Mainstreaming AIDS in Education Sector

Definition

Mainstreaming AIDS is a process that enables development actors to address the causes and effects of AIDS in an effective and sustained manner, both through their usual work and within their workplace
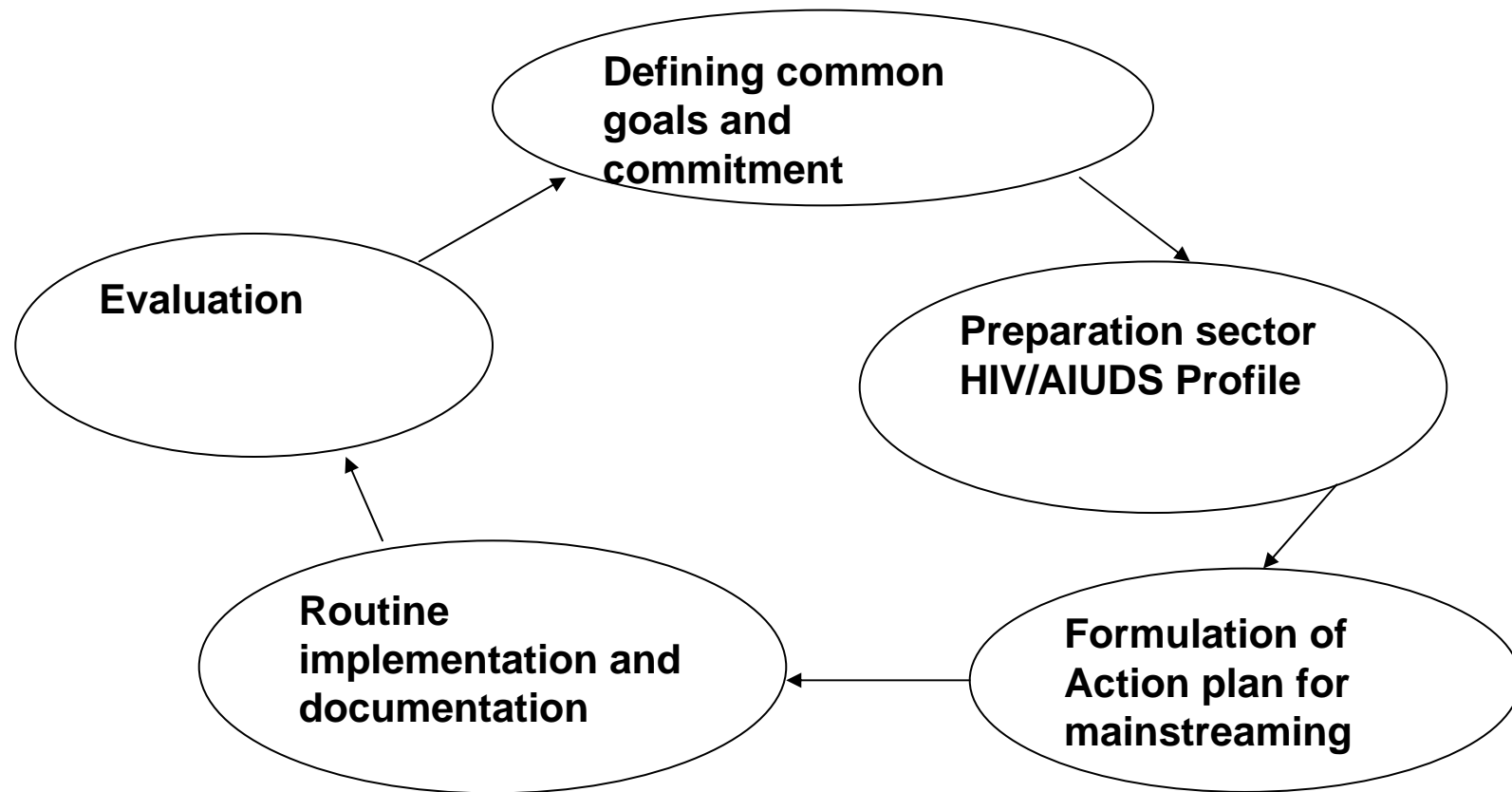
Key Factors for HIV Vulnerability

- Fear, denial, stigma and discrimination
- Gender inequality and power differentials
- Poverty and livelihood insecurity
- Migration and displacement
- Social-cultural norms, values and practices
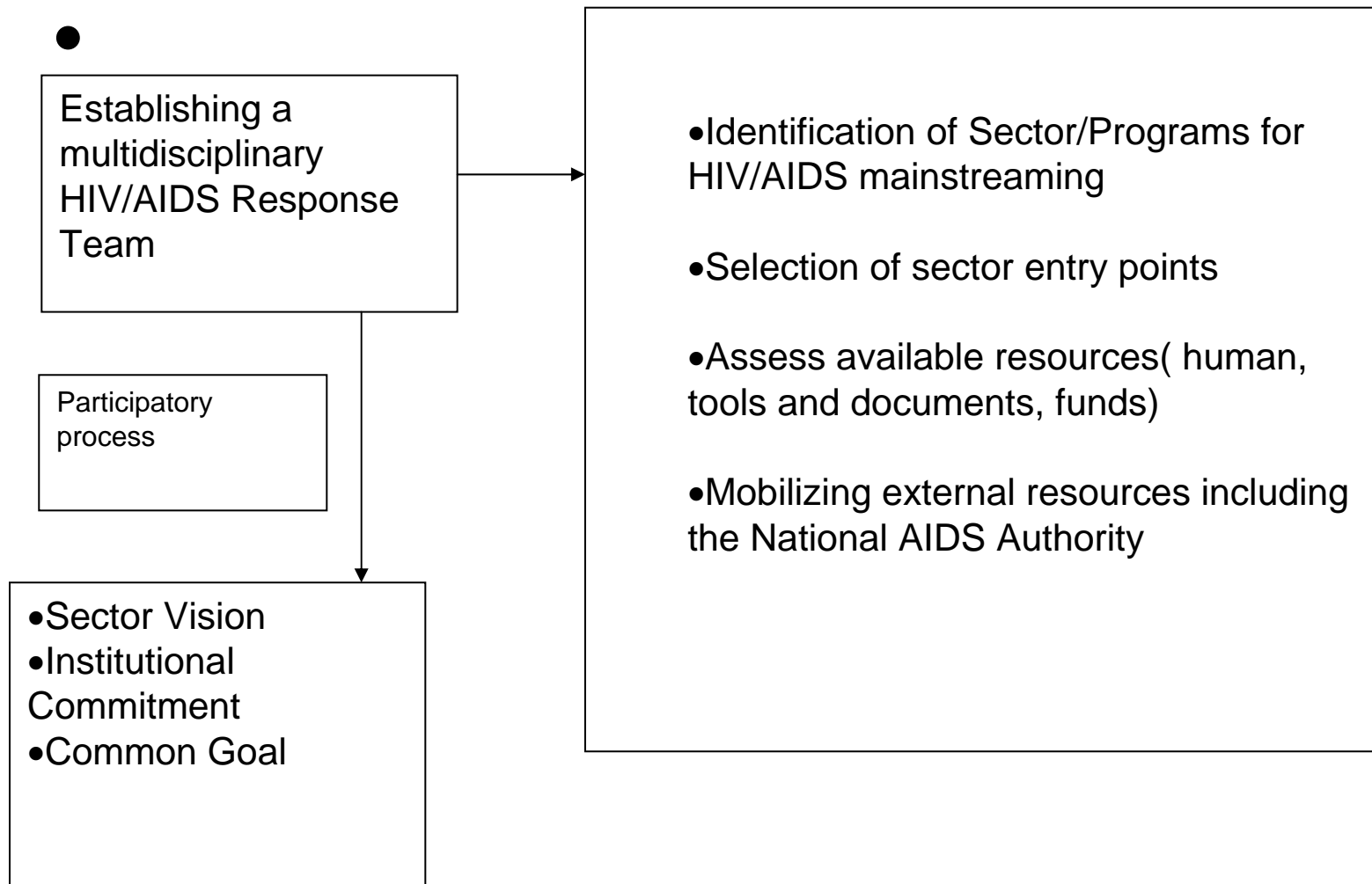- National legislative and policy environment

Internal and External Dimensions of Mainstreaming

Internal	Identifying and responding to factors increasing vulnerability to HIV infection for sector staff, their immediate family members and communities
	Mitigating likely impacts of HIV and AIDS on staff and on the organization as a whole
External	Identifying and responding to factors increasing vulnerability to HIV/AIDS infections for sector clients and their communities
	Mitigating impacts of HIV and AIDS on those considered clients of the sector, and the communities it works with- and on broader sector mandate

Mainstreaming Planning and Implementation Cycle

Developing a Shared Goal and Commitment

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Establishing a multidisciplinary HIV/AIDS Response Team

Participatory process

•Sector Vision
•Institutional Commitment
•Common Goal

•Identification of Sector/Programs for HIV/AIDS mainstreaming

•Selection of sector entry points

•Assess available resources(human, tools and documents, funds)

•Mobilizing external resources including the National AIDS Authority

Preparing an HIV and AIDS Profile

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│ Institutional       │
│ commitment and      │
│ goal                │
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┌─────────────────────────┐
│ Assessing Sector HIV    │
│ and AIDS Profile        │              ┌──────────────────┐
│ •Situation and response │              │ Sector HIV/AIDS  │
│ analysis                │              │ Profile including│
│ •Impact analysis        │─────────────▶│ potential        │
│ •Institutional assessment│             │ strategies       │
│ •Human and financial    │              └──────────────────┘
│ resource assessment     │
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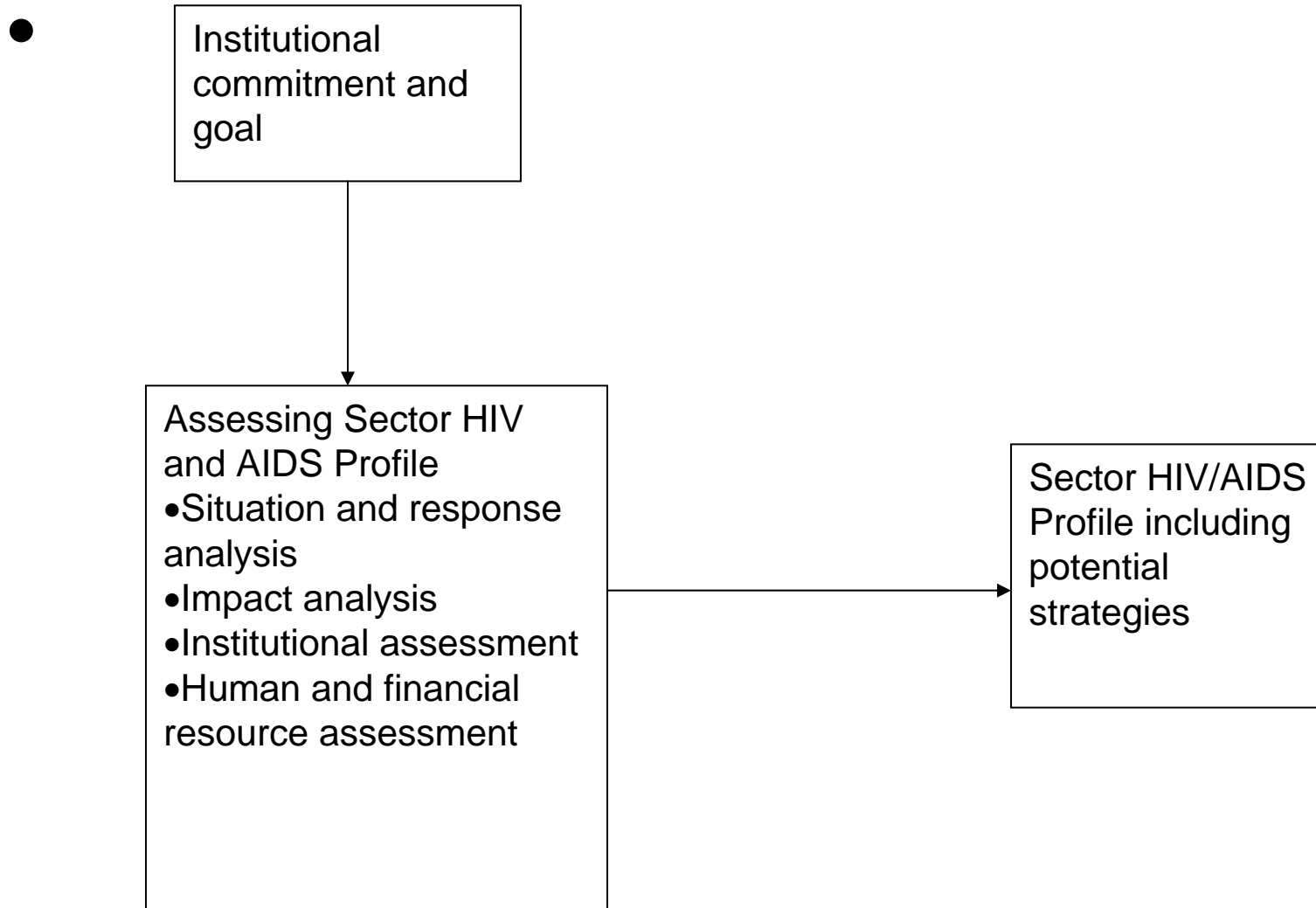
Internal Situation and Response analysis

- Estimate the HIV prevalence among employees in general and among specific categories of employees

- Determine what behavioral, organizational and environmental factors may enhance or reduce vulnerability to HIV infection among employees

- Estimate the consequences of the epidemic on employees and the organization

- Estimate the anticipated impacts of HIV/ AIDS in the medium to long term

Internal Situation and Response analysis (cont.)

- Estimation the current and future human capacity erosion in the sector caused by HIV and AIDS
- Determine the scope, nature and effectiveness of HIV workplace interventions, if any
- Determine resource allocations and resource use, including financial and human resources for HIV/AIDS related programs
- Determine the nature and value of existing partnerships and collaboration with other sectors and organizations regarding HIV/AIDS
- Establish gaps in the current response and opportunities for improving or scaling the response

External Situation and Response Analysis

- Ascertain the HIV prevalence among the sector's clients or in associated communities
- Determine prevailing norms and values of the community that can increase or reduce the spread of the epidemic
- Determine the extent and intensity of population movement
- Determine which social groups of stakeholders or communities/ regions are more vulnerable and more affected by the epidemic
- Analyze how the sector activities increase or reduce these communities' vulnerabilities to infection
- Determine what factors are contributing to the spread of HIV

External Situation and Response Analysis (cont.)

- Estimate the epidemic effect on stakeholders and their communities
- Estimate the anticipated impacts of HIV and AIDS in the medium to long term
- Determine the scope, nature and effectiveness of the region/community response to HIV and AIDS
- Determine availability of health and social services in the target communities
- Analyze the nature and value of the existing partnerships or collaboration with other sectors/organizations regarding HIV and AIDS in the external domain
- Determine gaps in the current response and opportunities for improving or scaling up the response

Institutional and financial resource assessment

- Assess the HIV and AIDS committee's terms of reference, objectives and responsibilities
- Assess opportunities for integrating HIV and AIDS into the regular management meetings
- Determine the current level of training in HIV and AIDS- related matters, e.g., in strategic planning, participatory planning techniques, proposal writing, record keeping and reporting, monitoring, etc.
- Establish relations with other sectors, national institutions and international agencies relevant for HIV and AIDS
- Assess both internally and externally available financial resources that can be deployed for HIV and AIDS-related work
- Determine personal and management practices that can include performance evaluation on HIV and AIDS work

Implementation

- Establish clear responsibilities
- Determine accountabilities
- Determine coordination mechanisms
- Assess resources
- Establish or regenerate a departmental HIV and AIDS committee with clear terms of reference, objectives and responsibilities
- Mainstream HIV and AIDS reporting into routine reporting mechanisms
- Hold monthly/quarterly HIV and AIDS management meetings
- Train personnel.
- Form liaisons with the national authority on HIV and AIDS, other sectors and international agencies
- Link HIV and AIDS work to performance evaluation of staff

Monitoring and evaluation

- Determine the sector inputs : e.g., financial and human resources, staff time, medicine, etc.

- Establish the outputs: e.g., number of trained staffs, information materials produced, staff members receiving services, community programs for the target audience.

- Determine the potential outcomes, e.g., the number of HIV-positive staff under ARV treatment, an increase in the number of persons adopting safer sexual behavior, youth in the target community delaying first sexual intercourse, etc..

- Predict long-term impact based on outcomes: e.g., reduction of HIV incidence among staff, HIV-positive staff with better health and improved productivity, impact of HIV and AIDS on sector reduced