

e-trac

Monthly news from INTRAC

February 2009

Hello

Just a quick update from us this month - with news on two new resources to download on the topic of responding to HIV/AIDS in the workplace, plus the details of our next three training courses.

Also, just a reminder that we are always keen to have feedback on the resources that we have available to download. So, if you've used any of our materials, please do [let us know](#) what you think.

Best wishes

Adam Houlbrook, Communications Manager

This month:

- [Helping international NGOs help partners](#)
- [Latest training courses](#)
- [New Praxis note available](#)
- [ZOA Refugee Care jobs](#)

Helping international NGOs help partners



INTRAC and [STOP AIDS NOW!](#) have recently collaborated on [HIV in the Workplace: 20 ways for INGOs to help partners](#), a short booklet which offers a range of options for INGOs to assist partners to develop organisational resilience to HIV and AIDS in the workplace.

The booklet presents illustrative examples of responses by international agencies that have encouraged local partners to manage HIV and AIDS in their workplace, with links for anyone who would like to find out more.

It builds on our recent work around HIV/AIDS in the workplace, which has already produced a number of [resources](#) that give examples of good practice from practitioners in different contexts.

STOP AIDS NOW! also has a wide range of [excellent downloadable resources](#) on HIV and AIDS.

Latest training courses



[Partner Capacity Building](#)

(5 days: Residential) 9-13 March 2009, Oxford

This course helps you to understand capacity building at different levels



in the context of inter-organisational partnerships and social partnerships. It looks at cutting edge issues such as reverse accountability, transparency, and how donor power affects relationship dynamics. Learn a range of tools to design and implement organisational capacity building initiatives with partners. Find out how to engage in a learning process that brings mutual benefits to the partnership.

[Advocacy and Policy Influencing](#)

(5 days: Residential) 23-27 March 2009, Oxford

This popular and successful course gives you a thorough understanding of how to influence the policy making process in your own context. Learn skills to help you formulate and plan effective advocacy strategies. Enhance your ability to lobby decision makers, and gain confidence in the ways in which you relate to them - give new life to your advocacy work!

[So, You Want to be a Trainer?](#)

(3 days: Non-residential) 31 March- 2 April 2009, London

The course is designed for those who have little or no experience of being a trainer. It will equip you with the skills, tools, and creative techniques to design and deliver a training event in a way that makes learning enjoyable and effective. You will have the opportunity to learn, practice and to improve your presentation and facilitation skills in order to help build capacity in others.

Download our 2009-10 [training brochure](#) to read full details of our open training courses over the year - including new courses on working with faith-based organisations, tools for experienced trainers, accounting for microfinance, and creative and strategic thinking.

New Praxis note available

Praxis Note 46: [Who Needs an HIV Policy?: Informal workplace responses to HIV in Nigerian, Kenyan and Malawian CSOs](#)

In an effort to encourage partners to adjust to HIV in the workplace, some donors are focusing on an HIV policy as the essential and only response. An HIV policy, however, may not always be appropriate. Many small or community-based CSOs do not operate on the basis of written policy and have their own informal coping mechanisms which may be an effective way to address HIV in the workplace. To better support CSOs develop resistance to HIV and AIDS, we need to know more about these informal responses.

INTRAC commissioned three short research studies to find out how CSOs without HIV policies were responding to HIV in the workplace. The research reveals that many CSOs are actively responding, without having a formal policy. Simply using the existence of a formal HIV policy may therefore not be a good indicator of CSOs' responses.

The research concludes that donors need to focus on the bigger question of how to help CSOs become resilient to HIV, not reduce this simply to having a written policy. The emphasis on formal policy response needs to be complemented by also recognising the role of informal responses.

The individual country studies - on [Nigeria](#), [Kenya](#) and [Malawi](#), are also available to download.

