

FINAL REPORT

TRAINING COURSE

**FOR PROJECT RESPONSIBLE PERSONS TO SUPPORT THE IMPLEMENTATION OF
THE**

**EVS MULTILATERAL PROJECT ON
HIV/AIDS PREVENTION
IN EU AND CENTRAL AND EASTERN EUROPEAN
COUNTRIES**

23.07. – 28.07. 2002

Kiev, Ukraine

A project within the framework of the ICYE-Eastlinks Large Scale Project
and with the support of the European Union Youth Programme – Action 5



with the financial support of the EU

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Introduction

The present document is a report of the training course for projects' responsible persons to support the implementation of the ICYE-Eastlinks EVS project on HIV/ AIDS prevention, held in **Kiev, Ukraine from the 23.07.2002 – 28.07.2002**

The training course is part of a pilot project within the ICYE Eastlinks Large Scale project. This project receives support by the YOUTH programme of the European Commission. It was initiated and implemented by the ICYE International Office in co-operation with Alternative-V and HealthProm.¹

The present report is not only a documentation of the training course, but contains also material, which was used during the sessions. The work done aims at enabling involved partners to implement the Europe-wide pilot EVS project on HIV/AIDS prevention smoothly. It may also be used as a source of inspiration for similar projects.

The report is structured according to the programme schedule. All used materials (transparencies, schedules, etc.) can be found in the annex.

Special thanks to Dr. Erica Richardson, CREES², the team of interpreters, Anna Belausova, Maksim Stolarevski and Lesya, and to all participants for their contributions. Their overwhelming will, efforts and commitment proved the necessity and the possibility to create cross-sectoral partnerships with a wider understanding of Europe.

ICYE International Office

¹ ICYE IO www.icye.org
Alternative-V www.alternative-v.com.ua
HealthProm www.healthprom.org

² CREES - Center for Russian and Eastern European Science of the University Birmingham, United Kingdom

Training course for project responsible persons (Action 5)

Background

To ensure an equal quality standard within the implementation process all partners found additional training essential. The training held in Kiev, Ukraine (21.-28.July 2002) is together with the training for volunteers, held in Berlin (21.-26.Sept. 2002) a support measure for the ICYE Eastlinks multilateral EVS project on HIV/AIDS Prevention. The training courses for all host partner organisations and for the prospective volunteers enabled a direct and personal East-West dialogue.

Aims of the Kiev training course

The main goals were to achieve a common understanding of

- the programme and structure of EVS
- each others' roles in this particular EVS project
- the global and regional aspects of HIV/AIDS,
- as well as to reinforce the personal commitment of people involved in the project and to enable networking amongst participants.

Mainly thought of as preparation for host projects and co-ordinating organisations for the practical tasks they would face during the EVS project on HIV/AIDS Prevention, the emphasis was on concrete outcomes with practical value for the participants.

To this end, the profile of the prospective volunteers was defined and individual work plans for the volunteers were elaborated.

Efficient communication and a clear task distribution between all partners involved in a multilateral project is of major importance. Therefore the training course focused on strengthening mutual understanding and communication between Eastern and Western European AIDS activists and voluntary service organisations.

Programme
**Training course for projects' responsible persons to support the implementation of the ICYE-
Eastlinks EVS project on HIV/ AIDS prevention**

23.07.2002 – 28.07.2002

KYIV, UKRAINE

23.07.	a.m.	Arrival of participants
	18.45	Welcome gathering
	19.00	Welcome
<hr/>		
24.07.	08.00	Breakfast
	09.00	Welcome to all participants by the hosting organisation, <ul style="list-style-type: none"> o Introduction of the prep-team, o Introduction of the programme, o Technicalities and Questions
	10.00	Presentation of participants and projects
	11.30	1st coffee break
	12.00	Presentation of participants and projects (cont.)
	12.30	Expectations (in working groups)
	13.00	lunch
	15.00	Evaluation of Expectations (in plenary)
	15.30	Introduction to the YOUTH Programme and the European Voluntary Service
	16.30	2nd coffee break
	17.00	Introduction to the HIV-EVS project
	18.30	Daily Evaluation – Steam groups
	19.00	Dinner
	evening	Free
<hr/>		
25.07.	08.00	Breakfast
	09.00	Seminar on Interregional Networking and Partnership regarding HIV-AIDS (Dr. Erica Richardson, University of Birmingham and Catherine Hine, HealthProm)
	11.30	1st coffee break
	12:00	Interregional Networking and Partnership (continued)
	13.00	lunch
	15.00	Profile of the EVS volunteer - Looking for a definition
	16.30	2nd coffee break
	17.00	Preparation for the EVS volunteer
	18.30	Daily Evaluation – Steam groups
	19.00	Dinner
<hr/>		
26.07.	08.00	Breakfast
	09.00	Visits to theme related projects in Kiev
	13.00	lunch
	15:00	EVS support structure
	16.30	2nd coffee break
	17.00	Problem solving simulation exercise
	18.30	Daily Evaluation – Steam groups-
	19.00	Dinner
21.00	Theme related film	
<hr/>		
27.07.	08.00	Breakfast
	09.00	Development of individual work plan for the EVS hosting program
	11.30	1st coffee break
	12.00	Development of individual work plan (continued)
	13.00	lunch
	15.00	Guided excursion to the city - Chernobyl Museum - Sofia Cathedral
	19.00	Dinner
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28.07.	08.00	Breakfast
	09.00	Presentation of work plans
	11:00	Final Evaluation
	12:30	Lunch / Departure

Presentation of participants and projects

The organisations were briefly introduced by their respective representatives:

1. ESTYES (MTÜ Noortevahetuse Ühing EstYES), Tallinn, ESTONIA (Alexander Kurushev) www.estyes.ee

Founded in 1991 as an NGO to promote voluntary service in Estonia Estyes has acquired expertise in sending and hosting short-term and long-term volunteers. In addition to this EstYes has frequently organised training and topical seminars. In September 2001 it has hosted the first conference of Voluntary Service Organisations in Central and Eastern Europe on HIV/AIDS prevention, which had been supported by UNESCO.

2. SPPO (Voluntary Service Promotion Organisation), Warsaw, POLAND (Waldemar Korycki) www.fiye.org

SPPO's goal is to promote volunteerism through short-term and long-term exchanges.

Also SPPO is one of the founding members of the Eastlinks network, which is currently hosting its international Secretariat.

3. Alternative-V, Kiev, UKRAINE (Olga Golichenko, Oksana Yuryk) www.alternative-v.com.ua

The association is active on a local level in a variety of social issues. Main program lines are:

- Workcamps
- since 1999 long-term volunteering through the EVS program
- Camp America – Ukrainians get the chance to spend a summer in the US, working there

Also Alternative-V occasionally holds international conferences and seminars.

4. ICYE United Kingdom, London (Michael Isaac) www.icye.co.uk

ICYE UK is committed to promote inter-cultural understanding through volunteering programs, offering long-term placements in the country.

5. ICYE (Federation of the International Christian Youth Exchange) (Gerold Vollmer, Ricci Köhler) www.icye.org

Gerold Vollmer, on behalf of the ICYE International Office in Berlin gave a short introduction on the activities of the Federation.

The International Christian Youth Exchange (ICYE) originated in 1949 from the heritage of the Christian Church as a post-World War II reconciliation exchange programme between Germany and the United States of America.

The goal of ICYE over the past 50 year has been building bridges of peace, justice, and understanding through personal encounters.

Main activities of ICYE are long- and short-term youth exchange- and voluntary service programmes, international seminars on youth related topics, youth workers' training, study visits and bilateral as well as multilateral European Voluntary Service projects.

ICYE is an international independent non-profit organisation with 35 National Committees in Africa, Asia-Pacific, Europe, Latin America and North America and has 4 regional bodies.

It has operational relations with UNESCO, cooperates with the European Commission, collaborates with the World Council of Churches and is member of the Co-ordinating Committee for International Voluntary Service (CCIVS)

**6. Swallows – „Project Nadezhda”,
Samara, Russian Federation**
(*Olga Bouzinova*)

Samara Regional Medical and Psychological Centre “Nadezhda” (“Hope”) was founded in 1998 on the basis of the Charities Aids Foundation “Era of Mercy”. The main aim of the Centre is to provide medical and psychological help and to establish social rehabilitation program for young people addicted to alcohol and/or drugs and/or living with HIV/AIDS.

7. VIA e.V. , Berlin, Germany
(*Iryna Kharchenko*)

VIA activities consist of fostering foreign fellow citizens' own initiatives in the field of social work with/for migrants and East-Europeans of German origin now living in Berlin (Aussiedler), in the field of intercultural and anti-racism work, as well as in the field of information and public relations.

One of the main important tasks of VIA's present work is the development of common strategies to improve quality and accessibility of health services for socially disadvantaged (i.e. immigrants and refugees) and to respond to the needs for culturally appropriate services of such specific groups together with migrants and their organisations, with institutions of public health and social services and with partners from the countries of origin. Important topics are: prevention in HIV/AIDS, STD, drugs...

8. ZiK gGmbH, Berlin, Germany
(*Jaime Tovar*)

The ZiK gGmbH - Orangerie is a local charity organisation which provided since 1989 support for about 2.500 sick or indigent people.

ZiK gGmbH developed a specialised support system for people living with HIV /AIDS in seven different structures.

People living with HIV and / or AIDS in need for psycho-social care may live here as well as people with other sicknesses and/ or psychiatric clinic pictures.

9. Kursiv e.V., Berlin, Germany
(*Michael Krone*)

Kursiv e.V. provides psychological counselling and support for gay men with HIV/AIDS. The main target is the support of people, who are already infected, which includes the person's stabilisation and empowerment, which of course has an effect also on primary prevention.

10. HealthProm, London, UK
(*Catherine Hine*)

HealthProm works with local healthcare professionals and regional administrations building on their expertise to deliver healthcare programmes to meet the needs of local people in the Russian Federation, Ukraine and Uzbekistan.

11. Freshwinds, Birmingham, UK
(*Paul Roden*)

Freshwinds is a charity registered in 1992 to provide care and support without charge, for children and adults living with life threatening health conditions. Support and Care for people living with HIV/AIDS is a main issue.

All of their services are provided regardless of age, gender, sexual orientation, race, cultural background, religious beliefs, social, economic status or geographical location.

12. Crusaid, London, UK
(*David Lyons*)

Crusaid is based in London and provides a national and international service. They have particular links with the gay community in London and London's African immigrant community, the two communities most affected by HIV in the UK. They also have strong links to London's theatre community. The charity shop is based in Pimlico, London and has strong links with the local community. Especially the support provided to the Chelsea & Westminster Hospital has forged strong links with the West London community.

13. CREES, Birmingham, UK
(*Erica Richardson*)

CREES is the Centre for Russian and Eastern European Science of the University Birmingham, United Kingdom.

14. Aids Prevention Centre, Tallinn, Estonia (*Irina Moroz*)

The Estonian AIDS Prevention Centre (APC) is a non-profit governmental agency that was established in May 1996 and united previously existing various AIDS-related institutions into one. The mission of the APC is to prevent the transmission of HIV/AIDS and to minimise the spread of sexually transmitted diseases (STDs) in Estonia.

15. Faith Hope Love, Odessa, Ukraine
(*Irina Diatlova*)

Public Movement "Faith, Hope, Love" started its work in 1996. The goal of the Public Movement "Faith. Hope. Love" is to give aid and support to different target groups, to form tolerant attitude towards the castaways of society, to promote healthy life style, to implement new methods of negative social phenomena prevention. Nowadays the Movement associates 120 individual and 4 collective members.

16. Blagodynist, Mykolayiv, Ukraine
(*Nikolay Gagarkin*)

Mykolayiv Charitable Fund 'Blagodiynist' was founded in September 1996. The main activities of the organisation are carried out in the following fields of prevention of drug addiction and spread of HIV in the risk groups – injecting drug users (IDU), female sex-workers, convicts, men having sex with men.

They are providing psychological and social support and human rights protection for people living with HIV/AIDS and other target groups.



Expectations of participants

(Oksana Yuryk)

In order to evaluate needs and expectations of participants towards the training course, they were asked to answer the following questions and work them out in two groups:

- 1) A personal goal for the seminar
- 2) The personal contribution
- 3) A question (particular or not) that should be answered during the training course

Discussion in plenary of the groups' work brought the following results:

Personal goals for the seminar:

- A greater understanding of net-working
- A greater cultural understanding in order to reduce the experience of culture shock to a minimum
- A greater understanding of the extent of the HIV/ AIDS problem in the countries involved in the programme (Estonia, Germany, the UK, Ukraine, Russian Federation)

Personal contributions to the seminar:

- An understanding of the culture and socio-economic climate in both Western and Eastern Europe
- An understanding of how non-governmental organisations (NGO's) operate
- The experience of having lived with HIV

Questions to be answered through the seminar:

- How do the various non-governmental organisations (NGO) and voluntary bodies operate?
- Considering the differences in education with regards to HIV/ AIDS in Western- and Eastern Europe, how can we then develop a strategy of mutual cultural understanding?
- To what extent will the language barrier be an obstacle?
- Will the volunteers meet with our expectations?
- Will the hosting organisations be prepared well enough for their role?



Introduction to the YOUTH Program and the European Voluntary Service

Gerold Vollmer, project officer at the ICYE International Office then gave back-ground information and an overview on the Youth Programme:

THE YOUTH PROGRAM

The YOUTH- programme itself is sub-divided into 5 actions:

Youth Exchange: short term group exchange activities

EVS: Long-term Voluntary Service projects

Youth Initiatives – local level

Joint Actions of YOUTH with other programs (not operational yet)

Support Measures – complementary to youth program, seminars, training to facilitate the other actions, especially action 1 and 2

BENEFICIARIES OF THE YOUTH PROGRAM:

individuals aged 18-26

groups of people

non-profit sector

local authorities

TIME FRAME OF THE YOUTH PROGRAM

The budget has been approved for 7 years 2000-2006.

WHO DOES WHAT

Commission – implementing, defining guidelines

National Agencies – taking care of selecting and then supporting projects, wide range of help

Since 1988 an increasing number of young people participated in different actions of the Youth Programme

WHO CAN APPLY/PARTICIPATE? GEOGRAPHICAL SCOPE OF THE YOUTH PROGRAM

The EC differentiates between Program Countries and Third Countries. Program Countries are all EU member states plus Liechtenstein, Norway and Iceland as well as the so-called pre-accession countries in Central and Eastern Europe (Estonia, Latvia, Lithuania, Poland, Czech Republic, Slovakia, Hungary, Romania, Bulgaria, Slovenia, Cyprus and Malta).

Organisations from the above mentioned countries can apply for funding. Projects may also take place in a limited number of third countries situated in four priority areas – South Eastern Europe, CIS countries, the Mediterranean and Latin America. Anyway, organisations from these countries can not directly access funding.

INTERNET CONTACT FOR FUTURE DETAILS

www.europa.eu.int/comm/education.youth.html

ACTION 2 – EUROPEAN VOLUNTARY SERVICE

AIMS OF EVS

- intercultural learning experience for the volunteer
- support development of local community

WHAT IS AN EVS PROJECT ?

takes place in a country other than where the volunteer lives

is non-profit making and unpaid

brings added value to the local community

does not involve job substitution

lasts for a maximum of 12 months

ACTORS IN EVS ?

Volunteer

sending organisation

hosting organisation

co-ordinating organisation – depending on type of project

TYPES OF EVS-PROJECTS

one to one project – only two sides

multilateral project – more than one sending

and one receiving organisations take part

Interregional Networking and Partnership regarding HIV/AIDS

Regional Aspects of HIV/AIDS in Europe

(Dr. Erica Richardson)

Country Profiles

The delegates were divided into groups according to the country in which they worked and asked to produce a presentation outlining the way in which HIV/AIDS prevention services were organised in relation to the main virus transmission routes. In the presentation they were asked to consider the following questions:

- Which are the principal target groups for HIV prevention work?
- What are the principal ways of working with these groups?
- Who is it that organises HIV prevention work?

It was emphasised that it would be interesting to see approximate figures, but that this was not essential.

The Russian Federation

The main target group for HIV prevention is injecting drug users. This is because they make up the largest proportion of new cases.

It is important to note that in Russia as across much of CEE, there is a 'needle' culture. This means that delivering pharmaceuticals (e.g. antibiotics, vitamin supplements) by injection is considered by medical professionals to be the most effective way of taking them, whereas in Western Europe taking pharmaceuticals in tablet form is preferred. This is one possible explanation for how widespread injecting drug use is in Russia. The vast majority of PLWHA³ in the RF were injecting drug users.

Unfortunately, hospital practices in Russia have been slow to change in the wake of the HIV epidemic and there are still many iatrogenic cases of HIV, as well as other

blood born diseases, through blood and organ donations and poorly sterilised equipment.

Ukraine

Similar to Russia IDUs⁴ are the main target group for HIV prevention. They concentrate about 70% of prevention efforts. Work with IDUs is mainly dominated by harm reduction through needle exchange programs. The second biggest efforts are made in the field of preventing sexual transmissions. Heterosexuals after CSWs⁵ are therefore the second biggest group. They make up about 20-22%. The percentage of HIV-infections through sexual contacts is steadily increasing and shows the enlargement of the epidemic from a target group syndrome to a wider problem. In this area many risk reduction programs are run.

The range of priorities in the work in the HIV/ AIDS field is as follows: MSM⁶, vertical transmission⁷, imprisoned people, street children, medical staff/ teachers/ social workers/ etc., PLWHA⁸. Medical institutions are the main partners for reducing vertical transmission. Women were forced to terminate the pregnancy when they were tested HIV+. The government as well as NGOs has programmes on HIV/AIDS prevention and harm reduction in prisons. The Centre for Social Service for Youth is targeting street children within their prevention work.

As seen before in Ukraine are different actors involved. There are first of all the Governmental AIDS Centres which are meanwhile in every bigger city or district. They work with medical institutes and are not very famous for their effective programmes. Governmental Health Centres face the same problems.

A big role play NGOs as they involve target groups (IDU, CSW, MSM, PLWH) in their organisational life. The best known example is probably the "Network of People living with HIV and AIDS" which developed out of a self-help group into a powerful organisation fighting for the rights of PLWHA. The mass

⁴ IDU = Interveniuous Drug User

⁵ CSW =Commercial Sex Worker

⁶ MSM = Men having Sex with Men

⁷ Mother-to-child transmission

⁸ PLWHA =People living with HIV and AIDS

³ PLWHA =People living with HIV and AIDS

media is seen rather critical as it creates stigmatisation which split society.

International Organisations such as UNAIDS provide skills and financial support to the above mentioned efforts.

Germany

Most of the infections in Germany happen through sexual transmission. Even though the stigma of AIDS as the gay disease is not that widespread anymore, MSM and CSWs are the ones mainly affected by HIV and AIDS (~70%), followed by heterosexual women, migrants, IDUs, (each group of about 10%)⁹. Vertical as well as medical infections are tending against zero. About 38.000 PLWHA are estimated to live in Germany. There is a constant number of about 2000 new infections per year even though through the last couple of years a growth was visible.

Groups targeted are first of all gay men whereas MSM are most of the time not reached by those efforts, followed by IDUs and CSWs. The most dominant method used within all three groups is outreach-work. Although migrants make up an increasing part within statistics there are no migrant-specific programmes as they are required to use the already existing programmes. This neglects the generally German-dominated and missing multicultural sensitive reality in most HIV projects.

Actors in Germany, state-funded or NGOs are financed to a big percentage by the German government or municipals. The co-ordinator is the Ministry of Health. Mass media campaigns are 100% funded with governmental money. The countrywide network of German AIDS Help groups and centres (Deutsche AIDS-Hilfe) got a task from the Ministry of Health to implement big parts of the prevention program on HIV/ AIDS. There are about 180 local AIDS Helps all over Germany. The AIDS work is clear-cut in the decision-structure with professionals as social workers, psychologists who are less affected. Their decisions are implemented by the working structure within the former very strong group of afflicted people and volunteers are losing influence.

United Kingdom

The UK has a complex and well-developed system of HIV prevention targeting a wide range of groups, as already they have had 17 years of experience of working with HIV/AIDS. The main target group is still MSMs as this is the group which has the highest infection rate, although last year they were overtaken by the infection rate through heterosexual contact – this was particularly high within the African communities living in Britain. Members of the African communities are often excluded and have little access to state help, particularly if they are living in the UK without papers.

The latest trend in HIV prevention is around safer sex education for the members of excluded groups, for example within the gay community it has been possible to develop good education programmes through the open and developed commercial gay scene (bars, pubs and clubs with a gay clientele). However it has been harder to work in less formal sections of the gay scene such as "cruising grounds" (areas such as parks where MSMs look for potential partners – usually for casual sex). There are also many MSMs who do not identify themselves as gay and who are therefore much harder to access with safer sex information. Reaching these groups with such information is important because they often participate in very high risk sexual practices such as "bare-backing" (where the men choose have sex without a condom while fully understanding this to be a high-risk activity).

However, in the latest UK government Department of Health "Sexual Health Strategy", HIV/AIDS was a lower priority than previously and now no longer gets a fixed proportion of the monies available.

The largest national organisation doing HIV/AIDS work is the Terence Higgins Trust (a trust set up by the friends and family of one of the first people to die of AIDS in the UK and named after him), which gets most of its money through the government. There are as many NGO's working at a local level which involves a lot of volunteers. There are also many local support groups for PLWHA (e.g. "Positively Women").

⁹ Figures are not absolute, but estimated

Estonia

Estonia had its first case of HIV in 1988, and its first support group for PLWHA in 1989. HIV was largely found within the gay community, but in 2000 the "IDU epidemic" started and now there are approximately 2600 PLWHA officially registered in Estonia (population 1.3 mill). 80% of PLWHA are IDUs and most are under the age of 24 years.

The trafficking of Estonian women is a significant problem; originally female sex workers worked in Tallinn, Helsinki and Stockholm, however Estonian women have been found working in Spain and even South Africa. 4000 Estonians are involved in sex business, 25% are under the age of 18 years.

Methadone programmes are allowed in Estonian law, so both maintenance drug programmes and needle exchange are included in harm reduction initiatives.

There are currently about 50 HIV+ mothers (officially) and they do have access to anti-retroviral treatment, which is officially free of charge. There have only been three babies born HIV+ so far in Estonia.

The session then continued with a discussion in which the following topics were brought up:

- There is significant split between the Estonian speaking and the Russian speaking populations of Estonia; IDU is most popular among Russian speaking Estonians whereas young Estonian speaking Estonians are using amphetamines and ecstasy. There is some substitution of one drug for another when supplies fall. Prevention materials are produced by the AIDS Centre Tallinn and the NGO Living for Tomorrow both in Estonian and Russian, although this work is not paid for by the government.
- With the sex work in Estonia, most is conducted from flats rather than on the street because prostitution is illegal, consequently it is run by organised crime. Due to this circumstances outreach work is rather

difficult as CSWs can not be accessed easily at their working places.

Inter-regional Networking, Co-operation and Partnership

(Catherine Hine)

HealthProm

HealthProm is a London-based charity organisation working since 1984 on the former territory of the UDSSR in healthcare projects. The most preferred working form are partnerships with locally active governmental or non-governmental organisations. E.g. in 2000 HealthProm implemented in Western Ukraine in co-operation with "SALUS" a project on awareness-raising towards HIV/AIDS. They worked mainly with teachers and youth workers. The process of the project was characterised by big mutual respect between Healthprom volunteers and local professionals.

Catherine Hine is Acting Manager of HealthProm and worked as an EVS-volunteer in Estonia. Besides her position as member of the Managing Board at ICYE UK, she is highly involved in the voluntary sector in the UK.

Participants were asked in a quick round about their level of involvement in international networks, partnerships or groups. It showed that about a third of participants present worked already or had experiences within international co-operation.

Opportunities of Working East-West

Participants were asked about their understanding of benefits of East-West co-operation.

The following were anticipated:

- Challenge perspectives employed in day-to-day work, involving both partners
- Opportunities for staff development
- Opportunity to see global perspective of work
- Enable to better reach out to and reflect the needs of different migrant/ minority groups/ young people working with
- Opportunities to improve cost effectiveness and efficiency
- Opportunities to improve understanding between different countries and their social realities
- Opportunities to raise profile of issue at home and internationally
- Opportunities to access further funding/ support for your work
- Opportunity to specialise and focus work
- Opportunity to embark upon new/ less developed activities
- IT'S FUN!



Relationships

Choice of partner

What do we expect from a perfect partner?

Participants were asked to give three main characteristics of a prospective partner. The mentioned points were the following:

- Intelligent
- Gets satisfaction from work
- Not greedy
- Understanding
- Reliable
- Attractive and sexy
- Kind and trustworthy
- Independent
- Interesting and original
- Innovative
- Polite and understands boundaries

Those features important for the choice of personal partners should also lead decisions in finding project partners. Whereas in both relationships commitment and an equal sharing of tasks and benefits are seen as basics.

Understanding 'Partnership'

Partnerships means different things to different people. Generally it can be assumed that it aims at developing successful, sustainable projects. Participants were asked to come up with essentials of a successful partnership:

- Equality of input
- Fair distribution of budget
- Project concept and design under involvement of both partners
- Openness
- Cultural sensitivity of outputs
- Objective reference to WHO, UN and local/ relevant research
- Assessment of actual resources available for project on both sides
- Common purpose – Memorandum of Association
- Fair distribution upon a mutual agreement over distribution of the workload
- Partnership developed within supportive network
- Respect for professional expertise and skills of partners (distinction between

systematic/ structural constraints and personal skills)

- Ownership of the project by organisation not limited to individuals
- Develop projects only with partners who are committed
- Being aware of own and partners' resources (skills, time, logistics, etc.) available for the project

Professional partnerships are following the same law as a private relationship of spouses. They have to create and take care for their internal relationship, but must not forget the interaction with the outside world.

Stakeholders

In the environment in which an NGO is working there are different stakeholders. There is a wide range of them and they have through their positions or relations within (or outside) the project an impact on how different influences are reacted to within the relationship.

Participants were divided into two groups according to their region of origin. Both groups got a common scenario which is given below. After taking on roles of key players, each player had the task to express three main concerns about the project, their interest in the project and the estimated power of their position.

After 15 minutes the groups came back to the plenary and reported.

Scenario group I:

NGO Novoe Obshestvo is an organisation which has just received funding to run a project which raises awareness of the transmission of the HIV Virus from mother to child in breast milk. As part of this project NO has received a volunteer from the UK for 6 months to work with young mothers to raise awareness of the issue.

Scenario group II:

NGO Mothers AID is an organisation which has just received funding to run a project which raises awareness of the transmission of the HIV Virus from mother to child in breast milk. As part of this project MothersAID has received a volunteer from Russia for 6 months to work with young mothers to raise awareness of the issue.

Key players:

- Organisational staff:
- Public Relations and Media representative
- Service provider/ Outreach worker/ midwife
- Financial/ Resources/ Operations manager
- International volunteer
- Executive Committee of the project
- Project volunteers
- Volunteer's sending organisation
- General public

Outcomes NGO Novoe Obshestvo (Scenario I):

The PR manager is concerned that the topic is not sexy enough for the newspapers.

The outreach worker doubts the ability to reach the client group, and doubts that the info is sufficient.

The co-ordinator considers the prestige of working with a volunteer.

Although the volunteer sees volunteering abroad as helpful for his career he worries about going to a different culture.

The group decided to replace the general public and instead to consider the client group which is hostile to the project and resistant to testing – "it's not our problem".

The organisation is concerned about the flow of information. Whereas administrative forces

think that the project would be a distraction, as all mothers were not at risk because they were married (!).

The finance manager wants a new car out of it – he sees international volunteers as a means to cut costs and substitute jobs. The funding agency is concerned about whether the project fits the profile, its cost-effectiveness and measurable impact.

The group feels that the most powerful actor is the client group, as their co-operation would make or break the project.

Outcomes NGO MothersAID (Scenario II): Funding agency wants good planning, effective use of money and structured budget, has lots of power, but little interest. Sending organisation wants a successful placement, has little power but high interest. Finance manager wants sound financial systems, budgetary compliance and not at the expense of other projects. High power, little interest.

The public is apathetic, but has high potential power when being activated e.g. through scary stories in the press and it might affect outcomes of the project.

The PR manager wants facts to be research based and to have an impact without being patronising. High power and very high interest.

Local authority needs to find out what the organisation is and ensure that the project could integrate with conditions and country.

The volunteer wants to work as little as possible, learn the language. He has no power and very little interest.

Within the following discussion these points were brought up and many participants agreed:

It must not be overseen that there are differences between regions.

The necessity of involving the target group, the interaction of all parties, and the potential for conflicting priorities. The backing of key organisations is essential for success. Administrative structures may be inflexible,

and the involvement of other stakeholders is vital.

Perception of the term 'volunteer' might be different for the international volunteer and the host project. For understanding each others background one should look at

- Connotations of the term 'volunteer' caused through a different (historical and cultural) heritage
- Economic circumstances of volunteering
- Level of commitment from the government
- Roles of informal volunteering and key agencies
- Environment where volunteering usually takes place
- Available funding sources
- Fashion aspect
- Accessibility
- Regulations.



Profile of the EVS volunteer - Looking for a definition

(Gerold Vollmer)

In order to bring out distinct and shared understandings of the term 'volunteer', participants were divided into two groups according to their type of organisation. Host projects considered the question what they wanted or rather expected in receiving an international volunteer.

Voluntary service organisations expressed from their own experience what host projects should/could expect.

The Host projects favoured somebody

- mature but young,
- tolerant, motivated,
- self-confident,
- being a team player,
- ready to take initiative,
- with linguistic abilities (communicative),
- relatively experienced,
- ready for anything,
- honest.

Features which host projects wanted to be avoided:

- lazy,
- demanding,
- egoistic,
- antisocial,
- discriminatory,
- unreliable,
- gossiping,
- argumentative,
- the son of the mayor

The group of Voluntary Service organisations could not come up with a commonly agreed characterisation of the prospective volunteers as anything has to be expected. That, of course was too vague for the host projects. Instead they looked at what a volunteer might expect from organisations in the host countries. First of all, volunteers rely on them in order to get their basic needs satisfied such as food, shelter, privacy, health, safety, basic feedback, a clear support structure and management plus some language training. For the further personal development the voluntary service might provide experience with HIV/AIDS prevention work, useful career skills and self-esteem building.

The tasks given to the volunteers should be meaningful and somehow in line with the host project description they received. They see it also as an opportunity to travel and to meet new people.

The group pointed out that volunteers differ not only according to their personality, but also through their background in either Western or Eastern Europe. Thus, voluntary service organisations found that Eastern European volunteers appeared to have a greater respect for authority, which might affect their demand for useful input.

Volunteers appreciate being given responsibility. The worst feeling for them is to be abandoned. Some things may be too tough, however, so the best thing is to negotiate and allow time. Volunteers from the Western Europe sometimes see themselves as "missionaries" and if they feel the work is not useful they will lose faith.

Questions were raised about the flexibility of host organisation and volunteer – which should be more flexible? It was agreed that although both volunteer and host should be open to new ideas and to challenging concepts, in the end the project will be there, it does not depend on the volunteer, and will probably continue after his/her departure, so the volunteer should not expect to be able to radically alter the project.

Preparation of an EVS placement

(Ricci Koehler)

In order to prepare for their role in the upcoming EVS project properly, participants were asked to discuss about their involvement and what needs to be covered by each part involved. The preparation period upon arrival of the volunteers at the beginning of November covers therefore the next three months and culminates in the volunteers' joint on-arrival/ pre-departure training in Berlin in September. Besides defining responsibilities for the single actors input for the follow-up training in Berlin was welcome as well.

A task was given using the method of a "silent dialogue", where participants were encouraged to dialogue on flipchart sheets regarding the respective tasks of the various actors in the programme.

The results were as follows:

Co-ordinating organisation

The main job is to give support to all other players and act as a bridge between them. To co-ordinate the volunteers' recruitment and placement at the project, provide quality assessment and preparation of volunteers (Berlin training), to disseminate all information on guidelines and project implementation and ensure that deadlines are kept. The co-ordinating organisation also should monitor the overall development of the project and assess possible follow-up measures.

Volunteer

Major item was to be active and not passive in seeking info regarding the host country, HIV/Aids, other organisations and language. An underlying theme was communication and early contact with the host country and organisation.

Sending organisation

Three main aspects:

- Conducting application process and assessing the suitability of candidates for projects, including the psychological state, their history and experience.
- Providing training with details of peculiarities of country in which volunteer will be working.
- Creating and maintaining links with host project.
- Recruiting volunteers out of the local projects has the advantage, that these volunteers already gained experience in the HIV/AIDS field and that they can bring back their experiences from abroad and involve them into local project work.

Hosting Co-ordinating organisation

- Provide information to volunteer and answer concerns raised. This should include cultural background of country, town, project – all local circumstances (however this will require the co-operation of the host project).
- Language training
- Training for mentors and on-going monitoring and consultation process.

Hosting Project

This discussion was lively and reflected the varied nature of the projects and the awareness of the importance of this role.

Key themes covered include:

- The importance of providing training about HIV/Aids in the country and the project's role in particular.
- To define tasks for the volunteer and provide a basic induction.
- To prepare other workers in the project and explain the support structure of the EVS and the nature of the placement.
- To establish contact and work with the host co-ordinating organisation.
- To agree on support structures which will be in place to resolve problems and potential conflict and considering all situations in which the support might become necessary.

Above all the host project must be aware that anything can happen!

Participants were asked and agreed on the above mentioned tasks.

Visits to theme related projects in Kiev

In the morning of the 26th the group visited two projects in Kiev, which both deal with HIV/AIDS. The visits aimed at giving participants the possibility to see the facilities and conditions of HIV/ AIDS work in Ukraine.

Visit to Club "ENEY" (NA Narcotics Anonymous), Kiev¹⁰

Seminar participants met with Yevgen Krivosheyev, president of the organisation.

Mr. Krivosheyev informed the group that the group "ENEY" had originally been formed in 1993, by the first self-help group for drug users. This was in response to the need for a medium- and long-term programme which removed the distance between psychiatrist/ therapist and client.

The organisation was officially registered in 2000 to facilitate the development of further services and activities.

The organisation has 4 groups across Kiev and liases with other organisations which also run self help groups, but it aims at facilitating the growth of further groups across the country. By average each of these groups will be attended by 10-30 users and former users. There is also a group which meets on a Monday for family members of IVU users.

Mr. Krivosheyev reported that on average, in every group 60- 80% are infected with the HIV virus. The organisation therefore sees the 12 steps method¹¹ as important to containing the spreading of the virus, and has over the last year complemented this with a harm reduction programme of needle exchange at stationary points. It is planned to introduce a mobile minibus exchange with

¹⁰ *ENEY speak as NA is the abbreviation for Narcotics Anonymous*

Club NGO "ENEY" – social rehabilitation of the drug addicts and their relatives
email: ClubEney@rambler.ru , tel: +380 (44) 432 62 80

¹¹ "12-step method" adopted from the Anonymous Alcoholics -AA

a consultant on board to provide advisory services.

Club ENEY works in their needle exchange programmes with volunteers of the IDU-scene. A volunteer caught bringing used needles to the group for secondary exchange could currently be picked up and charged by the police. An application had been made for an official letter for volunteers involved, which has been verbally approved. Although there is no such official paper yet. Another issue of concern were used needles out of the exchange and their disposal. Currently they are stockpiled by NA, but the organisation has now reached agreement with the AIDS Centre to dispose of these.

The organisation currently employs 6 members of staff as part of short term and long term projects supported by Alliance¹² and Soros.

Members of the group asked about the numbers of IDUs. Club ENEY estimated that in Kiev about 68,000 of a population of 2.6 million are injecting drug users. This figure is based upon surveys amongst group members. Delegates were shocked to extrapolate the implied figure of HIV-infected IVU drug users based on percentages of 60-80% HIV infection rates (see above), roughly 10 times greater than the official figures. A member of the UK team remarked that this is approximately twice the number of HIV positive people throughout the UK.

The group was also keen to establish how many people could be reached by the NA programme. Mr Krivosheyev estimated that currently 500 people are reached by NA, but the organisation hopes that funding will be found to run employment services for drug users and HIV positive people through social enterprise.

Irina from the AIDS Prevention Centre in Tallinn, asked whether the drug 'White Chinese' had been identified in Kiev. She reported that on 8th March there were 70 overdoses on this cheaper mixed drug many of which were young people between the ages of 14 and 20 years old. Lots of people tried this cheaper drug for the first time, not

knowing how to use it. So far, it appears that this drug has not arrived in Kiev.

The group also asked about state and other support for the organisation. Mr. Krivosheyev reported that nobody deliberately hampered the work of the organisation. There is also considerable support from the Chief Narcologist of Ukraine, the City Aids Centre and Social Youth Service. The biggest obstacle remains the lack of funds, especially given the need for city centre office space.



Visit to Substance Abuse and AIDS Prevention Foundation - SAAPF¹³

The group was warmly welcomed by Natasha Podlesnaya who introduced the group to the work of SAAPF.

SAAPF is one of the larger organisations working with HIV/AIDS in Ukraine and since 1997 has developed projects on behalf of the state. Usually, after 1 ½ years of development, it transfers projects to the state and employs 2 people to liaise on the effectiveness of this process.

Ms Podlesnaya showed the group some examples of SAAPF's awareness raising campaigns: an information booklet for users to carry, a catalogue of art works made by IDUs, which formed an exhibition last year and information for children.

¹³ Substance Abuse and AIDS Prevention Foundation

Address: sut. 108, 16/2 Yangelya Str., Kiev 03057, Ukraine

Tel: +380 (44) 456 56 02 Fax: +380 (44) 446 93 25

¹² International Alliance on HIV/ AIDS

She described the work with children in terms of awareness-raising and showed the group some pictures drawn by the children following their awareness-raising sessions. This work was complemented by work with teachers and parents to enable them to be more open in discussing these issues with children. This project made use of the services of volunteers and psychologists. This project was accompanied by a billboard poster campaign 'Have you had enough fun?' Members of the group reported that they had seen these posters throughout Kiev.

For drug users and their families, SAAPF has also run self-help groups and ran a project which has now finished, of Substitution Therapy.

The organisation is the first to establish a professional help-line on HIV and drug use which is staffed by professional psychologists and psychotherapists. Ms. Podlesnaya explained that the help line is meeting the needs of people but had some problems with services they refer to or recommend people to. Many of them have no convenient access for their customers as their service is not for free. Some lack professional quality and are therefore not trustworthy.

Other planned projects she reported are for prevention of burn-out in HIV project personnel and another campaign to raise awareness of HIV amongst the working population. Funding is also being sought for a project to protect the rights of people living with HIV/ AIDS. The project will focus on the right to employment, confidentiality and free treatment. Delegates were interested to hear whether the organisation is doing work on how people do not get HIV. Asked about the working arrangement with the state, Ms Podlesnaya said that SAAPF is happy with this arrangement. At least if the state steals their ideas on occasion, they are still being implemented.

EVS Support Structure

(Gerold Vollmer)

Additional to the session on preparation for the volunteer in the session on the EVS Support Structure participants learnt and discussed about the formal structure foreseen by the EVS program. Participants received a graphic about the structure of EVS. The participants defined the tasks of the organisations and individuals in plenary as follows:

Co-ordinating Organisation:

- Supporting the hosting organisations
- Bridge between all the other participating organisations
- Over-all co-ordination
- Training sessions for volunteers and participating organisations
- Financial management
- Communication with the funding agency (application, reporting etc.)
- Co-ordinates the evaluation

Sending organisation:

- Main task is to find suitable volunteers
- Provide the volunteer with basic knowledge therefore the sending organisation should have as much information as possible about the local projects

Hosting Co-ordinating Organisation

- Bring volunteer and mentor together
- In charge of on-arrival, mid-term training and end of stay evaluation together with documentation
- Administration of travel money
- Support the volunteer, so that he/she can concentrate on work
- Establish the contact with other local or international volunteers
- Health problems, take care of health insurance

Project

- Give meaningful work to the volunteer with a clear definition of his/ her tasks
- To provide training on technical skills
- To provide background information about the organisation, city, topic (HIV/AIDS), etc.
- Has to be in constant contact with hosting co-ordinating organisation



Mentor

- Comes from the hosting organisation
- Supports the volunteer outside the project
- Should help him/her on a day to day-level
- Should be in knowledge of the problems inside the project and be in touch with the project supervisor
- Acts according to the principle of subsidiary actions
- Should be more a friend, same age, and emotionally related

Project Supervisor

- Is part of the project
- Is in charge for the volunteer in the project
- Should coach the volunteer
- Is in charge of supervision of the tasks
- Crisis counselling
- In constant communication with the host co-ordinating organisation

Definitions of the different roles and the importance of the Project Supervisor were discussed in greater detail over the coffee break in a Russian and an English speaking group.

Problem Solving Simulation (Gerold Vollmer)

An essential part of crisis management is first of all to realise and accept the likeliness of conflict situations to arise while hosting an international volunteer for a longer time. Therefore participants got the chance to "practice" examples how to cope with upcoming challenges.

Four language groups worked out a scenario from the list given below that could arise within the time the volunteer works in the project. Each group had to present their working group results as cases to a "court" and had to "defend" their decisions. Every group played every role at least once. Thus, participants felt and saw the problems from a different angle which then led to a variety of strategies.

The following scenarios were worked out:

- The project supervisor makes the young volunteer clean the office's event hall for a celebration. This takes the volunteer two weeks - he is upset, calls his mother who calls the sending organisation.
- Volunteer has worked in the project for 1 month. He still does not speak English and therefore can not fulfil tasks assigned to him. Project calls host co-ordinating organisation saying that they have decided to send him home.
- Volunteer loves cats. He lives in the project. He brings a lot of street cats to his room. It smells atrocious. They sleep with him in his bed.
- Volunteer does nightshift in the project - he is left alone as everybody else went home. An IDU dies of an overdose. The volunteer has a nervous breakdown.
- The volunteer is very motivated. He works in a Russian project with IDUs. He is gay - some people inside the project do not accept him due to this. He wants to go home to Germany.

The cases were very lively presented by their "advocates" and "judges" as well as

"inquisition" did a serious job in examining the quality of the solutions found. In a discussion upon the role-plays it was agreed that prevention is much better than an emergency.

This requires the awareness and ability to detect problematic situations as well as the will to cope with them rather sooner than later. A good method for both sides (volunteer as well as host project) is to have ground rules established from the very beginning. To ensure a constantly high motivation of the volunteer the importance of the task s/he carries out should be explained carefully from the very beginning. Generally, a carefully thought of task schedule helps to avoid conflicts due to different understandings of responsibilities, etc. from the very beginning. The schedule should include several alternative options. While planning tasks and planning fields of involvement, the language abilities of the volunteer should be taken into account. Especially at the beginning manual work should be considered an option e.g. in demanding situations resulting from language insufficiency. From experience voluntary service organisations recommended not to give too much responsibility to the volunteer.

Once this session had finished, the movie "Place for Andy" was announced as an optional evening activity at 21.30 p.m. About one third of the group watched the movie after dinner.

Development of individual work plans for the EVS hosting programme

Building on the outcomes of the previous session that careful planning is essential for a successful co-operation of hosting project and volunteer, the aim of this session was to develop a joint measurable working plan for all parts involved in the EVS project.

Work plan / Time frame

Working groups were asked to develop a time frame based upon a set of realistic measurable goals and efforts related to them.

1. **Set of realistic, measurable goals and steps needed to implement them e.g.**
 - Within two months the volunteer should be familiar with the working structure of the office and able to work independently on small tasks such as research towards a certain topic.
2. **Include every activity in a time frame e.g.**
 - Introduction into the office database and software: 3x a week for 1 ½h.
3. **Agree on the date when the action has to be finished e.g.**
 - Volunteer should be able after 2 – 3 weeks to work with the local database under guidance, after 4 weeks (beginning of Dec.) independent work
4. **Name responsible persons for every activity e.g.**
 - Host Project: Tom (Network Administrator): introduction into software, Andreas (Program Administration Officer): training on working with the database

5. **Include dates as evaluation meetings and travel period in your planning e.g.:**

- 31st of January/ 1st/ 2nd of February: Mid-term evaluation for the volunteers held by EstYES (Alexander + mentor Anna); by 27th of Jan.: Irina (Project Supervisor) hands in brief statement about the volunteer in the project to Alexander.
- all long-term projects and current tasks have to be finished upon beginning of travel period by ~ 31st of May.

Introduction to the project

Since the first time at the project will be shaping the following months, its preparation is in particular important but also difficult to plan. The following points help to develop a structured approach:

- Estimated duration
- How to integrate the young volunteer into your organisation
- Amount and field of work of the volunteer (as concrete as possible)

Preparation of the project and its staff

The integration process will only be successful when those people involved at the hosting project are familiar with the idea and time frame of hosting an international volunteer.

- Ensure commitment of all people involved!
- Include additional training for staff, which you consider helpful - e.g. language crash course for close colleagues of the volunteer
- Intercultural training - e.g. input by the host co-ordinating project about cultural diversity, cultural shock, etc.
- Role of the volunteer in the project – talk with the staff of where they see the role of the volunteer, integrate them in the task planning process

Working goals for the volunteers

Think upon arrival what you want to be and what can be most likely achieved by an international volunteer within the project. Estimate dates for their accomplishment.

e.g.

- Able to assist in an AIDS Prevention work shop – Jan.'03
- Able to be a co-trainer (taking over input sessions of about 5-10 min in a beforehand jointly planned workshop) – March '03
- Design and implement independently a training on AIDS Prevention – June '03.

As concrete outcome of this session each country group (host and co-ordinating host organisation) elaborated a detailed work plan to support the preparatory work to be done before the arrival of the international volunteer(s).

Excursion

Participants appreciated the rich Ukrainian culture on a guided tour through the city. They had the chance to visit the Chernobyl Museum in the Kiev Centre and were impressed by the exhibition and information about the catastrophe.

The second station was the famous Sofia Cathedral.

With a cosy gathering in one of Kiev's most beautiful cafes at the "Golden Gate" the training course came to its end.

Presentation of work plans

Each country group (host and co-ordinating host organisation) had elaborated and presented a detailed work plan to support the preparatory work to be done before the arrival of the international volunteer(s).

Evaluation

The last session of the program gave participants and team members the chance to evaluate the training course.

Participants were asked to evaluate and give their personal opinion about different aspects of the training course. In a second step some of the participants commented their statements and the team members added their point of view.

The overall assessment of the training course was very positive, especially the usefulness of information provided and methods applied, the atmosphere among participants and the positive work spirit maintained by team and participants.

The idea to hold a common training for projects for Eastern and Western Europe was highly appreciated as it supports the understanding of possible upcoming problems and challenges the volunteers or the EVS project might face. Another positive aspect was the surprising, but also enriching difference participants found in the approach towards HIV/ AIDS in both parts of Europe. This was also understood as one of the biggest challenges the volunteers might face. Thus, participants felt well prepared for the upcoming project. In particular they appreciated the possibility to communicate closely with each other before and during the implementation of the EVS – project.

Participants found the information provided about regional aspects of HIV/ AIDS and the concrete preparation for their role in the EVS project especially helpful.

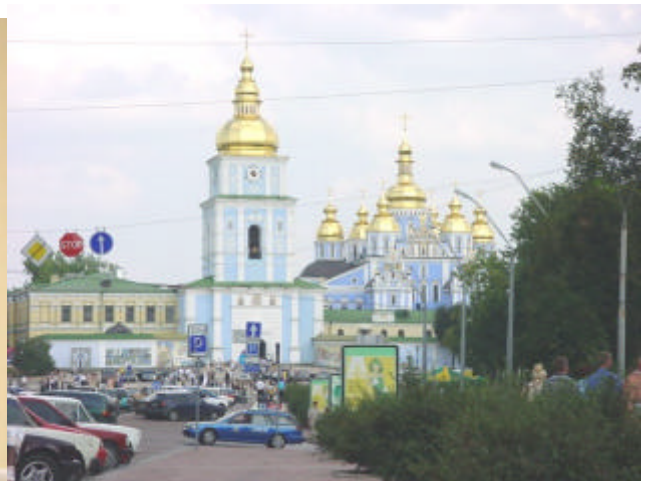
Even though the program was very intense and there should have been more time to socialise and to learn about each other's organisational background, participants understood the need for the strict time frame due to the complexity of topics.

Participants expressed that the language problem was solved sufficiently as they would have expected much more difficulties.

Nikolaj Gargarkin, on behalf of the group thanked the team for the enriching program. He found the variety of working methods very helpful in reaching understanding about the sometimes complex structures.

The team appreciated the contribution of every single participant of the training course and thanked everybody for their understanding and open-mindedness towards each other.

Oksana Yuryk then officially closed the study part of the programme, wishing all participants a good journey home.



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