



UN Cares in Action

The Case of Mozambique 2013

Reaching personnel with learning sessions

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Mozambique UN Cares 2010 Team

Reaching personnel with learning sessions.

With the hope of having 100 percent of UN agencies knowledgeable about the UN Cares 10 Minimum Standards, UN Cares resources, and HIV facts, Mozambique's UN Cares team proposed required learning sessions for all UN staff members in the duty station. The UN Cares team promoted these sessions through posters, e-mail messages sent through focal points of each UN agency, and town-hall meetings. In either multiple-hour or daylong sessions, UN Cares focal points taught UN staff in the topics of HIV prevalence, staff perceptions of HIV, safer sexual practices, HIV treatment, HIV and AIDS stigma, the 10 UN Cares Minimum Standards, and current HIV and AIDS resources within the UN. Ninety-seven per cent of staff members in all duty stations throughout the country were reached. For their effective learning sessions, Mozambique's UN Cares team won the 2012 UN Cares Award for the category of reaching staff with UN Cares Learning sessions in a duty station.

Background and Context

According to 2012 UNAIDS data, Mozambique has a generalized HIV epidemic with an HIV prevalence of 11.1 per cent among adults aged 15 to 49. Of these, 810,000 are women aged 15 and up. In addition, there are 180,000 children aged 0-14 living with HIV and 740,000 children have been orphaned to AIDS. In total, about 1,600,000 people are living with HIV in Mozambique.

In Mozambique, IFC, ILO, IMF, IOM, RCO, UN Habitat, UN Women, UNAIDS, UNDP, UNDSS, UNESCO, UNFPA, UNHCR, UNICEF, UNIDO, WHO, and World Bank are present. Collectively, the organizations contribute to the UN Cares workplace programme, have participated in Mozambique's UN Cares activities, and have benefited from UN Cares' HIV and AIDS resources and activities. The successful collaboration with multiple UN



Plaque offered by the UN Secretary General in 2012 to UN Team in Mozambique

agencies has even encouraged involvement from specific governmental and non-governmental groups, which include: Mozambican Parliament, National AIDS Council, Ministry of Public Services, EcoSIDA, PSI-International and Matola Municipality.

UN Cares Structure/ Leadership of and Advocacy for UN Cares

One full-time UN Cares Coordinator and two vice chairs lead Mozambique's UN Cares team. The two-year mandate focuses on the UN Cares response to the 10 Minimum Standards and the Learning Strategy on HIV. Launched in 2008, UN Cares in Mozambique was initially a component of the United Nations Technical Team on AIDS. UN Cares was developed with the intentions of saving lives and improving staff well-being, reducing stigma and discrimination, sustaining the UN's capacity to complete its core work, establish a common implementation framework to realize UN Personnel Policy on HIV, and to serve as the model for UN offices in a given country "Delivering as One." In 2010, Mozambique's UN Cares team was recognized by a high-level mission on UN Coherence for its ability to collaborate among Mozambique's UN agencies, successful cost sharing, consistent devotion of time to the programme by members of UN Cares team, and the effectiveness of the working group.

In 2012 the UN Cares team in Mozambique won the UN Cares award for reaching staff with learning activities. From 2009-2011, Mozambique reached 97 per cent of the total UN personnel located in all duty stations in the country. Every organization participated in the learning sessions: FAO, IFC, ILO, IOM, RCO, UN Habitat, UN Women, UNAIDS, UNDP, UNDSS, UNESCO, UNFPA, UNHCR, WFP, and WHO.

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Source of Funding

The Resident Coordinator's Office manages the funding of UN Cares. It is cost-shared by multiple UN agencies in Mozambique. For the 2012 year, the total UN Cares budget was \$49,062.56.

UN Cares- Approaches adopted

After the approval of the UNCT to conduct learning sessions, in 2009 UN Cares Mozambique began sessions for all UN staff to learn about HIV prevalence, safe sexual practices, HIV treatment, HIV and AIDS stigma, the 10 UN Cares Minimum Standards, and current HIV and AIDS resources within the UN.

Before and during the initial learning sessions, UN Cares promoted the mandatory sessions in a number of ways. First, a specific pamphlet with information on the learning sessions, resources to be provided, knowledge to be acquired, as well as the facilitators of the sessions was created. The pamphlet also defined the importance of UN Cares, its leaders, and its mission of providing HIV and AIDS support in the workplace. UN Cares members disseminated the pamphlet alongside a calendar of UN Cares learning sessions, events, and activities' dates and times. Second, UN Cares team members discussed the upcoming and ongoing learning sessions at town hall meetings of all UN Staff. In the five minutes allotted, UN Cares members spoke about



UN Cares Coordinator received by the President/Speaker of the Parliament in 2011.

the success of the current sessions, and the amount of information other UN personnel could learn in the future sessions. Third, UN Cares focal points used weekly and monthly UN agency meetings to discuss the learning sessions, and how staff could become involved. As more personnel in specific duty stations began completing the learning sessions, statistics of the number of staff reached, percentage of participation, and pictures of staff collaboration within the sessions were posted in the UN staff bulletins throughout Mozambique.

As the number of UN staff attending the sessions increased, Mozambique's UN Cares team created a barometer that calculated specific UN agencies' participation with ratings of excellent, very good, fair and unacceptable.

From 2009 to 2011 in all regions with UN staff, these being Maputo, Beira, Chimoio, Tete, Xai-xai, Chokwe, Nampula, and Ihambae, a total of 97 per cent UN Staff attended and participated in the learning sessions. All UN agencies based in Mozambique participated.

UN Cares, Provincial Directorate of Health, Provincial AIDS Council and organizations of People Living with HIV and AIDS led the learning sessions. Depending on where the organizations were located, learning sessions were carried out and completed in various ways. In Maputo a total of 23 learning sessions were conducted within those two years. In the remote areas of Mozambique, the UN staff attended daylong training sessions. A UN Cares focal point was also selected from each of the regions to increase UN Cares activity and promotion within the area. Each selected focal point was provided the necessary guidance.

From 2009 to 2011, each UN Agency present in the duty station participated in multiple UN Cares learning sessions. Among those sessions, nine topics in

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particular were addressed. The topics included: perception, basic concepts, role playing and discussion, services and treatment, stigma, testimonials, UN Cares 10 Minimum Standards, and current UN system resources provided to UN staff. UN Agencies valued UN Cares Mozambique's teaching on HIV prevention, current HIV and AIDS statistics, resources, as well as other ways UN staff can use safer sex practices. On an individual staff basis, staff members became more comfortable about coming forward about their HIV status, and trusted their respective agencies to provide the resources and confidential support. As a result, stigma and discrimination on the basis of HIV status, within the workplace drastically decreased.

Strengths:

- UN Cares Mozambique replicates the learning sessions every semester to account for new staff members.
- A full-time UN Cares Coordinator with technical expertise and enthusiasm added to the UN Cares team's success.
- Integration of external partners such as members of the National AIDS Council, National Institute of Statistics, EcoSIDA, Kindlimuka, CDC and Ministry of Health into the learning sessions.
- Promotion of the learning sessions was consistently innovative and ongoing.
- Reached 97 per cent of UN Staff from 100 per cent of UN agencies present in all the Mozambique duty stations through regular advocacy and follow-up.

Barriers:

The major barrier is language. While fluent in Portuguese, most UN Staff members are not fluent in English. Having the learning sessions in English presented a comprehension challenge.

Advice to other UN Cares teams

The activities within UN Cares should provide more results for staff so that zero infections, zero discrimination, and zero AIDS-related deaths could be achieved. Mozambique's UN Cares team has created multiple sessions that address different aspects of HIV and AIDS knowledge, stigma, resources and policies. UN personnel not only learn basic knowledge, they comprehend the challenges those living with HIV face and how to be more cognizant of not stigmatizing the community.

Future Project/Plans

Future plans for UN Cares Mozambique include:

- A wellness programme that encompasses sports activities, platforms to address blood pressure, nutrition, diabetes, malaria, and tuberculosis as comprehensive care for staff;
- Outreach to adolescents/dependents of UN staff;
- Training and education of spouses and partners of staff members on HIV and AIDS and civil responsibilities;

- Institution of a yearly health fair;
- Organization of contests and quizzes for staff to receive prizes, as a way to disseminate relevant and current HIV information.

Sources

- UNAIDS Country Data on Mozambique (accessed 27 January 2014)
<http://www.unaids.org/en/regionscountries/countries/mozambique/>
- Francisco Zita (personal communication, June 2013- August 2013)
- “Progress Report: UN Cares and Friends of UN Plus.” (2012)
- “UN Cares Workplan for 2013- Getting to Zero in the UN Workplace in Mozambique.” (2012)

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