Purpose

This unit standard specifies the competencies required to demonstrate knowledge of mainstreaming HIV and AIDS. It includes describing the impacts of HIV and AIDS on society, explaining the links with development targets, describing the elements of mainstreaming HIV and AIDS, analysing information needed for planning, monitoring and evaluating mainstreaming activities, building commitment to mainstreaming through advocacy and developing and implementing an HIV and AIDS mainstreaming plan. This unit standard is intended for those people in or interested in civil society organisations that have any advocacy, capacity building or planning role.

Special Notes

1. It is assumed that people seeking credit for this unit standard have considerable knowledge of HIV and AIDS and considerable management experience.

2. Glossary of terms:
   - ‘Sector’ refers to a part of society and includes but is not limited to government departments and ministries and economic groupings such as industries.

3. Regulations, policies, guidance and legislation relevant to this unit standard include the following:
   - HIV and AIDS Medium Term Plans
   - Labour Act No. 11 of 2007
   - HIV and AIDS Charter
   - National Policy on HIV and AIDS, 2007

Quality Assurance Requirements

This unit standard and others within this subfield may be awarded by institutions which meet the accreditation requirements set by the Namibia Qualifications Authority and the Namibia Training Authority and which comply with the national assessment and moderation requirements. Details of specific accreditation requirements and the national assessment arrangements are available from the Namibia Qualifications Authority and the Namibia Training Authority. All approved unit standards, qualifications and national assessment arrangements are available on the Namibia Training Authority website www.nta.com.na.
**Elements and Performance Criteria**

**Element 1: Describe the impacts of HIV and AIDS on society.**

**Range**

Causes refer to biological and medical factors and include but are not limited to unprotected sex, infected mother to unborn baby and by breast feeding and contact of the blood.

Drivers refer to sociological factors which exacerbate the spread of HIV and AIDS and include prostitution, unemployment, cultural and traditional practices, norms and values.

General impacts include but are not limited to reduction of life expectancy, high mortality rate, increased number of orphans and vulnerable children and reduced labour productivity.

Sector specific impacts recognise that there is a cross-cutting effect on social economic development of all sectors in addition to each sector’s particular impacts.

**Performance Criteria**

1.1 Drivers and causes of HIV and AIDS are identified and appraised in terms of their effect.

1.2 General impacts are described both generally and by giving specific examples.

1.3 Sector specific impacts are described both generally and by giving specific examples.

**Element 2: Explain the links with international, national and sector specific development targets.**

**Range**

International development targets include but are not limited to the Southern African Development Community, African Union and United Nations General Assembly targets.

National development targets include but are not limited to those in National Development Plan 1-7 and Vision 2030.

Sectoral targets include those in National Development Plan 1, 3, 4 but all sectors have their own strategic plans.

**Performance Criteria**

2.1 The links to international development targets are explained both generally and by giving specific examples.

2.2 The links to Namibian national development targets are explained both generally and by giving specific examples.

2.3 The links to Namibian sectoral targets are explained both generally and by giving specific examples.
Element 3: Describe elements of mainstreaming HIV and AIDS.

Performance Criteria

3.1 Mainstreaming and possible barriers to its adoption are explained by using real situations.
3.2 The critical elements of mainstreaming are explained using at least two contrasting examples.
3.3 That mainstreaming differs according to context, sector and organisational variables is explained using at least six examples.

Element 4: Analyse information for HIV AND AIDS mainstreaming planning, monitoring and evaluation for a sector or an organisation.

Performance Criteria

4.1 Existing generic and sector specific information is appraised in terms of forecasting and establishing a baseline for planning.
4.2 Additional information needs and the means of collecting the additional information are identified in terms of establishing a mainstreaming plan.
4.3 All information is analysed such that a plan can be made.

Element 5: Build commitment to mainstreaming through advocacy.

Performance Criteria

5.1 Advocacy is explained both generally and in terms of mainstreaming HIV and AIDS into a specific plan.
5.2 Opinion leaders, decision-makers, key community members are identified both generally and in one specific exemplar context.
5.3 Effective support is secured from colleagues, managers, employees, volunteers and/or communities.

Element 6: Develop and implement an HIV and AIDS mainstreaming plan.

Performance Criteria

6.1 Goals and objectives are set that are appropriate to the sector or organisation.
6.2 A budget and its source are determined which are appropriate to the sector or organisation.
6.3 Activities, roles and responsibilities are allocated which are appropriate to the sector or organisation.
6.4 Monitoring and evaluation procedures are established which are appropriate to the sector or organisation.

**Registration Data**

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