



> **Allan Moolman, guest editor for the thematic section of this magazine on:**

Internal HIV/AIDS mainstreaming

This is the very first issue of *Exchange*, a magazine on HIV/AIDS from the perspective of gender, sexuality and sexual health. It is the successor to *Sexual Health Exchange*, which was published by the Royal Tropical Institute in the Netherlands for many years. We decided to change the design, content and title to celebrate and accommodate a new partnership with Novib (Oxfam Netherlands).

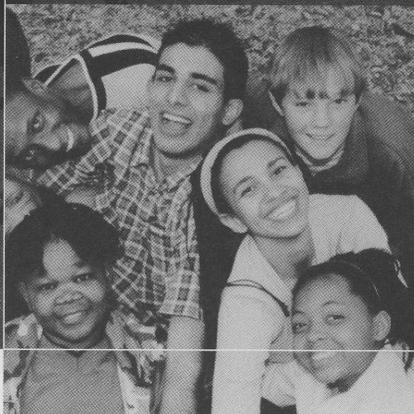
In *Exchange*, several articles on one overall theme have been produced by Oxfam counterparts in the framework of the KIC project (see page 2). One of these counterparts has been invited as a guest editor to this thematic section: Allan Moolman of Project Empower in Durban, South Africa. Together we invited several people working in NGOs in Africa to share their experiences, knowledge and insights on how to address HIV/AIDS in civil society organizations.

In addition, several articles have been collected on a variety of subjects, including the lack of access to prevention and treatment for mobile population groups such as fishermen and temporary migrants and the consequences of abstinence-only programmes for sexual minorities. In this first issue of *Exchange*, particular attention has been paid to initiatives and programmes in South Africa.

We wish you good reading and welcome your comments!

Nel van Beelen
Managing editor

Allan Moolman
Guest editor



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Mobility and HIV/AIDS p.23

Managing HIV/AIDS in the civil society workplace

While the majority of civil society organizations (CSOs) have a good understanding of the potential impact of HIV and AIDS on the communities with whom they work, very few have examined the impact of the epidemic on their own staff. Fewer CSOs have formulated even a basic response to the potential crisis that HIV and AIDS present. Mainly CSOs in Southern countries, the epicentre of the epidemic, find themselves in a precarious position.

Low staff numbers and high reliance on volunteers make non-profit organizations particularly vulnerable, should members of staff be HIV positive. These organizations deliver critical services to marginalized communities and, therefore, any threat to their survival places communities they serve at even greater risk. The pandemic has the potential to devastate organizations that are often the only lifeline for many people.

The responses to the impact of HIV/AIDS on the workplace have largely been technical. Driven by the corporate sector's need to maintain its productive capacity, mainstreaming efforts have focused on the provision of antiretroviral treatment (ART) and workplace programmes addressing employee health needs. Many CSOs, under pressure from the donor community, have acceded to the demands to mainstream HIV/AIDS, by rapidly adopting corporate sector policy models and practices without much consideration for the applicability or

sustainability. Mainstreaming has become a catchphrase, with little meaning or understanding attached to its use.

Mainstreaming HIV/AIDS in CSOs requires that organizations consider and respond to the impact on the constituencies they serve through their programme work as well as the impact on the lives of their own staff and ability to continue delivering services once they are affected by HIV and AIDS. Mainstreaming requires that we consider the implications HIV/AIDS has for our work – that we are conscious of the effects the epidemic has on our organizations and, in turn, the effect our work has on the epidemic (see Box on p.4).

The role of workplace policies

The International Labour Organization (ILO) has produced a comprehensive guideline for policy development that, coupled with the provisions in local labour and human rights legislation, provides workers with access to



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a number of policy tools.¹ Developing policy based on the principles outlined in the ILO Code of Good Practice is straightforward. What has largely been missing from the discourse is that policy is only one component of organizational response. A workplace policy has to be applied in a supportive and enabling environment. The reality is that stigma exists in many organizations and policy alone cannot address it.

This is a critical issue. Even with the best policy it is quite common to hear that staff in organizations are not taking up the benefits on offer. Stigma is also contextual; what is stigmatizing in one situation may not be in another. A participant in a workshop pointed out that stigma, whether it is real or perceived, is a reality for the person experiencing it. This statement challenges us to look critically at our practices and to question whether through development work we may be creating more stigmatizing environments. For example, a programme that can only be used by HIV-positive people can draw unwanted attention to them. Inside the organization, stigma poses a barrier to disclosure and thus influences the taking up of available benefits and services, which makes guaranteeing confidentiality even more important.

There is a general assumption, as with HIV/AIDS, that all organizations understand gender. It is an often forgotten component of the impact assessment process. It is well known that HIV and AIDS do affect women disproportionately. Women do bear the burden of care and are more vulnerable to

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KIC

Knowledge Infrastructure with and between Counterparts (KIC)

Novib (Oxfam Netherlands) and *Exchange* are collaborating to improve and boost learning on HIV/AIDS between Oxfam counterparts. For the coming issues of *Exchange* Oxfam's counterparts are invited to share ideas for themes and to write articles about the lessons learned: good, bad and new practices on HIV/AIDS. The articles produced in the framework of this collaboration are accompanied by an Oxfam logo in a green title box.

Besides using *Exchange*, the KIC project has an interactive website under construction where Oxfam counterparts can share evidenced-based practices and lessons learned. Awaiting the portal, counterparts are encouraged to use the e-mail address aids.kic@novib.nl for sending reactions and lessons learned on HIV/AIDS mainstreaming and for questions/comments about this edition.

Online resources

⇒ Manuals & Guidelines

HIV counseling and testing for youth: A manual for providers. YouthNet/Family Health International, 2005 (92 p.)
Pdf: www.fhi.org/en/Youth/YouthNet/rhrtrainmat/vctmanual.htm
Hardcopy: youthnetpubs@fhi.org



With this booklet, service providers and counsellors can improve their counselling skills and assist youth better. The manual provides step-by-step information for using the traditional VCT model with youth and a special counselling and testing model for youth in clinical settings. It also offers resources, information, tips, guidelines and role-plays, etc.

Synergising HIV/AIDS and sexual and reproductive health and rights. A manual for NGOs. Aidsnet & WHO/Europe, 2005 (63 p.)
Pdf: www.manual.aidsnet.dk
CD-Rom and/or hardcopy: aidsnet@aidsnet.dk

This manual provides practical guidance to NGOs working in low-income countries by addressing issues such as mainstreaming HIV/AIDS, sexual and reproductive health and rights; gender; the rights-based approach; sexual minorities and same-sex sexual activities; abortion and post-abortion care; and district health planning. The CD-Rom contains a pdf of the manual as well as other resources.

Ethical approaches to gathering information from children and adolescents in international settings: guidelines and resources. K. Schenk & J. Williamson, Horizons/Population Council & FHI/Impact, 2005 (98 p.)
Pdf: www.popcouncil.org/horizons/childrenethics.html
Hardcopy: horizons@pcdc.org

This publication is designed for programme managers and researchers who work with children and adolescents, including those affected by HIV/AIDS. It identifies challenges and proposes practical approaches to dealing with children. It provides case studies that highlight the roles of research and programme staff in ensuring that child-related activities are conducted ethically.

⇒ Research reports & Reviews

Young men and the construction of masculinity in sub-Saharan Africa: Implications for HIV/AIDS, conflict and violence. G. Barker & C. Ricardo, Social Development Papers, World Bank/Conflict Prevention & Reconstruction, Paper No. 26, 2005 (96 p.)
Pdf: www.promundo.org.br/Pesquisa/Young Men SubSaharan_Web.pdf
Hardcopy: Conflict Prevention & Reconstruction, Social Development Department, The World Bank; 1818 H Street, NW, Washington DC 20433, USA
fax: +1-202-522-3247; cpr@worldbank.org

The main objective of this research was to build a stronger understanding of the role of men and boys in the perpetuation of violence and the spread of HIV/AIDS

in sub-Saharan Africa and the kinds of programme interventions that can support alternative versions of manhood.

MAP report 2005: male to male sex and hiv/aids in Asia. Monitoring the AIDS Pandemic (MAP) Network, 2005 (24 p.). Pdf: www.mapnetwork.org/reports.shtml

This publication reviews the HIV/AIDS situation of men who have sex with men (MSM) in Asia. The report summarises the key epidemiological findings among Asian MSM and discusses the programmatic implications of these findings. MAP also published two other overview reports in 2005: Drug injection and HIV/AIDS in Asia, and Sex work and HIV/AIDS in Asia.

Exchange

on HIV/AIDS, sexuality and gender

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⇒ Factsheets & Issues briefs

Educate girls, fight AIDS. Global Coalition on Women and AIDS, 2005 (4 p.)
Pdf: www.planetwire.org/files.fcgi/5455_FightAIDS.pdf

Growing evidence shows that getting and keeping young people in school, particularly girls, dramatically lowers their vulnerability to HIV. This issues brief examines the evidence.

HIV/AIDS in Asia: Human rights and the education sector. J. Wijngaarden & S. Shaeffer, Discussion Paper No. II, UNESCO Bangkok, 2005 (4 p.)
Pdf: www2.unescobkk.org/elib/publications/HIV_AIDS_EDU2/index.htm

This paper discusses how HIV/AIDS threatens human rights in the education sector, and how the sector can be mobilized to protect rights in the context of HIV/AIDS.

Gender-based violence and HIV among women: assessing the evidence. AMFAR/American Foundation for AIDS Research, 2005 (2 p.)
Pdf: www.amfar.org/binary-data/AMFAR_PUBLICATION/download_file/38.pdf

This issues brief reviews the evidence on the links between gender-based violence (GBV) and HIV among women, both as a cause of HIV infection as well as a consequence.

⇒ Books & Other resources

Preventing HIV/AIDS in the Middle East and North Africa. A window of opportunity to act. (2005). F. Ayodeji Akala & C. Jenkins, Orientations in Development Series. World Bank publication, ISBN: 082136264X (110 p.)
Pdf: <http://siteresources.worldbank.org/INTHIVAIDS/Resources/375798-1127498796401/082136264XPreventingHIV.pdf>
Hardcopy: <http://publications.worldbank.org> (\$10 + postage)

This World Bank book argues that greater investments to improve HIV/AIDS advocacy, developing an information base, and implementing prevention strategies among high-risk groups in the Middle East and North African

region are needed now, before prevalence levels reach epidemic proportions.

Annotated bibliography – Gender, HIV/AIDS and development. ICAD (Interagency Coalition on AIDS and Development, Canada), 2005 (8 p.). Pdf: http://icad-cisd.com/content/pub_details.cfm?ID=156&CAT=9&lang=e

This document compiles key online resources that describe the current understanding of, and responses to, the effects of gender on HIV/AIDS at the international level. A special focus on gender-based violence is included.