

MANAGING HIV AND AIDS IN THE NGO WORKPLACE

An enabling environment responsive to challenges of HIV and AIDS

SAN! South India Project

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I Background

According to recent UNAIDS estimates, "5.71 million people in India are HIV infected". The latest data shows that India has 72,000 new HIV cases, increasing the overall number infected by 1.4 percent. In 2004, the country reported only 28,000 new cases, which was much lower than the 520,000 new infections reported in 2003. The number of Indians infected with HIV, the virus that causes AIDS, is second only to South Africa where as many as 6 million people are infected.

According to estimates, 90 percent of the infected people do not know that they carry the virus. Six Indian states -Tamil Nadu, Maharashtra, Andhra Pradesh and Karnataka in the south and Manipur and Nagaland in the northeast- account for almost two thirds of HIV infections. Richard Feachem, executive director of the Global Fund to Fight AIDS, Tuberculosis and Malaria, said in a recent report that rates of infection may be higher than official statistics in poor northern states and that India had outstripped South Africa as the country with the highest tally of people infected.

Most of South Asia's 1.3 billion people live in villages on less than a Euro a day, and have little access to primary health care or sanitation, including clean drinking water, according to official statistics. With the infection moving from urban into rural areas and more and more women getting infected, there is a need to prepare community based organisations working in these areas for accepting staff and community members who are HIV infected.

In November 2005, STOP AIDS NOW! {SAN!} hosted the first workshop on Managing HIV and AIDS in the Workplace and outlined the need for internal mainstreaming programs for NGOs. In October 2006 SAN! hosted the second workshop on Managing HIV and AIDS in the Workplace to design and structure the internal mainstreaming program. Forty-five organisations that were supported by Dutch Co-financing Organisations {CFOs} were invited to participate in the second SAN! workshop. Of the 45 Organisation invited, 31 organisations participated while 14 of them could not attend due to prior commitments. All the organizations expressed the need to look at HIV and AIDS, as an NGO workplace issues that needed a process of internal mainstreaming. The organisations included those with extensive experience with development sector, multi-fold programs, with HIV programs too and one organization with no experience in the HIV sector at all.

2 Key Issues identified

A great misconception among both educated and the uneducated, urban and rural is that a person with HIV infection is an ill person who will die soon . That HIV infection is a long asymptomatic stage where a person has the opportunity to continue to live life positively, earn to support his or her family is a knowledge and attitudinal gap among most communities. Fostering education that opens up dialogue on living positively with HIV infection will be instrumental in addressing the associated stigma attached.

The epidemic is moving into rural communities. Apart from the primary health centers, community based organisations- non-governmental organisations play a pivotal role in addressing the needs of the rural poor. A program that feeds the non-governmental organisations to address their own HIV /AIDS issues will have spill off effects on the communities.

The National AIDS Control Organization's vertical plan for HIV prevention makes access to HIV and AIDS care and support limited at present in rural India. A quick way to ensure that rural communities have access to prevention care and support processes is through community-based organisations, most of them non-governmental organisations. However, most organisations do not have a comprehensive understanding of HIV and AIDS, nor their own workplace policies in place.

Although information on HIV and AIDS is available largely on the net, their accessibility by NGOs is uneven. NGOs have the potential to be information centers for sustained support and education but this potential is not tapped adequately. Moreover, while acknowledging the vulnerability of NGO staff to HIV infection, most of the NGOs did not have their own workplace policy related to HIV and AIDS. Some of the NGOs practiced overall principles internally and externally mainstreamed HIV and AIDS. These NGOs felt the need to make a commitment to internal mainstreaming, as well.

After the SAN! Workshop on Managing HIV and AIDS in the Workplace from the 17th to the 19th of October 2006, 31 organisations unanimously decided on preparing a process whereby internal mainstreaming of HIV and AIDS could begin and get strengthened. Twelve { 41%} of the organisations that completed the Pre-assessment forms {Total 29} had stated that they had experienced the effects and challenges HIV poses in their organisations and target communities. Although 21 organisations {72%} among the 29 had heard about the ILO Code of Practice, they still felt the need for a structured program that facilitated their internal mainstreaming processes. The structure, activities and processes for the SAN! South India Project was discussed. Key learnings {Appendix I} from that workshop are incorporated into this proposal. This proposal reflects those inputs.

3 Proposal managing HIV and AIDS in the workplace - SAN! South india Project

3.1 Vision

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

3.2 Goal

“To strengthen the capacities of SAN! South India project partners¹ 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.”

3.3 Objectives for SAN! South India Program

1. To facilitate sensitization programs on internal mainstreaming programs for SAN! South India project partners through the following programs

- By the first quarter to complete an on-site rapid needs assessment and sensitization visit to each of the SAN! South India partners to identify their learning levels² for onward capacity building planning
- By the first six months of the project, to host a consultation for Project Heads of SAN! South India project partners on Internal Mainstreaming in order to:
 - » Discuss need and process of internal mainstreaming and, their participation in SAN!! South India Project
 - » Participate in developing M & E tools, minimum standards and basic procedures for coordinating between SSIPG-Project Coordinator and identified NGOs.
 - » Guidelines for identifying HIV and AIDS working group/ committees, key point persons within their organisations for this project.
 - » Prepare learning needs areas and processes for added capacity building required by their NGO for preparing WPPs.

2. 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 through

- Annual consultation with NGO Heads
- Facilitating Annual three-day's Central skills building workshop for key staff to attend one of three planned as per the NGO graded level for internal mainstreaming.
- Facilitating three-day State level vernacular workshops for key staff to attend one of the three planned as per the NGO graded level for internal mainstreaming.
- Organize Follow up mentoring in 2 ways: (i) Program Coordinator / SSIPG members for Level 1 and 2 NGOs;- need based individual meetings, and (ii) state level mentoring meetings twice a year. With help of the SSIPG group member organisations on a case-to-case basis through a peer mentoring process.

3. To facilitate the development and implementation of internal mainstreaming programs in SAN! South India project partners through:

- Developing a Resource Pack on Internal Mainstreaming for
 - » Facilitating Workshops for their staff teams on Internal Mainstreaming
 - » Guiding organisations to prepare their workplace policies and annual action plans
 - » Using Good Donorship Guidelines
 - » Evaluating whether minimum standards and ethics have been kept
 - » Guiding the participating NGOs on accessing existing reference, IEC materials, resources available for funding {including NACP} and added networking on development and practice of workplace policies
- Formation of working groups/committees at NGO levels working on internal mainstreaming implementation
- Organising quarterly review meetings for the SSIPG hosted on rotational basis.

4. To organize linking and learning programs as follows:

- Regular interactions through an e-group and newsletters
- Disseminate best practices material on the development of workplace policies in select organizations in India
- Participating in local or national meetings of relevance
- Identify at least 5 of SAN! South India project partners based in Tamil Nadu, Karnataka and Andhra Pradesh to become information centers for other organizations to access for developing and implementing their workplace policies
- Completing and presenting baseline using a standardized tool on a sample of NGOs and research proposal as identified by SSIPG and SAN! on processes used by organizations in developing and implementing workplace policies which enable cost-effective, sustainable positive work environment
- Sharing internal mainstreaming program work with national organisations for tapping their resources.

5. To strengthen lobby and advocacy for addressing key advocacy priorities through the SSIPG for addressing:

- HIV and AIDS related Stigma and discrimination in the NGO workplace
- Community based actions reaching rural communities for preventing HIV infection and for people affected and infected to work with dignity,
- Ways by which HIV care and support in NGO settings is made accessible and affordable,
- Mainstreaming HIV and AIDS in other sectors.

4 Tabular plan of action

S.N o	Actions	Collaborators*	Project Semesters {6 monthly plan}					
			1	2	3	4	5	6
1.	Appointment; Orientation of Program Coordinator, Program Officer and support staff, Setting up of SAN! Secretariate India.	SSIPG { SEARCH, MYRADA, INSA }	✓					
2.	Preparation and finalizing of process document {LFA}	SSIPG, SAN! { Program Coordinator }	✓					
3.	Rapid Needs Assessment of SAN! Partner NGOs and grading them	Program Coordinator , SSIPG	✓					
4.	Preparation of Educational Resource Package	SSIPG { Program Coordinator, INSA }, and consultants and SAN!	✓	✓				
5.	Consultation for Heads	SSIPG{ Program Coordinator, MYRADA }, SAN!	✓		✓		✓	
6.	Three annual Central Skills building Workshop for SAN! South India Partners	SSIPG, and consultants and SAN! 1. CHAI 2. SEARCH 3. INSA		✓		✓		✓
7.	Formation of working groups/committees at NGO levels	SSIPG { Program Coordinator and SSIPG representative of that state }		✓	✓			
8.	Follow-up mentoring of SAN! Partner NGOs {Twice annually}	SSIPG { Program Coordinator and SSIPG representative of that state }		✓	✓	✓	✓	✓
9.	On site-guidance to NGOs for internal mainstreaming implementation	SSIPG { Program Coordinator and SSIPG representative of that state }		✓	✓	✓	✓	✓
10	Evaluation –quarterly interim/minimum standards}	SSIPG { Program Coordinator and SSIPG representative of that state }	✓	✓	✓	✓	✓	✓
11	3 annual state level Workshops	{ Program Coordinator and SSIPG representative of that state }			✓	✓	✓	✓
12	Collection of materials and development of Information Centres	SSIPG { INP+ , Program Coordinator and SSIPG representative }	✓	✓	✓	✓	✓	✓

* Key in charges of specific activity in given in bold.

		of that state}						
13	Positive people representation at SAN! Partner NGOs internal mainstreaming program	-SSIPG { INP+ chair, Program Coordinator } SAN!		✓	✓	✓	✓	✓
14	Network meetings and sharings/e-group website	SSIPG { Program Coordinator , INSA }, and consultant and SAN!	✓	✓	✓	✓	✓	✓
15	Baseline and related Research proposals suggested and approved	SSIPG Program Coordinator , and consultant and SAN!	✓	✓	✓	✓	✓	
16	Research underway	Program Coordinator , and consultant			✓	✓	✓	
17	Submission of research studies	Program Coordinator , and consultant					✓	✓
18	Fact sheets/Newsletters preparation	SSIPG { Program Coordinator and in-charge on rotation } and consultants and SAN!	✓	✓	✓	✓	✓	
19	Preparing resource directory	SSIPG { Program Coordinator, INSA India },and consultants and SAN!	✓	✓	✓	✓		
20	Fact sheets/Newsletters dissemination	SSIPG {in-charge on rotation}and consultants and SAN!		✓	✓	✓	✓	✓
21	Interim Project evaluation	Selected evaluator from SAN!			✓	✓		
22	Best practices document	SSIPG { BIRDS, SIDUR, NESA } ,and consultants and SAN!		✓	✓	✓	✓	
23	Participation in meetings, conferences	SSIPG { Program Coordinator and/ or any of the other members } and SAN!		✓	✓	✓	✓	
24	Creating 5 info-cells	SSIPG{ Program Coordinator, INP+ , INSA }SAN!		✓	✓	✓		
25	Review of educational package	SSIPG { INP+ , SEARCH, INSA }and consultants and SAN!			✓			✓
26	Auditing of accounts and reporting to SAN!	SSIPG{ INSA } and consultant		✓		✓		✓
27	Lobbying and advocacy	NGOs with SSIPG, { Program Coordinator } and SAN!			✓	✓	✓	✓
28	Mainstreaming HIV and AIDS in other sectors	SSIPG { Program Coordinator and SSIPG representative of that state }	✓	✓	✓	✓	✓	✓
24	Reporting	SSIPG { Program Coordinator, INSA ,		✓		✓		✓

5 Methodology for achieving the objectives

During the SAN Workshop in October the structure, roles and responsibilities were worked-out that forms the basis for this project.

5.1 Structure for the SAN! South India Project

As determined at the Workshop in October, 2006 by all participating organisations, SAN!, CFOs , the following structure was agreed upon and the same with few modifications is proposed for this project.:

There will be the Central coordinating body comprising of state representatives, INP+ a full time program coordinator will be called SAN!! South India Project Group (SSIPG), which leads the Project.

The Program coordinator with a program officer, support staff will be located at INSA India, the host organization . The host organization where the coordinator is located is called the SAN! South India Project Secretariate (SSIPG)

The Roles and responsibilities of SAN! South India Project group (SSIPG) are as follows:

1. Developing of the project; proposal, action plan and budget.
2. Recruiting suitable project coordinator and support staff
3. Monitoring implementation of project
4. Developing research and advocacy strategies
5. Facilitating linking and learning
6. Providing and taking lead in advocacy and lobbying
7. Reviewing reports made by the Project Coordinator to be submitted to SAN!
8. Meeting quarterly to review and discuss relevant issues.
9. Ensuring accountability of the coordinator and hosting organization

The Criteria which helped with selecting organisations for SAN! South India Project Group were: (SSIPG)

1. Representation: proportionate from each state (2 from Tamil Nadu, 2 from Andhra Pradesh and 3 from Karnataka)
2. The host organization is a permanent member
3. INP + is a permanent member
4. The members of the SSIPG contains a maximum of 7 persons (excluding project coordinator)
5. The SSIPG secretary is the project coordinator

Members of the SSIPG chosen with consensus at the October SAN! Workshop is:

1. INP +
2. Tamil Nadu
 - » NESAs (Oxfam Novib)
 - » SEARCH (ICCO)
3. Karnataka
 - » INSA (ICCO)
 - » MYRADA (Oxfam Novib)
 - » BIRDS (HIVOS)
4. Andhra Pradesh
 - » SIDUR (Oxfam Novib)

- » CHAI (Cordaid)

A brief about each of the organisations is attached as Section 7.

The SSIPG will meet quarterly to monitor and plan onwards. The SSIPG will also take on the role of mentor at state levels to assist the Program coordinator.

5.2 Host organization:

INSA India was selected by the participants and consented to be the host Organisation in the Workshop in October 2006 after the following process:

Delineating the Roles and responsibilities of host organization (permanent member of the project group)

1. Financial and administrative responsibilities
2. Day to day management of the project coordinator
3. Technical support to the project coordinator

Criteria set up for selecting of the host organization

1. Credible / reputable organization
2. Internal expertise and experience in HIV & AIDS
3. Experience with work place policy
4. Experience in networking
5. Commitment and willing to take up responsibility for 3 years.
6. Have infrastructure in central location.
7. Established financial and administrative systems.
8. Selected in a democratic way.

5.3 The SAN! program Coordinator

Role and responsibilities of a program coordinator

1. Project Management
 - » Lead on strategic and operational planning
 - » Mapping of participating partners (reflecting in a database accessible for all) and other relevant issues brought on board such as available resources – peer educators, consultants, success stories, agencies - (direct or outsourced)
 - » Organize training (outsourcing)
 - » Responsible for providing/organizing technical support (direct or outsource)
 - » Monitoring and reporting
2. Coordination
 - » Organizing meetings with the SAN! South India Project Group
 - » Secretary to the SAN!! South India Project Group
 - » Liaison with SAN!! Project Officer
3. Project Administration
 - » Financial management
 - » Logistical support
4. Communication
 - » Organizing learning and sharing events
 - » Documentation of lessons learnt and best practices
5. Collaboration and Networking
6. Fund raising from local donors
 - » Establish an overview on the profile donors' programs
 - » Arrange meetings with potential donors

- » Writing funding proposal
- 7. Accountability
 - » Accountable to participating organizations, local project group, host organization and SAN!!
- 8. Representation
 - » Linkages with government, INP +, private sector, SAN! donors and other forums
- 9. Lobby and advocacy
 - » Specifically for this initiative on behalf of the participating organizations

Profile of a program coordinator worked out by the group

Essential

1. Proven managerial Skills
2. Proven experience in HIV sector
3. Proven communication skills
4. Proven leaderships skills
5. Willing and able to travel
6. Fluent in English
7. Indian resident

Desirable

1. PLHIV
2. Networking skills
3. Fluent in at least one of the local languages

At the time of preparing this proposal, advertisement for the vacant post of the Project coordinator was placed in e-groups/newsletters. Selection will be done by the SSIPG by December 2006.

6 Expected outputs and outcomes

By the end of the first year:

- A detailed log frame analysis will be available for baseline purposes and reviewing process
- An educational resource pack on Internal Mainstreaming will be developed
- NGO Heads will have prepared and agreed upon procedures and coordination process for implementing and coordinating with the SSIPG-Project Coordinator
- In each NGOs there will be a key (focal) person and committee/task force overseeing the development and implementation of the internal mainstreaming programs
- The NGOs will attend one of three centrally organized skills building workshop and develop plans of actions how to develop and implement workplace policies related to HIV
- Three workshops in vernacular will be organized state-wise for 2-3 Key personnel from SAN! Partner NGOs
- Two visits will be made to each participating NGOs for on-site mentoring, linking, learning and resource mobilization
- SSIPG will meet quarterly for discussing the progress and problems faced
- One newsletter detailing the tips for preparing workplace policies, likely challenges and practical ways to address these challenges as well as resource organisations and materials to assisting in preparation of workplace polices will be read by SAN! Partner NGOs
- At least 30% of participating NGOs will develop and implement internal mainstreaming programs
- Baseline research using standardized tool completed in Partner NGOs
- At least 90% staff of participating NGOs will know the basic facts of HIV and AIDS and have discussed the key principles of a workplace policy and expressed what they feel is important to be stated in their policies

7 Budget

The First years budget is hereby adapted for the proejct as follows:

Sl. No	Particulars	Rupees	Amount	Euro
I	Salary			
(i)	Program Co-ordinator	@ 25000/- x 13 months + reimbursements	340000,00	5862,07
(ii)	Asstt. Program Co-ordinator (Part-Time)	@ 10000/- x 13 months + reimbursements	136000,00	2344,83
(iii)	Program Officer x 2 (Part-Time)	@ 5000/- x 13 months x 02 Pos + reimbursements	140000,00	2413,79
(iv)	Accountant (Part-Time)	@ 3000/- x 13 months + reimbursements	41500,00	715,52
Sub-Total			657500,00	11336,21

2	Program			
A	Sensitization program for the NGO Heads			
(i)	Rapid Needs Assessment in the field by Program Coordinator	Travel of SAN! SIP staff included in Travel Head		0,00
(ii)	Consultation of Project Heads	@ 3500 x 45 participants x 01 day	150000,00	2586,21
Sub-Total			150000,00	2586,21

B-1 Capacity Building Program

(i)	NGO Key Point person for SAN! SIP	45 NGOs x 01 participants x 02 days @ Rs.2100 (02 batches)	189000,00	3258,62
(ii)	Skill building state level	45 NGOs x 02 participants x 03 days @ Rs.1000 (02 batches)	270000,00	4655,17
(iii)	State Level Mentoring (One Meeting (Respective States)	45 NGOs x 02 participants x 01 day @ Rs.400	36000,00	620,69
(iv)	Workshop Resource Material	275 Packs @ Rs. 125	34375,00	592,67
(v)	Media sensitization	10 participants x 03 states @ Rs. 400	12000,00	206,90
Sub-Total			541375,00	9334,05

B-2 SSIPG review/Meeting with INGOs, NNGOs

(i)	Travel	Rs.28000 x 5 times	140000,00	2413,79
(ii)	Food/Meeting Expenses	Rs.4000 x 5 times	20000,00	344,83
Sub-Total			160000,00	2758,62

B-3 Networking, Research and Documentation

(i)	Local and National Meetings (Program Co-ordinator)	03 Meeting / year (PC)	45000,00	775,86
(ii)	Research	Applied Research	450000,00	7758,62
(iii)	NGO internal trainings	For the SAN! Staff	40000,00	689,66
(v)	Promotional and Educational Resource pack	@1500 x 65 packs	97500,00	1681,03

(vi)	Annual report of SAN!		8000,00	137,93
Sub-Total			640500,00	11043,10

B-4 Resource Fee

(i)	Facilitator's Resource Fees	On Actuals	225000,00	3879,31
Sub-Total			225000,00	3879,31

3 Administrative and Other Costs

(i)	Telecommunication (Mobile)	On production of actual mobile bills	30000,00	517,24
(ii)	Telecommunication (Landline)	@Rs. 750 x 12 months	9000,00	155,17
(iii)	Fax / Courier	@ Rs. 1000 x 12 months	12000,00	206,90
(iv)	Office Rent	@ Rs. 10000 x 12 months	120000,00	2068,97
(x)	Office rent advance	@10000 x 10 months	100000,00	1724,14
(v)	E-mail Charges (INSA)	@ Rs. 250 x 12 months	3000,00	51,72
(vi)	Equipment (Laptops, Desktop, Printer and Office furnishing)		315000,00	5431,03
(vii)	Printing and Stationery		65000,00	1120,69
(viii)	Digital Camera		15000,00	258,62
Sub-Total			669000,00	11534,48

4 Travel

(i)	Travel	Train/Air/Bus/Taxi etc	325000,00	5603,45
(ii)	Lodging	@1200 x 01 day x 180 days	216000,00	3724,14
(iii)	Perdiem	@ Rs. 250 per day	90000,00	1551,72
(iv)	International Travel of PC		130000,00	2241,38
(v)	International Travel of APC	ICAAP, Sri Lanka	35000,00	603,45
(vi)	Travel Insurance		30000,00	517,24
Sub-Total			826000,00	14241,38

Total			3869375,00	66713,362
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5	Organizational Management Cost	@ 14 % per year	541712,50	9339,87
Sub-Total			541712,50	9339,87

Grand-Total			4411087,50	76053,23
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Deliverables (By the End of First Year)

1	Workshop Reports and Resource material
2	Promotional and Educational Resource Pack
3	Annual Report of SAN! South India Project
4	Applied Research Report of SAN! SIP (Draft of 1st Phase)
5	Reports of all meetings with INGOs, NNGOs, SSIPG and others
6	Reports of National Level Meetings and Conferences
7	Reports of Participation in International Meetings and Conferences
8	Draft Workplace Policies in atleast 30% of the Partner Organizations

Activity	INR	EURO
Program	150.000,00	2.678,57
Capacity Building Program	541.375,00	9.667,41
SSIPG review	160.000,00	2.857,14
Networking, Research and Documentation	640.500,00	11.437,50
Consultancy Costs	225.000,00	4.017,86
Travel	826.000,00	14.750,00
Total Program Cost	2.542.875,00	45.408,48

Salary	657.500,00	11.741,07
Administrative and Other Costs	669.000,00	11.946,43
Total Admin and Other CostProgram Cost	1.326.500,00	23.687,50

%age of Total Budget	
Program	59,75
Admin and other Cost	31,17

Sl. No	Particulars	Rupees	Amount	Euro	Per Month
I	Salary				
a	Program Co-ordinator	@ 25000/- x 13 months + reimbursements	340000,00	6071,43	28333,3
b	Asstt. Program Co-ordinator	@ 10000/- x 13 months + reimbursements	142000,00	2535,71	11833,3
c	Program Officer x 2	@ 5000/- x 13 months x 02 Pos + reimbursements	150000,00	2678,57	12500,0
Sub-Total			632000,00	11285,71	52666,7

2	Program				
A	Sensitization program for the NGO Heads				
(i)	Rapid assessment in the field by Program Coordinator	@1000 x 45 NGOs	45000,00	803,57	Ongoing basis
(ii)	Consultation of Project Heads	@4000 x 45 participants x 01 day	180000,00	3214,29	One time
Sub-Total			225000,00	4017,86	

B-I Capacity Building Program

(i)	NGO Key Point person for SAN! SIP	45 NGOs x 01 participants x 03 days @ Rs.2200 (03 batches)	297000,00	5303,57	24750
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(ii)	Skill building state level	45 NGOs x 02 participants x 03 days @ Rs.1150 (03 batches)	310500,00	5544,64	25875
(iii)	State Level Mentoring (One Meeting (Respective States)	45 NGOs x 02 participants x 01 day @ Rs.500	45000,00	803,57	3750
(iv)	Workshop Resource Material	275 Packs @ Rs. 150	41250,00	736,61	3437,5
(v)	Media Sensitization workshop	@ Rs. 1200 x 12 participants x 03 States	43200,00	771,43	3600
Sub-Total			736950,00	13159,82	61412,5

B-2 SSIPG review

(i)	Travel	Rs.25000 x 5 times	125000,00	2232,14	25000
(ii)	Food/Meeting Expenses	Rs.2500 x 5 times	12500,00	223,21	2500
Sub-Total			137500,00	2455,36	27500

B-3 Networking, Research and Documentation

(i)	Local and National Meetings (Program Co-ordinator)	03 Meeting / year	50000,00	892,86	
(ii)	Research		80000,00	1428,57	
(iii)	NGO internal trainings	For the SAN! Staff	40000,00	714,29	
(iv)	Half yearly SAN! Newsletter	@ 7500 per edition	15000,00	267,86	
(viii)	Promotional, Educational Materials and Web page		100000,00	1785,71	
(v)	Annual report of SAN!/ Evaluation reports etc.		10000,00	178,57	
Sub-Total			295000,00	5267,86	

8 Conclusion

As a country initiative which begins with Dutch – CFA supported organisations, this program is envisaged to be a strong program which will complement and impact the HIV and AIDS prevention, support and care activities existing in India, attempting to keep the infection rates from scaling up. We welcome SAN! response to the above and look forward to partnering with SAN! on this initiative.

APPENDIX I. Key learnings

1. A workplace policy on HIV and AIDS is important because:

- It reduces stigma and discrimination at workplace and allows the staff to address HIV and AIDS related issues more sensitively in all aspects of their work and life.
- It indicates a commitment on what the organisation can and cannot do. It ensures that everyone is treated in the same way.
- It allows to plan for reducing the impact of HIV and AIDS at organisation level.
- It ensures that all the staff have access to accurate information and support to prevent HIV and seek treatment, care and support, if necessary.
- It describes the shared responsibility of the staff to create a safe working environment.

2. Learning from experiences with mainstreaming HIV and AIDS in India:

- Workplace policies are more likely to be a felt need if there is a perception of risk.
- Applying GIPA principles in a meaningful way helps strengthen mainstreaming process.
- Ensuring use of sensitive and non-judgmental language helps to create an open dialogue and disclosure by those living with or affected by HIV.
- Coping strategies to deal with financial matters related to HIV and AIDS facilitate mainstreaming.
- It is important to make the HIV and AIDS workplace policy gender sensitive.

3. Learning from experiences with internal mainstreaming of HIV in NGOs based in Uganda:

- It is an advantage to work as a team for addressing workplace policy on HIV and AIDS. It is more cost effective, generates a stronger voice for advocacy and lobbying, and strengths and capacities within the group are utilized more effectively.
- A structure similar to Uganda can be adapted in India.
- Involvement and the buy-in of NGO management was fundamental to start the development and implementing a workplace policy.
- NGOs will own the project if there is bottom-up planning at all stages.
- The collective effort of NGOs in Uganda resulted in a stronger voice and thereby strengthened a dialogue with the insurance companies.

4. Learning from the presentation on “Good Donorship in times of AIDS”:

- There is a clear statement of donor commitment to support development and implementation of workplace policies.
- The guidelines is a tool to open a dialogue on managing HIV and AIDS in the workplace with all donors.
- Guidelines are a tool for both, the partner organisations and the programme managers.

APPENDIX 2. List of SAN! participants/nonparticipants of 17-19 Oct 2006

Donor agency	DA SL	Sl.No	Name of the Participant	Name of the Organization	Represented/Did not attend	Place	Email id	Tele/Mob No
CORDAID		1	Fr Augustine Marottikudy	The Catholic Health Association of India	Mr. Mateen attended	Secunderabad	chai@pol.net.in	040 – 27898756/ 27848457/ 27848293/ 27841610
		2	Mr. Sunil Joseph	Community Health Cell	Was finally not invited by Cordaid	Bangalore	chc@sochara.org	080 5531518/51280009
		3	Dr. Ravi Raj William	Christian Council for Rural Development and Research (CCOORR)	Attended	Thiruninravur	ccoorr@vsnl.net	0091-44- 26390570/26340788/ 09444070570
		4	Fr. Alphonse Arulanandu	Anbu Illam	Attended	Chennai	anbuillamchennai@touchtelindia.net	044 25352101;mob 9444031098
		5	Mr. S. Sadananda	IDPMS	Ms. Sudha Bhat attended	Bangalore	idpms@vsnl.com	080-26763231
		6	Mr. Mohammed Turab	COVA	Attended	Hyderabad	cova@sancharnet.in; prem_azeem@rediffmail.com	040-24572984/24567087
		7	Ms. Grace Nirmala	AASHRAY	Attended	Hyderabad	graceneela@yahoo.com	040 – 55821120
		8	Mr. Britto Selvaraj	Society for Serving Humanity	Attended	Semapatti	britto_ssh@yahoo.com	04286-227262
		9	Mr. B.G. Naidu	CORE, Collective Order for Rural Reconstruction	Attended	M.R. Palli	bgnaidu_core@rediffmail.com	0877-2245244

	10	10	Dr. A. Mariaraj	Cater Trust	Did not attend workshop. Attended a meeting on 15 th NOV06 discussing the program.	Trichy	catermail@rediffmail.com	0431-2762968/2766091
	11	11	Mr. M.A. Novemoney	Rucode	Attended	Nagercoil	rucode@sancharnet.in	04652-260802
	12	12	Mr. Rajasimman	READ	Attended	Dindigul	readngo@sify.com ngo@yahoo.com	0451-24608222
	13	13	Fr.A. Raja	Lodi Multipurpose Social Service Society	Mr. Balashowry attended	Warangal	lodimiss@rediffmail.com	0870-459405
HIVOS	1	14	Mr. Pradeep	SAMUHA	Did not attend	Bangalore	samuha@samuha.org	Tel: 080-26606528/ 32/ 33 9448487424, 9845707024 Pradeep: Mobile: 9448476965
	2	15	Ms. Padmaja Reddy	SIFSL/ Spandana	Did not attend	Hyderabad	padmajareddy@spandanaindia.com; spandanaindia@spandanaindia.com	040 – 2342 0412/ 3/4
	3	16	Mr. V. Vivekanandan/ Liby Johnson	South Indian Federation of Fishermen Societies (SIFFS)	Did not attend	Trivandrum	admin@siffs.org	: 0471-2343178/2343711
	4	17	Mr. B.K. Barlaya	BIRDS	Attended	Naganur Karnataka	birds1@sancharnet.in	08332-284678, 08334- 388622 9844103526
	5	18	Dr. Indumathi Ravishankar	South India Aids Action Programme (SIAAP)	Attended	Chennai	siaap@satyam.net.in siaap@eth.net	,044-2452 3301 044-2452 2285
	6	19	Dr. Shantha Sinha	MVF	Did not attend	Secunderabad	mvfindia@hotmail.com	040-27801320/ 27700290
	7	20	Mr. Basavaraju	MGRDST	Mr. Girish attended	Shimoga	kcbmgrdct@yahoo.co.in	08182-220867/227441
	8	21	Dr. Elizabeth Vallikad	St. John's National Academy of Health Sciences (SJNAHS)	Did not attend	Bangalore	emv2@vsnl.net	080-25530724/ proj.off.22065271

	9	22	Dr. Vanaja Ramprasad	Green Foundation	Did not attend	Bangalore	greenfound@vsnl.net www.greenconserve.com	080-26784509
	10	23	Mr. Reginald Watts	Sangama	Did not attend	Bangalore	sangama@sangama.org; sangama@vsnl.net www.sangama.org	080-22868680/ 22868121 9880223460
	11	24	Ms. Namita Malhotra	Alternative Law Forum (ALF)	Ms.Anuja Mirchandaney attended	Bangalore	alforum@vsnl.net; lawrence@altlawforum.org	080 22356845
	12	25	Mr. Gautam Mody/ Mr. Mohan Mani	Centre for Workers Management (CWM)	Did not attend	New Delhi	workers@vsnl.net	011-26481133/ 26214538
OXFAM NOVIB	1	26	Ms. Nanda Vardhan	Society for Integrated Development in Urban and Rural areas (SIDUR)	Attended	Hyderabad	vardhantips@hotmail.com	040 – 55368109
	2	27	Dr.D.Suryakumari	Centre for People's Forestry	Mr. K. Suresh attended	Secunderabad	sk@cpf.in	(040) 27016038;27014494/(0)98 49303220
	3	28	Dr. Maya Mascarenhas or Ms. Vidhya Ramachandran	Myrada	Dr. Maya attended	Bangalore	myrada@vsnl.com , myrada@eth.net	91-80-2535 3166/2535 2028
	4	29	Dr. Mohd. Rafiuddin	Hyderabad Council of Human Welfare	Attended	Hyderabad	rafimohd07@hotmail.com	040-26505827, 3536892
	5	30	Ms.A.Kalamani	Centre for World Solidarity (CWS)	Ms. Esther attended along with Ms. Kalamani	Secunderabad	kalamani@cwsy.org	040-27007906, 27018257/9866123613.
	6	31	Mr. John Dalton	Arogya Agam	Attended	Aundipatti	john@arogyaaagam.org ; info@arogyaaagam.org ;	04546- 242306/244311/09842115 449
	7	32	Ms. Vidya Nayak	Nagarika Seva Trust ®	Attended	Guruvayanakere	nstgkere@sancharnet.in	08256 – 232019, mobile: 9448287053

	8	33	Mr. Samson	GRAM	Attended	Dichpalli, Andhra Pradesh	gramsamson@gmail.com	08461-245035
	9	34	Dr. G.J. Suresh or Mr. Vasimalai	DHAN Foundation	Did not attend	Bangalore	gisuresh2000@yahoo.co.in , dhan@md3.vsnl.net.in	080 26634684/9886365516
	10	35	Ms. Daisy Dharmaraj	Prepare	attended	Chennai	prepare@vsnl.com	044-26244211 / 26357854
	11	36	Ms. Jaya Lakshmi	Grama Vikas	Did not attend		msjayalakshmi@yahoo.co.in	
	12	37	Ms. Shoba Ghisti	MASS	Ms. Irawathy attended	Belgaum	mass@sancharnet.in	
ICCO	1	38	Ram Esteves	ADATS	Did not attend	Bagepalli Kolar	adats@vsnl.com	00.91.8150.782375/782376 (house) 91 (8150) 782176
	2	39	Y.V. Malla Reddy	AF	Did not attend	Anantapur 515 002, AP	actionf@sancharnet.in	00.91.8554.244222/246884 fax 00.91.8554-244990
	3	40	J. Raj	REDS	Mr. Joby attended	Tumkur 572 102	jothiraj12@rediffmail.com	00-91-816-2277026 fax 00-91-816-2272515
	4	41	F. Stephen	SEARCH	Mr. Stephen attended day one, Ms Malini on all the days	Bangalore 560 011, Karnataka	search.net@vsnl.com ; malini_eden@yahoo.com	00-91-80- 263442262/26635361 mobile 00-91- 9845593896 Malini fax 00-91-80-26635361
	5	42	M. Joshua	SEDS-AP	Attended	Anandapuram, Pedamanthur AP	maniljayasena@gmail.com	00-91-8555-245424/28 mobile:+919440361750 Fax 00-91-8555-245436
	6	43	Ida Deva Chandrika	WHAD	Attended	Bangalore - 560 051	idadeva@vsnl.com	00-91-80-57673840 Fax 00 91 80 25660187
	7	44	Paulus Samuel	Help a child	Attended	Madurai - 625014	paulus@eth.net	00 91 425 4220333 Mob 00 91 98421 98441
	8	45	Ms.Edwina Pereira, Florence David	INSA-India	Attended	Bangalore	insaind@airtelbroadband.in	080-23536299 fax 080- 23536633

Others that attended the SAN! workshop on MANAGING HIV AND AIDS IN THE WORKPLACE 17TH-19TH OCTOBER 2006:

Jose OXFAM

Petra OXFAM/NOVIB

Sunil KNP+

Krishnan YRG-Care

Arvind Narain ALF

Bishwadeep Ghosh HIVOS

Those in blue are part of the SSIPG

APPENDIX 3. Profile of the SAN! South India Project Group

INTERNATIONAL SERVICES ASSOCIATION – INSA INDIA

Established in 1982 in Bangalore city, with support from Global Health Action, USA, the International Services Association -INSA-India is committed to the vision of “Health Development for Emerging Nations”. 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 is one of the leading organizations in pioneering work of HIV/AIDS prevention education. As a result of training and unique follow-up services, successful health and development programs that are culturally appropriate and cost effective have been established in remote, rural and urban areas of India, Nepal and Bangladesh.

INSA India is a secular, non-profit, non-governmental organization, which is registered as a Society and a Trust in India. INSA India is supported by several partner organizations including ICCO, Holland; Ford Foundation, India and Global Health Action, Atlanta, USA who have helped to transform health and development for marginalized, vulnerable communities in emerging nations.

INSA India is part of the national network called Action Plus through which advocacy, impacting policy, building capacities on HIV and AIDS prevention care support and challenging norms that impact HIV infection are taken up. As a collective, INSA India has participated in several national and international fora highlighting these issues. INSA India is part of this consultative forum emerging as a national resource pool on HIV/AIDS. INSA India has previous experience vis-a vis HIV/AIDS, Workplace policy, networking, as a lead partner and as a Trainer.

SSIPG - Member from Karnataka: Belgaum Integrated Rural Development Society {B. I. R. D. S}

BELGAUM Integrated Rural Development Society – Naganur, BIRDS in its short name is a Non Governmental Organization working in the field of development since 1980. BIRDS is registered under Karnataka Society registration Act of 1960 in the year 1980 by group of people who had commitment for social development.

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.

To achieve this goal/aims, BIRDS has promoted programs in the field of Education- through starting formal school, college of social work, Agriculture – through Krishi Vigyan Kendra, organic farming project, and others, Disability welfare- through Integrated Education for disabled, special school for deaf, conducting bridge course, disability camp, Literacy- through community learning center promotion project, literacy for adolescent girls, literacy for out of school children, Medicinal plants conservation, promotion of self help groups.

HIV/AIDS is another major area of BIRDS intervention, which started, with intervention with women in sex work in 1993 at Belgaum district and all over Karnataka with sex workers in 1996 with support of HIVOS-Netherlands. Currently BIRDS is also working with KSAPS, ICHAP and KHPT. In Maharashtra, BIRDS is working with AVERT Society for conducting TOT for Peer educators of targeted interventions. BIRDS is instrumental in promotion and nurturing of sex workers state level federation named Sahabagini at Karnataka.

Other than grants from local, state and national government (ICAR, ministry of HRD) BIRDS also gets support from HIVOS-Netherlands, NFUA Japan, KHPT-Karnataka, SVYM (Reach India) and others.

SSIPG MEMBER FROM KARNATAKA - MYRADA

MYRADA was started in 1968, and is now directly managing 16 projects in 12 backward districts of Karnataka, Andhra Pradesh and Tamilnadu. 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.

Areas of expertise:

- Identifying and fostering Self Help affinity groups: pioneered the self help group concept, and now currently works with over 9000 groups directly, and promotes thousands of groups in North India, Indonesia, Myanmar, Cambodia South Africa, Bangladesh, Sri Lanka, Iran and Afghanistan.
- Micro watershed management: introduced participatory local level watershed management practices that have been incorporated into the National policy on watershed management.
- HIV AIDS, Reproductive and Child Health (RCH) and Environmental Sanitation: promotes appropriate local institutions to manage and implement services to ensure cost effective, sustainable systems to address behaviour change as the major preventive measure in HIV AIDS, and effective RCH interventions.
- Capacity building of various levels of functionaries ranging from CBOs to Government leaders to international NGOs: through our large network of training facilities and resource faculty in the twelve critical areas that we work in. Besides coordinating two operational networks of NGOs, in Andhra Pradesh and Karnataka, it is engaged on a long term basis in capacity building of institutions involved in rural development in the North East, Uttar Pradesh, Haryana, Indonesia (IFAD supported projects), and in Myanmar (UNDP supported project). MYRADA has emerged as a major training resource. On an average, 7000 training programmes are conducted annually for CBOs, other NGOs, Bankers and Government officials in MYRADA's 11 well-equipped residential training centres called Centres for Institutional Development and Organizational reform (CIDORs) in all the working districts.
- District approach and promotion of NGO networks: to establish effective public private partnerships, and set up productive systems in place.
- Monitoring and Evaluation of national level and international government and NGO programmes: in the area of institution building, watershed management and RCH.
- Development of very strong financial management systems across all project sites to handle an annual operating budget of over Rupees twenty five crores (around \$ 6 million)

SSIPG MEMBER FROM ANDHRA PRADESH - CATHOLIC HEALTH ASSOCIATION OF INDIA (CHAI)

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. CHAI is involved in the field of HIV/AIDS since 1992, through its Member Institutions (MIs).

In 1993, a paradigm shift was made by the organization by changing its focus from hospital-based approach to community based health services. Working with a Project Centric/Oriented approach, CHAI has designed and is implementing a variety of Structured Programmes. At present CHAI is implementing 22 structured projects that can be broadly classified as interventions with focus on Community Health, Communicable Diseases (mainly HIV/AIDS) and Disaster Interventions.

CHAI's Involvement in the Field of HIV/AIDS

CHAI is working in the field of HIV/AIDS since 1993 focusing on equipping and enabling its members to work for the infected and affected. CHAI started its work with specific focus on HIV/AIDS with the formation of a "Think-tank" group and subsequently developed its Policy on HIV/AIDS in 1994. Over the years through various programmes CHAI Central Office has enabled its Member Institutions to manage HIV/AIDS centers in counseling, clinical management, care and support. Today there are around 65 Institutions that are fully involved in HIV/AIDS care and support work. The following are some of the structured programmes that are presently being implemented by CHAI Central Office:

- CHAI Action Plan on HIV/AIDS: The action Plan is being implemented since 1994 (immediately after developing CHAI's Policy on HIV/AIDS) in a phased manner and currently is in its Phase-IV. Phase – IV

focuses on developing the capacities of Member Institutions from around the country. Capacity building on Counseling through Intensive Class room and Hands on training lasting for duration of 22 days; and Home based Care are some of the important components of Phase – IV.

- • Initiation of Care and Support Facility for HIV/AIDS infected: CHAI in collaboration with Andhra Pradesh State AIDS Control Society (APSACS), has initiated the establishment of Care and Support centers in nine Member Institutions situated in eight districts of Andhra Pradesh. As part of this programme CHAI Central Office provided regular Capacity Building, technical support and also undertakes regular monitoring, apart from documentation of the work done by the Care and Support centers. The major areas of service provision in the existing nine Care and Support Centres include both in patient and out patients services which provide treatment to Opportunistic Infections (OIs), nutritional support, recreational support, community/home based support, counseling services and awareness programmes.
- • Enhancing the HIV Related Services through PHC Institutions: The Programme was initiated recently (May 2005). The Programme is counted as one of the break through initiative in Andhra Pradesh mainly because of its approach of providing HIV related services to the rural population (coming under PHC area), through the placement of a Nurse practitioner from outside the Government circle. The PHC through the Nurse Practitioner and the support of PHC Medical Officer provides HIV testing, counseling, treatment to Opportunistic Infections, Sexually Transmitted Infections, Home based care, referral service and Community Outreach. CHAI Central Office specifically shoulders the responsibility of overall programme management, involving Human Resource management, Capacity building, Monitoring and technical support, financial management and documentation. The Programme is being implemented in close collaboration with APSACS, Lepira Society and CDC-GAP and District Administration. Currently the project is being implemented in 265 PHCs spread across 10 districts of Andhra Pradesh
- • Equipping the Indian Christian Community to respond to HIV/AIDS is a pilot project being implemented in Andhra Pradesh, Chhatisgarh and Madhya Pradesh; wherein the Christian religious community is enabled to involve and undertake locally relevant interventions with specific focus on HIV/AIDS.
- • School AIDS education Programme: The Programme was implemented in over 1000 private high schools spread across 11 districts of Andhra Pradesh, in collaboration with APSACS; in the academic years 2002-03 and 2003-04. The Programme used the best of the methodologies in reaching out to the adolescent population and providing them the clear and authentic information in matters related to Sex and sexuality, HIV/AIDS, peer pressure. Involving Peer educators (two students from each school) and organising school level activities with specific focus on HIV/AIDS, apart from class room sessions by trained teachers were the important components of the Programme.

SSIPG MEMBER - ANDHRA PRADESH - SOCIETY FOR INTEGRATED DEVELOPMENT IN URBAN AND RURAL AREAS - SIDUR, Hyderabad

SOCIETY FOR INTEGRATED DEVELOPMENT IN URBAN AND RURAL AREAS (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.

SIDUR VISION: We believe in equality of human being irrespective of caste, creed or religion and sex to strive for an egalitarian society that is free and equal to everyone.

SIDUR'S Main Activities::

- HIV/AIDS Prevention among Slum Dwellers, Street Children & Sex Workers and Truckers
- Childline Programme
- Street Children Rehabilitation
- Coolie Weavers' Rehabilitation
- Slum Development Programme

- Dalit Empowerment Programme
- Community Based Rehabilitation
- Braille Book Production
- NGO Facilitation

Details about HIV/AIDS Prevention Programme:

SIDUR in prevention and control of HIV/AIDS implementing targeted intervention with all the high risk groups

- HRB groups covered are slum population, CSWs, MSMs, Street children, truckers.
- Its covers 58 slums for slum population, 21 addas for street children, 9 hot spots, 15 MSM spots and 6 Halt points for truckers.

Strengths of the programme :

- Implementation of large scale prevention and control programmes covering large Geographical area.
- Total coverage of population of 1,75,000.
- Sound Knowledge and experience in implementation of technical strategies of the project. Such as BCC, STD CARE, CONDOM PROMOTION.
- Formation of CBO from the working community and implementation of strategies through them.
- Conducted KAP studies at different levels and stages of the programmed to evaluate the implementation strategies.
- Training and technical support to the project level staff and other NGO associated in this field.
- Conducted research studies on STD related diseases.
- Technically sound Care and Support programme implementation for HIV infected covering 400 HIV positive people and 40 children.
- Strong link up with Govt. and Private health care providers to strengthen programme activities.
- Experience in conducted National level workshops.
- Development of trainings modules and production of IEC materials.

SSIPG MEMBER FROM TAMIL NADU- SEARCH

SEARCH, is a development organization established in 1975. SEARCH has made several development initiatives in the area of :

- Capacity building of development staff of various levels/from grass roots to middle management and senior management
- Strengthening local self governance : Evolving perspectives and providing capacity building in the State of Karnataka to Elected Women's Representatives at the Gram Panchayat Level. We have been closely working in Government of Karnataka. Besides training is given to about 50,000 women, we have been pioneers in providing policy guidelines to RDPR ministry both at the State and National level. Through this intervention we have been the first in the country to register the first Elected Women's (Gram Panchayat). This concept is now adapted by the Government of India through its launch of 'Mahila Shakti Abhyan' across the country.
- Empowering women at grass roots through an implementation program wherein we were addressing several issues like, female infanticide, consumer rights. This project was implemented in 1987 in one block in Dharmapuri District.
- Along the lines of empowering women around social issues, SEARCH was faced with the high prevalence rate of HIV/AIDS in the Dharmapuri District. Today SEARCH is focusing providing awareness and prevention, care support and treatment and rehabilitation. SEARCH also works with the Tamil Nadu Aids Control Society. Based on the work in this area, several policy guidelines.
- Along with women's empowerment programme, SEARCH initiated is Thrift & Credit programme in 1989 by forming women's sangams. Small credit was provided to these women based on these savings and the matching grants were provided by ICCO the Netherlands.

In 1996, both the "Social empowerment & Economic empowerment" components were registered as two separate entities under the charitable institutions. In the year 2000, SEARCH promoted KARIMANGALAM

ONDRIA PENGAL SEMIPPU AMAIPPU (KOPSA) was registered as finance company with Section 25 Under the company's act of 1956.

SEARCH in all the above areas, has been providing policy guidelines to Global Donors/Bi-lateral Agencies – State & Central Government. Besides, SEARCH has been part of facilitating several issue based networks across the country. Many research and evaluation has been carried out. SEARCH has into its credit several publications on development issues. SEARCH provides consultancies spans across all the above thematic areas.

SSIPG MEMBER TAMIL NADU - NESA

SSIPG MEMBER INDIAN NETWORK OF POSTIVE PEOPLE

APPENDIX 4. Host organisation's experience related to the proposed project

INSA India is a trainer organization involved with NGOs since 1982. Intense follow-up includes visits to rural communities which total to over 30 programs visits every year; gives the feel of reality to help translate this project into action. INSA India launched HIV/AIDS prevention education in formal and non-formal educational settings in 1990. This began as a pilot program in 1990 and was expanded in 1991 with funding secured from Ford Foundation. The program evolved from education using the medical approach to the life-skills approach we use today. Today, over 8 lakh teachers, principals, technical training institutes, police, other community based organisations, religious leaders, non formal educational settings, educational policy makers, Positive networks, general population, are friendly advisors who bridge the gap of silence surrounding sex sexuality and AIDS in their dialogue with the young.

INSA India developed a work-place program in 1991. Over 200 Managers and workers in medium scale industries in Bangalore participated in the HIV/AIDS prevention education, support and care programs. This program was funded by NGO-AIDS Cell, New Delhi.

As a pioneer in India for HIV prevention education INSA was able to form a network of NGOs in Bangalore in 1993 called the Bangalore AIDS network. Since 1996 INSA India was the lead organization for Ford Foundation supporting 65 organisations in 15 states of India and 3 regions of Nepal to expand the community based HIV and AIDS prevention support and care programs. INSA India was/is consultant organization for NCCI, Constella Futures Group, Population Services International, World Vision, Emmanuel Hospitals Association, etc.

INSA India presently manages funds of over Rs. 16 million as grants and endowments to the satisfaction of the donors. All statutory reports and procedures at INSA are up-to-date and completed.