



THE ALLIANCE OF MAYORS AND MUNICIPAL LEADERS ON HIV/AIDS IN AFRICA

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EDITORIAL



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If there is one duty amongst the many associated with being a mayor amidst the happy moments of life, it is almost certainly the celebration of a marriage. The happiness which one sees in the eyes of the future couple, their witnesses, and those accompanying them is communicated and reflected in the eyes of all those celebrating the wedding. These moments of shared happiness are unique and are the interludes which fortunately punctuate the lives of locally elected officials in Africa who, for the most part, are confronted with many heavy burdens and difficulties.

On the day of the wedding, the mayor arrives, ready to experience and share a happy moment. The preparation of the official documents has been completed by his/her assistant. The soon to be married couple are young (about thirty years old) and educated: the husband to be is a medical doctor; his wife is a journalist; both have diplomas from a

happy moments of life, it is almost certainly the celebration of a marriage. The happiness which one sees in the eyes of the future couple, their witnesses, and those accompanying them is communicated and reflected in the eyes of all those celebrating the wedding. These moments of shared happiness are unique and are the interludes which fortunately punctuate the lives of locally elected officials in Africa who, for the most part, are confronted with many heavy burdens and difficulties.

ORPHANS AND VULNERABLE CHILDREN

Everyday millions of children around the world are affected by HIV and AIDS. In 2006, 2.3 million children were living with HIV worldwide. Millions more are affected as a result of the death and suffering caused by HIV and AIDS within their families and communities. In sub-Saharan Africa, approximately 9% of all children have lost at least one parent to AIDS. The inter-generational costs to individuals, communities and nations are yet to be determined. It is therefore vital that the needs of orphans and vulnerable children are addressed as part of any effective response to HIV and AIDS.

In most developing countries, the extended family and community remain the most important safety net for orphans and vulnerable children. An increasing number of households, however, are now headed by children as HIV and AIDS-related illness or death erodes traditional community support systems. In communities already struggling to cope due to poverty, the economic cost of support for orphaned and vulnerable children makes practical requirements, such

as shelter, food, clothing, health and education, increasingly difficult to provide. Consequently, whether through circumstance or discrimination, orphans and vulnerable children are most likely to have their rights and needs denied. The illness or death of a parent causes extreme psychosocial distress to children. This is often worsened by the pervasive stigma and shame attached to HIV and AIDS. Children living with HIV face similar problems, especially since there is a high likelihood that their mother, at least, is infected. The psychological

“Good leadership is not about long speeches that cannot be implemented, but requires engaging all members of a society and ensuring that HIV and AIDS become everyone’s responsibility”

*Municipal Leadership Development
Workshop, Tanzania*

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ORPHANS AND VULNERABLE CHILDREN (*continued*)

impact of living with HIV along with a lack of accessible care and support exacerbates this position of intense vulnerability.

An estimated 90% of children living with HIV do not receive the antiretroviral treatment necessary to slow down the progress of the infection. Likewise, despite the fact that the vast majority of children living with HIV acquired the infection from their mothers during pregnancy, birth or breastfeeding, only a tiny minority of women have access to antiretroviral drugs which can significantly reduce the risk of mother-to-child HIV transmission.

Young women and girls are particularly vulnerable to HIV and AIDS due to both physiological and social factors. Socio-cultural norms around gender, age, femininity and masculinity, restrict young women and girls' access to knowledge, skills, and opportunities to protect themselves from the effects of HIV and AIDS.

In communities affected by HIV and AIDS, children are often vulnerable regardless of whether they themselves or their families are infected. Hospitals and schools suffer from understaffing due to AIDS-related deaths. The fact that HIV and AIDS impact so many adults of working-age means that children suffer, not only through the loss of parents and relatives, but also through the loss of those best placed to provide them with adequate services and support.

Programmes which support orphans and vulnerable children must do more than simply meet their physical requirements. They also need to address their psychological needs and strengthen the capacity of families and carers to provide economic and emotional support. Communities are best positioned to identify and assist the most vulnerable children and households, regardless of the specific causes of vulnerability. It is therefore important for programmes to mobilise and support community-based efforts to ensure that children have

access to essential services, such as education and health care, and to create a supportive environment for those affected by HIV and AIDS. Programmes must also raise awareness about HIV and AIDS and focus on providing treatment for children and adults, including treatment to prevent mother-to-child transmission.

Working in partnership with civil society organisations and local communities enables AMICAALL to play an important role in addressing the needs of vulnerable children. Programmes have been developed across

many countries. For example, in Namibia, the Skills, Opportunities and Self-Reliance (SOS) Programme, established in August 2004, works to enhance the livelihoods and development of orphaned and vulnerable youth and to reduce the social and economic impact on households and communities. Activities focus on professional vocational training, youth development activities and capacity building of municipalities and non-governmental partners. In

Uganda, the AMICAALL Programme facilitated the establishment of an Orphans and Vulnerable Children Psychosocial Support Centre in Kampala which assists 1000 young people. In Swaziland, during 2006, over 4000 orphaned and vulnerable children received at least one meal a day through 20 AMICAALL-supported feeding sites set up in various towns. This past year in Burkina Faso, the AMICAALL Programme assisted 500 orphans and vulnerable children from the 10 municipalities of Baskuy, Bogodogo, Boulmiougou, Dafra, Do, Kaya, Kombissiri, Konsa, Nongr-Massom, and Sig-Noghin. Fifty school material kits were also provided by the Mayors of each beneficiary municipality at the start of school year. These included exercise books, pens, pencils, and slates, along with 50 school uniforms. This was made possible due to financial support from the Permanent Secretariat of the National Council against AIDS and STIs, through their project AIDS-Community (SIDA-Communauté).



Metal work students in Windhoek at the Kayec Centre, Namibia

(*continued on page 3*)

ORPHANS AND VULNERABLE CHILDREN (*continued*)

AMICAALL programmes are collaborating with many organisations and helping to facilitate an enabling environment to support orphans and vulnerable children. Since the number of young people affected by HIV and AIDS is great it is imperative, not only to sus-

tain and scale up efforts to address the multiple needs of orphans and vulnerable children, but also to involve children and young people as active participants in overcoming HIV and AIDS.

ORPHANS AND VULNERABLE CHILDREN: POINTS OF REFERENCE

🚫 The Framework for the protection and support of orphans and vulnerable children living in a world with HIV and AIDS

UNICEF, 2004

This framework is based on lessons learned over many years. It considers families and communities as the foundation of an effective, scaled-up response.

http://www.unicef.org/aids/files/Framework_English.pdf

🚫 Children on the Brink: Strategies to Support Children Isolated by HIV/AIDS

UNAIDS, UNICEF and USAID, 2004

This major and key publication about work with children affected by HIV/AIDS contains statistics on children orphaned by HIV/AIDS from 88 countries, analysis of the trends found in those statistics, and strategies and principles for helping the children.

http://www.unicef.org/publications/files/cob_layout6-013.pdf

🚫 Guide to Mobilising and Strengthening Community-Led Care for Orphans and Vulnerable Children,

World Vision International, 2005

This guide is intended to provide useful tools for individuals and organisations seeking to mobilise and strengthen community-led care for orphans and vulnerable children.

<http://www.crin.org/docs/ovc%20care%20guide.pdf>

🚫 Orphans and Vulnerable Children Toolkit

Family Health International (FHI), International HIV/AIDS Alliance Secretariat, January, 2006

The toolkit is a collection of information, tools and guidance on supporting orphans and other vulnerable children living in a world with HIV/AIDS

<http://www.ovcsupport.net/sw505.asp>

EDITORIAL (*continued...*)

university with an international reputation.

At the appointed hour, the mayor arrives in the marriage hall and there he finds the soon to be married couple: he is shocked!. The young man is a shadow of his former self; the wife to be is sad. There is hardly any support from the witnesses. Another family touched by HIV and AIDS. The mayor sadly performs his duty, quickly leaves the room and cries. Even happy moments are sadly stolen by this terrible epidemic.

I share this true and lived story with you because the issue of HIV and AIDS has a tendency to be « virtualised » like many things in this era of “instant communications”. At national and international levels, HIV is a question of prevalence and the number of sick; it is all about statistics. In real life, which communities and local governments face every day, HIV is the face of a neighbour, or a family member, or a member of the community; it is that of an orphan who has lost his/her parents to this epidemic, and who might become infected himself/herself; it is a worker who, in the medium or short term, will no longer be able to go to work because of the consequences of illness, pushing his/her family into poverty and destitution; it is a student who has lost his/her teacher; it is a father and a mother who are going to lose their child, a medical doctor, after many years of effort and sacrifice to give him an education and a profession.

National policies are indispensable in order to frame the best ways to respond to this illness, to propose protocols for effective care, to promote access to such protocols including by the most vulnerable populations, and to develop methodologies and tools for prevention and care. International mobilisation is critical for advancing research and promoting much needed international cooperation. One must congratulate the United Nations and all governments and foundations who are doing an extraordinary job in responding to the epidemic. *However, it is at the local level, close to people, that the fight against HIV and AIDS will be won or lost. Thus, the central role of communities and local governments in responding to HIV and AIDS.*

Having witnessed the launch of the Alliance of Mayors and Municipal Leaders on HIV and AIDS (Alliance) in 1998 in Abidjan, during the first Africities Summit, I must say that I am impressed by the progress which this organisation has made with respect to the mobilisation of communities and local governments to promote prevention and the management of the impact of this epidemic. The community of mayors and locally elected officials which have come together under the umbrella of United Cities and Local Governments of Africa (UCLGA) pays its respect to the remarkable work which has been carried out through the Alliance of Mayors Initiative for Community Action on AIDS at the Local Level (AMICAALL) to sensitise mayors and locally-elected officials on the importance of their role in the promotion of activities for prevention, mobilisation, education and support to those infected and affected by HIV and AIDS. This work has been carried out in difficult conditions, which makes it even more honourable. UCLGA appeals to all local governments in Africa, which have not yet done so, to join the dynamic movement facilitated by AMICAALL and either set up an AMICAALL programme or link up with an existing one in their countries. UCLGA believes that it is important to work towards a better integration of action between local and national AMICAALL efforts with national associations of local government to assist them to enhance their capacity to work with communities. In this context, UCLGA also wishes wholeheartedly that at the regional level, that the Alliance/AMICAALL be the specialized arm of UCLGA in the area of HIV and AIDS. This would result in enhanced coherence and effectiveness of action. Given limited resources and great challenges, such an approach would enhance sustainable impact.

It is our great wish that national governments and the international community understand the irreplaceable role of communities and local governments in overcoming the HIV epidemic as well as other epidemics, and that they commit to participate in the promotion of coherent and harmonized local action by working more closely with national associations of local government and local and national branches of the Alliance/AMICAALL in each country and with UCLGA and the Alliance at the continental level.

We should never forget that the battle against HIV and AIDS will be won or lost at the local level and no where else.

HIV AND AIDS IN THE MUNICIPAL WORKPLACE

In many developing countries, government is the largest employer. Local governments, like so many other employers, have been significantly affected by the impact of the HIV epidemic on their employees. In Nairobi, for example, a recent study, sponsored by the World Bank, indicated that of 13,300 city employees, approximately 3,000 were living with HIV ([Resources and Service Delivery: An Analysis of Three African Cities](#), November, 2005).

Having a high percentage of staff living with HIV has a severe financial impact on the workplace through increased payments of benefits and medical costs, reduced attendance and productivity, and an increased demand for recruitment and training, as skilled employees fall sick or die. This increase in cost corresponds with a decline in morale within the workplace as staff suffer the affects of HIV and AIDS, either directly, if they themselves are infected, or indirectly, through colleagues, friends and family.

The impact of HIV on local government also affects the greater community it serves. The services provided by local government offices are connected to a wide range of activities and organizations. These services range from those increasingly in demand due to the affects of HIV and AIDS, such as healthcare, burial and child care, to basic infrastructure requirements, including electricity, water, sanitation and transport. Consequently, the effect of HIV and AIDS upon local government impacts a multitude of sectors. Increased costs and reduced productivity within the municipal workforce lessen the ability of local government to deliver services effectively. This, in turn, effects the social, economic, and cultural well being of all sectors of society.

Addressing HIV within the municipal workplace is vital, not only to safeguard and support municipal employees, but also to ensure that services can be delivered efficiently and effectively at the community level.

There are a range of activities that a municipality can plan and implement to address HIV in the workplace. Some require little money, for example, giving staff information on where to find local organisations that provide HIV-related services, such as prevention information, counselling and testing, care and support, and

access to treatment. However, when developing an HIV workplace strategy and programme, it should be in sync with existing national policies addressing HIV and AIDS in the public sector. Local government staff should be consulted to ensure that an appropriate policy is designed which helps prevent the spread of HIV and ensures that staff are protected from HIV-related stigma and discrimination. In particular, workplace policies should address issues such as: confidentiality, stigma and discrimination, access to treatment and psychological support. The ethical and moral imperatives of having an effective HIV municipal workplace programme, plus the financial and community benefits make it a crucial component of a local government's effective response to HIV and AIDS.

More and more local government authorities are recognising the importance of setting up municipal HIV workplace programmes to support employees and address the human and resource management implications of the epidemic on municipal activities.

For example, in March 2007, Nairobi City Council launched its workplace programme and expressed a desire to mainstream HIV in its work and institute a municipal budget line to support HIV-related activities. Hundreds of city employees joined the Mayor of Nairobi, amongst others, to highlight the impact of HIV on the municipal workforce and development.

In another example, in early 2007, AMICAALL Uganda facilitated training sessions on HIV in the municipal workplace in the municipalities of Entebbe and Kasese. Participants included councillors and municipal staff, representatives of local NGOs, the private sector and other groups. The municipality of Kasese went on to develop a costed HIV in the municipal workplace work programme and is taking steps to ensure its implementation.

AMICAALL programmes are encouraging all municipalities to start developing HIV workplace policies and programmes that reflect the ILO practice on HIV and AIDS in the workplace. By doing so, local governments are not only demonstrating their efforts to promote well being and increased morale amongst employees, but also to help ensure that municipal services can be delivered efficiently and effectively.

HIV and AIDS in the Municipal Workplace: Points of Reference

🚫 An ILO Code of Practice on HIV/AIDS and the World of Work.

International Labour Organisation, 2001

This Code represents the ILO's commitment to help secure conditions of decent work and social protection in the face of the epidemic and contains fundamental principles for policy development and practical guidelines from which concrete responses can be developed at enterprise, community and national levels.

http://www.ilo.org/public/english/protection/trav/aids/code/languages/hiv_a4_e.pdf

🚫 Managing HIV/AIDS in the Workplace: A Guide for Government Departments

Department of Public Service and Administration, South Africa (July 2002)

In consultation with stakeholders, the Department of Public Service and Administration (DPSA) in South Africa developed a policy framework and regulations to guide departments on the minimum requirements to effectively manage HIV/AIDS in the workplace and to ensure a coordinated public response. This guide complements the regulations and provides practical advice and information on how to implement the regulations.

http://www.policyproject.com/pubs/countryreports/SA_HIVguide.pdf

🚫 What's it Likely to Cost? Guide to Budgeting for Managing HIV and AIDS in the Workplace.

Stop AIDS Now! March, 2007

This tool answers questions about how to tackle the issue of HIV and AIDS in the workplace, what to include in the budget and how to estimate the costs for a workplace policy.

<http://www.stopaidsnow.nl/documenten/What%20is%20it%20likely%20to%20cost%20-%20Guide%20to%20budgeting%20for%20managing%20hiv%20and%20aids%20in%20the%20workplace.pdf>

🚫 Local Government Responses to HIV/AIDS: A Handbook to support local government authorities in addressing HIV/AIDS at the municipal level.

The World Bank, United Nations Development Programme (UNDP), Cities Alliance, The Urban Management Programme (UMP), Alliance of Mayors and Municipal Leaders on HIV/AIDS in Africa (AMICAALL). September, 2003

A handbook to support local government authorities in addressing HIV/AIDS at the municipal level.

[http://info.worldbank.org/etools/docs/library/134438/ALGAF/Algaf_cd/algaf_docs/Session%201/Local%20Government%20AIDS%20Handbook%20\(2003\).pdf](http://info.worldbank.org/etools/docs/library/134438/ALGAF/Algaf_cd/algaf_docs/Session%201/Local%20Government%20AIDS%20Handbook%20(2003).pdf)

🚫 Kasese Town Council HIV/AIDS Workplace Policy.

AMICAALL Uganda Programme. 2007

Workplace Policy developed by Kasese Town Council to address major workplace HIV and AIDS challenges, enhance current HIV and AIDS interventions and bridge existing gaps.

<http://www.amicaall.org/publications/uganda/kasese%20work%20place%20policy.pdf>

AMICAALL BURKINA FASO

Ten Community-Based Conferences Organised



Mr. Amidou Kabore,
AMICAALL Burkina Faso
Coordinator

During July to September 2007, AMICAALL Burkina Faso initiated and implemented 10 community-based conferences in the municipalities of Bobo Dioulasso, Boussé, Fada N’Gourma, Kaya, Kombissiri, Manga, Ouagadougou, Toma and Ziniaré. This was carried out thanks to technical and finan-

cial support provided by UNAIDS. The development and implementation of these conferences was based around three main themes: spreading awareness of the national HIV strategy and plan; the involvement of local authorities; and implementing the “Three Ones” at local level. The conferences provided an opportunity to discuss the realities and needs of each municipality. Sub- themes included: the role of Mayors and Municipal Leaders in mobilising young people to confront HIV and AIDS; HIV-related stigma and discrimination; universal access; access to care and treatment for people living with HIV; and the achievements, strategies and perspectives of the Alliance of Mayors and Municipal Leaders on HIV/AIDS in Africa at the regional level.

More than 500 people participated in the conferences including Mayors and Municipal leaders, young people, health-care professionals, community-based organisations and associations of people living with HIV.



Conference at Fada N’Gourma on the role of mayors and municipal leaders in mobilising young people to confront HIV and AIDS



Conference at Toma on the issue of HIV-related care and support

AMICAALL Malawi

Building Municipal Capacity and Mobilising Communities

Mme Deliwe Malema
AMICAALL Malawi
Coordinator

AMICAALL Malawi completed implementation of a one-year grant (US\$160,000) from the National AIDS Commission at the end of August 2007. Key achievements have included: training of 78 district AIDS coordinators, and 40 directors of planning, in local assemblies working on HIV mainstreaming

and workplace programmes; developing information, education and communication materials in Ntchisi and Salima assemblies, including 7000 posters and 4000 leaflets; training of 137 traditional leaders as peer educators; and developing monitoring tools, for use by

local government authorities, to review progress and achievements of HIV-related activities undertaken by community-based organisations (CBOs).

AMICAALL Malawi is very pleased to note the excellent collaboration with the National AIDS Commission (NAC). As part of follow up activities, AMICAALL Malawi has prepared a second proposal to NAC. This includes support for two additional coordinators who would be based in two regions of the country. Additionally, UNDP Malawi has agreed to provide approximately US\$1.6 million over a three-year period to expand the work of AMICAALL Malawi in 12 districts, with a particular focus on enhancing community capacity to mitigate the impact of HIV and AIDS.

AMICAALL Mali

Reaching More Municipalities

Mme Mah Drabo
Niangadou
AMICAALL Mali
Coordinator

Twelve new municipalities benefited from support from AMICAALL Mali between August and September within the framework of collaboration with the government of the Netherlands. These municipalities were Bandiagara, Douentza, Gao, Djenné, Markala, Bla, Kayes, Kita, Kati, Sanankoroba, Dialakoroba and Commune VI du District de Bamako. In total, 26 municipalities in

Mali currently benefit from the AMICAALL programme. In all new municipalities, communities have agreed to join forces with elected officials to tackle HIV and STIs and to combat HIV-related stigma and discrimination. Administrative authorities and technical services, present at initial discussions, declared they were confident that HIV and AIDS could be tackled through a unified effort from all.

Having set up municipal teams, and strengthened the capacity of their members, all 12 municipalities then formulated action plans to be approved by community members. In total, more than 1079 590 inhabitants are benefiting from the AMICAALL programme in Mali. In order to reduce HIV-related risk within the population, each municipality chose a theme. The municipal team

of Segou, for example, focused on mobilising and educating the community through social dialogue, with technical and financial support from NGO Walé. Members from the Segou Municipal HIV team received training on 23-27 August, 2007. Some municipalities, including Bougani, Banamba, Fana and Dioila, worked alongside others to promote



Workshop to strengthen the capacity of members of the Tombouctou Municipal HIV team

early screening for HIV and sensitisation. Religious institutions also took part in sensitisation activities in mosques and churches. Municipal profiles and service directories are currently being developed in 18 municipalities and a round table meeting with partners is being organised. For the last three months the Alliance has also worked on the VOIX DU MALI project to tackle the issue of malaria.

AMICAALL Mali (*continued*)

General Meeting to set up a Municipal HIV team in Douentza, August 2007

Women and HIV, Monitoring Municipal Teams and Action Planning

In Commune III (District of Bamako), a workshop was held, aimed at encouraging communities to access prevention of mother-to-child transmission (PMCT) services. In June, workshops were held in Communes I and V (District of Bamako) health centres bringing together neighbourhood associations, local government departments, locally elected officials and people living with HIV to address issues such as access to care and support and stigma and discrimination. These activities were carried out in collaboration with ESTHER (Ensemble pour une Solidarité Thérapeutique Hospitalière en Réseau), a multi-country network aimed at enhancing health services and care for people living with HIV (www.esther.fr).

AMICAALL Mali fielded review missions to municipalities as part of efforts to monitor and solicit feedback from local authorities. In Bougoumi and Konlikoro, the team undertook a validation of local HIV action plans. Six of the phase I municipalities were also visited (Commune V in the District of Bamako, Banamba, Mopti, Nioro du Sahel, Segou and Sikasso). Five had mobilised local resources to implement parts of their local HIV plans. Feedback sessions identified a number of constraints including: limited local financial resources, particularly for communications equipment; difficulty in accessing

financial resources; and a shortage of skilled human resources to effectively implement their local HIV action plans. Municipal HIV

Teams, however, demonstrated a strong commitment to finding ways and means to overcome constraints. Particularly notable are the activities undertaken by Municipal HIV Teams in Segou, to mobilise and sensitise young people; in Sikasso, to promote community based consultations and submit reports to the local government authorities; in Mopti, to organise a training workshop for young people working in the rice fields; in Banamba, to mobilise traditional leaders to encourage young people to access voluntary counselling and testing before marriage; and in Nioro du Sahel, to organise a workshop for peer educators in various neighbourhoods. All phase I municipalities have set up neighbourhood HIV committees to reach out to local residents and sensitise them on HIV and AIDS. Actions have been implemented without external funding. The importance of “commitment” at the local level and the involvement of all local stakeholders has been one of the key lessons learned.

AMICAALL Namibia

Enhancing Municipal Workplace Policies on HIV and Community Mobilisation

**Ms. Rachel Basirika,
AMICAALL Namibia
Coordinator**

In June, peer educators from 19 local government authorities participated in a training workshop on HIV in the municipal workplace. Main objectives included: increasing knowledge, abilities and confidence to address HIV in the workplace; promoting a better understanding of attitudes, values and beliefs regarding sexuality and personal responsibility vis-à-vis HIV; and developing facilitation skills to interact with communities and small groups. This is part of ongoing efforts by AMICAALL Namibia, in collaboration with the LAW AIDS project in Namibia, to enable local authorities to review their HIV policies and ensure they are in line with the new National Policy on HIV and AIDS. These efforts also aim to encourage local authorities who have not yet developed municipal HIV workplace policies, to take steps to do so.

Within the framework of its strategy to promote participatory local governance and HIV, AMICAALL Namibia, in collaboration with the Ministry of Regional, Local Government, Housing and Rural Development and UNDP, facilitated the training and orientation of national UN Volunteers who have been placed in four pilot regions--Caprivi, Oshana, Kunene, and Erongo--to enhance community capacity to respond to HIV. Training-of-trainer workshops have also identified a number of national trainers who will, in turn, train 30 Community Capacity Enhancement (CCE) facilitators in each of the four pilot regions. Facilitators will be responsible for engaging with communities and promoting conversations and dialogues in order to identify factors that render communities vulnerable to HIV, and actions that should be taken to address these. Such efforts will enable local government authorities, civil society organisations and other partners to gain a better understanding of the needs and realities of communities and ensure that local HIV plans and actions reflect these realities.

AMICAALL Swaziland

Community Mobilisation

**Mr. Rudolph Maziya,
AMICAALL Swaziland
Coordinator**

Activities for 2007 are well underway with towns holding “community conversations and mobilisations”. These have all been well attended and have provided communities with opportunities to discuss various issues, such as the prevention of mother-to-child transmission of HIV. Throughout June, the month of the child, “youth days” were conducted, to celebrate, and to empower young people to help secure an AIDS-free generation. All events were attended by young people and community leaders. Activities included drama, discussions and quizzes on HIV, dancing, singing, sports and games.

AMICAALL Tanzania

Leadership Development Workshop



Ms Agnes Nyoni
AMICAALL Tanzania
Coordinator

In July 2007, UNDP in collaboration with the Tanzania AMICAALL Programme, organised a workshop on leadership development in Morogoro. This workshop brought together mayors and city council directors, representatives from the Tanzania Commission for AIDS, the Association of Local Government Authorities of

Tanzania, the Prime Ministers Office of Regional Administration and Local Government, UNDP, UNAIDS, the World Bank and German Technical Cooperation (GTZ). Approximately 50 people participated.

The workshop was opened by the Chair of the Alliance Chapter in Tanzania, Mayor Salim Kisauji and Ms. Celina Kombani, Deputy Minister of the Office of Regional Administration and Local Government. In his remarks, Mayor Kisauji noted that the HIV epidemic has caused and continued to cause immense loss to both municipalities and households and stressed the need for ongoing sensitization and prevention efforts. He also observed that effective action in urban centers can also help to stimulate positive behavior change in rural areas.



Participants at Leadership Training Workshop, Hilux Hotel in Morogoro

Ms. Celina Kombani recalled that the Office of Regional Administration and Local Government has been a long time supporter of the AMICAALL Programme in Tanzania and continues to fully support the work of AMICAALL. She went on to say that mayors and municipal leaders face many challenges which include fighting ignorance, poverty and environment degradation and promoting the well being of the populations they serve, and emphasized the importance of good leadership.

The workshop provided an opportunity for participants to discuss the global AIDS epidemic as well as focus on the response to the epidemic in Tanzania. A host of issues were reviewed and discussed, such as: HIV-related stigma and discrimination; lack of access to information and condoms; legal dimensions of the epidemic, including a focus on human rights, societal norms, values, and culture; inadequate health services; and the limited participatory approaches to planning responses to the epidemic. During the workshop facilitators emphasized that good leadership is not about long speeches that cannot be implemented, but requires engaging all members of a society and ensuring that HIV and AIDS become everyone's responsibility.

(continued page 12)



Matthew Cogan, Programme Analyst, HIVAIDS & Gender Unit-UNDP during welcome remarks

AMICAALL Tanzania (*continued*)

People Living with HIV and AIDS, TAWG Home-based care provider, and Community Health officers

AMICAALL Uganda

Supporting the Development of Municipal Workplace Policies

Dr John Mugisa
AMICAALL Uganda
Coordinator

Kasese Town Council (KTC) has developed a costed Workplace Policy on HIV and AIDS, providing a set of institutional guidelines to address major HIV and AIDS challenges within the workplace. The policy reflects the principles developed by the [ILO Code of Practice on HIV/AIDS](#). The HIV epidemic has significantly impacted Kasese Town Council and the urban

community due to an increase in ill health resulting in an increasing strain on available health services, a reduced labour force, and an increase in the number of orphans and street children. The policy aims to provide an enabling environment, free from stigma and discrimination, for workers affected by HIV and AIDS in Kasese Town Council. It also aims to pro-

mote awareness and enable access to treatment, care and psychosocial support. The policy targets the local government authority as well as other workplaces in the community.

The policy was developed through a participatory and inclusive process, involving all key stakeholders in Kasese Town Council and the district. Kasese Town Council technical staff, in consultation with the AIDS task force, and the Technical Planning committee formulated a draft Workplace Policy based on local needs and realities. A workshop was then organised by AMICAALL Uganda, with support from UNDP, to review the draft policy. Participants included local councillors, Kasese Town Council staff, private sector representatives, civil society and faith-based organisations working in Kasese Town Council.

AMICAALL Uganda (*continued*)*Sharing Lessons and Reaching Out to Parliamentarians and Other Partners***Tackling HIV in the Karamoja Region**

Karamoja is one of the most deprived regions in Uganda. AMICAALL Uganda facilitated an exchange of learning, information and experience between five mayors and their councillors in the Karamoja region, and the Soroti Municipality, a founding member of AMICAALL Uganda. The visit included roundtable discussions with Soroti urban leaders, including the Soroti District Woman Member of Parliament, the Hon. Alice Alaso, sharing of good practices, and field visits to observe various HIV initiatives.

Meeting with Ugandan Parliamentarians

A joint meeting took place between the Ugandan Parliament, AMICAALL Uganda, and the Ministry of Health, under the theme “Mainstreaming HIV/AIDS and Gender.” This provided an opportunity for AMICAALL Uganda to share information on actions being taken by local government to address HIV in their communities and in municipal workplaces. Members of Parliament called for continued leadership by municipalities on the issue of HIV. They also expressed their appreciation for the work being carried out by the Alliance/AMICAALL Uganda.

AMICAALL Uganda Contributes to the Development of the Next Five-year National Strategic Plan on HIV/AIDS Response (2008-2012).

In collaboration with the Uganda AIDS Commission, the AMICAALL Uganda national Coordinator, Dr. John Mugisa, was invited to chair development of the “Institutional Arrangements and Human Resources” thematic component of the new National Strategic Plan for HIV/AIDS.

AMICAALL Uganda Elected Chair of the UNASO Executive Board

At the recent Annual General Meeting (AGM) of UNASO (Uganda National Network of AIDS Service Organizations), Dr. John Mugisa, AMICAALL Uganda National Coordinator, was elected Chairman of the Board of Trustees of UNASO. UNASO is an

umbrella body and network that brings together all AIDS Services Organizations in Uganda to promote a well coordinated and harmonised response to HIV and AIDS in the country. Enhanced collaboration between AIDS Service Organizations and local government can contribute to expanding public/private partnerships and support efforts aimed at enhancing good local governance.

AMICAALL Uganda: Addressing HIV, Gender Inequalities and Supporting Women

AMICAALL Uganda, in accordance with its Constitution, provides for affirmative action to ensure the effective participation of women on its Executive Council. Two women mayors were elected to the Executive Council during the Annual General Assembly in November 2006, and one of them is Vice Chairperson of the Council. AMICAALL Uganda is also encouraging women to become HIV focal points in the urban councils. There are currently 12 females and 30 male HIV focal points.

As part of its fundraising efforts, AMICAALL Uganda has recently prepared a proposal on gender inequality, which is a factor fueling the epidemic in Uganda, and shared it with interested donors. The overall goal of this initiative is to enhance the involvement of women in local government and enhance the capacity of local government to more effectively respond to HIV and gender issues through better planning, coordination and information sharing at the local level.

A priority area receiving help from AMICAALL Uganda is support of orphans and vulnerable children (OVC) and their caregivers through income generating activities. The majority of individuals who are benefiting from this initiative are grandmothers and widows taking care of grandchildren and children. More than 80% of those benefiting from this effort are children from female-headed households and the most disadvantaged households.

AMICAALL ZAMBIA

AMICAALL Zambia: 4th Annual General Assembly

Mr. Kenneth Mwansa,
AMICAALL Zambia
Coordinator

More than 175 local government delegates and about 65 Zambian local authorities (out of 72 districts) gathered in the Zambian Tourist Capital, Livingstone, to attend the Joint 51st Local Government Association of Zambia Annual Conference and the 4th AMICAALL-Zambia General Assembly at Livingstone on the 19-20th July, 2007. The theme of the joint conference was "Challenges for Local Government-Decentralisation, Diversity and Partnerships." AMICAALL also organised a workshop on mainstreaming

HIV and AIDS in local authorities, central government and private sectors at the local level.

The conference was officially opened by the Republican Vice President of Zambia, Honourable Rupia Banda M.P. Also in attendance was the Minister of Local Government and Housing, Honourable Silvia Masebo M.P., and the UNDP Resident Representative and UN Coordinator, His Excellency Mr. Aeneas Chuma, who also delivered a key note address at the conference. The AMICAALL-Zambia New Executive Committee, which was elected at an extraordinary meeting in December 2006, was presiding over the AMICALL General Assembly for the first time.

A declaration formed by the 4th AMICAALL General Assembly in Zambia is available on the AMICAALL website: www.amicaall.org.

ADVOCACY AND SHARING INFORMATION

UCLGA Capacity Development Strategy Meeting

8-12 July 2007, Tswane, South Africa

A meeting organised by the United Cities and Local Governments of Africa (UCLGA), in collaboration with the Canadian International Development Agency (CIDA), and the governments of Germany, France and the United States, took place in Tswane, South Africa from 8-12 July, with the objective of identifying opportunities to maximize the benefits of decentralised governance. The Alliance was represented by the Chair of its Technical Standing Committee and the AMICAALL Zambia Coordinator. The Alliance is a key partner of UCLGA in the area of HIV and local govern-

ance. The outcome of this meeting was the preparation of a concept paper on decentralised governance, institutional capacity and knowledge management, which is being circulated to interested parties and will be discussed further in Germany, in late 2007. It is expected that the outcome of this initiative will be endorsement of a programme of support to UCLGA and its partners to enable them to effectively engage in enhancing decentralised governance in Africa, including issues such as HIV and local governance via a strategic collaboration with the Alliance/AMICAALL.

International Women's Summit: Women's Leadership on HIV and AIDS

4-7 July 2007, Nairobi, Kenya

The [International Women's Summit \(IWS\)](#) brought together 1500 women of all ages and HIV statuses, as well as stakeholders and partners to discuss the impact HIV and AIDS has on women and to recognise the leadership women from across the world have demonstrated in bringing a solution to the epidemic. The IWS featured a wide range of activities and sessions to celebrate and expand the power of women's leadership. The summit also enabled participants to further build

skills, strengthen existing partnerships and create new networks in order to mobilise the changes needed to reverse the global HIV pandemic on women and girls at all levels. AMICAALL Kenya participated in the Summit and in a number of joint sessions held in collaboration with the [Huairou Commission](#) and [GROOTS Kenya](#). These sessions focused, in particular, on HIV and caregivers at the grassroots level.

ADVOCACY AND SHARING INFORMATION (*continued...*)**7th Global Forum on Reinventing Government***26-29, June, Vienna, Austria*

The [7th Global Forum on Reinventing Government](#), organised by the United Nations brought together ministers, senior government officials, mayors, civil society organisations, representatives of the private sector, academia and international organisations and programmes. The objective of the Forum was to exchange good practices, innovations and strategies that improve governance and build trust in government. The Forum held a series of plenary sessions and capacity development workshops. These included a workshop on decentralisation and local governance, organised jointly by the United Cities and Local Governments of Africa (UCLGA), Government of France and Alliance to Renew Governance in Africa (ARGA). The Forum issued the "[Vienna Declaration on Building Trust in Government](#)".

Of particular interest to the Alliance/AMICAALL and its partners is paragraph 7 of the Declaration which

notes: 'Bring Government Closer to People – Local governance is one of the most effective ways of bridging the gaps between citizens, political representatives and public administrators. By ensuring that policy processes are informed by and in touch with the citizens, decentralisation helps to anchor democratic governance by strengthening the legitimacy of the state, the notion of citizenship, citizen empowerment, and public services. We therefore re-emphasize the need to recognize sub-national levels of government as the closest public authority to people and to empower them to function as effective conduits between people and government. To bring government closer to people, we recommend the strengthening of regional and local governments by transferring powers and resources, de-concentrating administration, developing methods of local accountability and institutionalising local participatory processes'.

The Sydney Declaration: Good Research Drives Good Policy and Programming - A Call to Scale Up Research. 4th IAS Conference on Pathogenesis, Treatment and Prevention

22 –25 July 2007, Sydney, Australia

The [International AIDS Society](#), ahead of the [4th IAS Conference on HIV Pathogenesis, Treatment and Prevention](#) which took place in Sydney, Australia from July 22 to July 25, released the [Sydney Declaration](#), which calls for increased research funding to fight HIV and AIDS worldwide. The declaration proposes

that donors allocate at least 10% of their HIV resources to research and states that, "although funding remains insufficient to meet the increasing need for services, it is imperative that the global community does not lose sight of the future while responding to the immediate crisis."

ADVOCACY AND SHARING INFORMATION (*continued...*)**8th ICAAP***19- 21 August 2007, Colombo, Sri Lanka*

During the 8th International Congress on AIDS in Asia and the Pacific (ICAAP 2007), a session entitled: 'Healing the Wounds: Promoting Government-Community Dialogue towards Mutual Accountability for an Effective AIDS Response' was organised through a collaborative effort between UNDP, UNAIDS, UN Alliance of Mayors' Initiative for Community Action on AIDS at the Local Level (AMICAALL) Partnership Programme and United Cities and Local Governments (UCLG).

Given the multi-dimensional nature of the HIV epidemic, effective responses at national and local levels require strong involvement and partnership among a wide range of stakeholders, in particular government and communities. Local governments are indispensable to a sustainable AIDS response since they represent the closest link between the government and the people, including people living with HIV, and are best placed in partnership with local NGOs, community-based organisations and the private sector to facilitate and support multi-sectoral action on AIDS.

This session explored a range of issues related to improving the collaboration between communities and governments in an effort to ensure transparency and

mutual accountability.

Matale Mayor Hilmy Mohamed addressed a session on the theme 'Making it Happen- Promoting Government Community Dialogue for an Effective AIDS Response.' Quoting from a statistical extract of a UNAIDS publication, the Mayor said that although Sri Lankans did not feel the seriousness of the situation, 872 people were HIV positive, of whom 220 had developed AIDS and 162 had died.

As a person involved in local government, the closest to the people at grass-roots level, he said there was much to be done through local governance. He spoke of the necessity for each local government region to have a high powered committee for action composed of representatives from the police, public health service, social service organisations, NGOs, private sector organisations and religious bodies. Vital steps include the formation of a programme for monitoring and following up to be enforced through local government authorities, conducting awareness programmes through local authorities, producing and exhibiting documentary films, preparing poster campaigns, co-opting NGOs, making law enforcement stronger and reducing opportunities for commercial sex.

PUBLICATIONS

CRITICAL HALF: Bi-Annual Journal of Women for Women International Winter 2007, Vol. 5, No. 1

This issue focuses on how men can be engaged to support and promote women's rights and thus help to establish gender equitable societies. Articles discuss men's fears of and hopes about "women's empowerment"; factors and incentives that influence men's receptiveness to economic, social, and political programs for women; and proven strategies to create partnerships with men and positively transform gender relations. To view this issue, please go to:

www.womenforwomen.org/documents/CriticalHalf.pdf

Policy Project. Breaking the Cycle: Stigma, Discrimination, Internal Stigma, and HIV. Ken Morrison. January, 2006.

This paper reviews the present understanding of HIV-related stigma and discrimination as they relate to vulnerability, and suggests approaches for stigma reduction. It explores and examines what constitutes HIV-related stigma and discrimination, what effects they have on behaviour and HIV responses, and what we can do to reduce them.

The paper is available online at: www.policyproject.com

What's it Likely to Cost? Guide to Budgeting for Managing HIV and AIDS in the Workplace. STOP AIDS NOW! March, 2007.

This document provides guidance on budgeting for HIV and AIDS in the workplace and complements the development of a workplace policy. The tool is designed for NGOs but is also helpful to a wider audience.

The document is available online in English at: www.stopaidsnow.org

The Views of Staff Regarding HIV and AIDS in the Workplace, Uganda. STOP AIDS NOW!, August 2007.

This new report contains the quantitative survey results of staff members of 60 organisations involved in the "Managing HIV and AIDS in the workplace" project. The survey explored the knowledge and perception of workers, their risk perception, their needs for information, whether they were involved in the development of a workplace policy for HIV and AIDS and their ideas about how HIV and AIDS could be addressed in their place of work. In the analysis, differences were explored between groups by age group, gender, marital status, and job-category.

The report is available online at: www.stopaidsnow.org

The health journey: Understanding the dimensions of care and treatment for people with HIV. International HIV/AIDS Alliance (Secretariat), August, 2007

The health journey is a simple and highly useful methodology for understanding the experiences of people living with HIV in trying to access and use health and other support services. It provides a starting point for planning and monitoring community engagement and provision of community-centred health and support services.

The paper is available online at: www.aidsalliance.org

Comprehensive approaches to HIV prevention. Exchange, 2007

This issue of Exchange covers several methodologies that have been developed all over the world to tackle issues relating to HIV prevention. Most of them are now being scaled up having been tested in various countries and adapted to different contexts. They are all participatory and reflective in nature, and work from the belief that sexual and reproductive rights of women and men should be respected and move beyond traditional HIV/AIDS education to achieve some form of social and/or cultural change.

The issue is available online at: www.kit.nl

PUBLICATIONS (*continued...*)**Epidemic of Inequality: Women's Rights and HIV/AIDS in Botswana & Swaziland: An Evidence-based Report on Gender Inequity, Stigma and Discrimination, Physicians for Human Rights, 2007**

This is an evidence-based report on gender inequity, stigma and discrimination in Botswana and Swaziland; the two countries with the highest prevalence rate in the world. The paper reports the results of a population-based study conducted in 2004 and 2005 with 1,268 respondents in Botswana and 788 participants in Swaziland, designed to assess factors contributing to HIV infection. Twenty four people living with HIV/AIDS in Botswana and 58 people living with HIV/AIDS in Swaziland were also interviewed, along with key informants in both countries, including AMICAALL Swaziland.

The report notes that women are disproportionately vulnerable to HIV and AIDS due to deeply entrenched gender inequities. These include: the legal systems in which both countries grant women lesser status than men, restricting property, inheritance and other rights; social, economic and cultural practices which create, enforce and perpetuate legalized gender inequalities and discrimination in all aspects of women's lives. A significant finding of the report was that *"HIV/AIDS interventions focused solely on individual behavior will not address the factors creating vulnerability to HIV for women and men in Botswana and Swaziland, nor protect the rights and assure the wellbeing of those living with AIDS."*

The report is available online at: <http://physiciansforhumanrights.org>

Review of Progress Secretary-General's Task Force on Women, Girls and HIV/AIDS in Southern Africa, 2003-2007. Working Draft Summary Report. June 2007

This document presents the preliminary findings of a review of progress in strengthening national AIDS programmes for women and girls in the nine countries that participated in the United Nations Secretary-General's Task Force on Women, Girls and HIV/AIDS in Southern Africa. The review, reported on at the 20th Meeting of the UNAIDS Programme Coordinating Board, Geneva, Switzerland, June

2007, showed that thorough gender programming on HIV is mostly lacking. It also highlighted the importance for national AIDS authorities to take responsibility and for the country-level application of the "Three Ones" principles to be reviewed to assess their sensitivity to gender issues.

The full and final report, which will include country reports and recommendations, will be released in October 2007. A working draft copy of this report is available online at: <http://data.unaids.org>

Engaging faith-based organisations in HIV prevention: a training manual for programme managers. United Nations Population Fund (UNFPA), 2007

This manual is a capacity-building tool to help policy makers and programmers identify, design and follow up on HIV prevention programmes undertaken by faith-based organisations (FBOs). The manual explores how religious values and the power of religious leaders to mobilise communities can be used to design effective and sustainable community programmes to address HIV. It explains how to involve religious leaders in programmes to eliminate the stigma and discrimination often directed to people living with HIV and how to encourage community support and solidarity using the compassionate spirit of religion. It also outlines the key HIV prevention messages that religious leaders can promote and the skills they need to deliver them effectively.

The manual is available online at: <http://www.unfpa.org>

Men Matter! AIDS, Gender and Masculinities. Sida, 2007

This report was commissioned by Sida (Swedish International Development Cooperation Agency) from Lund University. One of the conclusions of the report is that men as equal partners play an important role in the fight against HIV/AIDS.

The report is available online at: www.amicaall.org

More information can also be found at www.sida.se

UPCOMING EVENTS

UN African Institute for Economic Development and Planning (IDEP): Course on Governance, HIV and Development*Dakar, Senegal 1-12 October 2001*

IDEP, in collaboration with UNDP, the University of Warwick, the UN AMICAALL Partnership Programme and the Alliance of Mayors and Municipal Leaders on HIV in Africa, are supporting the development of a two week course on governance, HIV and development. IDEP is a leading training and research institution that caters for the needs of African governments and regional organisations in economic policy and development planning. It has close links with the African Union Secretariat, NEPAD and the Regional Economic Communities such as ECOWAS, COMESCA and SADC. The course focuses attention on building the capacity of key stakeholders in supporting the implementation national AIDS frameworks at all levels. The Alliance of Mayors and Municipal Leaders and UN APP are contributing to this effort by sharing lessons and experiences around HIV and local governance, with a particular focus on gender and HIV.

More information is available online at: www.unidep.org

International Forum 'Dynamic Cities Need Women: Actions and Policies for Gender'*3-5 December, 2007, Brussels, Belgium*

In the context of the European Year of Equal Opportunities for All, the Government of the Brussels Capital Region and the Metropolis Women International Network, part of Metropolis (the World Association of Major Metropolises), are organising the First International Forum on 'Dynamic Cities Need Women: Actions and Policies for Gender Equality'. The main

objectives of the forum are to promote a gender-sensitive approach and to present and discuss the best practices to empower women as citizens and decision-makers. The event will gather over 700 participants including elected representatives, executives and decision-makers from central, local, metropolitan and regional governments, as well as organisations and academics from all over the world. Through the plenary sessions and the 20 practical workshops, participants will discuss best practices and innovative policies and their impact on gender development and equal access to services in urban areas to make cities and metropolises liveable for all.

More information is available online at: www.dynamiccitiesneedwomen.eu

Under African Skies: The Imagination Of Poetry & Storytelling In the HIV/AIDS Pandemic*29th November – 1st December 2007, Nairobi, Kenya*

This event is organized by the Community Focus Group, a community based grassroots organisation that strives to provide care, empowerment and support to children and young people living with or affected by HIV. Through a variety of different mediums the festival will work to further professional development, celebrate poetry and storytelling in performance, re-enliven and inspire, and provide a space for sharing and integrate story work with place and time.

The festival invites the attendance and involvement of people from many cultural backgrounds with professional and personal interest in performance, writing history (oral and written), health and education, family teenage and early childhood issues.

WORLD AIDS DAY 2007

The World AIDS Day Campaign will have the theme of "leadership" for World AIDS Day 2007-2008. For more information, please see the following link: www.worldaidscampaign.info



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