

PROJECT REPORT

SOUTH INDIA

January – June 2007

STOP AIDS NOW!

Managing HIV and AIDS in the workplace

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Terms

| | |
|-----------|---|
| AIDS | Acquired Immune Deficiency Syndrome |
| AP | Andhra Pradesh |
| CFA | Co-Financing Agencies |
| CHAI | Catholic Health Association of India |
| DFID | Department for International Development |
| GFATM | Global Fund against AIDS, Tuberculosis and Malaria |
| GIPA | Greater involvement of People Living with HIV and AIDS |
| HIV | Human Immune-deficiency Virus |
| ILO | International Labor Organization |
| INP+ | Indian Network for People Living with HIV and AIDS |
| ISEC | Institute for Social and Economic Change |
| KNP+ | Karnataka Network for People Living with HIV and AIDS |
| NACO | National AIDS Control Organization |
| NGO | Non-Governmental Organization |
| PC | Program Coordinator |
| PSI | Population Services International |
| PVO | Private Voluntary Organization |
| RNA & BL | Rapid Needs Assessment and Baseline Survey |
| SAN! | STOP AIDS NOW! |
| SAN! SIP | SAN! South India Project |
| SAN! SIPP | SAN! South India Project Partners |
| SIDUR | Society for Integrated Development in Urban and Rural Areas |
| SSIPG | SAN! South India Project Group |
| TN | Tamil Nadu |
| YRGCARE | Y.R. Gaitonde Centre for AIDS Research and Education |

I Executive Summary

This half yearly report highlights the activities carried out in the initial six months of the Project. The report also talks of the opportunities and challenges faced by the project. The Project initiated by Stop AIDS Now! in South India has attracted some potential buyers within the partner Organizations in the three South Indian States. The project aims at 'Managing HIV and AIDS in the Workplace' by developing policies within the NGO workplace thus mitigating the risk of staff getting infected/afflicted by HIV and AIDS. The Project believes that every individual is equally at risk of HIV and AIDS and HIV, if not addressed now, will be a cause of Increased Operations Cost and reduced productivity levels within the Organizations.

Since its inception, the SAN! South India Program is able to complete most of the planned activities like the Consultation of NGO Heads to have their buy-in of the project, SSIPG meetings as planned on a quarterly basis to learn, review and plan the future course of action, finalizing the agency for the Applied Research component of SAN!. The Project was also involved in building networking and partnerships with other development agencies. The Project is also reaching out to other potential prospects, other than the 45+ partner Organizations, in the North Indian states. Through the strong group members, the project is also exploring options to mobilize funds from other sources. The group has recently bid for the Global Fund Round 7 funding and has plans to reach out to other donors also.

Some partner Organizations have shown interest in developing their own Workplace Policies on HIV and AIDS. Some partners have a philosophy but not a written statement and some have their draft Workplace Policies. There are Partner Organizations with no interest in the Project. Addressing HIV and AIDS at the Workplaces is not a priority for these Organizations. Insurance is a cause of concern for the Organizations as no insurance company in India has a product to cover HIV and AIDS.

The next phase of six months will be focusing on the development of Resource Organizations and Resource materials for the Partner Organizations at the same time, assisting in technical inputs for drafting Workplace Policies for their respective Organizations. The Applied Research Component of SAN! will be in its full swing after the completion of Rapid Needs Assessment and Baseline Survey. Central Level Capacity Building Workshops and Vernacular workshops in the respective States are due in the next six months. The focus will also be there to include the partners not very much interested in the initiative through lobby and Advocacy.

2 Vision

An enabling working environment responsive to challenges of HIV and AIDS.

3 Goal

To strengthen the capacities of SAN! South India project partners to develop and implement workplace policies related to HIV and AIDS in order to create an enabling environment for the prevention and positive living of communities and staff within a three period.

4 Objectives for SAN! SIP

- To facilitate sensitization programs on internal mainstreaming programs for SAN! South India project partners (SAN! SIPP)
- To facilitate capacity building programs with follow-up mentoring for key staff from SAN! South India project partners to prepare their workplace policies working with collaboration of INP+, SSIPG
- To facilitate the development and implementation of internal mainstreaming programs in SAN! SIPP.
- To organize linking and learning programs
- To strengthen lobby and advocacy for addressing key advocacy priorities through the SSIPG. *{Since this is the first SAN! SIP Report, a background is included as Initial push to establish continuance}.*

5 The Initial Push

Nov 2005 saw the seeds of the STOP AIDS NOW! taking off in India followed by the Oct 2006 workshop to design and structure the internal mainstreaming program. It was here that thirty one of the forty-five partners mainly representing the three southern states reached consensus that NGOs needed to look into internal mainstreaming as a workplace issue and a unanimous decision for preparing a process whereby internal mainstreaming of HIV and AIDS could begin and get strengthened took its shape. The Project Coordinator of SAN! The Netherlands, PC, SAN! Uganda and various other resources added value in the whole process.

6 SAN! SIP Partner Organizations

The 45 partner NGOs receive their funding from Dutch CFA's viz ICCO, HIVOS, CORDAID and NOVIB along with other National, Bilateral funding sources. The Partners are placed in the South Indian States of Karnataka, Andhra Pradesh and Tamil Nadu and are offering their services in different areas of development sector, from HIV and AIDS to Physical/Mental Challenges to Education for the most marginalized.

7 SAN! South India Project Group (SSIPG)

The SSIPG was formed with representation from all the three states. The group members are;

7.1 Catholic Health Association of India (CHAI), Andhra Pradesh

The Catholic Health Association of India (CHAI) is Non-Governmental Organisation in existence since 1943. CHAI has more than 3200 health institutions as its members - big, medium and small hospitals, health centers and diocesan social service societies. The members are spread all over the country operating specifically in remote areas catering to the health needs of the poor and the marginalized

7.2 Society for Integrated Development in Urban and Rural Areas (SIDUR), Andhra Pradesh

SIDUR is the brainchild of like-minded individuals who have an understanding of the rural – urban linkages and also acknowledge the imperative need for a comprehensive integrated developmental approach to tackle complex human problems. SIDUR came into existence in the year 1990 to address the problems plaguing Street Children, Urban and Rural Poor and Dalits.

7.3 SEARCH, Tamil Nadu

SEARCH, is a development organization established in 1975. SEARCH has made several development initiatives in the area of Capacity building, Strengthening local self governance and Empowering women. Many research and evaluation projects have been carried out. SEARCH has into its credit several publications on development issues. SEARCH provides consultancies spans across all the above thematic areas

7.4 Arogya Agam/NESA, Tamil Nadu

Arogya Agam/NESA is providing care and support services to the People with HIV and AIDS. Arogya Agam/NESA is serving in other areas like Education, Dalit rights, Land rights and Gender

7.5 Belgaum Integrated Rural Development Society, Karnataka

Started as a village level organization in 1980, today BIRDS has its programs all over Karnataka, Maharashtra and part of northern Kerala. As name it self represent BIRDS aims at All round development of weaker section through integrated approach for development.

7.6 MYRADA, Karnataka

Started in 1968, and is now directly managing 16 projects in 12 backward districts of Karnataka, Andhra Pradesh and Tamil Nadu. The principle which guides MYRADA's role is:” BUILDING POOR PEOPLE'S INSTITUTIONS,

using three key elements of community participation, cost effectiveness and sustainability beyond the intervention period.

7.7 INSA India, Karnataka

Established in 1982 in Bangalore, Karnataka, with support from Global Health Action, USA, the International Services Association -INSA-India pioneered community based HIV prevention care and support mainstreaming in the late 80's. INSA is committed to the vision of "A Just Society living with Health and Development". INSA India is a credible trainer organization that offers training opportunities for all levels of staff working in registered community based organizations addressing health and development issues. INSA India is the Secretariat of Stop AIDS Now! South India.

7.8 Indian Network for People living with HIV and AIDS (INP+)

INP+ is the voice of people with HIV and AIDS in India. With its networks in almost all the states in India and several district and Taluk (Sub-district) level, INP+ is determined to bring a positive change in the lives of PLHA and in the mind sets of non-PLHA. Following GIPA, INP+ is the permanent member of SSIPG.

8 Activities

8.1 Objective 1 – Facilitate sensitization programs on Internal Mainstreaming for SAN! South India Project Partners

Rapid Needs Assessment and Baseline survey

Before introducing internal mainstreaming the partner organizations had to be surveyed in a phased manner. For this a base line tool had to be developed. The Rapid Needs Assessment tool was designed and pre-tested in the seven SSIPG member organizations getting modified with each test before finalizing in Mar 07.

The final tool carried out with 30 partners 10 each in AP, Karnataka and TN and interviewing 359 staff from different level of operations within the Organization. The different levels of operations selected are Grassroots level, Field Supervisory level, Project Management level and Admin/Finance Unit level so as to have a flavor of knowledge and understanding of HIV and AIDS within one Organization but at different levels of operations.

The knowledge level of the staff was good. The Organizations not involved directly on HIV and AIDS interventions were a bit concerned for the RNA and BL as their staff may not be able to respond to the questions asked on HIV and AIDS. Some NGO Heads also expressed the concern to the visiting SAN! SIP team but the knowledge and understanding of the staff in these Organizations were at par with others. The staff working on HIV and AIDS issue had a feeling that they know all the details with regards to the ways of HIV transmission and prevention and they are able to protect themselves from HIV and AIDS but as the discussions progresses, they were clear that though they know the details but still everybody is equally at risk. But to make them understand the concept of Internal Mainstreaming and its importance in the Workplace was the most challenging part of the exercise.

Highlights of the 30 RNA and BL Survey are;

- 75% of staff in age group 26-50 yrs
- 47% of staff age in service > 3 years
- 40% of staff interviewed were grassroots workers
- 47% staff responded to oral sex was a cause for HIV&AIDS transmission
- 87% staff own the issue of HIV&AIDS
- 82% staff responded their organizations acknowledges and recognizes HIV&AIDS as a risk in the workplace
- 68% staff believed organization did not anticipate loss of skills /experience.

Staff identified key components for their workplace policy

- Counseling & Treatment and Benefits & reimbursements are the most required components of WPP but not confidentiality.
- Only 16% staff want to be part of the WPP development and implementation process

With support from SSIPG, it is decided to complete the Rapid Needs assessment as per schedule first with the willing ones and motivate the others.

Consultation of NGO Heads

The first one day NGO Heads Consultation meet was organized at Hotel Ramanshree Brunton on the 16th of Feb 07. Invitation Emails followed by Hard copies went to all the 45 partner organizations.

The Main Objective of the Consultation of NGO Heads Meet was to have the buy-in of the Program by the Heads of the Partner Organizations and to take forward the internal mainstreaming program for the SSIPP with participatory and group discussion methodology, since the Program Coordinator was already in place.

The need and necessity of the Rapid Needs Assessment was highlighted. The draft tool was pre-tested with at least three of the SSIPG members. The remaining partners got to know the concept whereby the process could be conducted smoothly in the coming months.

The focus areas for collective discussion was on the;

- Need and process of internal mainstreaming
- Minimum standards and basic procedures for coordination between SSIPG, Program Coordinator and SSIPP
- Working groups /committees and Key persons within each SSIPP.
- Additional Capacity Building Programs for SSIPP on Internal Mainstreaming, Workplace policy issues by working on learning needs and processes for the Partner NGOs
- And on planning State specific on-site Rapid Needs Assessment and Sensitization visits

The agenda went as per schedule since each partner was clear of the roles and responsibilities expected. The PowerPoint presentation gave a lot of clarity for the activities. SSIPG members facilitated the sessions. The team spirit of the SSIPG did not go unnoticed, so also the active participation by each member of the clusters.

The visit dates for the Rapid Needs Assessment was done voluntarily by many while a few thought it better to consult their counterparts back home before committing and inform via e mail. The SSIPP expressed solidarity with the Program Coordinator for the ongoing programs.

There was a genuine aura of determination “Yes It is possible” around before the Consultation meet concluded with a positive and decisive note on time.

8.2 Objective 2 – Facilitate Capacity Building programs with follow-up mentoring for the key staff from SAN! SIPP to prepare their WPP, working in collaboration of INP+ and SSIPG

The capacity building and follow-up mentoring is planned in the second half of the year. The focus in the first semester was to complete the baseline needs assessment and to get the buy-in from the NGO heads.

8.3 Objective 3 - Facilitate development and implementation of Internal Mainstreaming programs in SAN! SIPP

SSIPG Meetings

SSIPG meetings take place four times in a year. These meetings are hosted by SSIPG members. Last Year, following meetings took place;

- First on the 19th Oct 2006 at Hotel California Resort Bangalore
- Second on the 16th Nov 2006 at INSA-India premises.

On 19th Oct 2006 when there was the discussion on forward looking plans to develop and implement the project. The activity for the first three months was listed.

- Appointment of Program Coordinator was the first step
- Finalizing budget and proposal
- Action plan.

On the 16th of Nov 2006 workshop, plans for the recruitment of Program Coordinator were drawn up specifying criteria for the selection. The process began with an advertisement for the SAN! Program Coordinator. The advertisement for the Vacancy of PC was flashed in Devnetjobs.org, AIDS Forum, AIDS India and also a mail to all the 45 NGO Partners.

Third SSIPG meeting

The third SSIPG meeting was on the 17th of January at MYRADA in Bangalore. The Program Coordinator Mr. Saud formally attended his first meeting. The agenda for the meeting was set as;

- Reading of the recorded meeting of 16/11/06 and adopting the same and approval of previous meeting report
- Report on actions taken following the previous meeting
- Discussion on the activity plan for the first quarter of the 1st year
- Review of plan and budget
- Any other matters

It was here that the day for the fist heads consultation meet was planned

Fourth SSIPG meeting

The fourth SSIPG meeting was conducted at SIDUR Office, Hyderabad. Ms. Yvette Fleming participated in the fourth SSIPG meeting. The agenda was finalized as follows:

- Approval of Minutes of the previous meeting
- Project Update
- Consensus on Memorandum of Understanding and approval
- Discussion on Research Process
- Tool Presentation—what's likely to cost
- Any other matter which comes to the table
- Onward plan

Fifth SSIPG Meeting

The fifth SSIPG meeting was on 21st June 2007 at INSA-India Bangalore.

It was a little out of the ordinary on account of the august presence of;

- Mr. Paul Bekkers, Ambassador HIV/ AIDS reduction & prevention and Director of the Department of Social and Institutional Development, Ministry of Foreign Affairs, The Netherlands
- Ms. Sjoera Dijkers, Director, Stop AIDS Now! The Netherlands
- Ms. Lilianne Ploumen, Joint Director, Cordaid, The Netherlands
- Dr. Suniti Solomon, Founder Director, YRG Care, Chennai
- Ms. Judith Kiers, Program Officer, Cordaid
- Mr. Bishwadeep Ghosh, Program Officer, HIVOS, Bangalore

- Ms. T. Padmasini Asuri, INSA Governing Board member
- Mr. A.K. Srikrishnan, Research Manager, YRG Care, Chennai
- Ms. Shantha, Advocacy Officer, KNP+
- Mr. Rajendran, Program Officer, HIVOS, Bangalore

The Agenda

- Sharing of Work Done in SAN! SIP till date and Challenges ahead
- Sharing of RNA and BL findings
- Onward plan for the project
- Revising dates for Capacity Building programs
- Resource pack and role of the SSIPG members

YRG CARE has been appointed as the co-opted member of the SSIPG.

8.4 Objective 4 - Organize linking and learning programs

Applied Research Component

During April 2007, Ms. Winnie Koster, Supervisor of the Applied Research Component of SAN! in The Netherlands and Ms. Yvette Fleming, Project Coordinator, SAN! Netherlands come down to Bangalore for finalizing the Applied Research partner and to have an overview of SAN! SIP implementation. Their visit to Bangalore was coupled with a few field visits to Chennai, Dharmapuri Districts in Tamil Nadu and Hyderabad in Andhra Pradesh. Five research agencies were identified to carry out the Applied Research Component of SAN!. ISEC (Institute for Social and Economic Change, INP+, SIDUR, SEARCH and YRG CARE were the Organizations selected for the discussions and interviews. All these agencies have vast, diverse experience in the field of research. It was very difficult to select one Organization but ultimately, YRG Care from Chennai, Tamil Nadu was finally selected for participating in the Applied Research Component of SAN! SIP.

Partnerships and Networking

The SAN! SIP has developed linkages with different national and international organizations. To name a few, they are ILO, DFID, PSI, UNDP and NACO

Reaching Out

The SAN! SIP is reaching out to other NGOs/PVOs for workplace commitments.

In a similar move, SAN! SIP will be providing technical support for a group of NGOs led by Concern Worldwide and supported by HIVOS in the Northern part of the Country.

Ms. Nanda Vardhan from SIDUR participated in the MFI workshop which was organized by the Netherlands Finance Development Company to integrate the HIV and AIDS issues within the workplace of their clients.

8th International Congress on AIDS in Asia and the Pacific

The Project's Abstract for a skills building workshop on Internal Mainstreaming at the 8th International Congress on AIDS in Asia and the Pacific (ICAAP), Sri Lanka has been accepted and a session on the skills building is scheduled on the 20th of August 2007, during the Conference

Visitors in SAN! SIP

- Mr. Paul Bekkers, Ambassador HIV/ AIDS reduction & prevention and Director of the Department of Social and Institutional Development, Ministry of Foreign Affairs, The Netherlands, Ms. Sjoera Dijkers, Director, Stop AIDS Now! The Netherlands, Ms. Lilianne Ploumen, Joint Director, Cordaid, The Netherlands, Ms. Judith Kiers, Program Officer, Cordaid

The visitors attended the fifth SSIPG meeting at INSA India, Bangalore and provided very useful inputs for the program. The team interacted with the sexuality minority community (Transgenders, MSMs, Lesbians) at Sangama and hear of their efforts and sufferings with regards to HIV and AIDS. The team also visited SEARCH.

- Ms. Winny Koster and Ms. Yvette Fleming
Ms. Winny Koster, Supervisor of the Applied Research Component of SAN! in The Netherlands arrived in India in the second week of April'07 and stayed for almost a week and interviewed five different Research Agencies. She finally decided on YRG Care. Ms. Yvette Fleming, PC, SAN!, The Netherlands visited the Dharmapuri field area of SEARCH, Hyderabad Urban area of SIDUR and Care and Support center of CHAI in Medak district of AP.
- Mr. Adriaan Backer
Mr. Adriaan Backer is a professional photographer and he visited Sangama, SIDUR and CHAI field areas in the last week of June and the first week of Jul'07. The purpose of the visit is to give some face to HIV and AIDS in India at the National and International level to facilitate more coherent efforts in the fight against HIV and AIDS.

8.5 Objective 5 - Strengthen Lobby and Advocacy for addressing key advocacy priorities through the SSIPG

Resource mobilization efforts

During the fourth SSIPG meeting, Mr. Krishnan from YRG Care suggested the group to bid for the GFATM Round 7 Funding on a consortium basis. A core group was formed following the suggestion to work on the proposal. The group adopted the cost-effective way of working and different chapters of the proposal were assigned to different SSIPG members. The chapters were then collated together to give the proposal its final shape. The core group met five times during the process and this was set in action by the dynamic SSIPG by bidding for Rs. 105 crores (18.75 million Euros) for a period of 05 years with CHAI as the prime recipient and the proposal submitted to India CCM before May 07 end. The Unit Cost (Per Sub-sub-recipient) is Rs. 6.9 lakhs (12320 Euros) annually for a population of 50000 (Per target person cost is less than a Rupee per month). The proposal centered around reaching the informal workforce in the southern states with HIV prevention care and support programs through two approaches viz through NGOs making commitments, WPPs {NGOs had the informal workforce with them as members of self help groups etc} and through direct interventions with identified informal work units.

The Proposal was forwarded to the India CCM and technical review committee appreciated the proposal as something unique (focus on Un-organized sector for Workplace commitments).

Advantages of bidding;

- CCM has in its Board two SAN! Partners, SEARCH and CCOORR.
- The consortium will partner with 300 partner organizations on account of the wide networking of the members who are at the grassroots level. Wider geographical coverage.
- Focus on the unorganized sector with prevention on the spread of the HIV virus along with care and support.
- The unit cost per sub recipient Rs.6.9 lac for a population of 50000 (Per target person cost less than one rupee when compared to the Govt. of India ICDS program of one rupee per day for pregnant lactating mothers.)
- Well written proposal for the unorganized sector and complimented by the technical committee

9 The SAN! South India Team

January 15th 2007 saw the Program Coordinator, Saud Akhtar, officially joining to take the SSIP forward in the additional space acquired at INSA India office premises.

Assisting him are three staff who work part time both for SAN! and INSA with designated duties and responsibilities . The team is;

- | | |
|---------------------------|--|
| • Mr. Syed Saud Akhtar | SAN! Program Coordinator, South India |
| • Mr. Basheer Karley | SAN! Asstt Program Coordinator, AP & TN |
| • Mr. Pradeep K.R | SAN! Program Officer, Karnataka |
| • Ms. Lakshmi Omanakuttan | SAN! Program Officer Non traveling MIS, Administrative & Financial |

10 Summary

In a nutshell, the Summary of Events in the first half of the first year are as follows;

- Appointing and joining of SAN! PC and team
- Setting up SAN! Secretariat
- Activity plan finalized
- Three SSIPG meetings held in Jan, April and June 2007 respectively
- One day NGO heads consultation meet at Bangalore, 16th Feb 07
- Rapid Needs Assessment Tool developed
- RNA Tool Pre-tested in SSIPG
- RNA tool finalized
- YRG Care given the responsibility for the Applied Research Component of SAN!
- YRG co-opted as member of SSIPG in the fifth SSIPG meeting at Bangalore
- Thirty partner organizations RNA completed before June end
- Bidding for the GFATM Round 7 funding by the SSIPG Consortium
- Partnerships and Networking with other development Organizations
- Visit of the HIV and AIDS Ambassador from the Netherlands with Joint Director of CORDAID, Director of Stop AIDS Now! and Program Officer from CORDAID

11 Financial Expenditure

The project spent a total of INR. 11,20,862.00 (19,325.20 Euros) during the period. The focus of the first semester was to initiate all the activities planned and give some shape to the project. The Financial expenditure in the next semester will meet with the budget. At the end of the third quarter (Jul'07 to Sep'07), it is expected to touch the 65% mark.

12 Plans Ahead

- Complete the Rapid Needs Assessment and Baseline Survey and continue with activity plan as per schedule
- Involve other not so interested partners into the project
- Initiation of Applied Research Component of SAN!
- 8th ICAAP, Sri Lanka
- Build on linkages with other development Organizations
- Preparation of a Module on Internal mainstreaming to assist SAN!SIPP
- Reaching out to other States- Concern Worldwide-HIVOS
- Resource Organizations and resource packs for the partner Organizations
- Central Level Capacity Building Workshop for the NGO Heads
- Respective State level Vernacular Workshops for the SAN! Point persons in the Partner Organizations
- Technical Assistance for the Partner Organizations for developing and implementing Workplace Policies

13 Conclusion

In view of the impetus the project has engendered, the implementation process is advancing well. The Organizations have tacit the need of addressing HIV and AIDS in their workplace and are willing to implement workplace interventions. The process of developing policies in most of the Partner Organizations is democratic which will ensure an effective workplace program.

One third of the SAN! SIP Partner Organizations have fully implemented Workplace Policies or have drafts ready. Another 09 have started the process of developing their Workplace Policies. Partners are working out their comparative advantages through collaborations and networking, the process calls for democratic, transparent and accountable key players. Learning and sharing of experiences at this point in time is very crucial. The next semester will embark on the Capacity building programs with follow-up mentoring, initiation of the Applied Research Component of SAN! South India and building on networking with key development players at different levels of operations.