and he heard and witnessed first-hand during these processes some of the developmental and HIV-related issues the people of Mwape are facing, including extremely bad roads in and out of the chiefdom that makes it difficult for them to access services, such as crop-marketing and health care services, in the nearest large town of Nyimba. At the end of the CoDAP the DC was able to determine what he could do to assist the people of Mwape chiefdom both in the short-term and long-term. The leadership of Mwape chiefdom also invited the lead Zambia Wildlife Association (ZAWA) officers in the area to attend their CoDAP and in no uncertain terms, expressed their concern about the human-animal conflict in the area. They also used the opportunity provided by the CoDAP to open dialogue and discuss and plan with ZAWA, how they can contribute to wildlife conservation, but also benefit from the resources raised from tourism in the area to fund chiefdom developmental and HIV/AIDS mitigation (e.g. educating OVCs and other vulnerable children) activities.

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. Work to begin and complete CCAs and CoDAPs in the remaining 19 out of 35 chiefdoms will begin during FY 2013

Follow-up and Operational Planning: SHARe II made a follow-up to 9 chiefdoms to provide technical assistance to complete CoDAPs (Nkhomeshya, Bunda-Bunda, Shakumbila, Singani, Chikanta, Mukuni and Sekute Chiefdom) and begin operational planning (Shakumbila, Mukuni and Bunda-Bunda). SHARe II follow-up of the chiefdoms is meant to strengthen, support and find out how far chiefdoms have gone towards completing their strategic plans and drawing up and implementing action plans agreed upon during the CoDAP and during operational planning.

SHARe II Chiefdom Intervention: Selected Results in Year One

After one year of program implementation in the chiefdoms, some results are starting to emerge that are attributed to SHARe II's intervention to assist these chiefdoms to outline and document their developmental priorities and plans in a format that can be shared with key developmental partners and stakeholders:

1. Chief Chikanta holds an Indaba for Key Chiefdom Developmental Partners and Stakeholders, and Markets Developmental Strategic Plan: Chief Chikanta of Kalomo District recently called for a 3-day meeting of major stakeholders and implementers in his chiefdom. The main aim of this chiefdom convention for stakeholders was to help the chiefdom understand the work they were currently doing in his chiefdom, and determine how this work was buying into the chiefdom's developmental priorities and plans defined in their five years (2012-2016) developmental strategic plan. The meeting was attended by more than 400 people who

included senior headmen and headmen in the chiefdom. Among the notable people that were also in attendance was the District Commissioner for Kalomo. The GRZ was fully represented and some of the people who spoke during the meeting included Kalomo District Council Secretary, Kalomo District Council Director of Engineering, Kalomo District Health Management Team (DHMT) Director, and the Kalomo District Education Board Secretary (DEBS). Other speakers included, the area Member of Parliament, the Parliamentary Constituency Liaison Office, the Press Freedom Organization, the Post Newspaper, MISA Zambia, the Zambia Civic Education Centre, representatives from the Zambia police and many others. HIV/AIDS sensitization and service provision involved a collaborative partnership by Kalomo DATF and SHARe II. HIV-related issues discussed included the formation of Village and Community AIDS Task Forces, medical MC, gender-based violence and HIV/AIDS, and alcohol and drugs abuse and HIV/AIDS. The outcome of this convention was that Chikanta chiefdom now fully understands what areas of their developmental plan are currently being covered by stakeholders and partners, what areas the chiefdom itself can cover, and finally where the gaps are and where GRZ and/or other stakeholders can come in to help bridge the gaps. As part of the chiefdom's drive to engage strategic developmental partners, and using the strategic plan as a tool for development, Chief Chikanta approached the World Bank Office in Lusaka to assist the chiefdom rehabilitate the main road in the chiefdom. Chikanta chiefdom is one of the key maize-producing communities in Zambia. As a major farming community, the chiefdom needs good roads to transport their produce to markets. Discussions and negotiations with the World Bank are currently ongoing, but chief Chikanta and his team are very confident that a positive outcome will be reached.

2. Chief Singani Leads by Example, Goes for Medical Male Circumcision, and Publicly Discloses to his Subjects that he has Recently been Circumcised: One chief who is truly concerned about the HIV/AIDS epidemic in his chiefdom and who takes every opportunity to reach out to his people about HIV prevention, the importance of going for HIV counseling and testing and knowing HIV status, and timely access to HIV care and treatment services, is Chief Singani of Choma district in Southern Province. Chief Singani has been in the media talking about GBV and gender dimensions to HIV/AIDS, the importance of PMTCT, and the importance of Human Rights in the HIV/AIDS response. Recently Chief Singani decided that HIV prevention is much more important than some cultural norms. In a chiefdom where male circumcision is not culturally the norm, chief Singani decided that if medical male circumcision for HIV prevention were to become culturally acceptable for males in his chiefdom, he needed to lead by example and not just talk the talk, but walk the talk. Chief Singani went for medical male circumcision and went further to reveal that he had been circumcised to his entire chiefdom and encouraged the men in his chiefdom and even those outside his chiefdom, to do the same. His message is that the HIV prevention and other benefits of medical male circumcision requires male chiefs in traditionally non-circumcising chiefdoms to lead by example by going for circumcision themselves so that the men in their chiefdoms can say 'if my chief can do it, surely so can I, and emulate their good example. He is firmly convinced that when more and more leaders lead by example in the area of medical male circumcision, they can even influence men beyond their chiefdoms and contribute greatly to Zambia's HIV prevention efforts.
3. CoDAP Results in Rehabilitation of Roads in Mwape Chiefdom: As earlier discussed the District Commissioner (DC) was present during both the CCA and the CoDAP, and he

heard and witnessed first-hand during these two processes some of the developmental and HIV-related problems the people of Mwape are experiencing, including extremely bad roads in and out of the chiefdom that makes it difficult for them to access services, such as crop-marketing and health care services, in the nearest large town of Nyimba and elsewhere. The road from Mwape chiefdom and the nearest town of Nyimba (where the DC office is based) was an almost impassable track. A week after the completion CoDAP process, and making good on his promise to the people of Mwape chiefdom, the DC sent a road-grader and a road construction team to begin working on the road. This development was an eye-opener for the leadership in the chiefdom about the power they hold when they unite and work together, and when they are clear about their developmental priorities. Where they once felt powerless and helpless, they now feel they can work together with their people to develop their chiefdom. Reports from Mwape chiefdom indicate that the road is now done, making it possible for the people to transport their produce to the markets, to access HIV/AIDS and other healthcare services more easily, and also make it easier for other developmental stakeholders and partners to reach Mwape chiefdom. An uncomfortable trip of **180 km** that used to take **5 hours**, now only takes **2 hours** on a road that is less wearing to both vehicles and travelers.



Figure 2: Before CoDAP –state of the road to Mwape Chiefdom



Figure 3: After CoDAP–Works on road to Mwape Chiefdom!

While the CCA is thought-provoking and opens the minds of the people regarding their functional capacities as a chiefdom, the CoDAP is transformational. The CoDAP transforms, liberates, and empowers the community leaders almost instantly. They become more aware of their individual and communal worth, what natural resources are available in their chiefdom, what they can do for themselves to improve their chiefdom and their people, and how they can work with their chief to benefit from the resources that are in their chiefdom and to develop their chiefdom. The CoDAP is a people driven and participatory process. It is the chiefdom's ideas, experiences and expectations that are defined through the CoDAP, and the process and product are proudly owned and valued by the participants.

SHARe II Chiefdom Intervention: Selected Lessons Learned in 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 Chiefdom leaders 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.

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. Headpersons who live near the meetings venues accommodate headpersons 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.
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. SHARe II has developed a strategy to get these MPs involved in the work that is happening in their areas. SHARe II will visit the MPs in Lusaka when parliament is sitting or ask them to come to the SHARe II offices to discuss progress in the work in the chiefdoms they serve, update them and hear their views and input on the work that is being done. In almost all chiefdoms, DCs, 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 the challenges the chiefdoms are facing, making it easier for them to advocate on their behalf on HIV/AIDS and other developmental issues.

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

During the previous quarter SHARe II held meetings 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 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.

During the quarter under review consensus was reached regarding the roll-out of collaborative activities. Since Parliament was sitting during the quarter, it was agreed that in July 2012 during the non-sitting period of Parliament CAPAH-Zambia would have a retreat of all its members to orient the members on their roles and responsibilities and assign smaller committees to deal with some of the priority HIV-related legislative and leadership activities in their scope of work.

HIV/AIDS Leadership Support for Religious Leaders

A visit undertaken in collaboration with ZINGO to the Theological Training Institutions on the Copperbelt: A visit was undertaken to the Copperbelt to assess and find out how far Theological Training Colleges on the Copperbelt have gone in incorporating HIV/AIDS in their training curriculum and to assess the possibility of the colleges working together to develop a generic HIV/AIDS curriculum which they can later adapt to their own needs. The following colleges were visited and the findings are shown below in *Table 1*:

Table 1: State of integration of HIV/AIDS in religious training institutions' curricula

#	Training Institution	HIV-related Training Provided
1.	United Churches of Zambia (UCZ) Theological College	Basic facts of HIV/AIDS in the first year, Theological Reflections in second year and Psychosocial Counseling in 3rd year
2.	Mindolo Ecumenical Foundation	Introduced certificate training in Specialized Care and Management of orphans and vulnerable children 15 years ago. It is a 9 months Diploma course.
3.	Trans Africa Theological College	Psychosocial Counseling Course in 3rd and 4th years that covers aspects of HIV/AIDS
4.	St John's Anglican Seminary	Collaborating with Kitwe Central Hospital, they offer Psychosocial Counseling and have also included Moral Ethics training
5.	Theological College of Central Africa (TCCA) EFZ	Incorporated HIV/AIDS in curriculum. Course was introduced in 2006
6.	Kaniki Bible University College	Have psychosocial counseling course that covers aspects of HIV/AIDS

Most of the colleges visited had incorporated HIV/AIDS in their curriculum in one form or another. Some of them have had programs running for more than 10 years. Psychosocial Counseling is done in almost all the colleges. All, except TCCA, have never had their courses evaluated for effectiveness and relevance. A Comment from Reverend Simfukwe of TCCA “Leadership is important - what we say as leaders, our actions, protecting our integrity and giving good example is what is most needed”

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 and they in turn could become an integral partner in the HIV/AIDS response in Zambia.

During this quarter, as part of ZAM’s institutional strengthening, leadership team worked with Finance and Administration to train ZAM in basic finance and administration procedures and systems. Currently ZAM does not have systems to enable them carry out their mandate of coordinating the musicians. SHARe II will continue to support 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

The HIV/AIDS Leadership training manual that SHARe II has been working on is almost complete. Finalization of the manual will be done once a chapter on HIV/AIDS Leadership and the law has been completed and included in the manual. It will then be peer-reviewed and send to USAID for concurrence. The manual includes different aspects of HIV/AIDS leadership building, such as advocacy, resource mobilization, gender issues as they relate to HIV/AIDS, and working with PLHIV as a resource in the HIV/AIDS response and in addressing issues of stigma and discrimination. We also expect that as capacity is built, it will enable leaders to identify local community resources and/or advocate for more national resources towards the HIV/AIDS response. The HIV/AIDS Leadership Talking Points for Zambian Leaders have been finalized and the toolkit has been submitted to USAID for concurrence to print. Once toolkit has been approved by USAID, it will be translated into local languages and distributed to the leaders. The chiefs and other leaders will be trained in HIV/AIDS messaging in the next quarter. 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.

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. During operational planning, SHARe II worked very closely with other chiefdom stakeholders and partners who assisted in the development of the operational plans. The district AIDS coordination advisors (DACAs) and other officials from government ministries were involved in the Shakumbila and Mukuni operational planning processes. 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 and operational planning, so that all chiefdom development partners are on the same page and buy into the chiefdom strategic development plans.

Support to Local NGO-Partner ZINGO

The Zambia Interfaith Networking Group on HIV/AIDS (ZINGO) is an umbrella organization that works with faith mother bodies to coordinate the faith-based HIV/AIDS response. SHARe II recognizes the importance and strategic position of faith-based organizations in the fight against HIV/AIDS. 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:

SHARe II adapted HIV/AIDS leadership toolkit: The toolkit adapted for religious leaders has been submitted to SHARe II for approval. The Mother Bodies were engaged to obtain their input. The launch of the manual will be done once concurrence has been obtained. In the meantime, the ZINGO secretariat has used the toolkit to train three Mother Bodies namely Independent Churches of Zambia (ICOZ), Evangelical Fellowship of Zambia (EFZ) and Islamic Supreme Council (ISCZ). Each of the three Mother Bodies then trained leaders from their respective churches. The trainees comprised of pastors, men's ministry leaders, women's ministry leaders and youth ministry leaders.

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

In the previous quarter, we reported that we had presented the policy development concept paper, which would among other things form the basis of forming the national steering committee and the establishment of a concrete road map for the development of the policy. In the period

under review, we took the process forward by supporting the National HIV/AIDS/STI/TB Council to conduct a stakeholders' analysis from which a team of 10 key stakeholders was selected to constitute the National Steering Committee (NSC) for the development of the National HIV/AIDS/STI/TB Policy.

Following the constitution of the steering committee, SHARe II helped NAC develop an orientation package, which was used to orient the steering committee members in their roles and responsibilities and in the main key activities, which will be implemented during the process of policy development. The NSC met during the quarter to discuss the roadmap initially developed by SHARe II and provided further input to develop a final roadmap, which is now being implemented. A key roadmap activity that began during the quarter and is currently ongoing is the development and piloting of data collection tools for the situation analysis. A consultant has been engaged by NAC to lead the policy review and formulation exercises, and this being the case, the role of SHARe II is to provide technical assistance and guidance to NAC and the NSC.

Formulation of the National Alcohol Policy

SHARe II has been the lead technical advisor to the Ministry of Health (MOH) in the development of the NAP. The entire process of developing this policy has generated unprecedented interest among a lot of stakeholders who would want to play their part to reduce the devastating effects of alcohol-related harm on Zambian society. In the previous quarter we reported that the draft policy would go to the public sector in order to determine the congruity of the policy with other existing public policies. In the quarter under review, SHARe II supported the MOH to produce draft copies and circulating them to the public sector. This is a very important step in that it marks the end of substantive input to the policy. What remains is procedural and largely it will be the development of a Cabinet memo which for signing by the Minister of Health.

Other activities undertaken within the scope of the NAP included the following:

- SHARe II oriented the HIV focal point persons from the line ministries on HIV-related issues in the DRAFT alcohol policy. Apart from being one of the drivers of the HIV/AIDS epidemic in Zambia, alcohol is also a general wellness issue in the workplace. After the orientation, workplace HIV/AIDS and wellness programme coordinators from the public sector decided to include managing alcohol-related harm in not only in their workplace policies, but also their overall workplace HIV/AIDS and wellness programming.
- The USAID funded Communication Services for Health (CSH) project, as part of their communication mandate is planning to develop or compile alcohol-related messages which have a bearing on prevention and management of HIV/AIDS. As the lead technical advisor on the NAP, SHARe II is giving policy-related technical advising to CSH and its stakeholders by firstly orienting them through the provisions of the draft NAP so that they do not re-invent the wheel and they work within the sectoral responsibilities defined in the policy.

Civil Society Organizations (CSO) who are working in the area of alcohol related harm reduction have formed a loose alliance which they have called the Zambian Alliance Against Harmful Use of Alcohol (ZAAHA). The main mandate of ZAAHA will be to provide a platform where CSOs will share experiences and lessons learned in their different activities around alcohol. SHARe II

provided technical advice to the alliance by taking them through the entire draft policy so that they clearly understand its provisions. Like the public sector, ZAAHA will form a very critical platform during the dissemination process of the NAP once it is approved.

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.

In the last quarter we reported that the overarching National HIV/AIDS Workplace policy was at the stage when we were waiting for the signing of an already prepared Cabinet Memo which would effectively make it an approved formal document to be used in the public domain. The status quo has remained in that the Cabinet Memo has not been signed. The biggest contributing factor to this state of affairs has been the continued shifting or realignment of the Department of Labour (DOL) from Ministry to Ministry. Initially the DOL was with the Ministry of Labour and Social Security Services. Following the ushering-in of the Patriotic Front government in September 2011, the DOL was moved to the Ministry of Information and Broadcasting, which became the Ministry of information, Broadcasting and Labour. Just as the department was beginning to settle down, it was again moved a few weeks ago during the quarter under review, to become the Ministry of Labour and Social Security. We anticipate that there will be further delay in the approval process for this policy, as most of the original DOL staff was re-assigned during these transitions, and are no longer with the department. The newly created Ministry of Labor and Social Security has a new Permanent Secretary and new staff who will need to get up to speed with the workings of the Ministry and settle down before they can embark on any major work. We anticipate that it might take a while before the overarching National Workplace HIV/AIDS Policy can even be considered for action.

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. In this regard, during the quarter under review, SHARe II conducted an orientation workshop for the public sector where, working with the Public Services management Division (PSMD), line ministries were oriented on the steps of HIV/AIDS policy development and how to link these policies to the national policy on HIV/AIDS in the workplace as well as the National HIV/AIDS/STI/TB Policy. SHARe II has also finalized the meta-analysis of all HIV/AIDS Workplace policies in the line ministries. The results of this work have formed the baseline which is showing the status of policy development in the public sector. Secondly, the baseline has formed the basis of individualized technical support which SHARe II is now providing to each line ministry. *Table 2* below shows the status of the various line ministry HIV/AIDS policies:

Table 2: Status of line ministry HIV/AIDS policies

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

All the reviewed policies will contain a section that will ensure that every department in each line ministry will mainstream/integrate HIV/AIDS in their usual work.

Support to the Ministry of Gender and Child Welfare Revision of the Gender Policy: The Ministry of Gender is revising the gender Policy. SHARe is sitting on the National Steering Committee as the main HIV/AIDS advisor. At the time of writing this report, SHARe II was finalizing the analysis of the current policy with respect to the extent to which HIV/AIDS was mainstreamed in the identification of policy issues, the development of policy objectives and measures, and finally how HIV/AIDS policy mainstreaming as going to be measured..

Support to the Independent Churches of Zambia (ICOZ) HIV/AIDS Policy Formulation Process: The Independent Churches in Zambia (ICOZ) is one of the mother bodies that form ZINGO. ICOZ approached SHARe II with a request to support them to develop and launch their HIV/AIDS Policy. SHARe II facilitated the development of the Policy which is in its final draft awaiting final reviews before being sent to USAID for concurrence to print.

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 in the coming quarters.

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. In the last quarter we reported that SHARe II had conducted an orientation workshop for coordinators of legal studies from a couple of selected institutions of higher learning.

In the period under review SHARe II continued giving technical advice to the National Institute of Public Administration, the Zambian Open University (ZOU) and Cavendish University Zambia (CUZ) which institutions had advanced lessons learned during the Siavonga meeting which was reported on in the first quarter. Arising from these discussions there is now a request from NIPA to extend the mainstreaming of HIV/AIDS into all courses being offered by the college such as Human Resource management, Business Administration, Project management, Public Relations etc.

This is because the college wishes to provide the country and the region with HIV/AIDS competent graduates.

Opportunity Collaboration with Harvard University Law School: While HIV/AIDS has been with us for the past three decades, there are still some aspects of the response where we locally do not have enough how-to experience, and one such area is the integration of HIV/AIDS into legal studies. 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. SHARe II with support from JSI Home Office in Boston, is working on a plan to collaborate with the Harvard University Law School which has been running an integrated HIV/AIDS law program for more than 25 years. The idea is for SHARe II to function as the bridge or facilitator of having Harvard help Zambian Institutions of higher learning which are offering law so that they too can strategically begin to mainstream HIV/AIDS, Human Rights and Gender into their legal curricular, with the intention of graduating already HIV/AIDS-savvy legal practitioners.

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 has been 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 previous quarters, 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. SHARe II finally received official communication to this effect during the last quarter and began implementing its much delayed planned activities in this area. The targeting for Judges, Magistrates and local court magistrates training for 2012 is as shown in *Table 3* below:

Table 3: 2012 HIV-related case management training schedule, targets, and results for the Judiciary and local court justices

Period and Training Target	Q2 Magistrates		Q3 Magistrates		Q4 Magistrates and Judges		Q4 Local Court Justices		2012 Total	
	Target	Trained	Target	Trained	Target	Trained	Target	Trained	Target	Trained
Total	125	113	100	N/A	75	N/A	200	N/A	500	113

In the period under review, SHARe II, working with local NGO partner ZARAN, trained 113 magistrates out of the planned for 125, accounting for 90% achievement. The achievement in an otherwise potentially difficult to work environment can be attributed to the extensive planning that was embarked on in the first quarter, especially the high-level buy-in that was obtained from the Judiciary. The training provided to the Judiciary is structured as follows:

Day one of training covers basic HIV/ADS information including transmission, prevention, and care and treatment. Stigma and discrimination, gender and human rights are also discussed in detail. This day lays a very strong foundation upon which magistrates base their training for the next three days. On the **day two** the trainees are introduced to selected HIV-related cases from the region e.g. South Africa and Uganda and beyond e.g. Canada, the United States of America and the United Kingdom where non-discriminatory HIV/AIDS law is more advanced. The purpose of this exposure is to give the magistrates an opportunity to understand that HIV/AIDS is a legal

issue and that there are cases currently in the world, which they can use as precedent to those, which commonly present in the Zambian courts. **Day three** of the training is dedicated to going into the details of the principles of law, which might be invoked in HIV-related cases. This involves revisiting the appropriate basic principles of law including the Constitution, the Penal Code and the Criminal Procedure Code. On **the** last day of the training, **day four**, the trainees are given the opportunity to use the knowledge gained thus far by applying it to Zambian cases both hypothetical and real. They are also given a further opportunity to reflect on real cases, which have presented before them, and through group discussions and plenary, they exchange ideas and knowledge on how they would have adjudicated if they had had the knowledge and skills they have now acquired.

Upon finishing this short training, a magistrate from Lusaka remarked, “Indeed knowledge is power. I will now sit on the bench with pride knowing that if an HIV-related case presented itself before my court, I will pass just and fair judgment, thanks to USAID and SHARe II”. Both the Ministry of Justice and the leadership of the Judiciary have embraced the training. They value it to the extent of assigning a dedicated Senior Human Resource Officer (HRO) to the SHARe II programme in order to ensure that the programme remains on course. The Judiciary has already consented to the idea of following-up all trained magistrates in order to determine the extent to which they will be using their newly acquired knowledge in their day to day work. Going forward, the Judiciary is already preparing by way of zoning the training programme for local Court Magistrates who have been targeted for quarter 4 of the year.

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. In the last report we reported that SHARe II, partnered with the Zambia Police Service to plan for training Senior Police Officers who are involved in dealing with counterfeit crimes some of which might have a bearing on the dynamics of the HIV response. Our target of training the police in this and other aspects of HIV/AIDS management is 200 for this year.

In the quarter under review, 33 Senior Police Officers were trained. The training is organized in such a way that the first day is identical with that of the magistrates. The second and third days, however are different in that they concentrate on specific counterfeit crimes such as the sale of fake condoms, fake milk formula and, fake ARVs, and how the police may effectively fight these crime by collaborating with HIV/AIDS service organizations and the public in general. A brief description of some of these crimes is provided 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 such crimes are prevented from occurring in our society.

As a result of this training workshop, which was held at Lilayi Police Training School, the Inspector General of Police has made a specific request to SHARe II to conduct a similar training to the entire command at Police Headquarters, and all Provincial Commissioners and Senior Superintendents who deal with intellectual property and counterfeit crimes. This, if it happens according to plan, will be one of the most successfully applied efforts of mainstreaming HIV/AIDS into the work of the police. Under this scheme we plan to train a total of 150 police officers in the third quarter and 50 in the fourth quarter.

Moving Selected Pieces of Legislation Forward

Legal reform in Zambia takes time and requires the involvement and participation of many stakeholders, preferably working under the overall leadership of a GRZ institution, who for reasons of longevity can see legal reform works embarked upon to their intended conclusion. SHARe II is working on five pieces of Legislation and a summary of the status of these pieces of legislation is described below and presented in *Appendix II*:

1. *The Employment Act:* 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), most recently the Ministry of Information, Broadcasting and Labor (MOIBL), and now the Ministry of Labor and Social Security (MLSS) through its support to the MLSS-ZFE-Unions tripartite, to review the proposed Employment Act (Cap 268) to strengthen it further, before it could 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. SHARe II was later given the opportunity 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. This Act, which had reached Presidential ascension stage was referred back to Parliament because of the on-going restructuring and re-alignment of Line Ministries. Initially the Ministry of Labor and Social Security was the sponsoring Ministry through the Department of Labor (DOL). When the DOL moved to the Ministry of Broadcasting and Information, the sponsoring Ministry became the Ministry of Broadcasting, Information, and Labor. Now that the DOL has moved back to make up the Ministry of Labor and Social Security, the sponsoring Ministry has changed again, or rather come full circle in a changed way. The most significant change is that most of the key staff that helped author the amendments are no longer with DOL – we anticipate that this will delay the review and re-submission of the Act for Presidential Assent. SHARe II will keep following up with DOL for updates on the status of this amendment.

2. *The Deceased Brothers Widows Act*: Discussions with the Zambian Chapter of African Parliamentarians against HIV/AIDS (CAPAH-Zambia) MPs and desk review in Parliamentary archives have helped SHARe II to understand the rationale behind this Act of Parliament. This is an archaic law, which was first enacted in 1926 and only reviewed in 1964. The context in which it was enacted was paternalistically traditional when it was assumed that the woman was incapable of surviving on her own without being married. The other reasons were that it was necessary to maintain the family unit and unity even when a man died by making it easy for the brother of the deceased to marry the widow and take over the responsibilities of a husband. Furthermore, it was believed that this was the best way to appease the spirits of the departed. Paradoxically, even though this law appears to be discussing traditionally and customary related issues, it found its way into Statutory Law and it has maintained its presence for generations. Through preliminary discussions with some CAPAH-Zambia members and legal practitioners in the country, there is consensus that is a highly discriminatory that should not be part of the Laws of Zambia and indeed any progressive country. This Act practically classifies the widow together with other property within the estate of the deceased which can be inherited and owned. The Law is also against the spirit of the International Declaration of Human Rights and the Freedom of choice under the Zambian Bill of Rights among others. SHARe II is working with CAPAH-Zambia and other stakeholders to agree how to move forward to repeal this Act. Discussion on this and two

other pieces of legislation will be on top of the agenda for the forthcoming SHARe II-supported high level orientation meeting planned for CAPAH-Zambia in July 2012.

3. *The Gender Based Violence Bill*: This Bill has now become Law. It was assented to by the Republican President in March 2011. The role of SHARe and other stakeholders while this Law was a Bill was to ensure that HIV/AIDS issues were included in some of the sections where it was appropriate. This was conclusively and effectively done at Committee Stage. In March 2011 this Bill was assented to by the President and it became law and it became known as The Anti-Gender Based Violence Act No. 13 of 2011 in April 2011. A key gap of this Act is that it has no provisions in the Criminal Procedure Code and also has no Guidelines or Statutory Instrument (SIs) on which the Judiciary can base adjudication and penalties. SHARe II has been working collaboratively with the then Division of Gender in Development (GIDD) and now the Ministry of Gender and Child Welfare, together with other stakeholders, to consider mechanisms of addressing these gaps. SHARe II is providing technical leadership to a selected team of stakeholders which has been selected from the Gender Stakeholders Forum mandated to specifically advance forward the advocacy work which is directed to the Minister of Gender and the Minister of Justice to expeditiously develop SIs which will effectively address the current lacuna of there being no guidelines on how to operationalize what is provided for in the Act. In the last quarter of 2011 and the first quarter of 2012, SHARe II was deeply involved in the simplification of the Anti-Gender Based Violence Act No. 13 of 2011. SHARe II also plans to bring these gaps to the attention of CAPAH-Zambia during the planned retreat in July, 2012, to get their input on how to proceed. Additionally, as a result of the work which the project is undertaking in selected chiefdoms, SHARe II wishes to leverage this comparative advantage to sensitise traditional leaders on the provisions of the simplified Act and also disseminate it in widely in these chiefdoms.
4. *The Industrial and Labor Relations Act*: According to the Ministry of Labour, this Act of Parliament is scheduled to come up for review during the sitting of this Parliament ((2011 – 2015). SHARe II has taken advantage of this intention by engaging the Ministry of Labour and sensitizing the DOL on some pertinent HIV/AIDS issues and how they are being addressed in the diaspora, and how these might be included in the revised Act. For example, the 88th International Labor Organization Convention revised the maternity, breast-feeding mothers' and extension of leave in case of illness. Thus in line with the ILO Convention recommendations, the DOL is considering the possibility of including in the Industrial and Labour Relations Act two critical provisions; the first being a consideration for an optional extension of maternity leave for HIV positive mothers who would want to exclusively breastfeed for six months and the second being a consideration of requiring employers to create baby-friendly workplaces where breastfeeding mothers would be allowed to have breastfeeding breaks within the work environment. SHARe II will continue providing

technical advising to the review process. Like the other Laws discussed earlier, this is another Act which will be discussed during the CAPAH-Zambia retreat.

5. *The Prisons Act*: The object of the Prisons Act is to provide for the establishment of a prison service to manage and control prisons. The prisons have a capacity of 4 000 but in July 2012 they held over 15 000 inmates, of whom over two thirds were on remand, and this number has since reportedly increased. Inmates on remand are held together with convicted criminals, in extremely overcrowded prisons. Apart from tuberculosis, HIV/AIDS and other sexually transmitted diseases are the most prevalent diseases among prisoners; the situation is exacerbated by overcrowding in prisons. The 2010 National Prisons Survey on HIV and AIDS risk behaviours and sero-prevalence showed that 4, 000 inmates of the 15, 038 inmates countrywide are infected with HIV translating to about a third of inmates living with the virus while 15 per cent had sexually transmitted infections (STIs). The major risk behaviour for HIV transmission in prisons was identified as unprotected sex between male inmates (sodomy), tattooing, sharing of needles during drug use, and sharing of shaving instruments. Preliminary discussions have been held with the Zambia Prison Service command regarding the possibility of strengthening the Act so that the good provisions are implemented through Statutory Instruments and guidelines. SHARe II has discussed the possibility of housing inmates on remand and convicts in separate prisons, and has initiated discussions for the consideration of allowing prison inmates to exercise their conjugal rights. Should inmates be allowed conjugal visits, it would be possible to legally introduce condom distribution within the prison system. The proposal that has received more support is the promotion of community service sentences for minor offences instead of custodial sentences in order to decongest the prisons. The last point has further been discussed during SHARe II-supported Judiciary trainings, to bring to the attention of adjudicators some of the challenges the Zambia Prison Service is facing and how the Judiciary can help. The Zambia Prison Service is examining some of these proposals and will provide guidance on the way forward.

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.

Support to Local NGO-Partners ZARAN and TALC

Supportive Supervision and Guidance to ZARAN: During the quarter under review ZARAN began training selected members of the Judiciary in HIV-related case management, working under supportive supervision from SHARe II. In subsequent quarters ZARAN will undertake training without on-site SHARe II supportive supervision.

Technical Support to Treatment Advocacy and Literacy Campaign (TALC): A one-day retreat was held between TALC and SHARe II during the last quarter. 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. Collaborative work will begin in Quarters 3 and 4 of 2012.

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.

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

According to the National HIV/AIDS/STI/TB Act No.10 of 2002, the National HIV/AIDS/STI/TB policy of 2005 and the National HIV/AIDS/STI/TB Strategic Framework of 2011 – 2016, the mandate of NAC is to coordinate, manage, monitor and evaluate the multi-sectoral HIV/AIDS response in Zambia. SHARe II support to NAC is provided through a well thought out and designed package of technical assistance including availing technical advisors to 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 support buys into NAC priorities as outlined in NAC's strategic and annual plans. A key component of SHARe II support to NAC focuses on building the capacities of NAC, PATFs and DATFs to coordinate the national response. During the quarter under review, SHARe II carried out the following activities:

Support to NAC in the Training of Trainers on the District Coordination Toolkit

In the previous quarter, SHARe II provided technical assistance to NAC in the development of a District Coordination Toolkit consisting of different management guidelines for DATFs. The development of this tool not only helps the DATFs which are the primary beneficiaries but it also provides NAC with a tool which it can use for support supervision to the DATFs. SHARe II also assisted NAC to develop draft DATF OCA certification performance standards that will provide NAC, as the certifying body, with performance criteria upon which to base the classification of DATF functional capacities. The District Coordination Toolkit provides the guidance and tools that the DATFs can use to improve performance, where gaps are identified.

During the quarter under review, NAC recognizing the importance of the draft District Coordination Toolkit and the draft DATF OCA Certification standards, conducted Training of Provincial Trainers on the coordination toolkit. SHARe II provided technical assistance in this five day Training of Trainers (ToTs) from all the ten provinces. Each province sent seven participants. A total of seventy (ToTs) were trained with a view of them scaling up training to all the districts in their respective provinces. At the end of the workshop, the participants applauded the joint facilitation of the training by NAC, the USAID funded SHARe II Project and the UN joint team – since all the key DATFs technical support players were there and spoke the same language, the possibility of discordant approaches and messages is avoided.

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:

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

In the previous quarter, SHARe II began the scaling up of the technical assistance to DATFs in the development of their District HIV/AIDS Strategic plans. During the quarter under review this activity continued and by June 30th 2012, a total of 30 out of 72 DATFs had submitted draft copies of their Strategic Plans for review, nine of which are in the pilot OCA-Certification program. These strategic plans are intended to improve local response coordination and management by factoring local epidemic trends – they aim to make the local HIV/AIDS responses more locally relevant and effective.

SHARe II technical assistance takes holistic approach, going beyond the original reason for the technical support visit. Below, SHARe II staff worked with Choma DATF to improve their filing and documentation system as shown in in *Figures 4 and 5*, during a strategic planning support visit.



Figure 4: Before TA – the filing system in Choma DATF



Figure 5: After TA – the filing system in Choma DATF

DATF OCA-Certification Pilot Process

In the previous quarter, the launch of the DATF OCA –Certification pilot program was done, beginning with a two day orientation to the certification standards for all the fifteen DATFs that are participating on the program. In this meeting, DATF performance requirements, structures, or processes that must be in place for a DATF to deliver effective, efficient, safe and high quality services were shared with all the fifteen pilot DATFs. This was followed by conducting of initial

OCA-Certification assessments by a joint team of SHARe II and NAC in all the fifteen districts in the first quarter of 2012.

During the quarter under review, SHARe II drafted the comprehensive baseline OCA-Certification report which has since been circulated among staff for input. The completion and dissemination of this report will be done in the next quarter. SHARe II in collaboration with NAC begun following up and providing technical assistance to the pilot DATFs in the implementation of the action plans that will address the gaps noted in the initial assessments. Selected preliminary results of the initial and follow-up OCA-cert external assessments are shown below in *Figure 6* and *Figure 7*.

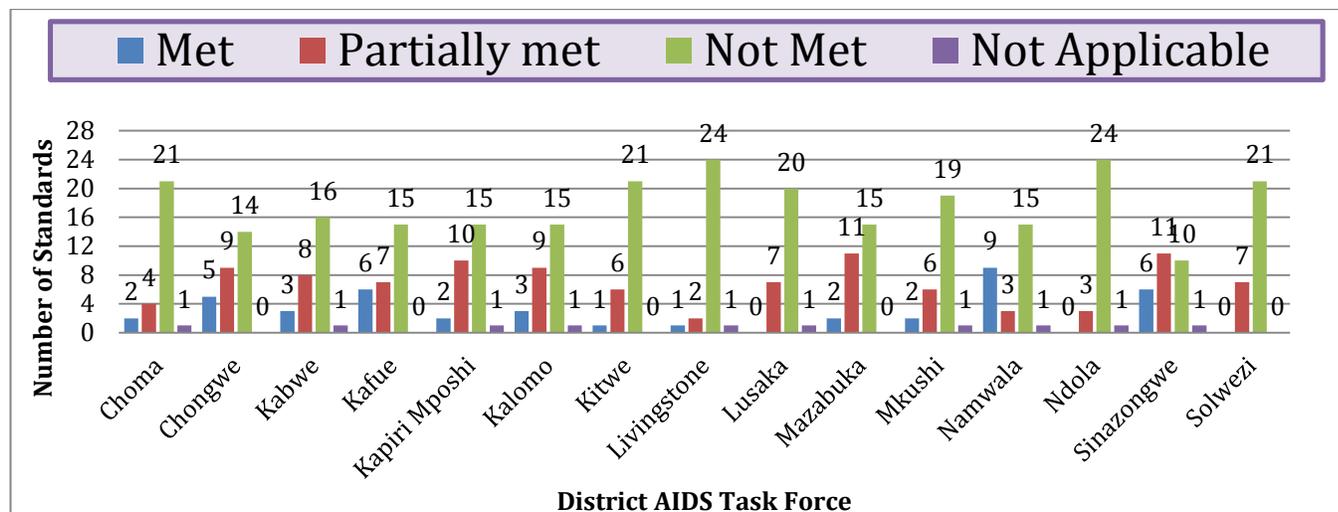


Figure 6: Initial Assessment OCA-Certification Results

Out of the fifteen pilot DATFs, Namwala was highest performing DATF, with nine (9) out of the twenty-eight (28) preset standards met. The least performing DATFs were Lusaka, Ndola and Solwezi with no standards met. On average most DATFs in the initial assessments met only two standards.

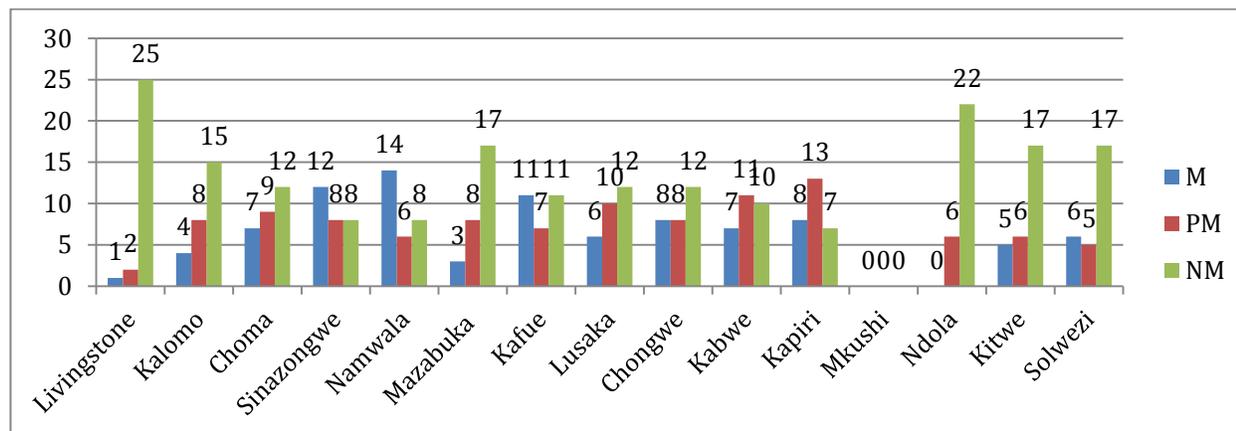


Figure 7: First Follow-up Assessment OCA-Certification Results

In the follow up assessments in the second quarter, Namwala DATF still continued to lead with 14 out of 28 standards met improving its performance by 18%. Only Ndola DATF remained with no

standards met and followed by Livingstone with one standard met. Generally, the average standards met of the rest of the DATFs was seven showing an improvement from two (2) in initial assessments to Seven (7) standards met out of twenty- eight. This indicates overall improvement of 18% (from 7% to 25 %). During the follow up DATF OCA-assessments, Mkushi DATF was not assessed due to logistical and other problems in the DATF.

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 quarters SHARe II assisted NZP+ to draft their strategic and operational plans. The Strategic plan was submitted to USAID for concurrence for printing. During the quarter under review, USAID reviewed and made suggestions which NZP+ incorporated with support from SHARe II. USAID has since approved and provided concurrence for printing.

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. SHARe II aims to support sustainable HIV/AIDS workplace programs and has engaged strategic partners towards this goal including the Zambia Federation of Employers (ZFE), Public Sector Management Division (PSMD), Zambia Congress of Trade Unions (ZCTU), Line Ministries leaders and private sector CEOs to improve leadership engagement and involvement in the HIV/AIDS response.

Implementing 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. 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.

Private Sector HIV/AIDS Leadership Support

In the private sector, SHARe II has finalized its plans for skills development and technical support to the Zambia Federation of Employers (ZFE) and has held meetings with their Lusaka-based members to look at their HIV/AIDS programming activities and agree on areas for technical assistance from SHARe II. Some of the ZFE members that attended the meeting include, Barclays Bank, Standard Chartered Bank, Pamodzi Hotel, Zambia Revenue Authority, Armguard Security Ltd, Good Time Steel Company Ltd, Hotel and Tourism Training Institute Trust, Lusaka Water & Sewerage Company, National Airports Corporation, National Housing Authority, National Pension Scheme Authority, Spar Zambia Ltd, Zambia National Broadcasting Corporation, Zambian Breweries PLC, and Zambia National Building Society. All these companies have expressed a willingness to implement workplace-based HIV/AIDS and wellness programs, but have insisted that they require these programs to be of very high quality and to add value. SHARe II is providing technical support to ZFE to work a schedule for the roll-out of the implementation of the programs in these companies, and is also providing support to strengthen ZFE's capacity to coordinate the programs.

Support to the Zambia Federation of Employers (ZFE): An effective coordination strategy is very important in making workplace HIV/AIDS work towards meeting their mandates and objectives. SHARe II has effectively brought ZFE to speed in mobilizing its membership in their review and subsequent development of programs for HIV/AIDS prevention, Care Support and Treatment. With support from SHARe II, ZFE has been able to get a number of its members in Lusaka to review their workplace HIV/AIDS programs. Most of the companies also need to rework their workplace HIV/AIDS policies to make them more relevant to the current trends of the HIV/AIDS epidemic and needs. SHARe II working together with ZFE will in the next quarter develop a database of ZFE members implementing HIV/AIDS programs and establish who provides technical assistance or supports their programs. In the companies where there are gaps and no programs exist, SHARe II will support the training of peer educators to start-up programs. The ZFE members have planned to meet once every quarter to share experiences and review HIV/AIDS programming activities. ZFE has also discussed with the senior management of these companies for an annual review and experience sharing meeting to review workplace HIV/AIDS programming in their companies.

Collaborating with the Zambia Congress of Trade Unions: In the period under review, SHARe II held management discussions with the Congress of Trade unions (ZCTU) on their role in supporting workplace HIV/AIDS and wellness programs to the Zambian workforce so that they are not only focused on negotiating for salaries, but also look at health-related issues and how these affect productivity. SHARe II brought to ZCTU's attention that they need to work with ZFE in

promoting programs on HIV/AIDS and other health related issues. ZCTU has no policies, plans, or programs related to HIV/AIDS, and as such HIV/AIDS remains off the table in any negotiations with employers. The need for workplace-based HIV/AIDS and wellness programs that promote good health seeking behaviors among employees is important in preventing unnecessary disease burden that companies bear in their medical insurance expenses. In the next quarter SHARe II will provide technical support to ZCTU to work on a strategy for HIV/AIDS and wellness programs promotion and advocacy, and facilitate collaborative efforts between ZFE and ZCTU aimed at promoting good health seeking behaviors among workers.

The Tourism HIV/AIDS Public-Private Partnership

Livingstone Tourism Association (LTA): The work in Livingstone is growing and needs to be extended to the informal sector that is not covered by the PPP activities. SHARe II has identified the LTA to engage the small and informal tourism businesses in Livingstone to provide HIV/AIDS education through peer education and community social mobilization activities. The LTA has written a scope of work and asked SHARe II to support them in carrying out this work. SHARe has been working on logistics for doing this and will send a request to sub-contract to USAID during the next quarter.

South Luangwa Conservation Association (SLCA): During the quarter under review SHARe II worked with the South Luangwa Conservation Association (SLCA) to engage the tourism businesses in South Luangwa to participate in the Tourism HIV/AIDS Public-Private Partnership. Thirteen tourism businesses were recruited and have begun implementing workplace HIV/AIDS programs. The businesses have a strong sense of team and working together and have come up with a small budget to support the coordination of the activities and a number of planned activities will be co-funded with SHARe II. These organizations include lodges, tour operators, and textiles industries, namely Kafunta Lodge, Norman Carr Safaris, South Luangwa Conservation Society, Chipembele lodge, Tribal Textiles, Kiboko Safaris, Croc Valley lodge, Mfuwe Lodge, Robin Pop Safaris, Shenton Safaris, Bakabaka Ltd, Flatdogs Lodge, Lion Camp, Kakumbi Community Resource Board (CRB), and the local ZAWA office.

During our baseline evaluation of the Mfuwe area SHARe II learned that Mfuwe is poorly serviced with HIV/AIDS services and has limited employment opportunities other than those provided by the lodges. There is a general lack of in-depth HIV/AIDS information that is required to enable people to make informed decisions about HIV prevention and access to HIV-related services. The DHO reports that STI's are still very prevalent signifying high levels of unprotected sex and concurrent partnerships. Most women deliver at home and therefore have fewer opportunities for HIV screening during the antenatal period and thus also limited opportunities for accessing PMTCT. The DHO reports that unfounded beliefs and myths also hinder access to services e.g. most women think the clinic will give them HIV if they went to deliver from there. It is for these reasons that SHARe II has not only engaged the tourism businesses there but the community as well through ZAWA, SEKA drama group and the Kakumbi CRB to work with the local communities. SHARe II has held several meetings with the local communities to ascertain the extent of the HIV/AIDS problems in the areas and also establish working relationships with the local traditional leadership. With Support from ZAWA, SHARe II has held meetings with the local chief (Chief Kakumbi) who has welcomed the idea. He arranged an HIV/AIDS sensitization meeting with some of his senior headmen and nominated 5 members of his Community Resource Board

for the Peer educator training. SHARe II will also work with the Local DHO in addressing HIV/AIDS in the defined tourism outreach communities within Mfuwe.

Partnering with the South Luangwa Conservation Society (SCLS) in Wildlife Conservation and Preservation of Life: During the quarter under review, the South Luangwa Conservation Society (SCLS) invited SHARe II to participate in their Conservation awareness day. Through this partnership, SHARe II had the opportunity to add the theme of 'preservation of human life' and provided HIV prevention messaging and HIV testing and counseling to the people who attended the event. SHARe II also distributed HIV/AIDS materials and condoms and provided T-shirts for the runners with HIV/AIDS prevention messages branded on them. Some of the SHARe II staff including the Chief of Party participated in the 10 Km fun-run. The event attracted over 4,000 local people and SHARe II's presence spiced the event and contributed to the large turnout of the local people. This was a good introduction of SHARe II activities in Mfuwe and SHARe II will build on this relationship to gain acceptance of project-supported programs in the area.

Support to the Zambia Wildlife Association (ZAWA): ZAWA has been very helpful in supporting SHARe II activities with the tourism businesses especially in linking SHARe II with the defined outreach communities in Mfuwe. In turn SHARe continues to strengthen the ZAWA workplace HIV/AIDS program. During the quarter, SHARe II provided HIV/AIDS sensitization and information to all the ZAWA staff and management and provided HIV testing and counseling services. Eight of the ZAWA staff participated in the training for peer educators, together with peers from the tourism businesses. Mfuwe being a remote rural area, staff has little access to HIV/AIDS information and management was very grateful that SHARe II extended its services to the staff. ZAWA management noted that there has been an upswing in the number of employee deaths and the number of staff who are off sick for long periods, and although not confirmed, management believes HIV/AIDS is a contributing factor. SHARe II will support ZAWA-Mfuwe to build their capacity to respond to the HIV/AIDS challenges among its workforce.

Peer Educator Training among 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 peer educators and will be able to reach out to a workforce population of 8,769. The peer educators have been working well although they face challenges of time and space for the meetings due to the busy work schedules. Some of the businesses are reporting a change in the behaviors of their staff since the introduction of the program. Many risk behaviors observed before, have reduced and workers feel free to discuss HIV/AIDS in the work place. Protea Hotel - Livingstone noted that management interact well with peer educators and is involved with the program. Management would sometimes call on the peer educators to talk to any worker whose behavior seems inconsistent with HIV prevention. SHARe II trained 49 peer educators from all the 13 companies that are part of the Tourism HIV/AIDS PPP in Mfuwe. Mfuwe is very different from Livingstone, with very few amenities to cater for large trainings. As *Figures 8 and 9* below show SHARe II staff does whatever it takes to get the job done and obtain community buy-in.



Figure 8: SHARe II's Rose Masera Lungu, cooks for participants at the Mfuwe peer educator training course!

Extension of Programs to Defined Outreach Communities: SHARe II has trained 64 Community mobilizers in community mobilization strategies for HIV care, prevention and treatment from each of the communities. All the people trained were selected by the community leadership and pledged to support the mobilizers at community level to ease their work through participation in the programs and are reaching out to a population of 8078. The mobilizers have done a lot of sensitizations work on HIV/AIDS to their local communities and have been challenging traditional norms that negate HIV prevention strategies. In Mfuwe, new communities have been engaged and 13 community mobilizers have been trained in peer education to conduct HIV/AIDS sensitizations in Chief Kakumbi's area. These are communities supported by the tourism businesses that have newly been engaged and recruited into the Mfuwe Tourism HIV/AIDS PPP.

Recruitment of Additional Tourism HIV/AIDS PPP Partners: SHARe II recruited 13 companies and the mfuwe community. The companies are already engaged and have peer educators trained towards the end of the quarter under review. There is a lot of motivation on the ground and the work is very promising. The local chief is also very interested in carrying out HIV/AIDS activities in the chiefdom especially the areas surrounding the game management area where most of the lodges and population are. In SHARe II's effort to further expand the Tourism HIV/AIDS PPP, SHARe II had discussions with the lodges in the lower Zambezi also and provided HIV/AIDS sensitization meetings to staff and management at Sausage tree, Chiyawa, Old Mondolo Lodges as part of the recruitment process.

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 Zambia Ltd is working with the informal businesses in selected chiefdoms and communities. In the quarter under review SHARe II continued to provide technical support to the program in building its capacity to address health related problems within their BizAids model for the informal sector for improved quality HIV/AIDS information mainstreaming into their business plans.

Training and HIV/AIDS sensitization meetings: During the period under review, the program held 8 training sessions in the BizAIDS model in Kazungula, Mansa district, Mungwi and Kabwe districts. In the period under review LEAD provided counseling and testing services to 4,297 individuals, sensitized 15,734 individuals with individual or small group level preventive interventions that are based on evidence or meet minimum standards, and 1,268 individuals with HIV/AIDS prevention messages through Abstinence and Being Faithful.

ZHECT Workplace HIV/AIDS Programs: SHARe II has continued to work with ZHECT in building their HIV/AIDS technical and organizational capacity to implement HIV/AIDS programming for the private sector. ZHECT's workplace program officers went through mentorship training in HIV/AIDS training and peer education skills to support their skills in facilitating effective HIV/AIDS programming in the workplace. SHARe II also provided technical assistance to ZHECT in the recruitment of larger agricultural businesses with large population so as to increase on their reach to workers. SHARe II consulted with the Farmers Association for a possible partnership with ZHECT. ZHECT has since held consultative meetings with the Association and in this period under review established the profiles of the possible companies. These companies will replace the ones that have fallen off from ZHECT's support. However ZHECT has some internal staff competence problems that have affected the quality of their work, and a number of the companies they used to work with have dropping out of the ZHECT program citing lack value-addition. SHARe II plans to have a meeting with ZHECT to discuss these concerns during the next quarter.

Training and Re-training of Peer educators: During the period under review, ZHECT conducted one Peer educator training for National Pensions Scheme Authority (NAPSA) and Zambia National Broadcasting Corporation (ZNBC) and trained 20 Peer educators over 5 days period. The training was co-funded with NAPSA who paid for the accommodation, transport and allowances for their staff who were drawn from Lusaka, Mongu, Mufulira, Kafue and Monze.

HIV/AIDS Sensitization Meetings and HIV Testing and Counseling: The trained peer educators have been reaching out to peers, their family members and the community around the workplaces. During the period under-review the peer educators and ZHECT staff were able to reach a total 2,473 (1,441 males and 1,032) people through small groups interventions and one to one discussions. ZHECT has also been promoting Male Circumcision and Cervical Cancer Screening. ZHECT worked with Society for Family Health (SFH) and Center for Infectious Disease Research in Zambia (CIDRZ) to sensitize staff at Lusaka Water and Sewerage Company and National Pensions Scheme Authority NAPSA on cervical cancer and male circumcision. One hundred and twenty eight (128) women were sensitized and 44 of them went for cervical cancer screening. In the period under review 1,144 (820 males and 324 females) people were counseled, tested and received their test results.

Reach out to Senior Managers/Affluent Zambians with HIV /AIDS Messages: Realizing that leaders need to be empowered with knowledge and skills to enable them appreciate and offer leadership in implementing HIV/AIDS programs, ZHECT facilitated a session at the Lions Club District 413 convention that was held at Lake Safari Lodge whose theme was "giving a helping hand to the under privileged. It was attended by more than 120 Lions in addition to 94 staff from the senior management of some of the partners.

2. Expand and replicate efforts in the public sector including continued support and expansion to additional line ministries

The public sector response to HIV/AIDS in Zambia has been extremely slow and lackluster. The predecessor SHARe project supported implementation of workplace HIV/AIDS programs in four (4) out of 23 line ministries. A key lesson learned from this experience is that the lack of a public sector HIV response strategy and related policies are significant barriers to the response. Additionally, public sector workplace HIV programs that did not have committed management struggled, whereas those that did thrived. SHARe II leverages SHARe success in supporting the Inter-Ministerial Stakeholders' Forum (IMSF), and 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 programs. SHARe II is supporting the implementation of workplace HIV/AIDS programs in 8 ministries and 8 statutory boards out of the 20 line ministries.

The approach taken by SHARe II 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.

Public Sector HIV/AIDS Leadership Support

SHARe II has finally engaged all the partner management teams in the public sector to re align their workplace programs to incorporate a core package of services and establish a better coordination mechanism of the program. The HIV/AIDS focal point persons and program coordinators have participated in the development of training manuals and the ToT for peer education training as a way of familiarizing them to the core package of services for the workplace. As part of the plan for supportive supervision and quality improvement, the focal point persons meet every quarter through the Public Service Management Division's (PSMD) Inter-ministerial Stakeholders' HIV/AIDS Forum (IMASIF) to review their programs, with technical support from the SHARe II workplace team.

At the most senior level, the Permanent Secretary (PS) at PSMD has agreed to engage Cabinet office to arrange an HIV/AIDS sensitization and workplace HIV/AIDS programming meeting for all the PSs in the public sector as a way of getting buy-in for workplace HIV/AIDS programs from them. Management buy-in is very important for workplace HIV/AIDS programs because it allows key management decisions to be made, that can be helpful for the programs. For example, through

management interactions, the Department of Works and Supply in the Ministry of Transport, Communication, Works and Supply, through the PS, has instructed the focal point person to make condoms available through the workplace including in the office buildings so that workers in the Ministry have direct access to the commodities, as part of the Ministry's push for HIV prevention. However, even though some gains have been made, leadership commitment the public sector response to HIV/AIDS in Zambia still remains a challenge.

Government Reform of Public Sector Line Ministries

On-going re-structuring of Public Sector Line Ministries is affecting program implementation. This has continued and is affecting the workplace program negatively as some of the ministries have their budget with one ministry while their activities and administration is transferred to another ministry. Continuity of programs started with some of the ministries has been difficult to maintain. Leadership for the programs also keeps changing and obtaining management buy in of the workplace program is affected. Policy review and development is also affected by change and combining of ministries with different behavior characteristics. SHARe II has continued to engage high-level leadership and management to elicit support and ensure sustainable programs. To this effect SHARe II has had discussions with PSMD to work out a better plan for continuing the programs despite changes in management. SHARe II is therefore working more with the directors and departments in the ministries which are less disturbed by the reforms as these are technical officers and do remain in the departments even when ministries change.

Training of Peer educators for the Public sector

During the period under review SHARe II accelerated the training of peer educators in the public sector by conducting nonresidential trainings so as to train more peer educators at less cost. The peer educators received the first phase of the training and will complete the training after the practicum period in the next quarter.

Ministry of Agriculture and Livestock Workplace HIV/AIDS Program

Management discussions on the best way to effectively carry out HIV/AIDS workplace programs in the ministry continued and both SHARe II and the ministry has agreed to extend the work to the cooperatives and markets managed by the ministry as part of the external mainstreaming of the HIV/AIDS activities. Most of the ministry staff working in the districts have a high interface with communities through the cooperatives and markets and therefore it is important to address HIV/AIDS from this end also. SHARe II will therefore train peer educators among the extension workers in the ministry to provide HIV/AIDS prevention education to their constituencies and this will increase our reach to populations that otherwise would not receive HIV/AIDS information. The ministry will also strengthen its portfolio on HIV/AIDS programming in the district and provincial agricultural shows by providing HIV/AIDS services for testing and counseling through its staff and stakeholders.

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

These were formerly two separate ministries but have now been merged. SHARe II technical support to the workplace HIV/AIDS program will maintain the departmental focus of in order to

adequately address the needs of the entire Ministry. The ministry has identified departments with high numbers of young and/or mobile staff namely the departments of Government Printers, Buildings, and the Roads Sector for priority HIV/AIDS sensitization and special focus. In the next quarter the ministry working together with SHARe II has planned aggressive HIV/AIDS sensitization meetings with staff in these departments. The department of Transport and Communication is working on mobilizing the transport sector to bring the various stakeholders together for training in workplace HIV/AIDS programming, with SHARe II technical support. This work will extend to the Lusaka-based bus stations targeting the personnel in the transport sector. SHARe II and the ministry are working on logistics for carrying out this work. The Ministry's PS is fully engaged and has given a lot of support to the program.

Ministry of Home Affairs Workplace HIV/AIDS Program

The ministry comprises several departments namely; National Registration and Passports, Drug Enforcement Commission, Immigration Department, Prison Service, Police Service, Police Complaints Authority, Commission for Refugees, and the Headquarters. This forms a total population of 20,248 staff in addition to 16,000 inmates. In the period under review activities focused a lot on the following departments.

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 a new management. The HIV/AIDS program review meeting for the program coordinators from the various divisions has resulted in a more focused HIV/AIDS interventions within the service. The reporting of activities has improved and the program is more responsive to HIV related issues. The Inspector General of Police has asked SHARe II to extend its technical support to the Police training institutions and camps. SHARe II is working on logistics to carry out this work in the next quarter. However in the period under review SHARe II has worked with the police to train officers and spouses in HIV/AIDS prevention in the provincial divisions of Copperbelt, Kamfinsa training school, Lilayi college, Eastern province, Northwestern province, Western province, Central province, Southern province and Lusaka province. These trainings focused on building skills for HIV/AIDS prevention and facilitation so that each division has a pool of officers and spouses trained to provide HIV/AIDS information to their peers.

Support to Zambia Prison Service Workplace HIV/AIDS Programs: With SHARe II support the Zambia Prison Service acknowledges that HIV is a serious health threat for Prison populations in the country, and presents significant challenges for Prison and Public Health authorities and government. The service has completed working on the strategic and operational plans for the health directorate and obtained consensus from all senior staff and some stakeholders. To support this process, SHARe II has not only facilitated the development of the strategic and operations plans but started supporting implementation of some of the interventions. There has been a great focus on providing HIV/AIDS services to the inmates and staff.

SHARe II's Most At Risk Populations (MARPs) program has reached out to all inmates and staff **(200)** at Katombora reformatory school, **1,000** of inmates at Lusaka central prison, and **1,190** inmates at Kamfinsa with **744** receiving testing and counseling. The sensitization meetings have focused on reducing risk behaviors in prison settings including violence, tattooing, same sex

relations and STIs. Our experience with the Prison Service is that staff works under very difficult and resource-constrained conditions although their motivation for the work is high, and inmates often lack basic needs such as blankets and soap and have limited access to healthcare services. Most of the problems and infections that inmates complained of are preventable with simple hygiene practices. SHARe II has recommended and also discussed with the Prison management that each prison should have a hygiene day per week where inmates can work on their laundry and clean up cells where they sleep. The service should be able to provide soap and cleaning materials to facilitate this. It was learned that each prison gets a small budget from which they are able to fund a small portion of the proposed activity. The Prison Service agrees that such an activity would go a long way to improve the living conditions of the inmates, but given current resource-constraints would require support from stakeholders and well-wishers to donate drugs or funds for the program.

Support to the Immigration department: The immigration department is the fourth largest department in the ministry and covers most of the Zambian borders. Following SHARe II discussions on the state of the program, management has now appointed a senior officer to oversee the workplace HIV/AIDS program. The program has been reorganized. In the period under review, the service extended its HIV/AIDS program to the new recruits in the department. All the **180** recruits were sensitized on HIV/AIDS prevention. This will be an ongoing program in the department and SHARe II trained peer educators to help carry out this program effectively. It is also gratifying to see peer educators trained by SHARe II being able to take the challenge of facilitating training of the recruits in HIV/AIDS. The competence levels of the peer educators have improved greatly since SHARe II started mentoring them and giving them opportunities for training using the SHARe II developed training materials.

Ministry of Finance and National Planning Workplace HIV/AIDS Programs

In the period under review, SHARe II continued providing support to staff sensitizations on HIV/AIDS. 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 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. During the quarter under review, SHARe II provided supportive supervision to the peer educators as they roll-out the program.

Ministry of Information and Broadcasting 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 had 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. During the quarter under review the DOL was yet again moved to re-form the ministry of Labor and Social Security. This caused further challenges for program implementation.

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, SHARe II provided supportive supervision to the peer educators as they roll-out the program.

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 discussions on the drivers of the HIV epidemic in Zambia, including MCPs, alcohol abuse, and sexual violence against women and girls, in the context of the gender, sexuality and 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, greatly facilitating expansion of 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, SHARe II trained more GESHA support teams from the Zambia Police and Zambia Prison Services to facilitate implementation of the GESHA program. The trainees included spouses of the officers who are critical link for rolling out the program in the camps. The GESHA program is implemented among Police staff and spouses on the Copperbelt, Solwezi, Chipata, Livingstone and Lusaka. In selected camps where the program does not yet exist,

SHARe II held sensitization meetings with police spouses on GESHA as a way of introducing the program into the camps and obtaining their buy-in, before some of them can be trained as mentors and facilitators of the program. Female police officers will work closely with the spouses so that the camp program is closely linked to the program in the workplace. The peer educators will be able to work with trained teams in carrying out HIV/AIDS, gender discussions, cultural socialization and HIV/AIDS. The program will cover police, prisons and immigration officers. For the ministry of Transport, Works, Supply and Communications, the program is integrated into the peer education program and will target the Government printers and Building departments which have a high number of young female and male workers. This will increase the portfolio of the workplace program in these departments. SHARe II spent quite a lot of time working out how this will happen and expects to implement in the next quarter.

In the Prison Service, a few high-population prisons have been selected for the GESHA program aimed at training inmates in how to handle issues of sexuality, tattooing practices and gangs in the prisons, in the context of HIV/AIDS. In the period under review SHARe II has been able to engage inmates at Lusaka central, Kamfinsa prisons and Katombora reformatory school for juveniles in the gender discourse. The program has fitted in very well and is creating a lot of demand for STI screening among inmates and it is hoped that this will strengthen skills for assertiveness in decision making concerning sexual coercion and peer pressure.

Positive Action by Workers (PAW): All the public sector ministries supported by SHARe II have been engaged and introduced to the PAW program. PAW strategies continue to attract more workers living with HIV/AIDS to openly join the fight against HIV/AIDS and stigma in the workplace. PAW provides skills training and support for engaging other staff in HIV/AIDS care, prevention and treatment. Due to the high demand for PAW training by workers living with HIV, SHARe II has segmented these groups into districts and training is being provided at district level instead of bringing them into central training facilities. The three-day trainings are working well and are cost-effective and therefore the program can accommodate more people. The PAW training manual has been pretested and completed. The team is working on the final document and should be done in the next quarter. SHARe II has engaged other PLHIV organizations that have a focus on people living with HIV/AIDS such as 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) to strengthen the involvement of PLHIVs in workplaces so as to make a meaningful contribution to HIV/AIDS prevention in the workplace.

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 collecting and analyzing the baseline data, providing support in general monitoring and evaluation, as well as implementing and analyzing pre and post tests for monitoring all trainings activities conducted by SHARe II.

The M&E Unit continues to refine the project data management system, which aims to improve SHARe II's efficiency in data and program management. The database was used during the work planning process for 2012 and it is expected that the system will be fully operational when backup systems for our server are implemented. The database is used to track project implementation through indicators; technical staff meets with their M&E unit staff monthly to verify the activities that have taken place as well as go over support needed for upcoming activities. Data quality assessments with internal staff as well as partners are planned for the upcoming quarter.

The Task 3 employees Knowledge Attitudes and Practices (KAP) and HIV Focal Point Persons Situation Analysis (SA) report are being drafted. 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 and submitted. Data analysis of the qualitative baseline data of chiefdom FGDs is ongoing.

Support to the Task 1 Legal and Policy team during the quarter included updating retrospective data, as well as providing support and for the magistrates trainings. The M&E team ensured the trainings were evaluated through pre and post training tests.

An enhanced evaluation model will be used to evaluate SHARe II's Task 1 work in the chiefdoms and is currently being finalized. The chiefdom intervention has been documented as well as drafts of concept note and tools for the evaluation have been developed. The team is now working on the research proposal and KAP tool.

Working together with the Task 2 team the M&E team has developed the supportive supervision tool used which has been pre tested and revised based on the findings from the pretest. The tool will be used by SHARe II and its partners in improving the project implementation. An M&E training is in development for training the DATFs in conjunction with NAC which will take place in the upcoming quarter.

During the period under review, the M&E team provided training to the public sector workers. The training was in basic Monitoring and Evaluation, and Results Based Management (RBM). The training was designed to strengthen the capacity of the public sector Monitoring and Evaluation officers in planning, handling data and reporting. The M&E team has developed a database specifically to capture and process the PEPFAR indicators. This data base is primarily being used to process the achievements of Tasks 1 and 3.

M&E Support to SHARe II Partners

In the period under review, SHARe II developed a PEPFAR indicator data base which has been shared with our partners who are now using it for improved the accuracy in reporting as well as allowing for dynamic report generation. The SHARe II M&E team holds monthly meetings with each partner to review the performance on various indicators that they are reporting on.

SHARe II has been offering monthly database training in Access 2010 to its partners, which LEAD and ZHECT attend.

LEAD: SHARe II M&E team accompanied LEAD to Northern Province during their routine BIZ AIDS training which helped generate a better understanding of the LEAD BIZ AIDS model and technical support was provided on site on M&E related issues.

ZARAN: The M&E team was part of the team that trained the judiciary in HIV-related laws and human rights and ensured the course was evaluated through pre and post-tests.

ZINGO: Extensive support has been provided to ZINGO on how to report on PEPFAR indicators (P8.1D and P8.2D) as they have begun data collection and reporting.

ZHECT: SHARe II worked closely with ZHECT 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 January 2013.

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, but USAID used the proposed targets for the SAPR reporting period – SHARe II assumes that the targets have been approved.

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:

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.

Leadership Manager: A request to establish and recruit an additional position under the leadership team is still pending with the Contracting Officer

Communications and Documentation Interns: A US Intern, partly funded from JSI overhead, Deanna Tollefson, is expected to join the SHARe II team in August for a six month period. SHARe has also conducted interviews for a local internship to work with Deanna and will be offering this internship to one of the candidates imminently. It is hoped that if the local Communication and Documentation intern meets the standards required he/she may be considered for the full time Communications and Documentation position.

Procurement: Vehicles and Equipment

Project Vehicles

SHARe II will request for purchase of additional vehicles in 2013.

Computers and IT requirements

The previously outstanding items including the telephonic system and the multi-function copier have now been received and installed at the time of preparing this report.

Additional approved items including a VSAT antenna and generator are expected to be installed in the upcoming quarter.

Sub-Partners

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

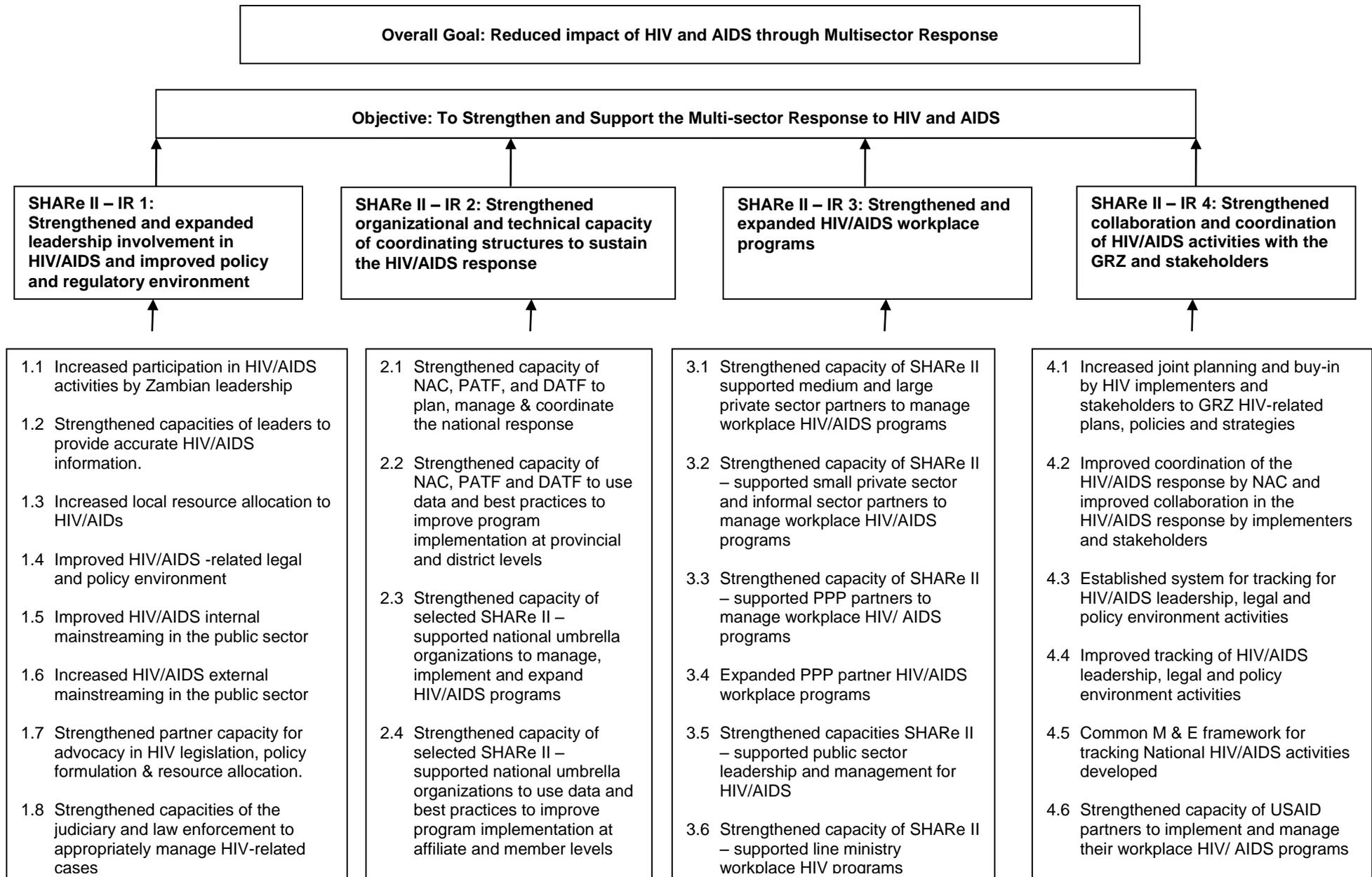
Work under sub-grants to partners ZINGO, LEAD, ZHECT, and ZARAN has been continuing.

Financial management reviews to follow up on issues raised in the earlier reviews have been conducted by SHARe II finance and admin team to all four sub partners during the quarter under review.

ZHECT audit, for the five years ended March 2012, has now been contracted in accordance with the USAID “Guidelines for Financial Audits Contracted by Foreign Recipients (Guidelines),” and audit work has commenced. SHARe II attended an audit entrance meeting with ZHECT, auditors Price Waterhouse Coopers (PWC), and representatives from other Prime partners on 27 June and the audit is expected to be completed by mid-August.

VI. Appendices

Appendix I: SHARe II Results Framework



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

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

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