

REPORT ON TRAINING OF TRAINERS' (TOT) WORKSHOP



HELD AT WOMEN'S FORUM FOR RESEARCH AND TRAINING (WFRT)

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Prepared by:
Kasozi Silvester
HIV and AIDS Trainer

PROGRESSIO

بروجرسيو

A) INTRODUCTION

The Training of Training (TOT) WORKSHOP on HIV and AIDS hereby referred to is one of the many activities streamlined as part of the implementation of the HIV and AIDS project- Building from the Base supported by Progressio Yemen in four governorates of Yemen which include Taiz. It was agreed with Progressio and the implementing partner organisation, Women's Forum for Research and Training (WFRT) that for the implementation of the rest of the activities to be feasible, we start with a TOT for the organisation in order to build capacity for the roll out to other stakeholders over time.

Workshop Facilitators

These included:

1. Kasozi Silvester - HIV and AIDS Trainer
2. Dr Suad Al Qadasi - Director WFRT
3. Rasha Abdulwahab - Local Counterpart

Participants

This being a TOT for the partner organisation, WFRT, participants included those who had been trained before by the organisation before but were probably working with other institutions at the time. These among others included Journalists, University students, Health workers, Imams, teachers and some staff from NAP. Also inclusive were some current staff of the organisation. Having such a largely clustered audience, we hope will have a good spill over effect in terms of building capacities of relevant stakeholders as well as well as raising awareness on HIV and AIDS. The training in all attracted up to 20 participants.

B) THE TRAINING

Welcome Remarks

The Director of WFRT, Dr Suad welcomed and thanked all participants for coming. She also introduced the workshop facilitators and noted that the Local counterpart would help with the translation in the workshop and thus requested the participants to be patient and co-operative. She hoped that the workshop would go on well thereby officially opening it.

Ground rules

Participants raised what they felt should be the guiding principles of the workshop in order to main order such that all would go well. These among others included;

- ☞ Respecting other participants' points of view
- ☞ Switching phones to silent mode to avoid disruptions
- ☞ Keeping time
- ☞ Allowing participants enough time to discuss issues
- ☞ Avoid unnecessary talking
- ☞ Avoid interruption when someone else is speaking
- ☞ Sticking to relevant topic during discussions
- ☞ Active participation of all participants in the workshop

Facilitation Methodologies

The following methods were used in facilitating the workshop;

- Audio visuals (power point and videos)
- Visual aids (posters)
- Plenary sessions
- Group discussions
- Skits
- Mini Lectures

Participants' expectations



Before the workshop commenced, the facilitators solicited from participants their expectations of the workshop. These would help facilitators to project their needs but also clarify what would be covered and what would not. They would also be a measure of evaluation of the workshop; whether their needs have been met or not. They included;

- ✚ To get information about HIV and AIDS
- ✚ How to deal with the issue of the AIDS disease
- ✚ Learning about raising awareness
- ✚ Making strategies for co-operation between

Participants listening attentively

participants and WFRT in relation to HIV and AIDS

- ✚ How to reduce stigma and discrimination against people infected with HIV and AIDS
- ✚ Discussing the roles participants would play after the workshop is over

Participants listening attentively

The goal of the training

To equip participants with knowledge and skills about HIV and AIDS and training respectively to strengthen their capacity in raising awareness about the pandemic.

Training Sessions

The training was divided into several sessions each with its own objectives. These were as follows

Day 1

HIV and AIDS

Objectives

- Assess the level of knowledge of participants about HIV and AIDS
- Explain the meaning of HIV and AIDS.
- Explain the difference between HIV and AIDS.
- Rectify the misconceptions about the origin of HIV.

Replication of HIV, detection and effects on the body.

Objectives

- Explain the different stages of HIV progression.
- Identify the different ways in which HIV can be detected in the body.
- Explain the effects of HIV on the human body.
- Identify the common signs and symptoms of AIDS

Yemen- HIV and AIDS situation

Objectives

- Explore the extent to which HIV is affecting and a problem of Yemen as a country

Major observation:

Although many participants from both the pre-test and discussions in the workshop showed that they knew HIV was the virus that causes AIDS, they could however not explain the terminology let alone explain how it affects the immunity system to the extent to which one develops AIDS.

Lesson learned:

The use of audio visuals is very crucial in bringing to life what seemingly are abstract facts. When we showed video clip on how HIV affects the immunity system to the level one develops AIDS, it not only reduced the time we would take explaining but also enabled participants to understand the progression of HIV better.

Day 2

Modes of transmission

Objectives

- Explain the modes of HIV transmission.
- Explain the routes through which HIV can be transmitted.
- Explain why women are more likely than men to contract HIV.
- Identify and explain the factors that determine Discordance.
- Identify the factors that increase susceptibility to contraction of HIV and vulnerability to AIDS effects.

STD/STIs and HIV AND AIDS

Objectives

- Explain what STDs / STIs are and the difference between the two terminologies.
- Explore the relationship between STDs and HIV

Major observations:

Participants on the whole had considerable knowledge about the mode of transmission through blood and to a great extent sexually. The only problem was they only thought HIV was spread through “illegal” hetero sex and illegal here meaning sex before marriage regardless of

whether one protected themselves or not. We had to explain the different ways through which even in marriage people couples can get infected. We also highlighted other illegal sex practices such as adultery, rape and defilement as avenues through which HIV would be spread not just sex before marriage especially if protection is not used. It was worth noting too the different kinds of other sexual practices that put people at risk of infection such as homosexuality and lesbianism (although culturally un acceptable and discussions not well received).

There were a lot of questions about Mother to Child Transmission (MTCT) especially regarding how they pass on the virus to the foetus within the womb and this was clearly explained to their satisfaction.

It is worth noting that one of the two Imams who attended this workshop was very active and by so doing asking critical and what to some of the participants were sensitive questions that should never have been asked. However for me as a facilitator, I saw this as a quest for knowledge that needed my attention especially for a person who has a big influence in the lives of many as a religious leader and would be big pillar in raising awareness.

For the STDs although we gave in-depth explanations about what they are and their signs and symptoms, participants remained wanting because to many according to the day's evaluation they got to know a lot of STDs they had not known before but lacked visual evidence. And although we had a video about the same with explicit examples it was found not fitting to be shown. One participant from NAP who we had requested to do some explaining in Arabic because he had had initial training about the same and had a book with pictures also coiled out later when his boss the NAP Co-ordinator came around.

Lesson learned:

We learned that to ensure proper dissemination of information about STDs/STIs it may be relevant to invite say a Doctor for that particular session after having sat with us as facilitators and agreed on the modalities of presentation and the kind of information we want to pass on. This is because they would be able to deliver information not only in Arabic but also give facts in a culturally sensitive manner and as much as what we want participants to know. And because we plan together, this process would enable the local counterpart get more knowledge about the subject and how to facilitate a similar session in future. This would enable her to take over with time with more confidence.

Day 3

Nutrition of PLHIV

Objectives

- Explain what nutrition is
- To determine the dietary needs of PLHIV

HIV and AIDS Treatment

Objectives

- Identify the common opportunistic infections of PLHIV
- Identify the ways through which these infections can be mitigated
- Explain what ARVs are and their roles in fighting HIV

HIV and AIDS Counselling



A mock counseling session by participants

Objectives

- Explain what HIV and AIDS Counselling is
- Identify the different types of HIV and AIDS Counselling
- Identify the qualities of a good counselor
- Explore the benefits of HIV and AIDS Counselling
- Describe the HIV and AIDS counselling process

Major observations:

Participants had little knowledge about care and support for People Living with HIV (PLHIV) may be because there are few people that are reported to be infected in the country or simply because there is a great deal of stigma and discrimination for people Living with HIV in the country.

Regarding treatment, ARVs was a new concept and many wondered why if there was a suppressant drug there was no cure. We had to explain again the dynamics of HIV that make a curative remedy difficult. There also was a heated argument about a self proclaimed healer of people with HIV on one of the TV stations many of whom believed he really had a cure. To this we had to caution them about being taken for a ride by people claiming to have cures especially if their concoctions are not approved by WHO and a reminder that medicines such as ARVs sometimes reduce the presence of HIV to a level of non-detection so people continue living healthy lives but they still can be infectious as they carry the virus. Some times such people proclaim themselves as being cured.

The participants had a substantial amount of knowledge about what counseling entails, what it is, its benefits and the qualities of a good counselor. Unfortunately translating the knowledge into practice was a challenge as exhibited by the a role play acted out by two rather bold participants

Lesson learned:

It was found important to remind and emphasise to participants the need not to take life for granted because of ARVs since they are not a cure, rather a suppressant of HIV levels. Besides once started one has to take them for the rest of their lives yet they come at exorbitant prices.

There is need to sharpen skills around HIV and AIDS counseling since the pandemic is steadily growing in the country thus the need for well established systems for the provision of psychosocial support for PLHIV since they remain marginalized.

Day 4 (Dr Suad)

HIV and Development

Objective

- Explore the effect HIV and AIDS has on development and vice versa.

HIV and Human Rights

Objective

- Determine the relationship between HIV and AIDS and Human Rights

Training Basics

Objective

- Explain the term training
- Identify the qualities of a good trainer
-

WFRT and HIV and AIDS

Objective

- Explain WFRT's involvement in HIV and AIDS programming

Way forward



Dr Suad, of WFRT, facilitating a session
society; in other words its relation to development as a whole.

Lesson learned:

Group work enables participants to open up and be more creative through brainstorming as it gives each of them an opportunity to contribute ideas. This is well portrayed by the plans that they eventually came up with to address the issue of HIV and AIDS.

C) PARTICIPANTS' PLANS

At the end of the four day training, the Director of WFRT, Dr Suad presented participants with different issues regarding HIV and AIDS and challenged them to develop approaches of addressing them. Although they came up with many they were requested to zero down on the

Objectives

- To determine the role of the trainees after the training
- To draft plans of future collaboration with WFRT with regard to implementing the HIV and AIDS programme

Major observations:

This session helped participants to look broadly at HIV and AIDS not just as a bio-medical issue rather than which affects and is affected by the different sectors of our

three that they could ably do in the next three months. The local counterpart would follow them up to assess their performance. They were divided into four groups to deal with the issues as seen below:

1. The international HIV and AIDS covenants and agreements signed by the Yemeni government.

Approach

- To prepare a shadow report for monitoring the commitment made by Yemen in 2000 and then putting it forward for discussion.
- Utilizing media to push for the implementation of these covenants and agreements.
- Holding discussion sessions with parliament ,local councils and those in the government who are in charge



or can help in one way or another in *Participants in a group discussion*

Implementing these strategies and agreements

- Co-ordination and co-operation with the National Aids Program (NAP) and other like minded civil society organizations
- Advocating to the different stakeholders in the government to hasten the implementation of the related agreements

Group members:

- Lina Al-Maghribi
- Hssain Abdullah
- Mohammed Mahmood

2. Sexual violence and AIDS

Approach

- Delivering religious lectures by qualified and experienced people on this issue covering schools, universities and mosques.
- Making IEC materials (posters) related to HIV and AIDS issue
- Organise radio programs (weekly, monthly or yearly) to disseminate information about sexual violence and HIV and AIDS.
- Using drama to communicate the dangers of violence and the truth about HIV and AIDS
- Offering lectures about HIV and AIDS in the villages and rural areas

A participants' planning session



Group members:

- Shinas Al-Akhali
- Maha Al- Maktary
- Arwa Abdulkawi
- Angela Al-Ma'amary

- 3. Empower and enable the girls and women of getting the information about HIV and AIDS and how they can protect themselves from this danger

Approach

Working with the educational sector through:

- **Appointing co-ordinators from schools (students and teachers) through whom to communicate and support them to hold workshops among the girls to raise their awareness about HIV and AIDS**
- **Co-ordination with National AIDS Program (NAP) to provide schools with different IEC materials related to HIV and AIDS**
- **Advocate that the Ministry of Learning and Education integrates sex education into the school curricula and ensuring that libraries in schools are equipped with books and materials relating to HIV and AIDS**
- **Arranging for meetings with Imams to raise their awareness about HIV and AIDS and encouraging them to talk about the issue in public and also to challenge stigma and discrimination of PLHIV.**

Group members:

- Abdulkawi Hassan
- Abdulgalil Herbez
- Omar Daukm
- Mohammed Allutaifi
- Fekra Mahmood

4. Working with other stakeholders to raise awareness about HIV and AIDS

Approach

- **Holding training workshops at grassroots level (communities, associations and marinate classes)**
- Ensuring that non-governmental organizations integrate HIV and AIDS into their work.
- **Working to establish coordination among the different non-governmental organizations working and mentoring the related issue**
- Supporting organisations to establish HIV departments to carry out awareness raising sessions amongst clubs and youth associations
- **Raising awareness through the development and display of HIV and AIDS related IEC materials e.g. posters and paintings**
- Co-ordination with the universities to handle activities of raising the awareness
- Organising training workshops for girls inside schools , universities and other places in order that they may guide and train other girls on HIV and AIDS

Group members:

- Khadiga
- Hayat
- Mohammed
- Abdulmalek

NB: Participants were requested to zero down on three activities that they felt they could do effectively within three months. These activities appear as highlighted above.

D) GENERAL OBSERVATIONS

- a) The presence and contributions of the Director of WFRT in the different sessions of the training and her active participation as a facilitator on the fourth day added a lot of weight and meaning to the participants in terms of how serious this was. It was show that the training should not be taken lightly since the participants would at a later stage account for the progress of their plans.

- b) Although time to workshop i.e. to do in so especially in professionally local both training equipping her knowledge in she handled the and doing was required translated



there was little prepare for the there was a lot short a time mentally and preparing my counterpart in skills and with relevant HIV and AIDS, comfortably pressure of understanding most of what of her. She the training

The DW (I) and the local counterpart facilitating

materials well and did a good job of translation during the workshop itself. This is evident in the evaluation of the participants who appreciated it and commended her for her patience. This was a good start for a person who has never facilitated before.

(The translation was good) -الترجمة كانت جيدة

(Rasha had a lot of patience in dealing with the participants) صبر رشا على التعامل مع الآخرين

- c) The group was a lively and very active one. They ably responded to questions and contributed ideas which went a long way in clarifying issues.
- d) There was a general consensus amongst participants that they got to know a lot of new information. Although we tried to dig deep into what they really meant it was often times hard for them to point to anything in particular but from my experience with how the external facilitator went about his session and from a few whispers there is a tendency of those “who know” to “ration” information to participants and give them just as much as they (facilitators) want not what they should know. This is sometimes due to the fact that some issues are culturally sensitive but largely because of a certain level of selfishness. Other than that they got a lot of information regarding STDs and Prevention of mother to child transmission that they did not know as well as the progression of HIV.

E) OVERALL CHALLENGE

Although the training was largely a success, there was a notable challenge;

- Language too was a bit of problem. Although participants later became comfortable with the translation, it was a challenge for them in the beginning. However with my language classes impending this should be sorted out soon.

F) CONCLUSION

The training could not have come at a better time than it did. It among other things gave participants more information about HIV and AIDS but also a good opportunity for them to appreciate Progressio and WFRT's involvement in HIV and AIDS work and the need to work together to develop future interventions that will see us develop an effective multi sectoral approach to fighting HIV and AIDS and related challenges such as stigma and discrimination particularly in Taiz and Yemen as a whole.