

**Report On the Botswana Training of Trainers Workshop
Gender, HIV AIDS and the Media
5 – 9 May 2003**

Short project description

This project involved a training of trainer's workshop on mainstreaming gender and HIV AIDS considerations into media training. In keeping with the GL philosophy of devolving its activities to different countries and institutions in the region, the University of Botswana Media Studies Department hosted the workshop. The workshop brought together a number of initiatives and imperatives as follows:

- In February 2001, Gender Links convened a workshop of gender activists, media trainers and practitioners that led to the production of *"Whose News, Whose Views, a Southern African Gender in Media Handbook"*. The handbook sparked keen interest at an Editors Forum convened by the NSJ Trust on the eve of World Press Freedom Day celebrations in Windhoek in May 2000.
- Concurrently, the NSJ commissioned Gender Links to undertake a Media Training Needs Assessment of the Southern African region, with the support of NiZA. One of the findings of the report is the need for a) many more indigenously produced study materials for media training in the region and b) tools for mainstreaming a human rights perspective, and specifically a gender perspective into media training.
- At the workshop to launch a Southern African Media Training Network (SAMTRAN) in Grahamstown in September 2001, Gender Links and the Institute for the Advancement of Journalism (IAJ) presented the pilot project that they are undertaking to mainstream gender considerations into the courses offered by this Johannesburg-based media training institution as part of a panel on how to integrate social concerns into mainstream media training. The workshop designated the NSJ Trust to serve as a secretariat for SAMTRAN. Among the types of training that members of the network identified as urgently required is training in mainstreaming gender and HIV in their work.
- In August 2001, the EU, which supported the production of *"Whose News, Whose Views"*, made a further allocation of funds for converting the handbook into a training manual for mainstream media trainers, building also on the experience of the pilot project with the IAJ.
- In July 2002, NIZA funded a training of trainers workshop using this manual. The project was a partnership between GL and the NSJ.
- Since June 2002, GL has been developing and testing training materials on gender, HIV AIDS and the media with the support of the Ford Foundation.
- Each year, GL plans to offer thematic training on different dimensions of gender and the media (see GL strategic plan, 2003-2005, copy sent by DHL). Over the last year, the theme has been gender violence. In 2003, the theme is gender and HIV AIDS. Some of this training will be offered directly to communicators, in partnership with media training institutions. To increase the multiplier effect of the training, GL proposed to NIZA one training of trainers workshop using the manual.
- GL is a member of the steering committee of the Southern African Media Trainers Network, SAMTRAN. This provides an excellent entry point for

canvassing trainers. Two of the objectives of SAMTRAN are to develop indigenous training materials, as well as run regular training of trainers courses. This proposal therefore falls squarely within the objectives of SAMTRAN and will be implemented in close consultation with this organisation.

4. Sub programme

Media training

5. Objectives

The objective of the workshop was to develop the capacity of mainstream media trainers to integrate gender and HIV considerations into their training, making use of the GL manual: Gender, HIV AIDS and the Media. A sub objective was to conduct one final testing of the manual that has been funded by the Ford Foundation, before this goes to print.

The workshop suffered a few setbacks. The most tragic of these was the untimely passing away of Professor Wayne Levy, a member of SAMTRAN, head of the University of Botswana Media Studies Department, and co-organiser of the workshop on the first morning of the workshop as a result of a heart attack. This impacted on participation by members of his department. A few regional participants who had confirmed participation also cancelled at the last minute. Despite these setbacks, the workshop took place, brought together participants from eleven countries, and benefited from being held in Botswana, one of the most progressive countries in Southern Africa where HIV/AIDS is concerned (see **Annex A**). The participants all came from training institutions or are involved in in-house training. Many are members of the Southern African Media Trainers Network. The workshop programme is attached at **Annex B**. They attest to the extremely practical and applied nature of the training. This is also reflected in participants' evaluations at **Annex C**. GL and the Centre for Applied Legal Studies that are developing the manual "Gender, HIV AIDS and the Media: A Training Manual for Southern African Communicators" benefited immensely from comments made by participants. A copy of the draft manual is included in this package. The manual is currently at the printers and it will be launched on 9 August, Women's Day in South Africa. Contributions made by the Botswana workshop, which served as a peer review mechanism, as well as NIZA that sponsored the workshop, are made in the final publication.

6. Target groups

Members of the Southern African Media Trainers Network, SAMTRAN who include the following categories of trainers:

- In service training institutions.
- Tertiary institutions.
- Independent trainers.
- NGO media trainers.

It is unfortunate that due to last minute change of plans by some participants, and Professor Levy's passing away, there were 15 rather than twenty participants. However, as illustrated in Annex A, participants included all of the above categories and spanned eleven countries.

7. Activities

The planned and actual activities are summarised in the table below:

ACTION	WHO RESPONSIBLE	BY WHEN-PLAN	ACTUAL
Develop the training manual	GL/ CALS	Before January 2003	First draft; final in June
Advertise the TOT course through SAMTRAN. MISANET etc	GL	January 2003	Done
Select participants	GL	February 2003	April 2003
Logistic arrangements	GL	February 2003	April 2003
Programme	GL/ trainers	February 2003	April 2003
TOT workshop	GL	March 2003	6 May 2003
Workshop report	GL	April 2003	13 June, 2003

The workshop

The workshop took place at the Centre for Continuing Education at the University of Botswana.

The first day of the workshop was structured to ensure that participants were provided with information on the nature of the HIV/AIDS epidemic in Botswana and what strategies Botswana has adopted to manage it. A session dealing with the gendered aspects of prevention, treatment and care, was also scheduled as it was felt that it was important for participants to grasp key concepts in order to build a sound foundation for the rest of the training.

An important part of the first day's programme was an in-depth discussion about training methodology and how to conduct training for adult participants.

Presentation – Dr Banu Khan, National Co-ordinator, National AIDS Co-ordinating Agency (NACA).

The NACA is the Secretariat to the National AIDS Council, which drives Botswana's response to the epidemic. NACA works with development partners, government and civil society and is mandated to secure an expanded, multi-sectoral response.

Dr Khan provided participants with a picture of the epidemic in Botswana and its impact:

- Botswana has a population of 1.6 million; 258 000 of its citizens are estimated to be living with HIV/AIDS; this includes 35.4% of pregnant women between the ages of 15 – 49;
- It is predicted that the epidemic will reduce Botswana's economy by 32% by 2021; it will also increase government's expenditure by 20% in the same period;
- HIV/AIDS will reduce life expectancy from 67 to 47 years;

- Infant mortality is expected to rise from 90 births in every 1000 in 2000 to 98 per 1000 by 2005.

Dr Khan stated that communication was a key strategy in the fight against the epidemic and NACA considered the media to be a key partner. Botswana's initial response was based on education and awareness programmes around prevention and treatment of opportunistic infections and sexually transmitted infections. The response was driven by the Department of Health. This response was seen to be inadequate and NACA was mandated to drive an expanded response. NACA is based in the Office of the President and is able to mobilize resources.

Botswana's response is a comprehensive one. It includes:

- Prevention strategies – this includes different strategies for different groups;
- Freely available condoms – the government engages in social marketing of condoms;
- MTCTP – Botswana aims to ensure that most babies are born negative through this intervention;
- Treatment of STIs – since the presence of STIs increases vulnerability to HIV infection, Botswana has expanded this programme;
- Vaccine trials – Botswana is contributing to international research on the development of an AIDS vaccine;
- VCT – Botswana has 16 stand alone VCT sites that provide free VCT services; these services are also available at other health facilities;
- The Total Community Mobilisation – this programme employs unemployed youth to go from house to house to ascertain levels of awareness and educate people on HIV/AIDS;
- Prevention of TB – Botswana has three pilot sites that are testing the response to TB and plans to roll out more this year;
- Home based care – government recognizes its responsibility and provides training and support to caregivers;
- Orphan care and support – Botswana estimates that it currently has 65 000 orphans due to HIV/AIDS; the government provides a cash grant for each child per month and also assists children to purchase school uniforms and supplies; day care centers are also established to ensure that older orphans are able to attend school;
- PWA care and support groups – coping centers have been established in most urban areas, and peer support groups operate in rural areas;
- ARVs – this is a recent addition to Botswana's response and was born out of a recognition that a comprehensive response must include strategies to care for the infected as well those who are not infected; currently triple combination therapy is provided to Botswana citizens who qualify on clinical grounds (a CD4 count of less than 200); currently 5000 people are on treatment and there are plans for a rapid scale up of the programme.

Dr Khan emphasized that the provision of ARVs is based on both an understanding of treatment as a human rights issue, as well an economic rationale. Treatment provides an incentive to test, which is considered to be a key prevention strategy – people who test negative can be encouraged to remain negative.

Dr Khan outlined some of the key challenges for Botswana in its struggle against the epidemic. Botswana is grappling with poverty and a lack of human capacity. She indicated that gender inequalities were a source of both problems. She stated that

messages to both boys and girls need to change and that the media has a key role to play in this regard.

Presentation - Mark Heywood, Project Head, AIDS Law Project; Secretary, Treatment Action Campaign.

Mr Heywood spoke about the gendered nature of prevention, treatment and care and how the fault lines in society under-privilege certain groups in society, including women, and place them at a disproportionate risk of HIV/AIDS.

Mr Heywood also spoke about the links between gender and poverty and how poverty increases the risk of HIV infection for women.

He discussed that although there are high levels of awareness about HIV/AIDS, the number of new infection is not dropping. He stated that the reasons for this relate to men and their attitude towards sex, and women and their lack of power in relationships. There cannot be a successful prevention programme unless gender inequalities are addressed, not just as part of HIV prevention programmes, but as part of the transformation of social conditions that create inequalities for women and girls.

Mr Heywood illustrated how campaigns that ignore women's experiences of sex and the realities of these experiences are not effective. Prevention is not neutral and should not stop at a positive or negative diagnosis.

Training on the manual on the second and third days

Participants were asked to select a chapter from the manual that they wished to facilitate. They were provided with a copy of the chapter prior to the workshop so that they were able to prepare. Each participant then took responsibility for conducting the training on that chapter. A list of trainers and the chapters they chose is attached as Annexure C. Participants were asked to bring copies of materials from their own countries that they wished to use in the training and which could be included in the manual.

During this part of the workshop, it became clear that participants did not feel comfortable dealing with issues relating to sexuality, particularly homosexuality. Although this is a key issue in the context of gender and HIV/AIDS and has been included in various chapters in the manual, participants either ignored the issue, or glossed over it. The facilitators decided that it was important both to equip participants with the skills and information needed to deal with this, but also to develop strategies that could be included in the manual to ensure that this issue is covered when the manual is used. It was therefore decided to schedule a session during the remainder of the workshop where this issue could be discussed.

Fourth day

Presentation – Lindiwe Nkutha, Programme Co-ordinator, Gender Links

Ms Nkutha presented a session on gender, sexuality, HIV/AIDS and media. She began by acknowledging the difficulties that people experience in talking about sex and sexuality, but stressed the importance of doing so, especially for trainers who will need to address this topic in other training.

She began the discussion by re-visiting the notion of human rights discussed during the second day and encouraged participants to think about how human rights are protected and how and why they can be infringed.

The discussion moved onto the issue of sexual rights and in particular, the question of the choice of who people choose to have sex with.

Questions of sexual identity and sexual orientation were discussed – participants believed that culture and religion played important roles in determining these questions. People who do not conform to these identities are seen to be deviant and perverse.

Participants were given an exercise based on a newspaper article dealing with the question of sexual identity and asked to think about whether they could identify with what the author was saying. The exercise opened up a lively discussion amongst the participants.

She concluded with again acknowledging the difficulties that participants themselves experienced in talking about issues relating to sexuality. She challenged participants to find ways to deal with these issues sensitively in future training, as any messaging on HIV/AIDS that did not include this group, would be incomplete.

Fifth day

The concluding session of the workshop reflected on the workshop and how useful participants had found the training and the manual. Participants were requested to indicate how they intended to use the training in their own work and it was pleasing to note that all participants identified concrete plans to incorporate the learnings into their own work.

Expected versus actual outputs:

The workshop set four main targets. Each is assessed below:

- ***20 media trainers trained in how to mainstream gender considerations into their training:*** As noted, due to the untimely passing away of the co-organiser and some regional participants being unable to attend, GL achieved 75 % of its target with regard to number of participants.
- ***Comments on the Gender, HIV and Media training manual that can be used to enrich future editions of this manual:*** The manual benefited greatly from the peer review. Comments made at the workshop have already been incorporated.
- ***Workshop report.*** Done
- ***Long term: gender, HIV, human rights perspectives mainstreamed into the training of key media training institutions in the region:*** This workshop formed part of GL's thematic training on gender and the media, that began last year with a focus on gender and violence, and will continue next year with a focus on gender and governance. Several provincial and

regional training workshops for communicators on gender and HIV AIDS have taken place. The manual will be officially launched on 9 August (Women's Day) in South Africa, and distributed to media training institutions through participants at the workshop, the Southern African Media Training Network (SAMTRAN) and GL partners.

13. Impact on the organization

As noted, the workshop formed part of our strategic plan for 2003-2005. GL places a strong emphasis on producing useful, practical tools and empowering trainers to use these. GL also seeks to ensure regional balance in its work. We wish to thank MISA for agreeing that the workshop be hosted in Botswana, and the Media Studies Department at the University of Botswana for the generous hospitality.

14. Conclusions/ recommendations to be taken up in future planning

- Ensure effective dissemination of the Gender, HIV AIDS and the Media manual;
- Electronic discussion on gender and HIV/AIDS;
- Advance dissemination of materials before workshops.

Annexure A

LIST OF PARTICIPANTS – BOTSWANA TRAINING OF TRAINERS WORKSHOP

GENDER, MEDIA AND HIV/AIDS WORKSHOP, UNIVERSITY OF BOTSWANA 5 – 9 MAY 2003

Name	Organization	Telephone Number	Fax number	Cell phone	E-mail address
Teboho Senthebane	Lesotho Television	266 32 4735		266 587804 20	tsenthebane2003@yahoo.com
Nthathi Moorosi	World Vision, Lesotho	266 22 350547		266 630 14784	nthatimoorosi@yahoo.co.uk
Ronnie Mamba	Institute for Mass Communications, Swaziland	268 404 8355		268 602 8737	Ronnie.mamba@undp.org
Siegfried Samuel	Media Watch and PILS, Mauritius	210 7075			PILS@yahoo.mr
Tendai Mandisodza	Federation of African Media Women, Zimbabwe	263 4 756 466 263 4 771071	263 4 770498	091 361 866	tsmmandi@yahoo.com
Pamela Chama	ZAMCOM, Zambia	260 02 1811		260 97 783705	pkchama@yahoo.com
Last Moyo	NUST, Zimbabwe	263 9 282 842		263 9 388918	lmoyo@nust.ac.za lastmoyo@yahoo.com
Charles Chisala	Times of Zambia & ZAMWATCH	260 2 612865	260 2 617096	096 925073	c-chisala@yahoo.com times@zamnet.zm

Arthur Okwemba	African Woman and Child Information Network, Kenya	254 2 271 8469	254 2 271 8469	0721 324676	aokwemba@yahoo.com awcin@kenyaonline.com
Lindiwe Nkutha	Gender Links	011-622-2877			lindiwe@genderlinks.org.za
Ms Lucille Adrienne (Radio)	Radio Seychelles	289600	289607		luasey@yahoo.com
Edward Chitsulo	Polytechnic of Malawi	265 - 9-911 166	265 - 1-670 578, 265 1-676 436		echitsulo@poly.ac.mw
3 participants	Media Studies Department				University of Botswana

Annexure B

PROGRAMME FOR THE BOTSWANA TRAINING OF TRAINERS WORKSHOP GENDER, HIV/AIDS AND THE MEDIA 5 – 9 MAY 2003

Co-facilitators: Pat Made, Consultant
Liesl Gerntholtz, Head: Legal Unit, AIDS Law Project.

Time	Activity/Event	Responsible person
Day One	Monday	
08h30 – 09h00	Registration	Gender Links (GL)
09h00 – 09h30	Opening remarks	Nobantu Rasebotsa, Dean of Humanities, University of Botswana
09h30 – 10h00	Objectives and Expectations	Pat Made
10h00 – 10h30	TEA	
10h30 – 12h00	HIV/AIDS in Botswana	Dr Banu Khan, National Co-ordinator, NACA
12h00 – 13h00	Communicating HIV/AIDS	Pat Made
13h00 – 14h00	LUNCH	
14h00 – 15h00	Gender and HIV/AIDS – key concepts	Liesl Gerntholtz
15h00 – 15h30	TEA	
15h30 – 17h00	Prevention, Treatment and Care – a gendered perspective	Mark Heywood, Project Head, AIDS Law Project
Day Two	Tuesday	
08h30 – 09h00	Eyes and ears	
09h00 – 10h30	Gender, HIV/AIDS and Human Rights	Charles Chisala and Last Moyo
10h30 – 11h00	TEA	
11h00 – 13h00	Gender based violence and HIV/AIDS	Teboho Senthebane
13h00 – 14h00	LUNCH	
14h00 – 16h00	Gender, Culture and HIV/AIDS	Arthur Okwemba and Siegfried Samuel
Day Three	Wednesday	
08h30 – 09h00	Eyes and Ears	
09h00 – 10h30	Gender, HIV/AIDS and Poverty	Ronnie Mamba and Nthati Moorosi
10h30 – 11h00	TEA	

11h00 – 13h00	The Role of Men in the Epidemic	Tendai Mandisodza
13h00 – 14h00	LUNCH	
14h00 – 16h30	Group work: Group 1 – Design a campaign Group 2 – In-depth review of a manual	All participants
Day Four	Thursday	
08h30 – 09h00	Eyes and ears	
09h00 – 10h30	Vulnerable Groups	Pamela Chama
10h30 – 11h00	TEA	
11h00 – 13h00	Sexuality, gender and HIV/AIDS	Lindiwe Nthutha, Programme Co-ordinator, Gender Links
13h00 – 14h00	LUNCH	
14h00 – 15h00	Report back from group work	
15h00 – 16h30	ICT training – using the internet as a research tool	Lindiwe Nkutha
Day Five	Friday	
08h30 – 09h00	Eyes and ears	
09h00 – 10h30	Evaluation and reflection	
10h30 – 11h00	TEA	

Annex C: Evaluation

All nine participants completed the evaluation forms. The results of the evaluation are summarized below.

	Excellent	Good	Fair	Poor	Very poor
Programme design	7	1			
Programme content	5	4			
Facilitation	7	2			
Group work	2	7			
Documentation	2	6			
Learning Opportunity	4	4	1		
Networking Opportunity	5	1		1	
Administrative Arrangements		8	1		

Comments

- 1. Which session do you find the most useful? Why?**

- Two participants felt that all the sessions were interactive, participatory, enriching"
- Prevention, treatment and care – 5
- Sexuality – 3
- Vulnerable groups – 4
- Gender, Culture, Religion and HIV/AIDS – 1
- Gender and poverty –1

2. Which session did you find the least useful? Why?

Six participants were unable to identify any of the session as not useful. Two participants did not enjoy the session on ICT, as they were already familiar with the concepts. One participant did not answer the question.

3. Suggestions for making workshops of this nature more effective in the future.

Several participants felt it would have been useful to have more experts, including testimony from people living with HIV/AIDS. One participant suggested that use be made of power point and overhead presentations. Two participants were concerned about getting material in time to give participants enough time to prepare. One participant suggested that the training take place in a more central location.

4. Other comments?

Most comments here concerned the logistics – participants wanted the training to be held in a more central location and were concerned that they had not received the material timeously.

More substantive comments included the following:

"I also found the presentation by Lindiwe on sexuality very touching, it has changed my understanding of and attitude towards gay people"

"Benefited greatly from Dr Khan's presentation at the venue. Botswana is putting a lot of effort into improving the HIV/AIDS and I learnt a lot"

"It was good that that we were given a chance to facilitate different sections. We are equipped"