

A
Report
On
Training of Trainers (TOT)
HIV/AIDS: Capacity Building & Awareness Programme,
Phase III
5-6 July 2008



Organized by:
Women Work & Health Initiative (WWHI), New Delhi

Co-Organizer:
H.M.S. Madhubani, Bihar

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INTRODUCTION

HIV/AIDS: Capacity Building & Awareness Programme, Phase III, Project shall continue with the objectives that were identified in Phase 1 and Phase 2 of the Project, i.e. build awareness about HIV/AIDS and thereby prevent its spread.

While this phase would continue to focus on migrants and the left behind population, with a special emphasis on targeting larger groups of women through its awareness programs, it would also look at expanding the spread of its message to other vulnerable groups such as the youth.

While there are other components in this program, TOT forms an essential part of it since it is viewed as an effective way of building larger teams of trained animators and grass root workers, while at the same time it shall have a multiplier effect. This report on the first TOT program held in Madhubani (Bihar) forms an interesting insight on how to develop future Trainers. While knowledge about HIV/AIDS is incorporated through learning materials, an important component of such training is to build team spirit; sensitization towards positive people; effective methodology; commitment etc. which are essential to make a success of such a program.

Gender sensitization too forms an important part of the curricula during these programs, in order to address the issues of violence and gender equity, which would facilitate the larger battle against HIV/AIDS.

Other than the above mentioned elements, Team work forms the very foundation of a successful program. Indeed, WWHI has been fortunate to build an effective and committed network of organizations, representing the various stake holders including the Trade Unions and local NGOs. This teamwork is viewed as the great strength of this program, and should facilitate the effective implementation of Phase 3.

Program Background:

Phase 1

Phase 1 of this Project was implemented in five different towns of India namely Lucknow (Uttar Pradesh), Patna (Bihar), Jamshedpur (Jharkhand), Hyderabad (Andhra Pradesh) and Nagpur (Maharashtra) in 2006 and the focus had been: HIV/AIDS: A Workplace Issue.

Phase 2 A - Mapping two districts of Bihar

The MAPPING SURVEY was conducted in Two Districts of Bihar: Madhubani and Sitamarhi. WWHI appointed animators surveyed 1500 households with 3170 respondents. Questionnaires were distributed among the respondents to verify their level of awareness on HIV/AIDS.

Phase 2

HIV/AIDS: Capacity Building & Awareness Programme

The 2nd phase had two Awareness Programs in Madhubani and Sitamarhi on a monthly basis and 2 each in the Industrial belt of Mumbai. In the second Phase we also organized one Day workshops in Lucknow, Hyderabad, Jamshedpur, Patna & Nagpur. This became the stage which set the tone for the third Phase.

Phase 3 - Scheduled For 2008-2009.

The project: HIV/AIDS Capacity Building and Awareness Programme - Phase 3, will continue to focus on Targeted areas which we identified in Phase 1 and Phase 2, and shall look at more target groups.

Major Objective of Phase 3:

- Greater involvement of more and more people through strengthened capacities by involving youth and women.
- Reduced stigma and discrimination through sensitization and awareness building.
- Expanded network of organizations sensitive to HIV issues and so we strengthen multi-sectoral response to HIV/AIDS.

Time Frame: APRIL 2008 - DECEMBER 2009

I. (Planning Workshop – Held in Thane, Mumbai –April 17/18, 2008.)

The following Programs will make PHASE 3

II A. 1 Day Programs on: HIV/AIDS for Awareness on HIV/AIDS as continuation of Phase 1 + Phase II

. In Bihar Madhubani, Sitamarhi as the ‘Departure points’ and also where the ‘left behind population’ is very sensitive to the spread of HIV/AIDS In Mumbai are the industrial belts of Navi Mumbai, Talaja and Bhiwandi as the ‘Destination Point’.

II B. NGOs working with Educational Institutes for Youth and Women with special emphasis on gender sensitization and HIV:

II C. Imparting Training Methodology for HIV/AIDS Awareness (TOT)

This will involve Training for Trainers in new Interventions for HIV/AIDS. We shall cover the 3 areas of Madhubani, Sitamarhi and Patna. We are looking at 3 Institutes each in Sitamarhi, Madhubani and Patna where 2 programs will be held in a year.

Again in the industrial belts of Mumbai: Navi Mumbai, Talaja and Bhiwandi - 3 Institutes will be identified and 2 programs held each year.

III. Mapping/ Survey in Mumbai and targeted area

Mapping of Migrant Labour in Industrial belts: Navi Mumbai, Taloja and Bhiwandi

III B. Counseling for Effective Follow up in Navi Mumbai, Taloja and Bhiwandi

IV. Awareness Program Continuation of Phase 1 and Phase 2: The Programmes will continue in Lucknow (Uttar Pradesh), Patna (Bihar), Jamshedpur (Jharkhand), Hyderabad (Andhra Pradesh) and Nagpur (Maharashtra). This was initiated with a Planning Workshop in Thane, Mumbai from 17th to 19th April 2008 where participants from our partner organizations from the above mentioned areas were present.

Training of Trainers (TOT)

5-6 July 2008 in Madhubani, Bihar:

Women Work & Health Initiative, New Delhi organized a Training of Trainers (TOT) PROGRAM on 5-6 July 2008 in Madhubani, Bihar. The main objective of this TOT Program was to identify potential trainers to go to the Direct Intervention (DI) areas and create awareness among the left behind population particularly the family members of the migrant workers and other people of the area. The program was co-organized by HMS, Madhubani.

Profile of the Participants:

25 Participants representing our partner organizations from Madhubani & Sitamarhi, Representatives from Educational Institutions, Panchayat Representatives and ASHA and Anganwadi Workers attended the TOT Program.

INAUGURAL SESSION

5 July 2008:

- The inaugural session began with the lighting of the lamp. The Chief Guest was Mr. Agnu Yadav – General Secretary, HMS- BIHAR and Mr. Shashi Bhushan Prasad, Block Development Officer (BDO), Ms. Sarita Bhoi, Project Officer, Women Work & Health Initiative, New Delhi, Mr. Anil Das (HMS, Madhubani) Coordinator for the Program and Mr. Manoj Jha, Prakhand Pramukh, Pandaul Block also lit the lamp.
- **Introduction by Project Officer, WWHI:** The Project Officer of WWHI talked briefly about the major objectives of the Project and the need for the TOT Program. She also talked about punctuality and commitments are the essential components for the successful implementation of the Project.

- **Ice Breaking Session:**

During this session, an ice breaking activity was introduced. The participants were divided into different groups in order to break the region specific seating order. They were then required to interview their partners and then introduce him/her to the audience. An inspirational song was sung where all the participants joined in.

- **Introductory session by Resource Person:**

Dr. Sobha Agrawal, Resource Person, Nav Gurukul, Patna, Bihar conducted the Training Program in the next session.

The team had an interactive session with the audience, testing them on their knowledge of HIV/AIDS, and also shared some important points regarding the spread of the virus.

- **Training Session by Resource Person:** In this session the second resource person Dr. Brijbala talked extensively on Sexually Transmitted Diseases (STDs), Sexual & Reproductive Health, Pre and Post Natal care for HIV+ mother and child. Here she also told the participants how a person can prevent a new born child from getting infected from a HIV+ mother by giving the child a vaccine called Nevoropine within 24 hours of his/her birth. Over all she emphasized on the following points:
 - Voluntary Counseling & Testing Center (VCTC)
 - District Level Sexually Transmitted Disease (STD)Clinic
 - Prevention of Parent to Child Transmission of HIV/AIDS (PPTCT)
 - Counseling of Pregnant Women
 - Diagnosis of HIV/AIDS
 - Free supply of Nevoropine in VCTC Centers
 - Free Condom Distribution Centers
 - Blood Bank Services
 - **Informal Question-answer session:** An informal question-answer session was taken by the Project Officer of WWHI. It was observed during the first session of the Training Program that some of our young unmarried female participants were hesitant to discuss the sensitive issue like sex. So it was a kind of counseling session taken by the Project Officer of WWHI to make the young participants more comfortable and participatory in their approach.
 - **Film Show:** A Film on HIV/ AIDS Awareness Programs was shown to the participants to have a better understanding on HIV/AIDS. It also had a strong objective of creating awareness among the participants and to teach them about the ground realities of the field while they are going to talk to illiterate and semi literate populace.
- II. Afternoon Session:** The resource person Dr. Brijbal talked about the myth and realities involved with HIV/AIDS. She talked about how an animator or grass root level worker should be well informed about HIV/AIDS before going to the field. Afternoon session was very lively with lots of inputs from the participants. They discussed the issues in a positive environment with some educative inputs from our resource persons.

6-07-2008:

III. Morning Session:

Recap of the previous day: The morning session was started with the recap of the previous day by Ms. Sarita Bhoi, Project Officer, WWHI.

Experience Sharing: The Local BDO and Chief Guest of the second session Mr. Shashi Bhushan Prasad introduced a HIV+ person Mr. Chandra Sekhar to the participants. All the participants and the eminent persons present shook hands with Mr. Chandra Sekhar to dispel the myth that HIV/AIDS is a communicable disease. **A small contribution was made by the participants of the TOT for his further treatment.** The Project Officer (WWHI) requested the local BDO to help Chandra Sekhar to get some financial assistance from the government.

Role play by the participants: A role play was organized by the resource persons where some of the chosen participants acted as HIV+ person, a counselor and an ASHA worker. This gave them the insight to learn how to encourage a person to go to the VCT Center and take proper treatment and counseling. It was a learning experience for all of them.

III. Afternoon Session:

- **How to conduct Training/Awareness Programme:** In this session the resource persons talked on how an organization should conduct training program and awareness programs on HIV/AIDS. Both of them talked elaborately on the following issues:
- Pre-Training Planning
- Recruiting of Qualified & Professional Trainers
- Collecting IEC Materials on HIV/AIDS Awareness
- Coordination with the local Political representatives
- Sensitizing and mobilizing women to attend our Training Program
- Working with local health workers, Asha Workers, Anganwadi Workers and other grass root level Workers/Volunteers
- Awareness Campaign through street play, wall writing and Banners
- Post-training follow up

IV. MSM: A High Risk Group: The Project Officer of WWHI talked elaborately about Men having Sex with Men (MSM) and the high risk category of people in MSM group prone for HIV/AIDS infection.

GROUP ACTIVITIES

Activity sheets were distributed to the 5 randomly chosen groups. The themes included in the activity sheets were:

Group I

Theme: How to sensitize the left behind populace of the migrant workers families for our Programmes?

Group Response:

- Friendly relations with the family members of the migrant workers
- To help them with tackle the problems of their day-to-day life
- Maximum use of local languages
- Creating awareness through examples of stories/events
- Film on HIV/AIDS
- Campaign through folk songs, dance and street plays on HIV/AIDS

Group II

Theme: How to generate employment opportunities to check migration?

Group Response:

- Development of Small Scale & Cottage Industries with assistance from the Government
- Vocational Education in Educational Institutes
- Promotion of scientific method of agriculture
- Creating awareness among the population about various employment generation programs of the government e.g. SGSY, NREGA, and PMRY etc.

Group III

Theme: Capacity Building

Group Response:

- Self Confidence
- Attending Training Programs on HIV/AIDS at regular intervals
- Leadership building of local people
- Well informed trainers
- Skill Development of the Youth
- Developing skills of our Coordinators to train the animators
- Linking Panchayat Members, Anganwadi Workers, Local NGOs and Skilled animators and women from the family of the migrant workers.

Group IV

Theme: Gender Sensitization

Group Response:

- Equal Participation of Female & Male Animators & Grass root Level Workers
- Keeping in mind the local sensibilities, the Female Animators should talk to women of the area and the Male Animators should counsel the male populace.
- Equal opportunity for female and male workers
- Program Activities taking into account the local sensibilities

Group V:

Theme: How to conduct a TOT/ Awareness Program?

Group Response:

- Collecting IEC (Information Educational & Communication) Material on HIV/AIDS Awareness
- Recruiting of Qualified & Professional Trainers
- Awareness Campaign through street play & role play by the participants
- Imparting Training to students
- Organizing Programs with cooperation from political representatives of the area e.g. Chairman of the Panchayat Samiti, Local Member of Legislative Assembly (MLA), Member of Parliament etc.
- Film Show on HIV/AIDS
- Working with local health workers, Asha Workers, Anganwadi Workers and other grass root level Workers/Volunteers
- Pamphlet/ Leaflet Distribution through Newspapers
- Painting Exhibition on HIV/AIDS in Local Festivals

Suggestion & feedback from the participants:

The participants of the TOT Program seemed to be confident and well informed about most of the issues and aspects of the training program. However some of the participants had some suggestions to make the forthcoming programs of the organization more effective. These were:

- Training Program for grass root level workers at regular intervals
- Identification of Potential Trainers among the Animators
- Improvised and Comprehensive Training Manual
- A national level Training Programme
- Supply of IEC materials to the animators
- Identification of the most sensitive areas

VALEDICTORY SESSION

A two day residential Training of Trainers (TOT) Program on HIV/ AIDS: Capacity Building & Awareness Programme, Phase III, organized by Women Work & Health Initiative and Co-organized by H.M.S, Madhubani, Bihar from 5-6 July, 2008 had successfully come to an end with the valedictory session. This session also looked at Project Officer, WWHI addressing certain queries made by the participants.

This was followed by the Certificate of Participation being presented by Mr. Raj Kumar Kamat to all the participants.



Mr. Raj Kumar Kamat, Chairman, Pandaul Block presenting the Certificate of Participation to a participant

**Training of Trainers (TOT)
HIV/AIDS: Capacity Building & Awareness Programme, Phase 3**

Program Schedule:

Date	Particulars
05-07-2008	
10.00 am-10.45 am	Inauguration
10.45 am-11.00 am	Introduction by Project Officer, WWHI
11.00 am-11.30 am	Tea
11.30 am-12.00 Noon	Ice Breaking Session
12.00 Noon- 01.00 pm	Introductory session by Resource Person
1.00 pm- 2.00 pm	Lunch
2.00 pm- 3.30 pm	Training Session by Resource Person
3.30 pm- 4.00 pm	Tea
4.00 pm- 4.15 pm	Film on HIV/AIDS
	Evening Free
06-07-2008	
9.45 am- 10.00 am	Recap of the previous day
10.00 am- 10.15 am	Experience Sharing by a HIV+ Person
10.15 am- 11.00 am	Role play by the participants
11.00 am- 12.30 pm	How to conduct the programme
12.30 pm- 1.00 pm	MSM as a High Risk Group
1.00 pm- 2.00 pm	Lunch
2.00 pm- 3.30 pm	Group activities
3.30 pm- 4.00 pm	Suggestion & feedback from the participants
4.00 pm- 4.30 pm	Valedictory session



Lighting the Lamp: Dr. Thakur, Mr. Yadav, Mr. Kamat, Mr. Prasad, Ms. Bhoi, Mr. Jha & Mr. Das



Encouraging a HIV + person to lead a normal life



Role Play by the Participants

Training of Trainers (TOT)
HIV/AIDS: Capacity Building & Awareness Programme, Phase 3
5- 6 July 2008
List of Participants

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ANNEXURE IV

LIST OF FACULTY

SL.NO	GUEST FACULTY	SL.NO	WWHI FACULTY
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